



#CILTFOCUS



Edward Sweeney @ProfEdSweeney

Happy birthday @ciltuk and here's to a great year for our profession. We're already looking forward to an excellent #LRNConference at @UniNorthants the 'home' University of @ciltuk in Northants - in September. Keep an eye on our website for details (cilt.org.uk/lrn2019)

1 reply 1 retweet 3 likes



Richard Wilding OBE @SupplyChainProf

Reply to @ciltuk
@ciltuk is celebrating its 100th year in 2019 #CILT100 as Chairman I am looking forward to a fantastic year of celebrations - 100 years of championing #logistics #transport #supplychain To the next 100 - #CILTFocus

1 reply 4 retweets 9 likes



Martin Gilbert @MartinGNE

A great appointment for @WLT597 and @ciltuk, especially for its centenary year. Paul brings a wealth of transport and logistics experience from his long career and across his vast network. I'm really looking forward to working with him in my capacity as a CILT board member.

SHD Logistics @shdlogistics
Paul Sainthouse named new president of CILT(UK) shdlogistics.com/news/paul-sainthouse...

1 reply 1 retweet 20 likes



Darren Burns @burnsdb

Just received #Focus today. Happy new year and happy birthday @ciltuk - 100 this year.



1 reply 1 retweet 3 likes



Hilton Productivity Services @tps-waypoint

Reply to @ciltuk
Some interesting articles on the history of the Institute. Noting that first President Sir Eric Geddes was a proponent of time and motion studies and operations management in general and we are still discussing how closely operations and logistics are related.

1 reply 1 retweet 1 like



Alan McKinnon @alanmckinnon

My short article on #decarbonisation of UK #freight #transport system from 2006 to 2016 just published in @ciltuk magazine. 18% drop in #emissions but not in way government planned or fast enough to meet 2030 target. #logistics #climatechange bit.ly/2FivLk1



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Your platform

Why do people not want to be truck drivers?

There is a driver crisis and we need to tackle it. We need to make the jobs attractive. I read about the shortage, including in *Focus* – November 2018 – and ask myself if those 50,000 vacancies are real. Does my industry really have over £1 billion ready to employ additional drivers, or does someone just want extra drivers with no commitment for a couple of shifts at peak?

Yes, there is a problem with the age profile of those who are using their licences, and I don't doubt that Brexit is going to exacerbate the current problem considerably; but this is a crisis of attraction and retention, not numbers per se. There are over 940,000 people with C or C+E licences and up-to-date medicals in Britain. This includes over 100,000 people aged 25–45 with C+E licences, but who do not work as drivers. This is a crisis, not a shortage.

Nor is it a new crisis. Back in 2004, when the driver shortage was already a thing, Skills for Logistics Scotland carried out some research. It asked people who were attending Truckfest (so interested in trucks) whether they were LGV drivers, or had been in the past. If they fell into the latter category, they were asked why they had left. There were a variety of reasons – promotion, retirement, redundancy, failed medical – but 48% had chosen another career.

What my graph shows is the age profile and breakdown of C and C+E licence holders. Each column represents the number of licence holders of that age. The bottom two elements of the graph show the number of people who have a licence, medical and DCPC – people who choose to keep their licences completely live.



The logistics sector needs to address how it can make driving an attractive job

All the people in the two top elements of the graph have gone to the trouble of taking and passing at least one extra driving test, but haven't then taken one week's training (with no test) that would allow them to use that licence as a goods driver. Some of them will be fitters, military personnel or horsebox owners, but the extent to which they don't require the licence can be seen from the sharp drop off at 45, when the requirement for repeat medicals kicks in. They've taken a licence, but they don't need/choose to use it.

How do we attract at least some of them (back?) to our sector? It's not just about wages, but also about how we treat drivers, about their experience: long and anti-social hours, stress, waiting around at DCs with no access to facilities, lack of respect...

What am I doing? I'm in the early stages of talking to industry leaders about carrying out a survey, not of what managers think and not just about what drivers think, but about what influences those people with licences who don't use them to earn a living, with a view to understanding how the logistics sector can make driving an attractive job for them, and end the so-called driver shortage.

Kirsten Tisdale FCILT

Age Profile of C+E and C Licence Holders - Summer 2018

