



Terms of Reference

Background

In 2015 the Expert Group on Future Skills Needs (EGFSN) published a report on [Addressing the Demand for Skills in the Freight Transport, Distribution and Logistics Sector in Ireland 2015-2020](#). Logistics is defined by the European Commission as the transport, as well as the organisation and management of flows of goods related to purchasing, production, warehousing, distribution and the disposal, reuse, and exchange of products, as well as the provision of value-added services. In 2018, the EGFSN published a report [Addressing the Skills Needs Arising from the Potential Trade Implications of Brexit](#).

The EGFSN research highlighted the critical nature of transport, logistics and supply chain activities to the efficiency and competitiveness of Ireland's domestic and international trade, and estimated that, regardless of Brexit's impact on the Irish economy, there would be a potential demand for c.30,000 new entrants to logistics and supply chain roles in the years to 2025. As confirmed by both the 2015 and 2018 EGFSN research, however, logistics and supply chain roles have suffered from a poor perception and lack of awareness, as well as a lack of defined career pathways and investment in education and training, with resulting difficulties in attracting, retaining and optimising talent.

With the need for a substantial influx of entrants into logistics and supply chain roles, the EGFSN report recommended the establishment of a Logistics and Supply Chain Skills Group. Such a group would work to manage a coordinated response from the Logistics and Supply Chain Management sectors to promote their roles; and through improved linkages between employers and education and training providers, enhance the alignment of education and training provision with industry needs and increase the latter's investment in increasing the skills base within the industry.

Overarching Goal of the Logistics and Supply Chain Skills Group

To support the promotion of careers, education and skills development, diversity and sustainable employment in logistics and supply chain activities.

Objectives of the Logistics and Supply Chain Skills Group

The six key objectives of the LSCSG are to:

- (1) Provide a forum for ongoing communication, collaboration and leadership by the Logistics and Supply Chain sectors in addressing the skills needs of the sector in Ireland.
- (2) Monitor labour market developments in the Logistics and Supply Chain sectors and provide insights into emerging skills needs.
- (3) Improve the profile of Logistics/Supply Chain roles, making it easier to recruit talent including by improving knowledge among secondary students of the range of interesting roles across all sectors.
- (4) Make progression pathways available to those entering or already working in the roles, particularly for those at lower skilled levels, with clear role definitions mapped to academic or other vocational awards.
- (5) Ensure development opportunities are available to provide the required skills, knowledge, and competencies.
- (6) Enhance employee retention.

Work Programme

The LSCSG will establish a work programme covering a defined period of time.

The LSCSG Work Programme should align closely with Ireland's Road Haulage Strategy (RHS) 2022–2031. The 10-year Road Haulage Strategy fulfilled a Programme for Government commitment to produce the first-ever government strategy dedicated to the haulage and road freight sector. The strategy focuses on generating efficiencies, improving standards, securing jobs, and helping the road freight sector move to a low-carbon future.

In the LSCSG Work Programme, action leads will be designated for each action and these leads are expected to provide progress updates on their work at regular meetings of the full LSCSG. The LSCSG meets in plenary 3-4 times per year to oversee implementation of its work programme. Other working or subgroups may be established and meet more regularly to progress particular actions.

Membership

The Logistics and Supply Chain Skills Group includes representatives from Government Departments, industry representative bodies, educational institutes, and other professional bodies.

Current members are.

- Department of Transport (current Chair & Secretariat)
- Department of Further and Higher Education, Research, Innovation and Science (DFHERIS)
- Department of Social Protection (DSP)
- Department of Enterprise, Trade and Employment (DETE)
- Chartered Institute of Logistics and Transport (CILT)
- Freight Transport Association Ireland (FTAI)
- Ibec
- Ibec Supply Chain Network
- Innopharma Education
- Institute of Chartered Shipbrokers
- IPCS: The Supply Chain Management Institute
- Irish Exporters Association (IEA)
- Irish International Freight Association (IIFA)
- Irish Road Haulage Association (IRHA)
- National Maritime College of Ireland (NMCI)
- Services Industrial Professional Technical Union (SIPTU)
- South East Technological University (SETU)
- Technological University Dublin
- University of Limerick

The Secretariat to the Group is currently provided by the Department of Transport.

The group will consist of a maximum of 21 member organisations with a reasonable balance among - Government Departments, industry representative bodies, educational institutes, and professional or other bodies. Member organisations will be requested to nominate a named representative and may also name one alternate representative. Other organisations may be invited to address the LSCSG from time to time on matters of relevance to Logistics and Supply Chain activities and their skills implications, without being members of the group itself.

Chairing of the Group

The Group was convened for an initial period of two years in 2019 but has since been extended. It is currently chaired by the Department of Transport, on the basis of its links to wider transport policy issues. The Department of Transport's role is largely a coordinating one. It is the responsibility of the Logistics and Supply Chain representatives to drive the work of the Group, aimed at enhancing the perception of the sector's diverse roles, entry routes and development opportunities, its ability to attract and retain talent, and hence its ability to service the demand for skills over the coming years.

Meetings

The group will meet 3-4 times annually and may establish working or subgroups to progress its work programme. Each working group will have the ability to enlist the support of industry associations and/or individuals to achieve its objectives.

A quorum for the group will be half the members, plus one, including the Chair or their designate. The role of the Chair is to guide the discussion and to seek that decisions are made by consensus or where necessary via a majority of members in support (half plus one). The secretariat support needs for any sub-groups will be coordinated by the chair of each working group.

Outside Scope

- Not within the scope of this group to address national policy challenges beyond the skills agenda for logistics and supply chain.
- Not within the scope of this group to address industrial relations.

Review

The Group was originally convened for an initial period of two years in 2019. The role of the Group, and its effectiveness in delivering on its objectives, was reviewed in May 2024, when a new work programme was discussed, agreed, and subsequently published in July 2024. A further review of the role and objectives of the group and its membership will take place in 2028.

