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**LTC Christmas Closing**

The LTC will close on 23 December and reopen on 5 January 2009.

We wish you all a Merry Christmas and a Happy New Year.

## Executive Director's Comments TSITC to LTC – A Short History

As we move to the new training regime in a couple of months it is worth reflecting on the history of the Logistics Training Council (previously the Transport & Storage Industry Training Council (ITC)) and our place in the evolving sphere of training. At the time of our inception in July 1995 the industry did not have a training culture and formal training for our industry was primarily about meeting regulatory requirements. Most other training was delivered on the job to meet immediate needs of the workplace. Training varied from workplace to workplace and State to State throughout the nation. Training packages were three years' away.

In 1995 the ITC received both State and Federal funding as well as strategic projects' funding. At the time there was a sense that we were an important link between industry and the training system and would play a pivotal role in developing the training culture of the industry. At the same time we were playing a major role in maintaining the quality of the training infrastructure for the transport and logistics industry in WA by managing the accreditation of training providers and courses.

However, it is fair to say that since the mid nineties we, and the other ITCs, have had an interesting and varied existence. It is also fair to say that for much of that time the State and Federal governments and the public training system have had a fairly ambivalent attitude towards us, and also towards the industry as a whole. This attitude culminated in the loss of federal funding in 1999 and the separation of our core and non-core activities which had the effect of severely weakening our ITC and almost destroying a number of others.

The heavily reduced funding made it virtually impossible for the ITCs to continue without external funding. We undertook a large number of projects, some highly worthwhile and relevant and some simply a means of survival. A major turning point for the ITC and in particular, the industry, was our creation of the Existing Worker Project

(EWP) in 2001, which saw the widespread introduction of the training for existing workers in the road transport and warehousing (and later all) sectors of the industry.

The evolution of the project from conception to its end in 2006 saw a major transformation in the attitude of the industry towards formal nationally recognised training. It was also an interesting insight into the changing attitude of the Department of Education and Training (DET) towards training in the transport and logistics industry, and towards training of existing workers in general. Although, we are still a long way short of having qualifications as an accepted requirement for employment in the industry, history will show that the EWP was a pivotal point in the development of a training culture in the industry.

In spite of our success with the EWP our core function of providing advice to Government on the training needs of the industry was only really successful at an ad hoc operational level. At a strategic advice level the linkage between the ITCs and the DET was marginal at best and the ITCs were in danger of becoming irrevocably irrelevant. In 2007, in response to negative perceptions of the quality of training advice to Government, the State Training Board (STB) undertook a review of the existing training advisory arrangements, in particularly the ITC structure. As expected the review found the quality of advice wanting.

When presented with a number of options to revive their access to training advice, the STB rightfully took the view that the ITCs were fundamentally a sound resource that had been undervalued and underfunded. It decided that the preferred way of improving the advisory arrangements was to reinvigorate the current system. Under the stewardship of the Chair of the STB this has been achieved by the (sometimes tortuous) creation of new training councils with higher level responsibilities, better quality linkages with DET and substantially more funding.

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## LTC UPDATE **Changing Times**

At this time of significant change for the Logistics Training Council I believe that it is a very opportune time for both the LTC and myself to explore new management opportunities and I will be leaving the LTC early in the new year once the new structure is in place. I have been with the LTC since it began in 1995, the last five years as Executive Director. My time with the organisation has been most enjoyable, made so by the vast number of interesting people I have met and dealt with, either briefly or over long periods. The diversity of the industry has made it both an exciting and daunting journey, but never boring (except for that day in June 2003).

I would like to thank all of the people that have supported our work in the past and invite others to work with us or simply make use of our services in the future. I wish everyone I have worked with over the years the very best, although I expect that a number of us will cross paths in the future anyway.

Silvio Ranieri  
Executive Director




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### End of Year Function

The LTC held its Annual General Meeting followed by the end of year function on Tuesday 2 December at the State Tennis Centre at Burswood. The function was a great success with more than 60 people attending, including employers, registered training organisations, State and

Commonwealth education authorities and careers advisers. This was the final function to be held under the current structure. Silvio Ranieri announced he would be leaving the organisation early in 2009 to pursue other career options and Norma Nisbet will remain with the LTC.

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### Assessor Network Meetings

The final Assessor Network Meeting for the year was held on Friday 21 November in Shenton Park. Heather Jones, the owner of Success Transport was the guest speaker and talked about her involvement in the industry and some of her experiences.

Those present at the meeting indicated that they supported the network and hoped it would continue under the new structure.

The first meeting for 2009 is planned for Friday 20 February at 7.30 am. This will depend on the new arrangements and will be confirmed in the new year.

For further information visit our website: [www.tsitc.asn.au/ourservices/](http://www.tsitc.asn.au/ourservices/), contact Norma on 08 9388 8781 or email [tsitc@tsitc.asn.au](mailto:tsitc@tsitc.asn.au).

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### Abilities Project

The pilot programme managed by the LTC to identify pathways for special needs (abilities) students to gain entry level qualifications in the transport and logistics industry has now been completed with all students making great achievements.

The LTC is currently in the process of creating a "How To" Kit for schools and

interested companies and these will be distributed to schools through EVE coordinators in the new year.

The programme will also be launched at a function for employers to be held in January 2009, which is being organised by the Local Community Partnership, Bridging the Gap.

