

TRUCK DRIVER WORKFORCE SHORTAGES: **A PERFECT STORM**





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- **Ageing workforce and recruitment challenges**
- **Falling Training Standards**
- **Autonomous vehicles**
- **Review of Heavy Vehicle National Law**
- **Perception of Industry**

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Foreword

As a third generation transport specialist I have a passion for the transport industry and have seen many changes over time. I believe our industry understands more than others that the future requires a working partnership with suppliers, customers, regulators and users. We require forward thinking and committed professionals that are willing and able to have a vision for the road ahead, whilst building and improving on what has made us strong.

“There are likely to be 127,000 job openings for truck drivers in the next five years, as well as tens of thousands of vacancies for managers, schedulers and all the staff we need to keep Australia’s road freight moving.”

“Permanent job vacancies have grown as a percentage of all job vacancies from 75.1 per cent to 81.4 per cent in the last three years. The rise contrasts with the view that casual or flexible employment is growing. The data suggests otherwise.”

Labourforce takes our role as industry leaders seriously. That is why Labourforce has commissioned this report by Performance Audit Review. They have developed a road map of contemporary issues that we need to be able to navigate to ensure a safe, reliable and sustainable transport industry.



Regan Brown,
CEO Labourforce





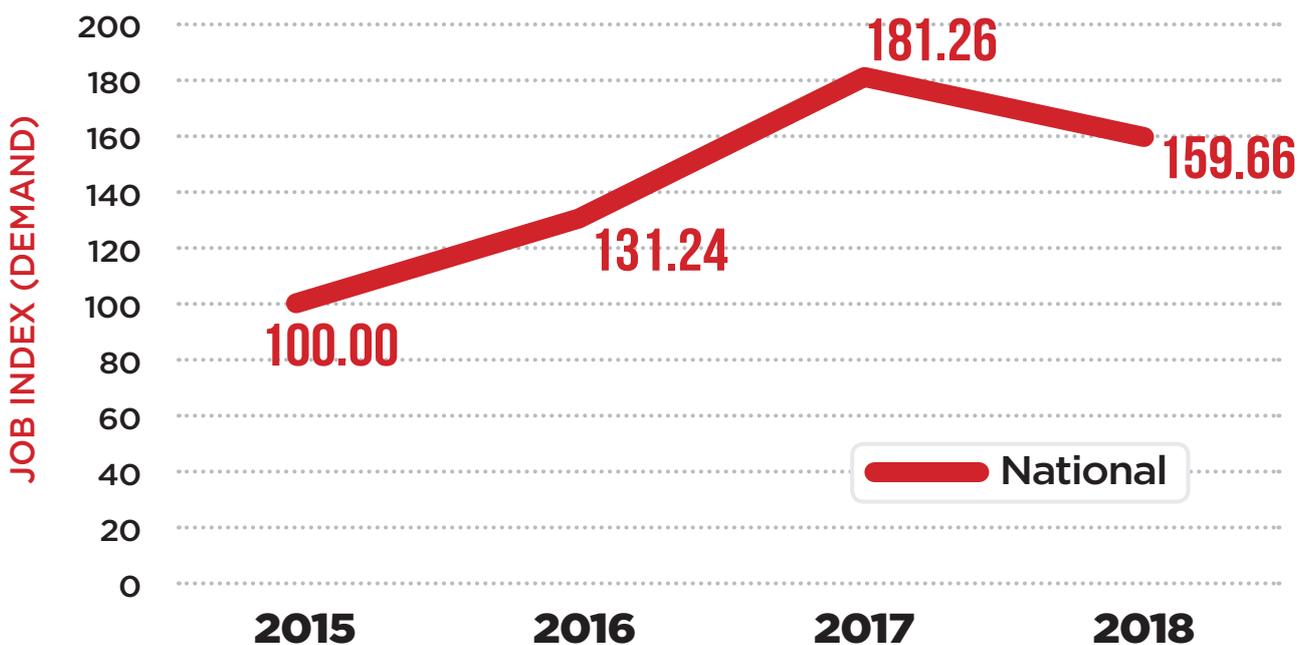
Introduction

The road freight industry dominates the non-bulk freight market in Australia, with larger trucks used for the long-distance movement of goods, including interstate movement, and light commercial vehicles for the final-stage delivery in the cities. In 2015-16, about 41,000 enterprises operated in the industry, the vast majority being small-to-medium-sized enterprises (SMEs). Due to intense competition in the industry, profit margins are low.

