



LOGISTICS TRAINING COUNCIL

Jillian Dielesen
CEO

AGENDA

- ▶ **Paul Gale** – Skilling WA
- ▶ **Cameron Baker** – TLISC Update
- ▶ **Ian Kent** – Toll Mining – an employer’s perspective
- ▶ **Steve Bowler** – Harmonisation of Work Health and Safety Laws
- ▶ **Lucinda Pita** – DTWD Curriculum Update
- ▶ **Jillian Dielesen** – LTC Update and WDP

RTO Survey

- ▶ Update of results – Michael Taremba

Transport & Logistics Training Awards 2011

The purpose of the Logistics Industries Training Awards was to give recognition to the successes and achievements of those individuals and companies operating within the Transport and Logistics sector.

Benefits

- ▶ Increase the awareness of opportunities within the sector
- ▶ Foster a sense of pride in the industry
- ▶ Highlight the importance and benefits of training
- ▶ Entry into the WA Training Awards
- ▶ Provide goals and benchmarks
- ▶ Recognise organisations for their commitment and investment in training
- ▶ Promotion of the Transport and Logistics Industries

Categories

AWARD	SECTOR	WINNER	NOMINATED BY
Trainee of the year	Road - Bus	Venita Poore	Southern Coast Transit
T&L Trainer of the Year	Road	Don Wallis	Mitchell Corp (now Toll Mining)
Highly Commended Trainer of the Year	Road Warehousing	Michael Souter Pricilla Hotereni	Mitchell Corp Nationwide Training
T&L RTO of the Year	All sectors	1	Employer/Employee
T&L Employer of the Year – Excellence in Training	Road Rail	Mitchell Corp Westnet Rail	
Vocational Student of the Year	Aviation	Mark Schuts	Polytechnic West

Logistics Industries Workforce Development Plan

- ▶ 3 yr Plan
- ▶ Environmental Scan
- ▶ SPOL
- ▶ Barriers to employment and training
- ▶ Strategic actions

Themes

1. Workforce Participation
2. Skilled Migration
3. Attraction and Retention
4. Training & Productivity
5. Workforce Development

Theme 1: Workforce Participation

- ▶ Poor participation by females in the workforce
- ▶ Low levels of indigenous participation
- ▶ Poor participation by people with disabilities
- ▶ Recognition of existing skills for non-English speaking workers
- ▶ Lack of adequate education regarding Drug and Alcohol Policies
- ▶ Seasonal workers in remote areas

Theme 2: Skilled Migration

- ▶ Complexity of Employer Nomination Scheme
- ▶ Difficulty with 457 visas

- ▶ NB: LTC supports this initiative as a supplementary policy, after the local workforce has been exhausted.

Theme 3:

Attraction and Retention

- ▶ Poor image of industry
- ▶ Poorly identified pathways
- ▶ Movement of workers out of the industry
- ▶ Lack of public transport to industrial areas
- ▶ Lack of facilities for fly in fly out and road transport workers
- ▶ Issue of retaining local workforce in regional areas
- ▶ Difficulty in attraction due to lack of infrastructure

Attraction and Retention

Aviation

- ▶ Seasonality of work in regional airports

Road

- ▶ Owner drivers not being paid for their services within the stipulated timeframe
- ▶ Lack of facilities for drivers in country areas

Theme 4:

Training and Productivity

- ▶ Difficult and costly for small business to access training that meets needs
- ▶ Lack of adequate investment in education and training
- ▶ Lack of equity in funding for different industries and programs
- ▶ Limited opportunities and interest through VET in Schools
- ▶ Little interest in higher level qualifications beyond Certificate III
- ▶ Lack of understanding of the training system
- ▶ Not enough trainers in all sectors
- ▶ Limited delivery in regional centres especially for niche industries with expensive training requirements

Training and Productivity

Maritime

- ▶ Limited berths on vessels available for training
- ▶ Long lead time to train a maritime worker

Rail

- ▶ Shortage of workers in the rail industry due to new projects
- ▶ Limited capacity to train due to infrastructure and resources

Road – Taxis

- ▶ Poor language, literacy and numeracy skills in the taxi industry

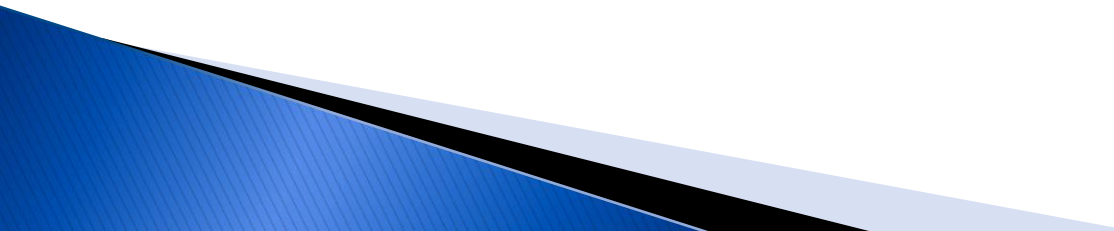
Theme 5: Workforce Development

- ▶ Shortage of high level workers to run the industry and low investment in training of WA managers
- ▶ Lack of succession planning
- ▶ Lack of data

Regulations

- ▶ Long timeframe to progress through licences in road transport industry
- ▶ Lack of harmony between regulations and qualifications

T & L Workforce Gauge

- ▶ National Survey
 - ▶ WA focus
 - ▶ All sectors
 - ▶ All regions
 - ▶ 73 questions
 - ▶ Over 80 responses
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Projects

- ▶ Resources
- ▶ Career Pathways
- ▶ Retention Strategies

TLWAG

- ▶ Transport & Logistics Workforce Advisory Group
- ▶ 3 State meetings
- ▶ 2 National Forums
- ▶ Greater collaboration

What next?

- ▶ Environmental Scan
- ▶ Workforce Development Plan
- ▶ Projects
- ▶ SPOL
- ▶ Work with stakeholders
- ▶ Industry and RTO Working Groups

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