

# INDUSTRY PROFILE - Road Transport Freight



**Transport, Postal & Warehousing  
Road Transport Freight**

*ANZSIC: 4610, 5102*

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## 1. Background

### 1.1 Industry Regulatory / Licencing Bodies

- The Department of Transport and Main Roads WA are the entities responsible for licensing and regulatory requirements in the road transport industry.

## 2. Workforce Opportunities and/or Challenges for Industry

- Please note this response relates to the Road Transport Industry (comprising Freight, Furniture Removalists, Mobile Cranes and Passenger Transport). Other sectors within the Transport, Postal and Warehousing sectors (i.e. Postal and Warehousing and Logistics) have been completed individually, please refer to those for more information. Where an answer cannot be provided here (i.e. due to the many varied licencing, experiential or qualification requirements of industry) please refer to specific occupational responses for further clarification; or contact the LDSC for more information.

### 2.1 Industry Opportunities

- It is anticipated the demand for road freight will continue to be boosted over the next 5 years as more consumer goods are shipped intrastate and within urban areas as population growth and increased and sustained uptake of online shopping continues. As a result, it is anticipated the road freight task will grow at a faster annualised growth than coastal shipping or rail freight (even with National investment into rail infrastructure to reduce the number of trucks on Australian roads as a result of increased traffic congestion in major cities). This will continue to increase demand for workers across the TLI industries.

#### *2.1.1 Competency Licencing Changes Proposed: AustRoads – C-RIS; the proposed Heavy Vehicle Driver Apprenticeship and Current ANZSCO Review*

- AustRoads have proposed a single national approach to heavy vehicle licencing, including a shift to competency-based training and assessment. This has been supported by National Associations, as well as some industry in WA. A shift to a competency based licencing system will have impact on the current truck driver training as well as the potential ANZSCO classification of Truck Driver (as the skill level will increase in line with the new licencing requirements potentially from a skill level 4 to a skill level 3).
- At the time of writing this submission the LDSC is continuing to hold conversations with industry regarding the proposed establishment of a Heavy Vehicle Driver Apprenticeship in WA. Currently, the proposal is on hold until a new proponent can be identified to progress the apprenticeship further through the Establishment and Variation of Apprenticeship (EVAC) Process. As this process may shift/modify the current proposed structure (initiated by AIS), the LDSC will provide no further comment on this at this time. However, the related documents will be submitted to the DTWD as attachments, however they are not approved for publication. If this goes ahead, both the training and supervision of supervisors and newly licenced and currently licenced truck drivers will need to be reviewed to ensure standards are met.
- Consultations with the ABS regarding the ANZSCO classification of occupations within our industries. Although the Road Transport occupations have not been identified for review until November 2023.

#### *2.1.2 Dangerous Goods update*

- The Australian Code for the Transport of Dangerous Goods by Road & Rail (ADG Code) sets out the requirements for transporting dangerous goods by road or rail. The National Transport Commission has released the [Australian Dangerous Goods Code Edition 7.8](#). It can be used from 1 April 2023. The NTC is now conducting a full review of the Australian Dangerous Goods Code (the ADG Code). This work will focus on the transport of dangerous goods by road and rail. This will need to be monitored for potential impacts to the licencing and or training for Drivers.

### *2.1.3 Revitalising Agricultural Region Freight Strategy*

- The Revitalising Agricultural Region Freight (RARF) Strategy sets the direction for investment in freight infrastructure in the key agricultural regions of WA, including the Mid West, Wheatbelt, Great Southern and Goldfields-Esperance. The strategy provides a framework that prioritise future investment in road, rail, intermodal and port infrastructure projects for the next 10-15 years, by identifying specific infrastructure upgrades, and/or regulatory and policy measures that will help make freight transport in WA's agricultural regions more productive, efficient and safer. To date, \$187.5 million in funding has been committed to Wheatbelt Secondary Road Freight Network upgrades. The Department of Transport is working closely with Public Transport Authority and Arc Infrastructure to deliver prioritised freight infrastructure projects through the Agricultural Supply Chain Improvement (ASCI) Program. This will likely increase demand for transport workers.

