The Driver Shortage: Issues and Trends

An independent analysis of professional drivers in the UK logistics sector

RepGraph Ltd

Prepared for FTA by RepGraph Ltd
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Contents

Driver Shortage Key Performance Indicators

Indicators	2012	2013	2014	2015	2016
Driver shortage number	35,189	69,551	52,720	43,087	34,567
Average age of LGV driver	48.1	47.9	48.0	48.0	47.9
Total number of LGV drivers in employment	290,000	259,000	285,000	299,217	315,495
Number of EU LGV drivers in employment	18,247	16,562	19.062	25,109	31,542
Percentage of EU LGV drivers in employment	*6.3%*	*6.4%*	*6.7%*	*8.4%*	*10.0%*
Number of non-EU LGV drivers in employment	1,817	1,011	1,034	2,735	3,780
Percentage of non-EU LGV drivers in employment	*0.63%*	*0.39%*	*0.36%*	*0.91%*	*1.20%*
LGV driver churn	7.7%	7.1%	9.8%	9.7%	5.8%
Working population churn	4.2%	4.1%	4.4%	4.9%	4.5%
LGV driver pay gross weekly	£471	£484	£494	£505	£519
Number of drivers claiming jobseekers allowance*	6,400	4,885	2,220	1,055	620
Number of apprentices	7,620	5,510	4,000	4,930	5,470**
Number of LGV practical tests taken	46,549	46,246	48,283	55,161	70,233
Number of practical tests passed	24,401	24,498	26,224	30,574	39,000
Level of difficulty recruiting drivers (QTAS)***	43%	54%	67%	82%	76%

*Figures for May each year (i.e. midpoint of Q2)
**Provisional
***From Q2 of each year for the FTA QTAS survey

Report Summary

1. The driver shortage is currently estimated at **35,000** LGV drivers

2. The average age of an LGV driver is 47.9 years (down from 48.1 last year). Over the last 15 years there has been a steady increase in average driver age, rising from 45.3 years in 2001 to 48 years at the present time

3. Around 64 per cent of LGV drivers are 45 years or older. Only 2 per cent of employed drivers are under 25 whereas 10 per cent of the total employed population (of working age) is under 25

4. The number of LGV drivers in employment has increased by 5 per cent compared to last year

5. The number of LGV drivers claiming Jobseeker's Allowance in Q2 2016 was 620. By August 2016, the number had fallen further to 530 which down 38.4 per cent from a year ago and 96.5 per cent lower than the peak of 15,255 in March 2009 during the economic downturn

6. 5,470 people started apprenticeship programmes learning to drive goods vehicles in 2015/16 which is an increase of 11 per cent compared to 2014/15 but is 28 per cent lower than 2011/12.

7. 36,615 drivers (both LGV and PCV) acquired a DCPC through the initial qualification from April 2015 to March 2016 – an increase of 22 per cent on the previous year

8. The number of practical LGV practical tests taken in the year to end of March 2016 increased to 70,233 which is 27 per cent higher than last year and is now at pre-recession levels. Although the pass rate has gradually improved since financial year 2007/2008, only just over half of test takers pass

9. In the year to the end of March 2016, over half (58 per cent) of all tests were taken by those under the age of 35. The average age of a person taking a practical test was 34

10. FTA members reported around the same level of difficulty in recruiting drivers in the second quarter of 2016 compared to the previous quarter. In Q2 2009 however, just over 20 per cent of respondents had problems recruiting LGV drivers, this has now increased to around 76 per cent in Q2 2016

    Note: *In recent years the truck and coach licensing category names have changed. HGV (Heavy Goods Vehicle) is now LGV (Large Goods Vehicle). For consistency in the document the term LGV is used.*

Employment in UK Logistics

Table 1 provides a breakdown of employment in UK logistics.[1] The total number of people employed in logistics occupations and/or working for companies in the logistics sector is now around 2.5 million.

Table 1: Broad definition of employment in logistics: numbers and percentages employed

Logistics occupations	Employment*				Nationality**		
	Logistics sector	*All other sectors*	*Total*	*%*	*UK*	*EU*	*Other*
Purchasing managers and directors	8,501 (5,181)	49,587 (49,870)	58,088 (55,051)	2% (2%)	52,556 [90%]	2,090 [4%]	3,442 [6%]
Managers and directors in transport and distribution	37,795 (34,326)	42,520 (44,688)	80,315 (79,014)	3% (3%)	71,118 [89%]	7,425 [9%]	1,772 [2%]
Managers and directors in storage and warehousing	34,954 (26,554)	74,371 (57,641)	109,325 (84,195)	4% (4%)	102,884 [94%]	4,836 [4%]	1,605 [1%]
Importers and exporters	5,160 (5,181)	1,935 (5,829)	7,095 (11,010)	0% (0%)	5,054 [71%]	705 [10%]	1,336 [19%]
Transport and distribution clerks and assistants	25,985 (24,611)	42,798 (38,859)	68,783 (63,470)	3% (3%)	66,403 [97%]	2,380 [3%]	0 [0%]
Large Goods Vehicle drivers	**209,861 (188,468)**	**105,634 (110,749)**	**315,495 (299,217)**	**13% (13%)**	**280,173 [89%]**	**31,542 [10%]**	**3,780 [1%]**
Van drivers	112,637 (88,729)	138,631 (107,511)	251,268 (196,240)	10% (8%)	223,232 [89%]	22,378 [9%]	5,658 [2%]
Fork-Lift truck drivers	31,109 (30,440)	65,921 (55,698)	97,030 (86,138)	4% (4%)	74,286 [77%]	20,466 [21%]	2,278 [2%]
Postal workers, mail sorters, messengers and couriers	133,372 (127,588)	28,234 (29,145)	161,606 (156,733)	6% (7%)	146,264 [91%]	12,181 [8%]	3,161 [2%]
Elementary storage occupations	176,346 (161,914)	223,074 (229,918)	399,420 (391,832)	16% (17%)	296,371 [74%]	92,867 [23%]	10,182 [3%]
Other occupations within the Logistics Sector	996,003 (927,443)	N/A	996,003 (927,443)	39% (39%)	861,940 [87%]	94,070 [9%]	39,993 [4%]
Total	**1,771,723 (1,620,435)**	**772,705 (729,908)**	**2,544,428 (2,350,343)**	**100%**	**2,180,281 [86%]**	**290,940 [11%]**	**73,207 [3%]**

**Numbers in round brackets are for Q2 2015, provided for comparison*
***Percentages in square brackets are proportion of total*

In the year from Q2 2015 to Q2 2016 the logistics sector added over 150,000 jobs to the economy and when 'all other sectors' are included, employment in logistics increased by over 190,000. This reflects the steady increase in labour demand over the last 2-3 years.

