



FOREST, WOOD, PAPER & TIMBER PRODUCTS INDUSTRY

Improving industry's capacity to develop and maintain a skilled workforce

ANNUAL REPORT 2009—2010





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Executive Summary

ForestWorks is the national industry organisation working with the forest, wood, paper and timber products industry to develop solutions to employment and skills issues. As the Industry Skills Council (ISC), ForestWorks' role is to build partnerships between industry and government in order to assist with the development of a highly skilled workforce.



KEY INDUSTRY SKILLS ISSUES

The forest, wood, paper and timber products Industry Skills Scan for 2010 identifies the key characteristics of industry workforce related skills development. Key issues are detailed in the ForestWorks Industry Skills Scan 2010; and in summary relate to -

- Working below capacity: over the course of 2009 and into 2010, several events impacted the integrated forest, wood, paper and timber products industry in Australia
- Investment in trees is required
- Downstream investment and delays in investment continue
- The industry continues to operate as a largely integrated carbon positive industry with good relationships between the various seven industry sectors.
- Economic factors impacting the industry: industry's ability to respond and adapt to macro economic circumstances dictated by local and international market trends; and Australia's global currency position.

Introduction

Board of Directors

MEMBERSHIP

Membership of ForestWorks is targeted at all industry associations, state Industry Training Advisory Boards (ITABs) and large enterprises. Membership is open to anyone who is engaged in and supports the industry.

GOVERNANCE

ForestWorks is a non-for-profit ASIC registered Limited company governed by a Board of Directors, elected by ForestWorks members.

OUTCOMES

ForestWorks achieves outcomes for the forest, wood, paper and timber products industry by working with stakeholder groups -

- enterprises
- government departments
- employee and employer industry associations
- Industry Training Advisory Boards (ITABs)
- Registered Training Organisations (RTOs)

ForestWorks achieves skills development outcomes by -

- assisting industry in developing and recognising existing and new skill requirements
- coordinating a 'National Industry Skills Plan'
- providing leadership, direction and information on skills development
- working with industry to support other organisations in developing skill development
- facilitating networks and infrastructure for the benefit of industry.

Jane Calvert

Chair

Jane Calvert is the National President of Construction Forestry Mining and Energy Union's Forestry Furnishing, Building Products and Manufacturing Division (CFMEU FFPD).

Ms Calvert chairs the Victorian Forest Industry Training Advisory Committee, is a Member of the Victorian Skills Commission which provides skills advice to the Minister, is a Director of Timber Training Creswick Ltd, a Committee Member of the Frederick Scholarship Trust, Chair of the Tree Felling Safety Group, and a Member of the Victoria Forest Industry OHS Stakeholders Forum.

Julie George

Deputy Chair

Julie George is the General Manager– Management Services Division for Hyne & Son Pty Limited. Ms George is the former chair of the Queensland Forest Industry Training Advisory Board and former Chair of the Training Package Steering Committee. Julie is also a former member of the Government Roundtable Advisory Committee, Queensland Timber Board Industrial Relations and Training Committee, Maryborough and Wide Bay TAFE Councils. Ms George holds a Masters of Management (HR) (USQ) and her professional memberships include the Australian Human Resource Institute (AHRI) and Australian Institute of Management (AIM).

John Downes

Director

Recently retired Regional Manager of Occupational Health & Safety in South Asia for the Kimberly Clark Corporation.

Mr Downes is a former Director of GTE (Group Training Company), former member of the Pulp and Paper National Industry Skills Development Unit, former member of the Pulp and Paper National Industry OHS&E steering committee. Mr Downes has almost 25 years experience in the pulp and paper industry and has worked extensively in industrial relations, human resources and occupational health and safety.

Alex Millar

Director

Alex Millar is the National Vice President and Pulp and Paper Workers District Secretary of the CFMEU. He has spent many years representing workers in the Pulp and Paper sector and in doing so, has achieved a high level of expertise in the needs of the sector and the needed skills and training infrastructure.

Allan Hansard

Director

Allan Hansard is CEO of the National Association of Forest Industries (NAFI). Mr Hansard has qualifications in forestry, resource economics and policy development and has over fifteen years experience working on forest policy and economic analysis both in the private sector and Federal Government departments including the Australian Bureau of Agricultural and Resource Economics (ABARE) and the Department of Agriculture, Fisheries and Forestry (DAFF). Mr Hansard has also worked as CEO of Tree Plantations Australia.

Craig Smith

Director

Craig Smith is currently the Secretary of the CFMEU FFPD NSW District and has been a full time Union official for 20 years.

Mr Smith is Chair of two ForestWorks managed Industry Training Advisory Board Committees in NSW for Forestry and Furnishing Design and Manufacturing. He also holds an Honorary elected position as Vice President of the National Division of the Union.

Chair & CEO's Report

It is with great pleasure that we welcome members and other stakeholders to the ForestWorks 2009/10 annual report.

This has been a very difficult year for industry, particularly in Tasmania, as the industry emerges with the rest of Australia from the recessionary environment created by the Global Financial Crisis. We have been pleased by the ongoing high level of industry involvement in our activities, despite the obvious difficulties faced by those enterprises with a decrease in demand for their products and services. ForestWorks has been very active in its worker assistance services provided to employees who have lost work in parts of industry in Tasmania, Victoria and South Australia. It is good to see many parts of the industry recovering, but still concerning to observe many enterprises struggling with labour issues and to manage concerns about future timber resource access.

ForestWorks continues to use a wide range of avenues to promote and reinforce at every opportunity the important role our industry plays in the future of Australia. Promotion of the role forestry and timber products have in reducing Australia's carbon footprint whilst creating jobs is a key strategy in our positioning as an ISC. We are optimistic about our industry's unique and sustainable product – timber and wood fibre; and its significant contribution to global progress and sustainable development. We aim to have all work in our industry recognised as part of the sustainability agenda and have a project to support this via the Training Packages. ForestWorks has also attempted to have forest and timber products recognised as a *resources sector industry* to achieve more skills funding opportunities under the Critical Skills Investment Fund.

