

LOGISTICS, TRANSPORTATION & STORAGE SKILLS SUMMIT

20TH JUNE | 9AM-12:15PM

With support from



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Hampshire
Chamber of
Commerce



Surrey
Chambers of
Commerce
The Ultimate Business Network



**Funded by
UK Government**

<https://www.surrey-chambers.co.uk/future-skills-hub/>

Agenda

9.30	Welcome	Michelle Perkins , East Surrey College Jamie Mackay , Surrey Chambers of Commerce
10.00	Logistic, Transportation & Storage: National and local insights	Francesca Caramelle-Ngoma and Krithika Ramesh , Connected Places Catapult Jamie Mackay , Surrey Chambers of Commerce
10.20	Discussion topic 1: How do we attract and retain skilled staff to Logistics?	Richard Brooks , East Surrey College
10.40	Discussion topic 2: How do we widen our pool of talent, inclusively?	Jamie Mackay , Surrey Chambers of Commerce Debbie Reeds , Surrey Choices
11.00	Refreshment break	
11.15	Discussion topic 3: Why should we look to upskill our existing workforce?	Ben Snellock , Nescot
11.35	Discussion topic 4: How can we make logistics more sustainable and what are the challenges?	Nick Allen , Low Carbon Impact
11.55	Feedback and next steps	Jamie Mackay , Surrey Chambers of Commerce
12.00pm	Close	

Welcome

Michelle Perkins | Head of Marketing
East Surrey College

Jamie Mackay | LSIP Project Manager
Hampshire County Council

FREIGHT INNOVATION FUND

Surrey and Hampshire Logistic Skills Summit

20th June 2024

Francesca Caramelle-Ngoma, Innovation Cluster Programme Manager

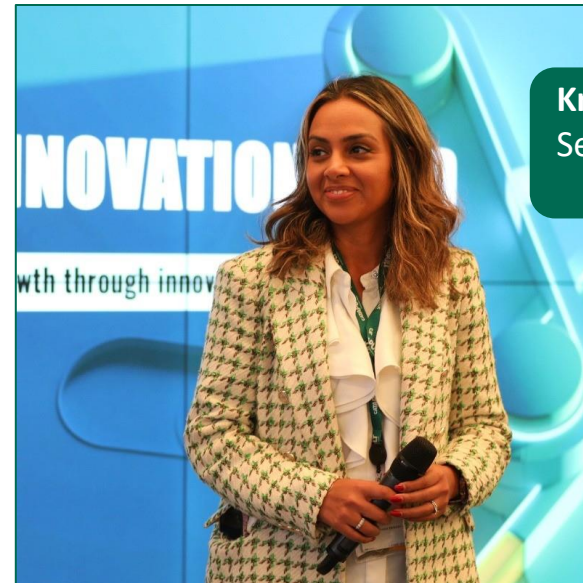
Francesca.Caramelle@cp.catapult.org.uk

Key elements:

1. Connected Places Catapult
2. Future of Freight Plan (FOF)
3. Freight Innovation Fund & Freight Innovation Cluster
4. How to get involved



