

# Executive summary



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There are promising signs for the Transport and Logistics industry, and despite an economy in transition, the future looks bright.

During the next five years the industry is expected to grow by 73,000 to 870,000, and one of the distinctive features of the past decade has been the fact that Transport and Logistics workforce growth has exceeded growth for the rest of the economy.

Nevertheless, there are challenges ahead.

A bigger economy and trade with Asia means that pressures on the industry are only expected to increase and in order to meet these demands quality training and up-skilling of the workforce is vital.

The total training needs for the Transport and Logistics Industry over the next five years are for 151,000 persons with qualifications. Training needs vary by sector but also by occupation within each sector. Less than half of all needs will be met by new entrants with qualifications and the rest will be met by continuing workers up-skilling.

This is a huge task, yet there is the added complication of an ageing Australian workforce.

Currently 12 per cent of the Transport and Logistics workforce is 60 years or older looking to retire in the next five years. A further 34 per cent is aged 45–59 years.

In 2002 around one third of the Transport and Logistics workforce held educational qualifications, but by 2012 this had increased to 45 per cent. And despite this surge, the industry still lags behind the Australian workforce as a whole in which 63 per cent hold formal qualifications.

The industry's commitment to training and upskilling the Transport and Logistics workforce is evident in the growing number of workers who have educational qualifications. Of course, this also translates to greater productivity across the sectors, higher pay for workers and an overall better standard of living.



## Key findings

- ▲ In the five years to 2017, 151,000 job openings for new entrants are forecast in the Transport and Logistics industries. This averages to about 30,000 openings per year. Not surprisingly the highest numbers of openings are expected in the two largest sectors. Almost 90 per cent of all openings are forecast in the Logistics and Road Transport sectors.
- ▲ Employment in the Transport and Logistics industries is forecast to increase by 73,000 persons over the next five years to 870,000 in 2017. The average annual rate of growth in these industries is forecast to be higher than in the rest of the economy, which is consistent with the trends over the past decade.
- ▲ The rate of growth is forecast to vary by sector. For instance, growth in Logistics and Rail Transport is forecast to be above the industries' average of 1.8 per cent per year. Employment in the two largest sectors – logistics and road transport – is forecast to increase by 67,000 persons. This is more than 90 per cent of the total growth in Transport and Logistics industries.
- ▲ The Transport and Logistics industries' workforce has aged over the past decade, for instance, the proportion of the workforce aged 55 years or older increased from 13 per cent in 2002 to 22 per cent in 2012. About 12 per cent of the workforce is 60 years or older and will be approaching retirement during the next five years.
- ▲ The overwhelming majority of people working in the Transport and Logistics industries are male—86 per cent in 2012. This proportion has only slightly reduced since 2002. Slightly more than half of the rest of the Australian workforce is male—52 per cent in 2012 compared to 53 per cent in 2002.
- ▲ A minimum of about 2.4 million people will need to be trained across all Australian Industries from 2013–17 to meet industry demand for skilled workers. This amounts to at least 482,000 completed qualifications per year.
- ▲ The total training needs for the Transport and Logistics Industry over the next five years are for 151,000 persons with qualifications. Training needs vary by sector but also by occupation within each sector. Less than half of all needs will be met by new entrants with qualifications and the rest will be met by continuing workers up-skilling.

