



# Annual Report 2010–2011



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



Tasmanian Forest Operator Assessors' Workshop, 2010



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# Board of Directors

## **Jane Calvert** Chair

Jane is the National President CFMEU FFPD (Forestry and Furnishing Products Division) and Secretary of the CFMEU FFPD Victorian Forestry District. She chairs the Victorian Forest Industry Training Advisory Committee, and is a Committee Member of the Frederick Scholarship Trust, Chair of the Tree Felling Safety Group, Member of the Forest Industry OH&S Stakeholders Forum, and Member of the Forest Industry Council.

## **Julie George** Deputy Chair

Julie is the General Manager – Management Services Division for Hyne & Son Pty Limited. She is the former Chair of the Queensland Forest Industry ITAB, former member of the Government Roundtable Advisory Committee and 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.

## **Alex Millar** Director

Alex is the 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 Member of the Australian Government Pulp and Paper Industry Innovation Council.



## **Craig Smith** Director

Craig is the 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 the Vice President of the CFMEU FFPD.

## **Allan Hansard** Director

Allan, until recently, was the 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.

## **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, technical product development, project and management roles. Scott is also a Director of Group Training Employment in Mount Gambier, SA.

Board of Directors and CEO with Senator the Hon Chris Evans, Minister for Tertiary Education, Skills, Jobs and Workplace Relations.

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

# 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 and outside it, 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 and government in order to assist with the development of a highly skilled and qualified workforce.

ForestWorks Limited is an industry-owned, not-for-profit company limited by guarantee, and performs its activities via State and Federal Government funded, 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 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; we therefore have an industry focus that is much broader than that of any individual industry association or member.

ForestWorks is a not-for-profit, ASIC-registered Limited company governed by a Board of Directors, elected by ForestWorks members.

ForestWorks achieves outcomes for the forest, wood, paper and timber products industry by working with stakeholders from these 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 Solution
- 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.

*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 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 2010–2011 Annual Report. This has been another very difficult year for the industry, particularly with the dramatic changes in Tasmania.

## **Most of the industry is still struggling in a recessionary environment as part of our patchwork economy that has emerged following the Global Financial Crisis.**

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 prepared to assist where we are able and we are working with industry to ensure that Workers Assistance programs will be in place as soon as possible. The programs are essential to managing the transition of workers in Tasmania however ForestWorks is only able to carry out this work with suitable funding, which we hope to secure early in the 2011–2012 financial year.

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 have 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 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 integral to the sustainability agenda and, to this end, we have completed a new set of qualifications and made modifications to most of the units of competency 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. Its next update is scheduled for publication as part of ForestWorks Annual Industry Development Conference on 14 September 2011.

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 increasing 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 secure additional funding for the VET sector and facilitate 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 Parliamentary Inquiry into the Australian Forestry Industry chaired by the Hon Dick Adams MP.

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 Skills and Employment Council (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 in our ISC role.

**In 2010, ForestWorks once again delivered a highly successful national industry conference.** Hosted in Melbourne with the assistance of key industry associations, the conference was themed *Australia's Place in the Changing Global Forest Products Market*. Local and international presenters led lively and candid debate during discussions relating to adapting Australia's forest and wood products industry to meet community and global market demand. Planning and implementation for our 2011 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 *Productivity and Competitiveness* and how it can be achieved 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 the ongoing collaboration that we receive from industry, driven by our team of specialist staff. Without these excellent relationships, the variety and quality of work accomplished by ForestWorks in 2010–2011 could not have occurred.

*Jane Calvert, Chair and Michael Hartman, CEO*



*Jane Calvert, Chair and Michael Hartman, CEO*

# Strategic Imperatives

In addition to its contract-driven activities (assembled into three program areas) the ForestWorks Board identifies a number of strategic imperatives for the organisation. These are identified by the Board as issues where ForestWorks can play a role and that have significant implications for the industry and government.

Management reports activities against these imperatives and a summary of those activities for the year is below:

- Support industry growth by addressing skill and labour shortages
- Assist industry and our society to manage the carbon challenge and climate change
- Support the industry through structural adjustment
- Carry out activities aligned with our purpose to achieve government and industry support.

## Supporting industry growth by addressing skill and labour shortages

### SET project completed

This year resulted in the completion of the four-year Skills Enhancement and Training (SET) Project based in Tasmania. In November the final 2010 SET Project report was completed and we are continuing to ensure that the lessons learnt and the skill ecosystem model is promulgated across the industry and into other industries via media and DEEWR.

### Enterprise Based Productivity Places Program generates more than 650 new training places

The Federal Government launched the Enterprise Based Productivity Places Program (EBPPP) in 2010, which allowed ForestWorks to encourage and support industry with 750 new training places for existing workers. This initiative provided a very useful engagement with a wide range of industry enterprises and training

providers. The program was rolled out across 40 enterprises with arrangements and support by 15 registered training providers and 650 trainees. The Federal Government is considering how to extend this program in 2012 via the development of the new National Workforce Development Fund.

### A new National Workforce Development Fund

In the May Budget, the Federal Government announced the creation of the National Workforce and Productivity Agency and the National Workforce Development Fund. This program takes over where the EBPPP finished with a new system of federal funding for 130,000 training places via the National Workforce Development Fund and a new National Workforce and Productivity Agency (Skills Australia will be expanded to take on this role). Industry Skills Councils such as ForestWorks will, once again, be instrumental in national delivery of these training funds.

