



Society of Operations Engineers

Developing a Transport Workforce for the Future

Emma Thompson,

Designate Executive Director

Society of Operations Engineers

About the Society of Operations Engineers (SOE)

Safety and standards across operations engineering

A united organisation of engineering disciplines that is the preferred professional body and recognised authority for those engaged in engineering operations, in particular road transport, plant, engineer surveying and environmental engineering.

BES

IRTE

IPlantE

Environmental



soe

Society of Operations Engineers



Society of Operations Engineers

Attracting and retaining talent

How to navigate the road ahead

Current industry challenges - a closer look



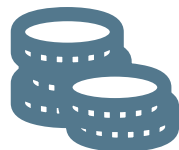
Lack of skilled technicians - For example, IMI's latest report shows a shortfall of 6,000 advanced driver assistance systems (ADAS) certified technicians in the UK in 2023 alone ([IMI Report](#))



Shortfall of qualified drivers - The Europe Truck Driver Shortage Report indicated a shortfall of over 233,000 drivers. By 2028, this is expected to rise to over 745,000 as active drivers retire. ([International Road Transport Union \(IRU\)](#))



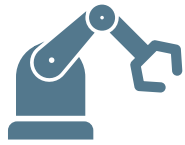
Diversity challenges – Women make up 56.1% of the workforce of all other occupations but just 15.7% in the engineering and technology workforce ([EngineeringUK](#))



Cost of living crisis among the youth and the disadvantaged - For unemployed young people, around five per cent reported they have turned down a job because they can't afford the costs to start – be it rent, transport or uniform ([The Prince's Trust Natwest Youth Index 2024](#))



Current industry challenges - a closer look



Pace of development – Embedding Generative AI, Machine Learning and Predictive Analytics into their growth strategy to accelerate scaling (fleetpoint.org)



Skills for the future – Preparing for and navigating the road ahead with net zero, autonomous vehicles and digitisation. A recent [Autotech Recruit](#) survey shows sourcing hybrid/EV trained technicians is challenging.



Training challenges - Apprentices leaving due to career change, training not being as good as hoped or being badly run and apprentices having difficulty achieving maths or english requirements. ([Enginuity & The Engineer](#))



Funding issues - Low training budgets and lack of flexibility with apprenticeship levy funds to be rerouted to upskilling and reskilling ([New Statesman](#))



Developing tomorrow's workforce

Attracting new talent to the sector - what we're seeing in the industry

- ✓ Lowering barriers to entry into apprenticeship schemes – e.g. Skills based hiring and dropping college degree requirements
- ✓ Broadening the talent pool - Encouraging more diversity and meet talent needs
- ✓ Increased partnerships with universities and colleges, and organisations like Institute for Apprenticeships and Technical Education
- ✓ Ongoing support from the government and local authorities through awareness campaigns and skills-led initiatives



MAN's workshop technician scheme

Tackling the lack of qualified heavy commercial technicians

- Bespoke three-year programme run by Poppy Wolfarth
- Partnership with Remit Training on:
 - reaching out to schools regularly,
 - pre-screening those who have expressed an interest in MAN
 - passing suitable candidates over to MAN for a face-to-face interview.
- Lower barrier to entry to the apprenticeship programme
- Each apprentice is allocated a trained mentor
- Working with employers to develop, approve, review and revise apprenticeships and technical qualifications



Driving industry accessibility

"Any apprentice who's given the correct guidance and support becomes an invaluable part of the team and positively contributes to the day-to-day operation."

Lowering the barriers to entry and making the industry more accessible for those with the drive.

