



The Training and Skills Commission

Transport, Postal and Warehousing

South Australia's **Industry
Priority Qualifications 2018**

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As new technologies and the demands of international markets lead to rapidly **changing skills needs**, it is vital to have up-to-date information identifying which **skills** are a **priority in each industry**.



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Foreword

The Training and Skills Commission is pleased to present this report on South Australia's industry priority qualifications. This report is the culmination of extensive industry consultation, which has resulted in a unique and valuable insight into industry's prioritisation of vocational qualifications.

The level of engagement has exceeded the Commission's expectations, and has, in no uncertain terms, contributed significantly to the quality and credibility of the findings of this report.

As new technologies and the demands of international markets lead to rapidly changing skills needs, it is vital to have up-to-date information identifying which skills are a priority in each industry. The Commission is committed to filling this need by providing high quality skills and workforce development advice.

The information in this report helps ensure the vocational training system is responsive to industry needs, and that government investment in skills and training is directed to where industry needs it most.

On behalf of the Commission, I extend a sincere thank you to all those who contributed to this report, from industry associations to individual businesses and to each and every respondent to our survey. Your commitment to getting this information right is commendable, and the expertise you bring is greatly appreciated.

It is the Commission's intent that this report contributes to shaping the significant government investment in skilling our state's workforce.



Michael Boyce

Chair

Training and Skills Commission

About the IPQ

The Industry Priority Qualification (IPQ) report outlines the prioritisation of vocational qualifications and skill sets for each industry. It draws on a survey conducted by the Training and Skills Commission in July 2018, as well as feedback from workshops held with each industry.

The survey aimed to collect as many responses as possible from each industry, and to achieve a representative sample of small, medium and large employers, as well as organisation types. Following the survey, feedback and moderation of the responses was collected from senior industry representatives.

This report is intended to inform the state government about industry's vocational qualification priorities, and to help guide the government's substantial investment in skills and training.

- The first IPQ survey was conducted in 2015 and received 850 responses.
- The 2018 survey collected 1,306 responses from 19 industry sectors.
- Feedback on the survey results was collected from industry representatives.
- The findings inform the Government's investment in skills and workforce development.
- The survey included all current training package qualifications and skill sets, and all current accredited courses that were available on the national register, training.gov.au in April 2018.
- The full IPQ data can be found at tasc.sa.gov.au/IPQ

Key findings

- All qualifications rated as essential are from the Transport and Logistics training package.
- No accredited courses were identified as a priority.
- Most priority qualifications for the Transport, Postal and Warehousing industry are at the certificate III level.
- The highest priority qualifications are typically lower to mid-level qualifications – up to certificate III.
- Most priority qualifications were considered to be for upskilling, as opposed to pre-vocational or entry level.
- The industry has a high share of older workers, with 28 per cent of the workforce aged 55 or older, compared to the state average of 21 per cent.
- A major barrier to employing younger workers is the cost of insuring drivers under 25 years of age.
- Automation has had a huge impact on warehousing and logistics, in some cases massively reducing the number of staff needed.
- Stakeholders felt that the industry is not well prepared for future challenges, including an ageing workforce and the impact of automation.

Industry priority qualifications

The Transport, Postal and Warehousing industry contributes around 32,000 jobs to the South Australian economy, or four per cent of the state's workforce. It includes activities such as the transportation of passengers and freight by road, rail, water or air. More than a third of the sector's workforce is employed in road freight transport.

Around one-third of the sector's workforce has a vocational qualification as the highest level of educational attainment, compared to around 11 per cent who have a higher education qualification¹. Approximately half of the workforce does not hold a tertiary qualification.

Summary of survey responses

The industry priority qualifications (IPQ) survey received 68 responses from the Transport, Postal and Warehousing industry, representing five per cent of total survey responses. Eighteen respondents identified as small employers (1-19 employees), twenty-one as medium (20-199 employees) and a further nine as large employers (200+ employees)².

