

ALC Submission

2023-24 Budget

Introduction

The Australian Logistics Council (ALC) welcomes the opportunity to make a pre-budget submission relating to the 2023-24 Budget.

ALC is the peak national body representing major companies participating in the end-to end freight supply chain and logistics industry with a focus on delivering enhanced supply chain safety, efficiency and sustainability.

We have focused on five specific issues:

1. National Freight and Supply Chain Strategy Review
2. Infrastructure
3. Fuel Security
4. Decarbonisation
5. Skills and employee shortages

National Freight and Supply Chain Strategy Review

Australia's first National Freight and Supply Chain Strategy (**NFSCS**) was released in 2019, setting goals and targets and outlining the delivery of a nationally coordinated and well-planned freight system up to 2024.

ALC and its members made substantial contributions to the development of the Strategy, beginning with the industry- led inquiry that comprehensively reviewed the sector and identified the issues that needed to be addressed. Furthermore, ALC developed a series of Discussion Papers to further highlight action areas, that were used to inform the NFSCS.

Since the inception of the NFSCS, Australia and the world has changed dramatically, including facing a global pandemic, unstable geopolitical landscapes impacting international trade, a catastrophic 2020 bushfire season and frequent extreme weather events. The experience of closed borders in Australia highlighted the criticality of all modes of freight. The pandemic has demonstrated the criticality of air freight in the economy and supply chain ecosystem, particularly for high-value goods, it requires further attention in the national action plan. A sensible national approach to freight infrastructure is needed now more than ever and the first review of the NFSCS is due in 2024.

It is important to consider lessons learned and reset both governance of existing infrastructure projects and future plans accordingly.

National Urban Freight Planning Principles

The development of National Urban Freight Planning Principles is a major component of NFSCS. It is vital for freight logistics to be taken into consideration in urban planning, as freight movements significantly impact the performance of the Australian economy. To ensure freight is appropriately integrated with urban environments, it is necessary to revise current National Urban Planning Principles and industrial land usage.

The revision should be informed by industry led research into national freight movements that identify areas of high demand creating clarity on priorities for infrastructure projects. The research will investigate the suitability of the current infrastructure projects through the lens of achieving an optimised national freight system and the infrastructure to support interoperability and connectivity of all freight transport modes that will provide freight operators with flexibility and cost-effectiveness.

The success of the review requires strong collaboration between freight stakeholders and both local and federal government. As the only peak body encompassing the whole end to end supply chain and logistics industry, ALC is uniquely placed to continue to work with both government and industry to undertake the review of the suitability of the existing national Freight and Supply Chain Strategy and provide a clear list of priorities to ensure the maximum benefit is extracted from government investment.

To underpin the NFSCS, research should be undertaken that is aimed at defining the significance of supply chain and logistics sector and to quantify GDP and GSP contributions as well as jobs created, both now and in the future. These efforts should be industry-led to ensure that accurate data is collected and analysed in order to generate beneficial insights for both the government and industry. Such an initiative will provide an accurate overview of this sector's contribution to the overall health of Australia's economy.

Recommendations

- 1. The Budget provides funding to allow the review of the NFSCS (including the National Urban Freight Planning Principles) to be conducted in 2023, through an ALC led Freight Industry Reference Panel.**
- 2. The Inland Rail and Western Sydney Airport projects should be included as part of both the National Freight and Supply Chain Strategy Review and the National Infrastructure Policy Statement.**
- 3. Noting the level of investment the Commonwealth makes in infrastructure, Commonwealth funding should be tied to progress made in delivering promised outcomes to ensure that commitments contained in jurisdictional NFSCS implementation plans are delivered.**
- 4. Funding is allocated to define the economic significance of supply chain and logistics sector to Australia now and in the future.**

Funding Infrastructure generally

ALC notes the recommendations made in the recently published Independent Review of Infrastructure Australia and the Government's response.