In February this year ForestWorks produced the annual edition of its Industry Skills Scan. This publication is a foundation document upon which ForestWorks builds and updates key industry developments and directions impacting on employment and skills, and training and workforce development. It captures key information to create

an accurate perspective on the opportunities for boosting skill and employment levels; and in meeting identified skill demands. For ForestWorks and its stakeholders the Industry Skills Scan provides direction for our industry's future workforce-related policies, strategies and actions. Its next update, scheduled for publication as part of the September 9th ForestWorks Industry Conference.

We continue to participate in a wide range of policy interactions and programs with the aim of increasing industry's utilisation of formal qualifications thereby increasing the amount of funding going towards the industry for skill development. Our focus is on forecasting and allowing for future workforce development needs; maintenance of, and additional funding to the VET sector; and an expansion of language, literacy and numeracy programs to lift workforce participation and productivity.

ForestWorks' stakeholder engagement plan continues to successfully and effectively support information and advice flow between ForestWorks and the industry and through to government. We use multiple and different approaches to communicate with Government and also with industry. Industry employment and skill issues were highlighted to the Federal Forestry Minister, the Hon Tony Burke via his Industry Leaders Roundtable, to other relevant Ministers via participation in meetings and forums, via various departments and their officers and through VET and Industry policy reviews, such as the Senate inquiry into regional labour force mobility.

With industry we maintain and build our channels via enterprise visits and meetings, our state based industry committees and industry advisory structures such as our National Skills and Employment Council (SEC) which is open to all industry leaders with responsibilities and interests in employment, skills and training and attendance at industry meetings, conferences and workshops. We hold these forums to keep us well informed on industry trends/issues.

Our engagement also extends to industry associations, employers, and unions, informal networks and state ITABs who all provide valuable feedback to ForestWorks in our ISC role.

ForestWorks' delivery of the very successful "Forest Futures" conference in November 2009 in Canberra was a significant two-day international meeting of leaders and decision makers of the forest and timber products industry. Staged with the assistance of key industry stakeholders and culminating in the Forest Industries Leaders Liaison Dinner at the Great Hall, Parliament House the Forest Futures Conference played host to six Young Forestry Leaders who had participated in a Department of Agriculture, Fisheries and Forestry (DAFF) funded ForestWorks project. This initiative provided these young leaders the opportunity to gain an understanding of top level issues and access to leaders who chart the direction of the industry. Planning and implementation for our 2010 Forest Industry Development Conference is well underway at the time of writing. Extensive consultation with industry leaders developed the themes of: Markets—Emerging Forest Products Markets; Investment—Growth for the Industry; Community—Stakeholder Support for Forestry and Forest Products.

Please take the time to read about our significant and valuable industry activities and initiatives highlighted in this annual report. We take this opportunity to acknowledge the leadership and dedication of our immediate past Chair of the Board, John Downes during his tenure to November 2009. We also welcome Julie George to the role of Deputy Chair and recognise the support and contribution from our other Directors; and the ongoing collaboration that we receive from industry, driven by our team of specialist staff. Without these excellent relationships the range and variety of work accomplished by ForestWorks in 2009-2010 could not have occurred.

Jane Calvert, Chair and Michael Hartman, CEO



Jane Calvert, Chair and Michael Hartman, CEO
ForestWorks



Section 1: Strategic Imperatives

In 2009-10 ForestWorks strategic imperatives for the organisation include -

INDUSTRY STRUCTURAL ADJUSTMENT

ForestWorks operated in an environment that rapidly changed from skill and labour shortages to labour oversupply. Skill shortages remained in areas where training participant numbers were low and this required government resources to be redirected to those areas. Generally, enterprise skills development efforts appear to be reducing due to capacity constraints; funding for skills development; or to carry staff hours. Industry's ability to interact with ForestWorks has been affected and in response our engagement strategies adjusted to use industry time and knowledge effectively. These include -

- **Review the operation of the Skills Employment Council (SEC)**
SEC meetings occur twice per year; in the reporting period one meeting was held as an adjunct to part of the Industry Conference (held in November 2009 in Canberra) and the second meeting was a standalone event held in Melbourne in May 2010. Attendees' contribution to industry overview sessions and feedback surveys assist review activities.
- **Expand Workers Assistance programs**
By promoting our capacity and methodology. An excellent example is a review of the Skills Enhancement and Training Project (SET) priorities to encompass Workers Assistance and pathways into employment.
- **Engagement with Ministers and Departments for industry employment opportunities**
The 'jobs imperative' from last year continues to be a major issue across the industry.

- **Enterprise Based Productivity Places Program**

A highly targeted and intensive campaign run by ForestWorks resulted in more than 700 places being approved. This will result in active engagement with more than 40 companies, and funded delivery to the value of almost \$3 million.

CARBON CHALLENGE AND CLIMATE CHANGE

The federal government is committed to reducing Australia's carbon footprint, but must do so in a worldwide recessionary environment.

- ForestWorks provided support to assist Industry's participation in Copenhagen (December 2009) and Bonn (May 2010) international climate change negotiations. ForestWorks consistently promotes the use of wood as a store of carbon, the "wood naturally better" campaign and certification, particularly in supporting skills certifications.
- Work on the Skills for Sustainability: 'Sustainability in Training Packages Project' will continue throughout the 2010 calendar year with the aim of having all work in the industry recognised as part of the sustainability agenda. All industry participants will therefore be seen as having, holding and developing sustainable skills for a carbon constrained economy.

GOVERNMENT AND INDUSTRY SUPPORT

The ForestWorks Board has driven the agenda for ForestWorks to diversify into activities for a wider range of stakeholders and funding bodies, while still focusing operations in the core area of employment and skills. ForestWorks also focuses on gathering industry engagement and support via state branch structures utilising state government funding where possible. Priorities include -

- **State Government**

We continue to seek and secure state government funding via Industry Training Advisory Boards (ITABs) in Victoria, Queensland, NSW, South Australia and Tasmania.

- **Engagement with elected members**

Attendance by ForestWorks staff at Budget briefings with (then) Deputy Prime Minister Julia Gillard, Senator the Hon. Mark Arbib and the Hon. Tony Burke MP. ForestWorks CEO attended budget dinner with Tasmanian Liberal Senators and presented evidence to House of Representatives Standing Committee regarding regional skill relocation.

