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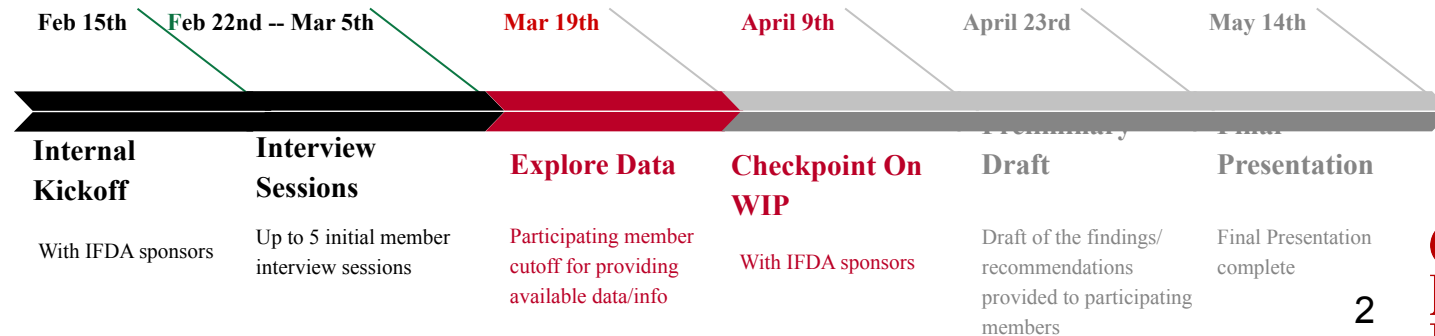
# IFDA- Second Progress Report

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*3/20/2021*

*Client Point of Contact: Annika Stensson*

*Faculty Advisors: Jamie McGovern, Brian Junker*

# Introduction:

- IFDA members are facing challenges in recruiting warehouse and driver positions.
- **Objective:** Determine pain points and relevant information using internal and public data to strategize a recruitment and retention improvement plan for foodservice distributors.
  - Validate the hypothesis that competition for qualified candidates has been increasing, including from eCommerce companies
  - Propose a roadmap to attract more job applicants and improve retention
- Held semi-structured interviews with five IFDA-member companies to understand the varying perspectives on recruitment for warehouse and truck driver roles

| Feb 15th | Feb 22nd -- Mar 5th | Mar 19th | April 9th | April 23rd | May 14th |
|---|---|---|---|---|---|
| **Internal Kickoff** | **Interview Sessions** | **Explore Data** | **Checkpoint On WIP** | Preliminary Draft | Final Presentation |
| With IFDA sponsors | Up to 5 initial member interview sessions | Participating member cutoff for providing available data/info | With IFDA sponsors | Draft of the findings/ recommendations provided to participating members | Final Presentation complete |

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# Data:

- Bureau of Labor Statistics (BLS)
  - <u>Sectors:</u> Wholesale trade (Non-durable goods), Food & Beverage stores, Transportation & Warehousing
  - Data collected (from 2017 - 2019):
    - *Employment, Employment RSE, Hourly Wage, Annual Wage, Interquartile Ranges for Hourly & Annual Wage*
- Client Data (Currently 2 out of 5 clients)
  - Client #1: Turnover, Turnover Rate, Wage data, Application data, Demographic data
  - Client #2: Turnover Rate, Hourly wage by distribution center, Application data
- Qualitative Data
  - Interviews with all five IFDA-member clients

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# Methods:

- Compare public data with client data from five client companies
  - Turnover rate
  - Hourly wage
  - Hire rate
- Conduct statistical analysis on client data based on received data
  - E.g. Time series analysis of metrics
- Draw insights from responses of client interviews

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# Economics Data - Description

- **Job openings** are the number of job openings on the last business day of the month.
- The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

- **Layoffs** and discharges are the number of layoffs and discharges during the entire month.
- The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment

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# Economics Data - Job Openings Rates by Industry and Region, Seasonally Adjusted
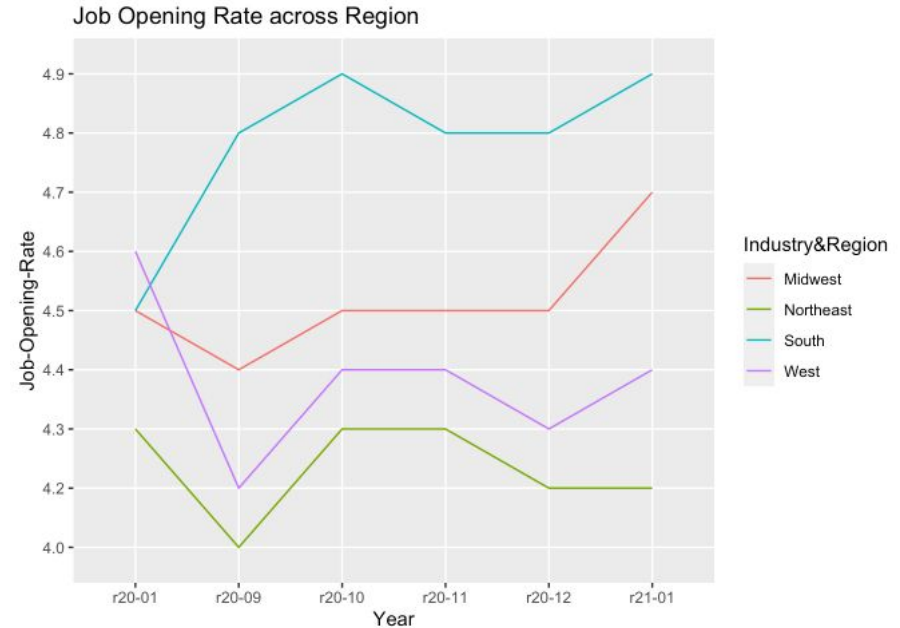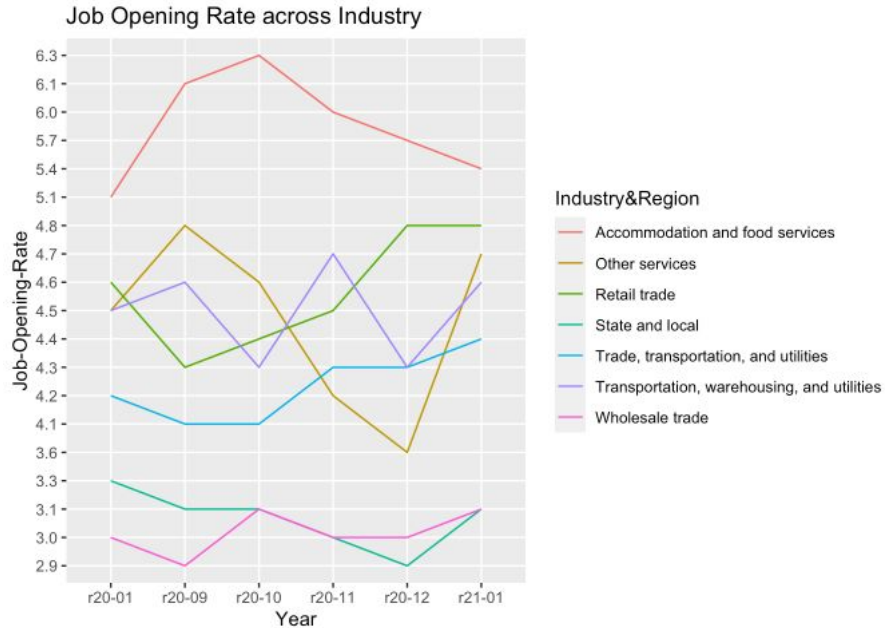


Job Openings rate: the number of job openings on the last business day of the month as a percent of total employment plus job openings.