It also notes that Australian Infrastructure Ministers were briefed on and acknowledged the significant pressures facing the infrastructure and transport sectors, which included capacity constraints, skills shortages and longer-term supply chain pressures at Infrastructure Transport meeting held on 5 August 2022.¹

This is one reason why the Government decided to re-profile \$6.5 billion of funding for existing projects within the Infrastructure Investment Program to beyond the forward estimates period.²

The Budget Papers particularly acknowledged that the Inland Rail program is being affected by market capacity constraints, increasing costs and pressures on the delivery schedule.³

This includes facing cost pressures as a result of competition from State Governments' political decisions to invest in urban metros. The lack of coordination/alignment between States has resulted in inefficient resource allocation, increasing costs for all participants in the industry.

The most recent Infrastructure and Transport Ministers' Meeting communique held on 9 December 2022 resolved to develop a more consistent approach to the national infrastructure pipeline. The meeting also noted work underway to develop a national Infrastructure Policy Statement to guide future Australian Government investment.⁴

Recommendation

The National Infrastructure Policy Statement establishes the fundamental principle that funding of infrastructure should be based on the productivity and sustainability benefits it will bring.

Fuel security

Imports

The war in Ukraine and Europe's reliance on Russian coal, oil and gas have demonstrated the interdependency of economic and international security.

Australia's energy consumption is almost 40% oil⁵ with over 90%⁶ derived from imports. Dependency on imported oil and lack of reserves makes Australia ill-prepared to deal with a disruption to supply, particularly with the heightened geopolitical risks the nation currently faces.

Logistics is a key sector of the Australian economy and its role in sustaining our economic activity cannot be understated. However, when there is disruption to supply of fuels, assessing the demands

¹ Infrastructure Transport Ministers' Meeting Communique 5 August 2022:

<https://www.infrastructure.gov.au/sites/default/files/documents/communique-for-17th-infrastructure-and-transport-ministers-meeting-5august2022.pdf>

² Commonwealth Treasury (2022) Budget Paper 2 October 2022-23: 161 https://budget.gov.au/2022-23-october/content/bp2/download/bp2_2022-23.pdf

³ Commonwealth Treasury (2022) Budget Paper 1 October 2022-23: 21 https://budget.gov.au/2022-23-october/content/bp1/download/bp1_2022-23.pdf

⁴ Infrastructure Transport Ministers' Meeting Communique 9 December 2022:

<https://www.infrastructure.gov.au/sites/default/files/documents/itmm-communique-9-december-2022.pdf>

⁵ Department of Climate Change, Energy, the Environment and Water (2022), Australian Energy Statistics, Table C <https://www.energy.gov.au/data/energy-consumption>

⁶ Department of Climate Change, Energy, the Environment and Water (2022), Australian energy supply and trade, by fuel type, energy units (Table J)

<https://www.energy.gov.au/sites/default/files/Australian%20Energy%20Statistics%202022%20Table%20J.xlsx>

and prioritisation of logistics needs becomes increasingly important. Understanding and creating a hierarchy of needs can ensure that freight, which is essential to the running of the economy but does not 'vote' in terms of public opinion, can be supported and kept moving. It is paramount that we understand these dynamics and adjust our planning and strategies accordingly to ensure that the transport of goods can remain resilient in times of disruption.

Australia needs to have a clear plan for tackling any sudden changes or disruptions to fuel supplies, prioritising circulation of goods over personal transport where necessary. This means ensuring that the logistics industry is supported with efficient infrastructure and with access to reliable fuels in order to ensure that the industry can remain resilient and continue to meet the needs of our economy.

Sovereign Production Capability

The refineries at Lytton and Geelong are the last two remaining refineries in Australia, set up to mainly produce petrol rather than aviation fuel and diesel. With the rise of electric vehicles, demand for petrol is likely see the fastest displacement of any fuel type. ALC welcomes the \$302 million government will provide to support major refinery infrastructure as well as the Fuel Security Package announced⁷ as a mechanism to prevent high fuel prices.