- **Indigenous Initiatives**

Establishment of a successful program in northern NSW "Working together to increase Aboriginal participation in the forest, wood, paper and timber products industry in NSW" attracted high attendance at an information event held in May at Kempsey. Attendees were informed about industry jobs and career opportunities in the industry and eight jobs were offered to Indigenous attendees at the event. Collaborative work towards ForestWorks' active participation in the 'Education and Training' themed August 2010 Garma Festival in the Northern Territory had commenced in May.



Hannah Wiggins, Daniel Scott and Amanda Hazelwood participants in Young Forestry Leaders group

- **Higher Education Pathways**

ForestWorks continued its work with universities, The Institute of Foresters Australia and industry to develop a new model to increase forester education and employment. A February workshop followed by several meetings has progressed discussions in both timber processing and forester pathways.

- **Truss and Frame Career Pathways**

Qualification material for this sector is ready for submission to the National Quality Council (NQC). ForestWorks CEO presented this work at the Timber Manufacturers Association (TMA) conference and the Frame Australia Conference in June 2010.

ENGAGEMENT WITH KEY STAKEHOLDERS

National Industry Skills Plan Outline

The national Skills Plan continues to inform the work of ForestWorks and the issues that face industry. This plan will be reviewed in 2011 consolidated and revised to take a broader workforce development outlook.

Pulp & Paper Industry Skills Development Unit

The Pulp & Paper Industry Skills Development Unit (PPISDU) provides a direct link to the majority of large enterprises in the pulp and paper manufacturing sector.

State Advisory and Information Committees/ Boards

ForestWorks co-ordinates and participates in a range of state and national advisory information committees and Boards, most notably -

- *Forest Industry Leaders Ministerial Roundtable*
- *Skills and Employment Council*
- *Industry Training Advisory Boards (ITABs)*
 - NSW Kitchen & Furnishing ITAB Steering Committee
 - NSW Forestry ITAB Steering Committee
 - Queensland Skills and Training Advisory Committee
 - Skills Enhancement & Training (SET) Steering Committee
 - Furnishing Industry Training Advisory Committee, Victoria (FurnITAC)
 - Victorian Forest Industry Training Advisory Committee (VFITAC)
- *Project Committees*
 - NSW Indigenous Project Advisory Committee
 - Industry Pathfinders Steering Committee
 - Stimulate Training Demand Committee
- *Other Advisory Boards/ Groups*
 - Tasmanian Forest Industries Safety Standards Committee
 - Tasmanian Forest Operator Assessment & Licensing System
 - Timber Queensland Divisional Committees Harvesting and Haulage
 - Victorian Fire Salvage Operations Working Group
 - Victorian Safety Standards Committee
 - Victorian Training Provider Network
 - National Truss and Frame Working Group
 - Tree Felling National Advisory Committee
 - Forest industry OHS stakeholder Forum
 - Tasmanian Forest Industries Training Board (TFITB) recognised trainers/assessors
 - Forest Industries Training Board

Section 2: Information, Strategic Advice & Activities

INDUSTRY SKILLS SCAN

Each year ForestWorks produces a research report that highlights the workforce development issues relating to employment and skills issues facing the industry. This research is primarily sourced from extensive consultation with the Skills and Employment Council (SEC), state based committees, working groups, sector advisory groups and other associated forums and meetings. The scan is available for downloading from the ForestWorks website or available as a hard copy document. A key recommendation to industry is to improve the level of participation of skilled workers gaining qualifications to ensure that industry employees are skilled and qualified; and career path opportunities are available.

ASIA PACIFIC FORESTRY SKILLS & CAPACITY BUILDING

ForestWorks continues to assist government and industry with initiatives in the Asia Pacific region including provision of planning, support and skill development of local stakeholders. The Forest Industry Training and Education Council (FITEC) New Zealand participated in the 2009 Industry Conference and the May 2010 SEC meeting. Potential opportunities for industry competency standards have been identified to Papua New Guinea stakeholders.

SKILLS ENHANCEMENT & TRAINING PROJECT

As part of the Tasmanian Community Forest Agreement, ForestWorks was funded to deliver a skills and training development project, with a focus on outcomes based in Tasmania. The Forest and Timber Products Industry Skills Enhancement and Training (SET) Project was initiated and managed by ForestWorks over a four year period, with funding and support from the Department of Education, Employment and Workplace Relations (DEEWR).

The SET Project objectives were -

- Build Tasmanian enterprise capacity, skills advice, options and education
- Workers assistance, careers and pathway development
- Enhance Training and Assessment
- Improve Vocational Education and Training (VET) Sector and structure system

Initially designed to deliver outcomes for an industry facing skill and labour shortage concerns, the SET project, mid-term transitioned to a GFC-generated labour oversupply environment while maintaining its main objectives. Despite these challenges, the SET Project is on target to achieve more than 70% of the objectives at its conclusion in September 2010.

NATIONAL INDUSTRY CONFERENCE INVESTING IN KNOWLEDGE: FOREST FUTURES - 2009 FOREST INDUSTRIES CONFERENCE

Over two hundred people attended the 2009 Forest Futures Conference held in Canberra to address issues affecting the seven industry sectors. Conference attendees heard from industry experts on important and diverse topics including climate change and carbon capture in wood products; and perspectives on land use negotiations (Kyoto to Copenhagen).

The Hon Tony Burke MP, Minister for Agriculture, Fisheries and Forestry addressed the Industry Liaison Dinner and in a wide ranging speech spoke on the topic of the importance of the Regional Forestry Agreements to providing certainty of investment in the future. Another feature of the evening was the presentation of a Regional Medal of Excellence to Forestry Systems Practitioner Dr Jerry Leech for his contribution to forest leadership and education.

SKILLS AUSTRALIA

Skills Australia's strong support of Industry Skills Councils is evident in its significant report; *Workforce Futures: Towards an Australian Workforce Development Strategy*. ForestWorks engages with Skills Australia at various levels (Skills Australia CEO Robin Shreve spoke at the Forest Futures Conference) and Skills Australia CEO provides regular updates to ISC CEOs and attends ISC Chairs meetings.

STRATEGIC INTERACTIONS WITH GOVERNMENT

ForestWorks met with federal and state governments in a range of capacities during the reporting period. ForestWorks maintains ongoing and regular communication with state training authorities in regard to continuous improvement of training packages and training package policy review activities. Meetings with Queensland, South Australia, Victoria and NSW departments were held in response to state based reviews of the industry training advisory processes in each of those states. ForestWorks continues to demonstrate that this state branch-based model is an effective and resource efficient means of engaging with key industry stakeholders to provide advice to government. A summary of key strategic interaction activities appears in the tables on the following page.