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# Economics Data - Layoff Rates by Industry and Region, Seasonally Adjusted
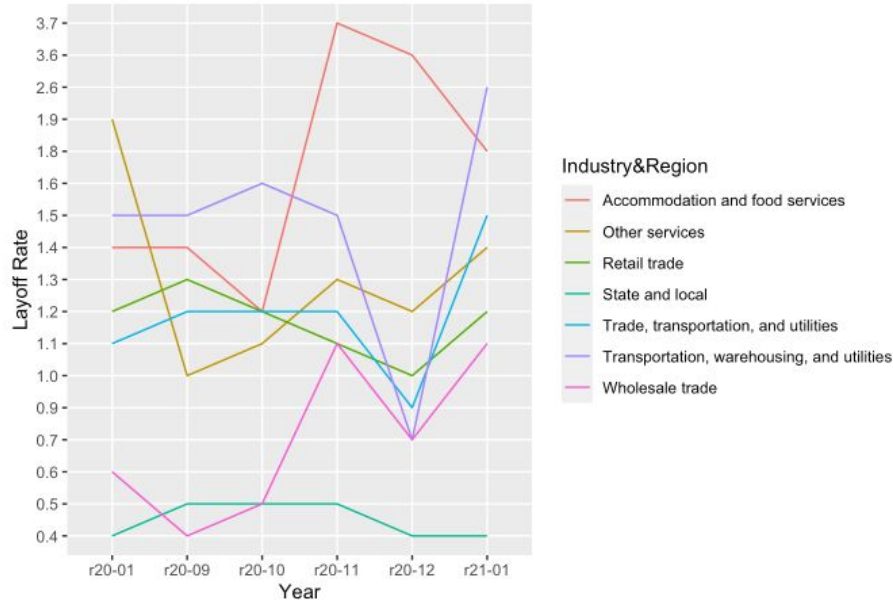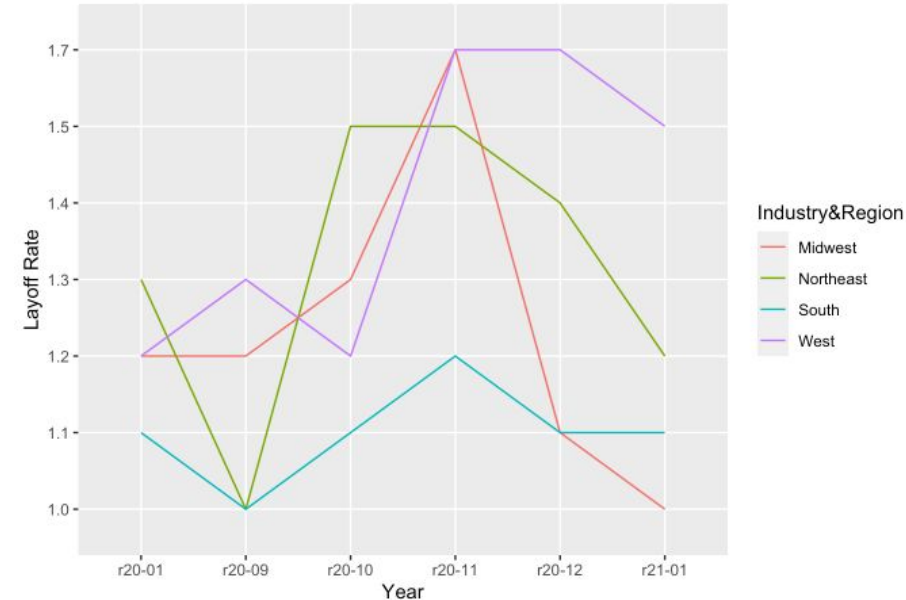


The layoffs Rate : the number of layoffs and discharges during the entire month as a percent of total employment

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# Client Data (Top 5 Reasons for Termination) - Client #1
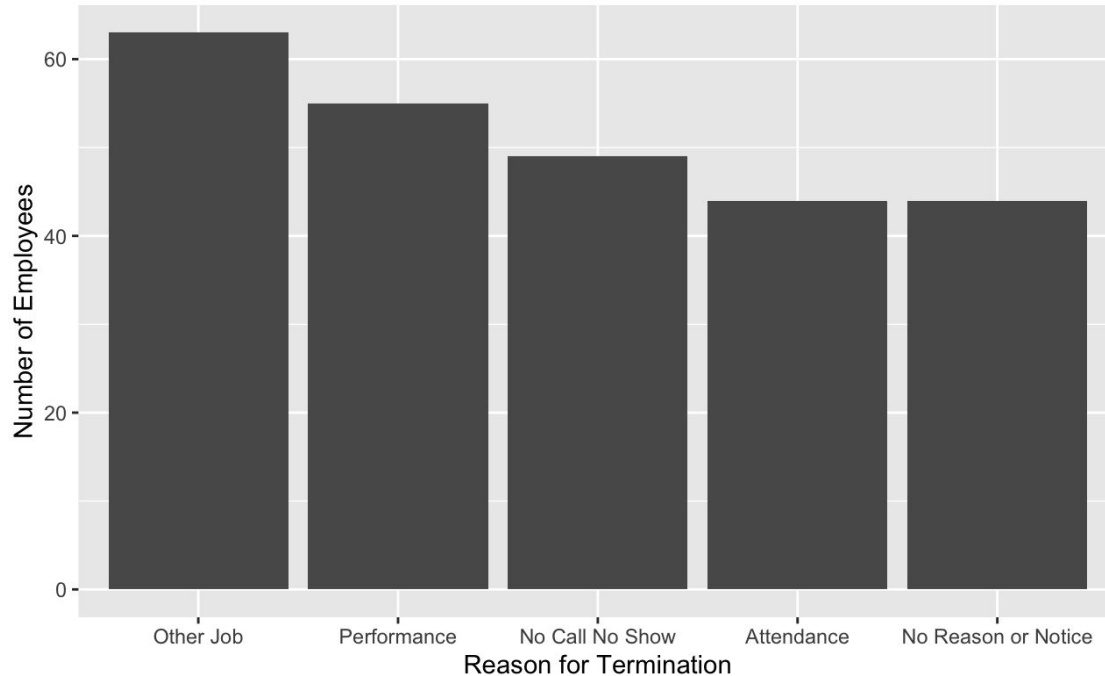


