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**REPORT BY THE SENATE EMPLOYMENT, WORKPLACE RELATIONS  
AND EDUCATION COMMITTEE**

***'Inquiry into Workforce Challenges in the  
Transport Industry'***

**THE GOVERNMENT RESPONSE TO THE REPORT**

## PREAMBLE

The Australian Government welcomes the opportunity to respond to the report of the Senate Employment, Workplace Relations and Education Committee: *Inquiry into Workforce Challenges in the Transport Industry*.

The Senate referred this inquiry into workforce challenges in the transport industry to the Employment, Workplace Relations and Education Committee on 6 September 2006. The purpose of the inquiry was to:

- (a) Address the scope of the problem of labour and skill shortages affecting all sectors of the transport industry and the likely consequences of serious labour shortages;
- (b) Review labour supply research undertaken for the transport industry, to canvass the views of industry, consumers and unions in regard to recruitment and employment practices in the industry;
- (c) Alert Parliament to the projected labour shortage in the transport industry which will seriously affect the distribution of all goods and most travel services in the next ten years;
- (d) Make recommendations on Commonwealth-led coordination of improved training delivery for the sector, and address issues related to employment incentives that are characteristic of the industry.

The committee tabled its report *Workforce Challenges in the Transport Industry* on 9 August 2007.

The Australian Government agrees with the Committee that an effective transport and logistics industry is critical to building Australia's future economic wealth. The Australian Government also agrees with the Committee's findings that a range of workforce challenges are facing Australia's transport industry, across roads and railways, shipping and aviation.

Over the decade to 2008, Australia recorded strong economic and labour market performance. More recently, however, the global recession has deepened and Australia has experienced slowing growth and rising unemployment. Recent research indicates significant easing in skill shortages, however, skill and labour shortages persist in some occupations and industries and skill shortages can coexist with relatively high levels of occupational unemployment. Against this backdrop, it is important that transport industry employers implement recruitment, training and retention strategies to ensure they have the skilled staff to enable them to provide the critical infrastructure Australia needs. The Government will continue to work closely with the industry to assist it to achieve this objective.

The Australian Government's response to the recommendations made by the Committee follows.

## TABLE OF ACRONYMS

ALC	Australian Logistics Council
ALIS	Australian Logistics Industry Strategy
ASbAs	Australian School-based Apprenticeships
CAA	Career Advice Australia
COAG	Council of Australian Governments
FIRS	Federal Interstate Registration Scheme
HV	Heavy Vehicle
ISC	Industry Skills Council
LCPs	Local Community Partnerships
NES	National Employment Standards
NICS	National Industry Career Specialist
RICAs	Regional Industry Career Advisers
RIS	Regulation Impact Statement
T&L	Transport and Logistics
TIWG	Trucking Industry Working Group
VET	Vocational Education and Training

## RESPONSE TO RECOMMENDATIONS

### **Recommendation 1**

The committee recommends that industry bodies in each jurisdiction agree to a national branding image for adoption by transport and logistics operators in all sectors of the industry, to be used consistently in promotional activity. The brand should be attractive to both young people and to women, and underpinned by consistent professional workplace standards

#### Supported

This recommendation reflects the existing agreed approach.

Following the release of the Australian Logistics Industry Strategy (ALIS) in 2002, the Australian Logistics Council (ALC) was established with assistance from the then Department of Transport and Regional Services, to implement the ALIS recommendations and lead the Australian logistics industry in achieving lasting efficiencies and improvements in the sector. The development of a national branding image for the transport and logistics industry has been one of the ALC's ongoing focus areas. This work continues to be implemented.

During 2006 and 2007, the ALC undertook a project under its Capable People work priority area to research and develop the transport and logistics (T&L) brand. The ALC produced a T&L logo in early 2007 as the official brand of the transport and logistics industry. The development of the logo forms part of a larger strategic agenda which aims to raise public awareness of the industry as a collective group. With the launch of the T&L logo, the ALC developed a brochure, Get into T&L. This brochure is aimed at the youth market and is distributed at Career Expos and other career forums.

