



ANNUAL REPORT 2017/2018



ForestWorks

Supporting industry to develop workforce

2017-18 ANNUAL REPORT

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From the Chair



Training is key to workforce development in the forest, timber and wood products, and pulp and paper manufacturing sectors of our industry.

The maintenance and development of the Forest and Wood Products and Pulp and Paper training packages is critical to ensuring workers are trained and assessed to the standard required to undertake their job roles.

Nationally, ForestWorks supports four Industry Reference Committees, which identify skills issues and prepare four-year skills forecasts and proposed schedule of work. In 2017-18, we commenced training package projects in our sectors through the Skill Service Organisation model.

At a state level, ForestWorks continued to coordinate and provide industry advice to NSW and VIC Governments, informed by the engagement undertaken with industry.

The FOLS skills verification program continued to expand this year. With growth into NSW, WA and Victoria, an increasing number of forest workers in the harvesting, haulage and silvicultural areas now use FOLS to record their training evidence and verify their currency.

AFPA (Australian Forest Products Association) safety subgroup developed essential training standards during 2017-18. This will drive FOLS nationally in the coming years.

In August 2018, three ForestWorks Directors resigned Leo Skourdumbis, Craig Smith and Jane Calvert. Both Craig and Jane have been long-standing Directors and I wish to acknowledge their contribution to ForestWorks. Jane's contribution as Chair has been outstanding over a long period of time and on behalf of the Board and members, I thank her.

Tony Price

Acting Chair of the Board

General Manager's Report



The FOLS skills verification program continued to expand this year, with an increasing number of forest workers in the harvesting, haulage and silvicultural areas using FOLS to record their training evidence and verify their currency.

AFPA (Australian Forest Products Association) Safety Subgroup developed Essential Training Standards during 2017-18. These describe units of competency required by all signatory forest managers for workers in certain job roles. As part of this commitment, a skills gap analysis will be undertaken. The new FOLS portal has been adapted to facilitate this function.

The Forestry Better Business Program was launched in September 2017, moving us from the development to the implementation stage of the project. Forestry contracting businesses are now able to use the online program. As part of developing this program, we assisted the Green Triangle Forest Owners and Service Providers (FOSP) committee to develop a work health and safety audit tool. Forest managers in the region now commonly use this.

2017-18 also saw the launch of training package projects in our sectors through the Skill Service Organisation model.

In 2017-18, ForestWorks focused on our four key areas of work: FOLS Skills Verification Program; Forestry Better Business Program; Skills Standards and Qualifications Development; and Industry Engagement and Industry Advice to Government

Forest harvesting optimisation from the 2017 Skills Forecast was undertaken this year. This project saw the much-awaited new units and upgraded units to address on board computer systems and optimisation principles included in the training package. New projects from the 2018 Skills Forecasts included Safety in Pulp and Paper Manufacturing, Cross Laminate Timber and Prefabricated Building Systems.

In Victoria and New South Wales, advisory bodies managed by ForestWorks provide advice to Government on skills needs for the industry.

The Training and Skills Development Service in Tasmania entered its second year of operation. Funds were highly sought after. This fund enabled workers to undertake training to develop their skills to meet the requirements of new job roles and responsibilities.

ForestWorks relies on support from industry in order to undertake its work. We acknowledge the continued support of industry. This year's outcomes are as a result of the hard work and determination of ForestWorks' staff. I wish to thank them for their ongoing work.

Diana Lloyd
General Manager

Board of Directors



Jane Calvert, Chair – resigned August 2 2018

Jane is the National President of the Construction, Forestry, Maritime, Mining and Energy Union (CFMEU) Forestry, Furnishing, Building Products and Manufacturing Division. Jane has been representing workers in the industry for more than 30 years. She has outstanding knowledge of workers' needs in training and career aspirations and the challenges of developing new skills in the production environment. Jane has a strong governance background and has been involved in numerous industry boards, councils and forums and brought this depth of knowledge and practice to the ForestWorks Board.



Tony Price, Director – appointed Acting Chair August 2 2018

Tony is the Managing Director of Midway Ltd. He has over 30 years of experience in all facets of the forest industry, and has a particular interest in harvesting, processing and marketing. Tony brings a wide range of executive management and board director experience to ForestWorks. He is well connected with industry leaders, which enables him to provide analysis of current industry thinking, issues and challenges.



Craig Smith, Director – resigned August 2 2018

Craig is the National Divisional Senior Vice President of the CFMEU Forestry, Furnishing, Building Products and Manufacturing Division. Craig has a long history in the forest and wood products industry. He has spent many years understanding the dynamics of all sectors of the industry through his role in representing workers. He has excellent understanding of the mechanisms of government on a wide range of issues, including vocational education and training. Craig has held various committee and board positions over the years and has a comprehensive understanding of organisation structures and corporate strategy.



