

Edition 01 | 19 October 2020

A Flying Start!

Since we launched Logistics Skills Network just 7 weeks ago, we've been overwhelmed with positive support from around the industry. Our 25 new members include family-run organisations such as Heads of the Valley Training, based in Wales, FE colleges such as Loughborough and Weston, and larger training providers, including Hughes Driver Training and Mainstream Group. See our [Member Directory](#) for a full list of current members.

Already, our training provider members are accountable for **33%** of LGV training in the UK. A flying start indeed!



Lobbying



The last few weeks have seen us rally behind key industry issues such as the backlog of LGV driver testing and skills shortages. This week discussions have taken place with the DVSA and DfT to further cement our recognition and support from these government departments.

As of November, Logistics Skills Network will form the Vocational Testing and Training Advisory Group (VTTAG) and it has been agreed that we will meet with DVSA every fortnight. DVSA recognizes there is a finite number of DVSA/LGV examiners and we will be working with them to provide a solution.

Member Benefits

We continue to build membership value with a new, branded fuel card with a major fuel distributor for Network members, along with a bespoke insurance package specifically for training providers. Thank you to those who have responded to our survey on 10 October and we would just encourage others to complete the questionnaire by the **21 October**. Further responses will help us to secure a better deal for Logistics Skills Network members. Other member benefits include a new online recruitment portal. Watch this space!

Have Your Say!

Logistics Skills Network is fast becoming an important voice for training providers in logistics and passenger transport. So that we can speak on your behalf and represent you to government departments and organisations, **sign up for company membership today**. We can only continue our essential work with your involvement. Members will also receive *exclusive* access to upcoming discussion webinars, our first January conference and company benefits. Company membership info [here](#).

ABM Update

We have been working closely with our Advisory Board Members (ABM's) to develop a new Code of Conduct for the Logistics Skills Network. This essential working document is currently in draft awaiting final approval by our ABM's.

Industry News

OCR Stops CPC Examinations

At the end of September, the awarding body, OCR, announced it will no longer provide examinations for the Road Haulage Certificate of Professional Competence (CPC), leaving just 2 providers for 2021 examinations (City of Guilds and CILT). What are your views? Contact us info@logisticsskillsnetwork.co.uk

Commercial Motor Show Webinar

Eighty delegates tuned in to watch our Co-Founder Paul Spink speak at the CM Show's first virtual conference. Paul hosted a webinar on the problem of the lack of DVSA LGV tests. We understand there were some great conversations in the Network Lounge afterwards! Get in touch to see Paul's slides or see email attachment.

Press Coverage

New Body to Unite Training Firms

The screenshot shows a news article from Motor Transport magazine. The headline is "New body to unite training firms". The sub-headline is "By Tim Wallace". The article discusses the launch of the Logistics Skills Network, a new independent trade association for the UK's specialist logistics training providers. It mentions that the network aims to bring together key organisations from the sector to develop and share best practices, knowledge, experience and resources, and offer a communication platform for the coordination of collective interests. It also states that the network intends to work closely with government organisations including the DVSA and DfT and will also receive strategic support from industry leaders. The article mentions that Skills for Logistics (SfL) was founded in 2015 to address the skills gap within the sector. It now claims to be the industry's leading end-point assessing organisation. The new network is a collaboration of SfL and Mantra Learning, a leading training provider to the logistics and automotive sectors offering apprenticeships and short courses. It states that they will collaborate with it in our service development plans and ensure active engagement for member representation. The article also mentions that David Coombes, chief executive of SfL and a co-founder of the Logistics Skills Network, said: "Vocational training has never been properly represented in logistics. This allows us to be a collective voice with lots of training providers working together and will enhance how we're seen and allow us to properly represent the training industry." Mike Warner, senior external affairs manager at the DVSA, added: "The DVSA is looking forward to building on our new relationship to pioneer the development of the Logistics Skills Network." "We will collaborate with it in our service development plans and ensure active engagement for member representation."

Advent to acquire 75% stake in Hermes UK from Otto

Private equity firm Advent International is to acquire 75% stake in Hermes UK in industrial sale

In a statement Advent said: "The transaction will facilitate further investment by Hermes in

M20 barrier 'not ready until 2022'

Motor Transport magazine announced the Network launch with an article which also revealed our new working relationship with the DVSA, DfT and other government organisations. You can read this in full on our website [here](https://www.logisticsskillsnetwork.co.uk/news/new-body-to-unite-training-firms).