Francesca Caramelle-Ngoma
Innovation Cluster Programme
Manager

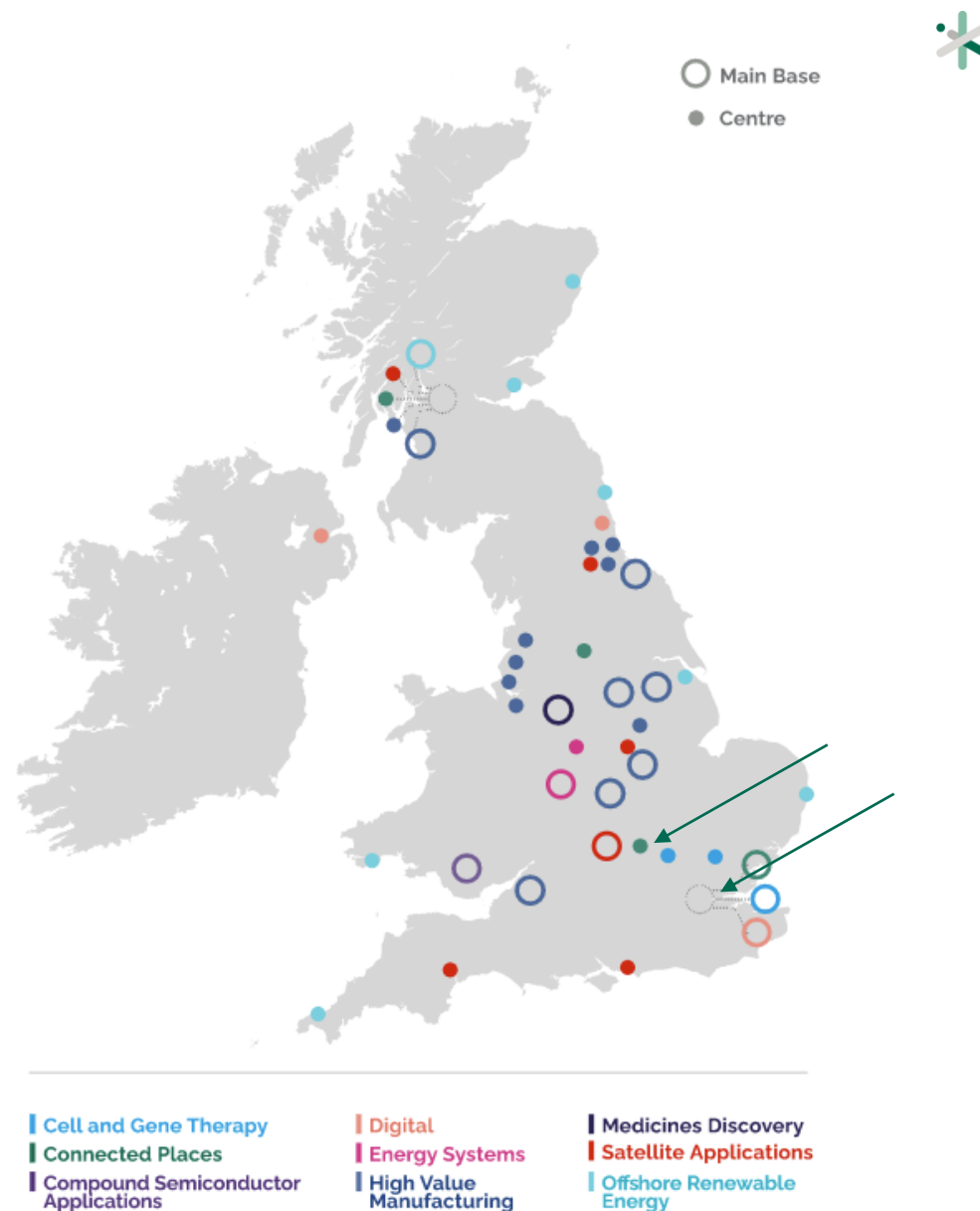


Krithika Ramesh
Senior project manager

CONNECTED PLACES CATAPULT

The **Catapult Network** brings together nine leading technology and innovation centres spanning over 40 locations across the UK. We are independent not-for-profit private organisations transforming the UK's capability for innovation in sectors of strength.

The **Connected Places Catapult** is one of the nine centres, leading in fields such as Mobility, Built Environment, Critical Infrastructure, Health & Wellbeing, Public Places and Decision Making.



FREIGHT AND LOGISTICS: THE NATIONAL LANDSCAPE



The F&L sector contributes £127bn to UK economy yearly, through more than 200,000 enterprises

£1.6bn tonnes worth of goods are moved yearly across the UK

The F&L sector supports £400+ bn in manufacturing sales yearly

The F&L sectors in the UK has driven an increase in employment by over 26% since 2014

The F&L sectors in the UK constitutes a **RESILIENCE** mechanism:



The sector enables UK prosperity, health, wellbeing and security by maintaining the smooth flow of goods into, out of, and across the country.