Onsite instruction

GOVERNMENT INTERACTION ACTIVITIES

This table provides an overview of activities with government undertaken by ForestWorks over the past year.

DEPARTMENT/ ORGANISATION	FOCUS/ ADVICE
Australian Apprenticeship Centre Reference Group	Presentation on forest and timber products industry training needs
Australian Qualifications Framework Council	The Australian Apprenticeship Taskforce Options Paper AQF Qualification Issuance Policy
Department of Agriculture, Fisheries and Forestry (DAFF)	Forest Industries Climate Change Research Fund
Department of Education, Employment and Workplace Relations (DEEWR), Keep Australia Working	<ul style="list-style-type: none"> Increasing indigenous participation in the Forest and Forest Products Industry in NSW Enterprise based productivity places program Skills for Sustainability and Training Package: Proposal to DEEWR Industry Skills Councils Summary of Productivity Places Program (PPP) & Enterprise Based Productivity Places Program (EBPPP) Australian Apprenticeships Roundtable application
Skills Victoria	Securing Jobs for your Future – Skills for Victoria Implementation Review
House of Representatives Standing Committee on Employment and Workplace Relations Inquiry into Regional Skills Relocation	Response to terms of reference and presentation to Committee
Job Service Australia Agencies - Aboriginal Corporation for Employment and Training (ACET), Ngurrala Aboriginal Corporation, AC Employment Service Pty Ltd, Enterprise and Training Company (ETC Ltd), Central West Community College (CWCC)	Increasing indigenous participation in the Forest and Forest Products Industry in NSW
National Centre for Vocational Education and Research (NCVER)	National Research Priorities for Tertiary Education and Training: 2011 – 13
National Quality Council	Strengthening the AQF: Architecture for Australia's Qualifications Skills for Sustainability – A Discussion Paper Strengthening and Review of the AQTF – Discussion Paper

GOVERNMENT INTERACTION ACTIVITIES - CONTINUED

DEPARTMENT/ ORGANISATION	FOCUS/ ADVICE
NSW Department of Education and Training	<ul style="list-style-type: none"> • Feedback on PPP implementation in NSW • NSW Forest & Forest Products Skills Priority list for 2010 – 11 • Advice on NSW industry skill development and initiatives, development, review and implementation of FPI05, NSW apprenticeship and Traineeship arrangement, accreditation and registration process, vocational education and training in schools.
NSW Government	Submission to the NSW Government Knowledge Statement and Tertiary Education Plan
NSW TAFE, TAFE Planning and Resourcing, TAFE STRATEGY	Advise on Forest and Forest Products industry growth and training demand projection for 2010-2011
NSW Work Cover and Forests NSW	Forest Safety Workshop
Skills Australia	Workforce Futures: Towards an Australian Workforce Development Strategy
Skills Victoria	<ul style="list-style-type: none"> • Victorian Forestry Industry Skills Needs Report • Victorian Furnishing Industry Skills Needs Report • Victorian Forestry Regulation and Legislation Report • Victorian Furnishing Regulation and Legislation Report
South Australia, Department of Further Education, Employment, Science and Technology	SA Delegation Group, lessons from Victoria's skills reforms
South Australia Forest Industry Development Board	A Conceptual Framework for the South Australian Forest Industry Strategy – Response
Tasmanian Department of Primary Industries, Parks, Water and Environment	Tasmania Timber Industry Strategy
Victorian Curriculum and Assessment Authority	VCE VET Furnishing Reference Group
Victorian Government Department of Primary Industry (DPI)	Victorian Timber Industry Strategy
Victorian Skills Commission	VSC ITAB Relationship Report

Section 3: Skills Standards and Resources

CONTINUOUS IMPROVEMENT PLAN & ISSUES REGISTER

ForestWorks' development and maintenance of its *Forest and Forest Products Industry Training Package (FPI)* and *Pulp and Paper Manufacturing Industry Training Packages (FPP)* is guided by industry best practice. The aspiration for ForestWorks training packages is to facilitate industry stakeholders' ability to up skill its workforce and in turn remain competitive. A fit for purpose training package is achieved through wide consultation with ForestWorks networks and stakeholders including enterprises, industry associations, unions, training providers, government agencies and departments.

SKILLS FOR SUSTAINABILITY

Environmental sustainability is a core skill and practice within the forest, wood, paper and timber industry. In line with Federal Government policy a skills-gap analysis of sustainability skills within the FPI and FPP Training Packages was a high priority for ForestWorks ISC's Continuous Improvement Plan (CIP). During the skill gap analysis which occurred in the reporting period, four sustainability themes were identified as the focus areas for testing of review criteria against all units, being -

- Maximising carbon capture and storage
- Renewable energy and biomass
- Environmental resource management
- Services, energy and material efficiency

To address the identified environmental sustainability gaps, an industry consultation and development process will be undertaken as part of ForestWorks commitment to ongoing development and maintenance of the FPI and FPP Training packages.

FLEXIBLE PACKAGING RULES

Late in 2009, National Quality Council (NQC) implemented new guidelines for flexibility in qualifications packaging. Existing qualifications in the FPI already provide flexibility for learners and the opportunity to broaden the packaging guidelines to include accredited State/Territory courses was taken up in April 2010. The new FPP qualifications will be aligned to flexibility requirements.

HARVESTING MACHINE OPERATOR SKILL SETS

ForestWorks ISC was funded to identify and develop Skill Sets to support the needs of the forest, wood, paper and timber industry. As part of this project, support materials were developed to assist the training delivery of these Skill Sets. Through comprehensive research and broad consultation with industry and training providers, a specialist group of skills specific to new workers yet to begin operating harvesting machinery were identified as a targeted training area of need. These skills encompassed procedures for environmental care, OHS and first aid; and the operation of the machinery.

PULP AND PAPER TRAINING PACKAGE REVIEW

An extensive review of FPP continued during 2009/10. Further work was undertaken to ensure all skills related to environmental sustainability are explicitly expressed in the units and qualifications. Since the last review of FPP01 Training Package in 2001 there have been significant changes in the industry including -

- New technologies and different processes introduced
- Changes to the way work is organised and structured
- Construction of or planning for new mills or mill components.