However, domestically produced fuels are not economically viable and have only a marginal effect on refined fuel consumption in Australia. For this reason, it is essential that strategic stockpiles are maintained as an insurance against potential supply disruptions or price fluctuations. This will ensure continued access to reliable and affordable domestic fuels for Australian motorists and businesses.

Strategic Stockholding

Australia has been a member of the International Energy Agency (IEA) since 1979 which requires members to hold at least 90 days of net oil imports. Australia has not been able to achieve this commitment since 2012⁸ due to the heavy reliance on imports and diminishing domestic refining capability. In September 2022, Australia had 54 IEA days of net import coverage⁹ the lowest total of all 27 IEA countries listed. The calculation of this figure includes domestic stocks as well as strategic stocks held overseas under bilateral agreements. The international reserves are not meant to flow to Australia if there are shortages, rather to stabilise global oil prices. In a crisis event, this fuel will not reach Australia.

There are a range of measures in place to ensure the country is compliant by 2026¹⁰. ALC members welcome the previous governments initiative to invest up to \$260 million to expand Australia's diesel storage capacity¹¹, however the program is structured to match private investment in the construction of new diesel storage. These facilities will be governed by commercial realities and the ongoing operational life cycles may be cut short, changing Australia's fuel holding quickly. Australia is one of 6 countries on the IEA that have no government owned stocks and are reliant entirely on

⁷ Government unveils \$2.4b fuel security package for oil refineries (2021)

<https://www.themandarin.com.au/157013-government-unveils-2-4b-fuel-security-package-for-oil-refineries/>

⁸ Department of Climate Change, Energy, the Environment and Water (2022), IEA petroleum net import cover <https://app.powerbi.com/view?r=eyJrIjoiY2RjYjUzYTU0MjBkZS00OGI1LWUyMWYtN2M3OGNmMzAzMTBjIiwidCI6IjA3MDk5MWRkLWnkYjctNDc2Zi04MGRjLWU0YzNhOTFjNzBhZiJ9>

⁹ IEA (2022), Oil Stocks of IEA Countries, IEA, Paris <https://www.iea.org/data-and-statistics/data-tools/oil-stocks-of-iea-countries>

¹⁰ Agreement on an International Energy Program treaty, <https://www.energy.gov.au/government-priorities/international-activity/international-energy-agency-iea-program-treaty>

¹¹ Expanding Australia's diesel storage (2021), <https://www.energy.gov.au/news-media/news/expanding-australias-diesel-storage>

stocks held for commercial and operational purposes as well as stocks held by industry to meet minimum national stockholding requirements.

Australia's response to a fuel supply crisis is governed under the Liquid Fuels Emergency Act 1984 (the LFE Act)¹². Under section 16 of the LFE Act, the Government may declare a liquid fuel emergency. The emergency powers to ration fuel stocks, established under the LFE Act, could take up to three weeks to be implemented¹³. The long timeframe for implementing the rationing and direction powers could exhaust much of the total consumption coverage.

The Albanese Governments recent increase in the minimum stock holding obligations of the two Australian refineries¹⁴ are also a step in the right direction, however more capacity is required to ensure Australia's resilience.

ALC members have raised concerns that should a geopolitical incident result in sea freight supply chain disruption, Australia's national logistics activity would come to a grinding halt after only 22 days.

Recommendations:

- 1. To ensure national energy security, funding should be provided in the Budget to develop a strategy that focuses on reducing Australia's reliance on oil imports and setting individual targets for petrol, diesel and aviation fuel. This plan to include demand-side solutions that assist industry in the transition away from oil-based fuels in order to reach the desired objectives.**
- 2. The government needs to undertake a review into the Australian domestic oil storage market with a focus on the risks associated with the current structure the feasibility of investing in sovereign owned storage facilities and strategic stocks.**

Decarbonisation

The inability to reach the IEA minimum stockholding illustrates a broader energy reliance problem. Australian Fuel Security measures have mainly focused on the supply side of the equation. There is a significant opportunity for Australia to consider the broader reliance on oil as a demand problem.