There is insufficient awareness among the sector of innovative solutions coming to market, alongside limited awareness of the sector's needs amongst innovators.

There is also an incomplete understanding amongst industry and government of the ability of viable technologies to meet real-world freight problems.

FUTURE OF FREIGHT PLAN (FOF)



A freight and logistics sector that is cost-efficient, reliable resilient, environmentally sustainable and valued by society.



Cost efficient

Supporting the sector to deliver globally competitive costs and support the broader UK economy with access to low-cost goods transport.



Reliable

Facilitating the sector delivering consistently good performance for its customers, providing reliable access to the goods that businesses and consumers need.



Resilient

Bolstering the freight network's capacity to anticipate absorb, resist or avoid disruption and recover when disruption does occur. Maintaining the smooth flow of goods throughout.



Environmentally sustainable

Achieving a net zero freight and logistics sector by 2050, whilst supporting broader environmental objectives of air quality and noise reduction.



Valued by society

Ensuring freight is valued by the public and decision makers across sectors reflecting its critical importance to the wider economy, and the lives of everyone in the UK.

SETTING THE SCENE



- Misconceptions around industry and its requirements.
- Labour shortages in key roles in logistics, specifically the HGV driver shortage.
- Logistics firms cite the main barriers to recruitment as a lack of job-specific skills, lack of work experience schemes, as well as acknowledging that low wages contribute to recruitment issues.
- For direct freight operators, **less than 1% of HGV drivers are women, and whilst women only amount for 4.2% of rail drivers in the UK, they are an even smaller slither of freight rail drivers at 1.4% .**
- In all UK transport companies with over 250 employees (SMEs), **there is a pay gap of 10.4% and 75% of women surveyed believed it was easier for men to progress in their career compared to women.**
- 2016 House of Lords paper found that **only 3% of the haulage workforce were from black and minority ethnic backgrounds**

Strategic goal:

Industry, with government support, will lead on ensuring the freight and logistics sector will be seen as an industry of choice for a diverse group of talented and skilled people at all stages of their career and will have the people and skills that it needs to thrive.



Preparing
for future
skills



Improving
training and
employment



Promoting
careers in
transport



Boosting
diversity,
inclusion,
and social
mobility



Building
evidence
and
evaluating
progress

Cross-cutting themes

- Developing the transport workforce and a pipeline of talent to meet the net zero challenge.
- Supporting growing and levelling up the economy by supporting local labour markets across the country.
- Enhancing the transport sector's global competitiveness.
- Building a diverse and highly skilled transport sector.



Preparing for future skills



Improving training and employment



Promoting careers in transport



Boosting diversity, inclusion, and social mobility



Building evidence and evaluating progress



Challenge:

To drive a shared understanding of future skills needed across the sector and identify actions to ensure skills and employment programmes can meet those needs.

Challenge:

To map routes into training and employment in the transport sector, identify barriers and opportunities to overcome them, and to identify and share best practice.

Challenge:

To understand current perceptions of the industry, and create a programme of comms and engagement to promote careers across transport.

Challenge:

To understand the drivers of the lack of diversity across the transport sector. To identify barriers to D&I & social mobility, and look for opportunities to overcome them.

Challenge:

To improve the evidence base across the other pillars and wider labour market and skills issues, and measure and evaluate progress.



We will succeed when:

- There is evidence of a change in perception of the sector – through the Generation Logistics campaign we want to increase awareness by 25%, and positive sentiment by 40% in the first 12 months
- Industry see a reduction in the time it takes to fill vacancies.
- Industry delivers an improvement in diversity in relation to age, gender, and ethnicity within the sector.
- Industry delivers improved facilities and working conditions for HGV drivers.

Through the

Generation Logistics campaign

we want to

increase awareness

by 25%



**The Chartered
Institute of Logistics
and Transport**



FREIGHT INNOVATION FUND PROGRAMME

The Freight Innovation Fund is a multi-faceted programme funded by the DfT which will focus on accelerating the adoption of **multi-modal, commercially ready solutions** into the sector.

