



Annual Report 2011–2012

Improving our industry's capacity to develop and sustain a skilled workforce





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Board of Directors

Jane Calvert Chair

Jane is National President of the CFMEU FFPD (Forestry and Furnishing Products Division) and Secretary of the CFMEU FFPD Victorian Forestry District. She is Deputy Chair of the Victorian Forest Industry Training Advisory Committee, and is a committee member of the Frederick Scholarship Trust, a member of the Forest Industry OH&S Stakeholders Forum, and a member of the Minister's Forest Industry Council.

Julie George Deputy Chair

Julie is General Manager – Management Services Division for Hyne. She is the former Chair of the Queensland Forest Industry ITAB, a former member of the Government Roundtable Advisory Committee and a former member of the Queensland Timber Board Industrial Relations and Training Committee. Julie has expertise in human resource and operational risk management, management services, strategic planning, industrial relations and safety legislation. She holds a Masters of Management (HR) (USQ) and is a member of the Australian Human Resource Institute and Australian Institute of Management.

Allan Hansard Director

Allan is the former CEO of the National Association of Forest Industries (NAFI) and was instrumental in the creation of AFPA, which is the merged entity of NAFI and A3P. He has qualifications in forestry, resource economics and policy development and over 15 years' experience working on forest policy and economic analysis, both in the private sector and federal government departments, including ABARE and DAFF.

Note: Allan has now resigned as a director of ForestWorks as he is currently employed in another industry.



Left to right: Allan Hansard; Alex Millar; Julie George; Scott Whicker; Senator the Hon Chris Evans; Craig Smith; Jane Calvert; Michael Hartman.

Alex Millar Director

Alex is Secretary of the CFMEU FFPD Pulp and Paper Workers District and National Vice President CFMEU FFPD. He is a Trustee Director of FIRST Superannuation and a member of the Australian Government Pulp and Paper Industry Innovation Council.

Craig Smith Director

Craig is Secretary of the CFMEU FFPD New South Wales District and has been a full time union official for 18 years. He is Chair of two ForestWorks-managed Industry Training Advisory Board Committees in NSW for forestry and light manufacturing. He is also Vice President of the CFMEU FFPD.

Scott Whicker Director

Scott is Mill Manager of Kimberly-Clark Australia's (KCA) Millicent Mill. Scott holds an Honours Degree in Chemical Engineering from University of Adelaide with 25 years of process and production experience. He has worked with KCA for more than 22 years, mainly at the Millicent Mill but also in the US and at the Sydney head office in a range of operations, start-ups, and technical product development, project and management roles. Scott is also a Director of Group Training Employment in Mount Gambier, SA.

Introduction

ForestWorks is the national industry organisation working to assist with the development and growth of the forest, wood, paper and timber products industry.

We work with a range of stakeholders, both within the industry to develop solutions to employment, education, training and skills issues. As one of the 11 Industry Skills Councils (ISCs) endorsed by the federal government, ForestWorks' role is to build partnerships between industry, government and the vocational training and education sector in order to assist with the development of a highly skilled and qualified workforce.

ForestWorks Ltd is an industry-owned, not-for-profit, limited-by-guarantee, ASIC-registered company, and performs its activities via state and federal government and occasionally private sector funded, contracts for services.

ForestWorks' industry membership is drawn from all industry associations (employer and employee) and larger key corporations. ForestWorks' company directors are elected from members and appointed according to the processes outlined in the company constitution. A key feature of the organisation is that it works on behalf of all industry stakeholders in all sectors; and therefore has an industry focus that is much broader than that of any individual industry association or member.

ForestWorks achieves outcomes for the forest, wood, paper and timber products industry by working with stakeholders from:

- enterprises
- government departments
- employee and employer industry associations
- Industry Training Advisory Boards (ITABs)
- Registered Training Organisations (RTOs)
- other Industry Skills Councils and their networks

ForestWorks achieves skills development outcomes by:

- assisting industry in developing and recognising existing and new skill requirements
- coordinating a national industry Skills and Employment Council (SEC)
- providing leadership, direction and information on skills development
- working with industry to support other organisations in developing skills and knowledge
- facilitating networks and development opportunities for the benefit of industry

Please note:

The term 'ForestWorks' is used throughout this Annual Report to refer to both the work carried out by ForestWorks Limited and that carried out by ForestWorks ISC in its Industry Skills Council role.

Chair and CEO's Report

It is with great pleasure that we present members and other stakeholders with the ForestWorks 2011–2012 Annual Report. This has been another very difficult year for the industry and while some have doubts about the 'investability' of industry, enterprises are still making investments in skills and knowledge of their staff, however at a reduced pace.