### *2.1.4 Fatigue and Burnout*

- The National Heavy Vehicle Regulator (NHVR) has announced a new fatigue exemption notice to allow drivers to work varying hours to deliver supplies to flood-impacted northern Western Australia. The NHVR has combined with Main Roads Western Australia and the South Australian Department for Infrastructure and Transport to deliver the new notice allowing drivers operating under the National Class 3 Supplementary Access (WA Assistance) Exemption Notice to legally operate under exemption work and rest hours instead of standard hours when transiting through South Australia.
- NHVR CEO Sal Petrocitto says drivers working for an operator that holds current accreditation through WA Heavy Vehicle Accreditation (WAHVA) can use the new exemption notice when operating under the adjusted conditions (such as having had a medical check).
- Combined with the risks of burnout (occupational factors not individual factors i.e. resilience) and overwork (time pressures, unrealistic workloads) resulting in more people leaving industry as a result of these pressures. This has been identified as a significant issue impacting road transport operators as a result of integration with supply chain. For instance, delays in loading/unloading at customers work sites.

## *2.2 Industry Challenges*

- Truck drivers have been added to the National Skills Commission's skills shortage list. The Skills Priority List provides a detailed view of occupations in shortage as well as the future demand for occupations in Australia. Trucking is one of 129 occupations that weren't considered in shortage in 2021 but are now in shortage in 2022. Increased competition with other sectors also experiencing skilled and semi-skilled shortages may further drain the available pool of workers for the road transport sector.
- A number of National and WA based trucking companies have gone into administration following rising costs and labour shortage pressures (For example, Rivet Mining Services and Scotts Refrigeration. Rivet Mining Services (RMS) provides bulk haulage to mining companies in Australia, particularly in Western Australia. RMS was deeply affected by a number of adverse economic factors including extreme weather events, project delays, labour shortages, and cost pressures. According to the Transport Workers Union, almost 200 companies in the transport industry became insolvent in 2022 alone. Scott's Refrigerated Logistics entered voluntary administration last Monday, making redundant 1500 employees Nationally, and 450 workers in WA. Scotts Refrigerated was a massive freight business for supermarkets, moving on average 8000 pallets daily to major grocery retailers, independent supermarkets, food manufacturers and exporters, with industry moving to close any deficits this may create in the supply chain. Industry stakeholders report that some of these employees have already been snapped up by large, national transport companies in WA, with efforts to relocate them if needed also being offered. following rising cost pressures, driver shortages and project delays, demonstrating the urgent need for reform to ensure supply chains are kept fair, safe and sustainable.
- As a result of the lack of suitable experienced, and qualified drivers, many operators are turning down business or parking trucks and the rising cost of fuel, with many operators unable to pass these costs on many truck businesses are unable to pass those higher costs on (ie. Due to being locked into contracts or agreements resulting in less reimbursement for the same service/s). Due to the heavily

ageing workforce, many experienced drivers are leaving the industry or being medically retired, and whilst new entrants are joining the industry the pace has been too slow to replace the trained, quality workers who are leaving. In order to address recruitment concerns the advertised salary for Truck drivers, up 4.4% in the 12 month study period. Machine Operators, Machine operators around the country had their salaries increased by 7% in 2022.

