

Transport and Logistics Workforce Trends



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Australian Government
Department of Industry, Innovation,
Climate Change, Science, Research
and Tertiary Education

ISC INDUSTRY
SKILLS
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Creating Australia's Future

T&L Transport
& Logistics
Industry Skills Council Ltd

The role of the Transport and Logistics Industry Skills Council

- ▶ TLISC is an independent, government funded, not-for-profit organisation that works on behalf on the Transport and Logistics Industry to promote investment in skills and workforce development.
- ▶ TLISC brokers whole of business solutions to support enterprises to develop a skilled workforce and promote productivity improvements through upskilling and training.
- ▶ TLISC develops high quality and contemporary industry intelligence to inform workforce development and skill needs across the industry.
- ▶ TLISC develops high quality training products and services to support excellence in training and assessment outcomes across the 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 2011-12 had an estimated worth of \$122.3 billion

Between 2010 and 2030

- ▶ 50% expected increase in truck traffic
- ▶ 90% expected increase in rail freight
- ▶ 150% expected increase in containers crossing the nation's wharves

Transport Workforce

▶ Ageing workforce

We need strategies to transfer knowledge and attract new entrants

48% of workers are aged 45 years or older

▶ New and emerging technologies

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

Low levels of language, literacy and numeracy (LLN) are hampering efforts to upskill some employees.



What is an Environmental Scan?

Produced annually by each ISC

- ▶ Provides 'point in time' and projected advice on the condition of the industry, workforce planning and development needs
- ▶ Enables the Skills Council and stakeholders to understand existing and emerging skill shortages
- ▶ Draws on stakeholder engagement, including dedicated surveys and extensive consultation



2013 TLISC E-Scan

AVIA

The demand for aviation professionals in the Rail sector is expected to increase by 6.6% in 2013.

Of these, 62.8% were domestic airlines, an increase from 58.1% in 2012. The Rail sector is expected to see a 6.6% increase in demand for aviation professionals in 2013.

Skills in demand

- Aeronautics Pilot
- Train Driver
- Technical
- Railway Transport Officer
- Track Patrol
- Rail Transport Officer
- Rail Engineering Analyst
- Supervisor

Please see Appendix A for more information.

Barriers to work and labour short

An ageing workforce is a barrier to work and labour short in the aviation sector.

RAIL

The Rail sector is a wide range of professions in the Rail sector. The Rail sector is expected to see a 6.6% increase in demand for aviation professionals in 2013.

Skills in demand

- Train Driver
- Technical
- Railway Transport Officer
- Track Patrol
- Rail Transport Officer
- Rail Engineering Analyst
- Supervisor

Please see Appendix A for more information.

Barriers to work and labour short

An ageing workforce is a barrier to work and labour short in the rail sector.

PORT

The demand for port professionals in the Rail sector is expected to increase by 150% in 2013.

Skills in demand

- Stevedore
- Harbour Master
- Quay Crane Operator
- Port Maintenance
- Port Security
- Port Operations
- Port Management
- Port Engineering
- Port Safety
- Port Administration
- Port Logistics
- Port Operations
- Port Management
- Port Engineering
- Port Safety
- Port Administration
- Port Logistics

Please see Appendix A for more information.

Barriers to work and labour short

An ageing workforce is a barrier to work and labour short in the port sector.

LOGISTICS & WAREHOUSING

The demand for logistics and warehousing professionals in the Rail sector is expected to increase by 50% in 2013.

Skills in demand

- Warehouse Operative
- Warehouse Supervisor
- Warehouse Manager
- Warehouse Engineer
- Warehouse Safety Officer
- Warehouse Administration
- Warehouse Logistics
- Warehouse Operations
- Warehouse Management
- Warehouse Engineering
- Warehouse Safety
- Warehouse Administration
- Warehouse Logistics

Please see Appendix A for more information.

Barriers to work and labour short

An ageing workforce is a barrier to work and labour short in the logistics and warehousing sector.



Emerging Issues - 2013

Occupations in Demand – Road Transport:

1. Transport and Logistics Trainer/Assessor (incl Driving Instructor)
2. Truck Drivers: Local Delivery Driver (M/R – H/R licence); B Double Driver/General Freight (particularly interstate drivers)
3. Bus Driver
4. Taxi Driver
5. Transport/Logistics Manager
6. Transport/Logistics Supervisor/Scheduler/Analyst



Emerging Issues - 2013

Occupations in Demand – Logistics & Warehousing:

1. Forklift Operator
2. Transport/Logistics Manager
3. Transport/Logistics Supervisor/Scheduler/Analyst
4. Warehouse Manager
5. Storeperson

Emerging Issues - 2013

▶ **Recruitment**

87% of employers surveyed recruited and upskilled new staff as their primary method of meeting labour demands.