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### Executive Director's Report (continued from Page 1)

The newly created Logistics Training Council will represent the transport and logistics industry under the new advisory arrangements from February 2009. In the end, the real value of the Logistics Training

Council as an advisory body to Government, and therefore its long term future, will be very dependent on the value placed on it by the industry.

## TRAINING UPDATE



### Training.gov.au

Training.gov.au is a new training website being developed to replace the current NTIS and training.com.au, and is a joint initiative of Australian, State and Territory governments. The day to day development of the new system is being managed by the VET Technology Projects Team of the Australian Government Department of Education,

Employment and Workplace Relations (DEEWR).

Work commenced on the new website in October 2008 will be launched in May 2009. If you would like more information about project happenings, go to <http://blog.training.gov.au/>

### Training in Tough Times by Silvio Ranieri

How things change! A few months' ago petrol was \$1.45 a litre, interest rates were about 8% and the subprime mortgage crisis was only starting to enter our consciousness. The economy was looking a little shaky but the general mood of business was one of caution rather than gloom and doom.



of the remaining workers are any less critical than three months' ago. In fact they are probably more critical because in difficult times a small edge can mean a great advantage. Why therefore, would a business stop

developing those skills through training? Today business is mostly about slowdowns, cutbacks and layoffs. Unfortunately, we all know that one of the first things that business cuts back on when things are tough is "nonessential" training. If it's not a regulated requirement, training will have to wait. I suggest that rather than taking this knee jerk approach to training, a slowing of the economy gives you a good opportunity to step back and reexamine your whole approach to training and the skilling of your workers.

Of course, one of the big issues is time. When things become tight and jobs are shed, businesses often become time-poor and if someone is at a training session they are not being productive. This is a time to reexamine the way in which the workers are trained and renegotiate with the registered training organisation a training schedule and even a training process that better fits the needs of the business. Businesses should remember that they are the customer and should decide how and when training is done.

Also, it's worth remembering that a business that is able to maintain its infrastructure and skill base during a downturn will have an advantage over its competitors when the economy picks up. Any advantage is a good thing.

developing those skills through training?

A final point to remember is that the economic slowdown has not meant a reduction in Federal and State financial support for training. Funding for training will continue, so talk to your registered training organisation or the Logistics Training Council to discuss the funded training options available for you.

**Remember:** The LTC is a resource of **free** and unbiased advice and assistance on any training matters. You can contact us on 9388 8781 or go to our website at [www.tsitc.asn.au](http://www.tsitc.asn.au).

## INDUSTRY UPDATE

### Western Australian Transport and Logistics Awards

The winners of the Western Australian Transport and Logistics Awards conducted by the Supply Chain and Logistics Association of Australia (SCLAA) in conjunction with the Chartered Institute of Logistics and Transport (CILTA) were announced at a presentation lunch at Ascot Racecourse on Saturday 29 November.

The winner of the VET in Schools award was Dempsey Blake from Mount Lawley Senior High School. Dempsey completed a school based traineeship in Transport and Distribution through Transport Forum and has been accepted into the Australian Army.

Other winners were

**ACERACK/Curtin University of Technology, Western Australian Transport and Logistics Young Professional of the Year Award** - Bronwyn Trlin.

**Trainee/Apprentice of the Year** - Andrew Kerr, Path Transit.

**Customer Service Excellence Awards Large business category** - Coogee Chemicals Pty Ltd (Transport)

**Small business category** - Ace Shelving

### WA Transport Industry Awards

The winners of the WA Transport Industry Awards were announced at the Gala Dinner and Awards Night held at the Hyatt Hotel on Saturday 18 October 2008. The 2008 Award Winners were:

**BP Professional Driver of the Year** - Steven Wills, Ron Cumalkovs, Jolly's Transport Services  
**CGU School and Community Bus Driver of the Year** - Amanda McArtney, Australian Transit Group

**NTI WA Transport Woman of the**

**Year** - Kellie Parks, Mitchell Corp

**DOCEP Resources Safety Dangerous Goods Company of the Year** - Gas Cylinders Australia

**Transuper Operations Excellence Award** - Daniel Solari, Jetstyle Express

**Truck Centre Outstanding Contribution to the WA Road Transport Industry** - Ray U'Chong, Jayde Transport

Congratulations to all the winners.



AUSTRALIAN LOGISTICS COUNCIL

#### ALC Annual Forum 09 "A Time for Action"

Melbourne  
12—13 February 2009

Early bird rates close  
12 January 2009

Speakers include key  
industry and political  
leaders

For more information:  
[www.austlogistics.com](http://www.austlogistics.com)

### ALC Update - Women Moving Forward in Transport

On Tuesday 25 November, the SCLAA hosted a breakfast on behalf of the ALC to launch the second "Women Moving Forward" Mentoring Program which will commence in February 2009. Women Moving Forward is a unique mentoring program, targeting the retention and development of women within the T&L industry. Guest speakers at the launch included Heather Jones, Owner and Operator, Success Transport, Penelope Williamson, General Manager, American Chamber of Commerce in Western Australia, and Melinda Buker, Program Director, Australian Logistics Council.



If you would like to be involved in the mentoring program commencing in February 2009, please contact Melinda Buker, Program Director, Australian Logistics Council on 1300 785 236, Mobile: 0420 982 082, Email: [melinda.buker@austlogistics.com.au](mailto:melinda.buker@austlogistics.com.au) or visit the ALC website: [www.austlogistics.com.au](http://www.austlogistics.com.au)

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