

Skills and Training Provision for the Ports, Logistics and Transport Sector

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Agenda

- Introductions
- Objectives of Project
- Methodology
- Summary of Previous Research
- Summary of Current Trends
- Our Findings
- Conclusions

Objectives of the Project

- Identify the current and future skills requirements of the Ports, Transport and Logistics Sector
- Identify how these can best be met, to both create and sustain growth in the sector.
- Establish whether the concept of a National Academy for Transport and Logistics, or an alternative facility with other 'added value activities', is viable in Thurrock.

Research Methodology

- Five main routes to establish the information we required were:
 - Review and update of previous research
 - Interviews with stakeholders
 - e-Survey with business
 - Interviews with Potential Employees
 - Delphi group discussions

Summary of Current Trends

- **Consumer Market Changes**
 - On-line purchases: more parcels, more hand picking
- **Manufacturing Changes**
 - On-shoring: less port requirements, more pallet movements
 - Near-shoring: more intermodal train movements
- **Logistics changes**
 - Imports/Exports
 - Port-centric logistics: reversal of the move away from the ports
 - Reverse Logistics: Waste and recycling, collaboration for back loads
 - Intermodal rail movements
- **Training**
 - Less corporate input, more DIY
 - e-learning for 'desktop' learning
 - Health and Safety issues: Bus CPC, HGV driver CPC, *FLT driver??*

Industry response

■ External training provision

- Private training firms responded to short term demand with heavy focus on driver and fork lift training. SMEs response has been to hire in experienced staff from other SMEs.

■ Internal training

- Case studies on larger firms indicate management training and career development is well resourced, but with heavy emphasis on firms' own needs and cultures.

Our Findings 1: Public/Professional Bodies

- Emphasised major opportunities for Thurrock, South Essex and North Kent resulting from port developments
- Educational institutions: anticipated increase in South Essex was yet to evidence itself
- Lower level skills courses and apprenticeships popular
- Problem of sustaining interest from young people and making them genuinely employable
- R&D should have an entrepreneurial focus, e.g. science park
- The funding mechanisms do not reinforce long term planning

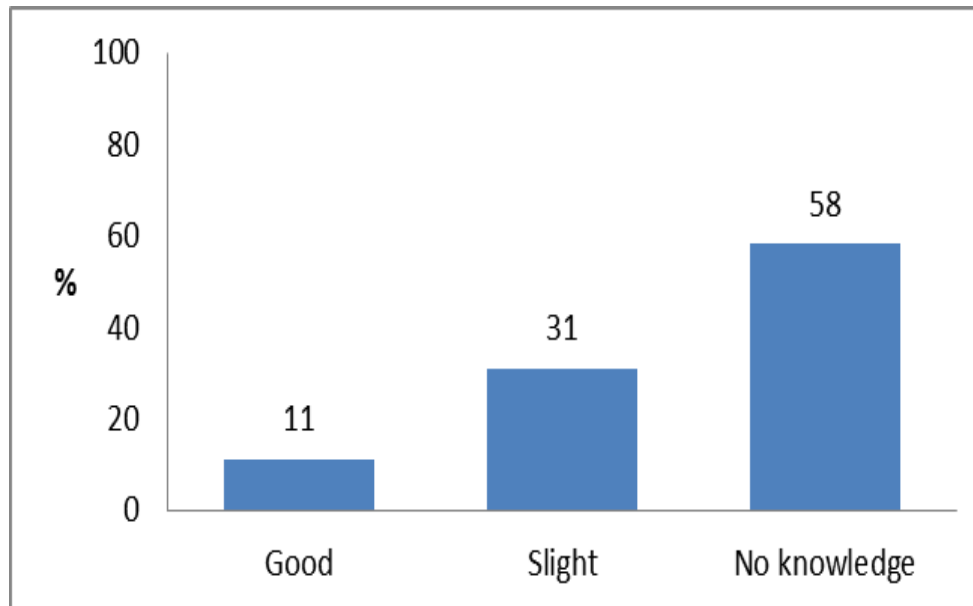
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Overall: lukewarm support for a National Academy for Logistics but interest in questions of sustainability, level of training to be offered, interaction with distance learning.