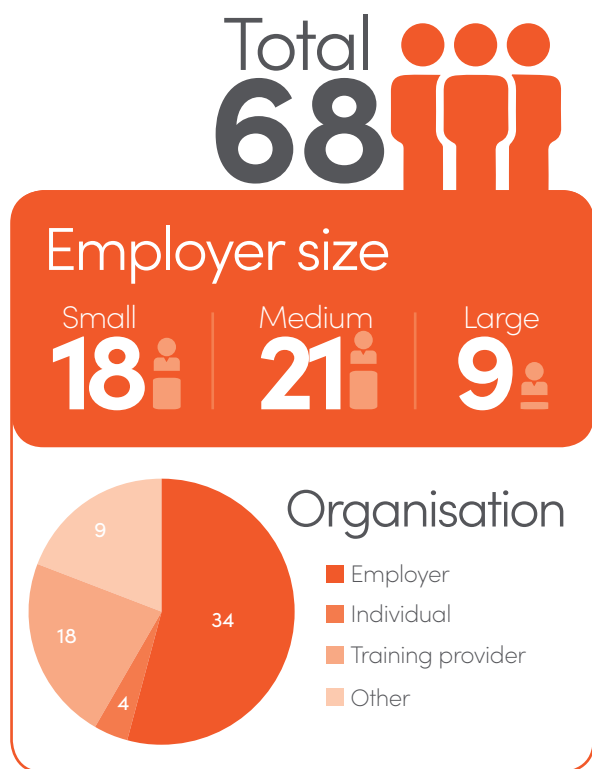
Priority qualifications

Industry priority qualifications are grouped into four levels of priority, based on the survey results and industry workshops.

- Essential
- High
- Medium
- Low

Table 1 outlines the priority qualifications for the Transport, Postal and Warehousing industry³.

Industry reported that the Certificate II in Road Transport Yard Operations (Freight Handler) is a high priority as it is the entry level qualification for the Transport industry and is typically required before a worker starts driving. The Road Safety skill set is another crucial qualification in the Transport industry, while in Warehousing, the Certificates III in Warehousing Operations and in Logistics are a core requirement.



1 | Australian Bureau of Statistics 2018, *Census 2016*

2 | Employer size includes responses from respondents who identified as an organisation type other than employer.

3 | Low priority qualifications are not included in this report, for the full data visit tasc.sa.gov.au/IPQ

Table 1: **Qualifications by priority level**

Essential	
TLI21216	Certificate II in Driving Operations
TLI21716	Certificate II in Road Transport Yard Operations (Freight Handler)
TLI31216	Certificate III in Driving Operations
TLI32416	Certificate III in Logistics
TLI31616	Certificate III in Warehousing Operations
TLI42116	Certificate IV in Driving Operations
TLISS00155	Road Safety Skill Set
TLISS00157	Road Transport Driver Skill Set
High	
MAR20413	Certificate II in Maritime Operations (Marine Engine Driver Grade 3 Near Coastal)
TLI33416	Certificate III in Waste Driving Operations
TLI42016	Certificate IV in Logistics
MAR40613	Certificate IV in Maritime Operations (Master up to 35 metres Near Coastal)
TLI41316	Certificate IV in Transport and Logistics (Road Transport - Heavy Vehicle Driving Instruction)
TLI41816	Certificate IV in Warehousing Operations
MARSS00011	Marine Radio Operator's VHF Skill Set
MARSS00008	Shipboard Safety Skill Set
Medium	
TLI10115	Certificate I in Transport and Logistics (Pathways)
TLI11215	Certificate I in Warehousing Operations
TLI21815	Certificate II in Logistics
BSB30415	Certificate III in Business Administration
MAR30813	Certificate III in Maritime Operations (Marine Engine Driver Grade 2 Near Coastal)
BSB30715	Certificate III in Work Health and Safety
TLI50415	Diploma of Logistics
TLISS00161	Owner Driver Skill Set

Qualifications by training package

Priority qualifications for the Transport, Postal and Warehousing industry belong to three training packages:

- Business Services (BSB)
- Maritime (MAR)
- Transport and Logistics (TLI)

Nearly three-quarters of priority qualifications belong to the Transport and Logistics (TLI) training package, and all qualifications rated as essential are from the TLI package.

Figure 1: **Qualifications and skill sets by priority level and training package**