Given the constantly evolving environment of the Transport and Logistics industry, the ALC recently sought comments from industry on the impact of the current T&L brand and whether or not the ALC can better display the momentum of the Transport and Logistics industry. The comments received were broadly supportive of the existing T&L logo. A few stakeholders suggested the font needs updating and more colour options should be made available. ALC has indicated they would consider updating the industry style guide if there is wider support for these changes.

### **Recommendation 2a**

The committee recommends that transport and logistics industry operators engage with state and territory education authorities to find ways to raise the profile of transport and logistics in school-based career preparation activities, including exploring possibilities for more school-based apprenticeship programs and increasing industry presence at careers expos and similar events.

#### Supported in principle

Strategies to promote the diverse career opportunities within the transport and logistics industry should be developed in conjunction with existing career and transition services, such as Career Advice Australia (CAA) and include input from the National Industry Career Specialist (NICS) for Transport and Logistics, which is currently contracted to the Transport and Logistics Industry Skills Council (ISC).

CAA is an Australian Government initiative supporting young Australians, aged 13 to 19, to make successful transitions through school and from school to further education, training and

work. CAA provides access to career information and advice, meaningful work experience and quality information about opportunities in industries to help young people make informed decisions about their futures.

CAA complements initiatives such as the myfuture website, The Real Game series, Vocational Education and Training (VET) in Schools and a wide range of other career development products and services. Some of these are outlined in further detail at **Attachment 1**.

The Transport and Logistics ISC which is the NICS for the transport and logistics industry can assist industry and state and territory education authorities to:

- develop strategies for promoting transport and logistics careers to young people through the CAA networks;
- identify models for regional transport and logistics businesses to become involved in CAA programs designed to improve young people's understanding of the sector; and
- work with regional transport and logistics businesses, Regional Industry Career Advisers (RICAs) and Local Community Partnerships (LCPs) to increase the availability and quality of structured workplace learning opportunities, increase industry engagement in Australian School-based Apprenticeships (ASbAs) and engage local employers in career and transition support programs.

#### **Recommendation 2b**

The committee further recommends that industry operators work with state and territory education authorities to increase opportunities for school-based apprenticeships in skills demanded by the industry, with a focus on secondary schools located near major transport hubs.

Supported in principle

The Government encourages the uptake of ASbAs through the provision of incentives for employers and apprentices. Employers are eligible for: commencement payments for ASbAs; rural and regional payments; additional assistance when employing an apprentice with a disability; and payments for the continued employment of ASbAs for 12 consecutive weeks after the student has completed Year 12. Career pathways in transport, distribution and logistics are available at Certificate II through to Diploma and Advanced Diploma levels.

The uptake of ASbAs in transport and logistics is relatively low compared with the overall uptake of ASbAs for all industries. For the twelve months ending 30 June 2008, there were 245 060 Certificate II and Certificate III Australian Apprenticeship commencements across Australia, of which eight per cent were ASbAs. For the same period, there were 20 107 commencements in transport and logistics, only one per cent of which were ASbAs.

Licensing issues pose one of the major barriers to the uptake of ASbAs. The licences required to complete some qualifications e.g. Certificate III in Transport and Distribution (Mobile Crane Operators and Road Transport) are dependent on age and therefore generally exclude school students from completing apprenticeships.

#### **Recommendation 3**

The committee recognises that the expansion of the subclass 457 visa to the transport industry is not an appropriate solution to the industry workforce challenges and recommends that this option is not considered by the industry.

Noted

On 15 May 2009, the Minister for Immigration and Citizenship introduced a Legislative Instrument which excluded occupations in the Australian Standard Classification of Occupations (ASCO) Major Groups 5 to 7 from the Subclass 457 visa program where they were previously allowed in certain regional areas.

This change effectively precludes all road transport occupations from accessing the Subclass 457 visa program via the Standard Business Sponsorship pathway.

The ASCO Major Group 5 to 7 caseload has been diverted to the Labour Agreement pathway where the associated risks may be more effectively managed by the Department of Immigration and Citizenship in concert with the Department of Education, Employment and Workplace Relations.

While the Labour Agreement framework provides a pathway for recruitment of occupations in ASCO Major Groups 5 to 7, it includes employment and training commitments which are monitored to ensure the recruitment of overseas workers does not result in Australian job losses.

#### **Recommendation 4**

The committee recommends that industry-wide strategic planning for training examine concerns that the transport and logistics training regime may not align with broader trades recognition processes in some jurisdictions, possibly to the detriment of transport employees.