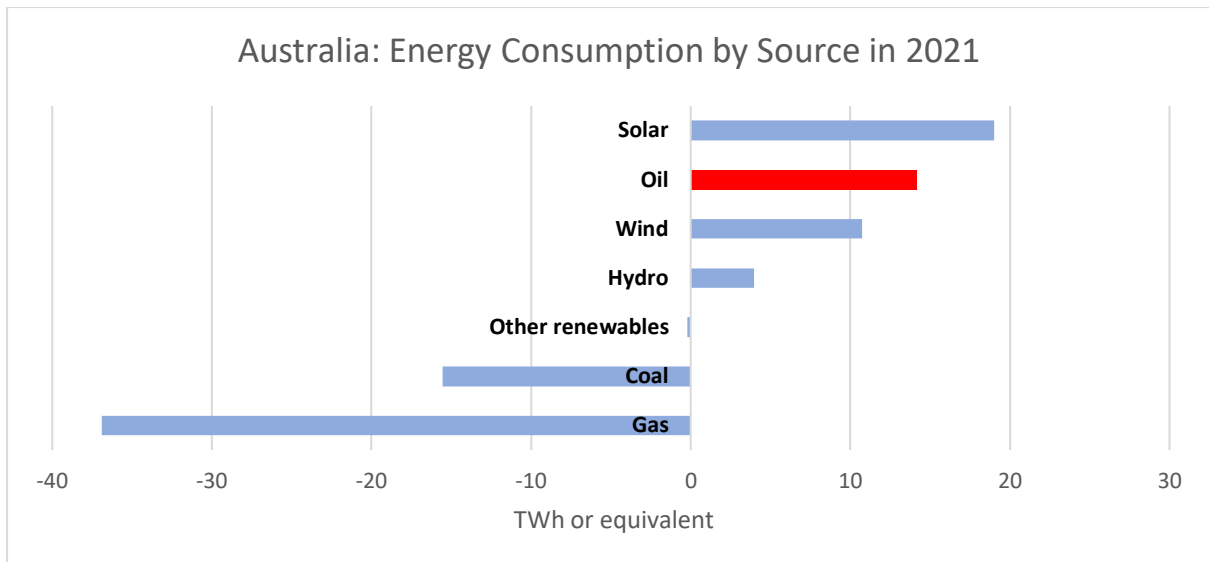
The diversification of the energy mix in Australia's transport industry could improve both fuel efficiency and energy security through reducing the overall demand for oil, subsequently increasing the number of vehicles that would be unaffected by supply chain disruptions.

While renewables are replacing coal and gas, Australia's reliance on oil is increasing.

¹² Commonwealth of Australia (1984) Liquid Fuel Emergency Act 1984, <https://www.legislation.gov.au/Details/C2012C00171>