Colin McCulloch, Director

Colin is the Project Manager at the Arbre Forest Industries Training and Careers Hub. Colin has considerable experience in the forest industry, particularly in harvesting and haulage contracting. His previous roles include Chief Executive Officer and Chairman of the Australian Forest Contractors Association (AFCA). In 2016, Colin was inducted to the Australian Forest Contractors Hall of Fame, recognising the significant contribution he has made to the growth and development of industry.



Mark Nelson, Director

Mark has over 35 years' experience and expertise in Human Resources and Workplace Relations, having held senior HR positions in major manufacturers and across a range of industries.

Mark is the former General Manager, Converting and Distribution, with Australian Paper. Mark has direct knowledge about the needs and challenges of attracting and developing the skills for a large, complex and diverse regional workforce.

Mark is a Director and owner of Innovative People Solutions Pty Ltd.



Leo Skourdoumbis, Director – resigned August 2, 2018

Leo is the Senior National Assistant Secretary of the CFMEU Forestry, Furnishing, Building Products and Manufacturing Division. His experience includes over 25 years with the CFMEU, in roles including information management, employee representation and Branch Secretary of the Federated Furnishing Trades Society (FFTS). Leo brings to ForestWorks a strong understanding of skills issues and challenges across all sectors of the industry.



Michael O'Connor, Director - appointed August 2, 2018

Michael O'Connor is the National Secretary of the CFMEU, and has been so since January 2011. He is also the Divisional Secretary of the Manufacturing Division and has held this position since 2005. He has been with the Union for over thirty years, commencing work as a union organiser in 1985.

Michael is Co-Chair of First Super, a \$3 billion industry superannuation fund, which has 64,000 members across the timber, pulp and paper, and furniture and joinery industries, and their communities. Michael also chairs the First Super Investment Committee. He is a Director on the boards of Australian Institute of Superannuation Trustees (AIST) and Industry Super Australia (ISA).



Alex Millar, Director – appointed 2 August, 2018

Alex Millar is the National Assistant Secretary of the CFMEU Forestry, Furnishing, Building Products and Manufacturing Division, and is a Director of First Super. Alex spent many years representing workers in the pulp and paper sector and, in doing so, has a high level of expertise about the needs of the industry and the necessary infrastructure for skills and training.



Denise Campbell-Burns, Director – appointed August 2 2018

Denise is a safety professional engaged in the pulp and paper sector with over 18 years' experience in the forestry industry. Her breadth of experience incorporates policy and system development; hazard management; and fatality investigation. Denise's key achievements have included the development and implementation of risk control standards in the sawmilling sector; fire safety guidelines for sawmills; former Chair of the Victorian State Coroners' "Tree Felling Safety Group" and a Gottstein Fellowship to review wood dust exposure standards in Scandinavia. Denise holds a Graduate Diploma of Hazard Management.

Since 2013, she has been the Federal President of the Pulp & Paper Workers District of the CFMEU Forestry & Furnishing Products Division, and a Director of First Super – the timber, pulp and paper, and furniture and joinery industry superannuation fund. In May 2018, Denise was appointed President of the Manufacturing Division.

FOLS Skills Verification Program



FOLS is a national, industry-led system that supports the professionalism and safety of industry through an electronic system of recording and verifying the training and currency of workers' skills. It offers businesses a streamlined system to manage the skills of employees and improve safety in the workplace.

FOLS enables forest managers to work with contractors and their employees to ensure they are appropriately trained and current in the skills they need to undertake their job roles. Through FOLS, companies can identify training and skill gaps and identify how they will address these.

FOLS is guided by a national steering committee made up of forest managers, contractors and RTOs. The national steering committee has provided advice on key attributes going forward and improving FOLS.

The Australian Forest Contractors Association (AFCA) have been advocates of the program since July 2016, promoting FOLS to their members.

In 2017-18, FOLS continued to expand into new areas and maintained membership in the traditional areas of Tasmania, Northern Territory and Victorian State Forests.

Growth continued with Forestry Corporation NSW advising their southern hardwood contracting businesses to move their operators onto FOLS.

Throughout 2018, we have seen a growing interest in FOLS. Companies from WA, Green Triangle and Victoria have started the process of moving to FOLS and we expect to see new workers on the system from October/November onwards.

