

NATIONAL HEAVY VEHICLE DRIVER ACTION PLAN - PROGRAM OF WORK

Priority area 1: Elevate perceptions of the profession

Activity	Timing	Status
National communication strategy and resources - Determine the information needs of various audiences and the most effective ways to reach and inform them. Target groups to include: - school students/leavers and their parents - unemployed job seekers, career changers and people re-entering the workforce - existing transport supply chain workers, and workers in other sectors with transferable skills - people from underrepresented groups including: women, First Nations peoples, culturally and linguistically diverse (CALD) groups, people with disabilities, and any other groups identified - teachers and careers advisers/counsellors. - Develop a co-ordinated national communication strategy that positively influences community perceptions and delivers consistent messages about: - current and future opportunities across the range of HV freight, passenger and equipment types, including the implications of autonomous equipment and vehicles - earning potential, job security, flexibility, mobility, and self-employment opportunities - career and learning pathways - Undertake an audit of existing resources and initiatives. Evaluate and consolidate content that could be used nationally. - Produce collateral, resources and tool kits that can be implemented across a range of mediums, forums and contexts.	In progress. Complete by mid-2027	ISA is undertaking the Careers Information project funded through the Jobs and Skills Council (JSC) program. That project will undertake an Audience Insight & Sector Positioning Pilot to build awareness of careers across the transport sector while generating the audience insight needed to inform future campaign investment and decision-making. Campaign outcomes will include: - Increased Sector Awareness - Audience Intelligence - Evidence-Based Messaging - Future Marketing Database - Industry Insight - Scalable Campaign Model This project will develop: - Campaign Identity & Messaging - Campaign Hub & Audience Capture - Content & Storytelling Assets - Partner & Influencer Resources - Audience & Channel Strategy

Activity	Timing	Status
Build stronger engagement with teachers and advisers, improving the way they describe driving careers and which students are targeted.		

Priority area 2: Improve the supply of HV Drivers

Activity	Timing	Status
HV Driver recruitment Building upon the work of priority area 1 and the existing work of others, develop and make available to industry a recruitment tool kit that provides advice and resources about how and where to best earmark candidates in different target groups, e.g., different age groups, females, career change, return to work, CALD people, First Nations peoples, people with disabilities.	2027-8	Based on the outcomes of the Careers Information project ISA will explore, in partnership with industry, what additional resources need to be developed to support HV Driver recruitment.
Skilled migration - Identify, document and promote Skilled Migration pathways and programs currently available for industry to utilise in addressing workforce shortages. - Advocate for improved Skilled Migration arrangements for HV Driving occupations. - Engage with the Department of Home Affairs to ensure current assessment criteria for HV Driver migration delivers skilled drivers. - Work with Industry to support migrants' transition to the Australian HV Driving workforce. The National program should include driving skills and knowledge, industry-specific language and literacy and cultural awareness.	2026 2027-2028 2027-2028	Content is being developed for the ISA website to provide advice for employers wanting to access migration pathways. ISA and Industry to advocate for HV Driving occupations to be added to the Skilled Occupation List (SOL) as opportunities arise ISA will scope a project to: - Work with Department of Home Affairs and VETASSESS to ensure current assessment settings meet the needs of industry to deliver skilled drivers. - Identify resources required to support migrant transition.

Activity	Timing	Status
Age restrictions for HV Drivers Work with jurisdictional bodies to identify possible solutions to current age restriction barriers. May include the worker being enrolled in an approved structured training program such as an apprenticeship.	2026-7	Industry bodies and associations to build a business case and strategy to lobby Licensing bodies to amend current age restrictions.
Work readiness, taster and existing worker transition programs - Evaluate existing programs, and based on findings develop and make freely available national resources and implementation guidance for: - VET in schools - HV Driver taster programs - School-to-work transition - Existing Transport Supply Chain worker transition - Work readiness (long-term unemployed and job seekers) - Transition of workers with transferable skills from other sectors, including displaced workers from declining industries and exiting defence personnel.	2026-7 2026-7 2027-8	ISA is currently undertaking the Tasmanian Transport & Logistics VET in Schools Pilot. This and other VET in Schools programs will be evaluated to produce guidelines for national rollout of resources. ISA is currently undertaking the Skilling Heavy Vehicle Drivers and Licensing Update project that will review and update the TLISS00157 Road Transport Driver Skill Set which will support transition of some cohorts to become HV Drivers. Upon completion of those two projects remaining gaps will be identified and further work scoped and planned.