A Voice for the Sector

The screenshot shows a news article from Motor Transport magazine. The headline is "Skills shortage in focus". The sub-headline is "By Steve Robson". The article discusses the growing problem of finding heavy goods vehicle drivers. It mentions that the Commercial Motor Show highlights the growing problem of finding heavy goods vehicle drivers. It states that the sector is facing a skills shortage, with many drivers leaving the industry due to the pandemic. It also mentions that the sector is facing a shortage of new entrants, with many young people not entering the industry. The article states that the Logistics Skills Network is working to address these issues by providing training and support to new entrants. It also mentions that the network is working to improve the industry's reputation and attract more people to the sector. The article states that the network is working to provide a voice for the sector and to ensure that the industry's needs are met. It also mentions that the network is working to provide a platform for the industry to share best practices and resources. The article states that the network is working to provide a communication platform for the coordination of collective interests. It also mentions that the network is working to work closely with government organisations including the DVSA and DfT and will also receive strategic support from industry leaders. The article mentions that Skills for Logistics (SfL) was founded in 2015 to address the skills gap within the sector. It now claims to be the industry's leading end-point assessing organisation. The new network is a collaboration of SfL and Mantra Learning, a leading training provider to the logistics and automotive sectors offering apprenticeships and short courses. It states that they will collaborate with it in our service development plans and ensure active engagement for member representation. The article also mentions that David Coombes, chief executive of SfL and a co-founder of the Logistics Skills Network, said: "Vocational training has never been properly represented in logistics. This allows us to be a collective voice with lots of training providers working together and will enhance how we're seen and allow us to properly represent the training industry." Mike Warner, senior external affairs manager at the DVSA, added: "The DVSA is looking forward to building on our new relationship to pioneer the development of the Logistics Skills Network." "We will collaborate with it in our service development plans and ensure active engagement for member representation."

Commercial Motor Show highlights growing problem of finding heavy goods vehicle drivers

Skills shortage in focus

By Steve Robson

While Covid-19 saw volumes in parts of the industry fall off a cliff, a combination of suspension in HGV driving tests and the end of the Brexit transition period in December will see the current 50,000 shortage of truck drivers start to worsen, delegates at the Commercial Motor Show heard.

Jennifer Swain, head of talent and operations at Road to Logistics, a programme spearheaded by the RHA, said it has ambitions to recruit and train 3,000 new drivers in the next five years.

With the average age of truck drivers around 55, many have decided to retire early to avoid the risks posed by the coronavirus, while a high proportion of the 60,000 EU drivers working in the UK have already gone home because of Brexit. Add in the 20,000 LGV driving tests cancelled in the lockdown and Swain warned the shortage could only get worse.

Road to Logistics is going to address the issue by sourcing candidates to come into the industry to be trained in driving and other key roles. There will be a focus on women, ethnic minorities, ex-offenders and the long-term unemployed.

"We want to create a more diverse workforce," said Swain. "We will have the expertise to screen candidates and this will be a bespoke service to find the right people for your business."

Another route for employers to recruit the right talent has been developed by Yuno, a start-up that has developed an app to assess the suitability of candidates for specific roles.

Co-founder Lorenz Fischer said Yuno's research had found that logistics firms took an average of 50 days to recruit a staff member compared with 20 days in retail.

While the sector suffered a worsening skills shortage the pool of available labour is actually increasing due to Covid-19, and 6.2m people in the UK are already earning less than the living wage.

"They are in low skilled jobs across like hospitality and retail, and it is estimated that 3m more blue collar jobs will be affected by automation in the next five years," said Fischer. "So millions of people need to reorientate their careers."

Focusing on the suspension of LGV driver testing by the DVSA in the pandemic, Skills for Logistics development director Paul Spink told delegates more about a new body set up to represent training providers, the Logistics Skills Network (see page 6).

Spink said there were around 200 vocational driver training providers across the UK and between them they had trained most of the 600,000 LGV drivers on which the UK depends.

These training companies are generally small operations, with on average six to seven vehicles and employing 10 to 12 staff. "That resource props up the whole UK economy," said Spink.

"So on 1 September we launched the Logistics Skills Network to represent the training providers. We already have 30% of the industry and hope to get to 80% of the marketplace."

The Logistics Skills Network is open to its issue as well as third-party training providers.

Career Ready head of logistics Ian Nichol told delegates about the Think Logistics programme to introduce school and college pupils to career opportunities in logistics, encouraging them to commit their time to form links with 400 educational establishments and spread the word about the industry.

"It is not just trucks and sheds," he said. "We need to challenge this stereotype that many young people see. Only 9% of our workforce is under 25, and 91% is male. The industry is not fishing in a diverse pool of talent and other industries are out there talking to young people."

The issue of diversity was also picked up by Dan Myers, managing director, transport, UK and Ireland, at XPO Logistics, who said that ignoring parts of the available workforce was "shrinking the ocean of talent into a puddle" and that diversity produced better financial results.

"It makes business sense," he insisted, adding: "Companies with diverse workforces perform better."

5.10.20

[Two further articles](#) in Motor Transport magazine covered the pressing issues of driver skills shortages: a problem heightened by the Covid-19 pandemic to levels which could have a significant impact on the economy, if not resolved; and the backlog of testing for new drivers.

New Member Announcements

Our [member database](#) is growing every day and we are grateful for the support of all involved including our Advisory Board Members (ABM's) who are in regular contact with the rest of the Network team. Working together with these businesses, as well as our fantastic new training provider members, we WILL make a difference in our sector.