### ForestWorks at the leading edge of national VET reform

The Federal Government continues to work with ForestWorks, other ISCs and Skills Australia to drive VET reform via its national agreement with each state and territory. While continuous improvement approaches provide opportunities and benefits for industry, they also provide an ongoing landscape of change and activity for ForestWorks, training providers and learners.

### Building our industry's foundations

Following the May budget, a wide range of funding initiatives aimed at increasing participation in the workforce by marginalised groups, including a range of participants on welfare, were launched. Lifting the participation of the existing and potential workforce is a key aim 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 a key focus of ForestWorks activity.

## Promoting careers in our industry

Early in 2010, Forest & Wood Products Australia (FWPA) initiated a new education program, which followed a decision by the minister to allow FWPA to use industry and government-matched funds to assist in a range of initiatives to attract and retain workers in the industry. ForestWorks provided specialist advice to FWPA and assisted with the development of the GrowingCareers.com.au website. We continue to work with FWPA on its careers promotional campaign where needed.

## Licensing systems in NSW – private native forestry and NSW Forests

ForestWorks assisted with submissions to the department and government business enterprise responsible for NSW private and public forests at their request. The submissions will allow New South Wales to consider licensing options, including a potential role for ForestWorks to assist the industry with its licensing requirements. At some stage in the next financial year, the Board may need to deliberate on our ongoing involvement in licensing work in NSW on a cost-recovery basis as one additional mechanism to engage with and support the industry.

## ForestWorks assists industry to manage the carbon challenge

The Federal Government is committed to reducing Australia's carbon footprint, but must do so in a worldwide recessionary environment. Forestry development is a way of reducing Australia's carbon footprint while creating jobs and driving industry growth.

## Industry participates in international climate change negotiations

ForestWorks once again provided support to assist industry to participate at the Bonn and Cancun climate change negotiations. Dr Bob Smith was ForestWorks' representative in Bonn and Lisa Marty and Bob were also supported by ForestWorks in their attendance at the negotiations at the end of the year in Cancun. ForestWorks supported the development of an industry position paper for use in Bonn.

## Plantation development employment initiatives

ForestWorks met with the Tiwi Island Plantation Group in August. The group is seeking funds for ongoing maintenance of plantation estates. We are still maintaining a watching brief and will assist where we can. We supported two representatives to attend the ForestWorks 2010 conference, for which they were appreciative.

## New qualifications for sustainability

This year we embarked upon the complex task of amending the training package to ensure that all work in our industry is recognised as part of the sustainability agenda and that all industry workers have (and have the opportunity to further develop) sustainable skills for their work within a carbon-constrained economy. This project has now been completed, with sustainability skills featured in our training package and the creation of a new advanced diploma qualification based on sustainability.



HVP nursery worker

## ForestWorks supports the industry as it undergoes structural adjustment

ForestWorks must now operate in a business environment that is quite variable across the industry, with labour oversupply still very strong in Tasmania and, to a lesser degree, in other regions. Skill shortages still remain in specific areas and we continue to direct government training resources in these directions. Generally, enterprise skills development efforts appear to be improving and ForestWorks will continue to monitor our engagement strategies to use industry time and knowledge strategically and efficiently.

### An industry in transition – Workers Assistance programs

ForestWorks plays an essential role in providing support for workers whom have lost their jobs in the industry as a result of processing plant closures.

In 2010 the Tasmanian Paper Mills Workers Assistance Program was launched in Burnie on 13 August, following a year of negotiations to put the contractual arrangements in place. This program is still operational and has found employment for close to 300 of the 400 employees who lost their jobs following the closure of the Bernie and Wesley Vale paper mills.

We also provided ongoing workers assistance in Nangwarry, South Australia and Myrtleford, Victoria with Carter Holt Harvey and with Gunns for the mill that closed in Alexandra, Victoria.

Unfortunately Kimberly-Clark Australia also announced production line closures this year and we negotiated with both the company and the South Australian Government to deliver a program for more than 200 workers during 2010 and 2011.

We are preparing for a significant program in Tasmania with the employment of a Workers Assistance Coordinator (replacing a vacant Skills Advisory Manager role) and we are prepared to roll out a state-wide workers assistance program once a funding package has been announced. ForestWorks currently has an active watching brief and is awaiting outcomes from the Statement of Principles discussion process to determine what program we can access across Tasmania. The changes in industry may require support for up to 2000 employees depending on the extent and timing of the agreed changes.

## Ex-mill workers show colleagues the path

By COURTNEY GREISSBACH  
*Courtesy of Forestry Tasmania*

A YEAR has passed since Burnie's paper mill closed and left 178 Coopers without work. While the situation under local direction at Coopers is now job finds in part to a transition program coordinated with the agriculture parts of their former workplaces.

Former Burnie pulp mill worker Greg Short and his wife, Wesley Vale worker Kelly Mart, have spent 12 months in an advocacy role with one of a ForestWorks program.

Through a combination of job placement, job placement and training, the duo are helping their former workplace join the new world of work.

Up to date about 30 people are still looking for work, 26 have received offers and six are employed.

While some of the former pulp mill staff have transitioned elsewhere, others have moved closer to home. Kelly Mart believes they've found the "shovel mentality" to start again.

"Some have given up, but not the numbers you would expect," said Kelly.

But MV Head believes there could be assistance those who found work locally again over the next 12 months.

"We believe there will be a massive wave as the local industry begins to flourish and the regional pace will work," he said.