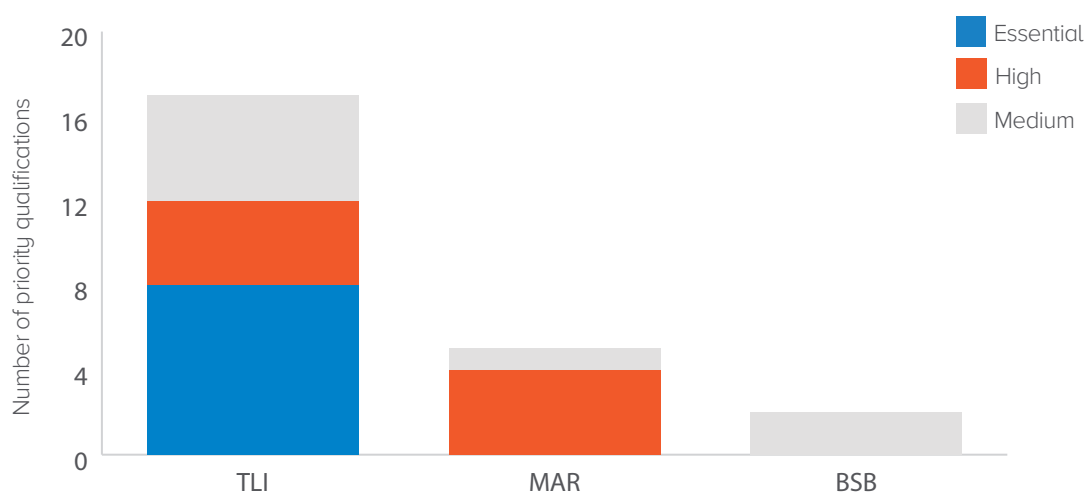
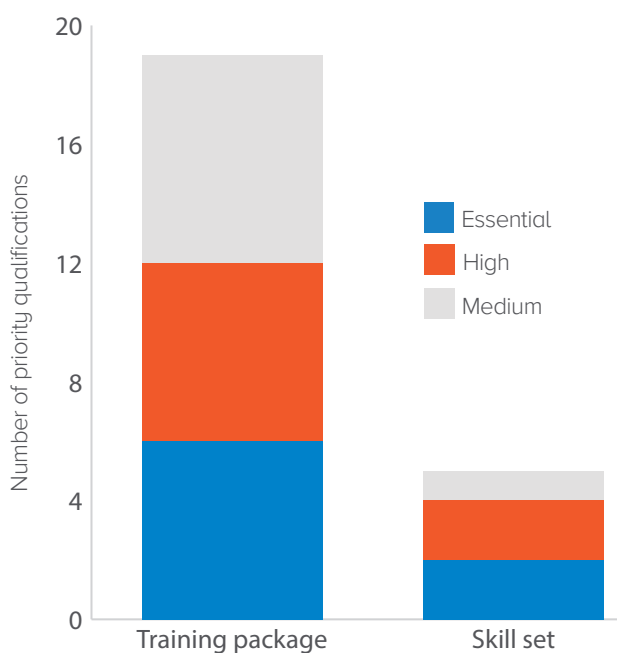


Figure 2: **Qualification type by priority level**



Qualification types

All qualifications identified as a priority are from training packages, while five skill sets are also a priority, two of which are considered an essential priority. No accredited courses were identified as a priority within the top three priority levels.

Qualification levels

The majority of priority qualifications for the Transport, Postal and Warehousing industry are at the certificate III level. Beyond certificate III there is an equal balance of lower level and higher level qualifications.

Five out of the six qualifications rated as essential are either certificate II or III, with the remaining essential qualification being a certificate IV. Certificate IV becomes the focus among high priority qualifications, with four of the six qualifications rated as a high priority being certificate IVs.

Just one diploma makes it into the top three priority levels and that is the Diploma of Logistics.