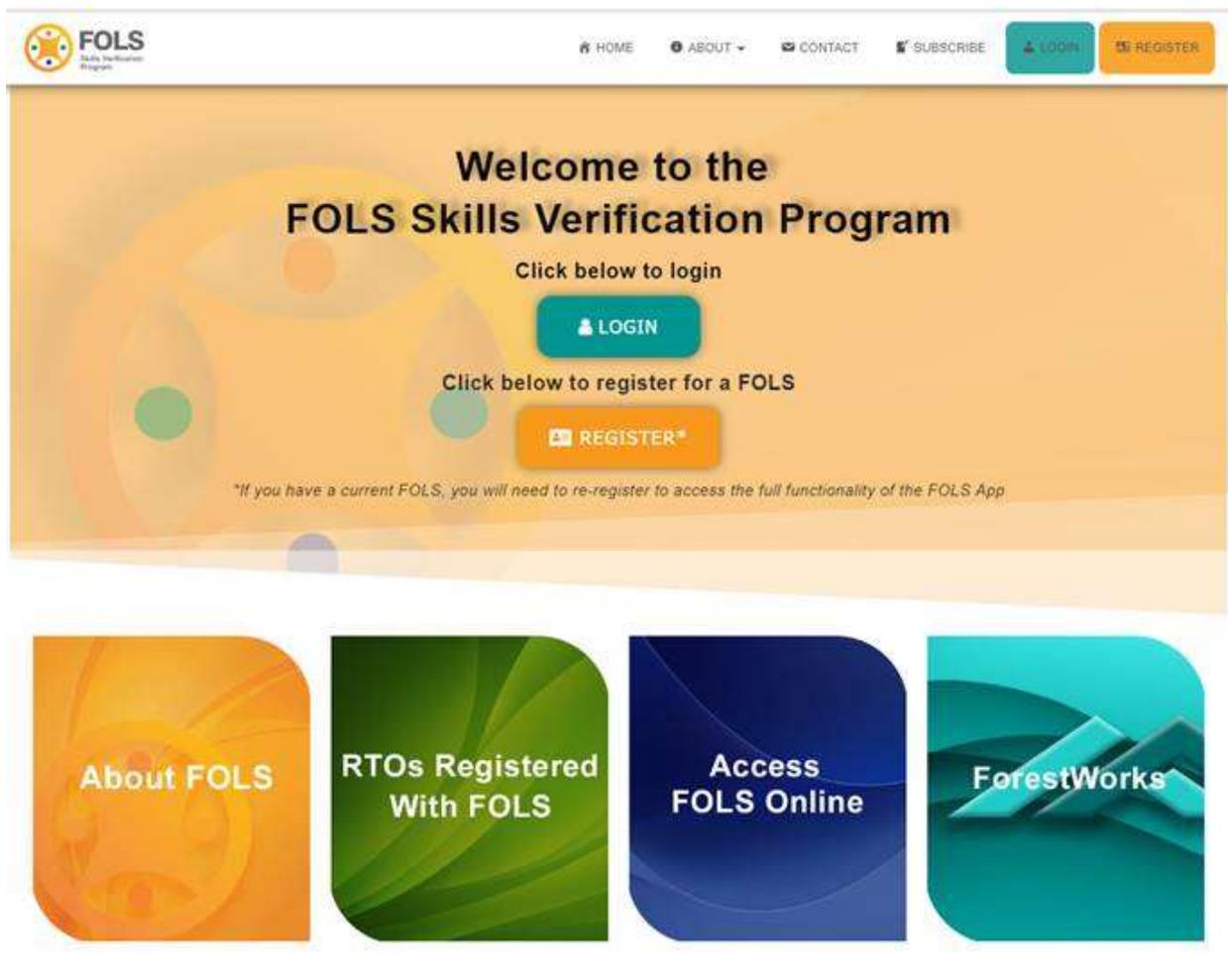
AFPA Safety Subcommittee has proposed and has received endorsement for the AFPA Growers Chamber to implement "Essential Training Standards" for forest harvesting and haulage activities. Forest Managers are being asked to sign a commitment to implement these within their companies. An analysis is to be undertaken to identify skills gaps by June 30, 2019. Recognition has been made that FOLS has the capacity to record training and verify currency.

Discussions continues with other significant forest managers and ForestWorks anticipates that further adoptions will occur during 2018/19.

New App and Website Development

Work continues on the development of the new FOLS software and accompanying smartphone apps. The new system will have improved reporting capabilities, including the ability to generate a skills-gap analysis against job roles defined by employers and forest managers. The FOLS app will be a live record of workers' current skills, as it will update immediately whenever new records are added or changed.

ForestWorks anticipates that the new software will go live in November 2018, in preparation for the adoption by new forest managers. Currently, ForestWorks staff are being trained in the new system and existing records are being imported and verified.



Forestry Better Business Program

The Forestry Better Business Program (FBBP) was officially launched in September 2017 and is now available for forest managers and forestry contracting businesses to use.

ForestWorks continues to promote and manage FBBP on behalf of industry, with an initial six-month free trial being made available for forest managers and forest contracting businesses. Six forest contractors and one forest manager have now registered.

FBBP recognises professional businesses operating to high standards in the forest industry. It provides an online platform for businesses to store and share information to demonstrate they meet these current standards. The program supports businesses by simplifying the information flow between forestry contracting businesses and forestry managers, and streamlining existing verification processes.