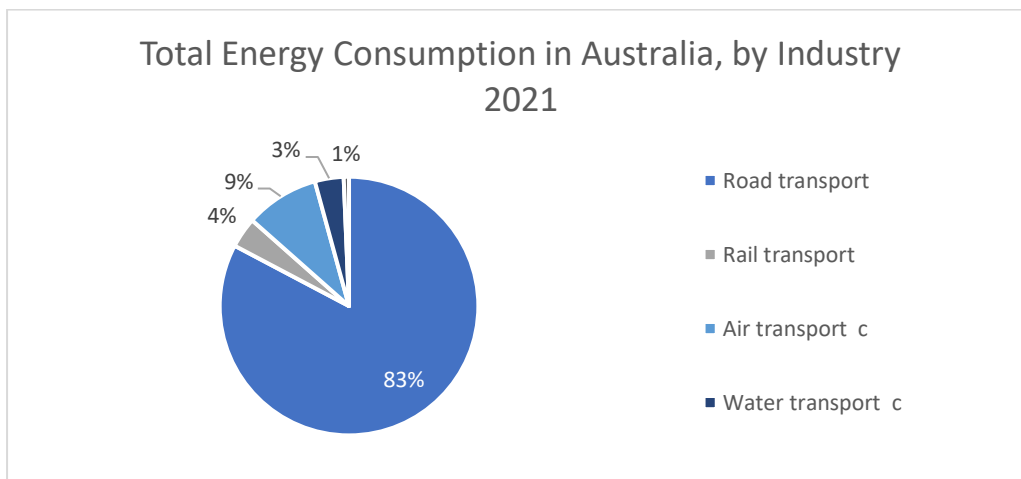
¹³ Department of the Environment and Energy (2021) Liquid Fuel Security Review – Interim Report

¹⁴ Australia's fuel reserves boosted to strengthen resilience and supply (2022) <https://minister.dcceew.gov.au/bowen/media-releases/australias-fuel-reserves-boosted-strengthen-resilience-and-supply#:~:text=petrol%20%E2%80%93%2024%20days%20from%201,32%20in%202024%20for%20importers>



Source: BP Statistical Review of World Energy (2021) <https://www.bp.com/en/global/corporate/energy-economics/statistical-review-of-world-energy.html>

The transport sector is the largest consumer of energy in Australia and is almost exclusively reliant on oil. The sector includes aviation, maritime, rail and road transport and accounts for 69 percent of Australia's liquid fuel demand, the majority of which is road transport.



Source: Department of Industry, Science, Energy and Resources (2022) Australian Energy Update 2022, Table H3, <https://www.energy.gov.au/sites/default/files/Australian%20Energy%20Statistics%202022%20Table%20H.xlsx>

Transport is the life blood of the Australian economy, underpinning many other industries. The diversification of energy would greatly improve Australia's energy security by reducing the demand for imported oil, allowing economic activities to continue during oil supply chain disruptions.

While heavy vehicle alternatives are not as developed as those for passenger vehicles, the Australian transport industry expects zero emissions freight vehicles to evolve more rapidly than originally anticipated. There is already battery electric truck technology that can be deployed, particularly for

urban use, while hydrogen fuel cell vehicle trials are underway and may be suitable for long-haul heavier vehicles.¹⁵

ALC members agree that the specific barriers to the uptake of zero emissions vehicle include the lack of truck models available, inadequate compatible charging infrastructure, price of vehicles and concern with the increased demand on the electricity grid.

ALC has been encouraged by The Australian Government's commitment to reach net zero emissions by 2050 and targeted action through the Technology Investment Roadmap. Efforts to support the transition have been funded through the Australian Renewable Energy Agency (ARENA) and the Clean Energy Finance Corporation (CEFC).

However, ALC believes that a specific and targeted focus on the heavy vehicle sector will provide added impetus at an early, and important, stage of the transition and help fast track enterprise level initiatives.

Standardisation

There are several early adopter commercial trials being undertaken throughout Australia and involve both plug in charging and battery swapping stations. To accelerate the uptake of Commercial Zero Electric Vehicles (ZEVs), Australia needs a standardisation of charging connectors and batteries.

Given Australian Commercial EV infrastructure is only in its infancy, we have the ability to determine the most efficient national charging network to support the freight task.

Financing

The heavy vehicle transport industry is fragmented; some operators have large fleets others a single truck. Freight is a single digit margin industry, due to a competitive rates market and low operating margins. There is a national decarbonisation need for all operators to invest in ZEVs. Government funding will be necessary to support small and medium companies' transition.

Without support, they will not be able to invest in new equipment.