The LGV driver population has expanded by 15,000 (5 per cent) this year, helping to reduce the driver deficit. Non-UK nationals represent 11 per cent of the LGV driver population: 1 per cent are non-EU nationals and 10 per cent are EU nationals. Of the 10 per cent of drivers from the EU, the majority come from Eastern Europe and in particular Poland, Romania and Hungary.

The proportion of the population who identify being a van driver as their main occupation has risen appreciably by 28 per cent over the year. In Q2 2015, van drivers accounted for 8 per cent of jobs in logistics but this has gone up to 10 per cent this year; an increase of over 55,000. Around 11 per cent of van drivers are non-UK nationals and EU nationals represent 9 per cent of the logistics van driver population (around 22,000 drivers).

[1] Source: Repgraph analysis of ONS Labour Force Survey for Q2, 2016

In total, around 365,000 non-UK nationals (14 per cent of logistics workers) are employed in logistics and nearly 300,000 (11 per cent) are EU nationals. By proportion, most EU nationals are employed in warehousing and storage related occupations. EU nationals represent 21 per cent of the forklift driver population (around 20,500 drivers) and 23 per cent of elementary storage occupations (around 93,000 jobs).

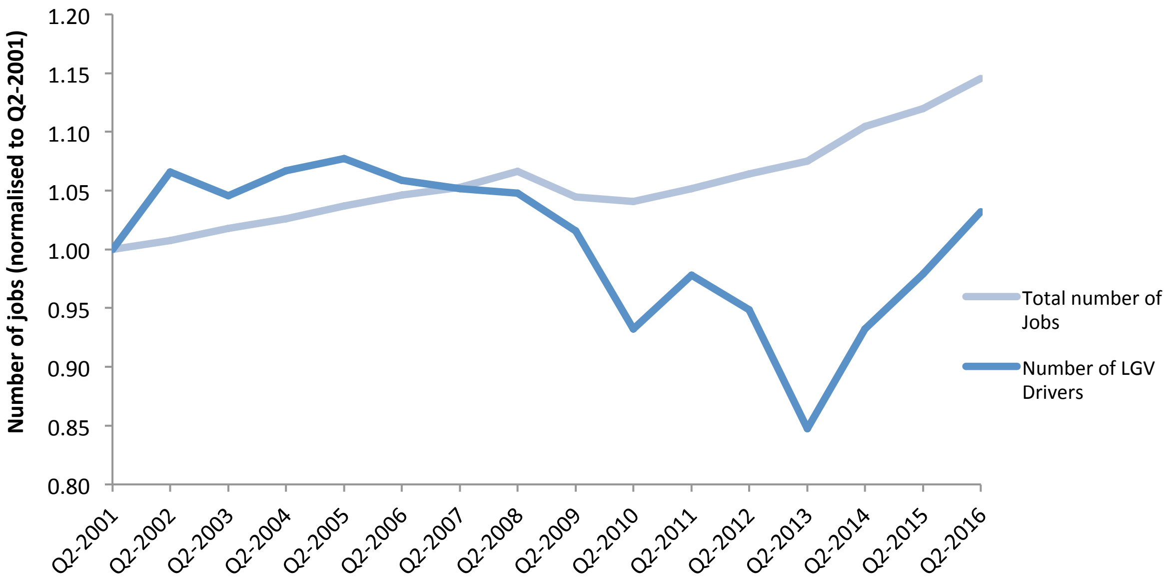
LGV Drivers: Employment and Claimant Count

Employment of LGV drivers compared to general employment[2]

In Q2 2016 according to the ONS Labour Force Survey, there were 315,495 people employed as LGV drivers, compared with 321,455 professional drivers 10 years earlier (a reduction of 2 per cent). At the same time national employment statistics indicated that there were a total of over 31.66 million jobs in June 2016 compared to 29.10 million 10 years earlier, which is an increase of 9 per cent.

While total employment numbers have increased over the last 15 years there has been a significant fall in the proportion of LGV drivers (dropping by 15 per cent from 2001 to 2013, but recovering somewhat since then). The number of LGV drivers in employment increased over the period from Q2 2015 to Q2 2016 (up by 5 per cent), but this was in line with a reduction in general unemployment due to improved economic conditions and is still just below 2007 pre-recession levels (Figure 1).

