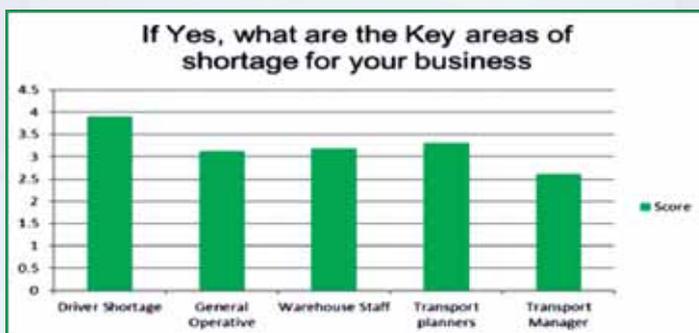
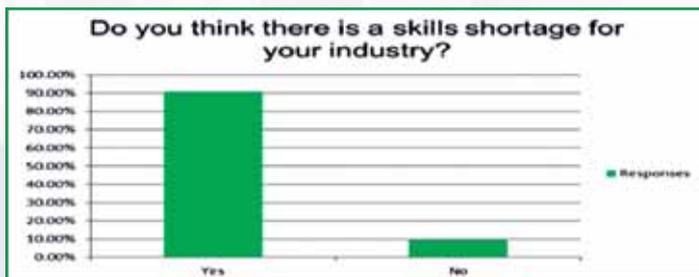


Logistics Associate Apprenticeship - Delivering exciting career options for the Freight Distribution & Logistics Sectors

On the 26 September 2018, Technological University (TU) Dublin School of Management welcomed the first cohort of Logistics Associate Apprentices to commence their journey of achieving a Higher Certificate in Logistics. Currently 17 associated companies have employed the apprentices on the new 'earn as you learn' apprenticeship covering various employment disciplines within the freight distribution and logistics sectors. Prospects for 2019 look even stronger with 36 apprentices committed by employers in the road haulage, shipping, freight forwarding, retail and distribution sectors. Certainly, this new apprenticeship has grabbed the attention of the industry and long may it continue!



Skills shortages is prevalent within all business sectors and none more so within the freight distribution and logistics sectors, where an acute lack of 'suitably skilled' personnel is restricting business growth opportunities. Employers are finding it difficult to fill vacancies. The Logistics Associate Apprenticeship was developed by TU Dublin along with a dynamic consortium made up of industry representatives and trade associations such as the Freight Transport Association Ireland (lead proposer), CILT (Chartered Institute of Logistics & Transport), IIFA (Irish International Freight Association), IPCS (The Supply Chain Management Institute) - and the Institute of Shipbrokers. Like all new 'earn as you learn' programmes the industry need was demonstrated during the proposal and development phases of the project. While this programme is a long-term project aimed at attracting new entrants into the industry, it will also serve as providing upskilling and career progression opportunities for existing staff. This is demonstrated by the participants of the first year of the apprenticeship with a healthy mix of new recruits and existing employees making up the 27 apprentices.

The apprenticeship is managed by Anna Groecka who is engaging with industry and also with schools to promote the opportunities within the freight distribution and logistics sector. FTA Ireland recently surveyed members and found that the number one issue (90%) impacting them is skills shortage. The specific areas of concern cover a diverse range of specialities including driver shortage, general operative, warehouse and transport planners. One of the key opportunities for this apprenticeship programme is

to promote the opportunities within the industry to school leavers, teachers, parents and career guidance personnel who are hearing about the freight distribution and logistics sector for the first time. This is an exciting time for all involved in the project as it offers the opportunity to articulate and demonstrate the opportunities, but it is reliant on industry participating in these solutions. "We must put our best foot forward collectively and collaboratively to attract new entrants. After all, as an industry we are competing against other industries," commented Jerry Meredith, Business Services Manager, Freight Transport Association Ireland (FTA).

The recently published 'The Addressing the Skills Needs Arising from the Potential Trade Implications of Brexit' confirms the skills shortage issue and makes 8 recommendations to enhance the attractiveness of the industry and this includes supporting the development and promoting the rollout of and engagement with the logistics and service apprenticeship programmes. "This is a first and having Government support for our industry is imperative in gaining recognition for us as a vital industry for the Irish economy," added Jerry.

"It affords employers the confidence that apprenticeship programme will deliver in the long term and make the choice easier for new entrants to choose the freight distribution and logistics sector as the number one career choice for them. We need to develop a culture where family members of those currently working in our industry become more interested and enamoured with following in their parents' footsteps and promote ourselves as an industry that not only supports the welfare of employees but offers dynamic career paths and exciting prospects for the future," he added.

Key Benefits of the apprenticeship for employers:

- Upskilling opportunities;
- Builds loyalty amongst staff;
- Offers career progression opportunities;
- Helps with succession plans for businesses;
- The programme is built around work related experience and work specific projects.
- Attracts new entrants into the industry.

"At the recent annual Fleet Transport Awards Gala Banquet, the Logistics Associate Apprenticeship won the 2019 'Innovation' award. This helps in raising awareness and gaining recognition for our industry. We will continue to build momentum around raising awareness of the diversity and options with the freight distribution and logistics sector which will help encourage young people to get involved in our industry. But we need your help, as an employer consider all options open to you to recruit an apprentice or upskill existing employees. Consider and promote apprenticeships as a viable option, you won't be disappointed."

For more information on the apprenticeship please contact Anna Gorecka on 01 8447516 or email agorecka@laa.ie or visit www.laa.ie



Benefits For Apprentices

- Level 6 Award 'Higher Certificate in Logistics'
- Internationally Recognised Qualification
- 'Earn as you Learn'
- Personal Development
- Excellent Career Opportunities



Example of Occupation

- Logistician
- Freight Forwarder
- Distribution Manager
- Transport Manager
- Transport Planner/Co-Ordinator
- Warehouse Manager
- Inventory Manager
- Process Engineer
- Supply Chain Manager
- Shipping Agent

Benefit of Recruiting Apprentices for Employers

- Suitably skilled recruits
- Upskilling existing workforce
- Attracting new people to the freight distribution and logistics sector
- Develop internal agencies

The Logistics Associate Apprenticeship is a Level 6 Higher Certificate in Logistics and is the first non-craft apprenticeship to be offered by Dublin Institute of Technology (DIT) and the first of the industry-led programmes to be delivered by DIT School of Management.

i

MINIMUM ENTRY REQUIREMENTS ARE A GRADE H7/O6 OR ABOVE IN FIVE LEAVING CERTIFICATE (OR EQUIVALENT) SUBJECTS.

THE COORDINATING TRAINING AND EDUCATION PROVIDER FOR THIS APPRENTICESHIP PROGRAMME IS **DIT SCHOOL OF MANAGEMENT**.

THE LEAD PROPOSER IS THE FREIGHT TRANSPORT ASSOCIATE IRELAND (FTAI)



The Chartered
Institute of Logistics
and Transport