GUIDING LIGHTS: Greg Short (left) and Kelly Mart, who provide forest industry employment and training services. Picture: Stuart Williams.

### A CITY'S HEARTBEAT: PULP AND PAPER MILL TIMELINE

1878-1879

General Mills purchased a pulp and paper mill in Burnie, but took until 1883 to get the financial backing.

1894-1895

Mill constructed; smelted iron ore in Burnie imported, but smelters were full of paper rejects from the mill.

"We believe there will be a massive wave as the local industry begins to flourish and the regional pace will work," he said.

1912-1913

Burnie Mill 2 replaced the mill, with an additional 200 workers. Four months after the war started, exports began. The 1900s were the high point for the mill.

1939-1940

Mill constructed; smelted iron ore in Burnie imported, but smelters were full of paper rejects from the mill.

1960-1961

Mill closed due to market decline.

1974-1975

Mill closed due to market decline.

1984-1985

Mill closed due to market decline.

1994-2010

Mill closed due to market decline.

2000-2001

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2018-2019

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2019-2020

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Mill closed due to market decline.

## **Government and industry support**

ForestWorks' experience during the period of 2003 to 2005 provided risk awareness on the danger of relying upon one department or organisation for funding and on a narrow support base in industry. Since that time, the Board has driven ForestWorks to diversify into a wider range of industry-relevant activities for a wider range of stakeholders and funding bodies, but still to maintain focus on a core area of employment and skills. ForestWorks also focuses on gathering industry engagement and support via offices and committee structures in most states utilising state government funding where possible. Our priorities include the following:

### **A new Industry Skills Council contract**

ForestWorks was successful in securing a further three-year contract for Industry Skills Council funding in June 2011. The role and arrangements are similar to the previous contract, albeit with changes of emphasis regarding a number of activities and an improvement in consistency across all 11 ISCs.

### **Queensland committee and contracts**

The industry engagement review by the State Government has progressed with a draft report submitted to the Minister for review and possible action. If the recommendations are accepted each industry engagement body will need to argue its case to receive the role and funding in the future. The level of funding will be based on the importance of the industry to the Queensland economy and any ForestWorks submission will need to argue this point.

### **South Australian committee and contracts**

After a number of meetings with the Education and Training Minister, ongoing conversations and meetings with senior department officials, two submissions and industry support activities ForestWorks has achieved a funding contract with the South Australian Government.

However, the roles of state-based Skills Boards are under review and the South Australian Government will use this review to identify how ForestWorks will fit into the network in the future. We are in the process of recruiting a Skills Advisory Service Manager in South Australia.

### **Tasmanian committee and contracts**

This year the Tasmanian Skills, Training and Advisory Committee moved from its role of steering the SET project, which was completed in November 2010, to a more standard ForestWorks state-based committee role. We now have an agreement with Tasmanian industry to manage a range of Tasmanian skills initiatives including Forest Operators Assessment and Licensing System (FOALS). The TFITB has been folded into ForestWorks and its Tasmania-based committee. ForestWorks will play a key role in assisting the industry to manage the skills challenges as part of the industry restructure in Tasmania.

During the year, ForestWorks also reviewed training delivery and quality for the Forest Practices Authority. This work was carried out in conjunction with Forestry Tasmania.



Tasmanian Forest Operator Licence Assessors' Workshop, 2010

## **NSW committee and contracts**

During the year, ForestWorks' roles as the state ITAB for forestry and for furnishing continued in New South Wales with all of the associated responsibilities and industry engagement activities. In addition we provided assistance to both NSW Forests and NSW Private Native Forestry, Department of Environment, Climate Change and Water to review the way licensing systems operate for workers in the forests of New South Wales.

## **Northern Territory and Western Australia ITABs**

We continued to work with the state-funded ITABs in both Western Australia and the Northern Territory. ForestWorks has good relationships with both the Food, Fibre and Timber Industries Training Council (WA) and Primary Industries Training Advisory Council (NT), and industry engagement in Western Australia via FIFWA, while limited due to time and distance, is very positive.

## **Engagement with members of parliament**

This year saw increasing activity with members of parliament of both the government and the coalition, particularly during the pre- and post-federal election period and during the annual Industry Development Conference, hosted by ForestWorks.

A range of Tasmanian MPs attended the SET report launch in November. In June the Senate initiated a review of all ISCs, their role and effectiveness. Submissions were sought and 107 were received for all 11 ISCs across all industries. Almost 25% of submissions received were in support of the role that ForestWorks plays in our industry and in the VET system; the largest number by far from any one industry and without any negative comments. The Tasmanian Paper Mills Workers Assistance project has also resulted in positive engagement with the local MP in the north west of Tasmania, Sid Sidebottom.

## **Supporting Industry via the annual Industry Development Conference**

Once again ForestWorks was able to support the industry by hosting the annual Industry Development Conference in September 2010 in Melbourne. This was the third conference ForestWorks has hosted and the fourth annual conference is well into its final planning stages at the end of this financial year. We continue to welcome a wide range of participants and this year the media attention was high as Gunns took the opportunity to explain its reasons for withdrawing from native forest harvesting and processing.

## **International Year of Forests**

ForestWorks supported the NAFI/IFA dinner at Parliament House on 21 March via two tables of 10 and accommodation for a range of stakeholders who have worked with ForestWorks.



## **Media strategy implemented**

This year, ForestWorks implemented a media strategy that included retaining a public relations consultant. The strategy has lead to a range of media coverage including national television (Lateline Business, Sky News), radio (ABC News Radio, 2GB) and print (front page of The Age and multiple quotes in The Australian and Australian Financial Review). ForestWorks uses these opportunities to promote the positive impact the industry has on Australians, our economy, the environment and on learning and education.

