

# Cheshire and Warrington Labour Market - Logistics Pathway

The Cheshire and Warrington Data and Labour Market Steering Group have commissioned this work which takes the qualification pathways that have been developed by the Institute for Apprenticeships and Technical Education, mapping different occupations against them and contextualising them for the Cheshire and Warrington economy.

Other Pathways include:

- Care Route
- Construction – Building Services Engineering Pathway
- Construction – Design, Surveying & Planning Pathway
- Construction – Onsite Construction Pathway
- Digital Route
- Science Pathway
- Transport Pathway

The pathways will be updated as necessary and, by the end of October, all the draft pathways will be posted on the LEP website.

## Cheshire and Warrington Briefing: Logistics Occupations

### Introduction

This briefing covers some key facts about Logistics occupations in Cheshire and Warrington:

- What sort of jobs are there?
- How many jobs are there and what do these jobs pay?
- Which employers are recruiting and where are jobs being advertised?
- What sort of skills are employers looking for?
- What sort of apprenticeships are available?
- What sort of courses can young people and adults do?

### Logistics Occupations Description

The types of jobs in Logistics are:

- Supply Chain Operative/Technician
- Supply Chain Manager
- Supply Chain Professional

A fuller description of the occupations in the Logistics Pathway<sup>1</sup> can be found at Annex 1

### Logistics jobs wages in Cheshire and Warrington

The table below sets out details on job numbers and the median wages that different occupations that fall into the Logistics pathway attract in Cheshire and Warrington.

Job numbers and median wages of Logistics occupations in Cheshire and Warrington		
	2021 Jobs	Median Wages
Managers and Directors in Transport and Distribution	1542	£39,897
Managers and Directors in Storage and Warehousing	2499	£27,743
Waste Disposal and Environmental Services Managers	134	£39,495
Stock Control Clerks and Assistants	2425	£21,048
Transport and Distribution Clerks and Assistants	978	£25,214
Large Goods Vehicle Drivers	8050	£31,315
Van Drivers	4800	£20,454
Refuse and Salvage Occupations	839	£21,272
Elementary Storage Occupations	13983	£20,709
<i>Source: EMSI Analyst</i>		

### Logistics jobs in Cheshire and Warrington<sup>2</sup>

- In 2021, there were over 35k of these jobs in Cheshire and Warrington<sup>3</sup>.

<sup>1</sup> This is the Logistics Pathway as described in the Institute for Apprenticeships and Technical Education (IFATE) Occupational Maps <https://www.instituteforapprenticeships.org/occupational-maps/>

<sup>2</sup> For mapping of the Institute for Apprenticeships and Technical Education (IFATE) Logistics pathway to 4-digit SOC codes see Annex 2.

<sup>3</sup> Data in this section from EMSI Analyst.



- About 15k of these jobs were below Level 2, about 16k required qualifications at Level 2 and about 4k were at Level 3+.
- Over the next ten years, over a third of these jobs will need to be filled by new entrants because of retirements and similar.
- Many of the non-managerial jobs are at medium to high risk of automation in the future.
- There are more jobs like this in Cheshire and Warrington than would be expected from the national average.