#### 2.2.4 Data Representation of Truck Drivers

- Although the labour market remains tight, as indicated by other labour market indicators, the current movements within the job vacancy index suggest early signs of labour market conditions easing, as reported in the February Labour Market update. The new quarterly Labour Market Update report from Jobs and Skills Australia lists data on the top 20 occupations in demand nationally, which were heavily weighted towards vocational level qualifications. This demand for lower skill jobs (including Truck Driving) is at odds with predictions by the predecessor of Jobs and Skills Australia that by 2026 more than nine-in-10 new jobs over the next five years will require post-school education, with the strongest growth in bachelor's degree or higher level occupations. Given this, and the highlighted issue regarding.
- Given this, one of the key comments from industry stakeholders is that data relating to the current employed number of truck drivers as well as the vacancy index for truck drivers is misleading. Indeed, ABS data may be much lower than the actual number of drivers out there due to truck drivers aligning their occupation to other industries such as within Mining or Agriculture. As stated by Western Roads Federation (WRF):  
*"The underlying cause of the problem is the reliance on ABS data, as it is drawing it from Census data. However Census data is a self-assessment. Such that let's say a concrete agitator driver, they may self assess themselves as being in the constructive industry construction services. Similar with mining, ag etc etc. As a horizontal industry not a vertical we need an alternative method of data capture in order to accurately reflect the number of people in it. This effects not just skills shortage funding etc, but even justifying things like rest areas as the true size of our industry is not captured."* (personal communication, to Amanda Green received 7/10/2022]
- Given the importance and impact of this issue on the transport and Logistics Sectors WRF have taken steps to raise this issue with DESE and the Federal Treasury.
- In addition, many truck operators do not utilise Seek, indeed or other online platforms, with many reporting they advertise via word of mouth, or through their Yard. This data is not captured through online platforms and may be misrepresenting the actual number of Truck Operators within Australia as much lower than what is required. Further, some larger, national companies are now expanding recruitment efforts to include Facebook, Instagram and/or TikTok to attract a younger and more diverse cohort. At the moment there is no way to monitor these job ads for inclusion in the Job Vacancy Index. It is, therefore, essential that government also take into account other means of information in relation to the true nature/demand for these types of roles. These avenues of recruitment will also need to be monitored for any potential Industry Relations impacts.

#### 2.2.5 Potential Licensing Barriers for entry- level roles into Transport, Warehousing and Logistics

- In most roles for transport and logistics a C class drivers' licence is necessary. However, delays in attaining this due to age requirements or other issues (i.e. sitting the Practical Driving Assessment) can also result in delays for younger cohorts to enter industry if they do not possess this, or have the ability to attain it. A new driver's licence training initiative to remove barriers for young people training in the building and construction industry has also been recently launched in efforts to increase workers within the construction industry. The Construction Training Fund's \$1.26 million Driver's Licence Training Support Program will give students the opportunity to obtain a driver's licence while ensuring apprentices entering the construction workforce are job ready.
- As a driver's licence is a key requirement for many transport/construction roles. Access to a driver's licence was identified as a key barrier to apprenticeship employment for young people at the State Government's 2021 Skills Summit. The pilot program offers standard driver training and supervision to help participants gain a valid Western Australian driver's licence. In addition, specialised training for driving in a construction environment, such as towing, safe management of vehicle loads, vehicle maintenance and driving in the sand will assist young people to develop awareness and skills in road safety and vehicle management. This will also increase the demand for both Assessors and Driving

Instructors. This program would also be of benefit for the transport industry given that these roles are often seen as the entry-level point of many occupations with transport, warehousing and logistics industries.

- There is also a push to standardise WA driving hours to other states, increasing it from 50 hours to 100 hours. Although the State Government is reviewing this, there is a concern this may be financially prohibitive. In addition, Workforce Australia Employment Services reports that stakeholders see this requirement as a large barrier to young people finding a job and undertaking study, particularly in regional and remote areas.
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### 2.3 Supply and Demand for Workers

- Overwhelmingly, over 89.9% of LDSC survey respondents commented they felt that demand for workers in Postal, Warehousing and Logistics and Transport would increase over the next 5 years in line with the resources, construction and e-commerce growth and bumper harvests being seen. Wage Pressure, staff retention, Increased business activity and long lead time to train were the top 4 factors affecting their workforce in the last 12 months. This has been particularly evident for Furniture removalists who traditionally have seasonal changes to work activity and requisite activity, however, recent activity has only now begun to slow placing additional pressure on industry to keep and retain workers.
- As a broad comment, industry is open and willing to embrace strategies to encourage a wider and more diverse labour market, particularly in light of the ongoing and acute skills and labour shortages being experienced. However, given the complexities associated with the roles (due to the licensing, age requirements, knowledge, experience and/or qualifications required) this question cannot be answered here in depth.
  - One of the issues identified is that employers are not able to easily navigate or find training products or training providers. This has limited their ability to engage with the VET system, with some employers commenting that the VET products exist already, they just didn't know how to make use of them. Multiple strategies are being investigated to engage employers and to develop this knowledge, some of these include:
    - Exploring the school-based pathway into industry (at year 12 and post year 12) and identifying what these job roles may look like for younger entrants prior to attaining some of the licences (due to age restrictions).
    - Working with VET Coordinators, Employment Service Providers (through DEWR) and Careers Advisors to raise the profile of transport and logistics careers through an industry tour day. Such a day would seek to identify the breadth and variety of roles, career pathway progressions of school leavers, job seekers etc, and the associated training/licences needed to enter industry at these various points.
    - An employer forum to create better links between industry employers and high schools, migrants, refugees, veterans and women and other under-represented groups to foster employment pathways into industries.
- There continues to be high interest by industry to employ veterans into TLI roles.