TIP Academy's trainer George Haywood (pictured) looks for these qualities in a new apprentice:

- A base in STEM
- A passion for tinkering
- A drive to succeed, and
- A great attitude, determination and enthusiasm

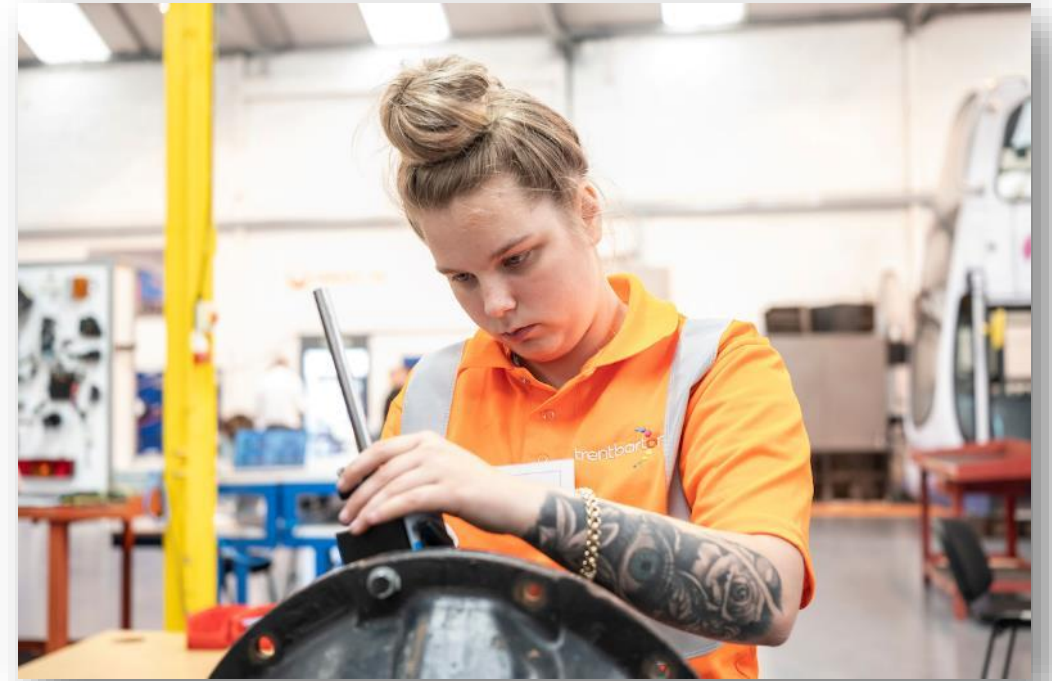


[Source: SOE](#)

Tackling gender disparity

Transport Skills Academy (TSA)

- Women representing 39.7% of all staff, 36.4% of the senior leadership team
- Mentoring
- Industry events
- Policy work
- Challenging gender stereotypes
- Working with partner organisations



Industry-wide campaigns

To change the perception and widen the talent pool

Engineers 2030

Aims to tackle a longstanding shortage of adequately trained engineers and technicians in the UK and beyond, envisioning skills tailored for a world where both people and the planet can thrive.

Ban the Box

Campaign by Unlock to increase opportunities for people with convictions, is part of their fair access to employment projects and aims to encourage 'fair chance recruitment' practices by UK employers.

Generation Logistics

Aimed to find and engage the next generation of logistics talent – from entry-level pathways to graduate programmes.

WorkFit

An employment programme by Down's Syndrome Association to bring together employers and job-seekers who have Down's syndrome.

Building an engaged workforce

...and retaining them for the long term.

What matters to your workforce?

- Smooth onboarding and a support plan
- Career guidance
- Training
- Continuous feedback
- Recognition
- Growth opportunities
- Rewards
- Company culture and DEI efforts
- A bigger purpose



GXO's story

How they attract and retain their talent

- Raising awareness about career in logistics (what's beyond driving and warehouse jobs)
- Working with schools and universities to engage potential talent
- Sponsor of Generation Logistics campaign since 2022
- Aiming for a 50/50 gender split across apprenticeship and graduate programmes
- Aims to fill one in two roles internally offering growth opportunities for existing staff
- DEI programme includes scheme that supports veterans, a disability employment initiative and a programme hiring ex-offenders.



"It's important to ensure we place individuals with success in mind, and a wrap-around support network is critical"

Mark Simmons, senior vice president of HR at GXO Logistics UK and Ireland

Other examples

SCALA



Proud to now be
Employee-Owned

SCALA shifts to employee ownership to drive collaboration and sustainable growth

Leadership

Why L&D is such a big part of success in the logistics industry: Sunjoy Dhaawan of DHL Express India

Changes in the world emerging unfamiliar c employees must be g

Technology is playing a key role in driver retention

Exploring a variety of technologies that can be used to recruit and retain drivers.

