

## INDUSTRY SKILLS 360 SERIES – TRANSPORT AND LOGISTICS

**Webinar held:** 29 March 2021

### **Panellists:**

Mark McKenzie, Chair, Transport and Logistics Industry Reference Committee

Cathi Payne, Deputy Chair, Transport and Logistics Industry Reference Committee

Ron Horne, Industry Skills Manager, AIS

Paul Walsh, CEO (facilitator), AIS

### **Q & A with the panel**

1. The WA government recently announced a new initiative to bring new people into Transport through a part skill funded program. How can Private RTOs tap into this?

**Cathi Payne:** Oh, that's a nice one to start off with Pat. Obviously, I think the majority of those who are tuned in probably understands that the IRC has no say over how any funding happens in any state or even federally. Obviously, we're very much involved in showing where future skill needs are and on making sure we've got the right packages and training units in order to best deliver those. And where we can promote those to state governments, then obviously we do that through the avenues we have and the connections that are there both through the IRC and through our SSO. But particularly for that one I think you really need to be clearing the department of training and workforce development. While I'm sure there's some information available on the web, I would think that probably a direct call might be the way to go on that. I can see that there's a follow-up about duplicating that across the country as well. And again, while we definitely would encourage the different states to link in and assist in making sure training's happening, we can't choose who does the training or how it's funded, and we certainly respect the fact that industry really needs to play its part in that. I'm from (well for those that don't know) I am from a small business in the road transport sector, so I do understand that there are some resource issues that impact on how people can connect in with training and so having that funding available is a great way to encourage those who otherwise cannot connect in. But industry definitely needs to be a part of that. They can't assume that their participants and the industry itself will see value in training if they're not willing to put in for it. So, we'd love to see funding, but we definitely need to make sure that we pay our way as well and I guess if there's a particular thing that's stopping somebody from connecting in, we will assist with information. But the government unfortunately is the one that decides who does what and I know particularly in WA, as Pat I'm sure you're aware, there's certainly a focus on ensuring that we're getting value for money out of the TAFE system. At this stage, being that's the government sector, I guess they've definitely got an interest in ensuring that there's some good training happening in there which is a new thing for T&L in WA. So, I encourage that, but I don't want to rule out private RTOs as well. I'm not sure I answered your question their Pat, but that's the best I can do.

2. For the whole group going on from my first message, how can this great scheme be duplicated across the country. - what has been the AIS input to govt to try to get this happening?

**Paul Walsh:** Okay, thanks Cathi and just in response to your second question Pat, I know in some of the other jurisdictions they are doing some work in similar programs. Certainly, in Victoria through the Victorian Transport Association, there's been a state-funded program which has been underway there and I know there's discussion with that in Queensland and New South Wales as they're trying to get those programs up and running. So again, it's all this idea about trying to connect people with training, with jobs professionalising the industry and raising the bar there. So certainly, I know there's been a lot of conversation with that and it's certainly those conversations we've been part of where we were able to understand what's going on and how that might impact the national training system and the training package going forward. But thanks very much for your question Pat and as I said, good to hear from you.

3. In the Forestry Industry, how do drivers gain log cartage experience to enable them to be employed by Logging companies when put into \$750,000 truck/trailer combos?  
Are there any projects aimed at transport in the Logging Industry?

**Mark McKenzie:** Yeah, so Paul I might take this one because David, we get the same problem in the fuel industry. You actually get people who are trained on dealing with articulated rigs or fixed rigs. Got the same in the dairy industry where there are specifics that relate to the nature of the industry, the road craft that is actually required with a fully laden vehicle. So I'll answer the second question first to say there's nothing specific aimed at the transport and logging industry in the current plan. But I think if there is a specific concern that is actually there that is skill related, I mean normally what we rely on is that specific industry segments, whether you're in fuel or logging or dairy, are actually doing some on the job that sort of supplement the courses that have been developed under the national skills framework. But I think if there's a particular issue that's coming out on the basis of some safety concerns or load management and we do have load management qualifications. What I would suggest to you is to make contact through the survey and just give us a little bit more detail around exactly what it is that you see as the need because while they're not any projects targeting the logging industry at the moment, there's no reason there can't be if there's a case for developing skills in that area. So, all I'd say to you here is give us a little bit more information. We can certainly have a look at it. As I say we have seen similar issues of specific, I suppose occupational issues, once people move past that base training to then be able to deal with load combinations that are unique in certain industries. Thanks Paul.

