

Logistics & Supply Chain SECTOR INSIGHTS

with **outsourse**



WELCOME TO OUR SECOND EDITION!

Over the past month, we've engaged in numerous conversations about attracting more women into the logistics sector and we're excited to offer you our best strategies for achieving this. Additionally, we provide insights on overcoming IR35 challenges, addressing labour shortages, transforming feedback into trees and we include a link to our latest whitepaper on the contingent workforce.

Whether you're a seasoned professional or just curious about the field, we hope you find our newsletter inspiring and informative.

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5 TRENDS THAT ARE DEFINING A DYNAMIC LANDSCAPE...



Discover the top five trends transforming the logistics landscape so that you can stay ahead of these changes.

Technology Enhancements

Artificial Intelligence (AI) continues to boost efficiency and visibility throughout supply chains. Through 2024, [50% of supply chain organisations will invest in applications](#) that support AI and advanced analytics capabilities.

Sustainability Initiatives

Companies are increasingly focusing on reducing carbon emissions and integrating Environmental, Social and Governance (ESG) factors, driven by regulatory demands and consumer expectations.

Consolidation through Mergers and Acquisitions

Firms are merging to expand market reach, enhance services and improve efficiencies to address competitive pressures.

Reduced Freight Cost

Declining shipping and storage costs are helping to alleviate inflation pressures.

Labour Challenges

Labour shortages continue to affect the sector, prompting an increase in automation and new approaches to workforce management. [Find out more on Page 4.](#)

ATTRACTING FEMALE TALENT TO YOUR TEAM



The logistics and supply chain industry has long been viewed as a male-dominated field. However, as industries evolve and strive for greater diversity and inclusion, attracting female workers is becoming increasingly important.

Here are some of our strategies to attract more female talent into your business:

1. Promote industry awareness

Many women may not consider a career in logistics simply because they are unaware of all the amazing opportunities it presents. Increasing awareness through targeted campaigns can help remove industry stereotypes and highlight the diverse roles available.

2. Foster an inclusive workplace culture

Creating an environment where everyone feels welcome and valued is crucial. This includes training sessions on diversity and inclusion and empowering women to take on leadership positions, serving as visible role models for others.

3. Offer flexible working options

Work-life balance and flexibility are significant factors for many when choosing a job. Offering flexible working hours, the possibility of remote work, or compressed work weeks can make logistics roles more appealing to women, particularly those balancing family responsibilities. You may even be doing this, but are you promoting this on your website and through job descriptions?

4. Provide career development opportunities

Professional development is key to career satisfaction. Offering mentorship programs, leadership training, and clear pathways for advancement can attract women who are seeking growth opportunities and want to ensure they have a future in the industry.

5. Highlight job security

The logistics and supply chain sector is known for its resilience and is critical to global economies, providing job security. Highlighting this, along with the potential for career advancement can be significant in attracting female candidates.

6. Partner with educational institutions

Building relationships with universities, colleges and schools can help to change the mindset of logistics being a male-dominated field. Attending job fairs can be a great way to get in front of the future workforce and highlight the fantastic opportunities available.

7. Use inclusive job descriptions

Ensure that job postings use gender-neutral language and clearly state that you welcome applicants from all backgrounds. Highlight your company's commitment to diversity and inclusion in the job descriptions to attract a broader pool of candidates.

8. Leverage female-focused recruitment channels

Consider using recruitment channels that target women, such as women's professional networks, social media groups and forums. Participating in events focused on women can also increase visibility among female job seekers.

Conclusion

Attracting more female talent into the industry brings new perspectives that can lead to greater innovation and improved problem-solving.

By implementing these strategies, companies in the UK can create more inclusive and equitable workplaces that appeal to talented women, driving success and sustainability in the sector.



SOLUTIONS TO YOUR IR35 CHALLENGES

In the fast-paced world of logistics, efficiency and seamless operations are paramount for success.

This case study delves into the benefits of hiring employed integration specialists within a 3PL company, using the experience of a global contract logistics business as a guiding example.

The Challenge:

Our client faced challenges in attracting an external flexible integration / EDI workforce due to budget restrictions and their IR35 policy. They wanted resources with the following experience:

- Integration complexities: managing data and process integration across diverse systems and platforms posed significant challenges.
- Client-specific requirements: each client had unique integration needs, requiring tailored solutions for seamless collaboration.
- Timeliness and accuracy: ensuring timely and accurate data exchange between internal systems and client platforms was critical for operational efficiency.

The Solution:

To address these challenges, Outsorce implemented a strategy of hiring employed integration specialists. This addressed their IR35 concerns and we were able to charge a rate lower than the average market expectations. Outsorce identified candidates with the required experience to be interviewed and selected by our customer. Key components of the solution included:

- Recruitment of integration expertise: Outsorce identified professionals with extensive experience in data integration, API development, and system interoperability.
- These candidates were presented anonymously without names to support our client's diversity and inclusion policy.
- The key stakeholders selected and interviewed their preferred candidates and instructed which candidates to onboard and employ.