Industry is finding profitability elusive in the patchwork economy that holds many challenges for trade exposed sectors. A full description of the challenges and opportunities in the industry is outlined in our Industry Skills Scan, which is based on our extensive involvement with industry, and outlines that the scenario for most enterprises and sectors is very challenging. The industry restructuring taking place in Tasmania is significant and is having (and will continue to have) a large impact on employment levels and skills in that state. ForestWorks is directly assisting workers via our Workers Assistance programs to help manage the transition in Tasmania. This important work is able to be carried out with funding provided, on a fixed contract basis, from the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).

ForestWorks continues to promote and reinforce the important role our industry plays in the future of Australia. Promotion of the role forestry and timber products has in reducing Australia's carbon footprint while creating skilled and qualified employment is a key strategy in our positioning as an Industry Skills Council.

We are optimistic about our industry's unique and sustainable products – 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 integral to the sustainability agenda and, to this end, we continue to work on qualification modifications to continue to have this commitment to sustainability recognised nationally.

Once again ForestWorks has 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 that impact on employment, skills, 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.

This year the Industry Skills Scan was launched by Sid Sidebottom MP Federal Member for Braddon and Parliamentary Secretary for Agriculture, Fisheries and Forestry as part of our activities and conference at AusTimber in March 2012. It will be further distributed as part of ForestWorks' Annual Industry Development Conference on the 30 and 31 of October 2012.

ForestWorks continues to participate in a wide range of policy interactions and programs with the aim of increasing industry's utilisation of formal qualifications and thereby increasing the funding for skill development in our industry and ensuring the recognition of our industry's skilled and qualified career opportunities.

We maintain our focus on forecasting and planning for future workforce development needs. We also secured additional funding for the VET sector and facilitated an expansion of language, literacy and numeracy programs that 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 various approaches to our communications with government and industry, and this year we were pleased to also contribute to the submissions to government as detailed on page 11.

We maintain and build our networks via attendance at industry meetings, conferences and workshops, enterprise visits and meetings, our state-based industry committees and industry advisory structures such as our national SEC, which is open to all industry leaders with responsibilities and interests in employment, skills and training. We hold these forums to keep us well informed on industry trends and issues. Our engagement also extends to industry associations, employers and unions, as well as informal networks and state ITABs, which all provide valuable feedback to ForestWorks and our role as an ISC.

In 2011, ForestWorks once again delivered a highly successful national industry conference. The Annual Industry Development Conference was held in Canberra on 14 and 15 September 2011. The conference theme was 'Productivity and Competitiveness' and topics were developed from comprehensive industry consultations over the previous 12 months to produce agendas that reflect industry-wide challenges. Speakers and presenters explored global trade dynamics, currency and exchange rates and investment in productivity, technology and labour.

Other topics discussed at the conference included investment in resources, scale, employment (skill and labour shortages, immigration), a price on carbon and the effect on traditional and emerging (non-traditional) products and markets, monetising non-wood forest and tree values, carbon sequestration and energy, global market trends, and the effect of a carbon price on domestic timber product manufacturing and the broader industry.

The conference attracted over 250 participants, from corporate CEOs, leaders and managers, workers and their representatives many having attended previous conferences. The Industry Liaison Dinner at Parliament House, attracted over 30 parliamentarians and 200 industry participants.

The conference also provided an opportunity to further explore carbon, investment and skills issues with ForestWorks' support of three associated events: a briefing on carbon pricing and carbon initiatives, a First Super investment seminar and ForestWorks' Skills and Employment Council meeting.

Planning and implementation for our 2012 Annual Industry Development Conference is well underway at the time of writing. Extensive consultation with industry leaders has informed the development of a theme of 'Stepping up the Value Chain', with a focus on what the industry can do to better create opportunities for a successful future in today's challenging trading conditions.

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 Directors and our ongoing collaboration with industry, driven by our team of specialist staff. Without these excellent relationships, the variety and quality of work accomplished by ForestWorks in 2011–2012 would not have been possible.



Jane Calvert – Chair and Michael Hartman – CEO

Strategic Imperatives

We prioritise our range of activities against the following agreed strategic imperatives as identified by the Board:

- industry development and structural adjustment
- carbon challenge and climate change
- government and industry support

Throughout 2011-12 ForestWorks participated in a range of activities consistent with our strategic imperatives.

Industry Development and Structural Adjustment

Tasmanian Industry and Tasmanian Structural Adjustment

Following an agreed statement of principles in late July 2011, the Tasmanian Forest Inter-Governmental Agreement (IGA) was signed on 7 August 2011. The agreement identified two program roles for ForestWorks.

To provide transitional support payments to workers who have been retrenched from eligible companies via Tasmanian State Government funding

To provide support for workers via a workers assistance program.

Both programs have attracted a high level of attention from Tasmanian and Federal MPs, the community and the media.

ForestWorks is continuing to provide services to workers and the industry under these two programs. They have both already made a significant impact in assisting workers to move on from their retrenchments into new jobs and for many into new careers.