By **Seth Skydel**

Published: Jan 15, 2024



There's some good news on the driver shortage front. According to the American Trucking Associations, the shortfall in the driver ranks has dropped to 60,000 or less. That's down for the second year in a row from 78,000 in 2022, and from more than 81,000 two years ago.

cardinal global logistics

Services About Knowledge Careers Contact UK Quick Quote Leda Login

Cardinal becomes the world's biggest employee-owned logistics firm

Best Workplace 2024

DHL Express - #3 in Best Workplaces 2024 list

World's leading international express provider with 4,605 UK-based employees.

Committed to:

- Creating a supportive and inclusive environment
- Focuses on their people
- Prioritising their well-being
- Career development
- Recognition of exceptional employees

Source: [greatplacetowork.co.uk](https://www.greatplacetowork.co.uk)

86% of employees at DHL Express say it is a great place to work

95% of people here are treated fairly regardless of their sexual orientation.

93% said they are made to feel welcome upon joining the company

93% of people here are treated fairly regardless of their race

91% said they're given the resources and equipment to do their job.



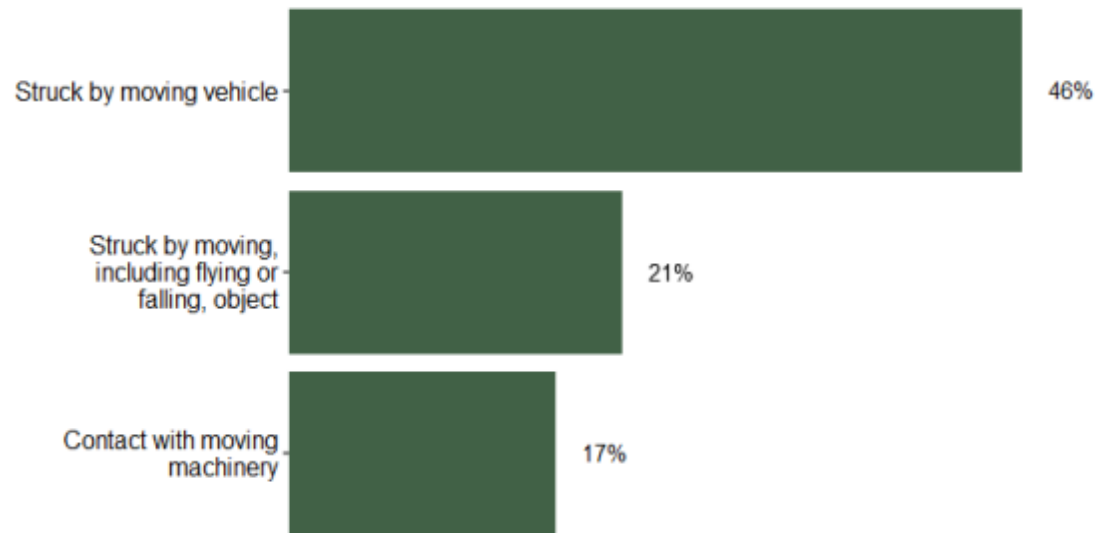
Society of Operations Engineers

Workshop Standards

Following best practice

Fatal injuries in Waste

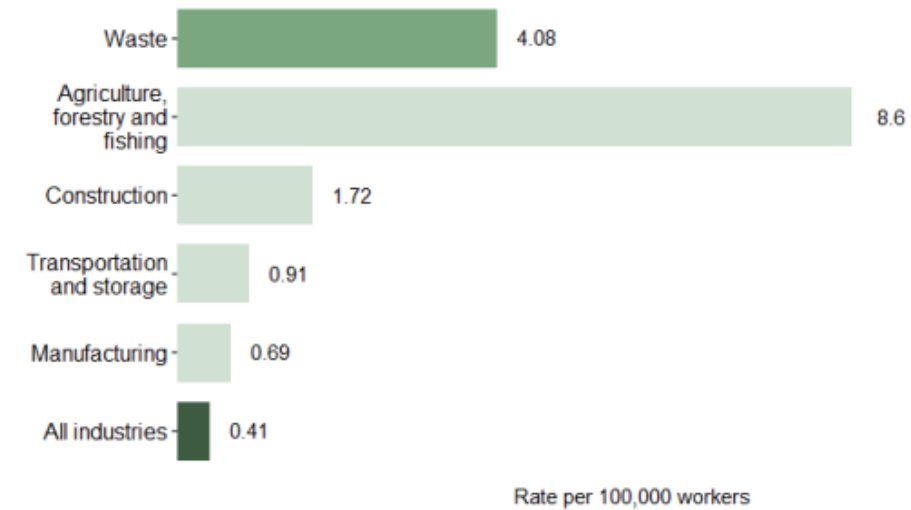
Percentage of fatal injuries by accident kind in Waste