The standards are described and documented under the four key areas:



Safety



Environment



Economic



People

Key benefits of the program include:

- **One agreed set of standards** – based on existing standards, located in one central place for everyone to use
- **Streamlined communication** - between forestry contracting businesses and forestry managers
- **Business accreditation** – a mechanism to recognise forestry-contracting businesses operating to high standards.



Forestry Better Business Launch

*Sarah Courtney, MP; Eva James, ForestWorks;
Diana Lloyd, ForestWorks, Stacey Gardiner, AFCA*

Work Health and Safety Audit Tool

ForestWorks supported the Forest Owners and Service Suppliers (FOSP) committee in the Green Triangle region to develop a Work Health and Safety Audit Tool. It was developed to meet the challenge of forestry contracting businesses being audited by multiple forest managers, against slightly different standards.

The concept of one audit tool came from contractors involved in the FOSP committee identifying ways to be more efficient.

The tool describes one set of best practice safety standards and provides a template for all contractors to be audited against. It will result in fewer audits, with each one following the same format. This will save businesses time and streamline existing processes.

The Work Health and Safety Audit Tool was launched as a national tool in July 2017. It is housed on the Forestry Better Business Program website, as it aligns to the national safety standards.



AFPA Gala Industry Dinner 2017

*Innovation in Training Award
Diana Lloyd, ForestWorks;
Helen Murray, TCA,
Greg McCormack, Chairman,
AFPA*

Skills Standards Development

ForestWorks continued to work with industry on skills standards and qualifications development, through contractual arrangements with the relevant national Skills Service Organisation, Skills Impact.

ForestWorks' contract included:

- Support services to the four Industry Reference Committees (IRCs):
 - Forest Management and Harvesting IRC
 - Timber and Wood Processing IRC
 - Timber Building Solutions IRC
 - Pulp and Paper Manufacturing IRC and
- Supporting these IRCs to manage government-approved training package projects, to improve skills standards and qualifications.

Supporting Industry Reference Committees (IRCs)

Industry Reference Committees (IRCs) are the formal channel for considering industry skills requirements in the development and review of training packages. IRCs advise the Australian Industry and Skills Committee (AISC) about the skills needs of their industry sector, ensuring training packages meet the needs and concerns of employers, employees, training providers, and people seeking training qualifications.

The structure and membership of the IRCs were determined through a process established by the Australian Industry Skills Committee (AISC) to

ensure representative industry coverage and expertise to support training package development.

ForestWorks supports four IRCs related to our industry sectors through contractual arrangements with the national Skills Service Organisation, Skills Impact. The IRCs' memberships and projects are available at www.forestworks.com.au

To ensure industry's voice is heard, IRCs gather information from their industry sector—including challenges, opportunities, trends and industry requirements for training—to advise on training packages.

This information is used to develop and review training packages to help ensure the national training system provides the qualifications, knowledge and skill sets that industry needs. IRCs promote the use of vocational education and training in the industry sectors they represent.

Gathering industry intelligence about skills gaps

IRCs identify and document skills gaps, emerging skills needs and associated training needs for the industry in a three-year plan that is the IRC Skills Forecast and Proposed Schedules of Work. These documents also determine whether there is a need to change training packages, such as units of competency, skill sets and qualifications.

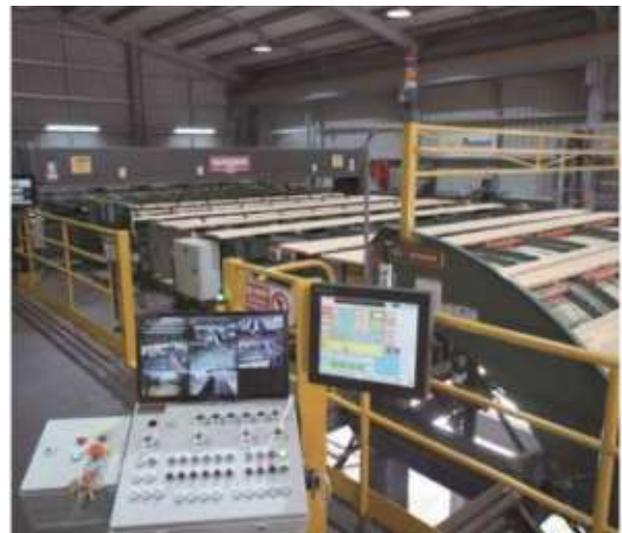
IRC Skills Forecasts are reviewed every year through a consultation process with the industry and an analysis of online feedback registers.

ForestWorks supported the Forest and Wood Products and Pulp and Paper Manufacturing IRCs to obtain stakeholder feedback on priority projects for 2018-2021.