The industry employed 146,000 people in 2015-16, mostly males with low educational qualifications.¹ The ABS Labour Force statistics,² indicate that the average age of a truck driver is increasing at a rate of almost six months per year in a shrinking labour market. The trucking industry is the backbone of the Australian economy, yet it can be a tough environment to operate in. One of the biggest challenges faced by large and small business is the access to people who want to work in the industry, and having credible, reliable training that give people the skills they need to do the job safely and efficiently.

There is essentially a perfect storm facing supply of truck drivers in the Australian transport industry caused by an aging workforce, training providers focusing on numbers rather than quality; barriers to entry for young people (such as age-based license eligibility and high insurance premiums for younger drivers); along with the changes that will likely be adopted following the National Transport Commission (NTC) review of the Heavy Vehicle National Law (HVNL) and its supporting regulations.

TRUCKING JOB INDEX



- Trucking jobs are growing the fastest within the supply chain sector.
- Demand rose dramatically in the first two years, peaked in 2017 and slipped back in 2018.

In a 2017, the National Centre for Vocational Education Research (NCVER) released a report 'Employers' perspectives on training: three industries' including road freight transport and freight forwarding. The report summarised the Road Freight Transport industry as follows:

“The industry is highly regulated, with many reporting requirements which some employers find challenging. The growth of super-hubs and distribution centres is changing business practices, the composition of vehicle fleets and the associated skills needs for drivers. SMEs report difficulty in recruiting and retaining skilled workers because of poaching by larger firms. The industry is not perceived as an attractive career choice by young people.”

“Although there has always been some assistance provided to employees to gain the various drivers licences required in the industry, road freight transport has not had a culture of formal qualifications for work in the industry. There are signs of change in some segments of the industry, mainly driven by changes in customer service expectations, the rapid growth in online shopping and the increased regulations associated with attempts to increase the safety of road users”.³

At the recent NatRoad annual conference themed 'Driving the Future' NatRoad identified three phases to addressing the existing challenges. Phase 1 was establishing a licencing requirement, work with government, building the industry profile; Phase 2 improve training, introduce a driver accreditation scheme, align with insurance providers; Phase 3 establish apprenticeship and provide a conduit between employers and employees.

They want to be involved in the review of the existing driver operations certificate, which came into effect this year, and work with the RTOs to improve the

quality and consistency of training to lift the training to a level that ensures the driver can deliver the load safely. Ideally they would like to develop a four year Heavy Vehicle Operator Apprenticeship, they acknowledge it is likely to be the most challenging part of their programme.

This report therefore focuses on the five major issues that require a collective industry response that is practical, relevant, adds value to the businesses in the sector and can help solve the key long term challenges.

1. AGEING WORKFORCE AND RECRUITMENT CHALLENGES

It is projected that by 2030 there will be double the amount of work required transporting freight on Australia's roads, yet the pool of professional truck drivers is shrinking.

The truck driving workforce is ageing, with less than 15 per cent of drivers under the age of 30 and a limited supply of new drivers in the pipeline. The challenge for the industry is that the average age of current drivers is 53, with many either approaching retirement or looking to exit the industry. Replacing skilled drivers who are exiting the industry is becoming increasingly difficult as the pool of available workers retracts.

School leavers now have higher standards of education and wage expectations than ever before, and trucking careers are competing with high value trades like electrical and construction which are also suffering skills shortages. These licenced trades are highly organised, well funded and recruit young people through programs and opportunities that start at school level. This means that young people who are potential new drivers are already on an alternative career path before they have even left school.

School students are largely influenced by their parents, so the key challenge for the transport industry is to appeal to parents who generally see truck driving as dangerous. There is the additional barrier of introducing young people to driving because of licence age limits and higher insurance premiums for drivers under the age of 25.