Figure 3: **Qualification level: essential, high & medium priority**

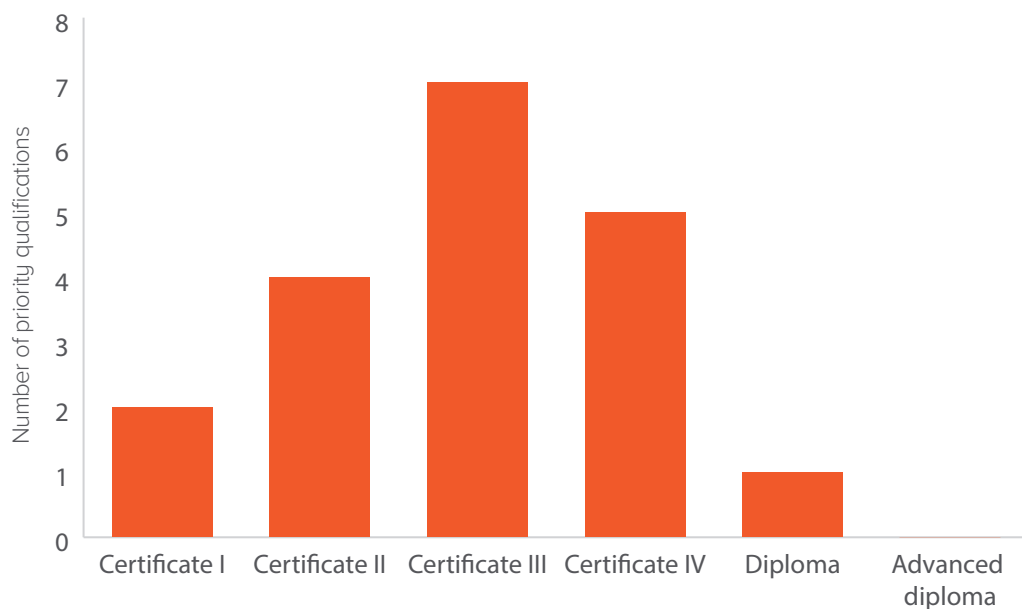
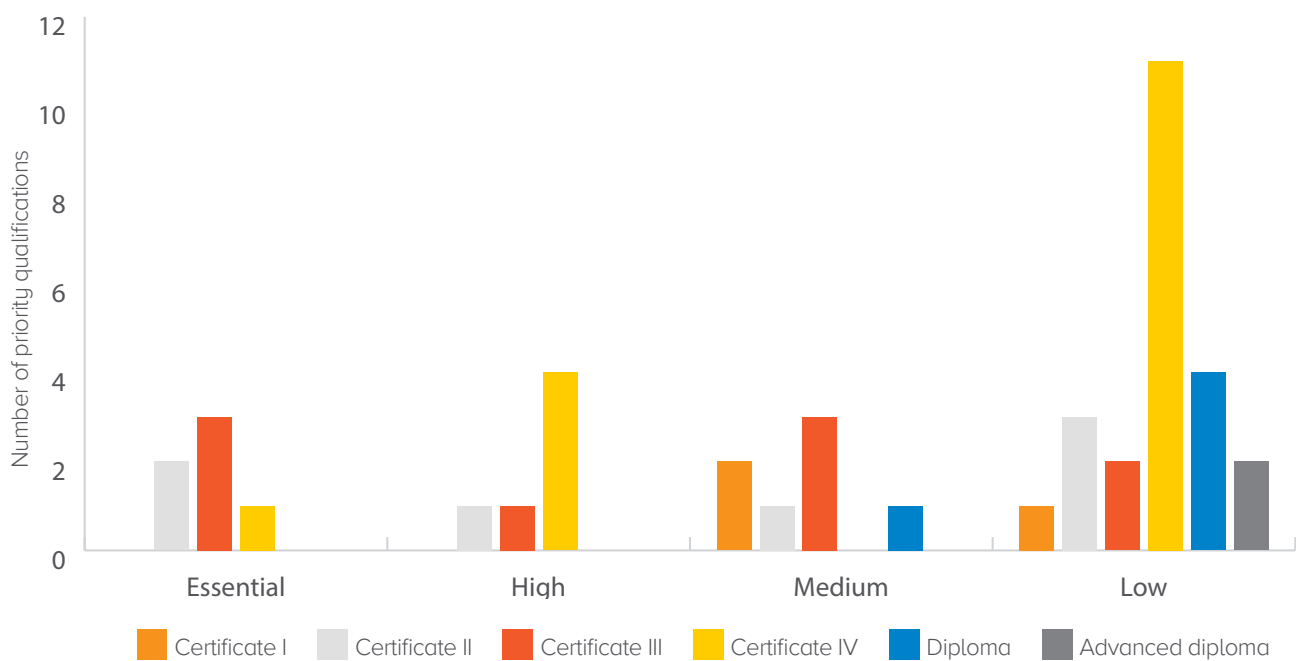


Figure 4: **Qualification level by priority ranking**



Qualification use

Qualifications can be undertaken for a variety of purposes. A student might complete a qualification to gain entry into an occupation, such as a truck driver completing their Certificate III in Driving Operations, while others may need to complete a pathway qualification such as the Certificate I in Transport and Logistics (Pathways), to prepare for taking on a higher-level qualification, like the Certificate III in Driving Operations.

Table 2 reveals industry's views on what priority qualifications are typically used for, out of three possible categories:

1. a pathway to an entry level qualification
2. an entry level qualification or basic requirement for a job
3. for upskilling.

Unlike most industries, the Transport, Postal and Warehousing industry prioritised a larger share of upskilling qualifications compared to pathway or entry level. This possibly reflects the fact that many people start in the industry without a post-school qualification, with their initial skills learnt on the job, so that when they eventually complete their first qualification, it is considered to be upskilling.

Two pathway qualifications were identified by industry as a priority. Five qualifications were identified as a basic requirement for a job, most of which are certificates II or III. Twelve qualifications were identified as upskilling. Upskilling qualifications ranged from certificate II to diploma, although the majority are certificate III or IV.