Structural Adjustment Initiatives in South Australia

ForestWorks has been managing a Workers Assistance program for Kimberly Clark Australia (KCA) in the Limestone Coast region of SA. This program assists with training and employment opportunities for approximately 150 retrenched workers.

This program has been quite challenging, particularly given the very specific and high level of skills held by the workers and the work required to match those skills and associated wage levels to alternative positions. At least 142 workers have received a range of services from the Workers Assistance Coordinators, and as of June 2012, 58 are in employment. The South East Industry Support Package was also extended to 16 workers retrenched from Carter Holt Harvey (CHH) in Mt Gambier.

In June the KCA Workers Assistance program was reviewed and we have been successful in achieving an extension from the South Australian Government until December 2012. This will allow Forestworks to continue to improve the employment outcomes for unemployed workers in this region.



Increasing Women's Participation in our Industry

ForestWorks provided financial and other resources to promote and support increased participation and skill development for women in the forest, wood, paper and timber products industry.

In particular we have committed to managing, on behalf of industry, the Women in Forest and Timber Network (WFTN). A national network meeting will be held in conjunction with our conference in October 2012.

ForestWorks also supported the Women in Industry Conference on skills and training development for women in the construction, forestry, mining and energy industries. The conference was held on the 9 November 2011 in Sydney and was also supported by the CFMEU and two other Industry Skills Councils - Skills DMC and CPSISC. Senator Kate Lundy addressed the conference, as did a number of prominent female leaders.

Submission into Parliamentary Inquiry into the Australian Forest Industry

ForestWorks, as well as many other industry organisations, made a submission and presentation to the House of Representatives' Inquiry into the Australian Forest Industry. We highlighted the important role the industry plays in the development of skills and capabilities for Australians in regional and metropolitan areas of Australia.

Annual Industry Development Conference

ForestWorks once again hosted the Annual Industry Development Conference in Canberra to assist industry focus on its future development and the impact this will have on its workforce.



Lisa Marty, CEO of VAFI.



Jane Calvert addressing conference delegates at Parliament House, Canberra.

Carbon Challenge and Climate Change

International Climate Change Negotiations

ForestWorks provided a report to the industry on 13 September as part of the Industry Development Conference. It included a report by Bob Smith, who was supported by ForestWorks to attend meetings at the Bonn Climate Change Conference in Germany in June 2011. We also assisted Bob Smith to attend meetings at the Durban Climate Change Conference in South Africa in November and December 2011 representing the industry and ForestWorks.

ForestWorks promotes the use of wood as a store of carbon, the 'Wood - naturally better' campaign and skills certification

ForestWorks once again published our Industry Skills Outlook report and distributed it to industry and government at the Industry Development Conference in Canberra. This publication outlines the industry situation with a positive approach to the environment and clear directions for skills development and employment. The Industry Skills Outlook supplements and provides an update on the Industry Skills Scan (Environmental Scan), which was published earlier in 2011. This year's Industry Skills Scan's themes focussed on the new economy, skills within productivity debate, innovation and skill demands.

Skills for Sustainability

ForestWorks has developed the Advanced Diploma of Forest Industry Sustainability as a result of the Skills for Sustainability project in 2010. The Advanced Diploma targets management pathways with specialist skills requiring and focussing on leadership and updated sustainability skills.

The Advanced Diploma of Forest Industry Sustainability is supported with learning resources developed in conjunction with the University of Tasmania. We will continue to work with the University of Tasmania to develop online and digital resources over the next six months.



Photo: Forest & Wood Products Australia

Government and Industry Support

Australian Workforce and Productivity Agency and the National Workforce Development Fund

ForestWorks has developed the capacity to implement the new National Workforce Development Fund (NWDF) in order to fund training delivery and workforce development solutions for enterprises. This funding is for new and existing workers in an enterprise and funding is linked to an agreed cost of delivery. These are big steps forward in the funding environment.

We will work closely with the new Australian Workforce and Productivity Agency (AWPA) next year to promote strong take-up by industry. This program presents a cost to enterprises for their participation, both during site-based activities and with a cash contribution towards training. This is proving to be a significant barrier for enterprises to engage with the program, given the current operating environment across the industry.

National Vocational Education and Training (VET) Reform

The federal government is continuing to drive VET reform and this year has used the leverage associated with the state and federal Inter-Governmental Agreement to create a framework for change. ForestWorks in its ISC role is involved with most aspects of this change process by providing advice and information on behalf of industry. This reform is also generating a high number of changes in training packages and their processes. In addition to that work, we will engage in extensive interactions with stakeholders to manage the upcoming changes in enterprises and RTOs.



Forestry Tasmania employees, James Newman and Matt McCormick, undertake NWDF training.

Participation and Foundation Skills

There is a wide range of funding initiatives aimed at increasing participation in the workforce by marginalised groups. Lifting the participation of the existing and potential workforce is a key aim of the federal government and provides some opportunities for our industry. Additional funding has been provided to the Workplace English Language and Literacy (WELL) program, which continues to be one area of focus for ForestWorks.