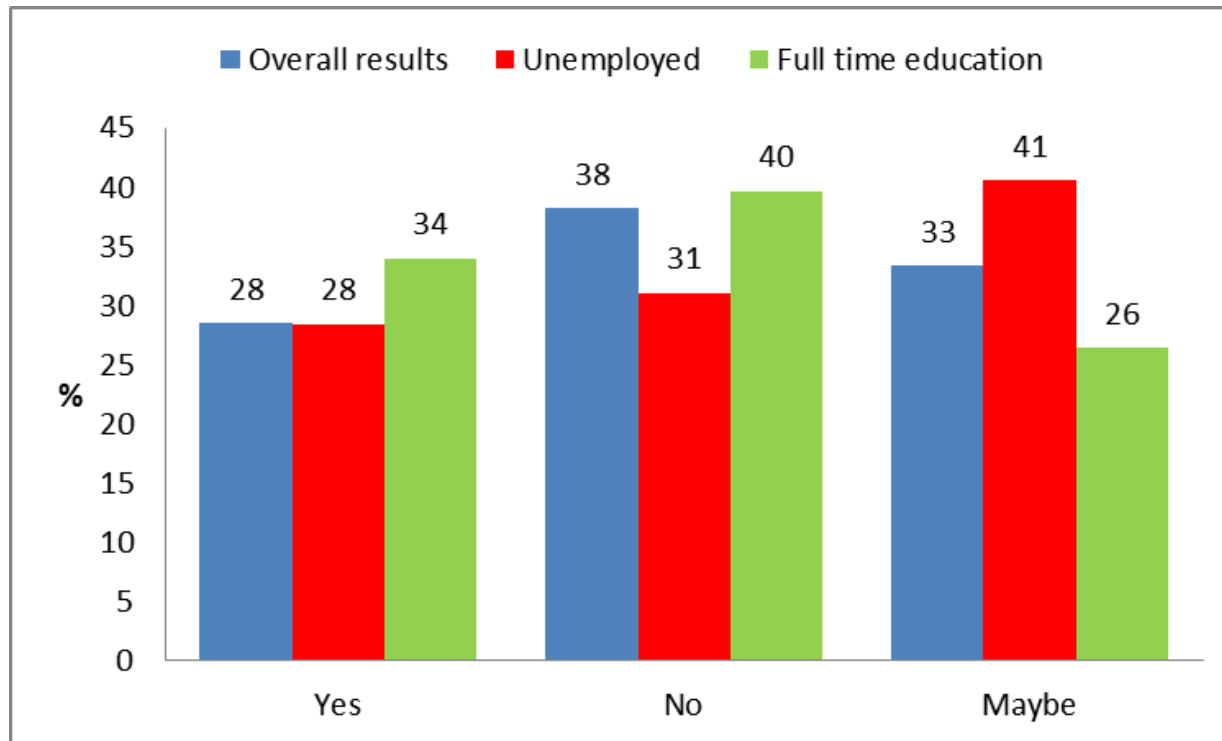
Our Findings 2a: Potential Employees

- Many have poor experience of careers advice and guidance
- Knowledge of Logistics very low. Limited understanding of the richness of different roles in logistics and transport
- Women in particular have poor image of logistics careers



