



Road to success update

Firstly, we would like to thank our industry for their support of the **Te ara ki tua Road to success** so far. We have had a range of transport businesses apply to take on trainees; and we are aware of the need to keep you updated on the progress being made with our traineeship. Hopefully, the following will answer some of the questions you may have. If you are keen to know more, please get in touch directly with the Road to success team or check out our website www.roadtosuccess.nz

We know you like numbers, so here are some numbers:

36 Transport business have currently signed up, and are either already working with their trainee(s) or awaiting an appropriate match. They:

- Vary in size from having their fleet number in the single digits, right through to the hundreds
- Have come from all three of our member associations
- Come from across New Zealand, with North Island businesses making up five out of six
- Carry goods from all sectors: hiabs, containers, bulk, petroleum, logging, livestock, fresh produce, vehicles, waste, gas etc.

184 Applicants have signed up to become a trainee.

- Approximately half of these applicants have come to us on their class 1 licence; a third with their class 2 or 2L; and a sixth on their class 4 or 4L
- Two-thirds of these potential trainees are from the North Island
- These applicants vary in age and experience, some young and new to the workforce, while others are mature and vary in their transferrable skills
- Not all applicants are suitable to be trainees

With such a variety – representative of the transport industry – it has been paramount to us that we deliver something that can be applied by all types of businesses.

Quality over quantity

We are aware that you all don't want just a band aid approach to the supply of drivers. As such, our focus is on creating a sustainable career pathway into the industry that begins to address some of the underlying issues creating the driver shortage. We've focused on getting this right, not getting as many bums on seats as possible.

It's going to take time to build up the number of trainees; and the real success of the industry traineeship will be transport operators doing this for themselves over time. That is, recruiting, training, qualifying drivers towards class 5 – and giving them the on-the-job experience along the way. This is a long-term game and there won't be a big influx of drivers overnight.

Tools of change

Something that has been identified is the lack of structure that many businesses have to bring through new entrants and train them up. Too often the transport industry has relied on hiring at the class 5 level and expecting these drivers to have many years' experience. That's fine if you can employ them, but who is developing those drivers? Our aim is to empower transport businesses to be able to train their next generation of drivers and create a more sustainable model that is ingrained with loyalty and a good business culture.

We have recently created the first stages of our trainee workbook and guide. These have been designed to help create that structure and assist you in getting the most out of your trainee. It's a week-to-week guide to help both parties. Over the next two years, we will be building a complete curriculum and guide for the industry. This will be able to be adopted into your businesses so you will be able to meet the needs of trainees and new employees.

A system in place

One of the first businesses to take on a trainee has progressed them from their class 2 licence up to their class 4 – within just four months. As that trainee has now made the transition into the bigger truck, that smaller truck has become available for someone else – so yes, they have taken on another trainee to fill that gap!

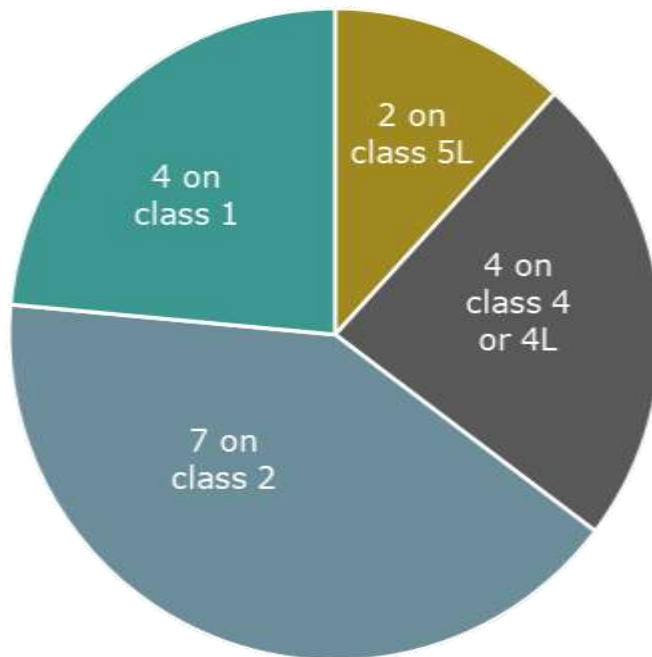
Collaborative approach

We are building a network of supporters from within and outside of industry to create the best possible traineeship. We've been receiving great constructive feedback from those with trainees already, to further develop our training materials. Both the Ministers of Transport and of Employment have spoken highly of this traineeship and expressed their support of the work we've been doing. We've been working with numerous government and independent organisations to get connected with those interested in a career in trucking. We are also creating relationships with organisations that will help provide a better support structure to our trainees.

Trainee profile – some early stats

In three months, we have placed **17 trainees** into jobs. Here are some basic facts:

Licences of placed trainees



Two are on their 5L, four are on class 4 or 4L, seven are on their class 2, and four are on their class 1 - working in the yards getting accustomed to the workplace and the industry.

Seven of the 17, have come in off a WINZ benefit (and therefore, come with a wage subsidy).

Eight – or just under half - have been cases where the operator has brought in someone themselves that they want to bring onto the traineeship.

35% are women.

The average age is 29 – the youngest being 19 and the eldest 53.

If you want to find out more be sure to check out our website or contact us directly -

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