



## Haulage & Logistics

# WORKFORCE DEVELOPMENT PARTNERSHIPS

### PURPOSE

The Workforce Development Partnerships (WDPs) serve as a collaborative forum bringing together employers along with education and training providers to address workforce development challenges and formulate effective solutions. The primary objective of the WDP is to foster dialogue, exchange ideas, and promote collaboration to enhance the skills and capabilities of the local workforce.

The Haulage & Logistics WDP across Oxfordshire & Berkshire will focus on raising the profile of the sector and promoting it as a career of choice to improve recruitment and career progression. We will partner with The Chartered Institute of Logistics and Transport to identify employers who will invest their time and resources to influence and inform careers advice and guidance as Ambassadors, through their Generation Logistics Ambassador Network. It will also promote the expansion, development, and delivery of further education and training provision to meet the needs of the sector locally.

### WHAT ARE THE KEY OUTCOMES WE ARE SEEKING?

- Growing the Generation Logistics Ambassador Network
- Creation of a direct channel of communication between education and careers providers and employers, focused on key priorities for the sector
- Provide a forum for employers to gain insights into education and skills and providers to gain insights into priority sectors
- Generate resources and advice for signposting employers to skills
- Strengthen relationships between attending providers and employers, and those they are there to represent, to generate further partnership solutions
- Narrow skills gaps as identified in the LSIPs for Berkshire and Oxfordshire
- Ease recruitment difficulties as identified in the LSIPs for Berkshire and Oxfordshire

### WHAT WILL BE OUR WAYS OF WORKING?

- Meetings will occur quarterly, from early 2024 to the completion of the current LSIP project – March 2025
- They will be convened by the LSIP team who will be responsible for minute taking and circulation and following up on actions decided upon
- They will be chaired by the LSIP Employer Champion for the sector
- Members will attend both in their own capacity but also in the capacity of representing their wider sector
- Partnership working between meetings will be important to achieving desired outcomes. Members become part of a genuine workforce development partnership, where the work that goes on between meetings will be as important as the meetings themselves
- The partnership is designed to find practical solutions to skills shortages in the sector and will work in that spirit

## Haulage & Logistics

### RATIONALE

Alongside the number of enterprises increasing by 29%, the number of workforce jobs in the sector rose by 10% (1,300) over the same period. This included significant increases within:

- Freight Transport by Road (36% / 600)
- Warehousing & Storage (29% / 1,000)
- Other Postal & Courier Activities (+164% / 600)

#### LABOUR MARKET

In early 2022, there were 1,110 enterprises involved in 'Transportation & Logistics' headquartered across Oxfordshire – an increase of 29% (250) on the number on the Business Register in early 2017. The majority were micro (1,035) or small enterprises (60), whilst 5 were medium-sized (rounded to the nearest 5).

The biggest enterprise growth areas over the five-year period were in the number of companies involved in Other Postal & Courier Activities, increasing by 192% (240).

Advertised demand for the two key occupational groups where the increase in enterprise numbers will increase demand (Freight Drivers and Warehouse Workers), coupled with Vehicle Mechanics, remains high.

#### SECTORAL CHALLENGES

Employers have told us that key roles required are warehouse operators, custom clearing agents, and facilitators to allow products to be moved around the country and beyond. Employers emphasised the need for digital knowledge, basic excel skills, and management/leadership training and development programs.

Finally, it was agreed that more education and career advice for students could help to bring more attention to the sector.

#### SPECIFIC REPORTED SKILLS GAPS

Understanding warehouse layouts

Using the key principles of Continuous Improvement (CI) Management and Problem Solving

Using IT systems for the supply chain; Excel and company and customer systems

Key legislation, policies and procedures that influence the supply chain: health and safety, environmental, sustainability and others relevant to the business context such as large goods vehicle (LGV) driver hours, customs and trade regulations, and food safety/safe manufacturing practices

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)
<b>Drivers</b>	Large Goods Vehicle LGV Driver C + E (L2) <b>MG</b>		
<b>Maintenance</b>	Heavy Vehicle Service and Maintenance Technician (L3) <b>MG</b>		
<b>Custom Clearing Agents</b>	International freight forwarding specialist – Road Freight (L3) <b>MG</b>		Supply Chain Leadership Professional (L6) <b>MG</b>