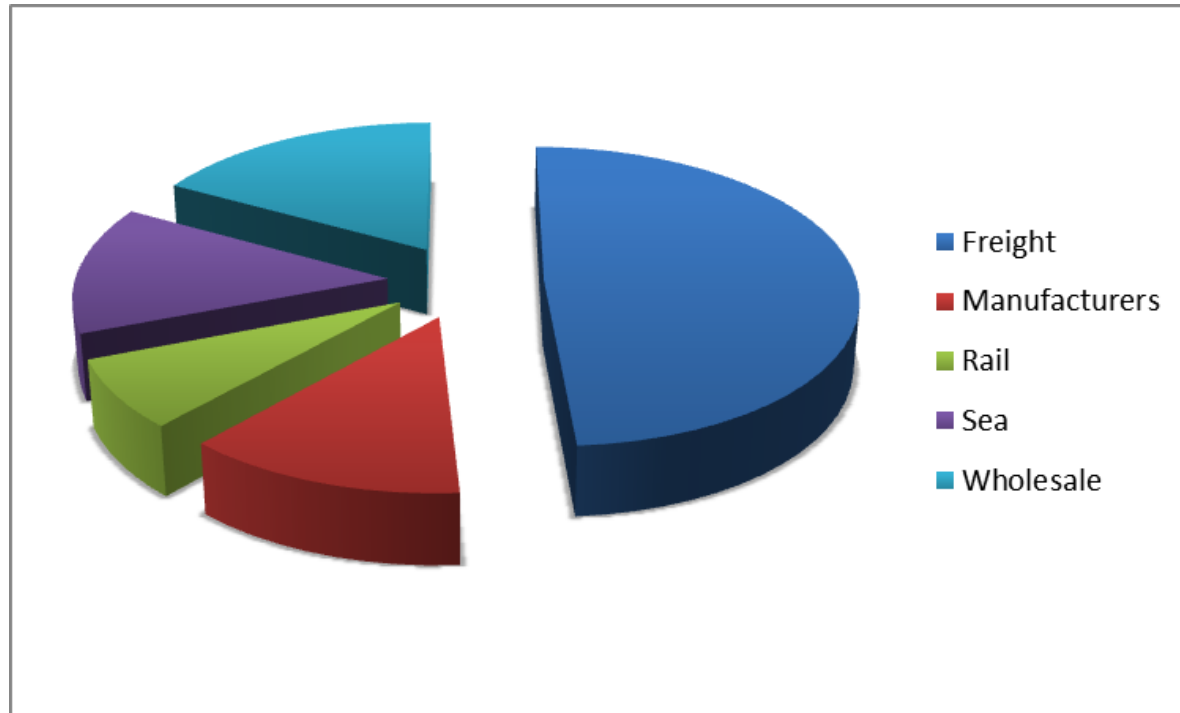
Our Findings 2b: Potential Employees

- Only one-third had positive views of career in Logistics (after short explanation of Logistics) but potential for 'persuasion'