## **Truss and frame initiative**

This year achieved a watershed with a new set of sector-specific qualifications developed for the timber truss and wall frame sector. This outcome could not have been achieved without a lot of support from industry. The new qualifications will be supported by training pathways with the aim of lifting quality and compliance, and the development of more rewarding careers for workers aiding in attraction and retention strategies.

## **Furnishing Industry Training Package**

ForestWorks has received copies of letters from the major industry associations regarding their desire for ForestWorks to cover the Furnishing Industry Training Package. The responsibility for coverage currently rests with Manufacturing Skills Australia. This is an issue for industry and Minister Chris Evans, and we have advised industry of that. It is understood that the industry will progress this issue over time.

## **Input into industry strategies**

During the year ForestWorks had inputs into the industry strategic plans development process in Victoria and Tasmania. Both these states released new industry plans during the year. In March 2011 ForestWorks provided a submission into the South Australian industry strategy process and conducted some local media around this. A strategy will be released later this year.

## **NSW 'Working Together' project**

We also carried out a successful program in northern NSW called 'Working Together to Increase Aboriginal Participation in the Forest, Wood, Paper and Timber Products Industry in NSW'. This project consisted of a number of industry and community forums with the aim of generating traineeships for Indigenous job seekers in our industry. The project has now achieved eight trainees in northern NSW and we are looking to extend the activity to the south coast.

## **Garma 2010 and NT Forestry Project**

ForestWorks' participation in this event was successful and raised interest in our industry and opportunities for Indigenous workers and communities via the Forestry Tasmania and Gumatj Corporation. The opportunity was taken to film the NT Forestry Project activity and create a DVD, which was launched at the industry conference. Ongoing promotion of this initiative via the DVD has resulted in an inquiry from Minister Arbib. A meeting with the Minister's Indigenous Employment Advisor also aimed to secure more support for this project. We are also working on ensuring no less than eight trainees receive qualifications prior to the 2011 Garma festival and to arrange for a formal presentation of the certificates at that festival by ForestWorks, the Gumatj Corporation and Forestry Tasmania.



Gumatj Corporation trainee demonstrating a portable sawmill at the 2010 Garma festival

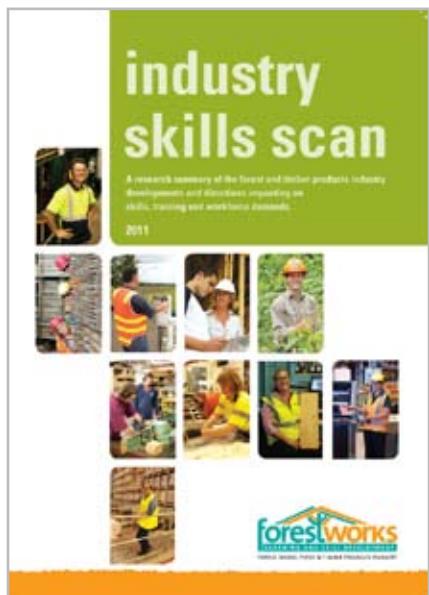
# Program 1 Activities

## 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 for downloading from the ForestWorks website or 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 opportunities are available.



### 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 establishment of a Pacific Education and Training Network. Forestry education providers in Australia, New Zealand and the smaller Pacific Island states are planning to meet and discuss a workable framework.

### Skills Enhancement and Training (SET) 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).

Initially designed to deliver outcomes for an industry facing skill and labour shortage concerns, the effects of the Global Financial Crises transitioned the environment into one of labour oversupply at the mid-point of project. Despite these challenges, the SET Project met its target to achieve more than 70% of the objectives at its conclusion in September 2010.

A report and evaluation of the project was officially launched in Hobart with industry and government leaders attending. The reports from this four-year activity are available for download from the ForestWorks website.

## National Industry Conference 2010

More than two hundred people participated in the 2010 national industry conference hosted by ForestWorks to address issues affecting all seven industry sectors.

The 2010 ForestWorks conference 'Australia's Place in the Changing Global Forest Products Market' was held in Melbourne on 9 September 2010. The conference themes were markets, investment and community.

The keynote address provided by Greg L'Estrange, CEO of Gunns Ltd included the announcement that Gunns would be changing business direction by shifting out of the native forest industry and consolidating to a 100% plantation-based business model, involving both wood processing and plantation development. Special addresses were given by Bill Street, Global President for the Program for Endorsement of Forest Certification (PEFC), followed by Corey Brinkema, US President of the Forest Stewardship Council (FSC). The 2010 Forest Industries Liaison Dinner was also held on 9 September at the Regent Theatre on Collins Street, Melbourne. The dinner was, as always, an important opportunity for participants to reflect on the conference discussions and formulate important business links.



Left to right: Michael Hartman, ForestWorks CEO; Malcolm Tonkin, Manager - Stewardship and Asset Program Systems, HVP Plantations; William V. Street Jnr, Global President - PEFC, USA; Corey Brinkeman, US President - FSC, USA; Jim Adams, Chief Executive - Timber Communities Australia

## Skills Australia

Skills Australia continues to provide leadership in its reports to government, such as 'Skills for Prosperity – a roadmap for vocational education and training'. The report draws on the experience and expertise of a broad range of stakeholders, through more than 140 submissions and via consultations attended by nearly 500 people. Following their conference last year, Skills Australia and the Industry Skills Councils, including ForestWorks, will join together to host a combined conference in Melbourne in July 2011.