#### 2.3.1 Delivery Drivers

- Menulog and Deliveroo have reduced jobs due to cost-cutting measures. For Menulog, although these jobs are primarily office-based on the East Coast, this will need to be monitored as it may impact the role of Delivery and Courier drivers who sub-contact to these positions. Deliveroo has gone into Administration, the company currently employs around 15,000 riders in Australia who will now need to seek alternative employment.

### 2.3.2. Furniture Removalists

- **For more specific information on this occupation please refer to the Furniture Removalists Industry Profile**
- A significant challenge for industry is perception of industry/job roles which are seen as undesirable, due to the manual element involved. Although the furniture removal role is viewed as highly skilled by industry (with Drivers required to undertake a variety of tasks beyond the driving role such as loading/unloading vehicles) this is not the case with potential candidates or school leavers not attracted to this role. Industry is taking an active approach with schools to increase awareness of the multitude of pathways available within the Furniture Removal Industry.

### 2.3.3 Driving Instructors

- Data show that the number Demand for Driving instructors is continuing with the nation experiencing a skills shortage, particularly as WA's freight task continues to grow exponentially due to the increase in e-commerce. Although freight is likely to slow down, due to changes in spending habits (i.e. cost of living, inflation etc), there will still be a high demand for drivers. In line with this more driving experience to training and supply qualified HR/HC/MC Drivers will be required.
- In addition, if the current proposal by AustRoads to introduce a competency based licencing framework are approved, this will also likely increase the need for training, as both new entrants and current supervisors will need to increase the amount of training they receive.
- In August 2022 the WA Government changed the standards for experience, bank balances and English-speaking requirements in an effort to reduce red tape and increase foreign workers to address WA's skills shortage crisis. With more than 100 jobs was also to the State Priority Occupation List including driving instructors. Efforts continue in WA to add the Truck Driving Occupation to the list, however this has so far not been successful outside of some regional Designated Area Migration Agreement (DAMA) agreements.

## 2.4 Technology

- The Queensland Government's Department of Transport and Main Roads (TMR) is delivering some of the key elements of CAVI through iMOVE. This included a [connected vehicle trial involving over 355 drivers in Ipswich](#), and a [Cooperative and Highly Automated Driving \(CHAD\)](#) pilot with two research prototype platforms, one of which is a [level 4 automated prototype vehicle](#).
- The area of AI and it's impact on the assessment practices will need to be monitored. ChatGPT is a chatbot launched by OpenAI in November 2022 and has the ability to generate human-like text, making it capable of using natural language conversations. Due to this ChatGPT is having an impact on the Assessment space both at secondary schools and for those offering online learning in determining the authenticity of individuals work for assessment who may be using the AI to submit work not of their own making. Schools are looking for ways to mitigate these effects, with some planning to return to paper and pencil based assessments conducted in the classroom to ensure they are accurately assessing individuals understanding of concepts in their submitted work. This trend will need to be monitored to see how/if it affects the VET area. Within the UK they have also recognised the potential for students utilising ChatGPT with permission and if it may create biases in grading, as well as the possibility it could replace human instructors and how this may affect the fair grading and assessment of individuals work. Some National retailers are also investigating it's potential to provide training.
- In addition ChatGPT has also been identified as a possible area to assist in career planning. In particular it can Level up your job searches by targeting opportunities for career moves, assist in elevating résumés, and assist in preparing responses to interview questions. As not everyone has access to career resources this can be a hidden benefit of AI.
- Further there are concerns around the roll-out of such technologies (i.e. ChatGPT) and the lack of consultation, from both from a consumer/public perspective - large companies tend to trial new technologies on their customers without informing them (i.e. Kmart and Bunnings face recognition as an example). This has the potential to impact customers (i.e. customer experience/satisfaction) as well as workers (in regards to understanding how and when to utilise these technologies). These technologies are often introduced into workplaces without consultation with the workforce. The Award states there is a requirement for this to occur however, industry feedback has been that this is rarely enforced. Further