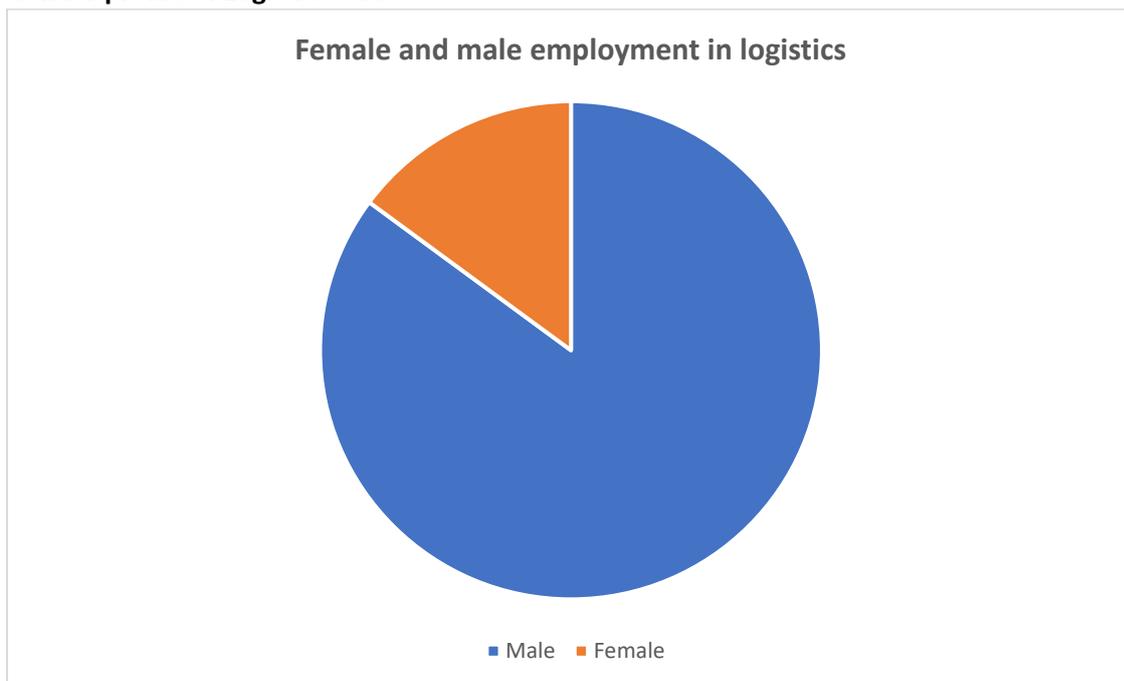
### Age profile of Logistics jobs

The age profile of employees in the Logistics pathway is older than is the case for all jobs.



Source: EMSI Analyst

### Gender profile of Logistics Jobs



Source: EMSI Analyst



## Job postings<sup>4</sup>

- In the last five years, there have been about 25k unique job postings for this type of job in C&W (excluding staffing companies) with about 9k in Cheshire West and Chester, 8k in Cheshire East, and 8k in Warrington.
- These jobs were mainly advertised in Warrington (6,843); Chester (2,827); Crewe (2,782); Ellesmere Port (1,693); Northwich (1,689); Macclesfield (1,261); Winsford (801); Middlewich (646); and Nantwich (556).
- The average number of times a role like this gets advertised in Cheshire and Warrington has increased from about 4 to about 6 between 2016 and 2021, indicating that these roles may be becoming harder for employers to recruit to.
- Top recruiters in Cheshire and Warrington (excluding staffing agencies) include Tesco, Aldi, Yodel, the Carlyle Group, Synergie SE, Pizza Hut Delivery, Co-op, and Domino's Pizza.
- The most frequently advertised job titles in Cheshire and Warrington are for Warehouse Operatives, HGV Drivers, and Delivery Drivers.