Creation of a Loan Facility

The Grattan Institute has suggested a voucher system as one way to encourage heavy vehicle operators to change to a ZEV¹⁶. However, under this proposal a heavy vehicle operator would still need to provide 50% of the capital investment. A better way of creating an incentive to purchase electric vehicles (over and above the provision of grants or subsidies) could be the provision of a loan facility.

The National Housing Infrastructure Facility¹⁷ for example, has been established to provide (in particular) equity finance to help support critical housing-enabling infrastructure products that may not have proceeded or would only have proceeded at a much later date.

A provision of such a facility may create the business case that will encourage ZEV uptake.

¹⁵ Electric Vehicle Council (2022) Electric trucks: Keeping shelves stocked in a net zero world, https://electricvehiclecouncil.com.au/wp-content/uploads/2022/01/ATA-EVC-Electric-trucks_Keepingshelves-stocked-in-a-net-zero-world-1.pdf, p. 10.

¹⁶ Grattan Truck Plan: 46

¹⁷ <https://www.nhifc.gov.au/media/1086/final-nhif-guidelines.pdf>

National Reconstruction Fund

The October 2022 Budget Papers suggest Government will invest \$15 billion over 7 years from 2023–24 to establish the National Reconstruction Fund (NRF) with the overall intention to:

support, diversify and transform Australian industry and the economy through targeted co-investments in 7 priority areas - resources, agriculture, forestry and fisheries, transport, medical science, renewables and low emission technologies, defence capability and enabling capabilities.¹⁸

The National Reconstruction Fund Corporation Bill 2022 was introduced into the Australian Parliament on 30 November 2022. It is 'framework' legislation which leaves specifics, including the priority areas of the Australian economy to be funded left to subordinate legislation.

However, it is clear the Government needs to support the transport sector to decarbonise to assist in the delivery of the national net zero policy goals.

Road user pricing

Finally, one of the most important areas to achieve harmonisation is how ZEVs contribute to funding the maintenance and construction of the Australian road network.

With the predicted transition to alternative fuels and exponential increase in the uptake of ZEVs, the consequential impact on fuel excise means we need to start planning now for alternative road funding methods. Put simply, less petrol and diesel use mean less fuel excise revenue collected. This source of funding is tied to road transport funding, and less revenue will mean less investment in road infrastructure.

The ongoing viability of the funding model for the Australian road network will come under threat at the very point in time when the freight task is growing, urban infrastructure is under greater strain and cities are expanding.

States and Territories are also going in different directions as to whether, or when, they will implement a road user charge for electric vehicles.

The resilience in the road network is at risk and Australia can no longer rely on the fuel excise to adequately fund the roads this country needs.

The expectation is that road users will pay some form of per kilometre charge for road access, regardless of their vehicle class. If this does not happen, there will be insufficient investment in new road infrastructure and maintenance, increasing congestion, reducing safety, hampering efficiency and negatively impacting productivity.

¹⁸ Commonwealth Treasury (2022) Budget Paper 2 October 2022-23:153 https://budget.gov.au/2022-23-october/content/bp2/download/bp2_2022-23.pdf

Reforming road funding by implementing a road user charge in place of excise and other road-related charges such as licensing and registration has been recognised by groups such as IA19 , Infrastructure Victoria²⁰ and the Productivity Commission²¹ .

In its 2022 document *Towards a Sustainable Australian Supply Chain – A Pathway for an Incoming Government*, ALC recommended:

1. For the reasons generally set out in the NSW Review of Federal Financial Relations²², design a road user charge based on a model of distance-based and location charging and so provide a sustainable revenue stream to invest in transport infrastructure.
2. For National Cabinet (or any successor process that may be created) to authorise the development of a report establishing a pathway for the immediate development of a RUC capable of being applied to all classes of vehicle.
3. To phase out jurisdictional electric vehicle charging schemes that would duplicate a national road user charge to remove confusion, provide a consistent cost basis for businesses to plan and encourage the adoption of ZEVs. In the absence of this, it is critical that there is full consistency and inter-operability of regimes across state and territory jurisdictions.
4. To transfer any relevant work developed under the HVRR process to any newly created process established to create a national road user charge mechanism²³.