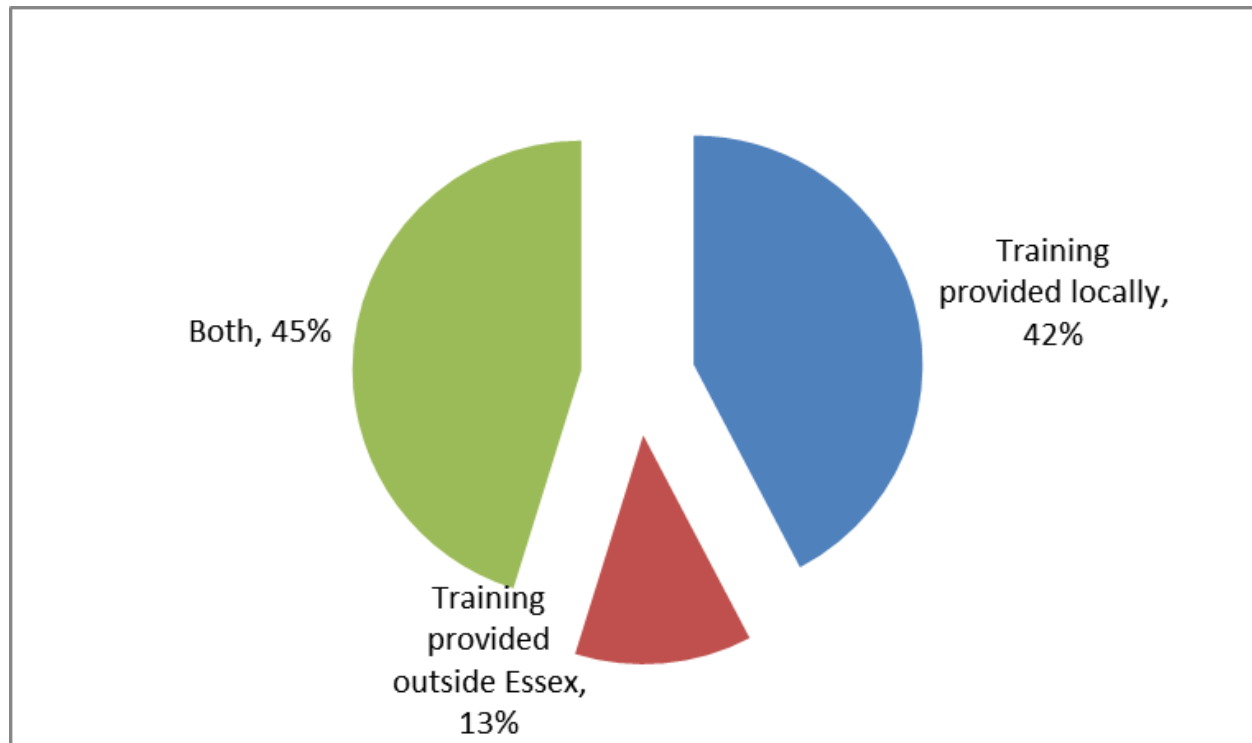
Business

- Composition of survey



Business

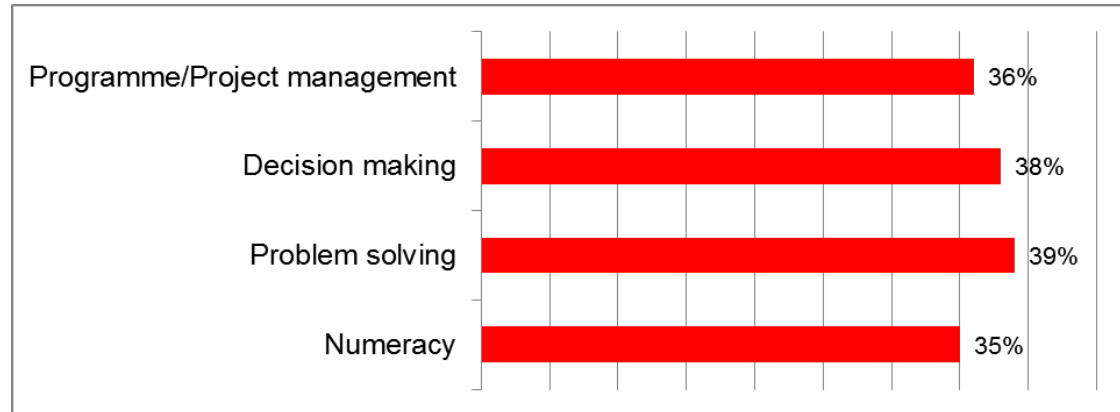
- Location of Training



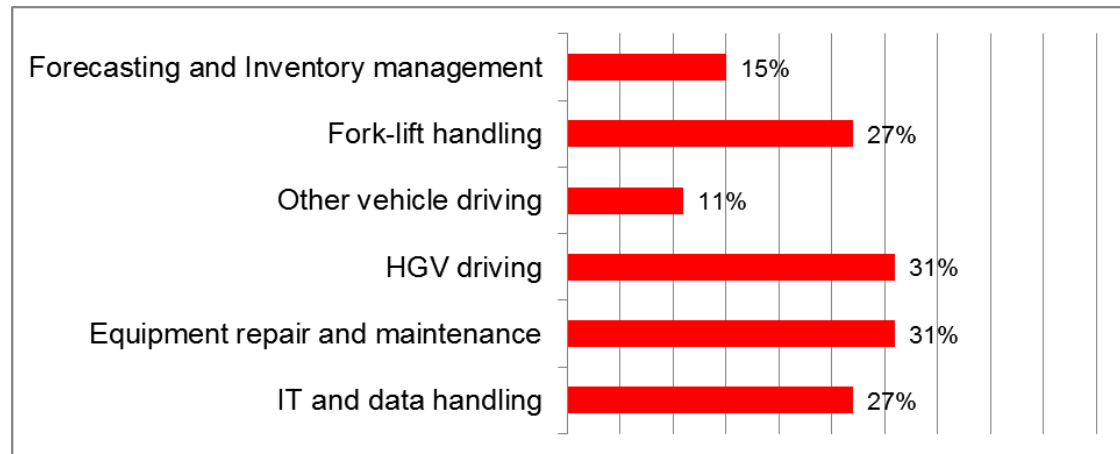
Our Findings 3a: Business

