

TDTSA Strategic Plan 2015—2016

TRANSPORT INDUSTRY WORKFORCE

About Us

Transport Distribution Training SA (TDTSA) is an Industry Skills Board. We are one of six Industry Skills Boards in SA. We represent the following diverse sectors of the transport industry

- ➔ Road transport
- ➔ Rail
- ➔ Aviation
- ➔ Maritime
- ➔ Warehousing

Our role

- ◆ Identify workforce skill trends and emerging skill needs
- ◆ Consider issues relating to career advice and Transport Traineeships
- ◆ Advise on attraction and retention of transport workers
- ◆ Provide advice on the development and review of Training Packages
- ◆ Assist enterprises with workforce up skilling, retention and attraction strategies
- ◆ Assist RTOs to provide quality training and assessment for skills in demand,

Our mission

To assist companies to identify enterprise workforce needs and provide assistance in developing strategies to up skill, attract and retain employees.

We work collaboratively with unions, industry bodies, employers, government and the education and training providers to achieve our aims.

Our Vision

Provide leadership and respond to workforce issues for the development of a more responsive and dynamic workforce in the transport and distribution industry.

Transport Sector

Transport Services Provided to

Road Freight	Agriculture (livestock, fresh produce), Manufacturing (unprocessed products and manufactured goods), Wholesale and Retail,, Telecommunications, IT and Mining
Road Passenger	Tourism, Community Services, Telecommunications, IT
Rail Freight	Agriculture (grains and dry produce) , Telecommunications, IT and Mining
Rail Passenger	Tourism (tourists from overseas, interstate and intrastate), Community Services, Telecommunications, IT
Air Transport	Tourism (passengers), Manufacturing (freight), Agriculture (high value breeding stock) , Telecommunications, IT,
Water Transport	Tourism (passengers), Agriculture (livestock), Manufacturing (exports and imports) , Telecommunications, IT
Storage	Agriculture (silos, cool stores, warehouses), Manufacturing, Wholesale and Retail (storage facilities and distribution centres) , Telecommunications, IT

The Transport sector in South Australia

The transport sector includes those occupations providing air, marine, rail and road passenger and freight transport, as well as services that support the facilitation and supervision of transport and storage operations.

Characteristics of the sector are:

- collectively, the occupations directly employ 51,200 people (6.4% of the state's workforce)
- employment is male dominated (87.4% of total employment)
- the majority of employment is full-time (69.9%) the age profile of the workforce is younger than the state average.
- the most common qualifications are Certificate III or IV (held by 17.7% of workers) almost three-quarters of the workforce have no post-school qualifications the majority (74.2%) of workers are employed in metropolitan Adelaide.

Skills for Jobs. The Training and Skills Commission's Five Year Plan for Skills and workforce Development Appendix 2 Industry profiles and priorities

The workforce comprises vehicle operators such as truck drivers, forklift drivers, delivery drivers and bus and coach drivers. There are also significant numbers of warehousing occupations such as store persons, shelf-fillers and transport and dispatching clerks.

The performance of the transport and storage sector is closely linked to the economic cycle.

The next section of the North-South Corridor to be delivered will be a 3.7km stretch of South Road between Torrens Road and River Torrens. This project will significantly improve travel times for both north-south and east-west bound traffic. The Australian and South Australian Governments have committed to \$896 million to construct the Torrens Road to river Torrens Project. The project will create an estimated 480 jobs per year during the construction phase. It is expected the project will commence mid 2015 and scheduled for completion by the of 2018.

The Logistics and Environmental Scan for 2014 identified the following occupations as being in demand:

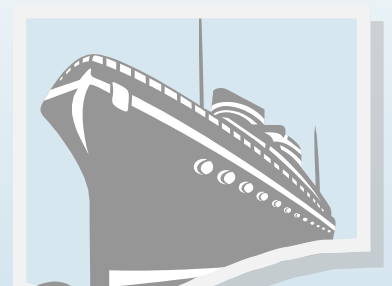
- Import Export Clerk, Customs Brokers,
- Stores and warehousing assistants
- Forklift driver
- Container forklift driver
- Workplace training and assessor
- Warehouse Manger
- Transport and Logistics Manager (Supply Chain Management, Procurement, Inventory Management and Distribution Management).