The committee further recommends that strategic planning for industry-wide training include:

A review of current traineeship funding practices to ensure the delivery of government trainee funding is directed to new entrant training, and is not disguised using existing workers.

A minimum of 60 per cent of government training funding be directed to new industry entrants, to ensure at least 4500 new entrants are trained each year to meet projected industry demand.

Government funding to be linked to a licensing requirement to ensure new entrants complete their training with an appropriate license to ensure full participation on commencement of employment.

#### **Not supported**

Licence regulators often have very narrow standards which provide limited credit transfer into other vocational competencies. Licensing standards are limited in their focus and do not cover the broad occupational skills, competencies and knowledge that are required to participate fully in the workplace.

The Government understands the need for harmonisation of training and licensing requirements. This is currently being addressed in a variety of ways, including through the active involvement of licensing and regulatory bodies in the development of nationally accepted and endorsed competency standards in the training packages, through the development of national occupational health and safety competencies for high risk occupations conducted on behalf of the Australian Safety and Compensation Council and through the work of the Council of Australian Governments.

The Government supports industry-wide strategic planning for training in the transport and logistics industry through the Transport and Logistics ISC. The Transport and Logistics ISC is funded by the Government to develop, maintain and continuously improve nationally recognised and endorsed training packages to meet the needs of the transport and logistics industry sectors. These training packages must be developed in consultation with key stakeholders including industry regulatory and licensing bodies. All training packages incorporate, wherever possible, licensing requirements at a national or state and territory level.

The Government notes the declaration of, and funding for, apprenticeships and traineeships is the responsibility of the state and territory governments.

The Government supports and encourages the uptake and training of apprentices through the Australian Apprenticeship Incentive Program and the Productivity Places Program.

As part of its *Skilling Australia for the Future* initiative, the Government recognises the importance of nationally endorsed training in assisting job seekers to acquire skills and gain lasting employment and assisting existing workers to update or upgrade their skills.

Through the Productivity Places Program (PPP) the Australian Government is playing an active role in assisting industry to respond to the current economic downturn, build capacity for a future economic recovery, address areas of current and future skills needs, increase workforce participation and drive productivity growth.

The Government has allocated funds for 711 000 new training places over five years to ensure Australians develop the skills that industry needs. Of these, 319 000 training places will be allocated for job seekers, including 20 000 places for redundant workers. A further 392 000 places will provide improved qualifications and skills for people who are employed but need to update or upgrade their skills.

At 1 May 2009, 844 Registered Training Organisations had been contracted to deliver 6212 qualifications to job seekers from Certificate II to Diploma level.

Between April 2008 and 30 June 2009 the Australian Government has made available training places to job seekers. As at 18 May 2009, over 109 000 job seekers have enrolled, almost 86 000 have commenced and over 40 000 have completed training.

Until 30 June 2009 job seeker places are being delivered by the Australian Government. The State and territory governments will deliver the PPP in the future. In November 2008, the Council of Australian Governments negotiated a National Partnership (NP) Agreement for PPP with seven state and territory governments to deliver job seeker and existing worker places from 2009 to 2012. The Victorian Government has negotiated separate arrangements. The upskilling of existing workers under the PPP has been managed by the states and territories since the inception of the program, initially through a series of pilot projects.

Occupations and qualifications relevant to the transport industry currently attracting Productivity Places funding are outlined at **Attachment 2**.

#### **Recommendation 5**

The committee recommends that an industry-wide training levy be applied to all operators in all sectors of the transport and logistics industry. In determining the amount and method of paying the levy, reference should be made to the varying capacities of different companies and stakeholders to make such a contribution, so that no company or stakeholder is relatively disadvantaged or advantaged.

Not supported

The Australian Government has introduced a range of initiatives which are targeted and flexible in delivering outcomes for both industry and individuals. States and territories received almost \$11 billion between 2005 and 2008 for VET including funding for apprenticeships, school-based vocational education and certificate level courses offered through TAFEs and Registered Training Organisations. Almost \$5 billion of this funding was provided to states and territories under the 2005-2008 *Commonwealth-State Agreement for Skilling Australia's Workforce*. States and territories also committed an additional \$11 billion to the VET sector over the same period. Long term objectives for the national VET system are set out in *Shaping Our Future, Australia's National Strategy for Vocational Education and Training 2004-2010*, and states and territories are working collaboratively through the Agreement to meet these priorities and position the VET sector to meet the challenges of the future.

