

A

Road
Transport

A snapshot from the
*Queensland Transport and
Logistics Workforce Current
and Future Trends Report*



Key workforce trends

1. **Skills shortages** – A shortage of truck drivers persists, primarily because of an ageing workforce, increased regulation in the sector and the dominance of small to medium-sized enterprises (SMEs) in the sector, which limit training opportunities.
2. **An ageing workforce** – While the average age of workers across transport and logistics is 45, the average age of truck drivers is 47 and the average age of bus and coach drivers is 57.
3. **Limited female participation** – The very low proportion of females in road transport has remained fairly constant in the road sector over the last 30 years. Moves to specifically target women have been undertaken by the mining industry and the bus industry.
4. **Driver fatigue in the trucking industry** – Fatigue remains a key concern for employees, particularly for long distance freight with 2014's Heavy Vehicle National Law introducing new regulation.
5. **Emerging transportation technologies** – In Australia and internationally there is significant discussion around the workforce implications of automation and driverless vehicles. Industry believes this is still a number of years away from adoption.
6. **Road congestion and bottlenecks** – Growing congestion along key freight corridors limits freight productivity, increasing travel times and reducing travel reliability, particularly around transport hubs and port areas.
7. **Impact of consumer preferences** – There are increasing interactions between commercial vehicles and private vehicles in inner city road networks and an increasing trend for drivers to also be seen as representatives of their organisations, requiring greater interaction with clients and customers.



Queensland context

1. **Labour market** – The road sector is the largest in workforce size across the Queensland transport and logistics industry but the sector is in decline as a result of a reduction in both the demand for and supply of truck drivers likely driven by falling regional populations, as well as a decline in mining activity over the same period.
2. **Specialist roles** – Despite the decline in the number of truck drivers employed in Queensland, shortages can occur for specific tasks due to licensing requirements for heavy vehicles. On the other hand, bus drivers are in growth with difficulty attracting a younger workforce, creating potential for shortages.
3. **Freight movement** – The Port of Brisbane is a significant hub for freight movement within South East Queensland. The role of the road transport sector in moving freight to the port has increased significantly over the last decade. As the role of the rail freight network has waned, the road transport sector has had to fill the gap in demand for freight movement.

Queensland road transport workforce: 33,406 employees in 2016*

Occupations
in change
2011–2016



Headcount
growth

Inspectors and Reg. Officers	+25
Construction Managers	+15
Construction, Distribution and Production Managers	+15