The trucking industry also currently has limited appeal to women. While women make up 50 per cent of the Australian workforce, just 14 per cent of full-time transport roles are held by women and only three per cent of truck drivers are women. If women continue to represent such a small percentage of the transport industry the labour shortages will worsen. The Australian Government Department of Transport and Regional Development paper *Trends > Transport and Australia's Development to 2040 and Beyond* noted, "In 2014, the road transport industry fatality rate was more than 10 times the national average. It was the most dangerous industry ahead of agriculture, forestry and fishing." According to the report while the industry makes up only two per cent of the Australian workforce "it accounts for 21 per cent of workers killed".⁴

There are many reasons the industry needs to attract women. Studies have found that female truck drivers get into fewer preventable accidents than men and generally drive more cautiously. For example, fleet management company Omnitracs found that every 100 female drivers get into 3.41 preventable accidents, compared to a rate of 3.44 accidents among every 100 male drivers. Omnitracs data also found that women are less likely than men to get warnings while driving like "excessive overspeed," "forward collision warning," "hard breaking," and other signals that can lead to an accident.

With features like automated transmission and dynamic steering becoming increasingly prevalent, modern heavy-duty vehicles no longer present a physical barrier to women becoming professional truck drivers. In recent years recruitment initiatives have seen an increase of the number of women driving trucks on mine sites, thanks in part to the efforts of Western TAFE in NSW and some forward-thinking mining companies.⁵

It is recognised by government and industry alike that there are serious shortages of capable heavy vehicle drivers and this affects the long term viability of the industry. A number of industry and government initiatives have recently been undertaken to address the issue of driver shortages:

- Volvo donated two brand-new prime movers to heavy vehicle driving academy, Pilbara Heavy Haulage Girls (PHHG), a not-for-profit organisation that gives newly licenced truck female drivers an opportunity to gain the kind of real-life on-road experience in the Pilbara, WA. The organisation conducts boot camps for new drivers, road safety campaigns, research and promotional work.
- Wodonga TAFE, Volvo Group Australia and Transport Women Australia Limited (TVAL) developed a pilot program called the Women Driving Transport Careers to help women obtain a heavy vehicle driver licence.⁶ The SHVL program was designed to bridge the gap between licensing standards and professional industry requirements, which gives women the opportunity to enter the heavy transport workforce as truck drivers.
- The Victorian Government is contributing \$4 million over 4 years to Victorian Transport Association (VTA)⁷ to train 800 new heavy vehicle drivers under the Driver Delivery program.
- The launch of the 'Future-Ready' program to develop industry trades, address insurance issues and improve the image of industry through non-traditional approaches.⁸

These programs are aimed at bringing a new supply of skilled and industry ready employees to fill the identified gaps. They target women and young people and acknowledge that the skills gap between the license and what is expected and required of in the industry. These programs are all conducted as partnerships between industry and government, an acknowledgement that going it alone is high risk.

There are longer-term strategies that business can adopt to increase the awareness and attractiveness of truck driving and the retention of drivers such as introducing onboarding programs that address company culture as well as safety and employment obligations, and using technology for both training and on-the-job activities. It has been shown that companies can attract more women drivers by advertising that they modify equipment to make vehicles more comfortable for women drivers.

The industry has particularly identified the need to attract younger workers to meet the workforce needs of the future. Young people are motivated by training, workplace flexibility and having a career path and a chance to develop professionally. Our recommendation is that a Young Driver Mentor Program to encourage and support young new workers. This program would:

- Create and maintain the interest of young people before they join the Trucking Industry and create a visible long-term career path for them
 - Establish an ATA National Trucking Industry pathway scheme managed by the Peak Body with a Young Achiever Award
 - Approach drivers who are working in the E-commerce market – a new talent pool of mainly lower licence drivers who are seeking to upgrade from industries like uber and deliver drivers, to a heavier licence
 - Pre-employment aptitude testing of candidates to ensure they have the right personality and skills for the job
 - Find ways to address the issue of high insurance costs for younger drivers so that they can gain on-road experience
 - Introduce mentoring programs where new drivers are paired with colleagues who can show them the ropes and help them avoid pitfalls
- Use video and social media to introduce young people to the industry (for example, Knight Transport in the US, several drivers with large social media followings were equipped with cameras so they could document their lives on the road)
 - Taster programs in schools including briefing sessions for parents and careers advisors.

