Heavy Haulage, Hormones and Hardwiring
HHHHH Transport

A light-hearted look at gender diversity and the importance of structured training in the Australian Road Transport Sector
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!
<table>
<thead>
<tr>
<th>Group A</th>
<th>.....</th>
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<tbody>
<tr>
<td><strong>Are statistically</strong></td>
<td>More aggressive  &lt;br&gt; More competitive  &lt;br&gt; More likely to speed  &lt;br&gt; Rougher on gear</td>
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<tr>
<td><strong>Generally display</strong></td>
<td>Higher rule-breaking behaviour  &lt;br&gt; Higher risk-taking behaviour</td>
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<tr>
<td><strong>Demonstrate</strong></td>
<td>Selective complicity with road rules  &lt;br&gt; Disregard for pain and injury  &lt;br&gt; Elevated excitement levels when driving fast  &lt;br&gt; Higher incidence of road rage incidents  &lt;br&gt; Higher representation drink-driving statistics  &lt;br&gt; Higher representation drug-driving statistics</td>
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<tr>
<td><strong>Are</strong></td>
<td>Less likely to wear seat belts</td>
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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?

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 …

<table>
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<tr>
<th>Communication</th>
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<tr>
<td>Socialising</td>
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<tr>
<td>Empathy</td>
</tr>
<tr>
<td>Nurturing</td>
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<tr>
<td>Taking care of own physical well-being</td>
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<td>Managing fatigue</td>
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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

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.