The Council of Australian Governments (COAG) has agreed to a new National Skills and Workforce Development Agreement which sets out the commitment between the Commonwealth and States to work towards increasing the skill levels of all Australians, including Indigenous Australians. Funding formerly provided to the states and territories under the 2005-2008 *Commonwealth-State Agreement for Skilling Australia's Workforce* will now be made under the National Skills and Workforce Development Agreement, with the exception of a component of funding which has been quarantined for the management of the National Training System. The COAG federal financial framework reforms commenced with effect from 1 January 2009.

The Australian Government will continue to support a funding framework for VET which provides flexibility in meeting the needs of all industries across all states and territories. While the government does not support the mandatory establishment of training levies, it does support levies established by industry which strengthen industry investment in training and skills acquisition for workers, particularly where the establishment of such levies is initiated by industries, and employer and employee representatives.

#### **Recommendation 6**

The committee recommends that section 23AG of the *Income Tax Assessment Act 1936* be reviewed, and the meaning of 'foreign service' for income tax purposes be clarified so that Australian seafarers are not disadvantaged in their earnings capacity relative to seafarers of other nations when working on foreign-flagged vessels on the high seas.

Subject to further consideration

This issue was also raised during the House of Representatives Standing Committee on Infrastructure, Transport, Regional Development and Local Government's Inquiry into Coastal shipping policy and regulation. The Committee's report *Rebuilding Australia's Coastal Shipping Industry*, tabled on 20 October 2008, recommended a package of reforms aimed at revitalising the Australian shipping industry, including

#### **Recommendation 13 (page 73)**

*The Senate Education, Employment and Workplace Relations Committee recommended that section 23AG of the Income Tax Assessment Act 1936 be reviewed, and the meaning of 'foreign service' for income tax purposes be clarified so that Australian seafarers are not disadvantaged in their earnings capacity relative to seafarers of other nations when working on foreign-flagged vessels on the high seas.*

*The Committee concurs and also recommends that the Government review Section 23AG of the Income Tax Assessment Act 1936 so that Australian seafarers are not disadvantaged in their earnings capacity relative to seafarers of other nations when working on foreign-flagged vessels on the high seas.*



The Government will consider this recommendation in the context of developing a whole of government response to the Committee's recommendations in 'Rebuilding Australia's Coastal Shipping Industry'. Section 23AG was recently amended, with effect from 1 July 2009, to limit its former broad scope to income derived only in specific circumstances.

**Recommendation 7a**

The committee recommends that all jurisdictions ensure legislation is enacted to give effect to the model bill on *chain of responsibility* approved by Australian Transport Ministers in November 2003; and that all jurisdictions implement procedures to ensure the transport system is operating at optimal safety standards.

Supported

Recommendation 7a reflects agreed national policy.

The national model Road Transport Reform (Compliance and Enforcement) Bill, which was agreed to by the Australian Transport Council (ATC) of Transport Ministers in November 2003, is intended to improve compliance with, and enforcement of, the heavy vehicle laws relating to registration, licensing, mass and loading, speeding and driving hours. It is designed help governments give legislative effect to the chain of responsibility principle.

Following the agreement of ATC to the model Bill, jurisdictions are developing their own legislation to apply the model provisions. The implementation status is as follows:

- model provisions implemented in New South Wales, South Australia, Queensland and Victoria;
- Tasmania – legislation passed in both houses with implementation expected in the last quarter of 2009; and
- Western Australia, Northern Territory and the Australian Capital Territory to implement provisions by the end of 2009.

For the Commonwealth, the Compliance and Enforcement amendments would apply to the Federal Interstate Registration Scheme (FIRS). However, Commonwealth implementation will need to be addressed in the context of the new Australian Transport Council (ATC) Heavy Vehicle Reform framework. The ATC has recommended the establishment of a national heavy vehicle registration scheme – this would see the closure of the FIRS.