In alignment with the FOF, the DfT has dedicated £7m to the programme to support SMEs and fund trials through the Accelerator Programme and Freight Innovation Cluster.

- The **cluster programme** will run throughout the programme continuously
- The **accelerator programme** will identify and fund up to 30 SMEs over 3 cohorts until March 2025.



THE FREIGHT INNOVATION CLUSTER



1

Ecosystem development

To bring together stakeholders from across the freight and logistics industry. The cluster is accessible, diverse and inclusive; it welcomes a breadth of organisations, spanning from academia, to start-ups, SMEs, and larger corporates

2

Equality, Diversity, Inclusion in freight

To drive Equality, Diversity and Inclusion into the sector, breaking biases and stigma, and igniting a mind shift (Gender, Disability, Age, Ethnicity)

3

Access to investment and commercialisation

To help organisations within the industry take advantage of the breadth of funding available and understand public and private investment, supported by investment preparedness training.

4

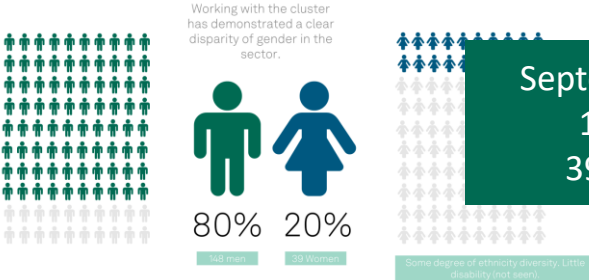
Upskilling and knowledge sharing

To offer organisations an opportunity to provide feedback and insights, contributing to the shaping and development of the challenges driving future accelerators within the programme.

EQUALITY, DIVERSITY, INCLUSION IN FREIGHT INNOVATION

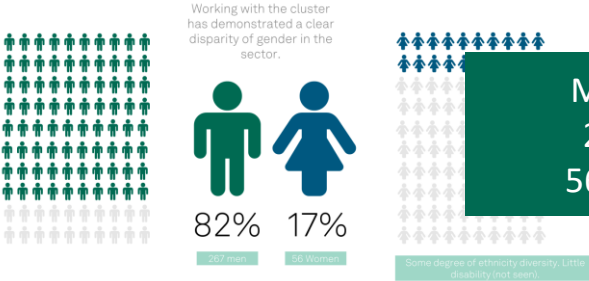
Cluster Make Up Gender diversity

DEMOGRAPHICS IN THE CLUSTER



September 2023
148 men
39 women

DEMOGRAPHICS IN THE CLUSTER



May 2024
267 men
56 women

Engagement Gender diversity

Industry Day – Freight Matters
July 2024

12 Women
35 Men

Freight Innovation Cluster’s 1-Year Celebratory Event
May 2024

94 men
32 women

The metrics continue to be discouraging, demonstrating high gender disproportion. Nevertheless, more female stakeholders have been reached successfully through the cluster activities.

A JOINT EFFORT TOWARDS GROWING EDI AWARENESS IN THE SECTOR



We have been working with partner organisations – also cluster members – to deliver a set of initiatives intended to encourage equality, diversity and inclusion in the sector.

- **ITS UK:** Women in ITS UK
- **AECOM:** ITS UK Freight Group
- **THE CHARTERED INSTITUTE OF LOGISTICS:** Engagement with Generation Logistics UK
- **Women in Transport Index**
- **Men for Inclusion:** EDI workshop
- **Freeport East and Clacton Coastal Academy:** Industry Day and Hackathon Challenge (Y10-11)
- **Hampshire County Council:** Logistics, Transportation and Storage Skills Summit
- **Brunel University:** Women in supply chain research and focus group
- **Unseen UK:** Slavery in freight and logistics

INDUSTRY DAY AND HACKATHON CHALLENGE: FREEPORT EAST CLACTON EVENT INSPIRES YOUNG PEOPLE ABOUT OPPORTUNITIES IN FREIGHT & LOGISTICS



When: February 2024

Where: Clacton Coastal Academy, Clacton on Sea, Essex

Objective: to showcase the wide range of careers within the freight and logistics sector, dispel misconceptions, and inspire young people to consider exciting career opportunities.