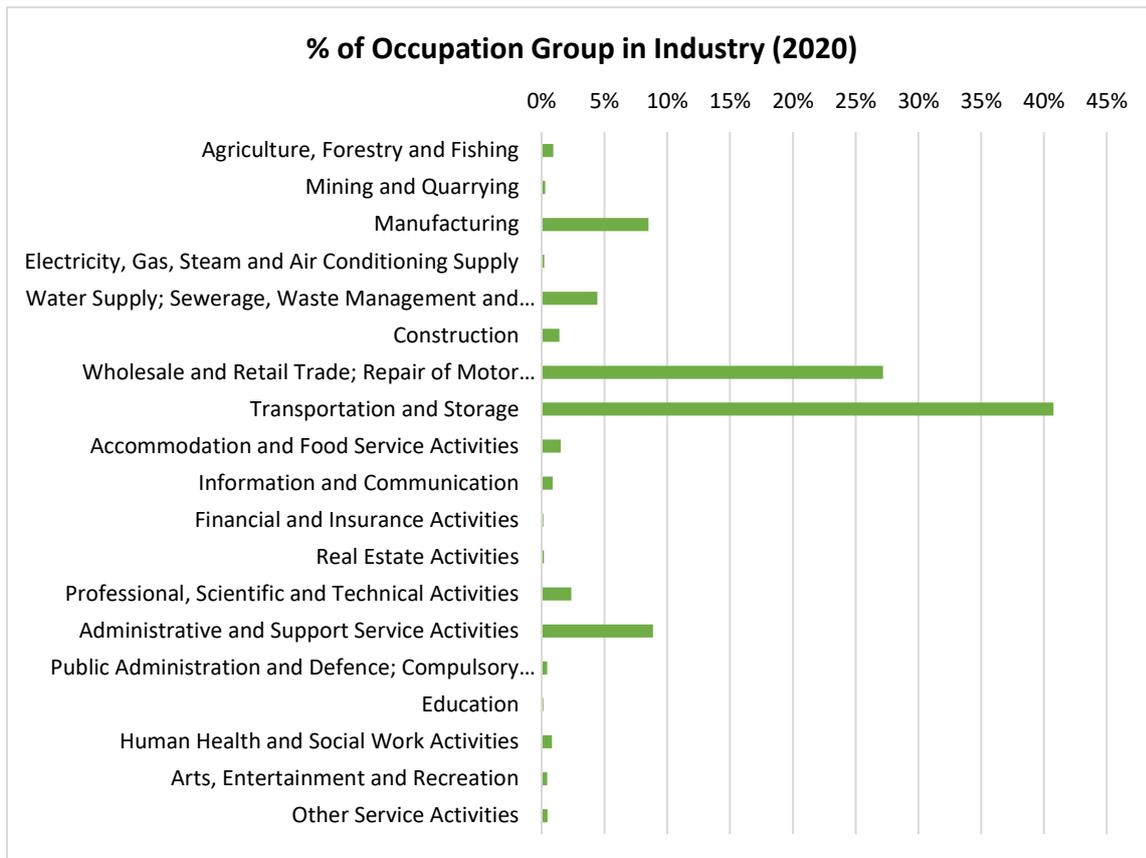
## Hard Skills sought by employers

Hard skills sought by employers for Logistics jobs in C&W	
Skill	Frequency in Postings
Warehousing	21%
Key Performance Indicators (KPIs)	7%
Customer Experience	3%
Dealing With Enquiries	3%
Supply Chain	3%
Collections	3%
Stock Control	3%
Palletizing	3%
Manual Handling	3%
Order Picking	3%
Auditing	2%
Merchandising	2%
Bakeries	2%
Forklift Truck	2%
Operations Management	2%
Restaurant Operation	2%
Numeracy	2%
Trunking	2%
Stock Management	2%
Selling Techniques	2%
<b>Source: EMSI Analyst</b>	

<sup>4</sup> All data in this section and the next is from EMSI Analyst.



## Which industry sectors in Cheshire and Warrington employ people in Logistics jobs?



Source: EMSI Analyst

### Apprenticeships

In the past five years, there have been 418 apprenticeships advertised in Logistics occupations in Cheshire and Warrington. Over a third of these opportunities have been advertised as being with a single employer – Aldi.

In the academic year 2019/20, 59 residents of Cheshire and Warrington started an apprenticeship in Logistics occupations. Most of these apprenticeships were at Level 2. The Level 2 Supply Chain Warehouse operative apprenticeship had about half of all apprenticeship starts.



<b>Apprenticeship starts in Logistics by Cheshire and Warrington residents in 2019/20</b>				
	Level 2	Level 3	Level 4 Plus	Grand Total
Driving Goods Vehicles	10			10
Large Goods Vehicle (LGV) Driver	20			20
International Freight Forwarding Specialist		4		4
International Trade and Logistics Operations	1			1
Logistics Operations Management	0	3		3
Supply Chain Leadership Professional (integrated degree)			7	7
Supply Chain Management	0		1	1
Supply Chain Practitioner (Fast Moving Consumer Goods)		2		2
Supply Chain Warehouse Operative	29			29
Traffic Office		1		1
Warehousing and Storage	1	0		1
<b>Grand Total</b>	<b>41</b>	<b>10</b>	<b>8</b>	<b>59</b>
<i>Source: ESFA localities datacube 2019/20 (residency)</i>				

### College Courses

There were very few classroom-based logistics courses for young people in Cheshire and Warrington in 2019/20, with only 15 in total, two thirds of those below level 2.