Table 2: **Qualification use**

Pathway to entry level	
TLI10115	Certificate I in Transport and Logistics (Pathways)
TLI11215	Certificate I in Warehousing Operations
Entry level or basic requirement for a job	
MAR20413	Certificate II in Maritime Operations (Marine Engine Driver Grade 3 Near Coastal)
TLI21716	Certificate II in Road Transport Yard Operations (Freight Handler)
BSB30415	Certificate III in Business Administration
BSB30715	Certificate III in Work Health and Safety
MAR40613	Certificate IV in Maritime Operations (Master up to 35 metres Near Coastal)
Upskilling	
TLI21216	Certificate II in Driving Operations
TLI21815	Certificate II in Logistics
TLI31216	Certificate III in Driving Operations
TLI32416	Certificate III in Logistics
MAR30813	Certificate III in Maritime Operations (Marine Engine Driver Grade 2 Near Coastal)
TLI31616	Certificate III in Warehousing Operations
TLI33416	Certificate III in Waste Driving Operations
TLI42116	Certificate IV in Driving Operations
TLI42016	Certificate IV in Logistics
TLI41316	Certificate IV in Transport and Logistics (Road Transport - Heavy Vehicle Driving Instruction)
TLI41816	Certificate IV in Warehousing Operations
TLI50415	Diploma of Logistics

Workforce development

The industry workshops conducted by the Training and Skills Commission provided an opportunity to capture high level workforce development information from industry. This section summarises the feedback that was collected.

Industry reported that there is a high degree of company loyalty in the Transport industry. In contrast to other industries, it is not uncommon for employees to stick with one company for the duration of their career.

The Transport, Postal and Warehousing industry has a high share of older workers, with 28 per cent of the workforce aged 55 or older, compared to the state average of 21 per cent. A major barrier to bringing younger workers in is the cost of insuring drivers under 25 years of age. This makes combating the ageing workforce challenging, as it is generally seen as cost prohibitive for smaller companies to take on young workers.

Automation has had a huge impact on warehousing and logistics, although the adoption of new technologies is dependent on financial capacity, which means smaller companies with less capital are slower to take on new technologies.

The efficiencies gained through automation have impacted the size of the warehousing workforce, with the wine industry reporting a massive reduction in the number of staff required for warehousing operations. Despite this, the size of the warehousing workforce in South Australia has grown by an average of five per cent each year over the last decade⁴.

Stakeholders felt that the industry is not well prepared for future challenges, including an ageing workforce and the impact of automation. No industry-wide plan exists to tackle these issues.

4 | Australian Bureau of Statistics 2018, *Census 2006 & 2016*.



Contributors

Thank you to all stakeholders that contributed to shaping the Industry Priority Qualifications report.

Adelaide Community Health Alliance
AFL SportsReady
Aged Care Industry Association
Agribusiness SA
AI Group
Air Conditioning Mechanical Contractors Association
Arts Industry Council of SA
ATEC Group Training
Australian Childcare Alliance SA
Australian Council for Private Education and Training
Australian Education Union (SA)
Australian Funeral Directors Association
Australian Hotels Association SA
Australian Manufacturing Workers' Union
Australian Nursing and Midwifery Federation
Australian Steel Institute
Australian Veterinary Association
Australian Workers Union
Business SA
Communications Electrical Plumbing Union
Community Accommodation and Respite Agency
Community Centres SA
Construction Industry Training Board
Defence Teaming Centre
Department for Correctional Services
Energy Skills SA
Engineers Australia
Food and Beverage Fund SA
Grain Producers SA
Health Services Union
Helping Hand Aged Care
Housing Industry Association
Independent Education Union of South Australia
Livestock SA
Master Builders SA
Master Plumbers Association
Maxima
Minda
Motor Trades Association
Murraylands Training and Employment Association

National Disability Services
National Electrical & Communications Association
Northern Adelaide State Secondary Schools Alliance
PEER
Primary Industry Skills Council SA
Property Council of Australia (SA)
Public Service Association of SA
Real Estate Employers Federation SA
Real Estate Institute of South Australia
Resources and Engineering Skills Alliance
Restaurant & Catering SA
SA Aquaculture Council
SA Country Fire Service
SA Dairy Farmers Association
SA Health
SA Road Transport Association
SA Wine Industry Association
SAPOL
Service Skills SA
Shelter SA
Shop Distributive and Allied Employees
South Australian Chamber of Mines and Energy
South Australian Independent Retailers
Sport SA
Statewide Group Training
Taxi Council
Trainee and Apprentice Placement Service
Transport Distribution Training SA
Transport Workers Union
United Voice
Volunteering SA and NT
Waste Management Association
Wildcats Fisheries SA
Youth Affairs Council of SA

For further information about industry employment, skills and workforce development please visit the Commission's website tasc.sa.gov.au to find the following resources:

- Economic Outlook
- Industry Profiles
- Regional Profiles