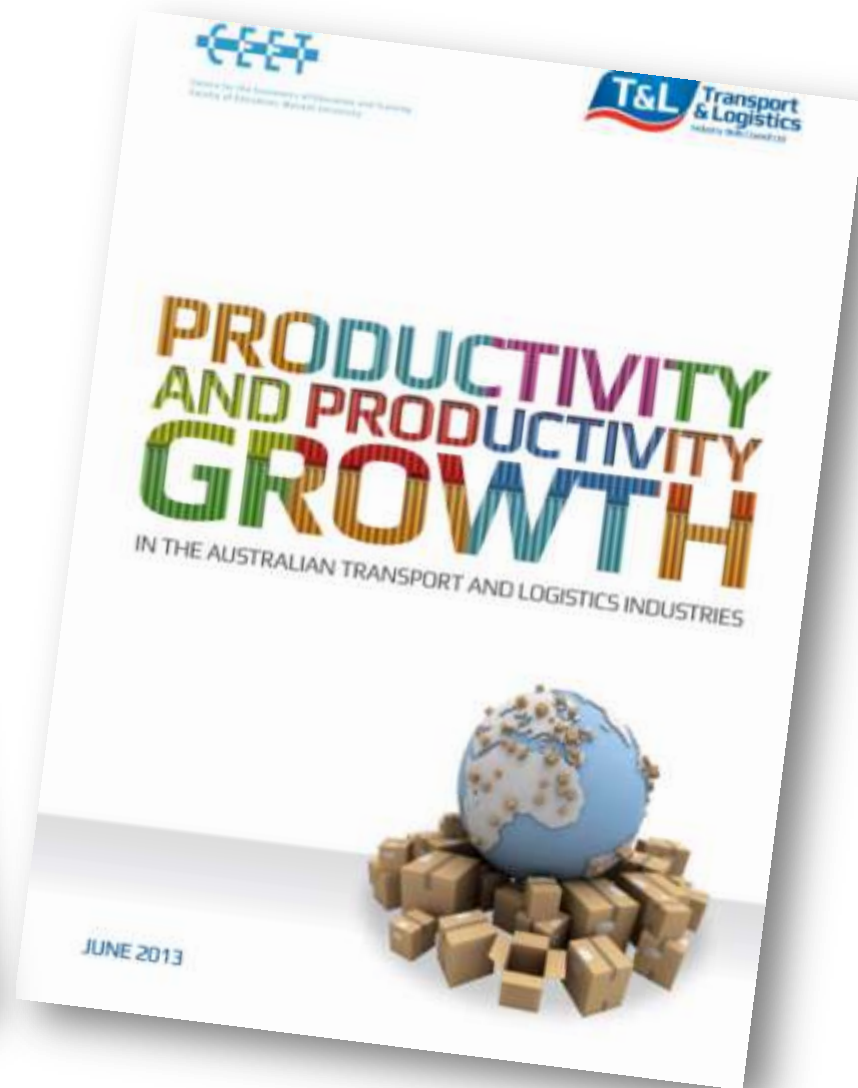
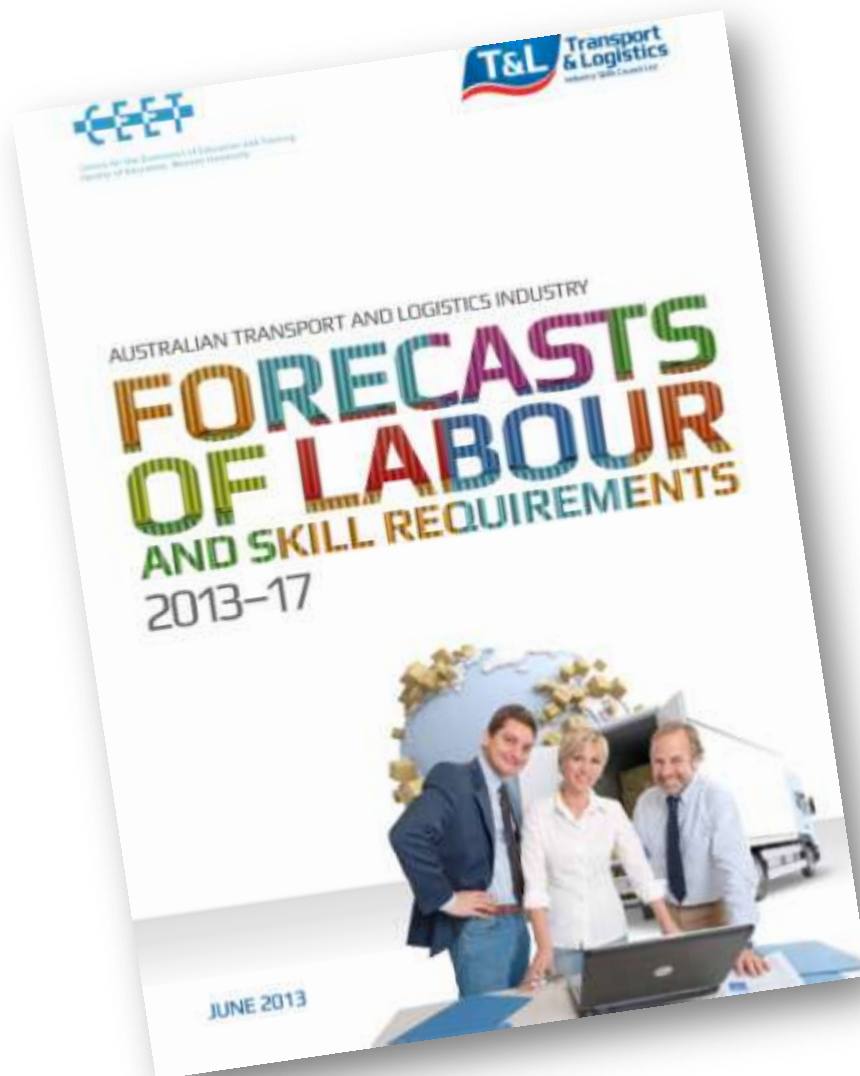
▶ **Existing Workers**