- **Number of New Hires**: 322

- **Number of Terminated Employees**: 361

- **Number of terminated employees who were new hires**: 229

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# Client Data (Hire Date vs. Location) - Client #1
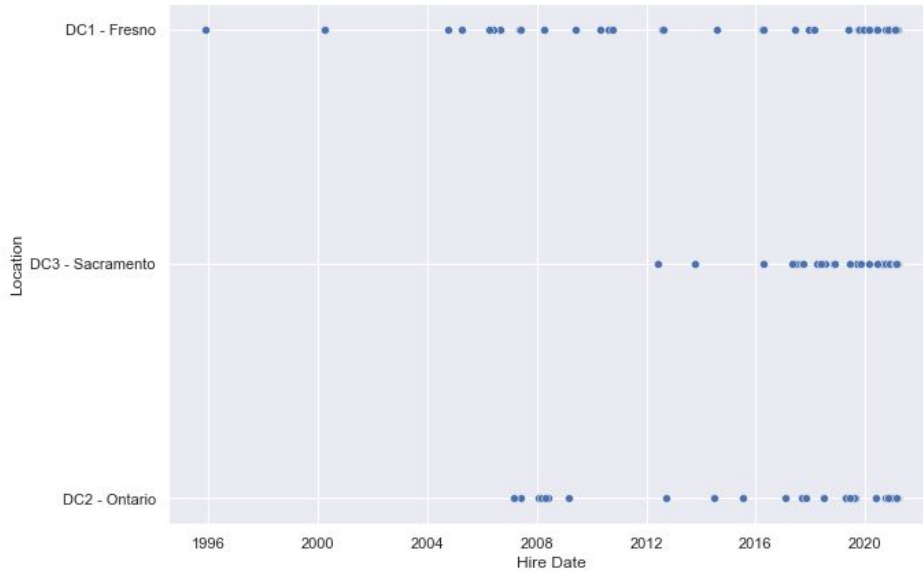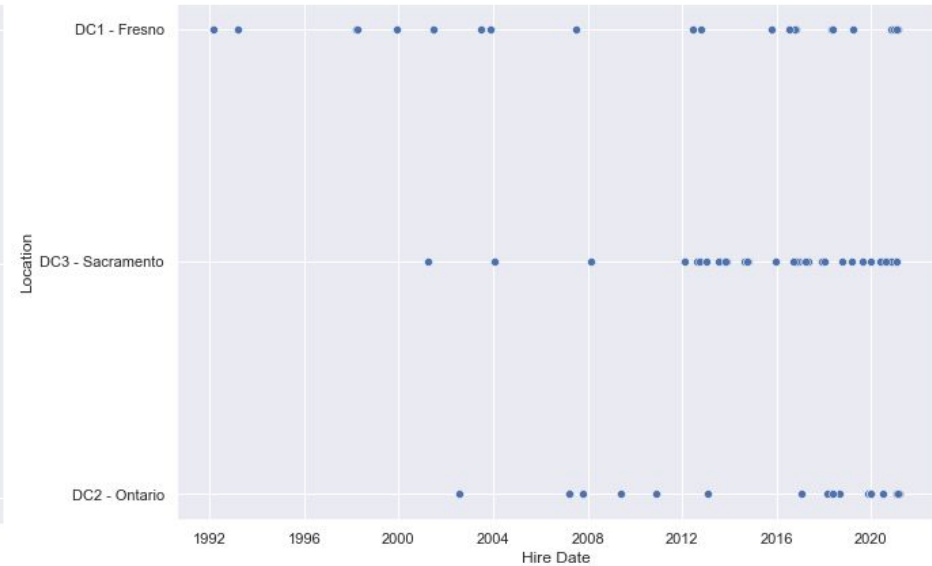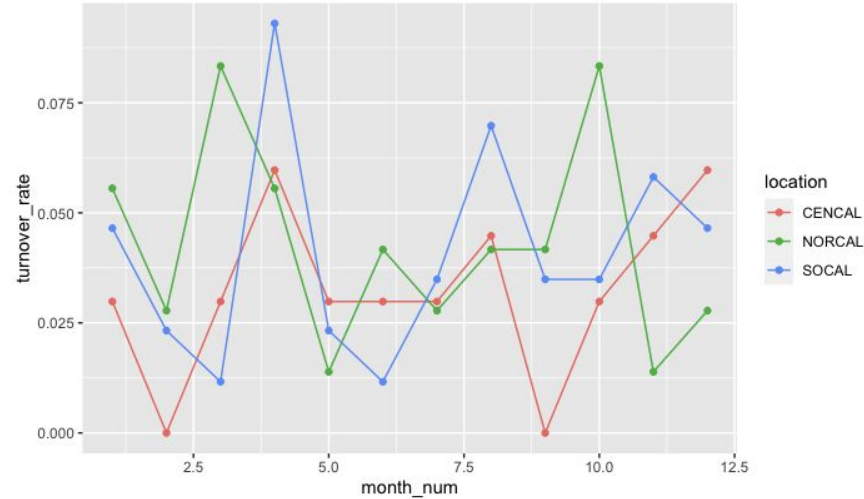
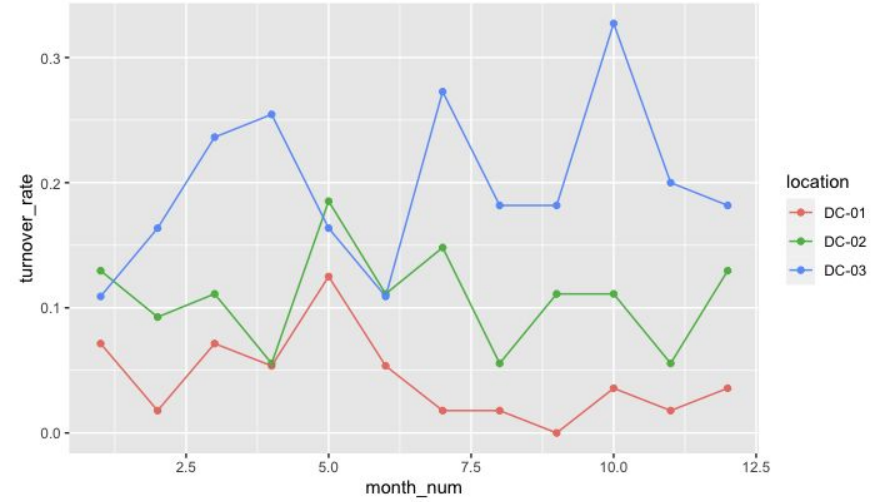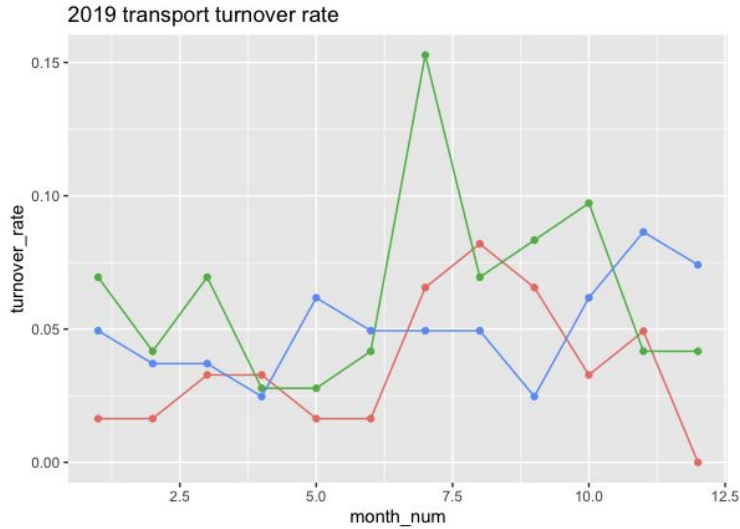# Client Data (Warehouse & Driver) - Client #1