**Cathi Payne:** I'd just add there that there's a number of programs around the country that are looking at improving the way we gain experience for our transport drivers and on being able to show that to future employers the sorts of experience that they've had. Because we all recognize while it might not be judged as such by much of society, that it is a very skilled occupation and there's a lot of knowledge there that sits behind being able to do the job professionally and well and safely. So yeah, as Mark said if there's something that's lacking in the training that we've got currently, or if there's an emerging thing that we're missing, please let us know. Other than that, if you've got some ideas on how we can improve that experience level, particularly in relation to forestry but in relation to any industry sector, then I'd advise you to either get in touch with AIS or ourselves at the IRC and contact any bodies that are sitting within your state. So, in WA we've got the logistics and defence skills council who gather that skill and workforce development need information and assist industry and

government in making sure that the right things are happening. Similar sorts of industry training advisory bodies exist in some of the other states as well, so they'd be a great port of call in order to make sure that both industry and government are aware of where there are shortfalls in those sorts of things.

4. Why do we have the core unit of TLIF2010 Apply Fatigue Management in a world where Advanced fatigue Management is needed more and more. TLIF0005 would be more relevant would it not?

**Ron Horne:** I'll have a chat to that. Thanks for the question, good question. The *TLIF005 is apply fatigue risk management systems*, it's related to legislation but not all states have that legislation. Western Australia and Northern Territory, as an example don't have the same legislation as other states. So, it doesn't apply across Australia as such, so that's why they use the previous (the other version TLIF2010) because that's more about identifying the symptoms and applying strategies to address those symptoms within a workplace. And it's the same with the advanced fatigue management, not all states can actually apply those skills and the legislation in those states don't support it. So that's why they're elective units rather than core units. I hope that answers the question.

**Cathi Payne:** Obviously anybody that's operating under NHVR would be using the newer units that were developed and when we developed those, we did our best. Obviously, they needed to meet the requirements of the legislation, but we did our best to make them still usable for those states that aren't. But it is a choice where the people interact with the newer units if they're not working under the national heavy vehicle regulator. So, we can still access those and use those in WA. And there, I believe there was some good improvements put through in those units that we didn't have in the existing units. But we can't take away the older unit, particularly and until we reach a point where we have a commonality across the country.

5. A big problem will be how we upskill trainers in these emerging skills as well, I think it would be useful if the AIS ran some webinars to assist with this

**Mark McKenzie:** Paul, I might just add on that, so there was a reference made earlier, I'm not sure whether it was Paul or Ron, that spoke on the digital expert panel. This was a cross-sectoral group that reported to the AISC that actually looked at how do we migrate into a digital economy and we're going to be reshaped in terms of our industry through that. One of the key things that came up Pat, was around the need to ensure the people that were training people in these areas, needed to have the appropriate skills. So, this is already on the radar, it doesn't sit just within our IRC, but I think Paul everyone's got access to that digital report now?

**Paul Walsh:** No not yet Mark. I expect it'll come out after the meeting this week.

**Mark McKenzie:** Okay, well soon there'll be access and what you're seeing Patricia is it's actually one of the pillars that's been identified about ensuring that we are upgrading the skills of our trainers in that space. So, all I'd say there is watch this space, I expect it to happen across all IRCs.

6. On move in vehicle fuel to keep our transport system moving. The Australian Hydrogen strategy states we (Australia) will have a hydrogen ready work force by 2030. At this time only the Gas IRC has started work on training needs to work with

Hydrogen. Hydrogen fuel cell vehicles are on sale in Australia now but there are no fuelling stations yet so no skills training on how to develop, build & maintain these sites safely and maintain the fuel cell vehicles. What do we plan for this area and when?