Figure 1: LGV drivers in employment compared to general employment

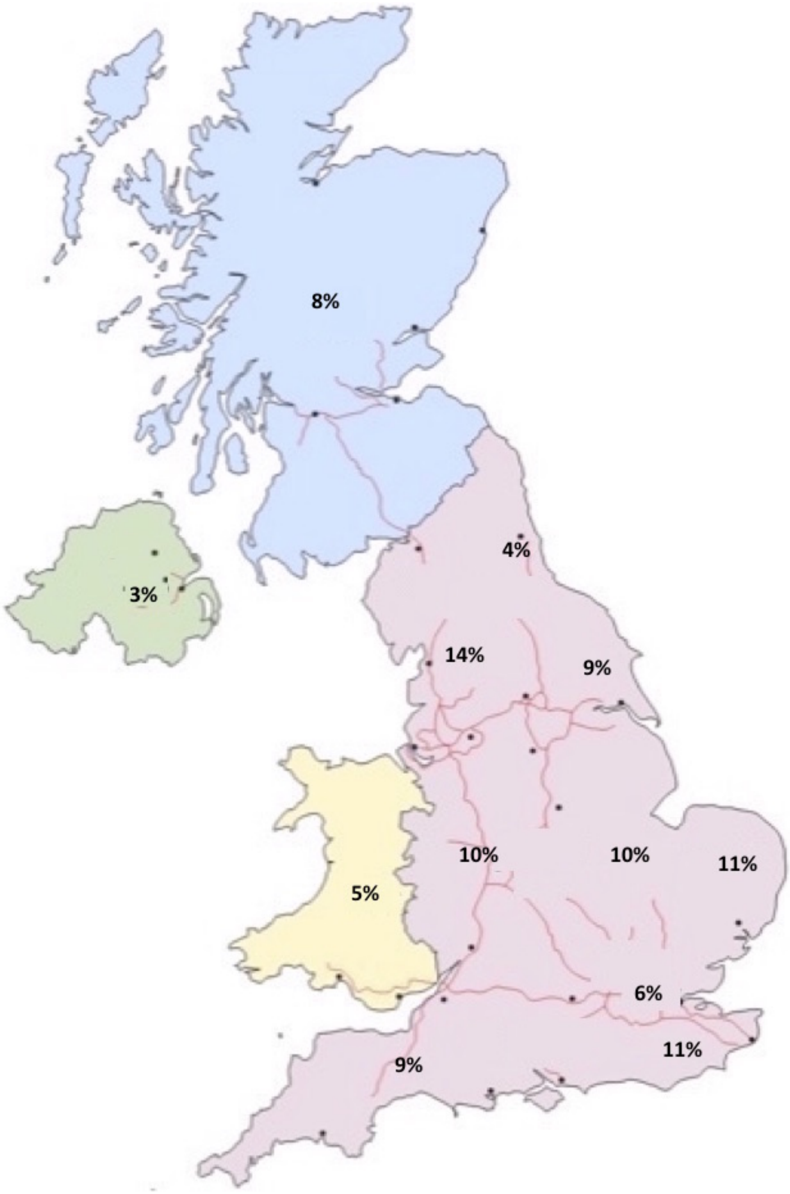


[2] Source: ONS Labour Force Survey Employment status by occupation, tables EMP04 and EMP16 Q2 2001- Q2 2015

LGV driver employment by country and region

Nearly one half of drivers are employed in Central and Northern England with the largest proportion working in the North West of England (Figure 2). The region that employs the highest proportion of LGV drivers is North West England. Perhaps unsurprisingly, Northern Ireland has the smallest proportion of drivers (3 per cent), followed by Wales.

Figure 2: Percentage LGV driver employment by country/region

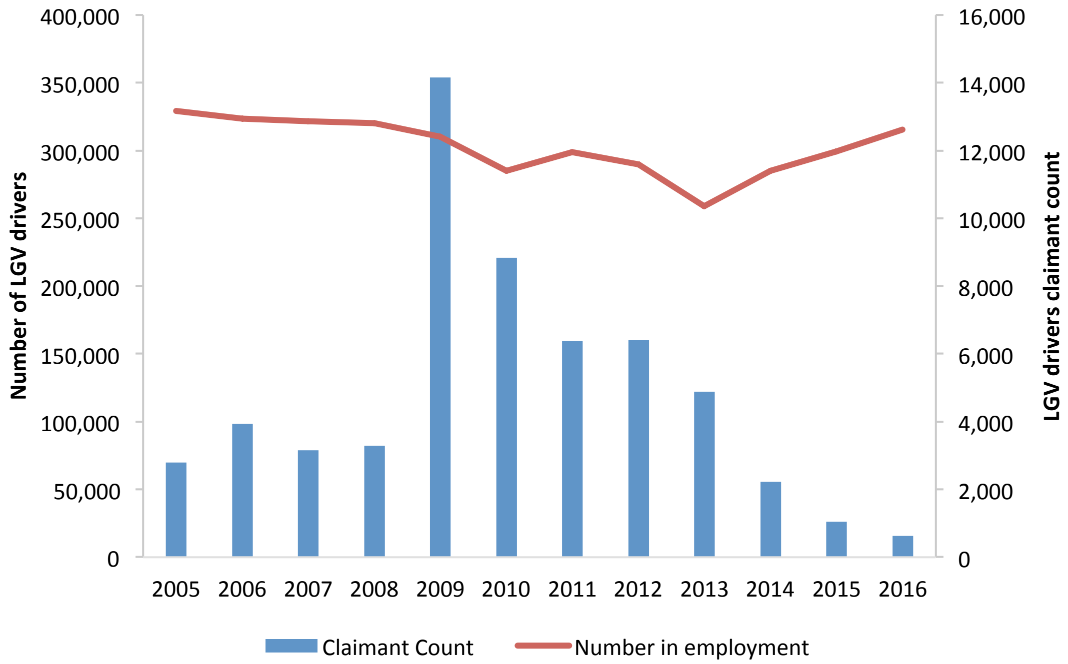


LGV driver claimant count

The number of LGV drivers claiming Jobseeker's Allowance in Q2 2016 was 620 (taking the month of May as the mid-point for Q2). By August 2016, the number had fallen further to 530 which is down 38.4 per cent from a year ago. According to the UK Labour Market statistics published by the ONS the UK claimant count[3] was slightly higher (0.3 per cent) in August 2016 compared to July[4]. At the same time, the trend for LGV drivers claiming Jobseeker's Allowance continued its downward trajectory, falling by 7.0 per cent in the same period. For the UK as a whole, the claimant count was 771,000, down by only 2.7 per cent from a year ago.

This statistic shows that labour market trends for LGV drivers in the UK is out of step with general labour market trends. On the surface this may seem like good news, but in reality there is an ever-shrinking pool of active jobseekers from which to source drivers. The current LGV drivers' claimant count is 96.5 per cent lower than the peak of 15,255 in March 2009 during the economic downturn, almost double that of the UK as a whole in the same period.

Figure 3: Employment and unemployment of LGV drivers, United Kingdom, Q2 2016 [5]



[3] People out of work claiming Jobseeker's Allowance or Universal Credit

[4] Sources: Nomis - Claimant count by occupation (August figures) 14 September 2016

[5] Sources: Nomis - Claimant count by occupation (May figures) 15 June 2016 and ONS Labour Market Statistics - Table EMP04: All In Employment By Status, Occupation & Sex (Q2 figures) 17 August 2016

Driver Shortage Number

The driver shortage number is estimated by comparing job growth for the general population with LGV drivers based on ONS Labour Force Survey statistics.

Labour Force Survey statistics – driver shortage number

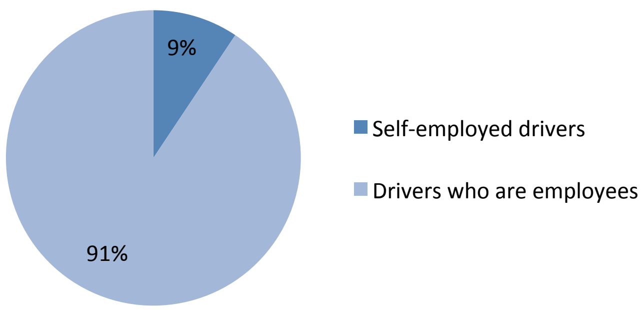
An analysis of the official ONS Labour Force Survey data estimates that the current driver shortage figure is **34,567.**

	Labour Force Survey analysis
1.	In 2001 there were estimated to be 305,629 LGV drivers.
2.	As of June 2016 there were 315,495 LGV drivers.
3.	At the same time, the total UK economy had added 14.5 per cent more jobs compared to 2001.
4.	Assuming that the industries employing LGV drivers have tracked the economy as a whole in terms of demand for jobs, then there should be a 14.5 per cent increase in the demand for LGV drivers since 2001.
5.	This equates to 350,062 LGV drivers required. Therefore the shortfall in the number of drivers is estimated to be 350,062 – 315,495 = 34,567 as of mid 2016.
6.	This is likely to be a conservative estimate since the rise in e-commerce and home delivery in recent years is likely to have exacerbated demand for LGV drivers compared to many other vocations.