Rail Freight and Passenger Movement

• *The transport and logistics industry is essential to nearly all other industries in our economy*

- *Orchard to the supermarket*
- *Farm paddock to supermarket*
- *Mining to machinery*
- *Holiday to other countries*



Sea Freight and passenger Movement

Industry Developments and Issues

Industry consultations have identified a number of challenges, including the ageing of the workforce and thin training markets for rail operation, rail infrastructure and aviation.

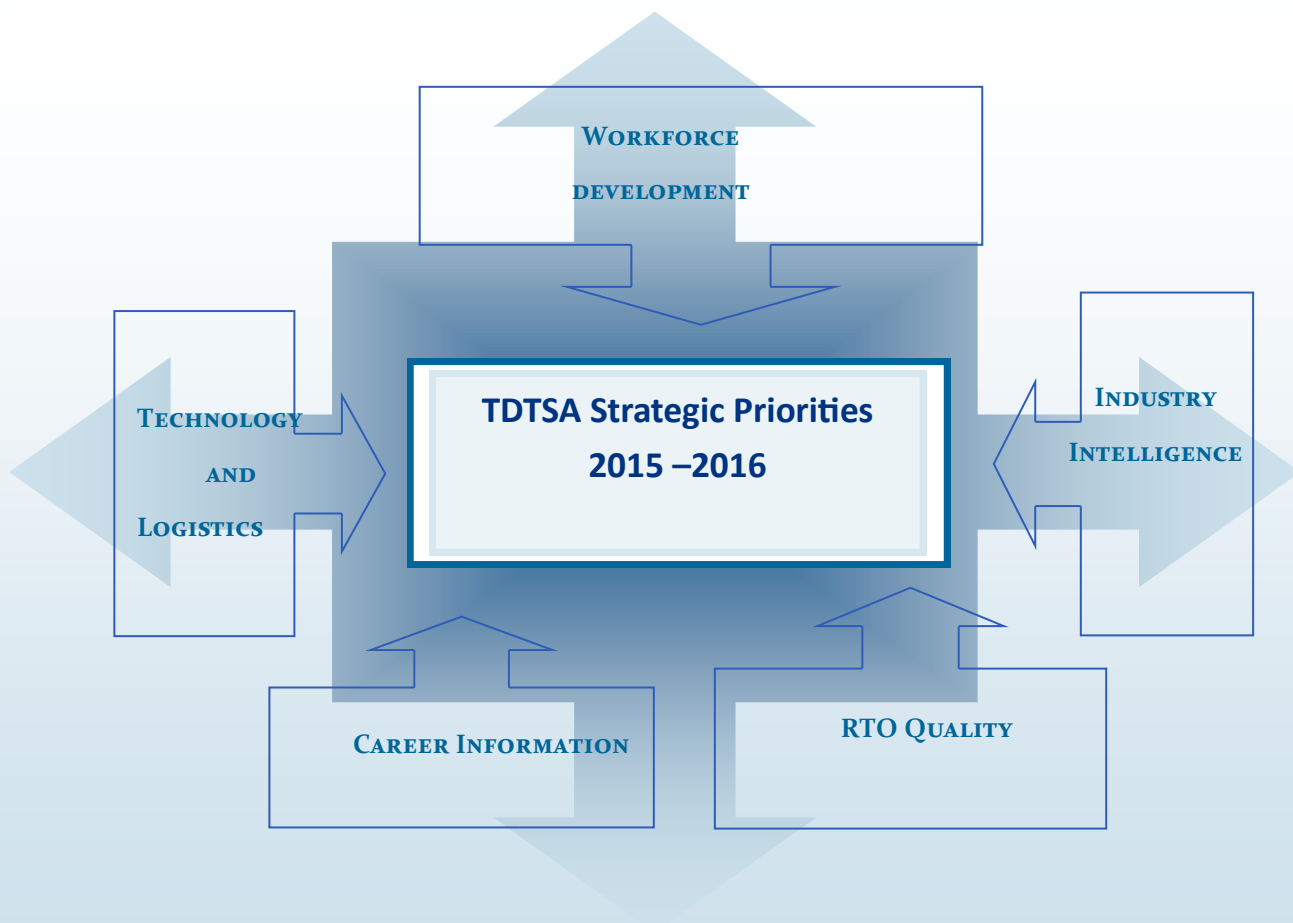
Much of the training undertaken in recent years has been in response to legislative changes, such as fatigue management and national licensing. In parts of the road transport industry, there has been reluctance over the past three years to invest in training, due to the time it takes to train (up to five years), the costs involved and the issue of retention (e.g. of intermodal train drivers).