ForestWorks continues to engage with Skills Australia at various levels and the Skills Australia CEO provides regular updates to the ISC CEOs and attends ISC Chairs meetings. Meetings have also been held with the Chair Philip Bullock and Industry Skills Councils as Skills Australia moves towards its new role as the National Workforce Development Agency.

## 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 State Training Authorities (STAs) in regard to continuous improvement of training packages and training package policy review activities. Meetings with Queensland, South Australia and Victoria 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 table that follows.

## Government Interaction Activities

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

Department/Organisation	Focus/Advice
<b>Australian Qualifications Framework Council</b>	<ul style="list-style-type: none"> <li>Implementation and transition arrangements for a strengthened AQF – 15 October 2010</li> <li>Strengthening the AQF: A Framework for Australia's Qualifications – July 2010</li> </ul>
<b>Department of Agriculture, Fisheries and Forestry (DAFF)</b>	<ul style="list-style-type: none"> <li>Industry database</li> <li>Increasing Indigenous participation in the forestry industry, targeting New South Wales and Northern Territory</li> </ul>
<b>Department of Education, Employment and Workplace Relations (DEEWR)</b>	<ul style="list-style-type: none"> <li>Productivity Places Program (PPP) and Enterprise Based Productivity Places Program (EBPPP)</li> <li>Australian Apprenticeships Roundtable application</li> <li>Promotion and uptake of WELL by enterprises – June 2010</li> <li>Skills for Sustainability report – 31 January 2011</li> <li>Incorporating Australian Core Skills Framework into training packages – March 2011</li> <li>Apprenticeships for the 21st Century – 8 April 2011</li> </ul>
<b>Essential Services Commission</b>	VET Fee and Funding Review Issues Paper
<b>Expert Panel Review into the Australian Apprenticeship system</b>	Modernisation of Australian Apprenticeship System – July 2010
<b>Government Relations and Reform Office, Department for Transport, Energy and Infrastructure</b>	Response to SA Infrastructure Plan – February 2011
<b>House of Representatives Parliamentary standing committee on Agriculture, Resources, Fisheries and Forestry</b>	Inquiry into the Australian Forestry Industry
<b>LH Martin Institute for Higher Education Leadership and Management</b>	Quality of teaching in VET response
<b>NCVER - National Centre for Vocational Education Research</b>	Review of the AVETMIS Standard for VET providers
<b>National Quality Council</b>	<ul style="list-style-type: none"> <li>Strengthening the AQF: Architecture for Australia's Qualifications</li> <li>Skills for Sustainability – discussion paper</li> <li>Strengthening and Review of the AQTF – discussion paper</li> </ul>
<b>NQC &amp; TVET</b>	<ul style="list-style-type: none"> <li>Streamlined training packages</li> <li>Development of unit template – June to December 2010</li> <li>Participation in pilot project and forums – April, May and 4 June</li> <li>Speed to Market of Training Packages – 25 October 2010</li> <li>Speed to Market of Training Packages – 10 May 2011</li> </ul>

Department/Organisation	Focus/Advice
<b>Productivity Commission Research – VET Workforce</b>	Issues impacting on the VET workforce
<b>South Australia, Department of Further Education, Employment, Science and Technology</b>	<ul style="list-style-type: none"> <li>• SA delegation group, lessons from Victoria's skills reforms</li> <li>• Workers assistance strategies to support job losses at KCA Millicent mill</li> <li>• Evaluation of Industry Skills Boards</li> </ul>
<b>Senate Education, Employment and Workplace Relations Committee</b>	Response to terms of reference and presentation to committee in response to ISC Inquiry
<b>Skills Australia</b>	<ul style="list-style-type: none"> <li>• Creating a future direction for Australian vocational education and training – November 2010</li> <li>• Industry Snapshots – November 2010</li> </ul>
<b>Skills Queensland</b>	Skills Qld Strategic Priorities Issues Paper
<b>Skills Victoria</b>	<ul style="list-style-type: none"> <li>• Victorian Forestry Industry Skills Needs report</li> <li>• Victorian Furnishing Industry Skills Needs report</li> <li>• Victorian Forestry Regulation and Legislation report</li> <li>• Victorian Furnishing Regulation and Legislation report</li> </ul>
<b>Tasmania Forest Practices Authority</b>	Report on effectiveness and status of training relating to the Forest Practices Code in Tasmania
<b>Victorian Skills Commission</b>	VSC ITAB Review by the Nous Group and response to VSC recommendations
<b>NSW Department of Education and Training</b>	<ul style="list-style-type: none"> <li>• Feedback on PPP implementation in NSW</li> <li>• NSW Forest &amp; Forest Products Skills Priority list for 2010–11</li> <li>• 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</li> <li>• Increasing Indigenous Participation in the Forest and Forest Products Industry in NSW</li> </ul>
<b>NSW TAFE, TAFE Planning and Resourcing, TAFE Strategy</b>	Advice on forest and timber products industry growth and training demand projection for 2010–2011
<b>NSW Work Cover and Forests NSW</b>	Forest Safety Workshop

# Program 2 Activities

## Skills Standards, Qualifications and Resources

### Continuous Improvement Plan

Central to the continuous improvement of training packages is the need to balance our responsiveness to industry with the impacts 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 Quality Council endorsed upgrade. Minor changes are implemented through Industry Skills Council upgrades throughout the life of the training package.

