



victorian**transport**association inc.

Bulk Tanker Day

Managing Your People

Presented by Peter Anderson

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Key Industry Issues



1. Increasing Demand
2. Decarbonisation of the Industry
3. Driving Productivity Reform
4. **Managing Skills Shortages**

Skills Shortages – The Depth



- Loss of 7-9% of Drivers during COVID
- Vocational Training
- Heavy Vehicle Licencing in Victoria
- VTA Survey – 75 x Companies = **1,743 Drivers needed**
- Increase in demand of 20-30% over the past two years

Freight Industry Training Project



Summary:

- Work commenced on this project mid 2021
- Joint project: Jobs Victoria, Department of Transport, Victorian Transport Association

- April 2022- June 2023

- 125+ for the priority cohorts
 - Women/women over 45 years old
 - Young people under 25 years old
 - Aboriginal and/or Torres Strait Island people
 - Newly arrived migrants



The Project - Relevant and Unique



- Provides an opportunity for candidates who would not normally consider this industry
- Benefits of quality training
- Sustainable training and employment pathway

- ❑ **Transition to Transport** 1 day
- ❑ **Introduction to the Warehouse** 2 Days
- ❑ **Forklift Driving** 5 days
- ❑ **Heavy Vehicle Driving** 8 days



- Placement and Wrap-around

Reference:

Driver Delivery Program



- Support of Department of Transport
- Based on Canadian Model
- 8 x days BTW Training
- Dedicated Partner – Armstrong's Driver Education
- Over 250 x drivers placed in the last 3 years



VTA – The 3 As



- The Project is underpinned by the 3 A's
 - Aptitude
 - Awareness
 - Attitude

- The three A's are crucial to improving behaviour and delivering **safe, competent and professional candidates**



Head Fit - Business Fit

- Retention and Potential
- Changing a Business Culture
- Measuring the Impact.
- Used program to Re-visit Recruitment Processes
- Employer of Choice



We are a People Industry



- Hardest Resource to Manage
- The Depth and Value of Skills is not Truly Recognised.
- Systemic Issues of Industry Recognition.
- Training needs to be Specific and Targeted.
- ANZSCO Classification of Occupations.
- Minimum Standards will bring Reform



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Thank you