this area will need to be monitored to ensure that workers gain the requisite skills to understand, interact with or use this technology. As well as to understand their rights if used in the workplace from an industrial relations perspective.

### 3.Environmental, Social and Corporate Governance (ESG)

- These vehicle changes (i.e. Hydrogen fuel) may be seen by industry as a way to offset the high costs of rising fuel. With many trials on east coast occurring such as between PepsiCo and Pure Hydrogen Corporation. Under the agreement, PepsiCo will be supplied with a Hydrogen Fuel Cell 160kW 6 x 4 Prime Mover. With additional hydrogen fuel provided as required, including refuelling along with arranging repair and maintenance services. The trial will commence midway through 2023 and will run for approximately six months. Following the trial, PepsiCo will assess the commercial use-case with the potential to order further hydrogen-powered vehicles over the period 2023-25.
- Due to the requirement for lower carbon emissions, industry is investigating how to incorporate electric or hydrogen fuelled vehicles into their fleets. Currently, the infrastructure does not exist in Australia to support Hydrogen refuelling. However, BOC and BP Australia have announced a new agreement to build a hydrogen refuelling station at the bp Truckstop in Lytton, Queensland. It will be the first service station in Australia with hydrogen refuelling capability. This will need to be monitored as training and upskilling will need to be available for those interacting with this infrastructure.
- Coles reported it is using an electric-powered truck provided by transport partner Linfox Logistics under a trial to deliver stock to its New South Wales stores. The Fuso eCanter truck is powered entirely by 100% renewable electricity and will avoid producing more than 60 tonnes of carbon dioxide equivalent emissions annually. It is unclear at this time when this will expand to WA. This will need to be monitored to ensure those interacting with these vehicle receive appropriate training, similar to those within the bus passenger transport industry when it underwent a similar process.
- As WA's renewable hydrogen industry continues to develop, the State Government anticipates that demand for access to Crown land will only increase. The Goldfields-Esperance region has been identified as a potential location for renewable hydrogen production. The State Government has published a new guidance document to provide certainty and clarity for renewable hydrogen project proponents as they seek to gain access to land and legal tenure for their projects.
- Daimler is offering ride alongs' in one of their hydrogen fuel celled trucks with an aim to eventually begin series development by the second half of this century.
- Within WA work is underway by the State government subsidise a new network of electric vehicle charging infrastructure throughout the state. The grants will meet about half the costs of buying and installing charging stations and associated software. The grant program is designed to maximise opportunities for daytime EV charging, promote off-peak EV charging, support the conversion of organisation fleets to EVs and, over time, stimulate a second-hand EV market. This will likely encourage a wider adoption of these vehicles for WA businesses over time.

## 4. Training and Education Needs

### 4.1 Current and Anticipated Training Needs

- The Truck Driving occupation continues to be in acute undersupply both globally and nationally. Consultations indicate demand will continue to increase over the next five years and beyond, as Australia's freight tasks and other factors continue to increase the demand for experienced and qualified drivers.
- As more drivers are required for various Heavy Vehicle Driver roles there will be a call for more driving instructors with experience to train and supply qualified HR/HC/MC drivers needed to meet this demand. As such there is high demand for this occupation which will extend to the medium term (3 – 5 years).
- Industry is supportive of the traineeship pathway for this role, for taking on unqualified candidates and providing the necessary skills and, with a view to progressing individuals to other roles experiencing shortages within the organisation once they have accumulated the experienced needed. However, they find that business pressures have made it difficult to take on trainees due to the need for experienced workers. They have also had difficulty attracting potential trainees through the JobActive network and



the school system due to a lack of interest in these careers and the physically demanding nature of the role.