Drive: There are estimated to be thousands of freight and logistics jobs in the Tendring and North Essex area working with some of the UK's largest companies, as well as some of the smallest and innovative. Connected Places Catapult, along with Freeport East, and in alignment with UK Government's Levelling Up Agenda, is keen to ensure local young people are aware of the diversity of opportunities, especially given new developments already underway in the area.

Structure of the event:

- **Industry Day:** the session demonstrated the transferability of skills in freight and logistics, as well as presenting existing employment opportunities, which pupils can aspire to. Local suppliers and freight forwarders were invited to contribute to the discussion.
- **Hackathon challenge:** Y10-11 Pupils worked with local entrepreneurs and stakeholders developed hypothetical solutions fit for the freight market, in exchange for free mentoring and coaching.
- The event was supported by Generation Logistics UK and Essex County Council.

"The event was a fantastic opportunity to bridge the gap between the industry's leading professionals and the bright minds of tomorrow, culminating in a 'hackathon' to put students' newly gained knowledge of the sector and creative problem solving to the test."

Laura Leatherby, Clacton Coastal Academy



HOW TO GET INVOLVED



JOIN THE FREIGHT INNOVATION CLUSTER

A leading initiative in the Department for Transport's Freight Innovation Fund programme, brought to you by Connected Places Catapult