### Training Packages

The 2010–2011 training package continuous improvement cycle incorporated major reviews of both training packages for which ForestWorks has responsibility. The FPP10 Pulp and Paper Manufacturing Industry Training Package was endorsed on 11 January 2011 and the FPI05.V3 Forest and Forest Industry Training Package was endorsed on 5 April 2011. These endorsements represented a year of research, engagement, consultation and validation processes with industry, RTOs and government authorities.

During this major review ForestWorks worked with all seven sectors of the industry to develop a national approach to ensure best practice environmental sustainability is reflected in the units of competency and qualifications. The scoping process involved research of international practices including examination of New Zealand's standards and conversations with a range of stakeholders for whom international portability of skills was deemed important.

### Training Industry Policies and Directions

The 2010–2011 continuous improvement plan was adapted to incorporate the key government policy decisions on Skills for Sustainability. Although this project was driven by government, the review provided the opportunity to promote the forest and timber industry's unique position as one of the only industries that reduces the amount of carbon through storage of carbon in growing wood.

### Skills for Sustainability

Sourcing additional funds for the Skills for Sustainability Project enabled ForestWorks to achieve high quality outcomes using knowledge, networks and experience in very tight timeframes. We demonstrated the ability to be flexible and responsive to Government directions while meeting industry needs.

The industry already has chain of custody certification in place from forest management through to retail. This certification reflects company commitment to environment and forest management by sourcing legal and sustainable timber, and providing environmental and social knowledge and information to consumers.

One of the outcomes of the Skills for Sustainability Project was the first advanced diploma qualification for the industry. In addition, 24 new sustainability skills units of competency acknowledged the emerging skills and occupational roles in our industry as it operates within a carbon-constrained economy. This project funding was in addition to the ISC core funding agreement. These complementary ISC projects allow the Industry Skills Council to leverage its knowledge and networks to play a vital role in

informing training package content and providing viable and responsive industry actions to government agendas.

Industry priorities and emerging skill needs were assessed against four environmental sustainability themes:

- maximising carbon capture and storage
- wood for renewable energy
- environmental resource management and services
- energy and material efficiency

Industry needs, in terms of environmental sustainability, are quite broad, as displayed by:

- The increasing requirement for enterprises in the forest growing and management, timber manufacture and merchandising sectors to understand and be aware of their products through certification and chain of custody.
- The need to develop alternative/renewable energy sources, which will open up opportunities for engineered wood products.

Skills for sustainability in training packages assist in building awareness and recognition that the forest and timber products industry is sustainable. This review of the industry training packages ensured that:

- where 'sustainable practices' or 'environmental requirements' are integral to a process in existing units of competency, that they are explicitly rather than implicitly expressed
- environmental sustainability skill gaps are addressed through new units, a new advanced diploma and revised existing qualifications

## Mechanisms to Address Skills Standards and Qualification Issues

ForestWorks has obtained feedback through its communications with stakeholders and via the training package Issues Register on the ForestWorks website. Issues and skills gaps were also identified the 2010 Industry Skills Scan.

The following three issues have been identified as industry imperatives:

- The general movement of the industry out of native forests into plantations will impact on the need to review the training package where processes and techniques will vary in response to the different properties of hardwood and softwood.
- Climate change policies were reflected through the embedding of Skills for Sustainability in the Advanced Diploma in Forest Industry Sustainability and in units in training packages to support development of management skills in respect to sustainability.
- 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.

## 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.

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

While implementing training package qualifications and units of competency, both enterprises and registered training providers provide feedback and commentary on the training packages within enterprises and their particular cohorts of learners. This information is gathered via the Issues Register and used to inform our continuous improvement processes.

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

Over the past year, there has also been improved engagement and ongoing communication via ForestWorks' e-newsletter, website and consistent engagement through a variety of training package-related consultation and validation workshops.

### Training Providers

TAFE	30
Private	61
Industry	11
<b>Total</b>	<b>102</b>

Source: Training.gov.au (TGA)

## 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. 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 addition to the annual ATTA conference ForestWorks has held several meetings with the ATTA Executive including training provider focus group meeting in March 2011 and consultation meeting with the ATTA Executive in June 2011.

Feedback received indicates training providers see this engagement as worthwhile and ForestWorks plans to refine the engagement strategy to establish a regular timetable for meeting with training providers three times a year and for that engagement to focus on areas of specific needs.



Timber trainers from around Australia at the 2010 ATTA conference in Hobart

## **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 Tasmanian Forest Industries Training Board (TFITB) registered assessors, and managing forest industry standards and accreditation committees. The TFITB handed to ForestWorks the responsibility of the Tasmanian Licensing System on 30 November 2010.

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.

## **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.

## **Uptake 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 the industry's 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 and make the industry 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.

ForestWorks, therefore, encourages the forest, wood, paper and timber products industry to enrol new and existing workers in nationally accredited qualifications so that skill development is supported by government funding and workers can acquire transportable skills.

Enrolments in nationally recognised qualifications from both training packages, has increased by over 3% over the last four years.

On a sector-by-sector basis, a trend can be shown in uptake, with enrolments in the forest growing and management sector increasing by 16% from 2007 to 2010, and enrolments in the harvesting and haulage sector increasing by 65% for the same period.