There are a number of steps that can be taken in the short term to immediately get truck driving careers in front of young people:

1. Establish a fund to employ a team of industry advocates to take an appropriated fitted out truck to schools to give demonstrations and give career advice about the industry.
2. Find ways for young people to be useful and remunerated, giving them access to varied entry points such as admin or storeworkers so they see the benefits of working within transport and develop loyalty to the industry.
3. Develop a professional, neutral careers website aimed at giving job seekers comprehensive information about pathways, opportunities and training.





2. FALLING TRAINING STANDARDS

According to the National Centre for Vocational Education Research (NCVER), trucking company owners currently take an ad hoc and 'just in time' approach to recruitment and training. Companies hire new drivers based on them having a clean driving record and then provide some in-house training to meet their own policies and procedures. It is generally assumed that a driver's experience on the road provides them with 'good enough' training.

Industry also relies on drivers having completed pre-employment qualifications, however employers are concerned about the inconsistency in the quality of qualifications being issued by Vocational Education and Training (VET) providers. Employers report that under the current system if a potential employee holds a qualification from a Registered Training Organisation (RTO) it does not necessarily guarantee that they are competent to the required standard. Industry operators have anecdotally reported a decline in the standard of job applicants in recent years and report poor quality training outcomes as one of the barriers to their ability to find and employ suitable job seekers.

In May 2018, Austroads published a *Review of the National Heavy Vehicle Driver Competency Framework*⁹ which noted that VET quality has suffered due to a combination of poor oversight by regulating entities and competition between RTOs providing an incentive to push students through the course in the shortest possible time. This follows a national trend in VET as governments at all levels direct funding away from Vocational Education and Training to other budget items.

The general consensus of industry is that driver training has been significantly impacted by the combination of funding cut-backs to TAFE, the growth of the number of for-profit Registered Training Organisations (RTOs), and a move from 'time served' to 'competency based' courses. The traditional government funded training model has fundamentally changed, with providers business models relying on churning learners, instead of quality training. There has been increasing instability in the training sector and high staff/trainer turnover, inconsistent outcomes and a

lack of regulator oversight. As a result fewer new entrants are being trained to a high standard, and funding to upskill existing workers and job seekers is patchy and not consistently available.

While there are currently a number of State and Commonwealth Government reviews of Vocational Education and Training (VET) currently in train or being proposed, the problems with VET are now so entrenched it is unlikely that any changes proposed to fix the current system will not be made quickly enough to reverse the skills and workforce shortages the industry is experiencing.

The Transport and Logistics industry is tightly regulated by a range of international, national and state/territory conventions, codes and legislation. These regulations, license arrangements and codes of practice pertain to many different aspects of operations including safety, health, hygiene, security, anti-discrimination, equal employment opportunity, quarantine, and customs and immigration.

Employees in the Transport and Logistics industry need to fulfil competency and training requirements as detailed in the regulations relevant to their occupation. People assessed as complying with these requirements are usually provided with some form of certification by the respective authorities. These are certificates required by the relevant state/territory or Australian legislation or international code or convention before a person can be allowed to work in the occupation covered under the legislation.

NATRoads recently proposed that a four year Apprenticeship would alleviate some of the issues, but their best case scenario is that it would take nine years to get an Apprenticeship established. This is a credible long term goal and one that industry needs to support if it is going to happen. Trade pathways are seen as attractive to industry because they attract government funding. There is a well developed argument that having a formal Apprenticeship in place will encourage employers to take on inexperienced new entrants for training because their business will be eligible for government incentives. However, there is a lot of red tape to get through to manage apprentices, and the Australian Apprenticeship system as it stands may not even exist in the future, let alone

extending to traditional three year model.