- Although female participation remains low, industry continues to explore pathways to promote these roles to women, CaLD and other under-represented, or under utilised groups. With women representing only 7% of the operational team at Cleanaway, the recycling and waste management services business has launched a program that aims to increase female participation across its workforce. Cleanaway's Driver Academy for Women was launched in late 2021 to give people outside of the waste management industry an opportunity to start a new career path. These initiatives are proving successful in increasing female participation in the workforce.
- The Great Southern Development Commission is looking to address skilling shortages through establishing a Designated Area Migration Agreement (DAMA) with the government to progress to the next step in this process, the Great Southern needs to determine if there is an actual shortage of skilled and semi-skilled labour, that this shortage cannot be filled by Australian residents and that there is evidence provided by industry in their recent employment procurement processes. If it is clear that there is a labour shortage in the Great Southern, the next step is to undertake a formal study and business case to support the DAMA application. This may offset some of the skills shortages those transport companies are experiencing in this region.
- The LDSC is continuing to investigate the need for the establishment of a Heavy Vehicle Driver Apprenticeship in WA. Should this be approved demand for training may also increase as more RTOs put this qualification on scope, this will also increase the need for experience Heavy Vehicle instructors to delivery this training. Again, should the Austroads proposal be introduced/accepted in WA, this may also impact the industry uptake of this proposed qualification.

#### 4.2 Training Challenges and Opportunities

- The Tasmanian Transport Association will soon launch a pilot program to bring new job-ready heavy vehicle drivers into the transport industry. Supported by a \$80,000 grant from the Tasmanian government, the program will cover key areas like fatigue management and load restraint, as well as creating connections between the participants and potential employers. (This group, alongside the Livestock and Rural Association of Australia – Tas branch – also has a couple of other initiatives to encourage the uptake of women into these roles, as well as leadership programs to engage younger people into leadership and other roles). Similar initiatives by WRF are being explored.
- Other States/Territories have created training programs, as an example, the Victorian Transport Association's Driver Delivery program in partnership with the Victorian Government, providing fully subsidised tuition in an intensive eight-day course that trains participants, and then puts them in paid employment with a transport operator. Participants achieve driving skills, confidence and the competency of operating heavy vehicles safely with specific training is provided in:
  - Occupational Health & Safety
  - Cabin Drills
  - Load Restraint
  - Road Craft
  - Fatigue Management
  - Loading Docks
  - Metropolitan Driving
  - Rural Driving
  - Risk Reduction Techniques
  - Vehicle Inspection
  - Chain of Responsibility
- is greater demand for Courier and Delivery Drivers, as retail networks continue to grow and expand their service delivery options for same day delivery or to compete (and lower costs associated) with other providers offering similar services (i.e. UberEats). On the East Coast, McDonalds have recently announced a trial which will see the fast-food retailer add an in-house delivery option to their offerings. It is unclear if this service will be offered by specific drivers hired for this purpose; or if team members will be required to take on the duties of a delivery driver in addition to their other roles (i.e. cashier/front end or counter staff). Currently, Red Rooster in WA has been offering similar services through their website, and through the Menulog app – with a vehicle provided and cashiers freed to deliver as and when required. Services such as this will offer direct competition with UberEats, and Menulog, and will

increase the demand for drivers with these skills. As these programs expand, this could benefit industry as these type of delivery roles could be seen as entry-level to gain some of the skills and experience needed for delivery or courier driver roles (such as familiarity with route planning, fatigue management, safe food handling, Infection Control). However, the amount and type of experience gained may still be limited in transferability for courier type roles, with inhouse training still required to bring them up to speed in the handling of different freight, load/unload etc issues. Additionally, skill sets to train workers to take on delivery duties may be required on a greater scale for these workers.