Key Skills Requirement

- Higher skills

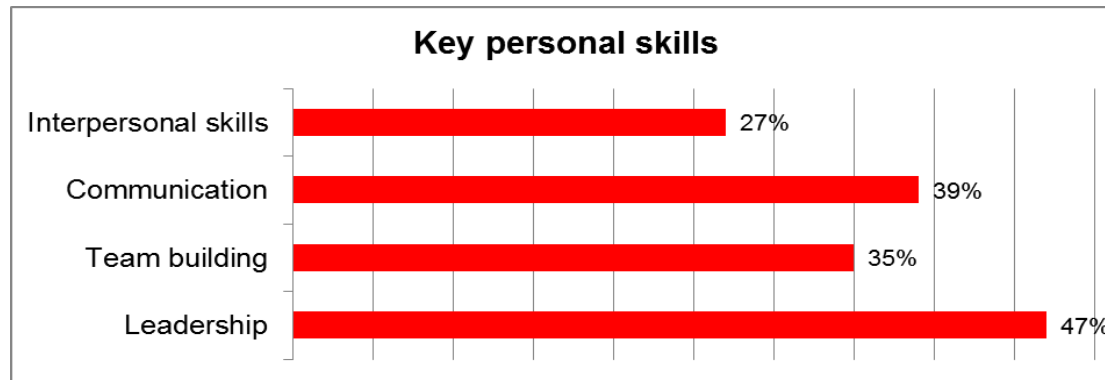


- Technical Skills



Our Findings 3b: Business

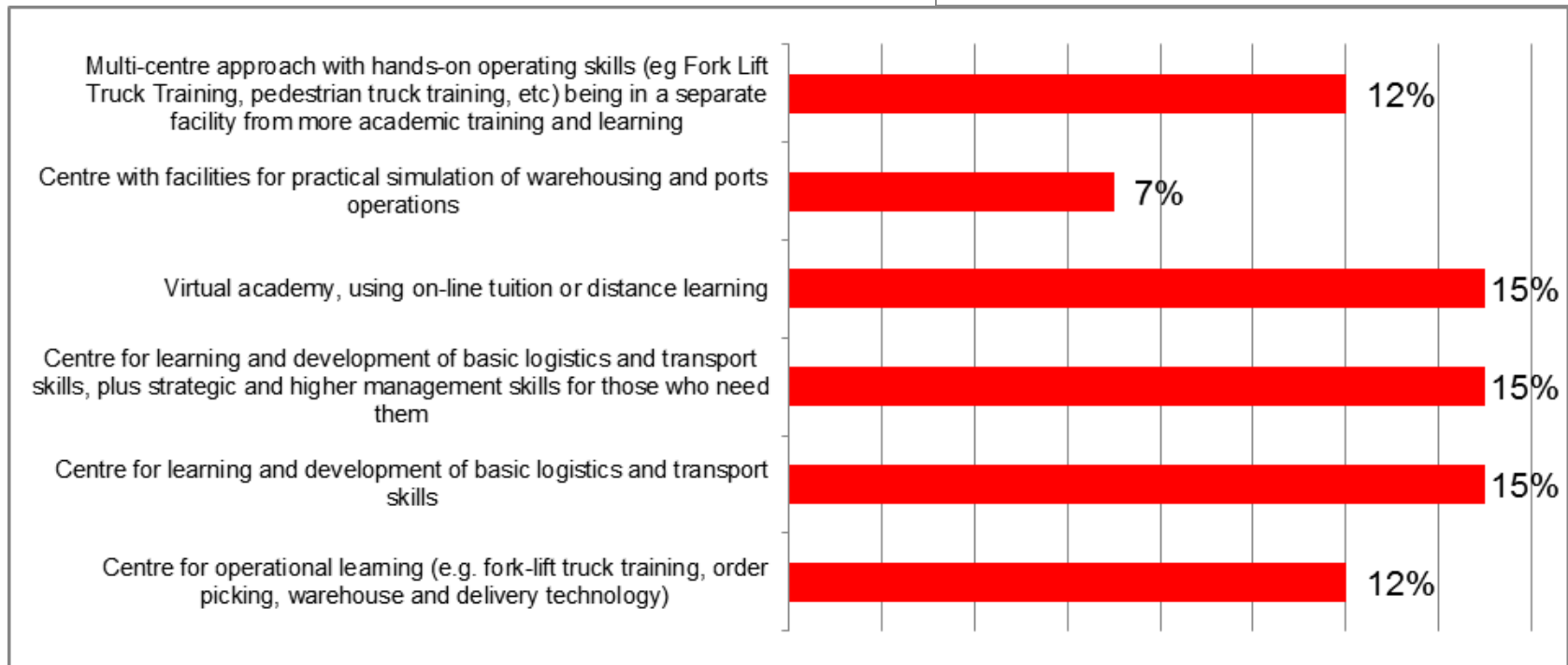
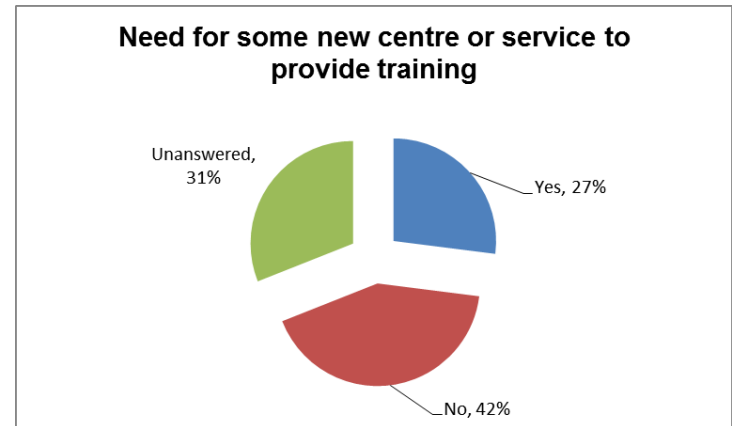
- Interpersonal skills