6 fatal injuries to workers in 2022/23p. This is in comparison with the annual average of 5 fatalities over the five-year period 2018/19-2022/23p

[Source: HSE report featuring RIDDOR study](#)

Rate of work-related fatal injuries in Waste compared with other selected industries, per 100,000 workers



Source: RIDDOR, average over 2018/19-2022/23p

According to the HSE report, the fatal injury rate in Waste in 4.08 per 100,000 workers, which is around **10 times the 'all industry' rate.**

Wheel Chocks Guide - an example

A best practice guide from IRTE

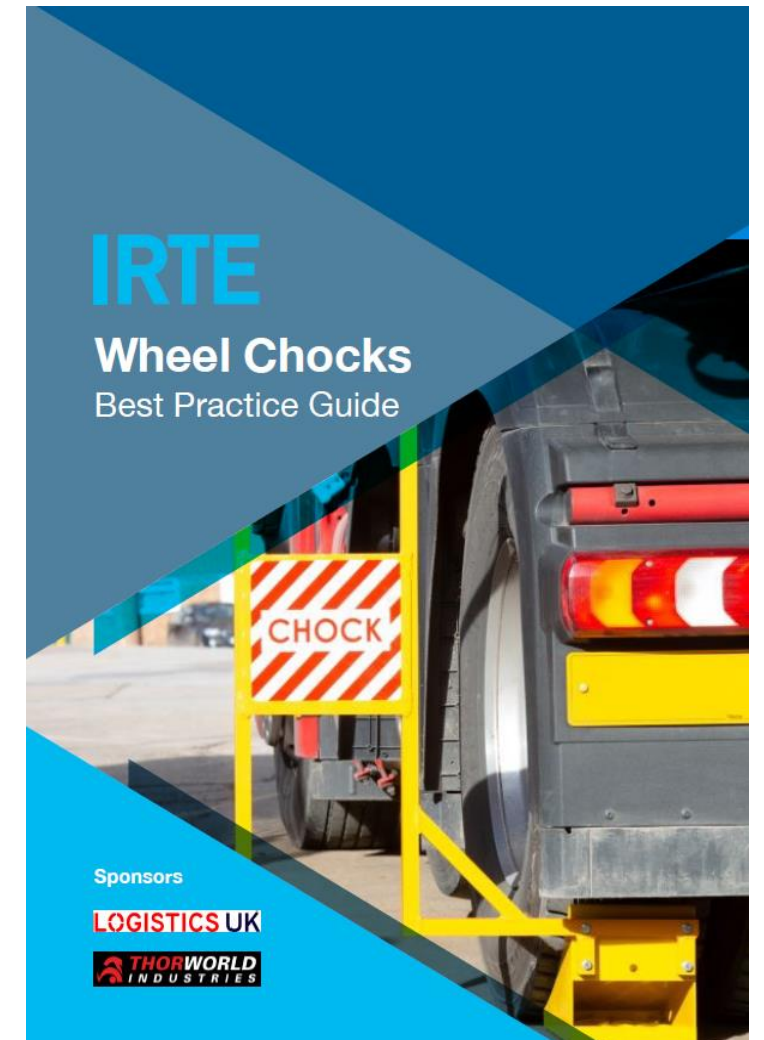
IRTE has collaborated with Logistics UK and a diverse working group of experts from across our industry to produce this technical guidance document.

