



INDUSTRY SECTOR

# Transport and Logistics

## Overview

The transport and logistics industry is a 24/7 operation which is fundamental to the smooth running of UK businesses and our economy. The sector manages the flow of goods and other resources from one place to another in the most timely, cost effective and sustainable way possible. Understanding the whole supply chain is important so that you can coordinate it effectively and liaise with suppliers of raw materials, manufacturers, retailers and consumers.

## What's the job market like?

Transportation and logistics companies have faced significant challenges over the past few years through the direct impact of COVID-19, Brexit and strike action which has forced businesses to make changes in the way that goods move across borders and through the supply chain.

After a period of stagnation during and initially after the first lockdown, the sector rebounded and maintained the flow of goods through supply chains in 22/23, with the short term analysis reporting a slow and steady growth outlook reported moving forward.

As part of the UK Government's Climate Change commitments, the ban of petrol and diesel cars will come into effect from 2030. The demand for staff to support the manufacturing and delivery of vehicles as well as the implementation of charging infrastructure will need to be ready to support the switch to electric vehicles. Similarly, the Government is committed to investing in transport infrastructure, which incorporates the upgrading of Scotland's road, rail and sea networks. Multi-million pound projects are in progress to improve journeys and connectivity across the country, notably the A9 duelling and the enhancement of ferry services to the Highlands and Islands.

Transport and logistics companies will continue to adapt to economic uncertainty through diversification, relocation and consolidation of their businesses. Import and export trade on most sea and air routes are likely to improve, albeit with the restrictions of Brexit. Insolvencies are expected, particularly in road transport as costs for fuel, driver wages and parts increase.

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## Transport and logistics areas

From air, road, rail and water transport to supply chains and warehousing, the UK's transport and logistics sectors encompass a diverse range of services. Large companies will also recruit for roles in Health and Safety, HR, IT, sales, marketing, communications and procurement roles.



### Operational roles

Essential to the smooth running of transport and logistics services are operational roles. They oversee a wide range of areas such as the management of supply and demand, procurement, distribution, manpower, resources as well as ensuring policies and standards are being adhered to. When applying for operational roles it would be advantageous to have a Project Management qualification such as PRINCE 2.



### Transport Management and Planning

Arguably some of the most important roles in logistics lie in the fields of transport management and planning. This side of logistics is equally vital whether you are sending goods from one end of the country to the other by road or planning sea freight routes months in advance.



### Storage

Another integral part of the supply chain is storage. Roles such as warehouse management, storage and inventory management are essential to the smooth running of any logistics business. Other aspects of the supply chain are utterly reliant on warehouse and inventory staff – at all levels – for the efficient and effective organisation of stored goods.



### Engineers and Technicians

The logistics industry also relies on qualified transport engineers and technicians, responsible for the upkeep not just of vehicles, but also machinery and transportation infrastructure. The sector as a whole needs vehicles and infrastructure to be in good working order to facilitate the transportation of goods.



### Drivers

According to Logistics UK, the number of HGV drivers across the UK is stabilising as the DVSA catches up on the pandemic testing backlog. The demand for drivers is still high, therefore conditions of employment and pay have been improving across the sector. As well as attractive pay rates, there are more options for flexible working, fixed hours, fixed days, full-time and part-time. Depending on your background, you may already be HGV qualified or will only require minimal training to transfer military skills into certificates that are recognised on civvy street. Service leavers and veterans also possess many of the skills required to drive trains; focus and discipline strong safety awareness, and respect for the rules. Newly qualified drivers earn £43,645 and will reach £55,000 after 3 years.

## Scottish Military Employers

Many roles in the transport and logistics sector tend by their nature to be detail-intensive and collaborative. There is a requirement to be focused and flexible, and to understand the importance of adhering to national and international laws and regulations, skills which service leavers and veterans have in abundance.



## Military Transferable Skills and Attributes

- Decision Making
- Leadership
- Organisational skills
- Determination and Resilience
- Focus and Discipline
- Good problem Solving
- An ability to work under pressure
- Solid planning
- Time management
- Health and Safety awareness
- Flexible approach to working hours

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