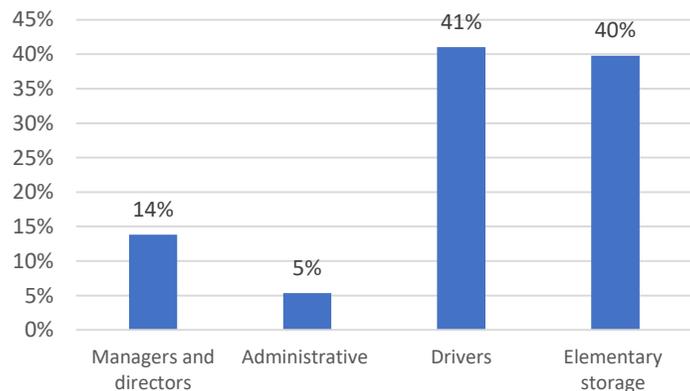


Warehouse and Distribution Job Family

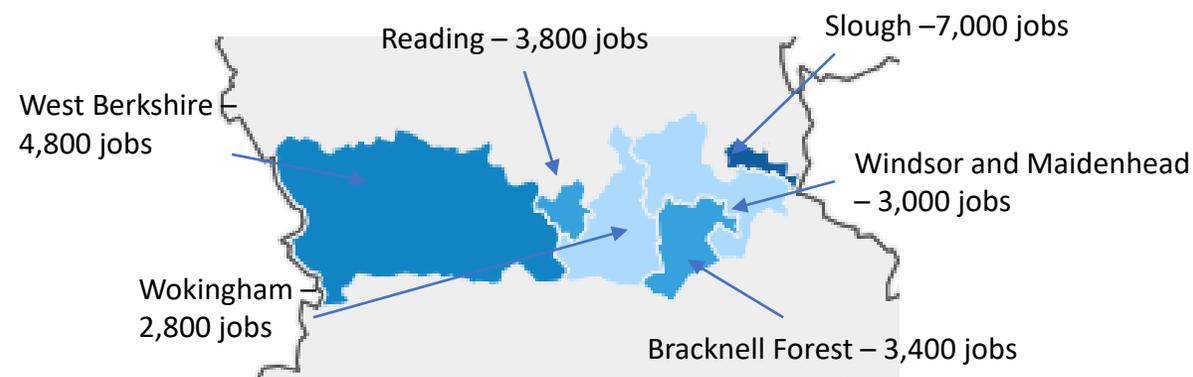
Berkshire has a well-established and growing logistics sector, with many large firms choosing to establish warehousing operations in the sub-region (particularly in and around Slough, and to a lesser extent Thatcham in West Berkshire).

The local industrial and logistics property market is in a 'robust' state, characterised by strong occupier demand (driven by the rapid growth of e-commerce) and limited supply. A new industrial development has been granted planning permission at Theale Logistics Park which is anticipated to attract online retailers and third-party logistics operators



The majority of those working in the warehouse and distribution job family in Berkshire work either as drivers or in elementary storage roles (e.g. warehouse operatives)

Employees	24,700 (5% of all employee jobs in TVB)
Self-employment	2,900
Employee jobs growth projection (2016-2024)	4% (1,100 additional jobs)
Proportion of workforce over the age of 50 (national figure)	36% (high)
Migrant workforce (national figure)	24% (high)
Automation potential (national figure)	56% (high)
Male:Female ratio (national figure)	89:11



Workforce Challenge: Reliance on EU workers

Currently the EU provides much-needed workers for the sector: 10 per cent of HGV drivers (nationally), 21 per cent of forklift truck drivers and 23 per cent of warehouse workers.

Workforce Challenge: Ageing workforce

The average age of the national HGV driver population has risen from 45.3 in 2001 to 47.9 in 2016.

Workforce Challenge: Cost of qualifications

The cost of the driving tests, medical, initial Drivers CPC and a digital tachograph card before even finding a job can be a huge barrier for people interested in becoming a HGV driver who do not have the funds upfront.

Warehouse and Distribution Job Family



Barriers to recruitment

- Cost of qualifications (e.g. driver qualifications)
- Poor industry image / careers advice
- Lack of apprenticeship schemes
- Passing the LGV practical driving test
- Young driver insurance premiums
- Basic English and maths skills for warehouse operatives
- Wages

Future workforce strategies

Train and retain	Work with training providers and government to ensure high quality in-house training schemes are not lost with the introduction of the Apprenticeship levy
Improve productivity	Mobile, location-based technologies and hand-held computer systems require greater IT skills for the workforce
Diversify workforce	Attract younger drivers and females drivers by improving the image of the sector and improving the quality of roadside facilities

Local training sites	Location	Type of provision
J Coates	Slough	Driving, Road Transport, Logistics, Storage
2 Start Ltd	Reading	Driving, Road Transport, Logistics, Storage
Wallace School of Transport	Slough	Driver training
Haulage Training Institute	Slough	Driver and manager training
Train Rite	Reading	Forklift truck training specialists
BAM Construction Training	Wokingham	CPCS, plant, HSE
West Berkshire Training Consortium	Newbury	Warehouse and Storage Apprenticeship
Reading College	Reading	Driving Goods Vehicles Apprenticeship
Reach4skills Training	Wokingham	Warehouse and Storage Apprenticeship
PeoplePlus	Slough	Warehouse and Storage Apprenticeship

Local hard-to-fill vacancies

- Drivers
- Warehouse operatives

Supply of new staff

Nationally, the number of people acquiring the Driver CPC through the initial qualification and acquiring LGV licences are increasing

Warehousing and distribution Apprenticeship starts (Berkshire learners)