For some heavy vehicle drivers the tighter legislations are a disincentive to remain in the trade, exacerbating a skill shortage. Industry has suggested that current semi operators move into the B Double MC licensed job, and at the same time, move people from other driving roles into the semi positions and move people into the entry-type driving operation and workshop roles, thereby creating career pathways and renewing the ageing workforce.

Bus, tram and train services drivers across all segments. Taxi drivers in South Australia are predominantly

migrants, especially Indian students who can work up to 20 hours per week under their visa.

Changes to Commonwealth legislation regarding permanent residency is having an impact on the number of workers available. Industry is committed to increasing the number of women and indigenous people employed in road and rail transport.



Objectives

RTO QUALITY

- Assist Registered Training Organisations (RTOs) to provide quality training and assessment for skills in demand and up skilling new entrants and the existing workforce
- Provide information on RTOs registration and possible training scope
- Work with RTOs to improve accessibility and responsiveness of the education and training sectors

INDUSTRY INTELLIGENCE

- Research and analyse economic and workforce issues for each sector in Transport: Road, Rail Aviation, Maritime and Warehouse
- Provide up to date information on Transport Training Packages and training resources

TECHNOLOGY AND LOGISTICS

- Contribute to the development of new skills training as a result of new innovations, work practices, technologies and changes to legislation.

CAREER INFORMATION

- Provide career information to the schooling and community sectors and promote to companies, traineeships and school-based traineeships to attract new entrants to Transport and Logistics
- Promote Transport and Logistics Career pathways
- Promote Transport Traineeship for all the sectors

WORKFORCE DEVELOPMENT

- Identify and develop funding proposals to attract and retain Transport and Logistic workers for company growth and productivity.
- Project Manage new workforce development initiatives within companies
- Provide information on Transport Training Packages
- Promote the value of workforce planning and models for workplace reform
- Promote and assist with implementing Skills for All within enterprises

Key performance Indicators

By the end of 2015 Transport RTOs will be informed of:

- ⇒ Skills Sets
- ⇒ Training Package updates
- ⇒ New Industry workforce initiatives for up skilling and retention
- ⇒ New Licencing and Regulatory laws
- ⇒ RTOs will be assisted with Australian Skills Quality Authority (ASQA)

TDTSA will provide current up to date:

- ⇒ sector statistics and anecdotal information to Transport and Skills Commission (Tscac)
- ⇒ Economic factors that will impact on the Transport workforce
- ⇒ legislative changes e.g. OHS and heavy vehicle licence
- ⇒ Provide Transport and Industry Skills Council (TLISC) and DSD on industry changes to Training packages

TDTSA will have identified workforce up skilling as a result of:

- ⇒ OHS legislative changes
- ⇒ Transport Commission and "Harmonization" e.g. Heavy Vehicle Licencing
- ⇒ Rail Track safety
- ⇒ AMSA Marine law changes
- ⇒ ASQA
- ⇒ Carbon Emissions and efficiencies

TDTSA will:

- ⇒ Outline Transport qualification offerings to SACE students
- ⇒ Maintain working party membership with South Australian Freight Council
- ⇒ Assist with a minimum of 3 career open days
- ⇒ Ensure current Transport Traineeships are on offer to industry

TDTSA will continue :

- ⇒ Implement government funded skills projects
- ⇒ Assist unions and the associations to identify workplaces for up skilling
- ⇒ Assist unions with up skilling projects