TIMBER TRUSS AND FRAME SECTOR

During 2009/2010 a substantial pathways & qualifications project for the timber truss and frame sector was developed. This work included the alignment of qualifications to job roles in timber truss and frame design and manufacture. New units were developed for tasks not previously covered in the training package and existing units and qualifications were reviewed by industry stakeholders to meet current requirements.

Consultations with enterprises across Australia were undertaken. These developments in the qualification pathway support the sector's ability to promote careers throughout the timber truss and frame industry. The work recognises the progress of workers from production assistant through to the design and production pathways within the sector.

NATIONAL TRAINING PROVIDER NETWORK

National Training Provider Network Workshop 2009

Over 60 people from across Australia attended the National Training provider four day workshop in Mt Gambier in July 2009. The national workshop was the outcome of the combined efforts of Timber Trainers Association, ForestWorks and the FIAPS network and brought together industry leaders, trainers and assessors, managers of RTOs, State Training Authorities (STAs), relevant associations and enterprises.

This workshop supported enterprises by providing professional learning and networking opportunities and infrastructure for the benefit of industry. The sharing of this information enhanced and developed skills and knowledge required for industry training. Outcomes from the workshop also identified skill issues facing the industry and developed solutions to address these issues.

Forest Industry Assessment Plan System (FIAPS) network

The Forest Industry Assessment Plan System (FIAPS), a unique service initiated and maintained by ForestWorks. Membership is available to all Registered training organisations (RTOs) and enterprises using the FPI. Organisations subscribing to FIAPS become part of a national network of providers and enterprises committed to upholding the highest standards of industry skills through the development and promotion of reliable and consistent training and assessment outcomes to agreed industry standards.

Tasmanian Forest Operator Assessment and Licensing Scheme

ForestWorks Tasmania oversees the issuance of Tasmanian forest industry operator licenses, administers an industry database, provides advice and support to Tasmanian Forest Industries Training Board (TFITB) registered assessors and manages forest industry standards and accreditation committees.

The Forest Operator Assessment and Licensing Scheme was put in place by the industry to reduce the incidence of death or serious injury in the Tasmanian forest industry. It is used by employers to provide evidence that their employees are trained to the appropriate standard and to monitor the performance of their business as required by the Workplace Health and Safety Act.

Tasmanian Assessors workshop

ForestWorks held an annual assessors workshop in Launceston 17-18 June 2010. The primary purpose of the workshop was to liaise with assessors to ensure the consistency and continuity of assessment and the validation of the assessment tools and approaches.

Training Provider Access to Training Package Development

Training providers are encouraged to provide input into Training Package development via -

- Direct advice/ feedback through the Issues Register housed on the ForestWorks website
- Participation on individual project steering committees
- Attendance at training provider network events e.g. annual combined workshop with the Australian Timber Trainers Association (ATTA), Annual ForestWorks Conference
- Joint participation in assessor/ trainer professional development sessions.

Extensive consultation with the Training Provider Network was undertaken during the development of the following projects -

- Revised Chainsaw units of competency
- Revised Tree Falling units of competency
- Development of qualifications pathway for truss and frame sector
- Insertion of Log Truck Driver descriptor as part of the Certificate III in Harvesting and Haulage
- Development of Machine Operator Skill Sets
- Revised Diploma units of competency

The Training Provider network is advised of and consulted on all impending changes to the Training Packages via ForestWorks' Skills Update e-publication, direct emails and information posted to the ForestWorks website. ForestWorks ISC supports the network with workshops, participation in and moderation of state and regionally based provider activity.

The majority of training providers for the forest, wood, paper and timber products industry are predominantly private providers delivering specialist training. There are only a few of TAFE providers in each state supporting the industry's training needs. Some other features of our training provider network are -

- A few, small providers have broad coverage across several states and sectors in the training package
- A significant number (35%) only deliver single units in very restricted specialist areas e.g. Chainsaw and Tree Felling
- In the pulp and paper manufacturing sector the majority of delivery and assessment is conducted on site at the enterprise and auspiced by a TAFE provider.

Training Providers	
TAFE	30
Private	61
Industry	11
Total	102

Source: National Training Information Service (NTIS)

TAKE UP OF NATIONAL COMPETENCY STANDARDS

ForestWorks' research indicates that a significant proportion of industry workforce development is neither nationally accredited nor recognised. It is also estimated that more than 80% of training is delivered in the workplace.

These figures suggest significant implications for industry -

- The development of its workforce is largely unsupported by government funding that potentially could be attracted if nationally recognised training was being delivered and assessed
- While the industry has many skilled workers, the skills are not easily recognisable by government and are difficult to market as an attractive career choice to new entrants. Government measures the level of skills of the workforce by the numbers and level of nationally accredited qualifications undertaken by workers in the industry.

Therefore the forest, wood, paper and timber products industry is being encouraged to enroll new and existing workers in nationally accredited qualifications so that skill development is supported by government funding and workers acquire transportable skills.

Enrolments in nationally recognised qualifications from both training packages, has increased by over 20% over the last three years.

On a sector by sector basis, a trend can be shown in take-ups with Forest Growing and Management enrolments increasing by 37% from 2007 to 2009, and Sawmilling and Processing enrolments increasing by 36% for the same period, while Harvesting and Haulage increased by only 2%.

In terms of demographics, the percentage of mature aged participants is steadily increasing, indicating an industry where training is predominantly accessed by existing workers. Latest figures show that the 50-65 year age bracket currently accounts for almost 39% of total enrolments and 24% are in the 40-49 year age bracket.

Enrolments in Nationally Recognised Qualifications

	2007	2008	2009	% increase over 3 years
Forest Growing & Management	1923	2256	2629	37%
Harvesting & Haulage	1084	1428	1108	2%
Sawmilling & Processing	1006	1003	1365	36%
Timber Product Manufacturing	286	332	273	-5%
Wood Panel/ Board Production & Manufacturing	181	265	195	8%
Timber Merchandising	89	168	81	-9%
Pulp & Paper Manufacturing	312	461	411	32%
Grand Total	4931	6017	6196	26%

Source: National Centre for Vocational Education & Research (NCVER)



RESOURCES

ForestWorks supports the development of a diverse range of resources to support our training provider network in the delivery and assessment of nationally accredited units of competence and qualifications. These resources are developed in consultation with key stakeholders and in line with industry priorities for skill development of the workforce.