LGV Driver Employment Status

Figure 4 shows the employment status of the UK's LGV drivers.[6]

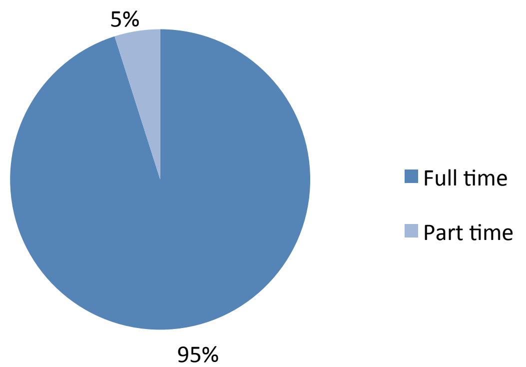
Figure 4: LGV driver employment status



In Q2 2016, 9 per cent of respondents indicated that they were self-employed whilst 91 per cent stated that they were employees. This compares to only 6 per cent who were self-employed in 2009 during the recession.[7] This is probably caused by the improvement in the economy creating more opportunities for drivers to set up on their own. The increased proportion of self-employed drivers may be contributing to the difficulties currently experienced by firms in recruiting permanent LGV drivers. Perhaps not surprisingly most LGV drivers work full time (Figure 5).[8]

[6] Source: Labour Force Survey, Q2 2016
[7] Source: Labour Force Survey, Q2 2009
[8] Source: Labour Force Survey, Q2 2016

Figure 5: LGV drivers in full and part time work



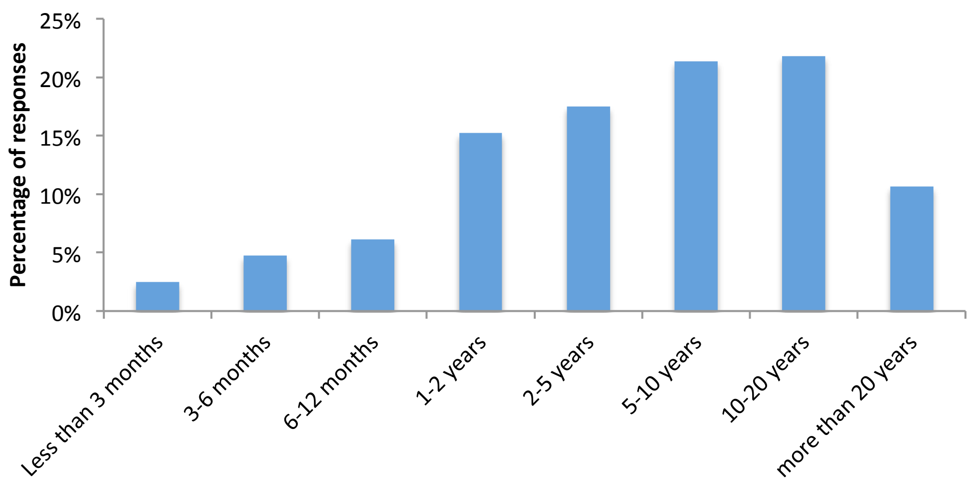
In Q1 2016, 95 per cent of respondents stated that they worked full time and 5 per cent part time. There was no change compared to Q2 2009 at the height of the recession, when the same proportion reported that they were working full time. The consistently small proportion of part time working is probably due to job work patterns making it very difficult to employ LGV drivers on a part time basis.

Ninety seven per cent of LGV drivers were in a permanent job in Q2 2016,[9] highlighting the large amount of work available and the large demand for LGV drivers at the moment. Agency workers continue to represent a small proportion of LGV drivers. In Q2 2016 only 3 per cent of respondents stated that they were agency workers, [10] reflecting low demand currently for agency staff, as employers prefer to take on permanent LGV drivers.

Driver job turnover

Most LGV drivers have remained with the same employer for a relatively long period of time. Figure 6 shows length of time in current job as of Q2 2016.

Figure 6: LGV drivers: Time in current job



A large majority have been in the same job for more than two years and more than half have been in the same job for more than five years, which is in line with the trend across the general working population.[11]

[9] Source: Labour Force Survey, Q2 2016
[10] Source: Labour Force Survey, Q2 2016
[11] Source: Labour Force Survey, Q2 2016

Driver turnover calculation

Each year, the Q2 Labour Force Survey includes supplementary questions not contained in the other quarters, such as 'occupation a year previously'. These data are used to estimate driver turnover:

	Driver Turnover Calculations
1.	The number of LGV drivers in Q2 2015 was 299,217
2.	Number of LGV drivers in Q2 2016 was 315,495
3.	This represents a **5 per cent net increase in the number of LGV** drivers from Q2 2015 to Q2 2016
4.	The mean number of LGV drivers over the period from Q2 2015 to Q2 2016 was **307,356**
5.	In Q2 2016 9,155 or **3 per cent LGV drivers had left the industry for another job within the year** (9,155/307,356)

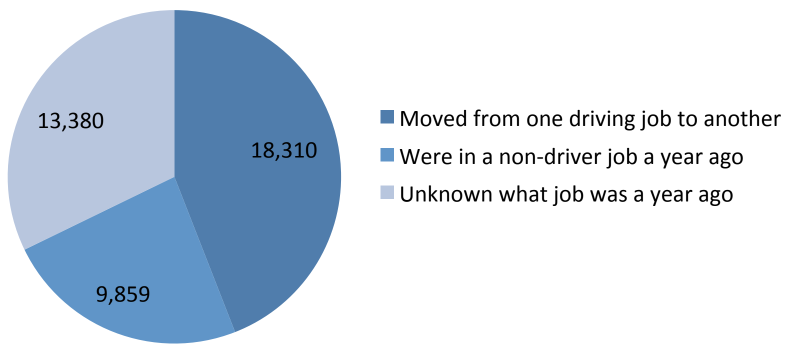
The results show that despite the 3 per cent attrition over the period, there was a net 5 per cent extra LGV driver jobs compared to a year earlier. This is indicative of continued strength in the demand for LGV drivers that has been building since the end of the last recession. The challenge for the industry remains how to retain a larger number of drivers.

Churn within the industry

In the Q2 2016 Labour Force Survey 41,550 LGV drivers indicated that they had been in their current job for less than one year. At the same time, around 4.5 million people in the national working population were also in their present post for less than a year.

