Transport & Logistics Route Review

4 November 2022

About Logistics UK

Logistics UK is one of Britain's largest business groups and the only one providing a voice for the entirety of the UK's logistics sector. Our role, on behalf of over 20,000 members, is to enhance the safety, efficiency and sustainability of freight movement throughout the supply chain, across all transport modes. Logistics UK members operate over 200,000 goods vehicles - almost half the UK fleet - and some one million liveried vans. In addition, they consign over 90 per cent of the freight moved by rail and over 70 per cent of sea and air freight.

Logistics UK's ambitions for our industry is one that is:

- Flexible and resilient
- Recognised for the value it adds to society and the economy
- Optimal in its efficiency
- Progressing towards zero environmental and safety negativities

Consultation questions

Industry Insights

Q: In the next 12 months, I expect the number of apprentices in Transport & Logistics to:

~~Increase~~
~~Decrease~~
~~Stay the same~~
Don't know/not sure

Q: Please rate the demand for each technical education product that you believe employers currently use/require: (1 lowest – 5 highest)

Level 2 and 3 Apprenticeships	5
Level 4 and 5 Apprenticeships	1
Degree Apprenticeships	1
Level 2 and 3 Qualifications	1
Level 4 and 5 Qualifications	1
Degrees/PhD Qualifications	1

Q: Please rate the demand for each technical education product that you believe employers plan to use/require in the next 3 years: (1 lowest – 5 highest)

Level 2 and 3 Apprenticeships	5
Level 4 and 5 Apprenticeships	1

Degree Apprenticeships	1
Level 2 and 3 Qualifications	1
Level 4 and 5 Qualifications	1
Degrees/PhD Qualifications	1

Q: What emerging skills, knowledge or behaviours do you consider to be required in Transport & Logistics industries and also if an employer, in your own organisation over the next 5 years?

There are significant existing skills shortages in logistics, such as vehicle technicians/mechanics, warehouse operatives and forklift drivers. The number of forklift drivers fell by 12.5% between Q2 2019 and Q2 2022. Forklift drivers are level 2 skilled jobs and vital for the industry. Demand for warehouse space has been increasing and is predicted to continue, which will further increase demand for these skills.

As the UK transitions to net zero by 2050, the switch to electrified and alternatively fuelled vehicles will require a workforce skilled to fix, service and maintain these new powertrain technologies. The industry already struggles to recruit enough mechanics and technicians; in Logistics UK's recent member survey, 95% of members reported experiencing problems filling these vacancies.

Future skills requirements that are different to current skills shortages will be for the new vehicle fleets: these roles are not reflected in the current routemap. Electric vans and e-cargo bikes are already being used by logistics operators and both battery electric and hydrogen HGVs are expected to be adopted by the industry. Gas vehicles and other low carbon fuels are being utilised, requiring training on differences from petrol and diesel powertrains. This will also be the case for alternatively fuelled vessels and aircraft in the future.

Across the supply chain, skills in digital, technology, IT and automation will become more prevalent and important in the future. Robotics are already being utilised in logistics warehousing and vehicle automation is increasing.

Q: When do you believe that these emerging skills, knowledge and behaviours will be required?

~~Now~~
~~1 year~~
2-3 years
~~5+ years~~

Q: What are the three current critical knowledge and skills requirements in your own organisation and/or in the Transport and Logistics sector?

Requirement 1
Technicians/mechanics

Requirement 2
Traffic Office personnel, especially planners and controllers.

Requirement 3
HGV Drivers

Q: How do you intend to upskill and train your employees in any emerging skills or technologies that will be required in your organisation?

The existing skills shortage is the bigger problem right now. In order to upskill for future and emerging skills, employers need there to be suitable courses available for these skills. Currently the curriculum does not support emerging skills, such a those for new and emerging technologies, fuel types etc.

The Occupational Map

Q: Have you ever accessed the IfATE occupational map for Transport & Logistics?

No

Q: How do you think the IfATE occupational map could be improved/used to further benefit employers, learners, employees, providers and parents and carers?

The current map is very generic and does not break down the job types across the varied sector.

Having such broad and generic clusters could prevent some people visualising the pathway in front of them. Research has shown that there is already a perception problem with the logistics profession; people do not tend to consider a career in logistics. The clusters and terminology of the qualifications could therefore be named more clearly for those outside the profession who are thinking of starting or switching their career.

Q: Do you think the name of the 'Transport and Logistics' route accurately represents and reflects the industries/sectors and associated occupations?

Yes

Q: The occupations are currently grouped into two pathways: 'Transport' and 'Logistics'. Do you think that these two pathways are named correctly?

Yes

Q: Do you think that the clusters are appropriately named on the map to reflect the occupations currently in them?
No

Q: Please provide your comments/thoughts

Logistics UK members have been very clear that the clusters do not represent the sector fully. Suggestions for additional clusters to break down the sector further and provide more clarity for learners to visualise their careers include:

- Waste/refuse
- Road haulage
- Chemical sector
- Construction
- Agricultural

One example of this was that the cluster Driver/Crewmember covers extremely varied jobs and typically within different parts of the supply chain. Therefore clusters to represent the modes could be more useful. However, Logistics UK is aware that the map does not want to be too convoluted

and a balance will need to be struck between more helpful terminology/additional clusters and not having so many clusters as to be a confusing.

Q: Do you think that the occupations are placed in the correct clusters?
Yes

Q: Do you think there are any additional clusters that should be considered for the map?
Yes

Q: Do you think the occupations in the Logistics pathway are all actively used by employers?
No

Q: Are there any 'in demand' occupations missing from the Logistics pathway?
Yes

Q: Do you think the occupations in the Transport pathway are all actively used by employers?
No

Q: Are there any 'in demand' occupations missing from the Transport pathway?
Yes

Q: Which occupations would you really like to see being delivered as an apprenticeship or other technical qualification product that are not already represented on the map?

- Electric and Alternatively Fuelled Vehicle Technicians
- Robotics Engineers
- Dangerous Goods Handling
- Customs
- Commercial roles including Sales and Customer Service
- Health and Safety
- Refrigeration Engineer
- Fleet Engineer
- Regulatory

Q: Please feel free to share your comments and general experiences of apprenticeship occupations within the Transport & Logistics route

The logistics sector is extremely varied, yet struggles to attract the workforce it needs. Additionally, some members commented that the apprenticeship route can still hold a stigma for some. This stigma and perception needs to be addressed. Generation Logistics, the industry led initiative, is paving the way to change perceptions.

There are also barriers to learners and employers utilising apprenticeships for training. For employers wanting to recruit HGV drivers or other operational roles, the 12 month duration and the 20% off the job training requirement often mean the apprenticeship route is not suited to training for these roles. A shorter course would be more appropriate, especially for a HGV driver. Some employers report that once the apprentice has their HGV licence, they leave the apprenticeship to take on a role elsewhere. However, some members highlighted that as an employer they have invested in the training and licence but do not receive all apprenticeship funding once the learner has resigned. This can leave some employers out of pocket.

The basic skills requirement for English and maths can also be a barrier. Some employers (and parents) in our membership did not realise there are exemptions to this. It would be helpful to better advertise that there are ways in which some learners may still be able to access the training. This was noted as being particularly useful for some people who may have additional support needs, but who would excel in an apprenticeship environment. The basic skills requirement may be off putting to some who would consider this pathway, and a review of this could benefit apprenticeship starts for the sector.

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