These resources include -

- learner guides in both electronic and paper based booklets
- employer and workplace implementation guides
- job seeker guides
- assessment tools.

Learner Guides

This valuable e-learning and assessment resource provides flexible and engaging support for learning on the job, in the classroom or in remote locations. Completed and available at the end of 2009, The Australian Flexible Learning Framework-funded project covered six widely-used competencies from the Forest and Forest Products Industry Training Package (FPI05).

Materials were trialed at selected workplaces and trainers and RTOs were invited to trial units with their students.

During 2009/2010 ForestWorks ISC received funding to develop learner guides for the machine operator Skills Sets.

The skill sets were based on the ten machine operator job roles and consisted of operator, environmental, OHS and first aid units.

Learner Guides for the OHS and environmental unit and units covering the following areas were updated to support the newly endorsed skill sets -

- Forwarder operator
- Excavator operator
- Feller buncher operator

Early in 2010, further funding was allocated to support new qualifications for the truss and frame sector. This toolbox, developed in consultation with ForestWorks and other key stakeholders will deliver crucial e-learning support for truss and frame manufacturers which employs the majority of the timber manufacturing sector's 38,000 workers around Australia.

The Toolbox will include high use core units and specific units from the timber manufactured products sector.

Learner Guides are also available to support the FPI05 Training Package. Each Learner Guide relates to a Unit of Competence.

The Learner Guides contain -

- Information pertaining to the Units of Competency (e.g. underpinning knowledge)
- Subjects broken in chunks (often related to the elements in the competency)
- Topics, sequenced in a logical order
- Examples throughout text to make subject matter directly relevant to workers
- Consistent style and layout throughout the resource
- Plain English text.

Workplace implementation and job seeker guides

Indigenous project resources

ForestWorks developed two guidebooks involving Indigenous Australians, one for employers and the other for Indigenous jobseekers.

The employers' guidebook, "The Aboriginal Employment Framework for the Forest, Wood, Paper & Timber Products Industry", is a guide to successful employment of Indigenous Australians in industry and consists of three key elements-

- Effective models of employment and retention
- Skills development and training
- Promotion of career paths available to indigenous workers in regional NSW

The guide for indigenous job seekers, "Forestry: Industry of Choice for Aboriginal Australians" aims to encourage more participation from Indigenous Australians in the industry.

The guide includes success stories of Indigenous Australians employed in different sectors of the industry.

Assessment Tools

Forestry Industry Assessment Plan System

The FIAPS network supports assessment materials for all units of competency in FPI05 and actively inputs into the continuous improvement and moderation of the assessment tools.

At the previously mentioned 2009 National Provider Training Network Workshop, validation of assessment tools produced by FIAPS occurred. As the preferred source of assessment plans and recording tools for training providers Australia wide, the system sets industry standards for consistency of assessment and training delivery.

Fire Skills Assessment Tools

The protection of forests from fire in Tasmania was given a huge boost in August 2009, when ForestWorks and the Tasmanian Forestry industry ratified a range of fire licensing training and delivery tools. The range of fire prevention and suppression training tools were developed to help mitigate fire disasters in the region.

ForestWorks Tasmania was approached in late 2007 by industry to map the current fire licensing endorsements to units of competency. Assessment tools, learning resources, training and assessment matrices were developed to support fire licensing in the areas of Fire Weather Evaluation, Bushfire Awareness and Wildfire Suppression.

The project, towards which the industry in Tasmania had been working for many years became a reality with the assistance of ForestWorks during the reporting period. The benefit of this work is that license holders can apply their training and assessment to a nationally recognised qualification.

The Tasmanian Forest Contractors Association (TFCA) strongly endorsed the outcomes of the Fire Skills Assessment Tools Development Project and in particular, the ability for recognition of prior learning to ensure that previously earned skills could be easily recognised.

At 30th June 2010 over 260 Fire Weather Evaluation licenses and 135 Bush Fire Awareness licenses have been issued across the state.



Section 4: Workforce Development Strategies

FLEXIBLE TRAINEESHIP INITIATIVE: FLEXIBLE TRAINEE AND APPRENTICESHIP DELIVERY MODELS

ForestWorks is building partnerships and working relationships with Australian Apprenticeship Centres (AACs), Registered Training Organisations (RTOs) and enterprises, to promote to schools and communities the attractive industry career paths available through traineeships and apprenticeships.

These activities also promote flexible skill development pathways. A kit was developed to support workplace decisions in flexible trainee and apprenticeship approaches, such as part-time and school based options to improve the overall enterprise uptake of trainees/apprentices.

ForestWorks launched the Flexible Apprenticeship and Traineeship Workplace Guide to industry in June 2010. The flexible traineeship model is industry driven and works for the benefit of enterprises and employees. It will ensure more employees can undertake a qualification that addresses the particular needs of the industry leading to a better-skilled workforce.

The kit outlines the recruitment of a trainee or apprentice in five (5) steps. It features a case study showing how Timber Training Creswick developed a flexible training model for Dahlsens' to meet the needs and demands of their worksites. Success in different areas of the business, including increased sales, reduction in lost time due to injuries and reduced staff turnover are highlighted as direct benefits of the training.

The second part of the flexible traineeship project will focus on industry RTOs and enterprises from the Forest Growing and Management Sector. Hancock Victoria Plantations (HVP), East Gippsland TAFE (RTO) and MEGT (AAC) will be involved in this phase. It will be based at the Gelliondale Nursery in Yarram Victoria and will primarily focus on the nursery and growing of

seedling and trees. The trees will be planted to replace the areas affected by the February 2009 bush fires. HVP lost approximately 17,000 hectares of pine plantation and this project is aimed at replacing those trees.

WORKPLACE ENGLISH LANGUAGE AND LITERACY (WELL) PROGRAM

ForestWorks continues to research workplace demand for addressing issues arising from identified language, literacy and numeracy barriers in the workplace.

Enterprises, industry associations and unions have continued to identify the impact of literacy and numeracy in particular, and language skills to a lesser degree, on worker safety and the uptake of ongoing training and skill development.