The following chart illustrates the job change details for LGV drivers.

Figure 7: LGV driver churn



Even accounting for the large proportion of LGV drivers whose occupation a year earlier was unknown, 18,310 of those drivers who had been in post for less than one year had moved from one driving job to another. This equates to a conservative estimate of LGV driver churn of 5.8 per cent (18,310/315,495). The same figure for the general working population (i.e. for same-vocation annual churn) is 4.5 per cent.

It is however very encouraging that LGV driver churn has decreased to its lowest level in the last five years, having peaked in 2014 when the economic recovery was driving demand at a greater rate than perhaps it is now.

Table 2: LGV Driver churn for the last 5 years

Year	LGV Driver Churn %	Working population churn %
2012	7.7	4.2
2013	7.1	4.1
2014	9.8	4.4
2015	9.7	4.9
2016	5.8	4.5

The 2016 figure nonetheless demonstrates that although churn of LGV drivers has decreased in recent years, professional drivers are still moving jobs at a greater rate than the national average for the working population (29 per cent greater churn in LGV drivers than churn across all vocations this year). Finding ways to retain LGV drivers in the same job is therefore a big challenge for the logistics industry.[12]

Driver Pay and Conditions

The Labour Force Survey asks participants about various aspects of their pay and employment conditions, including average weekly and hourly pay as well as hours worked and overtime. This section presents the results of the analysis to these questions for LGV drivers.

Pay measures

The Labour Force Survey includes several measures of pay. The following table provides details for the most informative pay measures:

Table 3: LGV driver pay

	Q2 2015			Q2 2016			
	Responses	**Mean**	**Median**	**Responses**	**Mean**	**Median**	**% change ***
Gross weekly pay	110	£505	£486	109	£519	£538	+2.8
Net weekly pay	109	£402	£403	111	£416	£415	+3.5
Gross hourly pay	107	£10.31	£10.00	106	£10.82	£10.60	+4.9
Basic hourly rate	50	£10.26	£10.00	48	£10.22	£9.50	-0.3

** mean pay*

Gross and net weekly pay rose above the rate of RPI inflation as did gross hourly pay, which was up by nearly 5 per cent on the previous year. Basic hourly rates were broadly unchanged, indicating that gross hourly pay increases have probably arisen from increased overtime remuneration (although it should be noted that basic hourly rate is calculated using a smaller sample size). Overall, the results indicate that driver pay increases are still outpacing inflation.

Analysis of average gross hourly and weekly pay for each age band revealed that wages were significantly higher for drivers over the age of 30. For the 20-29 year old age bracket, the average gross weekly pay was around £480, but this was around £550 for the 30-39 age bracket (15 per cent higher). Beyond the age of 40, there was no significant change in gross weekly pay.

The large pay step around the age of 30 probably reflects the extra value employers place on more experienced LGV drivers. It should however also serve as an incentive to younger people joining the profession, who can expect their earnings to rise significantly if they remain within the industry for just a few years.

[12] Source: Labour Force Survey, Q2 2016

Rising pressure on starting salaries
For Q2 2016 the average weekly gross pay for those who held their job for less than a year was £425.17 compared to £403.33 a year earlier, an increase of **5.4 per cent**. This rise is well above the rate of inflation and nearly double the average **2.8 per cent** increase in average gross weekly pay, indicating a current upward pressure on starting salaries, possibly caused by difficulties in recruiting LGV drivers.

Measures of working hours

Working time is captured via a number of variables in the Labour Force Survey, including usual and basic weekly hours of work as well as usual weekly hours of overtime.

Table 4: LGV driver hours

	Q2 2015			Q2 2016			
Usual hours:	**Responses**	**Mean**	**Median**	**Responses**	**Mean**	**Median**	**% change**
Excluding overtime	257	45.3	45	240	45.4	45	0.2%
Including overtime	183	51.7	50	183	52.2	51	1.0%
Paid overtime	181	8.2	7	184	8.3	8.0	1.2%
Unpaid overtime	186	0.75	0	187	0.52	0	-30.7%

Hours of work both including and excluding overtime increased marginally however hours of unpaid overtime decreased in the same period. A majority of respondents reported that overtime was paid at more than their basic pay rate (78 per cent) with 22 per cent being paid overtime at the same rate as their basic hours. Sixty one per cent reported that they were paid at a fixed hourly rate and 39 per cent at a variable rate.

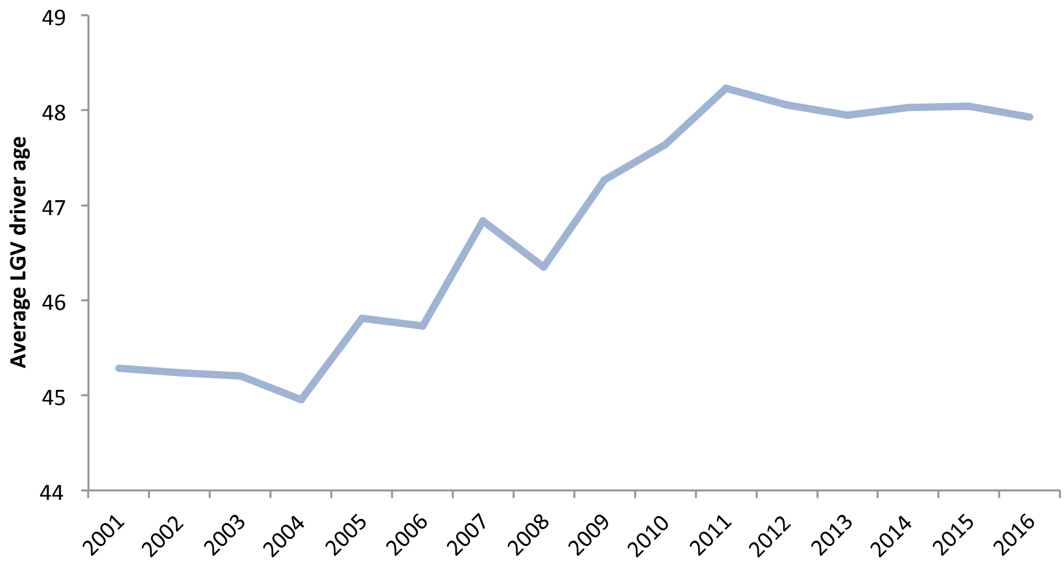
A small majority reported that their hours of work vary from week to week (198 out of 352 in Q2 2016) whilst less than 5 per cent stated that they would like to work longer hours at current basic pay.

