



An Roinn Iompair
Department of Transport

Recommendations of the Logistics and Supply Chain Skills Group to help alleviate the current HGV driver shortage



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The Minister of State for Transport, Hildegard Naughton T.D., asked the Logistics and Supply Chain Skills Group to examine the Heavy Goods Vehicle (HGV) driver shortage and to make recommendations, with specific regard to actions that can be taken by Government and the industry. These recommendations are aimed at ameliorating the supply issue, without undermining the working conditions and health and safety of drivers or other road users.

Short-term

EDUCATION AND TRAINING

Promote HGV driving in secondary schools, highlight the diversity of roles and opportunities that exist in the transport and logistics sector – further engagement with guidance counsellors and development of information resources.

Map career progression opportunities so that career paths and promotional opportunities are clear for individuals entering the industry.

The education and training providers to enhance awareness of upskilling opportunities.

The education and training providers to consider increasing HGV driver training and retraining capacity and throughput to help meet increased demand.

Together with employers, the education and training providers to review the financial supports available to trainee HGV drivers, to ensure the cost of training and qualifications is affordable.

Continue to develop and promote educational programmes relevant to HGV driving, e.g., traineeships and apprenticeships.

Logistics and Supply Chain Skills Group to agree on an annual basis a list of topics of interest for research studies that could be advanced by educational institutions that have logistics and supply chain courses.

RECRUITMENT

Improve awareness among employers and employer representatives regarding the jobsireland.ie service and the possibilities to work with the Department of Social Protection's Employer Relations team for recruitment supports.

Request INTREO to deliver EURES recruitment events in target EU/EEA countries during 2022, highlighting opportunities in the freight, transport & logistics sector in Ireland.

ROAD SAFETY

Request the RSA to publish and publicise a plain English guide on 'How to become a HGV driver in Ireland' outlining the various stages involved and the qualifications and documentation required for a commercial HGV driver in Ireland (driver licence, certificate of professional competence, digital tachograph card).

RSA to draft and formulate a National Safe Work-Related Road Safety (WRRS) Code of Practice.

RSA to establish a commercial vehicle operator advisory panel to review and make recommendations on enforcement and compliance issues.

RSA to promote the use of road traffic safety management systems and standards (for example ISO 39001) to assist employers integrate work related road safety as a core business objective.

RSA to improve the accessibility of Driver CPC periodic training through the option of e-learning to provide blended learning for certain parts of the current Driver CPC Curriculum.

EMPLOYMENT ISSUES

Remove quota for employment permits for non-EEA HGV drivers to work in Ireland – achieved as of 28 October 2021.

RSA to progress HGV driving licence exchange agreements with non-EEA countries where satisfactory compatibility of driving standards can be established.

Request the RSA to plan for the upskilling of additional suitable driver testers for HGV testing on a demand/needs basis.

WORKING CONDITIONS

Engage with Transport Infrastructure Ireland in relation to ongoing developments regarding road freight data, service areas, infrastructure, safe and secure rest areas, truck parking spaces and facilities, to emphasise the importance of working conditions and facilities for HGV drivers on the motorway network.

Engage with the inter Departmental Cost of Insurance Working Group in relation to the high cost of insurance for young HGV drivers.

Continue consideration of driver wellbeing and lifestyle issues with a view to further actions.

Medium- to long-term

Complete the 10 Year Haulage Strategy, including a section on labour market and skills issues.

Deliver communications initiatives in respect of the 10 Year Haulage Strategy.

COLLABORATIVE ACTION POINTS FOR THE WIDER STAKEHOLDERS GROUP

Develop a campaign promoting the profession of driving to highlight the benefits, skills, and employment prospects and to create awareness of the many different types of driving roles and career opportunities. Within this, consider how to attract young people and women in particular.

Consider taking measures to

- help retain existing HGV drivers.
- help transition existing employees in the sector to HGV driving roles.
- attract back previously qualified HGV drivers who are not currently driving for a career.

Develop cooperation with other stakeholders in the logistics and supply chain sector and improve the behaviour towards HGV drivers in the course of their work, in particular around delivery and collection points and customs border control points (BCPs).

