

# WAREHOUSING JOBS Q&A

## *Answers to Common Questions About Starting Out in the Industry*

### **Warehousing and distribution is a dynamic, fast-growing industry offering a wide variety of job opportunities.**

Retailers, manufacturers, public warehouses, ecommerce fulfillment centers and third-party logistics companies (3PLs) all depend on warehouse workers.

Interested in a warehousing career? Helene Sanford, Saddle Creek Logistics' Chief Human Resources Officer and an expert in the job market, answers frequently asked questions to help you get started.

#### **Q** What do warehouse workers do?

A variety of hourly jobs are available in the warehousing industry, including order pickers, inventory control and forklift operators. They perform a variety of functions including: receiving and putting away products, picking, packing and shipping orders, counting and stocking products, and handling returns.

#### **Q** What kind of skills/experience are required for a warehousing job?

If you're interested in becoming a forklift operator, you will need your forklift certification. Many other warehouse positions simply require a high school diploma or GED. Previous experience in a warehouse environment is helpful but not usually required. If you have worked in other industries, transferable skills may include customer service, scheduling, computer experience, and communication skills.

Most companies provide on-the-job training for entry-level warehouse workers. Basic skills can be learned in just a few days. In today's competitive job market, companies also may offer forklift training for associates interested in learning this skill set.

#### **Q** What do companies look for when hiring warehousing workers?

Most companies want workers who are detail-oriented, hard-working and able to work cooperatively with others. If you have previous warehouse or forklift experience, be sure to highlight it on your resume. Also, make note if you have worked with a warehouse management system (WMS), radio frequency (RF) equipment or other relevant technology.

#### **Q** Where can I learn about available jobs?

To get started, google "warehouse jobs" and look at job boards like Indeed and Monster. There are also industry-specific job boards such as JobsInLogistics.com. Larger companies are often more prevalent on these sites because they have bigger budgets, but smaller companies also offer good career potential. To find these companies, try clicking on ads for competing companies.

If you know of warehouses in your area, go directly to the career section of their websites. It also can help to talk to friends and family and leverage your social network.

#### **Q** How can I find the best warehousing companies to work for?

Look for companies that are performing well and have strong growth projections. Those involved in ecommerce, food and beverage, and consumer goods, for example, are likely to have opportunities for warehouse workers right now.

Be sure to research prospective employers thoroughly. Check out their website and social feed, read online reviews and ask around. Does the company have a good reputation? How long have they been in business? What is their track record for promoting internally? What is the company culture like? How do their values align with yours?

**In the current job market, you can afford to be selective.  
Take time to find a company where you will enjoy working for years to come.**