- Customer handling skills?

Our Findings 3c: Business

■ New Centre Required?



Thurrock Findings and Needs

- Considerable scope for additional employment
- Many educational and training initiatives in the area and some developing collaboration between institutions
- But much provision still disparate or internal to company
- Required: Specific skills and short refresher courses – often in the physical environment
- Smaller need (but just as important) for higher management and leadership skills

Funding

- Main funding routes:
 - HE funding
 - Sector Skills Councils
 - Apprenticeships – major reforms imminent
 - Government Job Seekers funding (including Trainee-ships)
 - Business
- All funding has drifted lower, with increasing emphasis on shorter term results
- Business fears poaching of trained people and prefers emphasis on own needs and culture
- Skills for Logistics developing innovative funding programme

Conclusions

- A pragmatic approach is required to skills provision
- Needs to ebb and flow and a prescriptive model is unlikely to be sustainable
- A new-build Academy is likely to be a white elephant
- Build on the work started by Logistics Academy of the East of England, South Essex College and others
- A collaborative, umbrella, area approach will be more sustainable, backed by a strong intelligence-gathering and promotional activity

Recommendations

- Build a business plan that covers the provision of the virtual academy:
 - A co-ordinator to bring together a virtual academy into a cohesive whole:
 - Premises: Logistics Academy East of England/South Essex College/ others
 - Providers: South Essex College, CILT, CIPS, FLT Manufacturers, CHEP, North Kent College, University of Greenwich
 - Skills for Logistics Area Forums
 - Funding sources, including Skills for Logistics
 - Thurrock Council, Essex County Council, Kent County Council.....
 - Collective marketing: Brand and Badge
 - Promotion of logistics to schools and colleges: observatories to add to careers advice and guidance.

Recommendations

- Gain commitment from SMEs and from larger enterprises by facilitating access to this Logistics and Transport training they need and showing them it brings tangible benefits
- The Virtual Academy should be the Partnership of the Willing

Partnership of the Willing

