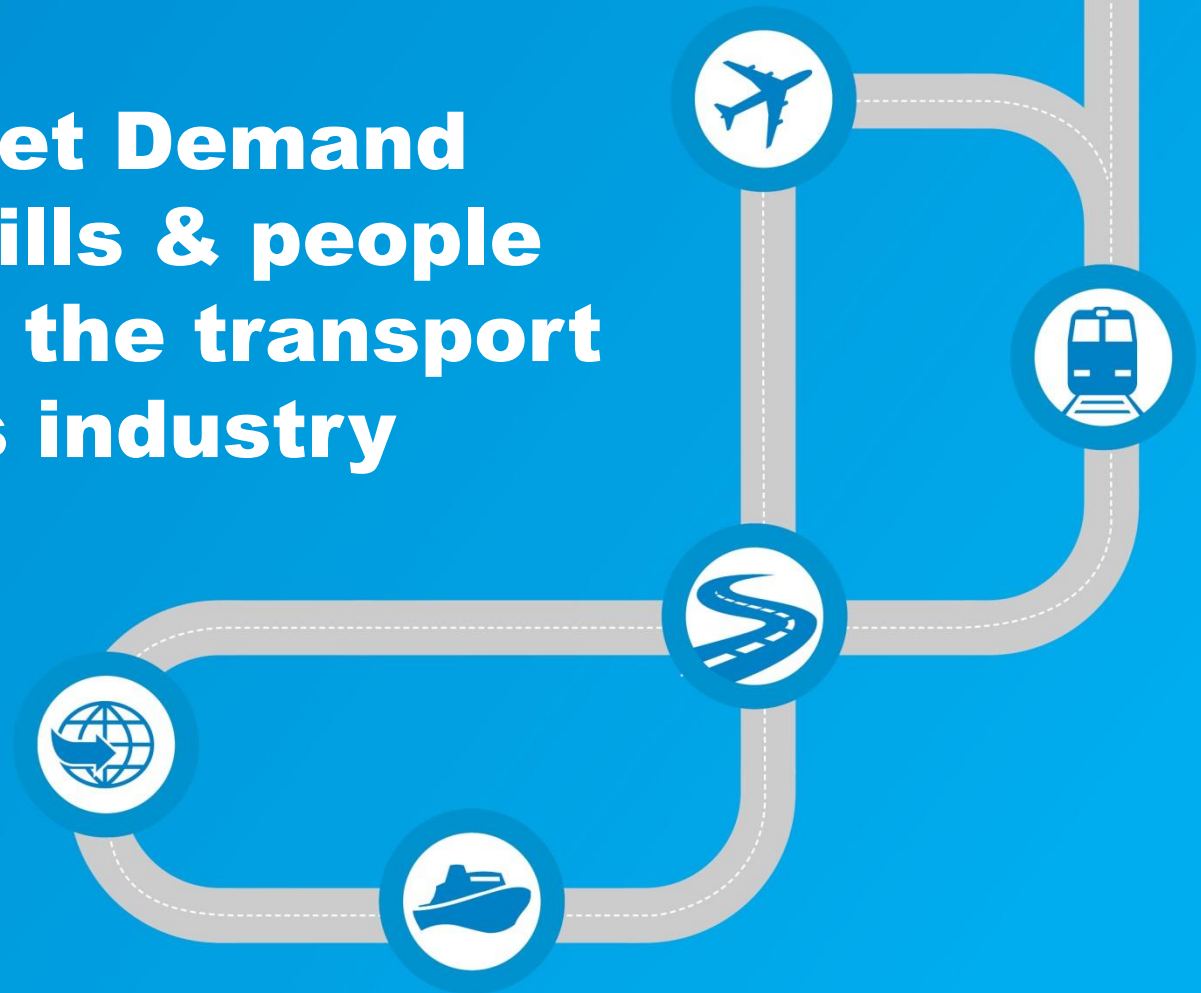


# Labour Market Demand Identified skills & people shortages in the transport and logistics industry



# Industry Snapshot

The Transport and Logistics industry is expected to show strong growth over the next 20 years challenging the capacity to attract, retain and develop workers.