Currently the training system allows individuals to pay a provider – a private or enterprise RTO (Registered Training Organisation) or TAFE – to get a statement of competence as an entry point to the industry. These providers are required to work with industry to ensure their training meets the standards required, however the system is poorly regulated and small employers can be disadvantaged because they are not able to find a training provider who will tailor programs for them because of the thin margins.

To have the best possible training, the training must be led by employers. Ideally training should be a combination of on-the-job and off-the-job (as it is in a traditional Apprenticeship). This would mean individuals need to have secured a job before they get training, something the trucking industry is not known for. Typically people need to have some driving skills and knowledge before they get a job. This is the model that needs to be flipped on its head.

Even if a formal Apprenticeship pathway is not currently available, business can take on employees under a structured program. The program itself doesn't have to be endorsed by Government, but the certificates an individual attain need to be undertaken through an accredited provider. Because of this it is recommended that businesses partner with RTOs to access the training that suits their needs and that of their employees.

TRANSPORT & LOGISTICS TRAINING PACKAGE

The TLI Transport and Logistics Training Package provides the only nationally recognised VET qualifications for Driving Operations, heavy vehicle and Bus and Coach Operations. The TLI Transport and Logistics Training Package comprises 36 qualifications, 38 Skill Sets, 464 Units of Competency including: Certificate I in Transport and Logistics (Pathways), Certificate II in Driving Operations, Certificate III in Driving Operations, Certificate IV in Transport and Logistics (Road Transport – Heavy Vehicle Driving Instruction), Certificate IV in Driving Operations Certificate IV in Transport and Logistics

(Road Transport – Car Driving Instruction), Diploma of Bus and Coach Operations.

The Australian Government funds Australian Industry Standards (a Skills Service Organisation) to support the formally appointed Transport and Logistics Industry Reference Committee (IRC), which has responsibility for the TLI Transport and Logistics Training Package components relating to Road Transport, Logistics, Warehousing and Ports.¹⁰ The IRC is the formal point through which industry requirements for skills are considered and defined in Training Packages. The IRCs role is to drive the Training Package development process, and ensure that Training Packages meet the needs of employers. The current Chair of the Transport and Logistics IRC is Mark McKenzie, CEO at the Australasian Convenience and Petroleum Marketers Association (ACAPMA) and the Deputy Chair is Cathi Payne, Payne Haulage.

The TLI Transport and Logistics Training Package incorporates licensing requirements where possible. Examples of regulations relevant to various standards in the training package include but are not limited to:

- Relevant state/territory roads and traffic authority driving regulations and licence/permit requirements including mass and loading regulations and state/territory oversize/mass pilot/escort permit requirement
- Fatigue management regulations and codes of practice
- Relevant state/territory road rules.

The Transport and Logistics ISC also currently has a series of projects underway to improve driver standards and safety including:

a) Heavy Vehicle Driver Safety and Professionalisation (Safe Driving Skills Units and Skill Sets) – Review

In response to the incidents involving heavy vehicles, it is paramount that drivers have the skills and knowledge to operate and interact with other traffic in all road conditions. Development of a ‘Driver Professionalisation’ skills strategy aimed at better equipping new and long-term drivers with the skills to ensure their safety and the safety of

others on the roads. The review of safe driving skills will include relevant Units of Competency and Skill Sets.

b) Permits and Access for Transport operators – New Skill Set

The regulatory changes in the Transport and Logistics industry require on-line applications for permits and access. This requires operators to have the skills and knowledge to compliantly complete permit and access applications on line across all States and Territories.

CASE STUDY

In 2018 NSW TAFE New England developed a Certificate III in General Heavy Vehicle Operations Apprenticeship¹¹ to create an accredited pathway for young people into the sector and formalise truck driving skills, however this has not yet been gazetted. The qualification is aimed at teaching drivers how to manage a truck on the road and conduct basic diagnostics. NSW TAFE hope that the Apprenticeship pathway will be taken up nationally. However, this programme did not come to fruition.