83% of employers surveyed expressed a preference to develop their existing staff through upskilling, training and mentoring

▶ **Investment in Training**

Regulatory compliance remains the primary driver of investment in training across all transport and logistics sectors

Research Partnerships



Labour & Skills Projections

- ▶ Total employment in Transport and Logistics occupations is forecast to increase by 73,000 persons reaching **870,000** in 2017
- ▶ 151,000 job openings for new entrants are forecast across Transport and Logistics sectors by 2017
- ▶ 12% of the Transport and Logistics workforce is 60 years or older looking to retire in the next 5 years. A further 35% is aged 45-59 years
- ▶ 75% of the workforce is working 35 hours or more per week
- ▶ Only 45% of the workforce hold post school qualifications (all industries rate is 63%)

Projections

Road Transport Skills (cross industries)

- ▶ Projected employment growth rate of 1.5% per year 2013-17
- ▶ By 2017 Road Transport workforce will be 378,000 persons
- ▶ Taxi Driver and Bus Driver numbers are forecast to increase by more than 10% to 2017
- ▶ Strong growth anticipated in the ratio of the Road Transport workforce achieving qualifications over the next 5 years
- ▶ 29,800 Truck Driver job openings projected by 2017
- ▶ 30,000 Truck Driver training need during same period



Projections

Logistics & Warehousing Skills (cross industries)

- ▶ Will be the largest T&L skill sector by 2017 (equal with Road Transport in 2012)
- ▶ Projected employment growth rate of 2.1% per year 2013-17
- ▶ By 2017 Logistics & Warehousing workforce will be 391,000 persons
- ▶ 24,000 Storeperson job openings projected by 2017
- ▶ 15,500 Storeperson training need during same period
- ▶ 12,400 Forklift Driver job openings by 2017
- ▶ 13,900 Supply & Distribution Managers training need



Go Places – Careers microsite



tlisc.org.au/goplaces

www.tlisc.org.au



Job Overviews

Road Transport

Choose a Sector >>



Logistics & Warehousing



Road Transport



Rail



Maritime



Aviation



Ports



Driving Instructor

Driving Instructors are responsible for teaching individuals how to operate a vehicle in order to obtain a drivers licence. This includes teaching the procedures and safety practices of effective driving, and instructing under actual driving conditions. Driving Instructors should have strong written, verbal and interpersonal communication skills. They need to have leadership abilities and patience, as they...

▶ Learn more



Forklift Driver

Forklift Drivers can work in a wide variety of workplaces, including warehouses, factories, depots, ports and shopping complexes. They operate forklifts to move, stack and unstack heavy pallets of goods, crates, boxes and containers. This role is suitable for people that enjoy practical and manual activity, and are safety conscious. Other responsibilities include: Loading transport vehicles, making...

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Truck Driver

A Truck Driver can drive a range of vehicles for commercial freight and transport purposes. Vehicles range from removal vans and tow trucks to heavy combination vehicles carrying bulky goods and liquids. The driving task might be localised to a metropolitan area or include long haul trips with shift work. Other responsibilities include: Ensuring the stability of their...

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Tow Truck Driver

A Tow Truck Driver operates a tow truck to transport broken-down or crashed motor vehicles from the roadway. Working hours vary, with call outs at all hours of the day and night and in all types of weather. Other responsibilities include: Maneuvering vehicles into position for loading and unloading, including the use of lifting and tipping devices. Estimating...

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NWDF

TLISC Brokered Outcomes

- ▶ 100 projects involving more than 7,900 workers across all sectors of the industry.
- ▶ Total value of NWDF projects in the Transport and Logistics industry is \$31.7 million
- ▶ Transport and Logistics enterprises have invested \$18.1 million in upskilling their employees
- ▶ Under the NWDF, the average spent on developing an individual in the T&L industry is approximately \$4,017

NWDF: The Stories





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