

# 2019 STATE OF THE SECTOR

## ADVANCED TRANSPORTATION & LOGISTICS



### FAST FACTS

**44,442**  
EMPLOYED IN  
SECTOR

SOURCE: JOBS EQ 2019

GLOBAL TRADE MAGAZINE  
SELECTED JACKSONVILLE AS A  
**TOP U.S.  
LOGISTICS HUB**

AVERAGE  
ANNUAL WAGE:  
**\$53,989**

SOURCE: JOBS EQ 2019

Northeast Florida is **America's Logistics Center** – one of the only centrally located East Coast regions offering all four pillars of logistics: rail, air, maritime and highway. This makes the seven county region ideal for international trade, and logistics and supply chain management investments and employment.

Three major railroads—CSX, Norfolk Southern and Florida East Coast Railway—use Jacksonville as a railroad hub/interchange. Three major interstates—I-95, I-10 and I-75—connect the area with every part of the country, and Jacksonville's deep-water port has three public marine terminals.

### TOP REGIONAL EMPLOYERS (2019)

	No. of employees
<b>SOUTHEASTERN GROCERS</b> – Grocery Distribution Center	5,700
<b>AMAZON</b> – Fulfillment Center	4,000
<b>UPS</b> – Worldwide Parcel Delivery	2,300
<b>CSX CORPORATION</b> – Railroad Corporate Headquarters	1,500
<b>CROWLEY MARITIME</b> – Marine Transportation and Logistics	870



**4** regional colleges & universities offering degree or certificate programs with **Logistics** concentrations



**8** CTE academies focusing on **Logistics**



## TALENT PIPELINE

### Average Wages & Employment



(Source: 2019 JOBS EQ)

The Logistics industry has been steadily rising since Q1 of 2013 (JOBS EQ 2019). In fact, it is experiencing higher growth rates than those of other regions.

Our state features more than **61,000 exporters**, making Florida home to the second highest number of exporters in the U.S. Jacksonville itself boasts a strong intermodal system with multiple cargo terminals at JAXPORT capable of handling container, automobile, bulk, breakbulk and refrigerated cargoes.

The occupations shown on the chart to the left represent a cross-section of entry-, mid- and executive-level positions within the industry.

# »» JAXUSA INDUSTRY EXPERT INSIGHT

## Project Activity

The JAXUSA team is currently working on multiple potential logistics projects. These projects encompass both new and existing market expansion, potentially generating over 1,000 jobs and \$400,000 in capital investments.

## Employer Needs

Employers need the ability to work on bigger and broader scales. Dredging of the St. John's River to change the depth from 40 to 47 feet is occurring to allow larger ships to reach Jacksonville from the Panama Canal. Rail and road access continue to be primary needs of employers, which results in construction projects that enhance mobility throughout the region.

## Current and Future Trends

Overall industry trends in Transportation and Logistics include: E-commerce retailers using other brick and mortar buildings for returns; highly automated sorting in facilities with increasing clear height for e-commerce operations; Last Mile Centers where goods arrive from a warehouse to be processed by third party distributors (3PL) covering a specific area or zip codes; and increasing emphasis on targeted labor pools, specifically surge labor for peak time periods, as well as military deployment cycles and trailing spouses. The continued emergence of technology relating to autonomous vehicles will also continue shaping the future of this industry sector.



**John Freeman**  
Director, Business Development  
JAXUSA Partnership

# EMPLOYER BEST PRACTICE ««

## TRAILER BRIDGE: EXPANDING IN THE MARKETPLACE, GROWING A DYNAMIC COMPANY CULTURE

**Trailer Bridge** is an asset-based, full-service logistics firm that offers transportation over water and land. Trailer Bridge service lanes run throughout North America and the Caribbean (Puerto Rico, Dominican Republic, USVI) Trailer Bridge has enjoyed rapid expansion in recent years, but is proud to be founded on historical significance. Its founder, Malcom McLean, is considered to be the father of containerization, something in which the company is very proud. McLean's methods of shipping goods completely altered the way ocean bound goods are loaded, stored, and offloaded, dramatically increasing the efficiency of these operations.

The fastest growing arm of Trailer Bridge's business is the North American Logistics line. Trailer Bridge has dramatically increased the number of operational locations to include Los Angeles, CA, as well as sites in Jacksonville, FL, Atlanta, GA, Harrisburg, PA, Minneapolis, MN, Houston, TX, Chicago, IL, Raleigh, NC, Mexico City, MC and Cincinnati, OH.

Trailer Bridge is distinct for their history, but they're also set apart by factors other than growth. Their assets including seven barges, and an extensive fleet of containers and chassis. They also see their workforce as their most important asset and consider them family. Trailer Bridge also intentionally serves their community.

When Trailer Bridge began their growth strategy, they wanted to create a culture where employees enjoyed their work and felt a sense of purpose in serving their customers. They felt that having a great working environment would not only maintain productivity, but also translate into superior customer service. The leadership team shifted the focus to employees, establishing a collective leadership philosophy via a common ground. They started by asking the teams what attributes they wanted in leadership and that would create the kind of culture in which they would thrive. This resulted in the creation of the TB12 Core Values which are the foundation of Trailer Bridge's culture, and which could be described as old school values meets fun start up. These values include: Deliver Exceptional Service to Everyone, Be Kind and Fair, Be Honest and Fearlessly Authentic, Act with Integrity, Pursue Growth and Learning, Create and Be Fun, and Be Fast and Accurate. But they didn't stop there. They designed and launched a customized training program to implement a common philosophy among leadership to support these values, as well as training to keep the teams growing and innovative.

The TB12 serve as the core of what drives the team and leadership to create the best experience for employees and customers in an industry known for a fast pace. It results in a high level of service, a natural result of a workplace atmosphere where employees feel cared for and enjoy what they do.

Another aspect of the company that permeates the culture is community involvement through the **TBGives Program**. The TBGives service team supports causes like Habijax, The Clara White Mission, and Dreams Come True to name a few. Trailer Bridge believes this is a natural extension of their business of serving others, so they also help smaller groups, such as a local dance team who lacked funds to travel for competitions. More information can be found at [www.trailerbridge.com](http://www.trailerbridge.com).



**JAXUSA Partnership** works closely with **CareerSource Northeast Florida** to ensure that employers have the best assistance for any pertinent workforce needs. For more information, please contact:

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