Continued restructuring and job volatility within the industry requires workers to hold transferrable skills and/ or qualifications to compete in the open job market if faced with their position being made redundant. Literacy and numeracy demands on a wider range of jobs will occur as the industry responds to its role as a significant provider to a low carbon economy.

ForestWorks, as supported by the national Skills and Employment Council and at the ForestWorks Board meeting in June 2010 will target literacy and numeracy strategies that are supported by companies and industry representatives.

ENTERPRISE BASED PRODUCTIVITY PLACES PROGRAM

This is a Federal Government initiative administered by Industry Skills Councils (ISCs) to train existing workers in small, medium and large businesses to boost skills for high demand jobs. Under this program, the Federal Government provides up to 90% of the cost of training, proportional to the size of the business, from Certificate III to Advanced Diploma level.

As a part of this initiative, the forest and forest products industry will receive over \$2.6 million in Federal funding to train more than 700 existing workers from 37 industry enterprises (as indicated below). In the reporting period, 46 existing workers have commenced their training. The highest uptake of training has been in Certificate III in Harvesting & Haulage followed by Certificate III in Sawmilling & Processing.

NSW – 12 Enterprises

QLD – 8 Enterprises

TAS – 1 Enterprise

VIC – 11 Enterprises

WA – 5 Enterprises



Tony Smeriglio, furnishings

WORKING TOGETHER TO INCREASE INDIGENOUS PARTICIPATION IN THE FOREST AND TIMBER PRODUCTS INDUSTRY

This initiative aims to produce collaborative partnerships with enterprises, community and government based in north coast NSW, a region that, together with the far north coast of NSW have high Indigenous populations and high Indigenous unemployment.

The project aims to identify, implement and promote effective national models of employment pathways and training programs to match Indigenous people from local communities to available employment in the forest and timber products industry in NSW.

As part of the rollout, ForestWorks organised a 'Forest and Forest Products Industry Information Day' at Kempsey in May 2010. The purpose was to promote employment opportunities and career pathways in the industry to local Indigenous job seekers. The information day was well attended by Indigenous job seekers, industry employers, industry associations, training providers, Job Skills Australia (JSA), employment agencies and Indigenous community elders.

Attendees were provided with information about industry jobs and available career opportunities from employers. They also heard about recent success stories of Indigenous Australians already employed in this industry and met with current industry employers and employees. There were six jobs being offered (on the day) by local industry employers.

Information gathered and collated by ForestWorks will support the development of two guidebooks as a part of this initiative.

WORKERS ASSISTANCE SERVICES

During 2009/2010 sectors across the industry continued to face either closures or reduced working hours. ForestWorks was involved in workers assistance projects in the timber processing sector (Nangwarry, South Australia, Dartmoor and Myrtleford in Victoria); and with the pulp and paper sector in Burnie and Wesley Vale, Tasmania, where paper mill workers were made redundant through the closure of TasPaper.

The Workers Assistance programs continue to achieve positive outcomes for workers who have been made redundant and are seeking new work in mostly regional areas. To date, there is a successful employment outcome of 85% either through advocacy and employment assistance or retraining.

ASHLEIGH YOUTH DETENTION CENTRE TRAINING

The purpose of this initiative was to provide students at the Ashleigh Youth Detention Centre (Tasmania) with the opportunity to develop their skills (including operating an All Terrain Vehicle (ATV)) to gain meaningful employment on release. Used as a reward for students who had demonstrated an excellent standard of behavior while at Ashleigh, the longer term focus of the initiative was to offer a complete Skill Set that could be used to secure employment in the forest growing and management sector in the local area.

In November 2009 stakeholders including ForestWorks, Tasmania Central North Local Community Partnership (LCP), Stay Upright and The Skills Institute facilitated a training program for students at the detention centre to develop their skills in operating an ATV. The students who participated in the ATV course all successfully achieved a Statement of Attainment and were certified accordingly.

The day was a huge success and indicates that these initiatives are relevant, informative and offer participants the opportunity to take up a new career despite the industry downturn.

STRATEGIC PURCHASING PROJECT

ForestWorks has successfully completed the 'Strategic Purchasing Project' in Queensland which was aimed at providing opportunities for existing workers to develop their skills through nationally accredited training across all sectors of the industry and all regions. This project, funded by Queensland Department of Education & Training (DET) focused on competency based outcomes rather than full qualifications. Over 1500 existing workers from 204 industry enterprises in Queensland received training under this program in more than 131 different competencies.

This project was very well supported by industry in Queensland and testament to its success, ForestWorks has received a further 12 month contract from DET to deliver similar outcomes for the industry commencing in the new financial year.



School site visit, Tasmania

Section 5: ForestWorks and the Furnishing Industry

ForestWorks provides skills advisory services to the furnishing industry in Victoria and New South Wales via contracts with the State Government and industry committees managed by ForestWorks.

MAKING RPL PART OF THE FURNITURE - RECOGNITION OF PRIOR LEARNING DVD

The aim of this innovative project was to develop an interactive resource that assists employees in the furniture making and upholstery sectors of the furnishing industry to self assess their existing skills as part of the Recognition of Prior Learning (RPL) process, with minimum support from employers and/or RTOs.

Industry information confirms that this sector encounters an ongoing shortage of skilled labor and existing workers. It is estimated that between 50% - 60% of employees have skills which are not formally recognised. Employees in the sector and the wider industry would benefit from formal recognition of skills gained on the job.

As a part of this project, a DVD was designed to support existing workers and their employers in learning about RPL and the process involved in attaining RPL for existing competency. This resource, a self evaluation tool, assists workers to list the skills they have and provides evidence for, and identifies any skills gaps.

In order to assist those with English language difficulties, the DVD has footage to guide those with minimal language skills through aural prompts supporting them through the process.

NSW FURNISHING & KITCHEN ITAB

During the recent review of the NSW industry training advisory arrangements, both the furnishing industry and the NSW government formalised an agreement with DET NSW for the period 2010 — 2013 to carry out the industry training advisory functions for the Furnishing and Forestry Industries in NSW.