- Any delays in the licensing and practical driving assessment can also create delays and bottlenecks for students wishing to attain the higher licences, this may have impact on other transport roles. This is concerning, as these roles already have significant time delays imposed on attaining these licences, and any additional bottlenecks may impact negatively on industry strategies to attract a younger cohort to driving roles.
- Industry actively seeks opportunities to attract underrepresented and under utilised group to industry. The new State Governments Life Experience campaign may be an asset in encouraging under-represented groups to industry and TLI careers. The campaign targets participation in vocational education and training and the WA workforce by women, mature age workers and retirees re-entering the workforce, youth at risk, Aboriginal and Torres Strait Islander people, people from culturally diverse backgrounds and people with disability. Available support includes a range of specialist programs and services, free and low-cost training opportunities, pre-employment pathways and free career support through the State-wide network of Jobs and Skills Centres. There are also free and subsidised courses in foundation skills, and support to get people with a disability skilled for success in their studies and the workplace.
- The Esperance Job Connect Program, is designed to assist local businesses to meet their workforce needs by connecting them to local job seekers. The ECCI will facilitate the placement of local interested candidates into positions that require permanent employment, upskilling, long-term occupation skills training, or a registered apprenticeship or traineeship. By connecting businesses seeking to fill semi-skilled and skilled positions with current residents who are looking for new career opportunities, local workforce needs are met, and residents are afforded the opportunity to gain local employment in the region. This program is particularly pertinent for school leavers and younger workers. This program may assist those seeking employment in TLI industries to find employment.
- The State governments Digital Inclusion in WA Blueprint which outlines the Government's aims and strategic approach to address digital disadvantage across the State will be vital in ensuring this is addressed. (Digital inclusion aims to give people of all ages, cultural and linguistic backgrounds, abilities, income levels, and locations, the skills and tools to access and engage with digital technology and online services.)
- Establishment and promotion of leadership development programs across differing age levels would be beneficial to industry (as has been done in other States such as Tasmania with support from industry associations). This would assist in identifying and encourage emerging supervisors or managers, across all management roles within the transport and logistics sectors to develop their skills or to take up these career pathways. Additionally, it would help to foster continual growth and career advancement to encourage younger workers to consider the opportunities for growth in these fields. As the overall demand for transportation services has grown with employment in the occupations of drivers, trainers, and managers are experiencing greatest demand. The rapidly ageing profile of the current workforce poses both a challenge and an opportunity to industry, with the need to grow the workforce to grow the individuals into these roles and it is believed these and other strategies are required to help fill future anticipated demand.
- Overseas, the US is also beginning different strategies to address these shortages; A high school in California is now training teens to enter the industry through its truck driving school program. Patterson High School in Patterson, Calif., is one of the first non-vocational high schools in the country to offer a truck-driving program for students. The elective course, which is open to seniors, is a part of the school's Career Technical Education Program — helping students learn workplace skills through hands-on training.
- Further the US Biden-Harris Administration has set in place other strategies and initiatives to combat this issue, and allow younger drivers to driver trucks earlier. Whilst industry would not be supportive of allowing 18 year olds to drive MC vehicle due to the safety components, they would be supportive of a competency based licencing pathway (similar to Austroads proposal) and other measures that would allow a younger cohort to begin attaining some experience earlier. One suggestion is the possibility of

attaining a special license exemption for campus to allow students to become familiar with trucks and technology at Year 12, with the intention they could begin attaining the licence's. This would need to be explored further with industry, to determine an appropriate model for students. However, there are those in industry that would be willing to donate the trucks to provide this exposure should a project exploring this concept occur.

- The Road Transport Industry Advisory Group commented that the Year 9 Career Taster Program is pitched too low for industry's needs, as the most critical occupations within TLI require licences most students would be unable to participate in training opportunities until they are in at least year 12 (and/or turning 18). Instead industry would value a program that can offer these opportunities to an older cohort, particularly for those occupations such as truck driver, furniture removalist and officer roles which require licences). Industry is working with the LDSC to determine how best to approach the school aged cohort to attract them to careers within TLI.