JOIN THE CLUSTER →

Click on the image

THANK YOU

Francesca Caramelle-Ngoma

Francesca.Caramelle@cp.catapult.org.uk

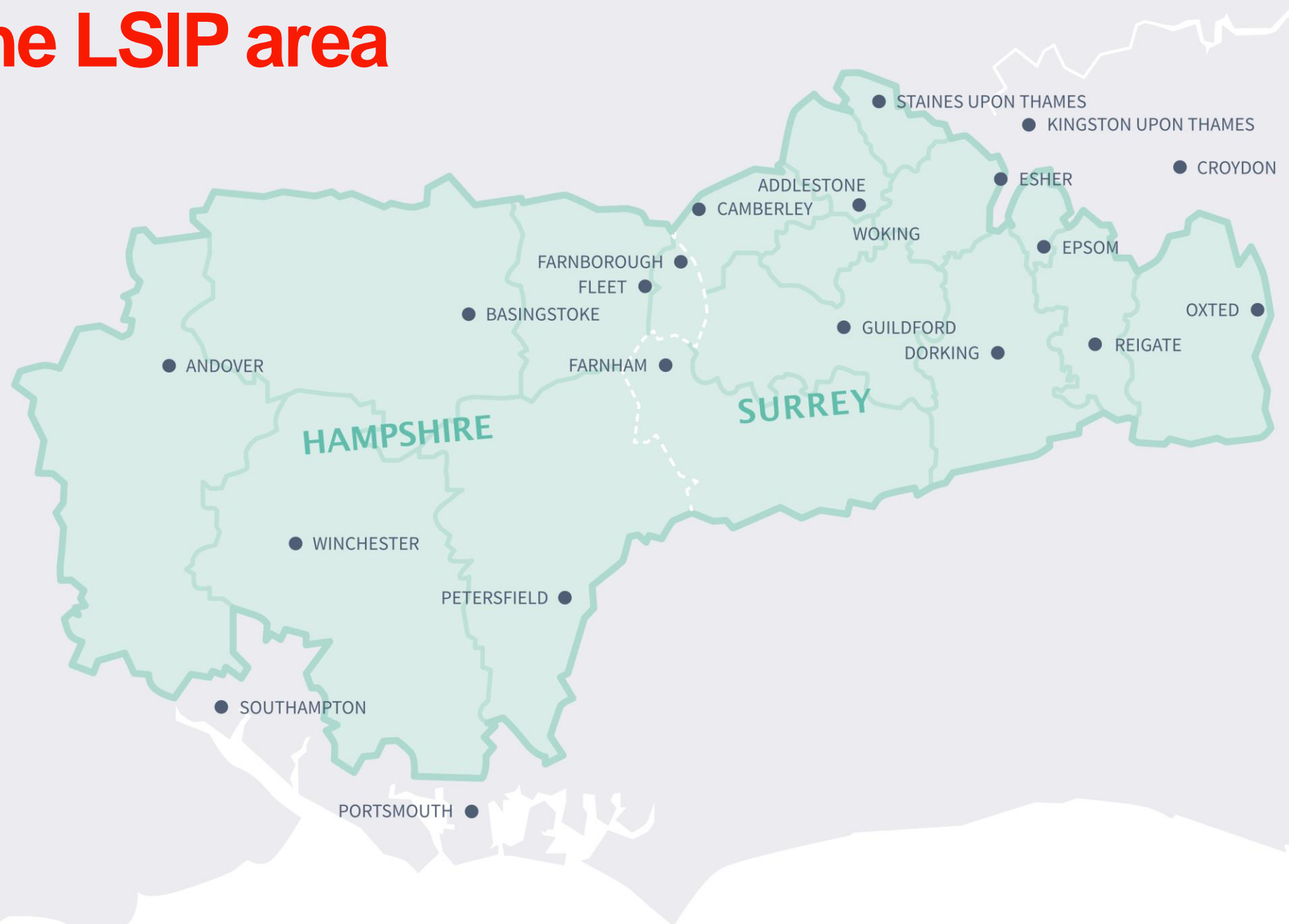
Krithika Ramesh

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Some local insights

Jamie Mackay | LSIP Project Manager
Hampshire County Council

The LSIP area



The LSIP area | Strengths

- Vibrant economy of around £80bn and a major contributor to the Exchequer
- Highly productive with strong concentration of high-value jobs
- A highly qualified workforce
- High employment and low unemployment
- Strong tradition of young people continuing into education & training
- Collaboration: **Business, Providers & Local Government**

The LSIP area | Strengths














- **1,500+ businesses engaged**
 - Individual businesses
 - Business networks
- **Education & training sector**
 - Schools and colleges
 - Universities and other providers
- **Local government**
 - County councils
 - Districts and Boroughs
 - DWP / Job Centre Plus



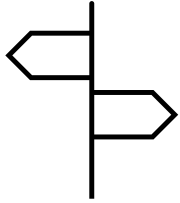
The LSIP area | Challenges

- A tight labour market
- Talent competition with London and other, high-wage urban areas
- High cost of living
- Demographics of the regional workforce
- Recruitment challenges faced by colleges and training providers

A focus on Sectors and Skills

Key sectors for the LSIP			
	Advanced manufacturing & engineering		Hospitality & tourism
	Aerospace, space & satellite		IT
	Construction		Land based (incl. Animal Health and welfare)
	Creative		Professional services
	Health & Social care		Green economy
Cross-cutting skills for the LSIP			
	Employability skills		Professional skills
			Digital skills

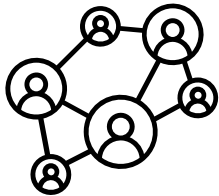
LSIP Priorities for action | *A responsive, local education and skills system*



IMPROVE INFORMATION, ADVICE AND GUIDANCE



FACILITATE RESPONSIVE AND INCLUSIVE CURRICULA



COORDINATE NETWORKS AND COLLABORATION



BUILD DYNAMIC RELATIONSHIPS BETWEEN BUSINESSES AND PROVIDERS

Jobs and careers information for WAREHOUSE OPERATIVES



In 2023 there were
just over 14,200
jobs for
Warehouse operatives
in the Enterprise M3
(including all of Surrey) region

4,185
jobs recruited
for in
the region

1,025
companies
looking to recruit
in the region

£25,000
median
advertised salary
in the sector



WHERE ARE THE JOBS?