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>% increase over 4 years</b>
<b>Forest Growing &amp; Management</b>	2539	1923	2330	2629	2944	16%
<b>Harvesting &amp; Haulage</b>	681	1084	1428	1108	1127	65%
<b>Sawmilling &amp; Processing</b>	1332	1056	1107	1499	1175	-12%
<b>Timber Product Manufacturing</b>	695	286	332	273	234	-66%
<b>Wood Panel/Board Production &amp; Manufacturing</b>	173	181	265	195	85	-51%
<b>Timber Merchandising</b>	110	89	168	81	101	-8%
<b>Pulp &amp; Paper Manufacturing</b>	442	412	461	411	466	5%
<b>Grand Total</b>	<b>5972</b>	<b>5031</b>	<b>6091</b>	<b>6196</b>	<b>6132</b>	<b>3%</b>

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

## Resources

ForestWorks' resource catalogue on the website, as well as the on site physical library, have been reviewed and updated. In addition to this review, and in an effort to bring the knowledge of the resources to a broader audience, ForestWorks has established a system to ensure that all state offices also have copies of current, high use resources. ForestWorks staff members have also become familiar with each product and play a role in promoting the resources. The resources have been promoted at RTO Network meetings and industry events. SharePoint (ForestWorks' intranet) is used to catalogue all resources so state offices can access current industry and VET reports.

To ensure the resources were in line with industry priorities, ForestWorks has taken a holistic approach where the proposals were firstly identified through the CIP and validated with industry, ensuring that materials to be developed were 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.

## **Toolbox to Support New Truss and Frame Qualifications**

During the review of the truss and frame qualifications, a need for e-learning resources was identified by industry stakeholders. To meet this need, ForestWorks acted as lead agent in the preparation of a submission for a toolbox project and was successful in alerting the Flexible Learning Framework to the areas of industry need. ForestWorks supported the toolbox developer with a letter of support and provided input to the project to ensure that quality outcomes for stakeholders would be reached. The Skills Council maintained input through participation with the project during development ensuring industry input and testing through industry trials at various stages of development.

The Timber Plus Toolbox covers 'core' and 'common technical' competencies from all Certificate II and III qualifications in the FPI05 Training Package. This toolbox was developed and made available for purchase from Technical and Vocational Education and Training (TVET) Australia Limited in early 2011. This toolbox will extend the 12.05 Timber Toolbox by covering nine additional competencies from FPI05 Forest and Forest Products Industry Training Package. In general, the choice of units is designed to pick up where the Timber Toolbox left off, providing access to units that are most in demand across all sectors of the industry. Two sector-specific units have also been included this year, and relate specifically to frame and truss workers in the timber manufactured products sector.

Competencies covered include:

- FPICOR2203A Follow environmental care procedures
- FPICOR2204A Follow fire prevention procedures
- FPICOR2205A Follow OHS policies and procedures
- FPICOR2207A Maintain quality and product care
- FPICOT2216A Visually stress grade softwood
- FPICOT2219A Use hand held tools
- FPICOT3241A Assemble timber wall frames
- FPICOT3242A Lay up timber roof trusses
- FPICOT3247A Select timber for forestry operations

## **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 FPI05 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.

## **National Consistency of Assessment through Regularly Moderated Assessment Tools**

ForestWorks has commenced the facilitation of a moderation process of the following tools using the training provider networks:

- FPICOR2201A Work effectively in the forest and forest products industry
- FPICOR2202A Communicate and interact effectively in the workplace
- FPICOR3201A Implement safety, health and environmental policies and procedures
- FPICOR3203A Evaluate fire potential and prevention
- HLTA301B Apply first aid
- FPICOR3202A Conduct quality and product care procedures
- FPICOR3204A Visually assess materials.

# Program 3 Activities

## 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.

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.

During this financial year, ForestWorks successfully sought support from DEEWR to have an identified position of WELL Broker to assist workplaces identify strategies to better access literacy and numeracy skill development. The target areas for this activity included working with the harvesting and haulage sector, particularly in Victoria; the Pulp and Paper OHS Environment Unit to introduce new national legislation; and to support Carter Holt Harvey in their Doing Better Business strategy. Extensive promotion of good practice in this area has occurred with presentations at the March Skills and Employment Council as well as with RTOs.



ForestWorks' WELL Broker, Jenni Oldfield, presenting at the Skills and Employment Council meeting in March 2011



ForestWorks staff performing an exercise in language, literacy and numeracy as part of their training in the WELL program

## **Enterprise Based Productivity Places Program**

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. Under this program, the Federal Government provides up to 90% of the cost of training.

The total number of projects under the EBPPP administered by Forestworks has increased from 35 to 42 since December 2010 with a total of 664 trainees enrolled to date, including 22 Indigenous enrolments. Some trainees, after completing commencement requirements, withdrew with reasons mainly due to uncertainty in contract/tender in some forestry sectors and the regional/rural location of worksites where the forestry sector competes with other resource industries from the same labour pool.

Where the number of trainees is low and is difficult to support via traditional funding and delivery approaches, the EBPPP has flexibility within its funding model. This can increase access to training, particularly for employees at small organisations. Of the 42 participating organisations, 35 are identified as small (fewer than 100 employees). RTOs and ForestWorks have, therefore, been effective in developing partnerships with small organisations and increasing awareness about formal training and recognition. Many of these small organisations have not previously engaged in training that results in a full qualification on completion.

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. As well as meeting training needs, overriding workforce capability improvement measures have also been addressed.