#### 4.3 Career Pathways and Graduate Outcomes

- Delivery Driver, Courier Driver, Truck Driver Offsider and Freight Handler are often considered entry level roles for those wishing to become truck drivers or furniture removalists.
- Although there is no formal training required (with many companies preferring the licence and a level of suitable industry experience), there are some qualifications available which are also well regarded by industry such as:
  - Certificate III in Driving Operations
  - Heavy Vehicle Driver Skill set
  - Certificate II in Driving Operations, Certificate II in Terminal Operations (Depot General Hand) and Certificate II in Supply Chain Operations may be appropriate for those entry level roles within TLI.
- Recent graduates without experience may not be suitable immediately employable for driving roles. As drivers are required to load, transport and unload bulk petroleum products at retail, depot and commercial sites, some companies also require drivers to change between multiple vehicles, including single, b-double and road-train combinations. As a result, previous experience with these vehicle types is considered desirable by employers. However, as many of the vehicle types and trailer combinations used overseas may not be directly comparable to industry in WA this may not always be possible. Most employers would require the licence only and are prepared to provide the necessary upskilling.
- There is a long lead time (2+ years) to get a new Scheduler fully autonomous in the role due to the time taken to foster and develop the internal organisational knowledge needed before fully competent. For this reason, many organisations prefer to promote internally from within their business, finding that external candidates may take longer to develop the knowledge of the internal workings of a business and that this can impede their progress/success in undertaking the role (given the complexity and nature of the scheduling decisions involved). In some instances this can also result in higher turnover of candidates as they are unprepared for how to incorporate the internal workings of the business into scheduling decisions. Thus, this qualification is best suited to those already employed within the business who are undertaking additional training as part of their role, or promotion to scheduler.

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## 6. Industry Consultation

Regular industry consultation is undertaken by the LDSC through the Road Transport Industry Advisory Group (IAG), the Registered Training Organisations (RTOs), LDSC Annual RTO Forum, the LDSCs Board of Management (BoM) meetings, regional consultations, participation in industry advisory committees, teleconferences, email and social media and the use of online surveys.

Participation in group and individual meetings varies year on year. Comprising: the Road Transport IAG (41 members; 18 small, 8 medium, 15 large organisations located in the metropolitan and regional areas of WA covering organisations in the freight, passenger, and on-demand transport area); the Furniture Removalist IAG (comprising 10 members of the Furniture Removalist Industry; 4 National, 6 small to medium); the Mobile cranes IAG (14 organisations comprising small medium and large operators in the Metropolitan, Goldfields-Esperance, northwest and southwest regions); the Warehousing and Logistics IAG (comprising 10 members made up of small, medium and large organisations, located predominantly in the Metropolitan area with depots or service provision and facilities in the Southwest and Northwest); and the RTO IAG (we invite 120 RTO Comprising small, medium and large private and public training providers). Please note, Industry union and association members are also invited to provide feedback.

Continued and ongoing contact is made throughout the year via emails, newsletters, surveys (our most recent State of the Industry Survey had 89 industry respondents: across all industries under the LDSC remit. This data has also been included in these responses); and other channels by the LDSC to members and non-members of the Road Transport IAG and RTO IAG networks.

In addition, participating organisations for the Road Transport and the Warehousing and Logistics sector included **many small, medium and large companies** with interests in Freight and passenger transport, local Chamber of Commerce and Industries (CCIs) across WA, **Industry Associations** (i.e. Crane Industry Council of Australia (CICA WA), Australian Furniture Removalists Association (AFRA), the Ride Share Drivers Association of Australia (RSDAA), WA Country Taxi Operators Association, Western Roads Federation (WRF) Transafe WA, Livestock and Regional Transport Association (LRTA), iMove, Freight and Logistics Council WA, Australian Trucking Association; The Chartered Institute of Logistics and Transport (CILTA), Freight and Transport (FT Alliance), and Supply Chain And Logistics Association of Australia (SCLAA)); **Unions** (i.e.. the Transport Workers Union (TWU)); Maritime Union of WA, CFMEU WA, Crane and Industry Council Australia (CICA) the **licensing/regulatory body for Road** (i.e. Main Roads WA, Worksafe WA); **Local and Commonwealth Government Departments** (i.e. the Department of Transport, Department of Infrastructure, Regional Development and Cities, and Defence West, the Western Austrian Defence Industry Workforce Office (WADIWO), Road Safety Commission); and the **WA Industry Training Council Network** and **Registered Training Organisations** (RTOs).