## SECTOR SPECIFIC: HAULAGE & LOGISTICS

DESCRIPTION OF CHANGE AND EXPECTED BENEFIT	ACTIONS	OWNER	EMPLOYER CHAMPION	TIMESCALE	POTENTIAL FUNDING
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p><i>New or expanded use of Adult Education Budget, including the Innovation Fund New Employer funded training.</i></p> <p><i>New or expanded short/modular accredited or non-accredited courses funded by LSIF or Innovation Fund</i></p> <p><i>New Skills Bootcamps</i></p> <p><i>New or expanded Apprenticeships.</i></p> <p><i>New or expanded T Levels</i></p> <p><i>New or expanded HTQs.</i></p> <p><i>New curriculum content for existing courses</i></p>	<p>Education &amp; Training Providers to use LSIF, Innovation Fund or Skills Bootcamps as alternative sources of funding to align delivery to the priority skills needs via new programmes such as short, modular courses.</p> <p>Education and Training Providers to work together collaboratively, through the LSIF to invest in up-to-date technologies, capital, and spaces for Haulage &amp; Logistics.</p>	ETPs	TBC	Autumn 2023- March 2025	<b>LSIP</b> <b>LSIF</b> <b>AEB</b> <b>Bootcamp</b> <b>App</b> <b>16-18</b>
<p>The sector needs to promote itself as a career of choice to improve recruitment and career progression.</p> <p><i>The Generation Logistics Ambassador Network is a collective of talented employees who inspire the next generation of logistics recruits. Ambassadors spread the logistics message across their social networks, provide inspiring stories, and facilitate partnerships between our sponsors and education.</i></p>	<p>The ERB will partner with The Chartered Institute of Logistics and Transport to identify employers who will invest their time and resources to influence and inform careers advice and guidance as Ambassadors</p>	ERB Partners		Autumn 2023- March 2025	<b>LSIP</b> <b>Other</b>

### Information Key PARTNERS

#### ERB

The Employer Representative Body- Thames Valley Chamber of Commerce (Thames Valley Skills Unit)

#### WDP

Workforce Development Partnerships

#### ETPs

Education & Training Providers

#### LEP

Thames Valley Berkshire LEP

#### PARTNERS

Including Trade Bodies, Careers Advisers, JCP and other agencies

#### CEIAG

Careers Education, Information, Advice & Guidance

### Information Key FUNDING

#### LSIP

Local Skills Improvement Plan Funding

#### LSIF

Local Skills Improvement Fund (funding)

#### AEB

Adult Education Budget (inc Innovation Fund and Loans)

#### App

Apprenticeship Funding

#### 16-18

16-18 year old education funding

#### Emp

Employer funded, or time commitment

#### Bootcamp

Skills Bootcamp

## Haulage & Logistics

### RATIONALE

Growth within the Transportation & Storage industry across Berkshire is forecast to remain relatively static in the near and medium term, requiring just an additional 1,600 workers by 2035. In addition, however, the employers within the sector within Berkshire are forecast to require 10,800 replacement workers over the period 2020-35, summing to a total of 12,400 workers who will need to be trained and/or upskilled over the period.

Employers also report significant upskilling needs as the industry responds to new technologies and automation.

#### LABOUR MARKET

Job vacancy levels, by core occupational group, increased through 2021 and early 2022, and remain higher than pre-pandemic levels.

Moreover, advertised demand for the key occupational groups- Freight Drivers, Vehicle Mechanics, and Warehouse Workers- remain high. This, coupled with reductions in the numbers of people engaged in these occupations over the last five years suggests a shortage.

#### SECTORAL CHALLENGES

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<p><i>"Transport and logistics need to promote more as a sector of choice. Lots of great jobs and progression available."</i>  <i>SME, Berkshire</i></p> <p>The sector needs to promote itself as a career of choice to improve recruitment and career progression.</p>	<p>The ERB will partner with The Chartered Institute of Logistics and Transport to identify employers who will invest their time and resources to influence and inform careers advice and guidance as Ambassadors.</p> <p><i>The Generation Logistics Ambassador Network is a collective of talented employees who help to inspire the next generation of logistics recruits. Ambassadors spread the logistics message across their social networks, provide inspiring stories, and facilitate partnerships between our sponsors and education.</i></p>	ERB Partners		Autumn 2023- March 2025	<b>LSIP</b> <b>Other</b>

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