The Cases for Change presented in detail the reasoning for the following two projects listed on the 2017-2020 IRC Skills Forecast.

- Forest Management and Harvesting IRC: *Safety leadership and critical risk management (Case for Change)*
- Timber Building Solutions IRC: *Safe loading and unloading of long and wide span timber components (Case for Change)*

In June 2018, the AISC approved two projects from the 2018-2021 IRC Skills Forecasts and Proposed Schedules of Work and asked for additional information for the skill priorities proposed by the Forest Management and Harvesting IRC and Timber Building Solutions IRC.



The 2018-2021 IRC Skills Forecasts proposed the following priority skills for development in 2018-2019:

Industry Reference Committee	Priority skills for 2018-19
Forest Management and Harvesting IRC	<ul style="list-style-type: none"> • New harvesting technologies
Timber and Wood Processing IRC	<ul style="list-style-type: none"> • Advances in wood machining and saw doctoring • Sawmill timber and process optimisation
Timber Building Solutions IRC	<ul style="list-style-type: none"> • Timber truss and frame estimating and design
Pulp and Paper Manufacturing IRC	<ul style="list-style-type: none"> • Recycling and de-inking recovered paper

Skills Standards Projects

The following training package projects have been approved and emerged from the IRC Skills Forecasts and Proposed Schedules of Work over the last few years:

IRC Skills Forecasts	Project	Project status
2016 - 2019	Forest harvesting optimisation	Completed in November 2017
2017 - 2020	Prefabricated building systems	Current. Scheduled for completion in December 2018
	Manufacturing solid engineered wood products (CLT & Glulam)	Current. Scheduled for completion in December 2018
	Pulp and paper manufacturing safety compliance	Completion in August 2018
2018 – 2021	Advances in wood machining and saw doctoring	Approved for commencing in August 2018
	Sawmill timber and process optimisation	Approved for commencing in August 2018

Forest Harvesting Optimisation Project

Completed in November 2017, this project developed two new units of competency for the use of on-board computer systems in single grip harvester and forwarder operations and updated ten units of competency and five skill sets for harvesting machine operations. The updates integrated the safe and appropriate operation of the machine and practices for production cycle efficiency and product quality, including minimal damage to log products, correct product segregation and stacking, identification and presentation.

Pulp and Paper Manufacturing Safety Compliance Project

The project examined the workplace health and safety aspects contained in 40 units of the training package, to ensure that they are current and meet industry requirements. In particular, the project looked at:

- ensuring safety aspects of Major Hazard Facilities are included in the training package;
- updating knowledge evidence requirements for workplace health and safety;
- the consideration of high-risk work functions and the relationship between licences and units of competency; and
- the development of 10 skills sets for the Pulp and Paper Training Package.

The broad stakeholder review and feedback period occurred during May 2018. A validation and finalisation phase followed this stage, with the project submitted to the AISC at the end of July 2018.

Prefabricated Building Systems Project

ForestWorks worked with a Technical Advisory Committee (TAC) to define the scope of the project, noting that the IRC identified this project as premature and requested a contract extension to allow investigation and consultation.

The project began work on developing units of competency to address skill needs and gaps within the training packages regarding:

- *Design* of panelised and modular prefabricated timber building systems to meet compliance, off-site prefabrication and on-site installation requirements. The primary job outcomes will include detailed and integrated design solutions for prefabricated timber building systems that meet structural and safety compliance and provide specifications for all stages of the system's life cycle (off-site prefabrication, transportation and on-site installation.)
- *Prefabrication* of timber building systems off-site to cover the application of higher-level production skills including the planning and lean production of assembly work and quality management.

Installation of prefabricated timber building systems to address critical competencies to accurately position and connect prefabricated timber building systems on-site. Activities require the ability to read and apply detailed design specifications and to use knowledge of materials, prefabrication processes and installation techniques to identify and rectify problems during the on-site installation of prefabricated timber building systems.

The project will have broad stakeholder review and feedback during August and September 2018 and is scheduled for completion in December 2018.

Manufacturing Solid Engineered Wood Products (CLT & Glulam) Project

With advice from a Technical Advisory Committee (TAC) on job roles and skill requirements in the Manufacturing Solid Engineered Wood Products (CLT & Glulam), ForestWorks undertook the following training package activities for this project:

- Reviewing and seeking industry feedback on 21 units of competency for improvement, without affecting timber and wood panel manufacturers with similar processes and job functions. Design, production planning, Computer Numerical Control (CNC) machining and lamination operations are processes involved not only in the traditional manufacturing of some timber products, but also in the CLT/Glulam manufacture.