2018 transport turnover rate



2018 warehouse turnover rate
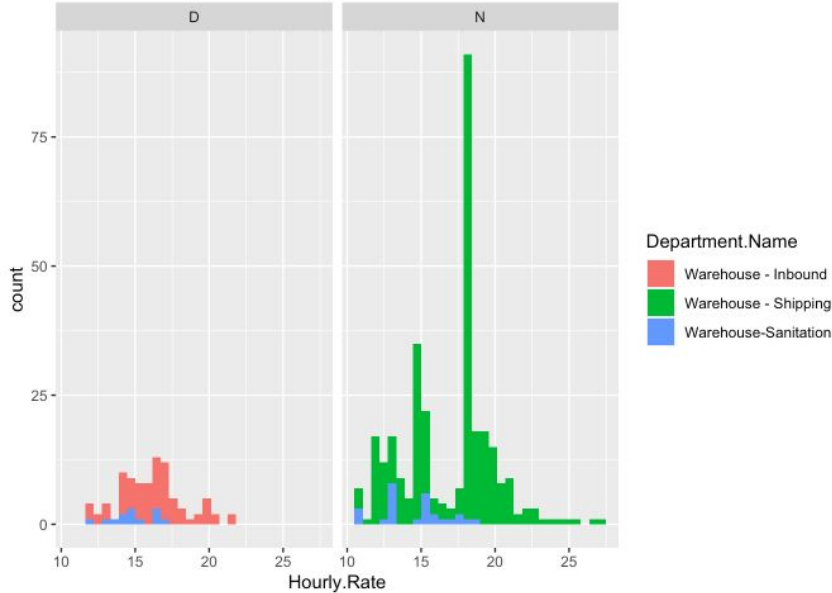
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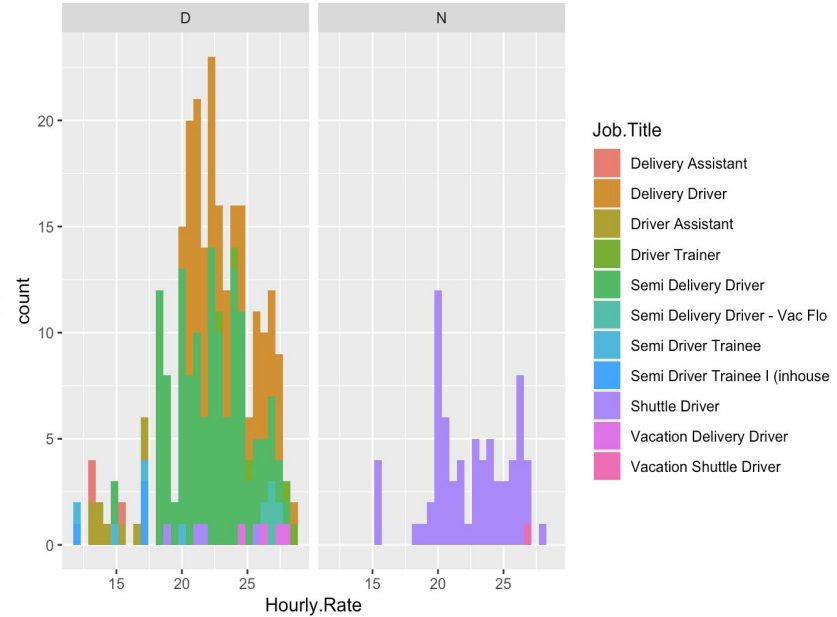# Client Data (Warehouse & Driver) - Client #1
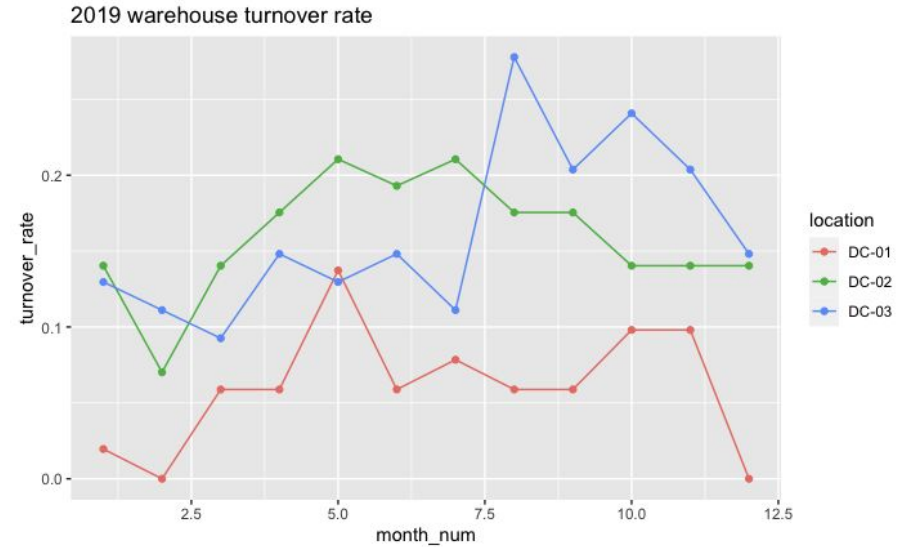
# Client Job Data (Warehouse & Driver) - Client #2
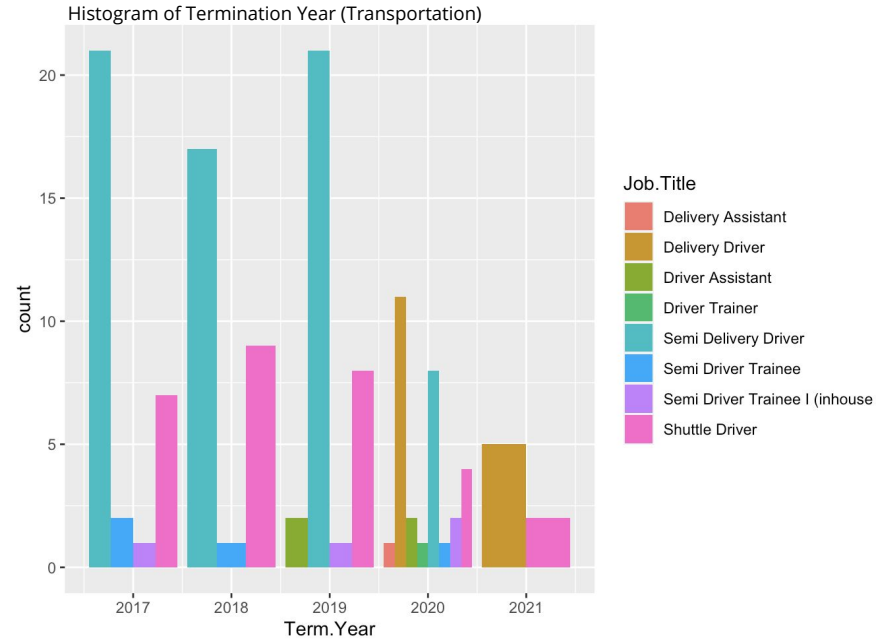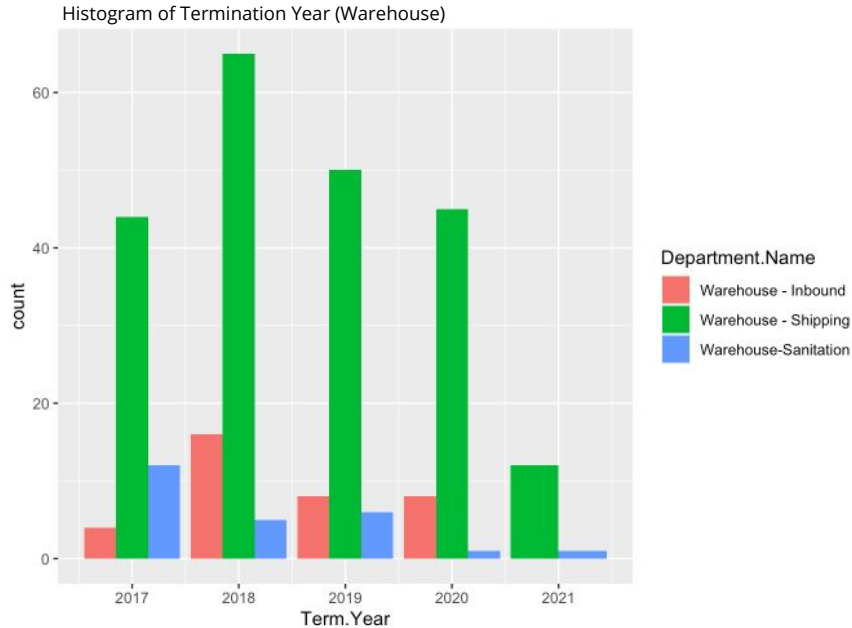