<b>Learning aim starts by Cheshire and Warrington residents aged 16-18 in Warehousing and Distribution 2019/20</b>			
	Below Level 2	Level 2	Grand Total
Award in Employee Rights and Responsibilities in the Logistics Industry		3	3
Certificate in Supply Chain and Logistics	5		5
Certificate in the Principles of Warehousing and Storage		3	3
Certificate in Warehousing and Storage	1		1
Diploma in Supply Chain and Logistics	3		3
<b>Grand Total</b>	<b>9</b>	<b>6</b>	<b>15</b>
<i>Source: ESFA localities datacube 2019/20 (residency)</i>			

There were more opportunities for adults in Cheshire and Warrington, with the highest volume starts in forklift truck operations and Warehousing and Storage. It is likely that many of these learning aims will have been delivered alongside each other as part of a sector work-based academy to support unemployed adults access employment opportunities in logistics.



**Learning aim starts (>10) by Cheshire and Warrington residents aged 19+ in Warehousing and Distribution 2019/20**

	<b>Below Level 2</b>	<b>Level 2</b>	<b>Grand Total</b>
Assemble orders for dispatch in logistics operations		10	10
Award in Fork Lift Truck (Counter Balance) Operations		125	125
Certificate in Driving Goods Vehicles (RQF)		10	10
Certificate in the Principles of Warehousing and Storage		11	11
Certificate in Warehousing and Storage	68		68
Certificate in Warehousing and Storage (RQF)		14	14
Certificate in Warehousing and Storage Principles (RQF)		23	23
Check stock levels and stock records		10	10
Diploma in Supply Chain and Logistics	37		37
Keep work areas clean in logistics operations		11	11
Maintain the Cleanliness of Equipment in Logistics Operations		10	10
Operate equipment to perform work requirements in logistics operations		25	25
Place goods in storage in logistics operations		11	11
Use Equipment to Move Goods in Logistics Operations		15	15
<b>Grand Total</b>	<b>108</b>	<b>298</b>	<b>406</b>
<i>Source: ESFA localities datacube 2019/20 (residency)</i>			



## Annex 1: Logistics Pathway

Technical Occupations	Higher Technical Occupations	Professional Occupations
<p><b>Operative/Technician</b></p> <p>Undertake routine materials movement, plan, and administer logistics.</p> <p><b>Express Delivery Operative (L2)</b></p> <p><b>Express Delivery Sortation Hub Operative (L2)</b></p> <p><b>International Freight Forwarding Specialist (L3)</b></p> <ul style="list-style-type: none"> <li>• Air Freight</li> <li>• Ocean Freight</li> <li>• Road Freight</li> </ul> <p><b>Supply Chain Operator (L2)</b></p> <ul style="list-style-type: none"> <li>• Removals Operative</li> <li>• Traffic Office</li> </ul> <p><b>Supply Chain Practitioner (Fast Moving Consumer Goods) (L3)</b></p> <p><b>Supply Chain Warehouse Operative (L2)</b></p> <p><b>Transport &amp; Warehousing Operations Supervisor (L3)</b></p> <ul style="list-style-type: none"> <li>• Transport Operations</li> <li>• Supervisor Warehouse Operations Supervisor</li> </ul> <p><b>Waste Resource Operative (L2)</b></p>	<p><b>Supply Chain Manager</b></p> <p>Manage an extended supply chain across multiple countries making use of sophisticated operations tools and analytical approaches.</p> <p><b>Fleet Manager</b></p> <p><b>Logistics Operations Maintenance Manager</b></p> <p><b>Logistics Operations Procurement Manager</b></p> <p><b>Logistics Operations Warehousing Manager</b></p> <p><b>Supply Chain Manager</b></p>	<p><b>Supply Chain Professional</b></p> <p>Lead all of the extended supply chain components (usually including procurement) and seek to improve the efficiency and effectiveness of the whole chain.</p> <p><b>Express Delivery Manager (degree) (L6)</b></p> <p><b>Supply Chain Leadership Professional (degree) (L6)</b></p>



## Annex 2 Mapping of SOC 2010 codes to the Logistics Pathway

There is no simple mapping of the IFATE Occupational Maps to 4-digit SOC codes. The codes below will contain the occupations included in the Logistics Pathway but may also include others.

SOC Code	Occupation Description
1161	Managers and directors in transport and distribution
1162	Managers and directors in storage and warehousing
1255	Waste disposal and environmental services managers
4133	Stock control clerks and assistants
4134	Transport and distribution clerks and assistants
8211	Large goods vehicle drivers
8212	Van drivers
9235	Refuse and salvage occupations
9260	Elementary storage occupations