Recommendation

1. **Research the best type / design standards as well as the optimal locations of nationwide charging stations to maximise the effectiveness of investments made.**
2. **Create a loan facility for the purchase of commercial ZEVs by small and medium businesses.**
3. **Declare the transport and logistics industry a priority for the National Reconstruction Fund with a policy direction set²⁴ identifying specific funds to be available for eligible transport and logistics industry investments.**
4. **Develop a single distance/location pricing mechanism applicable to all classes of vehicles to fund the construction and maintenance of Australian roads.**

¹⁹ Infrastructure Australia, 2021 Implementation Pathway, 2021 Australian Infrastructure Plan <https://www.infrastructureaustralia.gov.au/sites/default/files/2021-09/Implementation%20Pathway%20%28IP%29.pdf>

: 38 and 57-58 15

²⁰ Infrastructure Victoria, Victoria's infrastructure strategy 2021-51, Volume 1, <https://www.infrastructurevictoria.com.au/wp-content/uploads/2021/08/1.-Victorias-infrastructure-strategy-2021-2051-Vol-1.pdf> - recommendation 53

²¹ Productivity Commission, Shifting the dial, 5 year productivity review, supporting paper 9, funding and investment for better roads, 3 August 2017 <https://www.pc.gov.au/inquiries/completed/productivity-review/report/productivity-review-supporting9.pdf>

²² Department of Treasury, New South Wales, Final Report, NSW Review of Federal Financial Relations: Supporting the road to recovery: <https://www.treasury.nsw.gov.au/sites/default/files/2020-10/FFR%20Final%20Report%20-%20200828%20%281%29.pdf>: Chapter 8

²³ https://austlogistics.com.au/wp-content/uploads/2022/09/Incoming-Government-Brief_ALC-2022.pdf :15

²⁴ Through subordinate instruments made under sections 6 and 71 of the *National Reconstruction Fund Corporation Act 2023*

People and skills shortages

The supply chain and freight logistics is characterised by an aging male dominated workplace. Covid has intensified the competition for talent and skilled labour and demand for supply chain talent is outstripping supply. For all members of the ALC, workforce issues and a lack of skilled talented labour is the top priority of concern. Poaching used to occur across industry, now poaching occurs from outside industry and globally.

There are almost half a million unfilled jobs in Australia. Transport, Postal and Warehousing account for 3.4% of that with a job vacancy growth rate of 54% year on year between August 2021 and 2022. The Transport, Postal and Warehousing sector employs approximately 726,300 people and is projected to grow by 6.1 per cent by 2026²⁵. The Australia Bureau of Statistics definition of supply chain and logistics as Transport, Postal and Warehousing is narrow and inadequately describes end to end supply chain and freight logistics workforce issues.

Skills Development

The Vocational Education and Training (VET) system performs an essential role in developing skills across Australia but a lack of prioritisation of the logistics task and inconsistent funding by all Australian governments has resulted in a significant decline in the number of students and VET graduates.

Enrolments in and completion of VET qualifications in freight and logistics supply chain continue a downward trend (-23.5% YoY).

ALC acknowledges the increased short-term contributions by Federal government including the recent \$1 billion one-year agreement for 180k fee free TAFE places in 2023 announced as part of the Job and Skills Summit. However, this is for all industries nationally and highly competitive environment with freight logistics and supply chain need being only one component of the economy requiring urgent support. There needs to be a strategic review of governance and long-term roles of the Commonwealth, State and Territory government across all levels of education and training to align supply and demand of skilled labour. This review could create a sustainable and effective VET system.