**Mark McKenzie:** So, hi Daryl. Daryl is one in my industry who was actually a big contributor to the new training standards that we developed in terms of maintaining service stations. We've only just caught up with actually making sure we have training standards for traditional fuels. It'd be fair to say just as Paul's indicated here, that it is on our radar in terms of new technology. So, both electrification as well as the use of hydrogen power trains are things that we're actually looking at. Probably not so much from the point of view of those vehicles and building the systems, because they belong in other IRCs, but certainly looking at the wider remit around what do we need to do. It doesn't just all sit within the other IRCs. We have had it as a broad scope in terms of technological disruption and so, all I can say to you Daryl is at this stage it's part of a broader dialogue. Our IRC continues to watch that one to actually look at whether anything is directly relevant to us, particularly in terms of the operation of those sorts of vehicles. So basic issues around safety and maintenance of those types of vehicles. I expect they will be issues that will be brought into the relevant training standards and qualifications as we migrate into that area, but as Paul's rightly said the leadership of that is coming from other IRCs at the moment.

7. When I seek information from RTO's they tell me it's not qualifications that are required but Skill Sets. We have numerous qualifications in the TLI Training Package that have some enrolments but very few completions as the students are only interested in a certain number of units. I refer to Driving Operations. This is also evidence in the Rail infrastructure area. Comment please.

**Cathi Payne:** Well, it's one of the difficulties for the IRC that there's some judgment on training units and packages based on completion rates and that's hard data that is gathered through statistics and that's pretty hard to dispute. But I don't think it fully tells the story. Certainly, we're not prescriptive about how people gather info for training. We very much want to make sure that the training is happening, and that skill development is occurring. So, where that needs to happen through Skill Sets then we'd encourage students and their employers or future employees to interact with it in that way and we've certainly done some work in developing skill sets in particular areas and there still it's always going to be ongoing. So, if you feel that there's something missing in the training that's happening because of skill sets or if there's something that's missing in the sorts of things that our drivers are learning because of that change, then we're certainly interested to hear on what that is. But I know one of the big difficulties with finishing a certificate course these days, is that people often don't stay with their employer until they reach the completion of a certificate. That's unfortunate but it certainly is to some degree offset by using a Skill Set rather than a certificate course. But it doesn't negate the fact that we still need to make sure that those other little bits and pieces are worked around it as well. It can't, in my opinion, it can't solely be about just the skills that are required for the current role. That we need to give our employees the chance to grow a little bit further than that so that they can provide further as they grow in our industry.

**Mark McKenzie:** I think just to add to that too Cathi and Alison, you've touched on an issue that's been part of a whole of industry conversation for some time. So last year the Australian Qualifications Framework was reviewed to see whether it was a way to or see how micro credentials, that Ron touched on before, should be identified. These are individual Skill Sets

so this is still a work in progress. I think as Cathi's rightly said, where there's an investment in training, people actually want national recognition and the best way to achieve that at the moment is through qualifications. But certainly, the industry and some of the bigger work that's been done about looking about the responsiveness of the VET system, it's come down to focusing on skills and the degree to which they can be deployed rapidly within the workforce. We are waiting for, I suppose, answers from the federal government in terms of the qualification's framework and the degree to which micro credentials will be recognised. But from an IRC perspective we work on a granular basis, so the standards are built around Skill Sets and competencies that are rolled up as a qualification. If the government actually changes and creates a mechanism for assurance of training skills that also provides national recognition, then I think it goes a large part to answering your question.

8. Introduction of Electric Trucks will mean additional training is required for users. EV trucks are very technical vehicles which require different operation to traditional diesel trucks.

**Cathi Payne:** I could see there's also a question from Paul C. further down regarding EV trucks as well, so looking at electric trucks and obviously that sort of fits in quite nicely with this. So, it's obviously a part of what we will need to look at in the future. That is how the fuelling of a vehicle fits into what we train our drivers to do and those sorts of skills that they need to have as opposed to just filling in the pump. What else do they need to know (now bearing in mind that a number of different business sizes operate very differently in what they expect their driver to be able to do and know) but there will be some minimums there that people need to know about those new technologies. So, thanks for that one as well Paul.

**Paul Walsh:** Thanks, Cathi. Thanks Paul. So just in response to your question there, Pat, about the driving operations qualifications, I think that's noted but certainly you're welcome to provide that feedback about the structure of those driving operations qualifications at cert II, cert III, cert IV. And it's a reasonable observation about the skill level or AQF standard as opposed to where they currently sit, so take that on board.