Increasing the length of time it takes to get a qualification is seen by some as an appealing strategy to improve the skills of new drivers. However, such an approach is likely to provide additional barriers for jobseekers wanting to enter the industry and is likely to further reduce the attractiveness of a truck driving career. It also goes against the current competency based vocational training system and would be unlikely to be supported by state and territory Training Authorities or the Commonwealth Government.

3. AUTONOMOUS VEHICLES

Trucking is one of the top industries set to be affected by technological disruption. While this is a daunting prospect for some it gives business a once-in-a-lifetime opportunity to be innovative and on the front foot. Autonomous vehicles are symbolic of the disruption the industry needs to prepare for. As identified by *Trends – Transport and Australia’s Development to 2040 and Beyond*¹² some of the other areas of disruption are already proving positive for the industry.

New technology developments such as internet connected sensors being deployed in smart phones and fixed infrastructure like street lights providing access to better real-time traffic data are making the roads safer. The technology can be used to optimise planning and road management activities and monitor the on-road behaviour of drivers allowing better training to be developed and implemented. There is also potential for fewer road accidents as vehicles become increasingly connected through wireless communication to real-time safety messages.

There are many opportunities for innovative logistics companies. The Department of Regional Development notes business models are likely to change significantly as a result of automation and other technological changes. The logistics industry will be impacted by disruptive technologies. As additive manufacturing (3D printing) takes off, logistics and manufacturing are converging. For example, car parts can now be produced in the workshop, rather than ordering them in from elsewhere. The report *Trends – Transport etc* notes that in 2015 Amazon “filed patents for a 3D printing delivery truck, gained approval for drone delivery trials, and launched its Flex service – a sharing economy model allowing participants to deliver for Amazon, monetising their vehicle and smartphone ownership”.¹³ Drones are already being used for deliveries in some parts of Australia. However, the impact of drones and other technology may actually be a positive for the truck driving industry if some of those displaced local delivery drivers were to look for other logistics industry careers.

Another factor bringing change to transport is the need to develop alternative fuel sources. Australia has among the highest national transport emissions in the developed world and emissions are currently projected to increase by 25 per cent between 2013–14 and 2029–30.¹⁴ Simultaneously Australia has committed to reducing greenhouse gas emissions which means a push for the adoption of more energy efficient transport and cleaner forms of fuel is expected to increase substantially over coming decades. Changes in the revenue government collects from taxes such as the fuel excise tax and road tolls may also affect the trucking industry with a greater emphasis on ‘user pays’ models potentially increasing the costs for road freight operators.

However, the focus on new technology is causing some issues for employers, with the trucking industry increasingly portrayed as having a limited lifespan in its current form, and potentially making job seekers more cautious about the opportunities it offers. Media coverage about the uptake of autonomous vehicles gives the impression that truck driving is a job that will no longer exist within the next 10 to 20 years.

Autonomous vehicles are predicted by the American Trucking Association to replace current vehicles within the next 10 to 20 years. However, this trend does not mean there will be a decline in the number of people in the workforce, rather it will change the core job-role from driver to operator, with a similar skill set required. Automation will increase the need for new operators/drivers to be tech-savvy, have higher level communication skills and be able to problem solve.

The use of automation can already be seen in the Mining sector with operators now commonly using autonomous vehicles to reduce the risk of its workers in hazardous areas and to increase efficiencies of moving cargo within mining sites.

The Australian Industry Standards, Transport and Logistics Skills Forecast 2018, notes:

“It is expected that semi-autonomous vehicle technology, including buses and trucks (requiring the driver’s attention or input at some point



in the journey) will be introduced in Australia within the next ten years. The implementation of fully autonomous vehicles (requiring no driver interaction) may still be decades away from consumer-level products. However, it is noted that pilot-programs in limited environments, such as fully driverless buses in Darwin, are underway.”¹⁵

It is unknown how quickly new systems will be introduced on a large scale. The current regulatory framework in Australia and government

legislation for autonomous vehicles is patchy and is largely seen as not keeping up with the pace of development happening in the private sector.

To stay on top of this disruption the transport industry needs to work closely with government to make sure the rules and regulations are fit-for-purpose going forward. There needs to be collaboration to needed to support autonomous vehicles.