Additionally, the review needs to be responsive not just to skill shortages, but to fill the skills gaps across sectors of significance to the economy now and in the future. Therefore, once established, the Jobs and Skills Australia work plan needs to address the workforce shortages in the transport and logistics sectors specifically as a matter of priority, creating a nationally consistent and effective approach that delivers a long-term funding solution for industry courses.

Higher education is expected to become increasingly important with the emergence of new technologies in the industry. There were over 1,520 industry related enrolments in 2019 however with Australia being in direct competition with the world, this is an insufficient to meet projected demand.

²⁵ <https://labourmarketinsights.gov.au/industries/industry-details?industryCode=>

Participation

Aging workforce

Unemployment is at an all-time low; therefore, a stronger focus needs to be placed on assisting those who face specific challenges to enter the workforce.

The transport and logistics workforce is ageing more than twice as fast as the national average. Already an average logistics worker is 45.6 years, while an equivalent trucking industry worker is 47 years, and a train driver is 48²⁶. Many of these workers have entered the workforce at a young age without formal qualifications and have gained their knowledge and skills through experience. This poses multiple issues around a reducing workforce and skills retention.

As these individuals reach retirement, some may still like and/or be able to participate but are unable to afford any reduction in their pension. ALC welcomes the temporary upfront \$4000 income bank credit announced in September 2022 Jobs and Skills Summit as it lifts the work bonus to a maximum total of \$11,800²⁷.

The supply chain and logistics industry is in a state of crisis which is worsening because of the average age of the worker, lack of effective pipeline for new workers and the exponentially increasing freight task (complexity and volume).

Gender diversity

Women represent 50% of the Australian population but only 21% of the supply chain industry workforce. Most women in supply chain companies are in traditional areas of work (HR, administration, PR and marketing etc) and far fewer are in the non-traditional female area of logistics operations.

Employers have said the biggest issue was women not applying for roles. Studies of the barriers women face in Australia's transport industry conclude that the transport industry was often perceived as 'blokey', with unattractive and sometimes unsafe conditions. Wayfinder Supply Chain Careers for Women research also shows that levels of sexism that need to be addressed. This sexism is pushing women out of the industry if they do come.

The number of females applying for apprenticeships and internships and new jobs in this industry is severely limited, partly due to societal expectations on the type of careers women should pursue and partly because this is a male dominated industry that requires transformation to be inclusive. There is one industry initiative that is attempting to address this issue and has shown huge success. The Wayfinder Supply Chain Careers for Women initiative aimed to increase the visibility of careers in the supply chain and logistics industry, breaking down industry stereotypes and rethinking talent acquisition, retention and promotion in supply chain and logistics. The initiative is designed to create a new talent pipeline for Australia's supply chain and logistics sector and needs government support to set up national delivery of the evidence-based initiatives.

²⁶ Australian Industry Standards, Industry Outlook 2021, https://www.australianindustrystandards.org.au/wp-content/uploads/2021/06/20210609_TLI_IO.pdf

²⁷ Australian Government Treasury, Jobs and Skills Summit September 2022 – Outcomes, <https://treasury.gov.au/sites/default/files/inline-files/Jobs-and-Skills-Summit-Outcomes-Document.docx>

Recommendations

- 1. A strategic review of the long-term roles of the Commonwealth, State and Territory government across all levels of education and training to avoid cost shifting and gaps with an aim to create a sustainable and effective VET system.**
- 2. A targeted education campaign is funded to highlight job opportunities and career paths, including school targeted career materials to the transport and logistics industries.**
- 3. Wayfinder Supply Chain Careers for Women initiative is funded to scale up delivery and implementation of the initiatives within the national program to dramatically increase diversity and the numbers of people employed in this sector.**
- 4. Extend the temporary credit for aged pensioners announced in the Jobs and Skills Summit beyond June 30, 2023. Additionally, there needs to be consideration given to strengthen legislation to ensure pensioners who are working don't get excluded from the social security system and retain the use of their Pensioner Concession Card and associated benefits.**