### **EBPPP Enrolments by State**

State	Number of Trainees
ACT	6
NSW	203
QLD	213
TAS	39
VIC	88
WA	115
<b>TOTAL</b>	<b>664</b>

### **EBPPP Enrolments by Gender**

Gender	Number of trainees		
	Male	Female	TOTAL
	622	42	664

## **Working Together to Increase Indigenous Participation in the Forest and Timber Products 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 Yothu Yindi Foundation's Garma festival held each year at Nhulunbuy in the Northern Territory, and the other involving a series of promotions and information days in northern 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.

As a part of the Working Together project in New South Wales, ForestWorks organised three industry information days to increase Aboriginal employment opportunities in Kempsey, Port Macquarie, Grafton, Kyogle and Lismore. The activities undertaken have been successful in attracting Aboriginal job seekers from local communities to apply for jobs with the local forest and timber products industry employers.

ForestWorks has received positive feedback from job seekers who attended the information days. Job interest forms were completed during the information days and resumes were also sent to us after the information days expressing interest to work for the forest and timber products industry.

Employers of the forest and forest products industry have also benefited from the information days and showed great enthusiasm with highlighting the different job opportunities this industry has to offer. Employers passionately welcomed local Aboriginal job seekers to apply with them for work and be persistent in their approach.

To date 10 Indigenous Australians have gained employment with forest and timber products industry enterprises in north coast NSW. ForestWorks is currently exploring the feasibility of conducting similar activities in south coast NSW.

Other activity in this area involved 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



Gumatj Corporation, trainees and instructor

## Workers Assistance Services

During 2010–2011, 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 in Nangwarry, South Australia and Myrtleford in Victoria, and with the pulp and paper sector in Burnie and Wesley Vale, Tasmania. Job losses have also been announced by Kimberly-Clark Australia at their Millicent mill, with additional job losses identified at the Tantanoola mill in November 2011. Extensive liaison has also occurred with the Federal Government as the Tasmanian forest industry restructure occurs as the result of Gunns Ltd withdrawing from native forest harvesting.

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

## 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 and Training (DET) focused on competency-based outcomes rather than full qualifications. A total of 428 existing workers from 47 industry enterprises in Queensland received training under this program in 78 different competencies. A total of 53,974 hours of training were delivered under this contract with 1444 statements of attainment issued.

This project was very well supported by industry in Queensland and, testament to its success, ForestWorks has received a further 12-month contract (1 July 2011 to 30 June 2012) from Skills Investment, Queensland DET to deliver similar outcomes for the industry commencing in the new financial year.



ForestWorks CEO Michael Hartman at the launch of the Workers Assistance program in Burnie, August 2010

# 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.

## NSW Furniture Design and Manufacturing ITAB

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 furniture design and manufacturing industry for the 2010 to 2012 tendering of the three NSW state funding programs:

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

ForestWorks conducted industry consultations with the glass and glazing and stained glass and lead lighting sectors of the industry regarding the qualifications from these sectors that were reviewed. The ITAB has worked closely with the floor covering sector to introduce school-based apprenticeship to the sector's enterprises. ForestWorks liaised with schools, RTOs and key enterprises from this sector to pilot school-based apprenticeship in floor covering in the Sydney western suburbs, as well as the Hunter region. The ITAB has also worked very closely with RTOs and employers in this industry to increase uptake of existing worker traineeship particularly at the higher level qualifications.

## Stimulate Training Demand Project in Victoria

The aim of this project, which commenced in January 2010, 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 joint project promoted the Victorian Skills Pledge and encourages signatories (or pledges) to the initiative.

The aim of the program was to create greater business engagement in the skills development of their workforce. It included 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.

## **Victorian Certificate of Education Vocational Education and Training (VCE VET) Furnishing Program**

The VCE VET Furnishing Program aims to ensure that all secondary schools within Victoria are able to meet the new delivery standards of the new national qualification LMF203029 Certificate II in Furnishing Furniture Making by June 2010. An important aspect of the project is that it ensured validity of classroom-based training while 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
- 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.



ForestWorks Skills Advisory Service Manager (Furnishing, Victoria), Sharyn Wright, presenting at the annual FurnITAC Forum



FurnITAC committee meeting



Bandsaw operator, Fenning Bairnsdale



# Acronyms

A&T	Apprenticeships and Traineeships
ABARE	Australian Bureau of Agricultural and Resource Economics
ATTA	Australian Timber Trainers Association
AQF	Australian Qualifications Framework
AQTF	Australian Quality Training Framework
AVETMISS	Australian Vocational Education and Training Management Information Statistical Standard
CFMEU FFPD	Construction, Forestry, Mining and Energy Union - Forestry and Furnishing Products Division
CIP	Continuous Improvement Plan
DAFF	Department of Agricultural, Fisheries and Forestry
DEEWR	Department of Education, Employment and Workplace Relations
DET	Department of Education and Training
EBPPP	Enterprise Based Productivity Places Program
FIAPS	Forest Industry Assessment Plan System
FOALS	Forest Operators Assessment and Licensing System
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
NQC	National Quality Council
NCVER	National Centre for Vocational Education and Research
PPP	Productivity Places Program
RTO	Registered Training Organisation
SEC	Skills and Employment Council
SET Project	Skills Enhancement and Training Project
SSP	Strategic Skills Program
STA	State Training Authority
TAFE	Technical and Further Education
TFITB	Tasmanian Forest Industries Training Board
VCE	Victorian Certificate of Education
VET	Vocational Education and Training
VFITAC	Victorian Forest Industry Training Advisory Committee
WELL	Workplace English Language and Literacy

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