4. REVIEW OF HEAVY VEHICLE NATIONAL LAW

The Heavy Vehicle National Law (HVNL) was passed in 2012 and came into effect in 2014. It replaced 13 model laws and six state and territory transport-related laws. The aim of the reform was to put in place a seamless, national, uniform and coordinated system of heavy vehicle regulation.

However, the HVNL has turned out to be more complex than it was intended to be. It comprises more than 800 sections and is supported by five sets of regulations. Together these provisions can be inconsistent in approach, difficult to read and interpret, and onerous for industry to follow. The National Transport Commission (NTC) says the current law is also difficult for the NHVR to administer. Many parts of the HVNL are “complex and prescriptive” and reflect an era when access to digital technology and innovation wasn’t a consideration.

The National Transport Commission is leading a review of the Heavy Vehicle National Law (HVNL) and its supporting regulations. The primary purpose of the HVNL is to ensure a safe and efficient heavy vehicle journey through a safe driver, a safe vehicle and a suitable route.

The HVNL Review will result in performance-based and outcomes-focused regulation that will:

- Improve safety for all road users
- Support increased economic productivity and innovation
- Simplify administration and enforcement of the law
- Support the use of new technologies and methods of operation, and
- Provide flexible, outcome-focused compliance options.

Currently the HVNL is not nationally consistent and has not been implemented in Western Australia or the Northern Territory, with every participating jurisdiction making their own local variations or exceptions. Administration, compliance and enforcement of the HVNL are all difficult. In applying the HVNL the National Heavy Vehicle Regulator must deal with varied powers and requirements across participating jurisdictions, and many local governments. Compliance for regulated parties often requires managing multiple regulatory environments, with limited legislative support to innovate. This of course affects the operating environment for business owners and drivers.

Among other issues the NTC knows that the HVNL fails to adapt to the many diverse heavy vehicle uses, domains and operators. It applies a 'one size fits all' approach, which does not recognise the diverse risk profile applicable to heavy vehicle use around Australia. Finally, the NTC says "the HVNL has not fully delivered on its original goals: regulatory burdens remain high; productivity gains are mixed; and we must strive to accelerate improvements in safety outcomes."¹⁶

The Transport and Infrastructure Council directed the NTC to review the HVNL from first principles.¹⁷ The HVNL commenced in 2014 and has been amended many times since then. Despite this, there is a view shared by a wide range of stakeholders that it's not functioning as effectively as it could. The primary purpose of the HVNL is to ensure a safe and efficient heavy vehicle journey. This is made up of a safe driver, a safe vehicle and a suitable route. The NTC's approach is that rather than simply looking to the existing law as a starting point, the assumptions behind it are being drawn out and tested. It states "the aim is to deliver an entirely new law."¹⁸

5. PERCEPTION OF INDUSTRY

Industry Associations play a key role in defining the sector as credible, reliable, sustainable and safe. The peak bodies have developed campaigns that showcase the success stories that have demonstrated innovation. They are also providing critical research to better understand the industry requirements into the future.

Advances in vehicle automation being widely reported in the media gives the impression that truck driving careers have a limited lifespan. Although both industry analysts and executives indicate that large scale fleet automation is between 10 and 20 years away.

Industry analysts appear to largely agree that take-up of autonomous vehicles will be rapid. Autonomous trucks will be able to be on the road 120 per cent longer than those with human drivers, use up to 45 per cent less fuel on long haul routes, have much lower insurance and maintenance

costs and need less downtime than human-operated vehicles.

While trucking may not be a job that school leavers can count on to carry them to retirement, it still offers an excellent career pathway for the medium term for those with few formal qualifications. Potential drivers can undertake VET while driving smaller vehicles (up to 4.5 tonnes Gross Vehicle Mass) or act as couriers to earn a consistent income averaging \$1,000 per week while studying for their licence. It is also possible to work for 12 months as a driver's off-sider, earning an income and making industry contacts while preparing for the licence exam and test.

Once qualified, average wages for drivers are currently \$1,300 per week and are forecast to grow more quickly than average wages as increased levels of shipped freight will create shortages of skilled drivers for the next several years.