**Recommendation 7b**

The committee recommends that employers in all sectors of the transport and logistics industry give priority to improving work conditions, including minimum safe rates of pay and paid waiting time, as well as offering shorter or more flexible shifts and any other options as appropriate, as a means of retaining workers and encouraging current license holders to return to the industry.

Noted / Supported

The Government notes the Committee's recommendation and supports improved working conditions and remuneration in all sectors of the industry. The Government also notes evidence in the report of some employers in the industry implementing incentives other than financial remuneration to attract and retain workers. The Committee's finding that remuneration and other aspects of working conditions are equally important in providing incentives to attract and retain workers in the industry, is welcome. This is why the Government promotes a strong

safety net, including for wages, and is committed to a workplace relations system which supports flexible working arrangements and the provision of parental leave.

The Government notes the recommendation of the Committee for employers to provide improved minimum working conditions. The Fair Work Act 2009 contains provisions to establish an improved safety net through the National Employment Standards (NES) and modern awards. The NES and modern awards will commence operation on 1 January 2010.

The Australian Industrial Relations Commission (the Commission) is currently undertaking the award modernisation process. Modern awards will provide a safety net of terms and conditions for employees, including those in the transport and logistics industry, and will provide an effective floor for collective bargaining. Modern awards will contain an individual flexibility clause and negotiated enterprise agreements will contain provision for individual flexibility arrangements. These provisions will allow an employer and an individual employee to tailor specific arrangements to their needs, but will still guarantee that an employee cannot be made worse off than their collectively negotiated conditions, or the terms of an applicable modern award.

The Government is also considering the October 2008 National Transport Commission Report – *Safe Payments, Addressing the Underlying Causes of Unsafe Practices in the Road Transport Industry*. The Government is advancing work on a response that examines the most effective means of dealing with this report's recommendations for employee and owner-drivers, through legislative and other reforms.

Currently, the Workplace Authority provides advice and support to employers and employees on the flexibilities for agreement making. The Workplace Ombudsman provides advice and assistance on workplace rights and responsibilities, seeks voluntary compliance, investigates complaints, conducts workplace audits and litigates breaches of workplace laws.

The Government's workplace relations reforms include a new agency – Fair Work Australia to oversee the new industrial relations system. Fair Work Australia will be accessible and will provide fast and effective assistance to employers, employees and their representatives.

The enforcement and education activities of the new workplace relations system will be performed by the Office of the Fair Work Ombudsman, which will provide practical information, advice and assistance on workplace issues, undertake inspection and enforcement activities to ensure compliance with workplace laws and promote harmonious and cooperative workplace relations. While the Office of the Fair Work Ombudsman will have separate governance arrangements, its day-to-day operations will be practically integrated with the functions of Fair Work Australia to ensure the seamless delivery of services to the public.

The Government has announced that Fair Work Australia and the Office of the Fair Work Ombudsman will commence on 1 July 2009.

The Government strongly encourages all sectors of the industry to utilise opportunities provided by the new workplace relations framework to promote a fair, balanced and productive environment. Through working cooperatively with employees in negotiating flexible arrangements, the significant workforce challenges currently facing the industry will be addressed.

#### **Recommendation 8**

The committee recommends that the three Commonwealth Government departments with portfolio responsibility for issues related to the transport and logistics industry workforce (the Department of Transport and Regional Services, the Department of Employment and Workplace Relations and the Department of Education, Science and Training) undertake a strategic policy

discussion, developing and implementing a process for better communication and collaborative action on these matters.

The committee recommends that the Department of Transport and Regional Services take a leadership role in convening, motivating and sustaining this discussion.

### Supported

Strong lines of communication exist between departments in the consideration of transport and logistics industry workforce issues. As necessary, the Department of Infrastructure, Transport, Regional Development and Local Government will convene future meetings of senior officers with the Department of Education, Employment and Workplace Relations to strengthen these processes. Ongoing consultation between departments and with industry, and across all levels of government will also continue through other structures such as the Transport and Logistics ISC and the Australian Transport Council.

Under the Skilling Australia for the Future policy, in addition to their original roles of developing and maintaining training packages in line with research and market intelligence, the ISCs are funded by the Australian Government to:

- provide integrated industry intelligence and advice to Skills Australia, government and enterprises on workforce development and skills needs;
- actively support the development, implementation and continuous improvement of high quality training and workforce development products and services including training packages;
- provide independent skills and training advice to enterprises, including matching identified training needs with appropriate training solutions; and
- work with enterprises, Employment Service Providers and training providers to ensure that individual and enterprise training needs are matched to appropriate training.