ISC Contract

Early in this financial year, ForestWorks entered into a three-year contract with the Department of Education, Employment and Workplace Relations (DEEWR) to continue with its ISC role.

South Australian Funding

We secured a contract with the South Australian Government to provide workforce development advice and services. ForestWorks has also established an office in South Australia. We have recruited an experienced employee for the Skills Advisory Manager role and now have a South Australian Skills and Training Advisory Committee (STAC) that meets in Adelaide and Mt Gambier on a regular basis. This STAC is in addition to the committees we currently manage in Victoria, New South Wales, Tasmania and Queensland. We also regularly meet with industry in Western Australia.



Indigenous Initiatives

Garma 2011 and Northern Territory Forestry Project

ForestWorks participated in the Garma Festival to support the forestry project for a second consecutive year and made a presentation of forestry qualifications to Indigenous graduates. Federal Minister for Resources and Energy and Minister for Tourism, the Hon Martin Ferguson, visited the ForestWorks demonstration site and the presentation of qualifications to the graduates.

ForestWorks has provided assistance to the Department of Agriculture, Fisheries and Forestry (DAFF) as it undertakes a review of its State of the Forests Report, due in 2013. A particular focus will be on the initiatives ForestWorks has been involved with regarding employment outcomes in Indigenous communities.



Copyright Yothu Yindi Foundation, Garma Festival 2011.

Forestry graduates receiving their certificates at the Garma Festival 2011.



Copyright: Yothu Yindi Foundation, Garma Festival 2011.

ForestWorks' Director, Craig Smith, and Workers Assistance Coordinator, Mark Blackwell, with forestry graduates at the Garma Festival 2011.

New South Wales Funded Indigenous Employment Project

To date, 10 Indigenous people have gained employment with industry enterprises in north coast New South Wales as a result of the NSW Department of Education & Training (DET) - State Training Services Indigenous Employment Program.

With support from DET, this ForestWorks program has now moved to the south coast region of New South Wales, where we formed a Project Advisory Committee (PAC). This committee comprises representatives from employers, regional communities, training providers and industry organisations from the south coast NSW to assist with the project and the validation of outcomes.

Program 1: Information and Advice

Industry Skills Scan

Each year ForestWorks produces a research report, the Industry Skills Scan, which highlights the employment, skills and workforce development issues facing the industry. The research is informed by extensive consultation with the Skills and Employment Council (SEC), state-based committees, working groups, sector advisory groups and other associated forums and meetings.

The Industry Skills Scan is available from the ForestWorks website or in hard copy. A key recommendation to industry is to improve the level of participation of skilled workers in formal training towards qualifications to ensure that industry employees are skilled and qualified, and career opportunities are available.



Annual Industry Development Conference 2011

More than 250 people participated in the 2011 Industry Development Conference hosted by ForestWorks. The conference addressed issues affecting all seven industry sectors.

The 2011 Industry Development Conference - Productivity & Competitiveness was held on 14 September 2011 in Canberra. Key speakers included Senator Nick Xenophon, Independent Senator for South Australia; David Rhodes, Chief Executive, NZ Forest Owners Association; Dr Andrew Grant, Managing Director, CO2 Group; Philip Polglase, CSIRO; and Rohan Wright, Furniture Industry Association of Australia.

Supporting Workers Affected by Industry Change

ForestWorks continues to support workers affected by industry restructuring in Tasmania and Millicent, South Australia. In both areas, the impact of job loss and managing change in regional areas consolidates how difficult it is for people to not only to move into a new job, but also into a new job in a new industry and often in a new community. ForestWorks undertook an evaluation of the workers assistance service model as implemented with the paper mill closures in Burnie and Wesley Vale with a series of key lessons being learnt. These lessons have been used to progress our approach with ongoing support for workers. They have also informed our advice to government in dealing with large firm closures (in Tasmania) and regional factors (both in Tasmania and South Australia). The evaluation report of the Tasmania workers assistance support is available on the ForestWorks website.

The Australian Workforce and Productivity Agency (AWPA)

Skills Australia (now the Australian Workforce and Productivity Agency) continues to provide leadership in its reports to government, such as 'Future focus: Australia's skills and workforce development needs'. Skills Australia and the Industry Skills Councils, including ForestWorks, hosted a combined conference in Melbourne in July 2011. It was themed 'Putting skills at the heart of the economy' and the focus of the conference was to present an economic perspective on skills in terms of the 'three Ps' - Productivity, Population and Participation.

ForestWorks continues to engage with AWPA at various levels and the AWPA CEO provides regular updates to the ISC CEOs and attends ISC Chairs meetings. ForestWorks also promoted and participated in the 2011 Skills Australia webinar 'Scenarios for Australia to 2025', which shared the details and progress of Skills Australia's newly developed scenarios.