- ▶ Over 165,000 businesses make up the transport and logistics industry which in 2010-11 generated over \$100 billion.
- ▶ In the 10 years to February 2010 employment in the industry rose by 25%, representing an annual growth rate of 2.3%.
- ▶ Over 100,000 truck drivers are employed nationally.
- ▶ The freight task on our roads is predicted to increase by 87.4% between 2007 and 2030 from 182.5 billion tonne kilometres to 342 billion tonne kilometres.





**01**

**Emerging  
Issues**

# Emerging Issues

- ▶ **Ageing workforce**

We need strategies to transfer knowledge and attract new entrants.

- ▶ **New and emerging technologies**

Increased demand for higher order skills and increased levels of language, literacy and numeracy skills in existing and new workers.

- ▶ **A cleaner environment**

Increased pressure for the industry to lessen its carbon footprint through energy and vehicle efficiency and environmentally sustainable practices, requiring workers with new skills and knowledge.



# Emerging Issues

## ▶ **Competition for workers**

Existing workers drawn to higher paid jobs in competing sectors. Real need to broaden recruitment by attracting new segments of the labour market.

## ▶ **Regulatory Reform**

Qualifications and skill sets will need to be responsive to regulatory reforms to address their impact on licensing and workforce skill requirements.

## ▶ **VET Reforms**

New national VET regulator, the Australian Quality Skills Authority, will drive improved consistency/quality of vet training. Over time industry can have greater confidence in the skills and competencies of VET graduates.





**02**

**Occupations  
in Skill  
Demand**

Within Logistics Management,  
Road Transport & Warehousing\*

# Occupations in Skill Demand

within Logistics Management, Road Transport and Warehousing\*

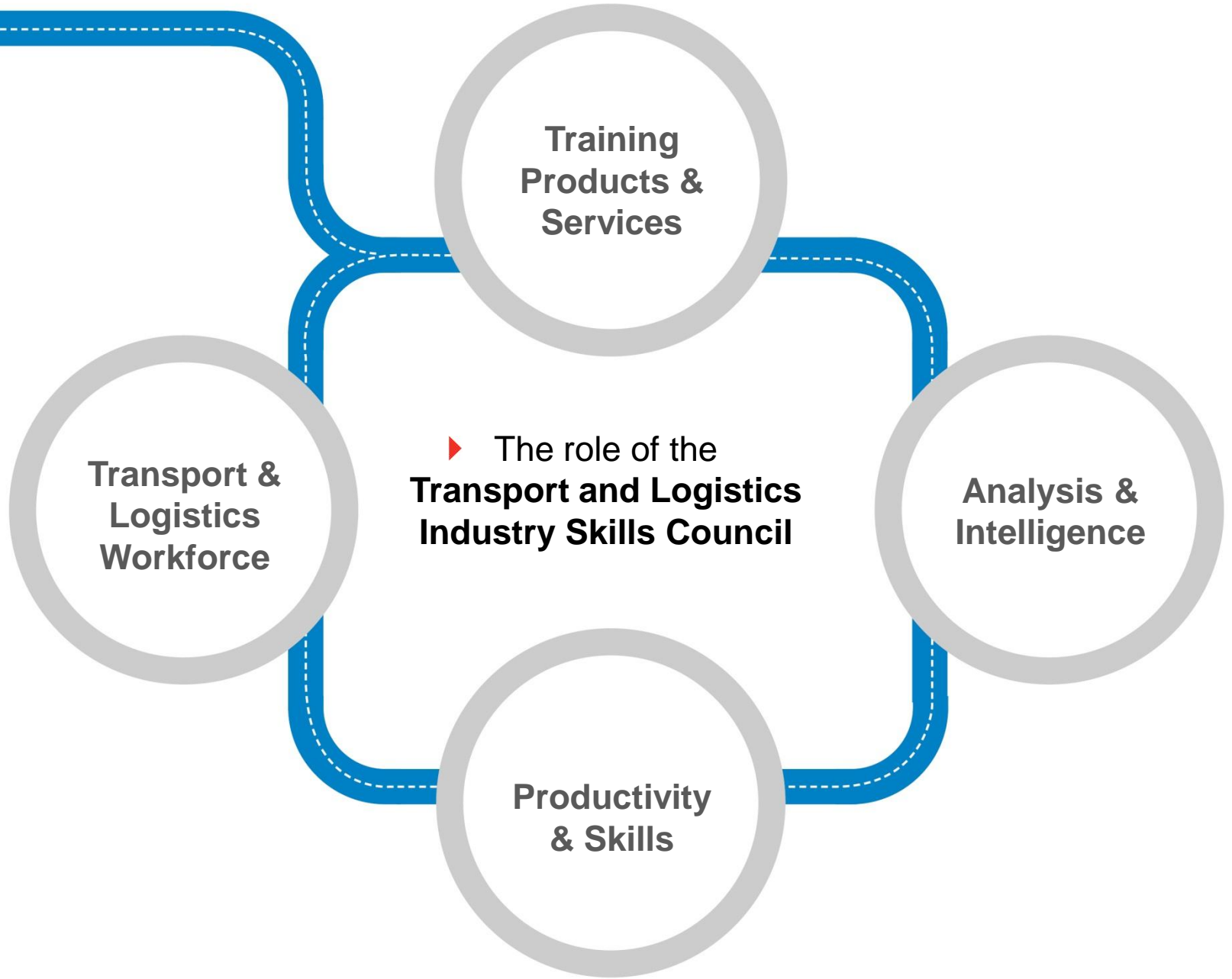
- ▶ **Truck Drivers:**
  - Local Delivery Driver (M/R – H/R licence)B-Double
  - Driver/General Freight (particularly interstate driver)
  - Dangerous Goods Driver (particularly tanker)
- ▶ **Transport/Logistics Manager**
  - Operations, Middle and Front-line Managers
- ▶ **Transport/Logistics Supervisor/Scheduler**
- ▶ **Warehouse Manager**
- ▶ **Forklift Operator**
- ▶ **Transport and Logistics Trainers/Assessors**