- Liaising with the Prefabricated Building Systems Project to develop a new unit of competency for the high-level design of timber building systems. Feedback from stakeholders indicated that the highest skill priorities for businesses lie at the interface between CLT manufacturers and the designers who are unfamiliar with working with CLT panels.
- Advising the stakeholders of the project to liaise with a new project initiated by the Furnishing Industry Reference Committee (IRC) for reviewing units of competency regarding CNC operations in highly automated manufacture processes, such as those similar to timber manufacturing. Feedback from stakeholders suggested that the current units of competency in the FWP Training Package for CNC operations are very basic. A close analysis also indicated that these units were built on the MSF - Furnishing Training Package.

A broad stakeholder review and feedback on the existing units of competency and the new unit for design will take place during August and September 2018. The project is scheduled for completion in December 2018.

Provision of Research

Key areas of work for this contract are:

- Development of IRC Skills Forecasts and Proposed Schedules of Work
- Cases for Change
- Provision of ABS ¹and ABARES ²data to support development of IRC Skills Forecasts and Proposed Schedules of Work
- Provision of NCVER³ data to support development of IRC Skills Forecasts and Proposed Schedules of Work along with training package development.

During September 2017 - April 2018, ForestWorks have completed the following activities:

- Developed two IRC Skills Forecasts and Proposed Schedules of Work for four IRCs, representing Forest and Wood Products and Pulp and Paper Manufacturing industries.
- Developed two *Cases for Change* for Forest Management and Harvesting IRC and Timber Building Solutions IRC.
- Prepared and presented high-level statistical analysis of ABS and ABARES data in relation to counts of employment, Australian

businesses and economic indicators for all industries within the Skills Impact portfolio: Agriculture; Horticulture; Conservation and Land Management; Animal Care and Management; Aquaculture and Wild Catch; Food, Beverage and Pharmaceutical; Forestry and Timber; Meat; Pulp and Paper Manufacturing; and Racing.

Prepared and presented high level statistical analysis of NCVER VOCSTATS ⁴data in relation to training activity for all training packages (eight) within the Skills Impact portfolio: Agriculture; Horticulture; Conservation and Land Management;

- Animal Care and Management; Aquaculture and Wild Catch; Food, Beverage and Pharmaceutical; Forestry and Timber; Meat; Pulp and Paper Manufacturing; and Racing.
- Prepared and presented additional statistical analysis and research reports for impromptu service requests from Skills Impact.

The Forest and Wood Products and Pulp and Paper Manufacturing IRC Skills Forecasts and Proposed Schedule of Work and Cases for Change have been submitted to Skills Impact and AISC in due time, April 2018.

¹ ABS Australian Bureau of Statistics

² ABARES Australian Bureau of Agricultural and Resource Economics

³ NCVER National Centre for Vocational Education Research

⁴ VOCSTATS is a product, which allows users to construct their own tables via an interactive web interface, using databases containing data from various NCVER collections.

Skills Advice – for Industry and Government

During 2017-18, ForestWorks met with industry and industry associations to gather intelligence about current skills challenges and needs. The feedback gathered contributed to our advice to state and federal governments. It also helped us to develop our services to meet industry needs.

Engagement with the Skills and Employment Council (SEC) and state-based groups provided ForestWorks with the ability to capture a broad range of industry viewpoints on current trends and issues in 2017-18.

NSW Industry Training Advisory Body (ITAB)

ForestWorks was re-appointed by the NSW Department of Industry Training Services to provide executive officer services to the Industry Training Advisory Body (ITAB) for the Forest, Forest Products and Furnishing Industries. It continues the role ForestWorks has undertaken in NSW for well over ten years.

ITABs provide core services in four key performance areas:

- Assist the Department to identify industry skill needs, priorities and skills development issues for funded training in NSW.

- Promote training to industry and provide brokerage services to assist in the take-up of funded training, including school-based apprenticeships and traineeships, in collaboration with Training Services NSW.
- Advise the Department on apprenticeship and traineeship arrangements in NSW, including school-based arrangements, and the establishment of Vocational Training Orders.
- Advise on the development, review and implementation of Training Packages/Training Products.

Two committees guided the work of the ITAB: the Forestry Committee and the Furnishing Design and Manufacture Committee, which met quarterly with members, being consulted out-of-session as needed. The Committee members include the large employers, CFMEU FFPD, industry peak bodies and other industry associations.

Highlights for the NSW ITAB this financial year included:

- Participating in the Hunter Region ITAB Roadshow, in conjunction with the other NSW ITABs;
- Attending the Forest Industry Council (FIC) November 2017 meeting to consult with industry on regional skills needs;
- Travelling to the NSW South Coast to consult with industry on regional skills needs in forest growing and management, and harvesting and haulage in hardwood native forestry.