The Results:

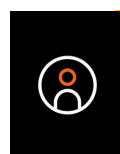
The implementation of employed integration specialists had many benefits for our customer:

- Enhanced scalability: advanced integration headcount facilitated seamless scalability, allowing them to accommodate growing volumes of transactions and clients.
- Cost savings: a reduced cost on flexible resources which can be passed on to the customer.
- Competitive advantage: our customer gained a competitive edge by offering seamless integration capabilities, positioning itself as a preferred logistics partner for clients.

Outsorce's experience highlights the significant benefits of hiring employed integration specialists within a 3PL company. By recruiting expertise, adopting advanced technologies, and focusing on client-centric solutions, they enhanced operational efficiency, improved client satisfaction and gained a competitive advantage in the logistics industry. The employed integration specialist model offers a strategic approach for 3PL companies seeking to optimise their operations and deliver value-added services to clients.

Want to find out more?

Please don't hesitate to contact Denny Jenkins or John Deacon to understand more about this solution.

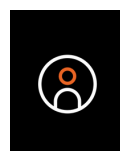


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NAVIGATING THE LABOUR CHALLENGES

The logistics and supply chain industry is a critical component of the UK economy, ensuring that goods are delivered efficiently from manufacturers to consumers. However, the sector faces significant labour challenges that could impact its operational efficiency and overall productivity. Understanding these challenges is essential for developing strategies to mitigate them.

Skill Shortages

One of the most pressing issues in the logistics and supply chain industry is the shortage of skilled workers. This sector requires a diverse range of skills, from truck drivers and warehouse staff to logistics coordinators and supply chain analysts. The rapid advancement of technology, such as the implementation of AI and IoT in logistics operations, exacerbates the gap as there is a growing demand for tech-savvy professionals.

Ageing Workforce

The logistics sector is also grappling with an ageing workforce, particularly among drivers. Many workers are nearing retirement and there's not enough new talent entering the industry to replace them. This demographic shift poses a risk to the stability and growth of the logistics sector, prompting the need for targeted recruitment strategies.

Working Conditions

Labour challenges are also linked to the working conditions within the industry. Logistics roles, particularly those involving physical work like warehouse operations or long-haul driving, are demanding and often perceived as less desirable. Improving working conditions and offering competitive wages and benefits are vital to attract and retain talent.

Conclusion

Addressing these labour challenges requires a multifaceted approach. Investing in training and development can help upskill the existing workforce and attract new talent. Additionally, improving working conditions and offering flexible work options could increase job satisfaction and retention rates.

As the logistics and supply chain sector continues to evolve, proactive measures are needed to overcome these labour challenges and ensure the smooth functioning of the supply chains that are vital to the UK's economy.



NEED SUPPORT THROUGH THESE CHALLENGES?

Our Practice Lead, Denny Jenkins, is committed to finding the best Project / Programme Managers and Directors for your project.

With over a decade of recruitment expertise, Denny specialises in sourcing Project / Programme Managers and Directors within the Logistics and Supply Chain sector, focusing on the following skillsets for both interim and permanent positions:

- Warehouse Management Systems (WMS): Blue Yonder (JDA / Red Prairie), Manhattan (Active) and Korber
- Warehouse Automation, AI and Robotics
- Business Transformation / Change
- IT Integration / Infrastructure
- Finance / HR Systems: Oracle, WorkDay and SAP

Outsource UK is the UK's leading Logistics and Supply Chain Resource 'Partner of Choice'. Our established team of Consultants specialise in both permanent and interim resources, whilst offering multiple forward-thinking solutions, handcrafted for your business.



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EUROPEAN MESSAGE FORMAT - EDIFACT

Have you ever wanted to know how the European message format EDIFACT (Electronic Data Interchange for Administration, Commerce and Transport) works?



LUKE SAUNDERS

Integration Specialist & Outsource Employed Consultant

We caught up with Luke Saunders...

Luke is an Integration Specialist with 15+ years of experience in system integration, he's completed implementations for both prestigious and high-velocity clients using EDI and APIs.

In Luke's latest video, he shares how the European message format EDIFACT works, what to expect and how to read it. He's generated a video and live walkthrough which will enable you to understand the message format and types of messages in easy-to-understand terminology.

If you'd like to find out more or have any queries, don't hesitate to connect with Luke on LinkedIn and subscribe to his YouTube for more great content!

Check out [Luke's latest video](#) where he explains how the European message format EDIFACT works.



PLANNING AN UPGRADE, LARGE-SCALE CHANGES OR IMPLEMENTING A NEW WMS?

Our Principle Lead, John Deacon, has been providing niche WMS expertise to our clients for over eight years. He has built an unrivalled network of platform specialists within the Manhattan, JDA / Blue Yonder and Koerber WMS market.

John will be able to guide you to the best talent available and provide in-depth industry knowledge to ensure you reach the best:

- Solution Architects
- Business Analysts
- Technical Platform Specialists (Build & Configuration)
- Implementation Leads
- Functional Platform Specialists
- WMS Project / Team Management
- Test Management & Execution
- Implementation Support
- WMS Support / Super Users
- WMS Training

His clients aren't limited to the UK, he's successfully resourced projects in Europe and America. John is responsible for the client management of a number of our biggest customers including Global 3PL, IT Consultancies and International Retailers. He's been responsible for providing over 400 candidates with new roles over the last eight years.