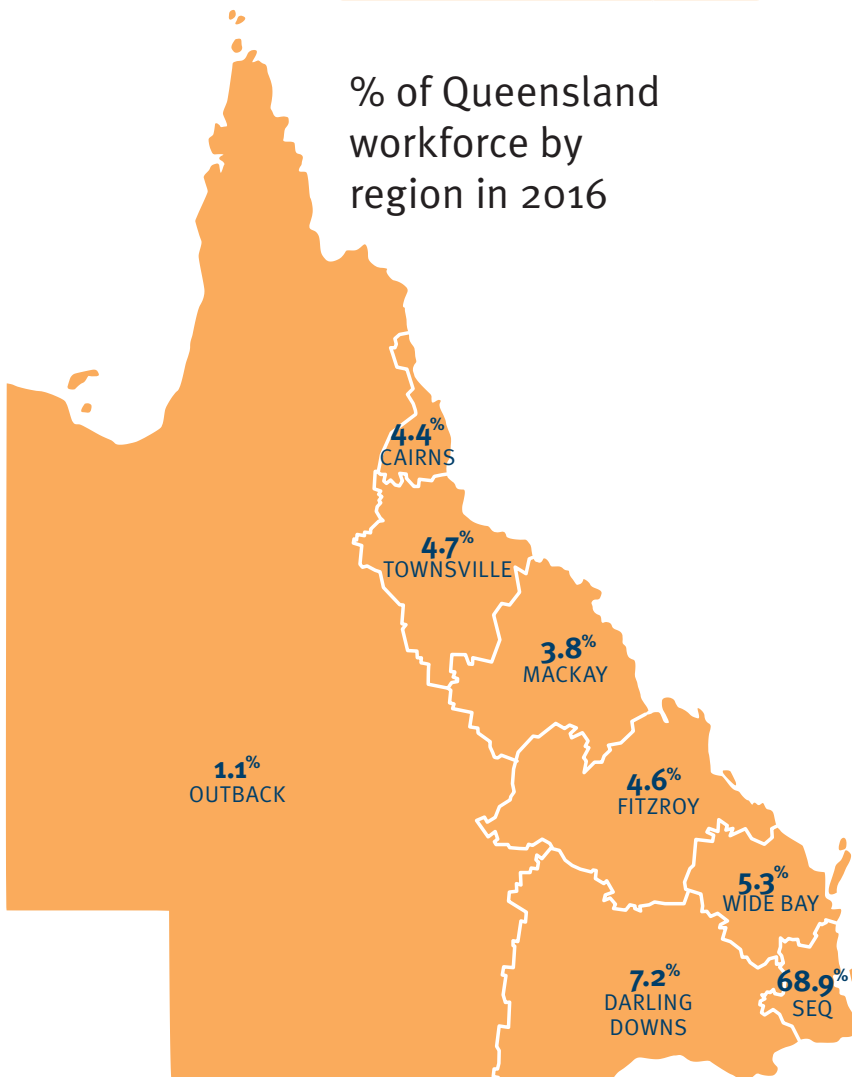
N.B. Omits Couriers and Postal Deliverer occupation which shifted from road transport to logistics across Census years.



Headcount
decline

Truck Drivers	-2681
Automobile Drivers	-511
Delivery Drivers	-373
Transport and Dispatch Clerks	-143
Transport Services Managers	-140

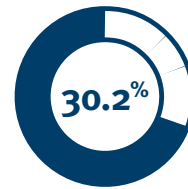
% of Queensland
workforce by
region in 2016



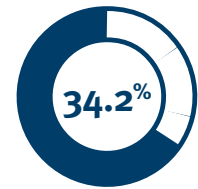
Sector by age

% WORKFORCE

55 years+



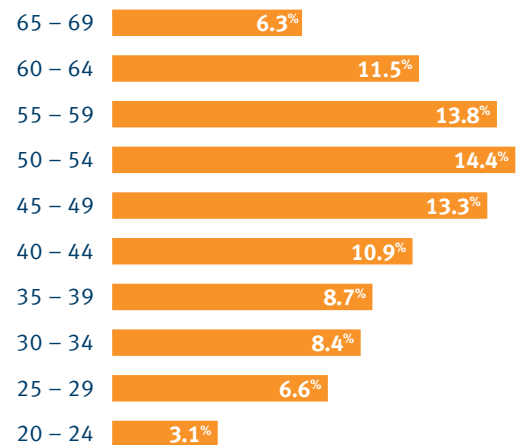
2011



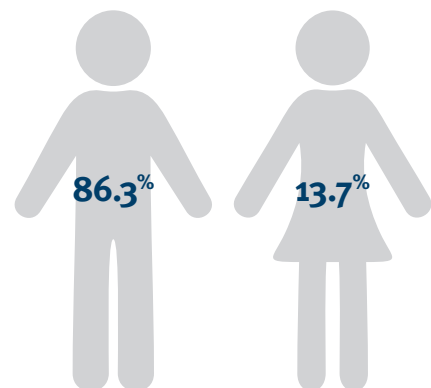
2016

Workforce composition 2016 Census

years



Gender composition
2016



Source: KPMG analysis of 2011 and 2016 ABS Census data. *List of included professions are detailed in the *Queensland Transport and Logistics Workforce Current and Future Trends Report*.