LGV Driver Age: A Profession Dominated by Older Male Drivers

Average age for LGV drivers

Over the last 15 years there has been a steady increase in average driver age, rising from 45.3 in 2001 to 47.9 at the present time (Figure 8). It is however encouraging to note that the average driver age has levelled off, decreasing very slightly from last year.

Figure 8: Average age of LGV driver population over the last 15 years



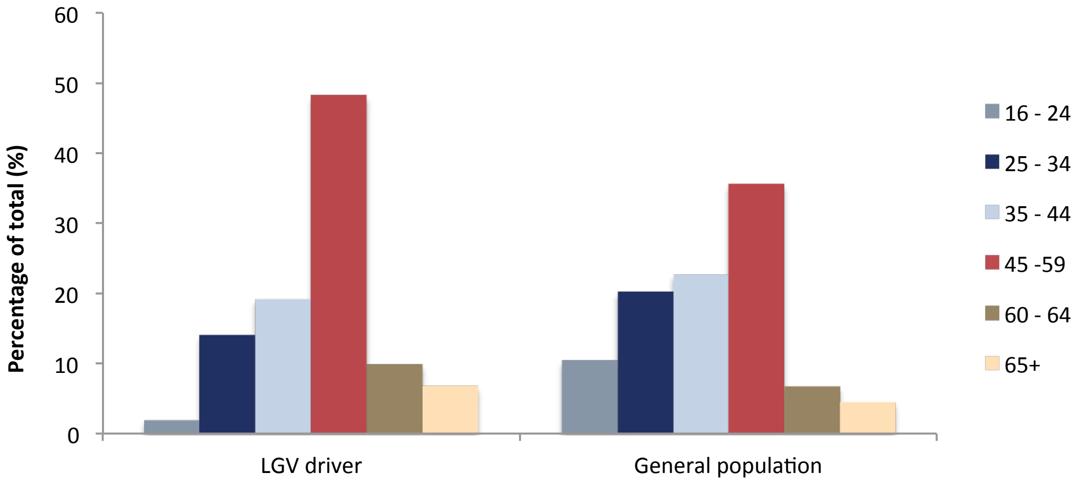
Source: Quarterly Labour Force Surveys, 2001-2016 (Q2 for each year)

LGV driver age compared to general population

Data on age demography from the Labour Force Survey (Q2 2016) revealed that over 64 per cent of LGV drivers are 45 years or older.[13] This is vastly different to the economy-wide demographics, where the population aged 45 years or older in employment was found to be around half (Figure 9). Only 2 per cent of employed drivers are under 25 (this is up from 1 per cent last year), whereas over 10 per cent of the total employed population is under 25. The large number of LGV drivers over the age of 65 (around 21,000) also points to continued pressures on driver recruitment in order to backfill positions vacated due to recent retirements.

[13] Source: Quarterly Labour Force Survey, Q2 2016

Figure 9: Age demographics for professional drivers compared to the general population



Source: Quarterly Labour Force Survey, Q2 2016

Gender

Labour Force Survey data indicates that the LGV driver profession continues to be dominated by men. The approximate estimate is consistently around 1 per cent for female drivers in the population however, the small number of female driver respondents prevents a more accurate measure. In the sample of Labour Force Survey respondents in Q2 2016, only 3 (0.7 per cent) were female.

New Entrants and Test Pass Rate

Initial qualification

The figures for drivers acquiring DCPC through the initial qualification (which represents new entrants to the industry who did not hold a category C licence prior to 10 September 2009) are provided in Table 5. There was a 22 per cent increase in new entrants for the year ending March 2016 compared to the previous year.

Table 5: Initial qualification

Financial year	DCPC initial qualification[14]
April 08 – March 09	3,948
April 09 – March 10	7,524
April 10 – March 11	12,104
April 11 – March 12	14,003
April 12 – March 13	16,511
April 13 – March 14	21,054
April 14 – March 15	30,025
April 15 – March 16	36,615

[14] https://www.gov.uk/government/statistics/driver-certificate-of-professional-competence-cpc-statistics

LGV driver apprenticeships

Latest figures published in April 2016 by the Skills Funding Agency and the Department for Business, Innovation and Skills provisionally indicated that for the 12 months from August 2015 to August 2016, 5,470 people started apprenticeship programmes learning to drive goods vehicles.[15] which is an increase of 11 per cent compared to 2014/15 but is 28 per cent lower than 2011/12.

Table 6: LGV driver apprenticeship numbers

Year	2011/12	2012/13	2013/14	2014/15	2015/16
Count	7,620	5,510	4,000	4,930	5,470*

*provisional

LGV pass rate

The pass rate for LGV drivers impacts on the number of drivers in employment. The number of practical tests taken in the year to the end of March 2016 increased by 27 per cent compared to last year and is now back to pre-recession levels. Overall the number of tests taken has increased by 60 per cent since the low of 2010/11. Although the pass rate has gradually improved since financial year 2007/2008, only just over half of test takers pass (Table 7).[16]

Table 7: Practical large goods vehicle (LGV) test,[17] Great Britain: 2007/08 to 2015/16

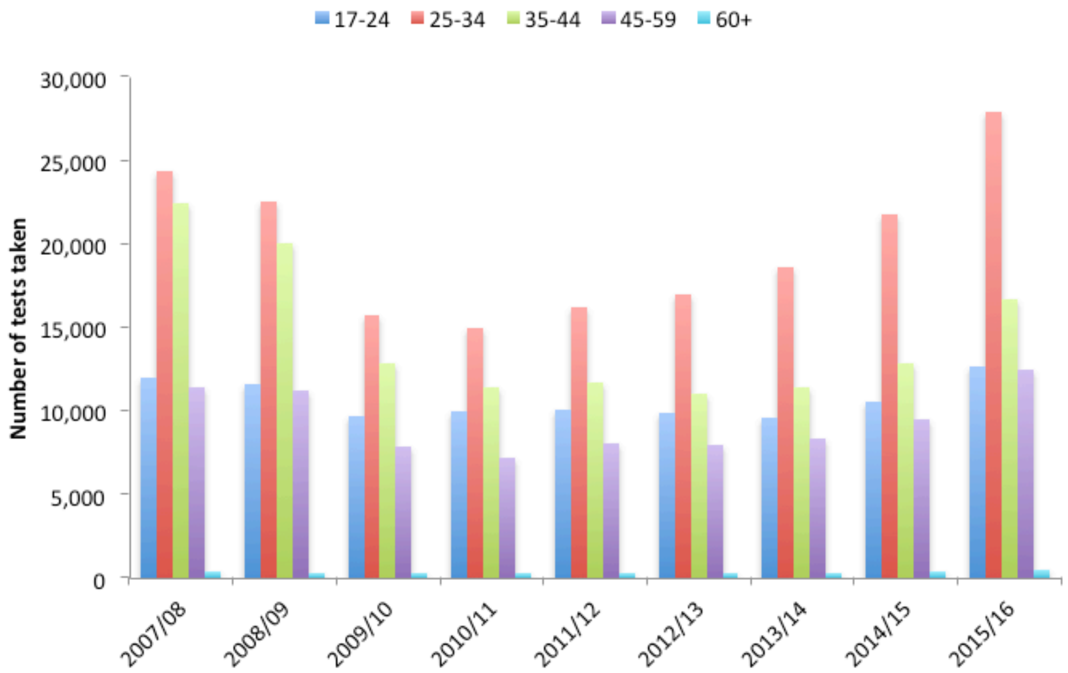
Year	Tests	Passes	% pass rate[18]
2007/08	70,766	32,779	46.3%
2008/09	65,852	32,298	49.0%
2009/10	46,426	23,876	51.4%
2010/11	43,894	22,664	51.6%
2011/12	46,549	24,401	52.4%
2012/13	46,246	24,498	53.0%
2013/14	48,283	26,224	54.3%
2014/15	55,161	30,574	55.4%
2015/16	70,233	39,000	55.5%

