

Logistics¹⁵

WORKFORCE OVERVIEW

16,197 Pacific Peoples employed in Logistics in 2018.

- 10% of the total Logistics workforce
- This is 3.4% above that for the whole economy
- Between 2013 and 2018, Pacific employees grew by 1,400 (58.4 per cent)

LOCATION MATTERS

South Auckland, where the largest number of Pacific people live, is one of the fastest-growing parts of the national economy.

It has Australasia's second largest airport; approximately 10% of New Zealand's top 200 companies have their head offices there; multiple new industrial-park-type developments are underway—all are high users of logistics services.

POSITIVE OUTLOOK

The sector shows slow but steady annual growth, employing 50,000 people in 2020 and forecasting to rise to 53,000 in 2027.

Growth is related to increases in volume from construction, primary industries, manufacturing, and e-commerce (courier services).

WORKFORCE FEATURES

Logistics has similar labour market issues to Manufacturing and Engineering.

- An ageing workforce: high proportions of employees are aged 45-65 and older; the average driver age in 2018 was 54.
- A significant gender imbalance: In 2019, the number of females in road freight reached 6,000 – a new high but just 12% of the workforce.
- Qualifications: The number of people with degrees and level 3 certificates grew notably between 2013 and 2018, 1,835 and 2,287, respectively. The number without qualifications fell by slightly more than 1,300 in the five years to 2018.

DRIVER SHORTAGES

The Road Transport Forum estimates that road transport in New Zealand is currently short of 4,000 heavy vehicle drivers (ANZ, 2019).

There is also a shortage of employees with digital and STEM skills to support drivers in road transport, freight, and logistics management systems. After truck driving, store person and motor mechanic are the occupations forecast to generate the most new jobs.

TECHNOLOGY INNOVATIONS

The sector is undergoing rapid transformations, incorporating technologies like artificial intelligence, the Internet of Things, and advancements in energy storage.

These changes demand new skill sets to navigate innovations such as autonomous driving systems, platooning, electric vehicles, drones, telemetric on-board diagnostic systems, smart freight, smartphone applications, remote working, and online shopping.

PERCEPTION CHALLENGES IN TRUCKING RECRUITMENT

The truck driving profession faces challenges. It is often viewed as male-dominated and offers low wages, low-skilled work, and extended hours.

Acquiring a class 5 license is considered time-consuming and costly, dissuading potential entrants (MITO, 2019).

EMPLOYER EXAMPLE

Auckland Transport (AT) is Auckland's public transport provider, with only 6% of Pasifika employees.

Two-thirds are employed in Customer Experience or Service Delivery divisions; few are in senior or professional roles. Growing higher-level representation is a strategic priority (AT, 2020)

THE COVID-19 EFFECT

The pandemic amplified ethnic disparities for some sub-populations. For Pacific Peoples in all MEL occupations, the most disadvantaged were women, those below age 30, and Auckland residents.

For Pacific youth living in Auckland, COVID-19 has exacerbated the wage-scarring effect (the effect of unemployment on subsequent wages) and increased benefit dependency.

¹⁵ Data and insights presented here have been extracted from Deloitte Limited, 2022; Deloitte Limited, 2023; Infometrics, 2023a; Infometrics, 2023b; New Zealand Human Rights Commission, 2022; Stats NZ Tauranga Aotearoa, 2018.