The Transport and Logistics ISC's Strategic and Operational Plans 2008-11 articulate how the ISC will work with individual industries to provide tailored skills and training, workforce planning assistance and advice. In undertaking these roles, the Transport and Logistics ISC will draw on widespread industry networks and active stakeholder engagement.

In May 2008, the Australian Transport Council of Ministers agreed there was need to improve industry collaboration, facilitation and coordination to identify and explore possible solutions to transport and logistics sector workforce planning and skills gaps. To this end, Ministers agreed to develop a Directional National Transport and Logistics Industry People Strategy - for consideration by Ministers in November 2009 - which will identify possible future actions and leadership responsibilities to address gaps. The strategy will be complemented by a national forum to support and improve industry and government collaboration in workforce planning and skills provision and identify gaps in addressing workforce issues which require progressing at a national level.

**Recommendation 9**

The committee recommends that the ALC continue development of the next five-year strategy for the national transport and logistics industry, but extend the overall scope of planning work to focus on the next ten and twenty years as well.

The committee further recommends that planning activities undertaken by the ALC should include representation from transport employee bodies and major transport users including mining companies.

The committee recommends that the ALC also give particular priority to addressing constraints on integrated use of different elements of the transport system, and identifies ways to achieve maximum operating capacity from current and planned infrastructure.

**Supported**

This recommendation reflects existing agreed arrangements.

Following the finalisation of the ALIS in February 2007, the ALC was asked to develop and steer the implementation of a new industry strategy. In February 2008 the ALC launched the new strategy titled *The National Strategy for the Transport and Logistics Freight Industry – Enhancing Australia’s Supply Chains 2008-15*.

In developing the new strategy the ALC wrote to key stakeholders in the transport and logistics industry to seek input and held a series of consultation workshops in all states and territories to capture industry views. The ALC also developed a number of future scenarios set around a long term planning framework to the year 2020.

## AUSTRALIAN GOVERNMENT CAREER ADVICE ACTIVITIES

The Australian Government funds a range of careers advice and development activities. A brief summary of a selected number of activities is provided below.

### The Job Guide

The Job Guide is a primary career resource for school students, parents and career practitioners. The Job Guide is distributed in March each year to all Year 10 students by the Department of Employment, Education and Workplace Relations. The Job Guide provides information on over 550 occupations, including more than 1000 job titles. The Job Guide provides entry level information about career opportunities in the transport and logistics sector.

In addition, Job Guide provides information on how to explore and plan for a career, how to look for work, education and training options, Australian Apprenticeships, and government services that support the transition of young people through school and from school to further education, training and employment.

### Scholarships for Career Advisers

The Scholarships for Career Advisers are awarded under the Career Advice Australia initiative which aims to improve the standard of career advice provided to young people as well as improve the standing of career advisers.

There are 27 Study Scholarships and 27 Industry Placement Scholarships available each year for school career advisers.

Recipients of a Study Scholarship are awarded \$5000 to study at postgraduate level to upgrade their qualifications as a Career Adviser. Industry Placement Scholarship recipients are awarded \$10 000 to undertake a short-term industry placement to enhance their skills or knowledge of workplaces, industry sectors and/or occupations.

Curriculum Corporation manages the Scholarships for Career Advisers Project for the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).

For more information visit: [www.dest.gov.au/careerscholarships](http://www.dest.gov.au/careerscholarships)

### myfuture

Australia's national career exploration and information service is myfuture. [www.myfuture.edu.au](http://www.myfuture.edu.au) is an initiative of the Australian Government and all state and territory governments. The website brings together a myriad of career information and resources to ensure they can be easily accessed by all Australians. It also has a personal career planning tool.

## **myfuture Student Video Competition**

The myfuture student video competition encourages students to make short, high quality and engaging videos about what it is like to work in a particular occupation. The winning videos are put on the myfuture website and give young people a better understanding about occupations.