Most typical job titles

LABORER/WAREHOUSE WORKER

Top 5 recruiting businesses

AMAZON

HOWDENS

CO-OPERATIVE GROUP

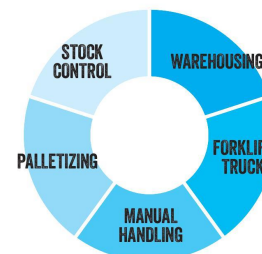
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CITY PLUMBING

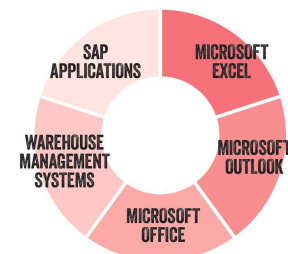
Top common skills



Top specialised skills



Top digital skills



Source: Lightcast, Job postings data 2024.

Note: The pie charts are used for listing purposes only. The relative size of individual slices does not represent the weight of a given skill. In most cases, other skills are required beyond the top 5 listed in the factsheet.

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Funded by

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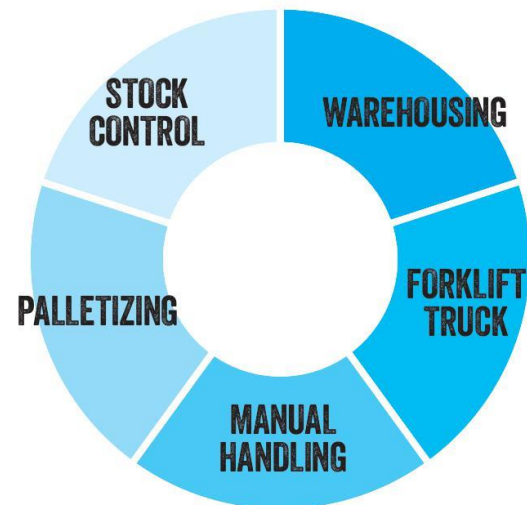
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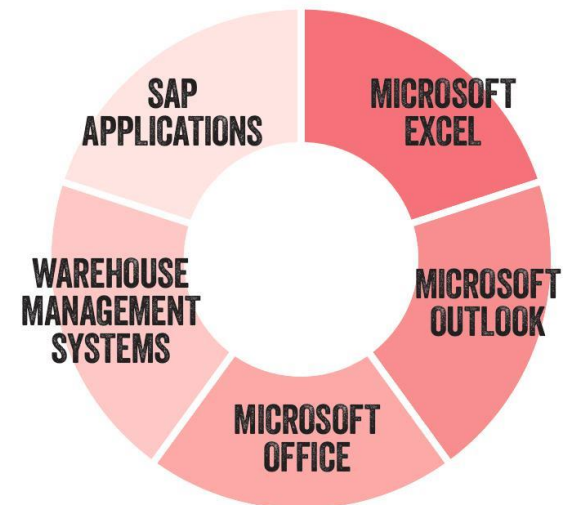
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Richard Brooks | Business Development Manager
East Surrey College

Discussion topic 2: *How do we widen our pool of talent, inclusively?*

Debbie Reeds | Employer Engagement Lead
Surrey Choices

Jamie Mackay | LSIP Project Manager
Hampshire County Council

Refreshment Break...

Discussion topic 3: *Why should we look to upskill our existing workforce?*

Ben Snellock | Project Manager & Interim Distance Learning Manager
Nescot

Discussion topic 4: *How can we make logistics more sustainable and what are the challenges?*

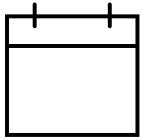
Nick Allen | Co-Founder & CEO

Low Carbon Impact

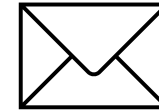
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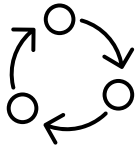
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Attend our **Events**



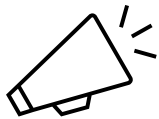
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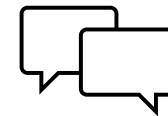
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