A truck licence offers the opportunity to work long-haul routes, earning higher rates with more extensive travel, or short-haul routes that allow drivers to spend more time at home with their family. Many drivers switch from one to the other as their personal requirements evolve over their career. The licence qualification also allows drivers to drive other heavy vehicles such as buses, armoured cars, tow trucks and concrete mixers, although some of these will need other certification as well. It may also be possible to leverage driving experience to transition into a career in mining or construction with minimal retraining.

Qualification as a truck driver may not offer an indefinite career, but offers a substantial wage for the level of study required and provides options for career pathways that are not typically available without much more substantial qualifications.

Appendix

TRAINEESHIPS

Each State and Territory has its own requirements which may or may not include government subsidised training and formal Traineeship pathways. Currently in NSW the formal training pathway for new entrants is the Driving Operations Traineeships funded under the Smart and Skilled program as follows:

NSW DRIVING OPERATIONS TRAINEESHIPS¹⁹

Certificate II and Certificate III Driving Operations qualifications are designed for driving operation job roles in the transport and distribution industry. Successful completion of the qualification will require competence in units that relate to the job role requirements. Successful completion of the licensing units within the qualification must align with licensing and regulatory requirements applicable to driving and state regulatory requirements.

- **Certificate II in Driving Operations (TLI21216)** – 12 months or until the relevant competencies are achieved
- **Certificate III in Driving Operations (TLI31216) by direct entry** – 24 months or until the relevant competencies are achieved
- **Certificate III in Driving Operations (TLI31216) where the trainee holds Certificate II in Driving Operations (TLI21216)** – 12 months or until the relevant competencies are achieved
- **Certificate IV in Driving Operations (TLI42116) by direct entry** – 24 months or until the relevant competencies are achieved

Certificate II level trainees will work as licensed drivers of vehicles within the transport and logistics industry. Core units give introductory practical skills and knowledge in areas such as handling cargo and stock, equipment checking and maintenance, applying fatigue management strategies, carrying

out basic workplace calculations and interpreting road maps and navigating pre-determined routes.

Trainees will then apply electives, including specific licensing and industry units, to particular job roles of general driver, community services, medium freight, taxi and tow truck. The qualification may provide graduates with employment as express driver, pickup and delivery, courier, taxi truck driver and taxicab driver.

Certificate III level trainees will advance their core skills and knowledge to achieve competencies for job roles including line haul driver, local heavy general freight driver and interstate driver. Included in the training will be industry and licensing units to qualify graduates to be employed in heavy general freight, vehicle inspection, bus operations, transporting refrigerated stock, piloting oversized vehicles and inspecting and storing trucks for storage of liquids, dangerous goods, livestock and wood products.

Certificate IV level trainees will have driving operation jobs in the transport and distribution industry. Successful completion of the qualification will require competence in units of competency that relate to the job role requirements defined as aligned at AQF level 4. Successful completion of the licensing unit in the qualification must align with licensing and regulatory requirements applicable to driving and state or territory regulatory requirements. The Certificate IV in Driving Operations qualification is aligned to the following defined roles:

- **Group A:** Driving Operations – Fuel Tanker / Fuel tanker driver
- **Group B:** Driving Operations – LP Gas Tanker / LP gas tanker driver
- **Group C:** Driving Operations – Chemical Tanker / Chemical tanker driver
- **Group D:** Driving Operations – Heavy Recovery / Heavy recovery driver

Footnotes

1. IBISWorld 2016
2. Tracked second-hand through the National Job Outlook <https://joboutlook.gov.au/>
3. https://www.ncver.edu.au/_data/assets/pdf_file/0033/792276/Employers-perspectives-on-training-three-industries.pdf
4. Safe Work Australia, 2015, Work-related Traumatic Injury Fatalities Australia 2014, Safe Work Australia, Canberra
5. <http://www.primemovermag.com.au/featured/article/women-in-trucking>
6. <https://www.fullyloaded.com.au/industry-news/1805/women-driver-training-initiative-to-tackle-shortfall>
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