Contributors include operators, equipment suppliers and representative bodies, as well as DVSA and HSE.

The aim has been to produce a simple but effective wheel chock guidance document that ensures safety at work for those involved in the inspection, maintenance or repair of commercial vehicles, buses or coaches. We cannot overemphasise the risks associated with these activities or the critical safety role that wheel chocks play.

Download it at soe.org.uk

Drop me a note to get involved in the production of our upcoming technical guides.



Workshop Standards

IRTE Workshop Accreditation Scheme

The IRTE Workshop Accreditation scheme makes sure your **independant workshops operate with high standards, health and safety awareness, and regulatory compliance** to operators and manufacturers. That way, you get a competitive advantage that will be acknowledged in your industry.

Choosing an IRTE accredited maintenance supplier allows operators to **subcontract with confidence**, and can help **safeguard an operator's licence** by maintaining a high Operator Compliance Risk Score (OCRS).

IRTE Workshop Accreditation is suitable for small or large passenger carrying and commercial vehicle workshops as well as light vehicle maintenance providers. It's valid for three years, and can be renewed once this period is up.

Learn more about Workshop Accreditation at irteworkshop.org.uk

IRTE Accredited
workshop
the industry standard



Society of Operations Engineers

Professional Standards

Pathways to Progress

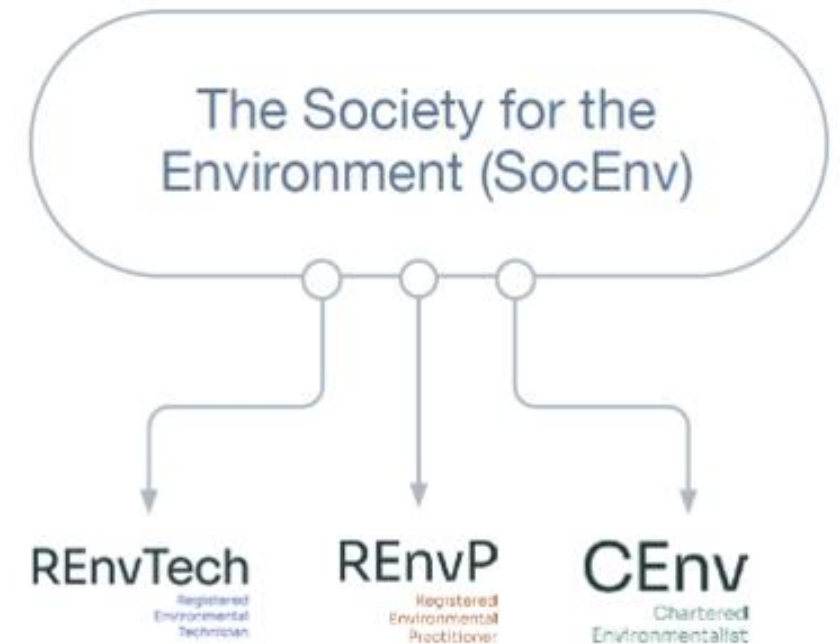
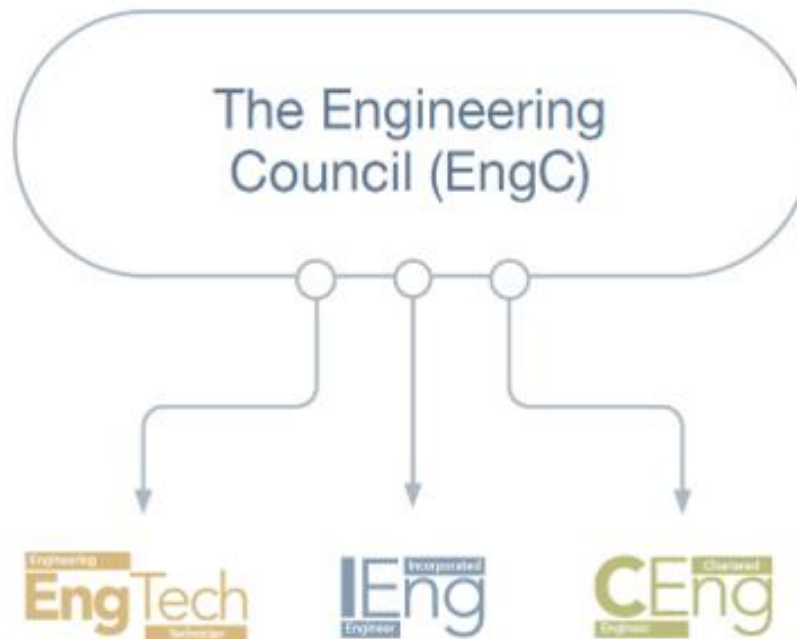
Professional Standards in Engineering