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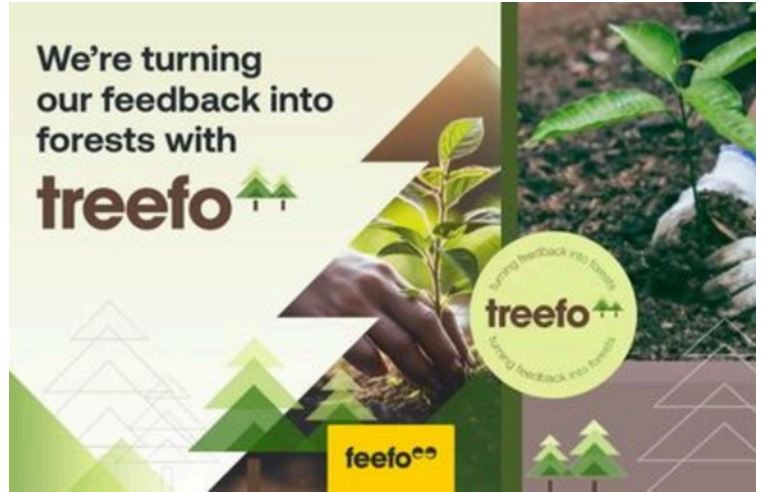
WE'RE TURNING OUR FEEDBACK INTO FORESTS!

Here at Outsorce, we've been collecting feedback from our contractors for a number of years through Feefo - the world's largest verified reviews provider. Last year, Feefo announced its new sustainability initiative, Treefo, where we can turn our feedback into trees so naturally, we jumped at the opportunity!

Feefo has partnered with reputable climate solutions specialists, Ecologi, to source its tree-planting projects. Ecologi, in turn, works hand-in-hand with genuine project providers who are engaging with local communities to restore landscapes. These tree-planting projects nurture seeds to have the best chance of growing into full-grown trees.

So far, we have funded towards tree-planting projects in Madagascar, Kenya and Mozambique, helping to support local communities and make a positive impact on our planet.

We feel proud to be part of this initiative that not only values feedback but also contributes to a greener, more sustainable future. We're not only offsetting carbon emissions but also creating a lasting positive impact on the environment and the lives of those in these regions. Together, we are sowing the seeds for a better tomorrow, one tree at a time.



Why now? With the trend of the conscious consumer on the rise, we wanted to boost our own climate action and find a way to help its customers enhance their sustainability journey. Customers are choosing more often to shop from sustainably conscious businesses:

- 40% of UK consumers are now conscious shoppers. These are customers who buy from brands that clearly communicate sustainable and ethical practices, (Deloitte, 2022)
- A poll carried out with Ipsos showed 69% of respondents were 'interested in making more sustainable choices', (Travel Weekly, December 2022).

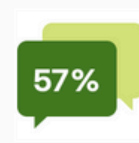
Our Green Ambassador and Marketing Business Partner, [Satinder Lahory](#), said: "As the Green Ambassador, I am absolutely delighted to be announcing this new and exciting project. This is a great first step to showcase the environmental impact we will make. We get some really great reviews and we want to continue with that momentum by offering something different as a thank you to our customers."



81% of customers feel that companies should help to improve the environment



2 in 3 consumers think brands that make a public promise to be sustainable are more trustworthy



57% of consumers say their view of a brand is influenced by its sustainability

Feefo's community's impact so far



38,600
trees funded

FUTURE OF WORK WHITEPAPER

INSIGHTS INTO DIVERSITY AND INCLUSION IN THE EXTERNAL WORKFORCE

[CLICK HERE FOR YOUR EXCLUSIVE ACCESS TO OUR WHITEPAPER](#)

We're excited to share with you our much-anticipated whitepaper, 'The Future of Work - Insights into Diversity and Inclusion within the External Workforce'. Packed with insights and expert analysis, this document is designed to guide and inspire.

Guided by our commitment to encourage diversity and inclusion in the external workforce, we hosted our Future of Work Roundtable series across the UK to understand:

- Could and should employers do more to build a diverse and inclusive external workforce that's representative of society?
- What is stopping businesses from committing to building a diverse and inclusive external workforce?
- How can businesses go about building a diverse and inclusive external workforce?

Having guests from the Logistics and Supply Chain sector and various other industries helped us better understand how employers across the UK work with their external workforce.

From these Roundtables, we wanted to put together a whitepaper that shares the discussions had and how we can all work together to create a more inclusive workplace for both the internal and external workforce.

UPCOMING ROUNDTABLES

Our free Future of Work Roundtables are hosted across the UK throughout the year. If you wish to be informed of upcoming events, please [submit your details](#) and we will be in touch.

OUR CONTRIBUTORS

From attending our Roundtables over the last couple of years to contributing to our whitepaper, we'd like to thank all of our contributors for sharing their valued opinions so that we can all work together in creating diverse workforces.