NSW FURNISHING INDUSTRY PRIORITY SKILLS AND QUALIFICATIONS LIST

ForestWorks provided a detailed report to DET NSW on priority skills and qualifications (including projected uptake of training for job seekers and existing workers) for the Furnishing Industry Training Package for the 2011/2012 tendering of the three NSW state funding programs.

1. Apprenticeships and Traineeships (A&T)
2. Strategic Skills Program (SSP)
3. Productivity Places Program (PPP).

VICTORIAN STIMULATE TRAINING DEMAND

Commenced in January 2010, the aim of this project is to stimulate training demand and improve uptake of development opportunities in currently under-represented markets. The Stimulate Training Demand project assists industry to encourage employee participation in higher qualifications and further develop relationships between industry and RTOs, in line with the Victorian demand-driven system.

Planning for the promotion of 40 training places from the LMF02 training package is underway and focus will be given to the following qualifications -

- Diploma of Furniture Design and Technology
- Certificate IV in Furniture Design and Technology
- Certificate IV in Design of Kitchens, Bathrooms and Interior Spaces.

VICTORIAN SKILLS PLEDGE

This FurnITAC and Skills Victoria partnered project promotes the Victorian Skills Pledge and encourages signatories (or pledges) to the initiative. The overall aim of the program is to create greater business engagement in skills development of their workforce. It includes promotion of the additional benefits an increased commitment to industry can bring to the industry. FurnITAC's role in this project is seen as a demonstration to the Victorian Government of the furnishing sector's commitment to training and development.

- Delivery requirements
- Inclusion of Certificate III units of competency
- Establishing transition arrangements from 21278VIC to LMF203029 (assisting schools manage the process of converting from the state accredited qualification to the national qualification)
- Professional development for Secondary School teaching staff.

VICTORIAN CERTIFICATE OF EDUCATION VOCATIONAL EDUCATION AND TRAINING FURNISHING PROGRAM

The Victorian Certificate of Education Vocational Education and Training (VCE VET) Furnishing Program aims to ensure that all secondary schools within Victoria are able to meet the new delivery standards for LMF203029 Certificate II in Furnishing Furniture Making by June 2010.

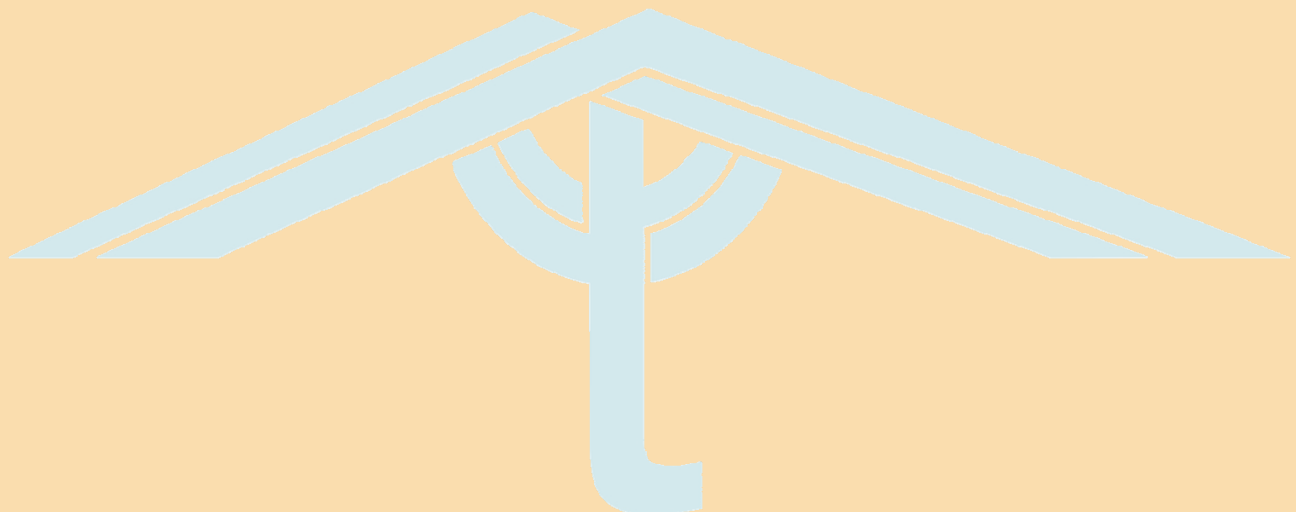
An important aspect of the project is to ensure validity of class room based training whilst considering the assessment needs of VCE VET outcomes for secondary students.

Development of the VCE VET Furnishing program consisted of -

- Determination of electives to be included in Units 1 and 2 (an optional one year program for students who wish to only study VCE VET for a 12 month period)
- Ensuring sufficient hours/credit for VCE VET Units 3 and 4 (two year program for students undertaking year 11 and 12, students must complete units 1 and 2 prior to commencing 3 and 4)
- Arranging for scored assessment/exam

ACRONYMS

AAC	Australian Apprenticeship Centres
A & T	Apprenticeships and Traineeships
ATTA	Australian Timber Trainers Association
ATV	All Terrain Vehicle
CFMEU FFPD	Construction, Forestry and Mining Employees Union—Forestry, Furniture, Building Products and Manufacturing Division
CIP	Continuous Improvement Plan
DEEWR	Department of Education, Employment and Workplace Relations
DET	Department of Education and Training
FIAPS	Forest Industry Assessment Plan System
FITEC	Forest Industry Training and Education Council (NZ)
FPI	Forest and Forest Products Industry Training Package
FPP	Pulp and Paper Manufacturing Industry Training Package
FurniTAC	Furnishing Industry Training Advisory Committee, Victoria
ISC	Industry Skills Council
ITAB	Industry Training Advisory Boards
JSA	Job Skills Australia
LCP	Local Community Partnership
NQC	National Quality Council
PPP	Productivity Places Program
RPL	Recognition of Prior Learning
RTO	Registered Training Organisation
SAB	Skills Advisory Board
SEC	Skills and Employment Council
SET	Skills Enhancement and Training Project
SSP	Strategic Skills Program
STA	State Training Authority
TAFE	Technical and Further Education
TFCA	Tasmanian Forest Contractors Association
TFITB	Forest Industries Training Board
TMA	Timber Manufacturers Association
VCE	Victorian Certificate of Education
VET	Vocational Education and Training
VFITAC	Victorian Forest Industry Training Advisory Committee



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