Priority area 3: Improve training/licensing pathways

Activity	Timing	Status
Funding for training, VET system arrangements and employer incentives - Identify, evaluate and document all State/Commonwealth funding related to HV Drivers. - Identify gaps and inconsistency in funding and training arrangements and work with funding bodies to address industry concerns, including advocacy for improved funding models including wage support for new entrants while they are in training. - Undertake focused work, in consultation with State Training Authorities, employers, RTOs and HV Drivers to improve rollout and uptake of national HV Driver apprenticeship. This will include developing a case study on the implementation of the HV Driver apprenticeship in Queensland.	2026-7	Content is being developed for the ISA website to provide advice for employers about VET funding, pathways and navigating the VET system. ISA is currently compiling a case study to demonstrate outcomes and experiences of the HV Driver Apprenticeship being implemented in Queensland. ISA will work with State/Territory Training Advisory Bodies to advocate for VET system settings that support a HV Driver Apprenticeship.
Improve the quality of HV Driver training - Develop a strategy to attract experienced HV Drivers to become trainers and mentors. - Advocate for improved pension settings to encourage experienced HV Drivers to continue supporting the development of the driving workforce. - Develop a national HV Driver Trainer professional development program. Explore options for industry-mandated CPD. - Work with industry to identify how the training system can support emerging technology such as Advanced Driver Assistance Systems. - Identify key factors that impact employer confidence in the training and licensing systems, and identify RTO capacity-building required to improve quality.	2026-8	ISA will work with Peak bodies, Associations, RTOs, Employers and Government to: - identify and document barriers to experienced HV Drivers to becoming trainers and mentors - develop recommendations to address barriers - scope, plan and undertake work required to attract and train experienced HV Driver trainers and mentors.

Activity	Timing	Status
Engage with industry bodies, employers, drivers and licensing bodies to determine what can be done to further harmonise licensing arrangements and associated training, assessment and testing practices.	2026-8	Austroads is currently implementing the National Heavy Vehicle Driver Competency Framework to: - set minimum competency and assessment standards for heavy vehicle drivers - address inconsistencies in heavy vehicle driver licensing - enhance training quality nationally
Develop and promote resources to support employers and employees to better understand and engage with the national VET system. Clear training (qualification/licence) pathways aligned to career progression to be included.	2026-7	Content is being developed for the ISA website to provide advice for employers about VET funding, pathways and navigating the VET system.

Priority area 4: Retain the Drivers we have

Activity	Timing	Status
Improve HV Driver employee experience - Continue current work in partnership with Commonwealth, State and Local Government to improve rest facilities for HV Drivers. - Work with industry to establish a national mechanism to collect and analyse information about drivers' experiences in their work (e.g. community/customer behaviour, facilities, excessive compliance requirements, etc.) so data-informed responses can be introduced. - Develop and make available a suite of national resources/programs based on HV Driver feedback and input from experts to: - support driver wellbeing, including those returning to work after injury - support drivers working in areas where cost-of-living and housing pressures exist - facilitate continuing professional development, and career planning - provide information on publicly accessible amenities and facilities.	Ongoing 2026-7 2026-8	Peak bodies, Associations, Employers, Local and State Governments will continue to identify where rest facilities can be improved to improve conditions for HV Drivers. ISA will engage with peak bodies and associations to identify the best mechanisms collect and respond to HV driver issues. ISA will engage with peak bodies, associations and organisations like Healthy Heads in Trucks and Sheds to prioritise and develop resources to support the wellbeing and retention of HV Drivers

Activity	Timing	Status
Online Employer Information Hub - Develop an Employer Information Hub for transport and supply chain Industry employers that will serve as a 'one-stop-shop' for information on: - Funding and incentives - Skilled migration pathways - Workforce development (how to become an employer of choice) - Careers and career and learning pathways	2026-7 Ongoing updates	ISA is refreshing the website. The new website will include an employer hub for each industry sector. Initial Launch of Hub on ISA website October 2026. Content being developed for many of the program of work activities is being developed for the T&L Hub.