[15] https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships
[16] https://www.gov.uk/government/statistical-data-sets/drt05-practical-large-goods-vehicles-LGV-test-pass-rates
[17] Includes test categories C, C1, C+E, C1+E
[18] *Source: DfT 2016 Practical large goods vehicles (LGV) test pass rates (DRT0501)*

Age

In the year to the end of March 2016, over half (58 per cent) of all tests were taken by those under the age of 35. In addition the average age of a person taking a practical test was 34.

Figure 10: Age breakdown for the number of practical LGV tests conducted[19]



Gender

The number of women taking the practical LGV test has remained between 6 and 7 per cent of all test takers since 2008. The pass rate for women is however consistently higher than their male counterparts.

Table 8: Pass rates for men and women

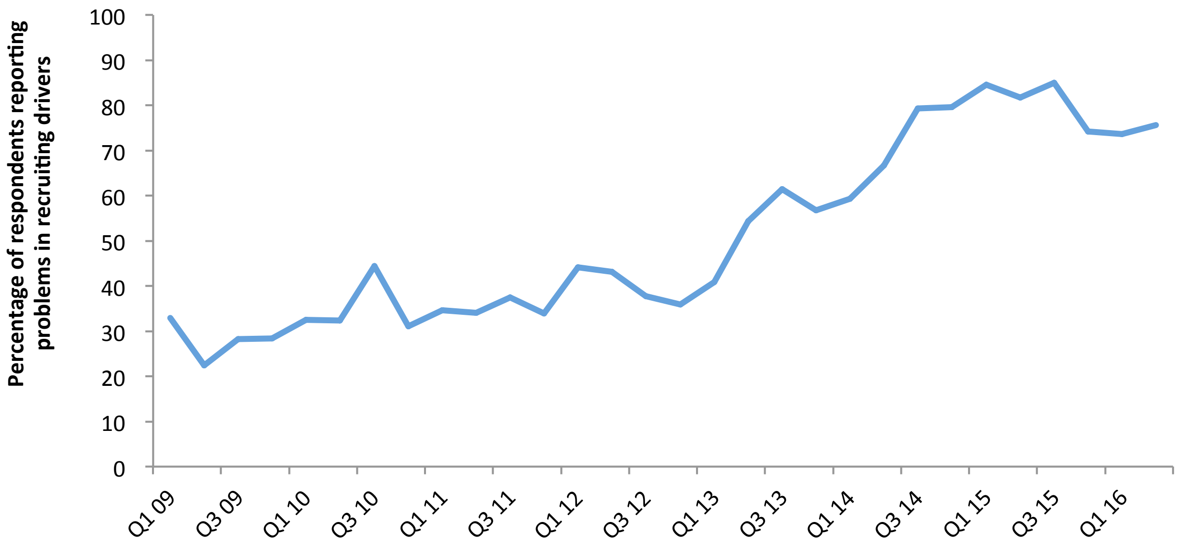
Year	Male pass rate	Female pass rate
2007/08	46%	48%
2008/09	49%	52%
2009/10	51%	55%
2010/11	52%	53%
2011/12	52%	54%
2012/13	53%	53%
2013/14	54%	59%
2014/15	55%	59%
2015/16	55%	58%

[19] *Source: DfT 2016 Practical large goods vehicles (LGV) test pass rates (DRT0503)*

Problems Recruiting Professional Drivers

According to FTA's Quarterly Transport Activity Survey (QTAS) July 2016, FTA members reported around the same level of difficulty in recruiting drivers in the second quarter of 2016 compared to the previous quarter. In Q2 2009 however, just over 20 per cent of respondents had problems recruiting LGV drivers; this has increased to around 75 per cent (Figure 11).

Figure 11: Problems in recruiting professional drivers

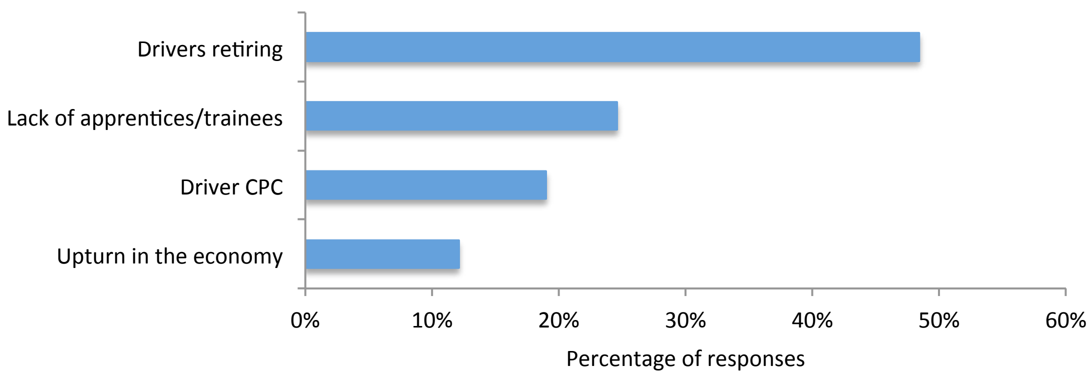


Driver Shortage: Barriers and Solutions

In June 2016, FTA conducted its annual Transport Manager Survey and found that over 46 per cent of respondents reported that in recent months they were either unable to fill LGV driver vacancies or had experienced long delays in doing so. Only 24 per cent of transport managers reported that they had experienced no issues at all.