ForestWorks CEO was invited by Skills Australia to attend and contribute in June 2012 to the Standing Council on Tertiary Education, Skills and Employment (SCOTESE) Industry Forum: 'Meeting skills needs in regional Australia'. The value of the knowledge and work being undertaken by our industry with regional employment in the face of large structural adjustment (in Tasmania and in the Green Triangle area) provided an opportunity to describe what were the successes and barriers to new employment following retrenchment in regional areas.



ForestWorks participated at AUSTimber 2012.

Asia Pacific Forestry Skills and Capacity Building

ForestWorks continues to assist government and industry with initiatives in the Asia Pacific region. This year ForestWorks has contributed to the investigation of the establishment of a Pacific Education and Training Network. Forestry education providers in Australia, New Zealand, Papua New Guinea, Fiji and the Solomon Islands will continue to liaise to build stronger working relations. Initial discussions indicate that the capacity for ongoing meetings will be limited, unless specific funding can be secured.

Women's Participation in the Industry

ForestWorks, in conjunction with Skills DMC, Construction and Property Services Industry Skills Council and the CFMEU, presented the Women in Industry conference in Sydney in November 2011. The conference focussed on the skills and training development of women in the construction, forestry, mining and energy sectors. It aimed to highlight and investigate why women's employment in non-traditional jobs in these areas is low. Keynote speakers included the Hon Kate Ellis, Minister for Employment Participation and Minister for Early Childhood and Child Care; Hon Tanya Plibersek, Federal Minister for Health; Michael O'Connor, National Secretary of the CFMEU; Ged Kearney, ACTU President; and Linda White, DEEWR. Kersten Gentle, Executive Director, Frame and Truss Manufacturers of Australia, was the MC.

Strategic Interactions with Government

ForestWorks met with federal and state governments in a range of capacities during this financial year. ForestWorks maintains regular ongoing communication with government in such areas as education, employment, forestry, manufacturing, innovation, industry and climate change. Specific meetings are conducted each year with each State Training Authority (STA) in regard to continuous improvement of training packages and training package policy review activities.

Meetings with Queensland, South Australian and Victorian state government departments were held in response to state-based reviews of the industry skills and workforce advisory processes. A summary of key strategic written submissions appears in the table that follows.



Jane Calvert, ForestWorks Chair, at the Women in Industry Conference 2011.



Photo: Forest & Wood Products Australia

Government Interaction

This table provides an overview of written submissions made to government by ForestWorks over the past year.

Department/Organisation	Focus/Advice
Department of Industry, Innovation, Science, Research and Tertiary Education	<ul style="list-style-type: none"> • energy efficiency • sustainability resources • Australian Core Skills Framework and ForestWorks' training packages • strategies to support the development of the Foundation Skills Training Package • Industry Skills Scan • Employability Skills Framework • Training Package Development Handbook review • advice on National Workforce Development Fund • advice on VET practitioner qualifications
Victorian Parliament Rural and Regional Committee	<ul style="list-style-type: none"> • employment and skills demands in regional Victoria
Victorian Skills Commission	<ul style="list-style-type: none"> • review of industry advisory arrangements in Victoria
Australian Qualifications Framework Council	<ul style="list-style-type: none"> • review of the Graduate Certificate and Graduate Diploma, levels 7 and 8
Australian Workforce and Productivity Agency (Skills Australia)	<ul style="list-style-type: none"> • response to consultation on agency priorities • response to agency scenarios
Cross ISC papers	<ul style="list-style-type: none"> • digital literacy • economic analysis of Enterprise Based Productivity Program • Independent Evaluation Framework
Australia United States Green Skills Network Round table	<ul style="list-style-type: none"> • potential opportunities for collaboration and understanding of approaches
Department of Education, Employment and Workplace Relations	<ul style="list-style-type: none"> • initial evaluation report for Workers Assistance Program strategy in Tasmania
Skills Queensland	<ul style="list-style-type: none"> • Skills and Training Report

Program 2: Skills Standards, Qualifications and Resources

Continuous Improvement Plan (CIP)

Central to the continuous improvement of skills standards and qualifications via training packages is the need to balance our responsiveness to industry with the impact of changes on training providers. This is achieved through a continuous improvement process that incorporates the outcomes of all projects over a 12-month period into a National Skills Standards Council (NSSC) endorsed upgrade. Minor changes are implemented through Industry Skills Council upgrades on a regular basis.

Training Packages

The 2011–2012 training package continuous improvement cycle incorporated upgrades to both training packages for which ForestWorks has responsibility. The FPP10 Pulp and Paper Manufacturing Industry Training Package was upgraded to Version 1.1 in July 2011 to incorporate sustainability skills units in the Diploma qualification. FPI11 Forest and Forest Industry Training Package was endorsed in December 2011 incorporating new skill sets for Forest Operators, Fire Salvage and 4-Wheel Drive.