## **Sponsorship of Career Expos and Career Development Conferences.**

The Australian Government provides financial support to career expos and conferences to assist in the provision of career information and to encourage community understanding of, and engagement in, career and transition issues.

Sponsorship of career expos and conferences provides the Department with opportunities to promote a range of Australian Government initiatives and resources relating to career education, including the Career Advice Australia initiative and services such as myfuture and the Job Guide.

**Transport-related occupations and qualifications currently attracting Productivity Places funding**

<b>Occupation</b>	<b>Qualification</b>
Supply and Distribution Manager	Diploma of Logistics
Civil Engineer (Rail Engineer)	Certificate III in Transport and Logistics (Rail Infrastructure)
	Certificate IV in Transport and Logistics (Rail Infrastructure)
Aircraft Pilot	Certificate IV in Aviation (Commercial Pilot Aeroplane Licence)
	Diploma of Aviation (Instrument Flight Operations)
Ship's Engineer	Diploma of Transport and Distribution (Marine Engineering – Engineer Watchkeeper)
	Diploma of Transport and Distribution (Coastal Marine Engineering – Engineer Class 3)
Railway Track Repair Mobile Plant Operator	Certificate III in Transport and Logistics (Rail Infrastructure)
	Certificate IV in Transport and Logistics (Rail Infrastructure)
Railway Signal Operator	Certificate III in Transport and Logistics (Rail Operations)
	Certificate IV in Transport and Logistics (Rail Operations)
Train Controller	Certificate III in Transport and Logistics (Rail Operations)
	Certificate IV in Transport and Logistics (Rail Operations)
Truck Drivers	Certificate II in Transport and Distribution (Road Transport)
	Certificate III in Transport and Distribution (Road Transport)
	Certificate II in Transport and Logistics (Road Transport)
	Certificate III in Transport and Logistics (Road Transport)
	Certificate IV in Transport and Logistics (Road Transport)
Bus and Tram Drivers	Certificate III in Transport and Distribution (Road Transport)

	Certificate III in Transport and Logistics (Road Transport)
Delivery Driver	Certificate II in Transport and Distribution (Road Transport)
	Certificate III in Transport and Distribution (Road Transport)
	Certificate II in Transport and Logistics (Road Transport)
	Certificate III in Transport and Logistics (Road Transport)
	Certificate IV in Transport and Logistics (Road Transport)
Train Driver	Certificate IV in Transport and Logistics (Rail Operations)
	Store person
	Certificate II in Transport and Distribution (Warehousing and Storage)
	Certificate III in Transport and Distribution (Warehousing and Storage)
	Certificate IV in Transport and Distribution (Warehousing and Storage)
Seafarer	Certificate II in Transport and Distribution (Maritime Operations)
	Certificate II in Transport and Distribution (Marine Engine Driving Grade 3)
	Certificate II in Transport and Distribution (Coastal Maritime Operations – Coxswain)
	Certificate III in Transport and Distribution (Maritime Operations)
	Certificate III in Transport and Distribution (Marine Engine Driving Grade 2)
	Certificate III in Transport and Logistics (Maritime Operations – Integrated Rating)
	Certificate III in Transport and Distribution (Coastal Maritime Operations – Master Class 5)
	Certificate IV in Transport and Distribution (Maritime Operations)
	Certificate IV in Transport and Distribution (Marine Engineering Driving Grade 1)
	Certificate IV in Transport and Distribution (Coastal Maritime Operations – Master Class 4)
	Diploma of Transport and Distribution (Maritime Operations)
	Diploma of Transport and Distribution (Maritime Operations – Deck Watchkeeper)
	Diploma of Transportation and Distribution (Coastal Maritime Operations – Master Class 3)



Freight and Furniture Handlers	Certificate II in Transport and Distribution (Road Transport)
	Certificate III in Transport and Distribution (Road Transport)
	Certificate II in Transport and Logistics (Road Transport)
	Certificate III in Transport and Logistics (Road Transport)

Freight and Commerce Handbooks	
(Road Transport)	(Evaluate II in Transport and Distribution)
(Road Transport)	(Evaluate III in Transport and Distribution)
(Road Transport)	(Evaluate II in Transport and Logistics)
(Road Transport)	(Evaluate III in Transport and Logistics)
(Road Transport)	(Evaluate III in Transport and Logistics)