

Heavy Haulage, Hormones and Hardwiring HHH Transport



A light-hearted look at gender diversity and the importance of structured training in the Australian Road Transport Sector



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Speakers

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There are two groups of drivers in the road transport sector

Let's call them
Group A
and
Group B

Research illustrates driving behaviours and road crash statistics for **Group A** and **Group B** prove beyond a doubt that one group originates from Venus and the other – Mars!

Group A

Are statistically

More aggressive
More competitive
More likely to speed
Rougher on gear

Generally display

Higher rule-breaking behaviour
Higher risk-taking behaviour

Demonstrate

Selective complicity with road rules
Disregard for pain and injury
Elevated excitement levels when driving fast
Higher incidence of road rage incidents
Higher representation drink-driving statistics
Higher representation drug-driving statistics

Are

Less likely to wear seat belts



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Group B

Are statistically

Less Aggressive

Less Competitive

More risk adverse

Less likely to speed

Gentler on gear

More accepting of reasoning behind road rules

Adverse to pain

Cautious drivers

Less likely to initiate road rage incidents

More likely to wear a seat belt

Generally Display

A greater sense of obligation to obey road rules

Demonstrate

Lower representation drink-driving statistics

Lower representation drug-driving statistics

As a recruiter of truck drivers, which group would you be more likely to hire drivers from?

Group A?

or

Group B?

So who are
Group A?



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Group A make
up an estimated
98% of the
Australian truck
driver workforce

Group B?

..... make up an estimated 2% of the Australian truck driver workforce



Did you know that modern human brains are Stone Age brains functioning in modern human societies?



The male stone-age brain was "designed" for

1. The thrill of the chase
2. Targeted aggression
3. Risk taking



The male stone-age brain was NOT designed to deal with driving conditions on the M1!

The female stone-age brain has more circuits for ...

Communication

Socialising

Empathy

Nurturing

Taking care of own physical well-being

Managing fatigue

The female stone-age brain is more attuned to dealing with driving conditions on the M1!



Except for parallel parking which we don't do on the M1

.... and packing the boot properly!

Eating habits



Group A



Group B



Group A



Presentation

Group B



**Effective,
structured
training makes
cents**



Training

**The best safety
feature in
ANY
truck is a
trained driver**

Currently
there are two training models
predominantly used
in the Transport Industry

1. In-house

This approach is supported by the learning statement “She’ll be right mate. You’ll work it out by the time you get there.”



2. Formal Driver Training

This training style is characterised by Trainers giving students a manual the size of War and Peace on day 1 of their training - then providing them with all the answers.

This training style is very successful - with most students achieving a 100% pass mark.



In 2015, the Industry now has access to a new training model



**Heavy Vehicle Driver
Industry Training Package**

This model encompasses a two-tiered training approach, with newly-licensed drivers offered

160 hours of face-to-face, one-on-one industry training with experienced TAE Certified heavy vehicle drivers in a live work environment at the Pilbara Heavy Haulage Girls National Heavy Vehicle Driver Training Institute ..

followed by

Six month on-the-job traineeships with partner employers, undertaking (depending on the Student) one or more VETAB accredited industry training programs



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