VIC Industry Advisory Groups (IAGs)

This contract requires us to work closely with the Office of the Victorian Skills Commissioner (OVSC) and to engage industry in the advisory process. The IAG provides an opportunity to seek input from industry on a range of policies and initiatives, including:

- Funded Courses List (FCL) for 2019;
 - Pathways Validation work being undertaken in Victoria. Surveys in relation to feedback and consultation;
 - Industry and Sector Profile Development project being undertaken by Office of Victorian Skills Commissioner, which IAG will assist in validating results with industry;
 - Resources/Forestry - held a round table to examine reasons for low enrolments. A Stakeholder Advisory Group (SAG) was formed and a pilot project looking at a pathway to qualification via a short course (harvesting and haulage) has been proposed and industry feedback is being sought to ascertain usage prior to development being undertaken. FTMA elected to observe this process and to await the outcome of the Skills Forecast process. Pulp and Paper elected to await the results of the IRC industry survey.
- HVP training application looking at implementing Optimisation units, WHS and Environmental Care training has been facilitated with the Department. A small project for ForestWorks may result in developing a Resources Handbook around Optimisation.
 - The Civil Construction Skill Set Project Team (SAG) finalized work in relation to the new 5 core and 1 elective Units of Competency to be completed under the “Course in Civil Construction Pathway”, with the white card being an entry requirement for this course.

Training and Skills Development Service (Tasmania)

The Training and Skills Development Service (TSDS) in Tasmania has been active for 18 months. The service is the second component of the Employee Assistance Program that ForestWorks has been delivering on behalf of the Tasmanian Department of State Growth.

The service is overseen by a steering committee whose members come from a cross-section of the Tasmanian Forest and Timber Industry. The steering committee met formally every quarter, guided by terms of reference. Guidelines were developed to form the basis for assessment and approval of applications.

On 5 February 2018, ForestWorks was granted an extension to the training completion date, taking it from December 2018 to December 2020. Six months is provided after the completion of training for final reporting by applicants, payment and fund finalisation. The extension resulted in 42 additional qualifications and applicants being approved. In total, 186 qualification-level training positions have been approved since the first application was received in January 2017.

Uptake of TSDS has been prolific across the Tasmanian Forest Industry. In total, 191 applications have been approved, assisting over 110 businesses and approximately 1,960 learners with over \$3.7 million in government contributions.

Case studies have been prepared for each completed project and are available on the ForestWorks website.

These case studies demonstrate the variety of training that has been successfully completed. From remote aerial drone operation, cable assisted harvesting and competitive systems and practices, through to Swift Parrot and Wedge Tail Eagle identification, TSDS has been able to meet the training needs of businesses and people involved in the Tasmanian Forest Industry. Registered training organisations, universities, industry experts, and industry regulators have provided courses, embracing new technologies and diverse learning opportunities.

ForestWorks uses a custom-built portal to administer TSDS. This houses all application information, including learner data, assessment documentation, contracts and all required evidence to support the payment of government contributions.

TSDS is funded by the Australian and Tasmanian Governments to support the rebuilding and reskilling of the Tasmanian forest and timber industry. ForestWorks is responsible for the administration, implementation, compliance and reporting of this \$6 million fund.

The fund is currently on hold pending a review as it approaches full allocation. The remaining funds are limited and priorities with respect to the allocation of the remaining funds will be set at the next Steering Committee meeting on August 8, based on applications received.



Kody Burden and Brett Hall from Norske Skog – Boyer with their Diploma of Engineering, Advanced Trade Certificate



Employees from Technical Forest Services attending Snake Awareness Training



Learning in action

Industry Engagement

During 2017-18, ForestWorks continued to facilitate a wide range of networks for information exchange and learning, and to foster the connection between industry stakeholders. Commitment from industry to ForestWorks' activities is highly valued and all efforts are made to keep industry up-to-date, clearly and concisely.

Networks

ForestWorks' networks are a critical element to all ForestWorks services, as they help us to develop our services to meet industry needs. In working closely with industry through our various networks, we were able to keep well informed about current industry concerns, opportunities and areas for growth and development. They also provided the opportunity for industry to discuss issues relating to training and skills needs. Feedback gathered contributes to our advice to state and federal governments.

Skills and Employment Council (SEC)

The SEC is ForestWorks' key reference group. Membership is primarily from associations and large enterprises, representing all industry sectors.

ForestWorks' SEC provides an industry forum to discuss key trends and developments and their impact on training and skills needs. ForestWorks used information from this forum in 2017-18 to help develop our services for industry. It also provided the opportunity to brief industry on ForestWorks' projects and contracts.

SEC met twice this year, in Canberra prior to the annual Australian Forest Products Association's industry dinner and in Melbourne. SEC provides members with the opportunity to share their views

on skills and training issues and to be updated on and discuss ForestWorks' activities more broadly.

State-based Meetings

State and industry-specific advisory committees—Skills and Training Advisory Committees (STACs) – provide ForestWorks with a depth of industry intelligence. They are made up of representatives from a diverse range of enterprises and RTOs, who have specialist knowledge across industry.