**03**

**TLISC's  
Role**



**Training  
Products &  
Services**

▶ The role of the  
**Transport and Logistics  
Industry Skills Council**

**Analysis &  
Intelligence**

**Productivity  
& Skills**

**Transport &  
Logistics  
Workforce**



**04**

**A closer  
look...**

# A closer look...

## ▶ Analysis and Intelligence

- Acting as a coordinator and adviser for industry sectors by identifying the skills & workforce development implications of government policies and regulatory reform at a national level.
- Providing contemporary advice on the condition of the T&L sectors, their workforce planning and development needs and demands from the national training system over a projected 12 months.
- Development of industry positions on key issues to inform and positively influence policy.



# A closer look...

## ▶ Productivity and Skills

- Increasing capability and awareness of industry bodies and intermediaries on workforce planning, skills development and utilisation strategies to drive widespread improvement of practice and productivity.





**05**

**TLISC Key  
Strategic  
Activities**

# TLISC Key Strategic Activities

Some recent examples...

## ▶ **Workforce Data**

- A comprehensive analysis of the labour and skills needs of the T&L industry in the medium term (2012-2016).
- This will include a review of the literature on productivity measurement in the T&L industry and describe and analyse current trends.

## ▶ **Ageing Workforce – Freight Forwarding**

- The impact of a retiring baby boomer workforce on the International Freight Forwarding and Customs Brokerage Industry.
- Summary of the final report is being prepared for public release.



# TLISC Key Strategic Activities

Some recent examples...

## Employer Attitudes to Training – T&L

- ▶ Exploring the attitudes small business owners hold towards employee training and the extent to which these impact on the firm's ability to grow.
- ▶ Target sample group is SME's in the Road Transport sector.





**06**

**Addressing  
People & Skills  
Shortages**

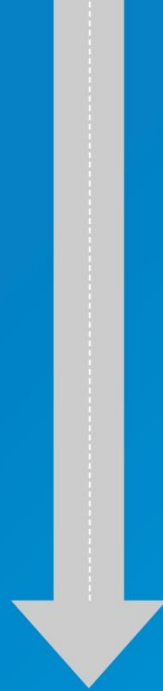
How can industry be involved?

# How can industry be involved in addressing people & skills shortages?

2012 Annual Environmental Scan underway...

- ▶ The E-Scan collects workforce and skills data to provide a 'snapshot' of the industry in time. It is an early warning system to industry, Government and the national training system.
- ▶ Information is gathered via a survey and industry consultations. It enables the Skills Council to plan activities and provide advice around workforce development needs within the industry.
- ▶ Log onto our website or respond to survey [www.tlisc.com.au](http://www.tlisc.com.au)





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