Reviewed versions of both training packages lead to greater currency and relevancy in training delivered. ForestWorks actively engaged with a broad and diverse range of stakeholders to identify industry needs. Training package materials and the consultation process were signed off by industry skills training advisory committees, who guided connection with the right stakeholders so that the outcome was fit-for-purpose and met industry needs.



Training Industry Policies and Directions

During 2011–2012 ForestWorks representatives worked with NSSC to provide advice on the development of streamlined training packages, underpinning policy and standards. We also have provided input into the foundation skills training package. This participation provided staff with knowledge to inform stakeholders on proposed changes to training packages.

Skills for Sustainability Resources

An outcome of consultation during the Skills for Sustainability project identified that a number of high-level skills needs were emerging, as industry embraces sustainability principles. In response to this feedback an Advanced Diploma qualification in Forest Industry Sustainability was introduced into the training package in 2010.

This was the first Advanced Diploma qualification available to the forest and timber sectors and supports pathways into higher education programs such as the Graduate Certificate in Timber (Processing and Building) offered by the University of Tasmania. In January 2012 ForestWorks secured funding to develop innovative online resources for units focusing on wood residue and chain of custody certification systems, which are essential parts of this qualification. These resources enable the delivery of skills for sustainability across the tertiary sector and represent an opportunity for VET and higher education organisations to form partnerships in this area of delivery.

Mechanisms to Address Skills Standards and Qualification Issues

ForestWorks obtained feedback through communication with stakeholders and via the training package Issues Register on the ForestWorks website. Issues and skills gaps were also identified in the 2011 Industry Skills Scan.

The following four issues have been identified as industry imperatives:

- skills for 'carbon accounting' farm forestry/ agroforestry
- skills for measuring the carbon footprint of enterprises
- the impact of changed processes and techniques due to the different properties of hardwood available for processing resulting from movement from native forests into plantations will require review of industry skills and knowledge.
- ongoing research and analysis of technological change and the impacts for the skill needs of the industry is being considered as part of the Continuous Improvement Plan projects.

Annual Australian Timber Trainers Association (ATTA) Workshop, Regional Forums and State/Territory ITAB Training Provider Networks

The ATTA workshop is an annual event that provides trainers with professional development and networking opportunities. ForestWorks sees such events as an opportunity to engage with trainers and leverage from the established forum to provide trainers with professional development regarding the industry environment and government policy affecting VET and training package development.

In July 2011, this workshop was conducted at Lakes Entrance, with ForestWorks facilitating the first day. During 2011–12 ForestWorks staff worked with the ATTA executive to plan the next workshop for Albany in July 2012.

National Training Provider Network

ForestWorks recognises RTOs (public, private and enterprise-based) as key stakeholders and contributors in the National Training System and continues to engage and support RTOs in their implementation of training. Over the past year, there has been continued engagement and ongoing communication via ForestWorks' e-newsletter, website and through a variety of training package-related consultation and validation workshops

Additional guidance and support has been provided to RTOs by ForestWorks through telephone and email contact and via the delivery of professional development through RTO information workshops and meetings.

During 2011–12 ForestWorks developed regional RTO networks to provide an additional layer of support to RTOs at the local level.

Feedback received indicates that training providers see this engagement as worthwhile and ForestWorks uses these meetings to identify barriers and opportunities to provide support to ensure the high quality training and skills development is delivered to the industry.

ForestWorks acknowledges the support we receive from training providers as they share their expertise with us and the industry.

Training providers delivering services to our industry	
TAFE	30
Private	61
Industry	10
Total	101

Tasmanian Assessors Workshop

ForestWorks held its annual Tasmanian Assessors Workshop in Launceston 2-3 June 2011. The 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. Day one of the workshop involved briefings and discussion about National Training System and Regulator changes that may impact on the delivery and assessment services. Day two involved on-site assessment moderation activities followed by indoors assessment validation.



Tasmanian Assessors Workshop, June 2011.

Uptake of National Competency Standards

On average enrolments in nationally recognised qualifications from both training packages has remained fairly constant. It is pleasing to see that the industry continues to invest in nationally accredited training even whilst undergoing such significant challenges in the current environment.

On a sector-by-sector basis, a trend can be shown in uptake, with enrolments in the forest growing and management sector increasing by 21% since 2010, and enrolments in the harvesting and haulage sector increasing by 43% for the same period.

Tasmanian Forest Operator Assessment and Licensing Scheme

ForestWorks oversees the issuance of Tasmanian forest industry operator licenses, which includes the administration of an industry database, providing advice and support to registered assessors, and managing 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 and 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.