State-based advisory committees assisted ForestWorks with identifying and refining our services and identifying new areas of opportunity to assist industry. Each State has a slightly different model of engagement based on contracts and services relevant to their area of operation.

In Tasmania, engagement was consolidated through projects such as the Forestry Better Business Program and Training and Skills Development Service (Tasmania), which allowed regular input and viewpoints from industry.

During 2017-18, ForestWorks held government contracts for industry advisory arrangements in New South Wales and Victoria.

Workplace Health and Safety

During 2017-18, ForestWorks facilitated a series of state-based workplace health and safety (WHS) groups on behalf of industry. The primary objective of the groups was to share information and practices in a constructive and co-operative learning environment, in pursuit of sustainable and safer workplaces. WHS is of critical importance to the forest, wood, timber and paper products industry, due to the high-risk nature of some activities.

The groups meet up to four times across the year to collaborate on WHS practices and issues for the industry and best practice safety. Key WHS issues identified related to workplace accidents, load restraint, FOLS clarification, safety and training.

Communications

ForestWorks communicates with its members and industry through its monthly newsletters, website, and attendance at regular events and meetings.

Our regular monthly ForestWorks Enews informs and updates subscribers of not only ForestWorks activities, but also industry events and funding sources.

Our website serves as a reference for all our activities. These regular updates, which link to social media aim to keep our stakeholders updated with information on our projects and programs that may be relevant to our industry.

ForestWorks attends industry events to discuss and give presentations on training needs and our services with a range of industry stakeholders. For example Australian Timber Councils Associations, and regional meetings.

Steering Committees and Technical Advisors

Industry-based steering committees and/or technical advisory groups are in place for all

ForestWorks key programs and services, to ensure they are being developed and delivered in a way that met industry's needs. They are fundamental to ensuring our projects and programs produce products that can be used and valued by industry.

Advisory committees guide the FOLS Skills Verification Program, the Forestry Better Business Program and the Training and Skills Development Service (Tasmania). Technical advisors support the development and review of training package projects to ensure the outcomes are in line with current technology and industry requirements.

Women in Forestry and Timber Network

The Women in Forestry and Timber Network (WFTN) is a national women's network for the forest, wood, paper and timber products industry. ForestWorks continued to provide secretariat services to the WFTN through their National Advisory Group.

A number of networking functions were held across this year, including many that were in regional areas, with community members getting involved and organising the events.

Summary of ForestWorks Programs and Contracts 2017-18

Title	Funding and Timeframe	Outline
FOLS Skills verification program	ForestWorks	The ForestWorks Board approved funding of the expansion and redevelopment of the FOLS program to meet industry's needs. This investment is funded from reserves with the view that industry uptake nationally will support this investment.
Forestry Better Business Program Tasmania Department of State Growth Employee Assistance Program – Forest Operations and Contractor Business Accreditation Scheme	Tasmania Department of State Growth (Concluded March 31 2017, launched September 2017)	This project funds the design and development of a voluntary accreditation scheme for business operators in Tasmania.
IRC Support for Skills Impact	Skills Impact Ltd (December 31 2018)	Provision of the IRC function on contract to Skills Impact to ensure the four forestry, wood, paper and timber products IRCs are able to operate effectively.
Victorian Industry Advisory Arrangements	Victorian Department of Education and Training via the Victorian Industry Advisory Council (Concludes 30 June 2019)	ForestWorks maintains industry networks and provides industry advice to the Victorian government via the Victorian Industry Advisory Council for two Industry Advisory Groups: <ul style="list-style-type: none"> Resources, forestry, forest products and pulp and paper Construction

Title	Funding and Timeframe	Outline
New South Wales Forestry ITAB and New South Wales Furnishing Design and Manufacturing ITAB	New South Wales Department of Industry (Concludes June 2019)	ForestWorks provided Industry Advisory Board services via agreed activities for the forestry forest products and furnishing industries in New South Wales.
National Workforce Development Fund (NWDF)	Department of Industry (concludes December 2017)	ForestWorks continued to assist enterprises support their workers progress through qualifications as part of this National Workforce Development Fund (NWDF).
Research Services	Skills Impact (concluded June 30 2018)	Research Services to Skills Impact to enable Skills Forecasts to be developed
Training Package Development	Skills Impact (concludes September 2017)	Forest Harvesting Optimisation of technology
Training Package Development	Skills Impact (concludes July 2018)	Pulp and Paper Manufacturing
Training Package Development	Skills Impact (conclude December 2018)	CLT and Prefabrication
Training Package Development	Skills Impact (concludes June 2019)	SawDoctor, Wood Machinist and Sawmill Optimisation



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ForestWorks

-  Freecall 1800 177 001
-  forestworks@forestworks.com.au
-  @ForestWorks
-  www.forestworks.com.au

ABN 58 006 212 693