

Professional Driver
Shortages?

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Right Skills

Right Place

Right Time

Structure of presentation



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- **key ‘Skills for Logistics’ findings (Statistics)**
- **some of the reasons why there are shortages of professional drivers**
- **can ‘Skills for Logistics’ help you to keep good drivers and encourage new ones to work for you?**

HGV drivers: key findings

Some statistics for you:

- one in six lorry drivers aged 55 or more
- recruitment problems localised – except in NI
- growing number (one in 30) from overseas

Source:

December 2006 survey of employers of HGV drivers (August 2007)

<http://www.skillsforlogistics.org/en/index/reports/empsrv/>

Drivers aged 55 or more



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- one in six in UK as a whole
- varies: from 11% in Scotland to 21% in Wales
- in England, 9% 'young' (meaning: aged 24 or below!) but fewer than 2% in Scotland
- Wales vulnerable? Many in pre-retirement years, few (less than 5%) in youngest age category

Recruitment climate relaxed



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Samples of recruitment activity at end of 2006:

- least recruitment took place in England (28% of workplaces sampled)
- more recruitment took place in Scotland (43% of sample) and NI (47% of sampled workplaces)
- Recruiting more difficult in NI – fewer than 25% of employers recruiting considered it 'easy' or 'reasonable' (but in rest of UK, 50%+ did so)

Note: survey was of **workplaces**, many of which employ fewer than 10 people

Dependence on overseas drivers



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- one driver in 30 from overseas
- more likely to fill 'C+E' than 'C' posts
- and to be employed at larger depots
- E Europe source particularly important, especially in Northern Ireland

Will some East European drivers go back home soon ?

joint Incomes Data Services/ RHA survey

Key findings:

- median settlement for 2007 was 4.5%, compared with 3.5% for economy;
- average hourly rate for C+E is £8.09 an hour, weekly earnings £477.91;
- average hourly rate for C is £7.87 an hour, weekly earnings £428.62;

The above inflation pay settlements indicate pressure on the availability of suitably qualified drivers, despite the widespread use of Polish and other Eastern European drivers. The cost of employing drivers in the haulage sector has risen even more steeply, due to increasing regulation, health and safety and training requirements. Ruth Pott (Director of Employment Affairs, RHA,)

Serious driver shortages on horizon? 1



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- Why are drivers leaving the freight industry? Examples:
- loss of licence through medical reasons (6%)
- loss of licence through traffic offences and revocations
- too much legislation?
- public attitude towards lorry drivers?
- potential of criminal prison sentencing?
- wages/salaries, benefits, and working conditions on road?

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Serious driver shortages on horizon? 2



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What help can Skills for Logistics give you to retain professional lorry drivers?

- Create good vocational qualifications and training for uptake (as used by for example DHL,Menzies,K&N)
- Encourage you to take up 'Train to Gain'(England)
- Ensure DCPC increases professionalism/pride
- Encourage health care awareness to reduce cases of LGV revocation
- Create better all round image for our sector

Serious driver shortages on horizon? 3



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- What help can Skills for Logistics give to help you recruit new entrants to the driving profession?
- Create a better image of the industry
- Use Career Stairway and DCPC to create higher professional standards
- Young Driver Scheme
- Schools Campaigns.

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