Professional Registration

Professional Registration is an internationally recognised means of demonstrating your professionalism and competency.

Professional Registration for engineers is awarded by the Engineering Council (EngC) and the Society for the Environment (SocEnv).

SOE is licensed by both Engineering Council and Society for the Environment.



Routes to Professional Registration

With or without formal education (for IEng and CEng)



Academic Route

The most common route to professional registration is academic. The academic qualifications you have will map onto different levels of professional registration.



Experiential Route

For those with a broad range of experience and responsibility in an engineering role, this route takes professional experience into account, and the report asks for evidence of knowledge and understanding against set learning outcomes.



Technical Report Route

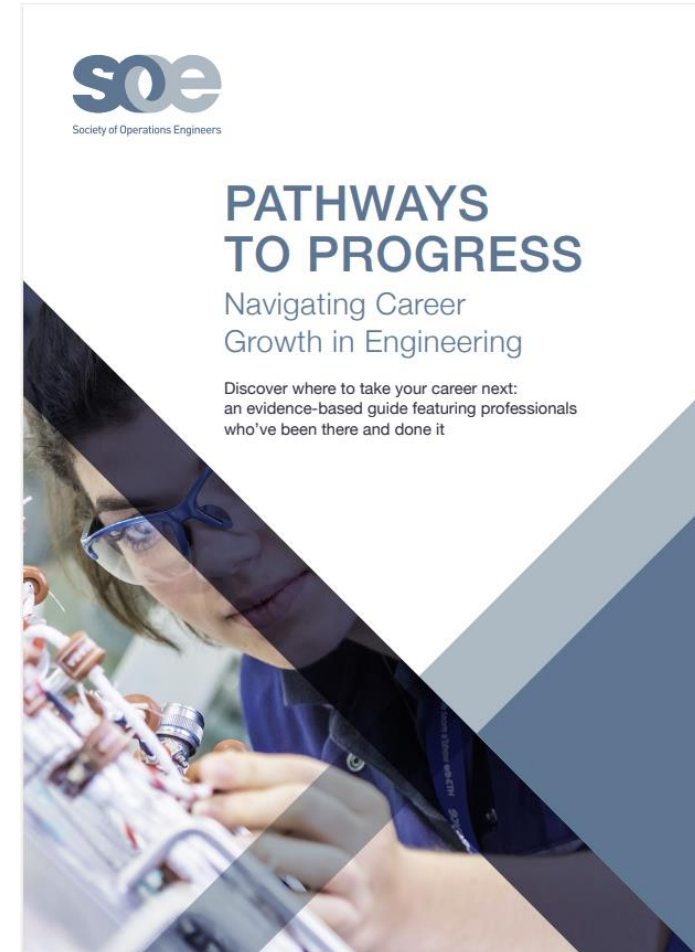
You will present a detailed technical report based on a project you have worked on. It's similar to a dissertation, and you must demonstrate a comparable depth of engineering knowledge to that of a BEng (Hons) or MEng degree.

Pathways to Progress

New guide from SOE for engineers looking to step up in their careers

Our 'Pathways to Progress' guide is your roadmap to infinite opportunities - whether you're progressing upwards or diversifying into new disciplines or sectors. Crafted by a consortium of industry experts spanning various sectors, this meticulously curated guide serves as a comprehensive tool aiding in career progression and unlocking fresh opportunities within the engineering field.

Download your free copy at soe.org.uk.





Society of Operations Engineers

Let's stay connected:

emma.thompson@soe.org.uk

+44 (0)20 7630 2123

Learn more at soe.org.uk