Uptake of National Competency Standards

Year	2009	2010	2011	% change 2010 to 2011
Forest Growing and Management	2629	2944	3556	21%
Harvest and Haulage	1108	1127	1612	43%
Sawmilling and Processing	1499	1175	544	-54%
Timber Manufactured Products	273	234	194	-17%
Wood Panel and Board Production	195	85	111	31%
Timber Merchandising	81	101	66	-35%
Pulp and Paper	411	466	113	-76%
Total	6,196	6,132	6,196	1%

Resources

ForestWorks maintains a resource catalogue on the website which includes online resources such as the Timber toolboxes to support the frame and truss qualifications and the Sustainability Skills resources to support units in the Advanced Diploma of Forest Industry Sustainability. Resources are continually reviewed and updated. ForestWorks staff members are familiar with each product and play a role in promoting the resources. The resources have been promoted at RTO Network meetings and industry events.

To ensure the resources were in line with industry priorities, ForestWorks has taken a holistic approach where the proposals for development are identified through the Continuous Improvement Plan and validated with industry, ensuring that materials to be developed are consistent with both industry needs and priorities.

Examples include the Chainsaw Operators' Manual and the Tree Fallers' Manual, which were developed holistically and concurrently with the review of the units of competence.

These resources include:

- Learner guides in both electronic and paper-based booklets
- Employer and workplace implementation guides
- Job seeker guides
- Assessment tools

Forestry Industry Assessment Plan System (FIAPS)

The Forest Industry Assessment Plan System (FIAPS) is a unique service initiated and maintained by ForestWorks, and available by annual subscription to all registered training providers and enterprises that use the FPI11 Forest and Forest Products Industry Training Package.

By subscribing to FIAPS, training providers become part of a national network of providers and enterprises committed to upholding the highest standards of skills development for our industry, through the development and promotion of reliable and consistent training and assessment outcomes to agreed industry standards.



Program 3: Workforce Development Solutions

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.

ForestWorks is undertaking a project to develop a Language, Literacy and Numeracy (LLN) plan (WELL Industry Strategic Plan 2012–2015) for industry. The plan will look at how to address the LLN challenges the industry faces now and in the future.

This project aims to develop a process by which the industry can integrate the raising of workers skills as part of normal business processes, with support from WELL and NWDF funding. This project will engage key stakeholders, industry leaders, industry-based RTOs and new RTOs with LLN expertise. It will promote existing best practice and learn from other industries best practice, embedding strategies for support from the shop floor upwards. Ensuring that existing workers are retained and supported to be active learners is critical to meet the emerging industry development. The project output is a national plan that provides mechanisms for the development of the workforces LLN skills with local action in regional clusters.

ForestWorks has also successfully sought support from DIISRTE to maintain the position of a WELL Broker to assist workplaces identify strategies to better access literacy and numeracy skill development. The 2012–2013 WELL Broker program will give enterprises across the industry the opportunity to focus on workforce communication issues that will increase employee safety and reduce workplace injury.

National Workforce Development Fund (NWDF)

This initiative is part of the Australian Government's 'Building Australia's Future Workforce' package and also forms part of the Australian Government's Skills Connect program, an initiative designed to link employers and industries to funding for whole of workforce (including language, literacy and numeracy training and mentoring of Australian Apprenticeships) planning and development.

It has been specifically designed to support training and workforce development in areas of current and future skills need. Australian Government funding will be supplemented by co-contribution from industry enterprises. Large enterprises receive 34 percent of the cost of training, medium enterprises 50 percent and small enterprises 67 percent. Under the initiative, funding is provided via ForestWorks for training existing and new workers.

ForestWorks has received approval for 14 projects valued at \$3.2 million including government and enterprise contribution for 615 learners from 53 enterprises. . Of the 615 learners, to date 351 learners (54%) from 43 enterprises have been enrolled into respective training courses. NWDF is an ongoing funding program and by participating, employers, existing and new workers across the forest and timber products industry will all benefit from a more coherent approach to workforce development and access to industry driven training.



Forestry Tasmania employees undertake NWDF training.



Frame and truss qualification development.

Enterprise Based Productivity Places Program (EBPPP)

The EBPPP is a federal government initiative administered by ISCs to train existing workers in small, medium and large businesses to boost skills for high-demand jobs. The Government contribution to this program is over \$2 million with industry contributing approximately \$1.1 million.

There are 42 projects (involving 42 enterprises) under EBPPP currently being administered by ForestWorks with a total of 591 learners, including 22 Indigenous enrolments. To date, 301 learners (51%) have completed their training, 274 learners are at mid-point and the remaining learners at commencement stage. A high uptake of training under EBPPP has come from the harvesting and haulage sector, which traditionally faces challenges regarding funding opportunities and, therefore, lack of VET engagement. The success in gaining interest in participating organisations from this sector has mainly been due to the additional support that ForestWorks has provided in contacting organisations to find out more about their training needs and offer advice in mapping training and qualifications to meet their skills needs.