Hourly wage subset by shift (D: Day Shift N: Night Shift) (Warehouse)



Hourly wage subset by shift (D: Day Shift N: Night Shift) (Transportation)

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# Client Termination (Warehouse & Driver) - Client #2

# Client Data(Turnover Rate vs. Year) - Client #2
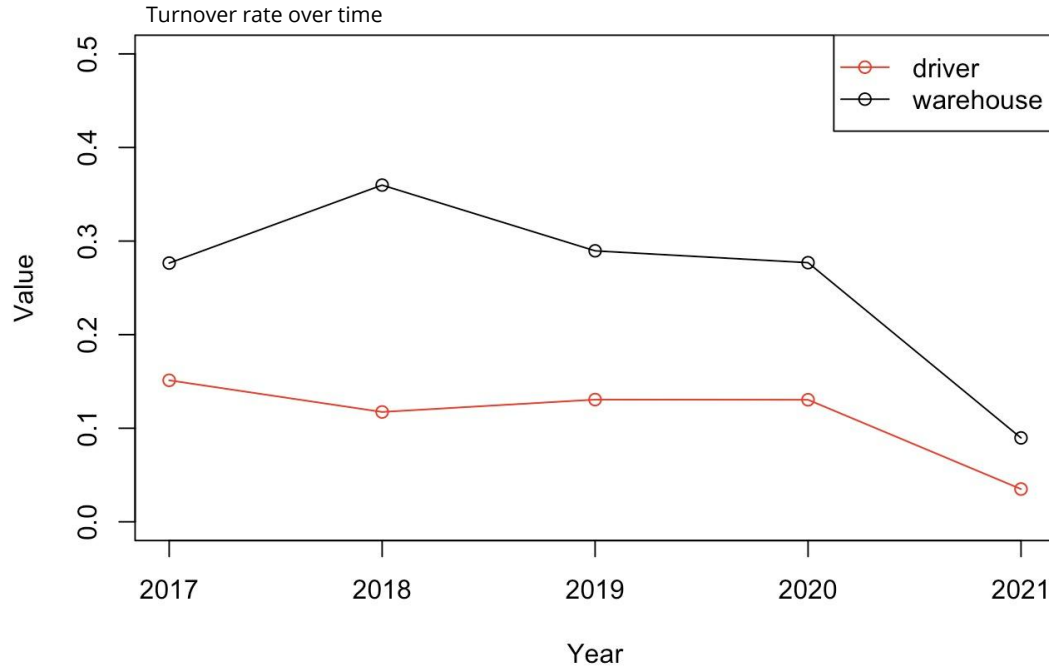


- Turnover rate = Number of people left in year x/ Number of total employees at that year
- From 2017 --- 2021/2

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# Results:

- Results have been promising but inconclusive as we have received only 2 out of the 5 clients' data

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# Next Steps & Road Blocks:

- Next Steps:
  - Visit client (PFG) facility (3/22) and schedule customer visit in downtown Pittsburgh
  - Extract comparison metrics from public data and client data
    - Contact BLS for 2020 data, if available
  - Identify common metrics of comparison between clients' data
  - Document findings
- Road Blocks:
  - Normalizing data between clients'
    - We receive different types of information among clients
  - Waiting to receive data from remaining clients.

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# Thank you

# Appendix

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# Data

**Time Series Line Graphs**

- # of Job Openings (BLS)
  - Sept 2020 - Jan 2021
- # of Layoffs (BLS)
  - Sept 2020 - Jan 2021

**Bar Plots**

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**Scatter Plots**

- Client #2
  - Hourly rate vs. age
  - Hourly rate vs. duration (# of months stayed at the company)

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