



TRANSPORT & LOGISTICS INDUSTRY SKILLS COUNCIL

Awards for
Excellence 2015

WINNER

Innovation & Excellence in Workforce Development - Road Transport

SRT Logistics

SRT Logistics has been a proud service provider to the wholesale and retail food industry in Tasmania for over 25 years. SRT's service network for refrigerated food distribution is second to none. Their success has been built on values of customer service, professionalism, communication and respect.

SRT operate four refrigerated warehouses in Devonport, Launceston, Hobart (Tasmania) and Laverton North (Victoria). With a fleet in excess of 200 company trucks / trailers and over 200 employees, SRT service every town in Tasmania. SRT is the trusted logistics partner for many blue chip organisations who demand quality service at all times.

Workforce Development Initiative

Following a period of growth, SRT faced human resource and compliance challenges, finding it particularly difficult to fill the roles of Heavy Rigid Truck Multi Drop Delivery and Multi Combination Truck drivers.

SRT's employer-led 'Job Ready Program' was designed to attract and upskill participants, providing the business with a pool from which to recruit competent drivers.

Trainees were supported to complete initial language, literacy and numeracy assessment. The main program was delivered through practical and knowledge-based sessions conducted within authentic environments at SRT. Some experienced SRT drivers also received the opportunity to upskill and act as mentors to the trainees.

The program was made possible through highly effective partnerships between SRT, Registered Training Organisation; TransTrain, Tasmanian Department of State Growth (through the Skills Fund) and a range of specialist service providers.

Outcomes included:

- The program achieved the goal of creating a pool of 'job ready' people from whom employees in Heavy Rigid and Multi Combination truck driving roles could be recruited
- Six out of the seven participants were offered a job with SRT Logistics – some also received offers from other transport companies as a result of their upskilling.
- SRT Logistics realised immediate productivity improvements as participants who were engaged in employment at the completion of the course were already familiar with the operating environment, compliance structure, customer base and product range.

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