Working Together to Increase Indigenous Participation in Industry

ForestWorks continues to focus on improving employment opportunities with Indigenous Australians. This year we concentrated on two specific areas of activity; one supporting the forestry program that is showcased at the Yothu Yindi Foundation's Garma festival at Nhulunbuy in the Northern Territory, and the other involving a series of promotions and information days in south coast of New South Wales.

The focus of ForestWorks' involvement at Garma was to promote the work being jointly undertaken between the Gumatj Corporation and Forestry Tasmania, and supported by ForestWorks.

ForestWorks organised three industry information days to increase Indigenous employment opportunities in Batemans Bay, Tumut, and Eden. The activities undertaken have been successful in attracting Indigenous job seekers from local communities to apply for jobs within the local forest and timber products industry. Employers of the forest and timber products industry have also benefited from the information days and showed great enthusiasm by highlighting the different job opportunities this industry has to offer. Employers passionately welcomed local Indigenous job seekers to apply with them for work.

Other activity in this area involves the publication of two Indigenous employment guidebooks:

- Guidebook for Employers – A Guide to Employment of Indigenous Australians in the Forest, Wood, Paper and Timber Products Industry
- Guidebook for Aboriginal Jobseekers – A Guide for Employment and Career Pathways in the Forest, Wood, Paper and Timber Products Industry

Strategic Purchasing Project (SPP)

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, co-funded by Queensland Department of Education and Training (DET) and industry enterprises focused on competency based outcomes rather than full qualifications. A total of 280 existing workers from 28 industry enterprises in Queensland received training under this program. A total of 53,923 hours of training were delivered under this contract across several industry sectors including Forests Growing and Management; Harvesting and Haulage and Sawmilling and Processing.

Strategic Investment Fund (SIF)

ForestWorks is administering the Strategic Investment Fund (SIF), which is an industry-led program aiming to support skills and workforce development strategies that have been prioritised and developed by industry and enterprises in Queensland.

As part of this program, 111 training places have been approved out of which 87 places are for Certificate III, 20 places for Certificate IV and four places for Diploma level qualifications.

ForestWorks and the Furnishing Industry

ForestWorks provided 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.

We also participated in the NSW Government's skills reform consultation process and submitted a response to the discussion paper to develop a more highly skilled workforce and a strengthened NSW economy.

ForestWorks conducted industry consultations regarding qualification development in the glass and glazing, stained glass and lead lighting sectors. We have also worked with other industry sectors of the furnishing industry to inform them about the review of the training package.

The Furnishing Industry Training Advisory Committee (FurnITAC) is managed by ForestWorks and funded by the Victorian Skills Commission; FurnITAC provides advice and guidance to Victorian industry stakeholders with the aim of promoting skill development to the furnishing sectors.

FurnITAC provided independent and authoritative industry advice to the Deloitte Access Economics 2012 Market Effectiveness Report and supported the State Government's Victorian Training Guarantee by promoting an industry led training system through traditional trade based training and up-skilling existing workers.

FurnITAC in partnership with the NSW Furnishing ITAB produced a career promotion resource promoting the furnishing industry to potential new entrants, FurnPath. FurnPath highlights the advantages of a career within the Australian furnishing industry.



Natasha Hornsby, picture framing apprentice for Frame Today, Newcastle.



Acronyms

ABARE	Australian Bureau of Agriculture and Resource Economics
ATTA	Australian Timber Trainers Australia
AQF	Australian Qualifications Framework
AQTF	Australian Quality Training Framework
CFMEU FFPD	Construction, Forestry Mining and Energy Union – Forestry and Furnishing Products Division
CHH	Carter Holt Harvey
CIP	Continuous Improvement Plan
CPSISC	Construction and Property Services Industry Skills Council
DAFF	Department of Agriculture, Fisheries and Forestry
DEEWR	Department of Education, Employment and Workplace Relations
DET	Department of Education and Training
DIISRTE	Department of Industry, Innovation, Science, Research and Tertiary Education
EBPPP	Enterprise Based Productivity Places Program
FIAPS	Forest Industry Assessment Plan System
FurnITAC	Furnishing Industry Training Advisory Committee, Victoria
IGA	Inter-Government Agreement
ISC	Industry Skills Council
ITAB	Industry Training Advisory Boards
JSA	Job Services Australia
NAFI	National Association of Forest Industries
NSSC	National Skills Standards Council
NWDF	National Workforce Development Fund
PAC	Project Advisory Committee
RTO	Registered Training Organisation
SCOTESE	Standing Council on Tertiary Education, Skills and Employment
SEC	Skills and Employment Council
SkillsDMC	Mining, Civil Construction, Quarry and Drilling Industry Skills Council
SSP	Strategic Skills Program
TFITB	Tasmanian Forest Industries Training Board
VET	Vocational Education and Training
WELL	Workplace English Language and Literacy
WFTN	Women in Forest and Timber Network







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