

Target and SCT Development



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Target Bottom Line

Through at least the last decade, Target has struggled to maintain desired staffing for maintenance technicians for our supply chain facilities in many markets across the country. In recent years, that trend has become more challenging.

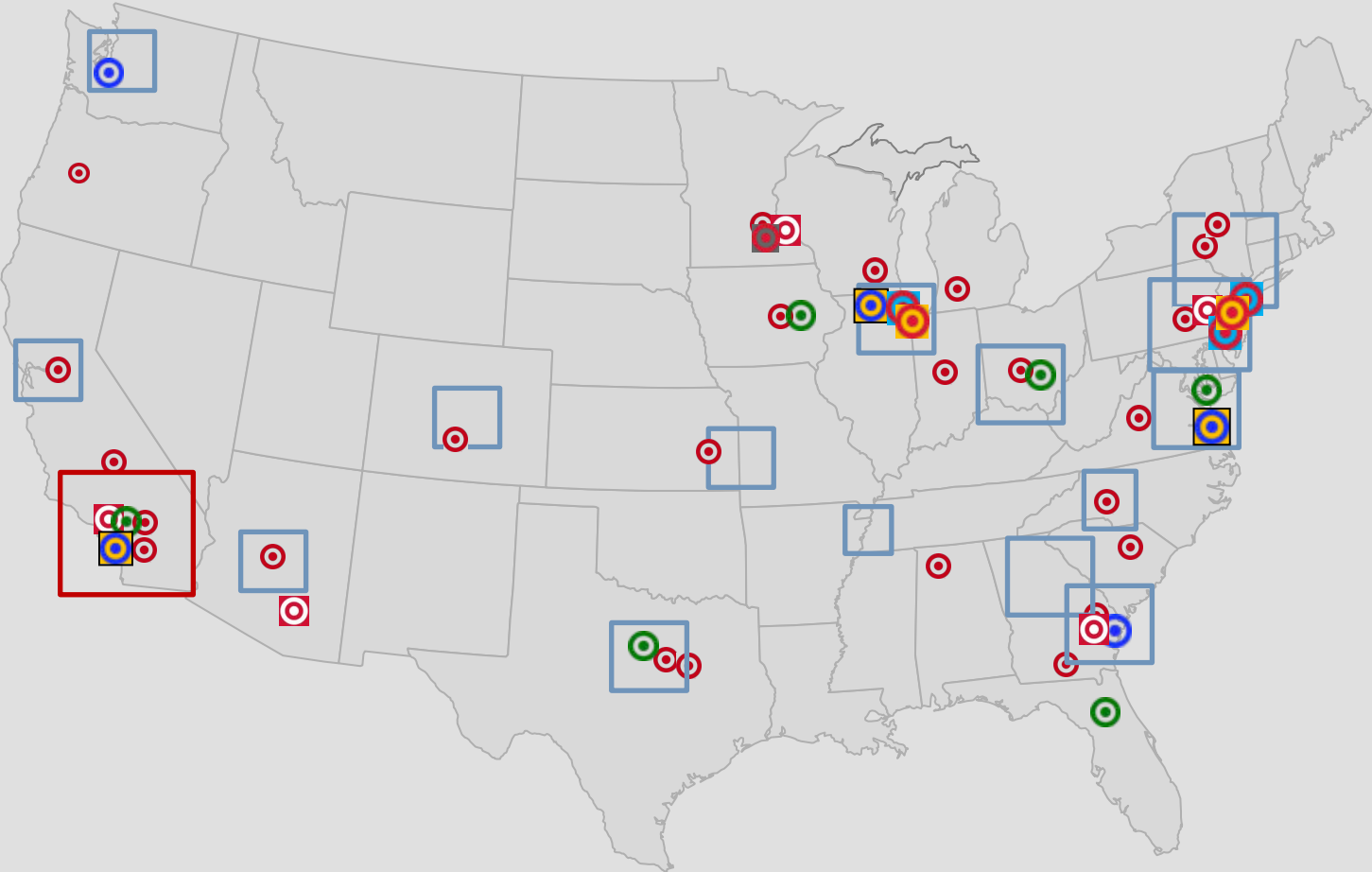
Additional Learning from NCSCA Collaboration

“Misery loves good company” – We are not alone in trying to address a national technician talent shortfall.

New Wrinkle on a Challenging Problem

As the new automation systems that we procure become more advanced, we must upskill our existing base of technicians as well as hire new techs.

Target's Supply Chain Network



 US Logistics Centroids



Collaboration

“Grow the size of the whole pie for everyone, not just your own slice”





Target's Workforce Development Efforts

Goal: Target will take a leadership role in developing future supply chain technicians by assisting efforts to create sustainable technical talent pipelines in our communities

Tactic: Long term collaboration and engagement at both corporate & local levels with industry partners, schools, and the NCSCA

Target's Evolving Approach



1. Establish connections with local college leadership in our facility communities through partnership with the NCSCA
2. Encourage broad industry collaboration with educators to highlight the scale of industry need
3. Collaborate with NCSCA, Launch Apprenticeship, Amatrol and MSSC for Certified Technician – Supply Chain Automation (CT-SCA) and Skill Boss Logistics (SBL)
4. Obtain leadership support for training strategy
5. Create Maintenance Technician Trainee role
6. Pilot a training center and three other sites with SBLs and Master Trainers (**In-house training development**)
7. Expand Skill Boss Logistics to 4 other sites, upgrade a site to a training center, develop remote learning and upskill
8. Explore collaborations with local schools and apprenticeship programs for sharing SBLs and instructors



Partnership

1. Launch Apprenticeship – Charles Henkels
2. Amatrol and MSSC for CT-SCA and SBL – Paul Perkins
3. Target's Training Center in the Inland Empire in Southern California – Josh Gonzalez