

LOGISTICS

Challenges

- › Increasingly fast-paced technology disruption requires different business and workforce planning practices.
- › Rapid turnover and difficulty in retaining staff in entry-level positions can act as a disincentive to invest in workforce development.
- › Collaboration with other organisations in supply chains is necessary for meeting regulatory responsibilities as well as service standards.
- › Diversity in the size and scale of businesses influences the nature of skills in demand and how technology is used. New systems of work result from the application of technology and there is a need for skills to adapt quickly.
- › The ability of the sector to attract, retain and upskill young workers will be critical in addressing the impact of an ageing workforce and in alleviating future skill shortages.

- › More sophisticated contract management practices are enabled by real-time data analytics. Technology skills and problem-solving skills are highly valuable in such an environment.
- › Disruptive technologies are changing the nature of work as there are tasks that can be performed by computers or machines. Operations experience is increasingly valued in procurement and facility design decisions.
- › Customs processes and systems have a critical role in addressing demands for more efficient and quicker delivery times as online shopping and personal supply chains continue to expand.

Opportunities

- › With the growth of the business-to-consumer and consumer-to-consumer segments, flexibility and personalised customer interfaces will become an important differentiating factor for logistics businesses.
- › Traditional warehouses are being transformed into highly specialised warehouses, requiring equally specialised skills. Specialisation may be around a particular product, supply chain, customer or distribution network.
- › Intermodal hubs are moving closer to airports, which act as distribution centres for the rapidly expanding online shopping market.

EMPLOYMENT GROWTH



FACTS & FIGURES

12,400

new Forklift Drivers projected between 2013 and 2017

11,300

new Supply and Distribution Manager jobs projected between 2013 and 2017

2.4
metres
a second

speed that parcels move at Australia Post's new Chullora, NSW, parcel facility

38,000
square
metres

the size of TNT's 'super-hub' under construction at Tullamarine, Victoria (bigger than five soccer pitches)

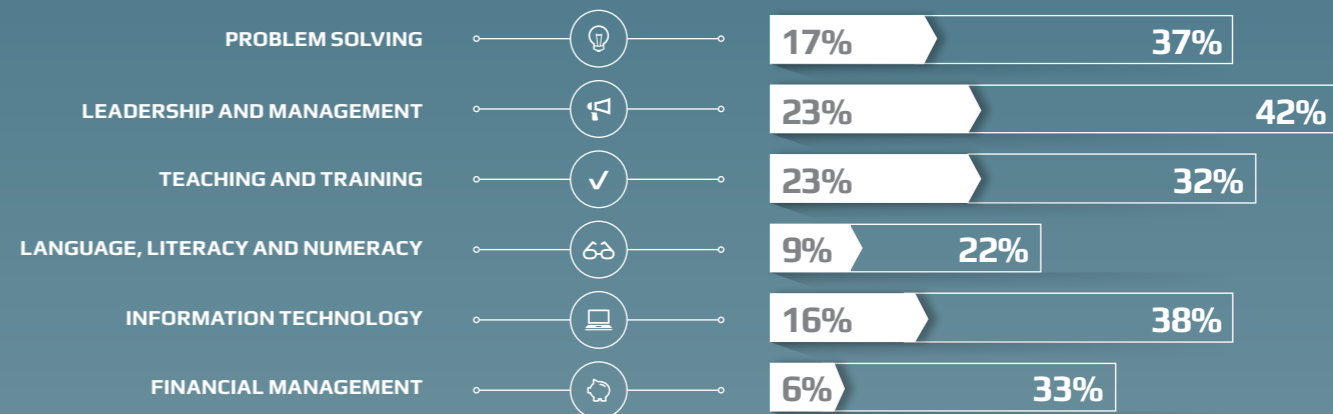
GENDER DISTRIBUTION FOR SELECTED OCCUPATIONS

Male Female

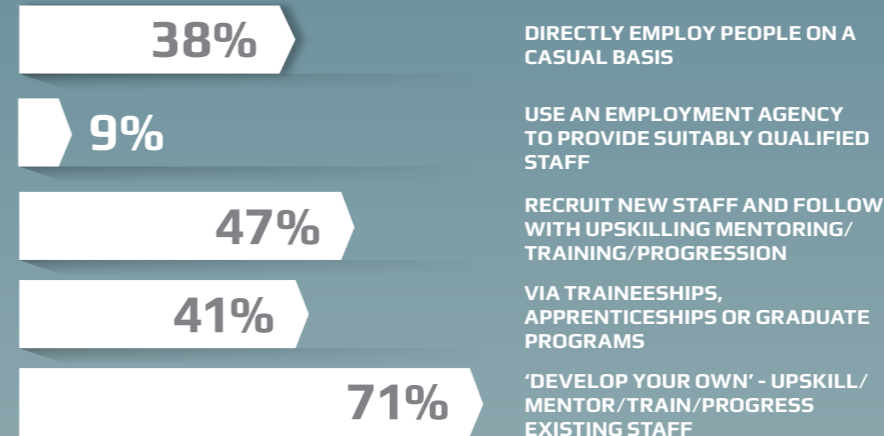


EMPLOYER-IDENTIFIED SKILL NEEDS

To a great extent To some extent



EMPLOYER-REPORTED METHODS FOR MEETING LABOUR DEMAND



WORKERS AGED 45 YEARS AND OLDER



SKILLS IN DEMAND

