

European Logistics Skills Forum

Some Options from the view of sector stakeholders

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Conference

“Skills for the European Logistics Sector”

Starting Point 1: Logistics as a Sector of Growth and Key Technology

About 10 m employees in the EU:

- management positions
- functions along the supply chain
- administrative functions
- manufacturing logistics
- storage and merchandise management
- procurement functions (e.g. dispatchers)
- transport occupations (especially lorry drivers)

High level „cross-boarder“ concentration

Starting Point 2: Logistics as a **Key Technology**

Features of the „new“ logistics:

- Instrument used to *integrate all elements of the value chain* to a maximum extent
- *Interfaces* to nearly all industrial sectors
- Sector-independent *methodology used to optimize business processes*

Starting Point 3: Situation of Training and Education in the Field

- Current status of logistics-oriented training and education in the EU:
- Logistics mostly appears in traditional training and studies which refer to *logistics as a sector*.
 - A holistic approach aiming at the development of *logistics systems competence* is almost totally missing.

Consequences

Without considerable efforts in this area:

- Not only in the logistics sector, but also in other sectors *a lack of skilled labour* will arise.
- In a strategically important field of *global competition*, the EU will be confronted with considerable disadvantages.

Therefore we need a

European Initiative for Skilled Logistics- related Labour

Carried out on the platform of a

European Logistics Skills Forum

Challenges (1)

- *Logistics-oriented training and education differs considerably from EU country to EU country.*
- *Relevant European directives are realized very differently within national environments.*
- *Outsourcing activities of large enterprises create SMEs with limited capacities for long-term human resources development*
- *Temporary employment agencies have only little interest in long-term personnel development.*

Challenges (2)

- The integration of *logistics as a method* into vocational education courses has not yet been realised according to the increasing importance in the world of work.
- The development of logistics towards an *omnipresent element of any maximisation of efficiency is not perceived by the broad public yet.*
- There are a lot of people who fulfil logistics-oriented tasks without an appropriate professional background. Their qualification can only be enhanced by *work-process-oriented training.*

The Instrument to Deal with Challenges:

The European Logistics Skills Forum

- Institutional framework for the *development of a long-term strategy*
- Collaboration of *enterprises, social partners, governments, and experts*

Action Lines

1. Set up *Multi-Stakeholder Partnerships*
 - Observe supply and demand
 - Anticipate changes
 - Adapt training and education to the needs of changing work processes
2. Promote *investment into human resources*.
3. *Raise the attractiveness of logistics professions*
4. Promote *lifelong learning* in logistics

Supporting Measures

- Set up a *Logistics Qualifications Framework*
- Establish a *Logistics User Framework*
- Produce *Synthesis Reports*
- Set up *funding programmes for training and education in the field of logistics*

First Steps

1. *Get an overview of situations in EU countries:*
 - Status of the economic development with regard to logistics
 - Status of VET adaptation to the requirements of logistics
2. Involve *stakeholders* into the process of setting up a *European Logistics Skills Declaration*
3. Develop *recommendations for the adaptation of learning processes to the requirements of logistics*
4. Prepare a *European Logistics Skills Summit*

Declarations of Interest (1)

24 PLUS SYSTEM TRANSPORTATION GMBH & CO KG
BUNDESINSTITUT FÜR BERUFSBILDUNG
CLECAT - European Association for Forwarding,
Transport, Logistic and Customs Services
DEKRA Akademie GmbH
EUROPEAN METALWORKERS FEDERATION (EMF)
EUROPEAN TRANSPORT WORKERS' FEDERATION
INDUSTRIEGEWERKSCHAFT METALL
INTERNATIONAL ROAD TRANSPORT UNION

Declarations of Interest (2)

LAGERMAX LAGERHAUS- UND SPEDITIONS AG
LE GROUPE AFT-IFTIM
PANOPA LOGISTIK POLSKA SP Z OO
PSA PEUGEOT CITROEN
RANDSTAD LOGISTICS
SINTECO S.R.L. SERVIZI LOGISTICI INTEGRATI
SKODA AUTO
STIFTUNG ECAP

Thank you for your attention!