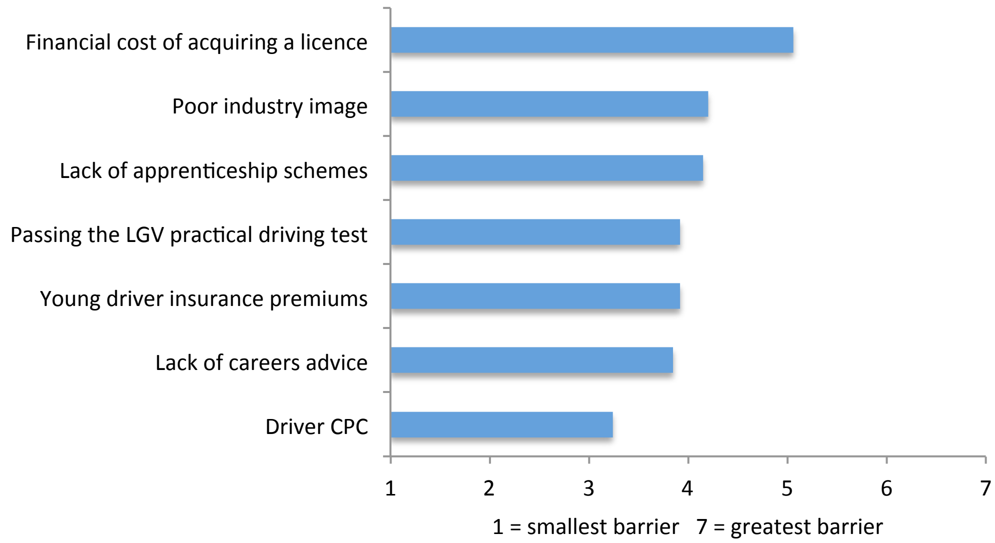
A majority of transport managers anticipated a shortage of LGV drivers in the near future with most blaming retirement as the greatest contributing factor (Figure 12).

Figure 12: Reasons for anticipated shortage of LGV drivers in the coming months



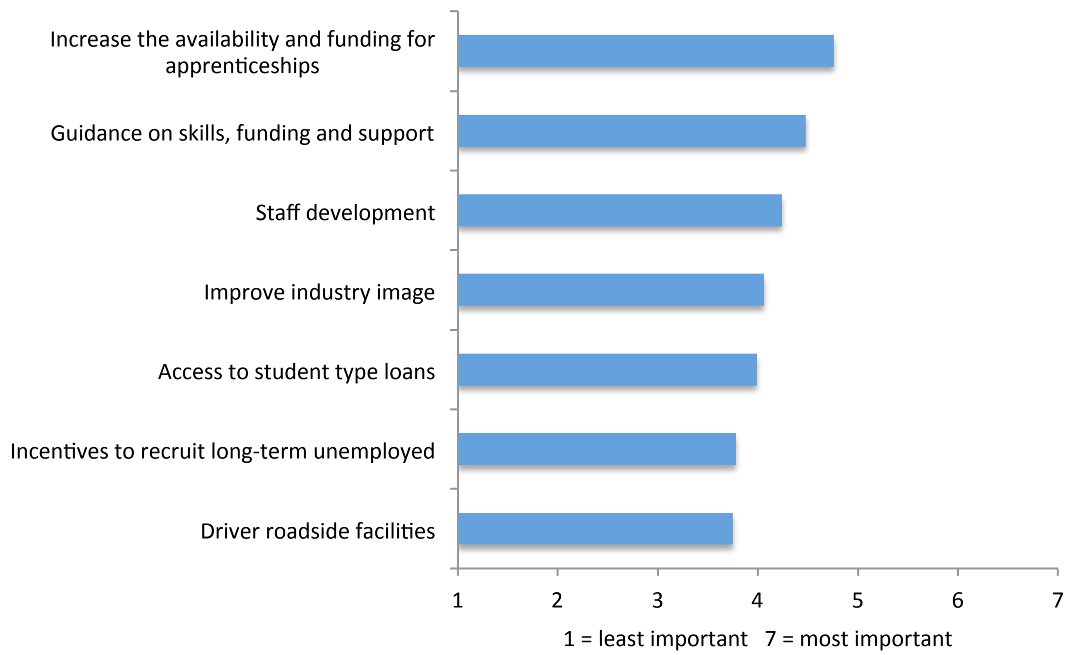
'Financial cost of acquiring a licence' was ranked as the greatest barrier to driver recruitment, followed by poor industry image and lack of apprenticeship schemes (Figure 13).

Figure 13: Barriers to driver recruitment



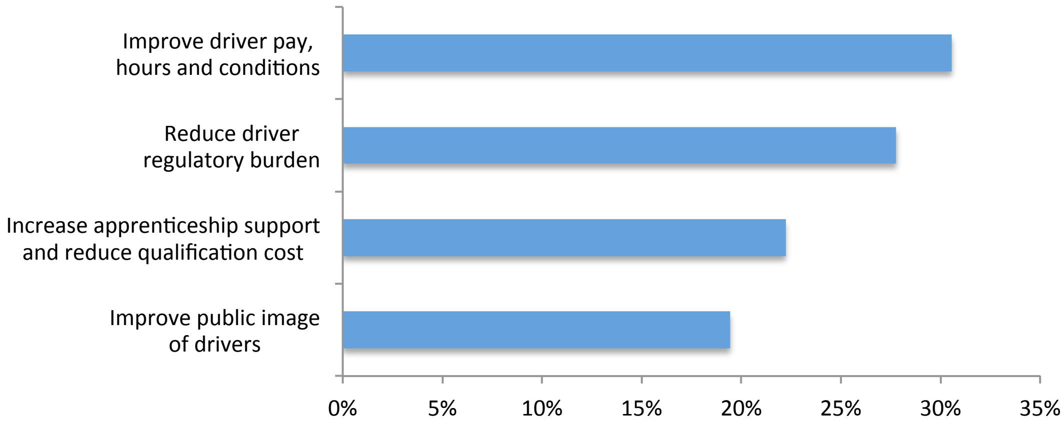
Respondents indicated that increasing the availability and funding for apprenticeships was the most important measure to address the problem of recruitment and deployment (Figure 14).

Figure 14: Measures to address driver recruitment and deployment



For ‘other measures’ that would help address recruitment, ‘improving driver pay, hours and conditions’ was again the most popular response, as it was for other reasons why driver shortages were anticipated (Figure 15).

Figure 15: Other measures to address the problem of driver recruitment and deployment



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