



ForestWorks

Supporting industry to
develop workforce skills

Annual Report 2018/19





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ForestWorks exists to support our industry to develop the skills they need now and in the future



From the Chair

Good people become great employees and more valuable contractors when provided with relevant training. ForestWorks is committed to advocating for investment in high quality training to support our industry to grow and prosper.

ForestWorks exists to support the forest, timber, wood products, and pulp and paper manufacturing sectors to develop the skills they need now and in the future. We work with the industry to identify skills needs and facilitate the development of relevant and high-quality training.

Our industry makes a valuable contribution to Australia – over \$23 billion in economic turnover and 80,000 direct jobs. This value is concentrated in rural and regional communities where our industry is often the largest employer.

In 2018-19 we supported industry through four Industry Reference Committees (IRCs). The industry members of these IRCs identify skills gaps to inform forecasts of training needs over a three-year cycle. This analysis informed our development of priority training package projects.

At a state level, ForestWorks continued to work with industry to coordinate and provide formal advice to the New South Wales and Victorian Governments and informally to other State governments, advocating for further investment for training in our industry.

Member feedback has identified an issue we will continue to raise with all levels of Government. Given our industry's employment profile, including the often long tenure of employment, there isn't always the turnover or volume

of new workers to justify the provision of a calendar of regular training programs. That is why we strongly advocate for the retention of low use training packages (like most of those in our industry), to ensure that industry can access appropriate training for new or upskilling employees when they need it.

We continued to support and promote FOLS, an important skills verification program that continues to be valuable to industry and well supported across the nation.

In Board news, we were delighted to welcome Ross Hampton as a Director in November 2018. We also said goodbye to Mark Nelson in November and Colin McCulloch in May 2019. On behalf of the Board, I'd like to thank them for their service as Directors.

In key staff news, we said farewell to Diana Lloyd as General Manager who finished in December 2018. Tim Woods was the Acting General Manager for the remainder of the financial year.

I hope you enjoy reading about the work you have contributed to in this Annual Report.

Tony Price,
Chair of the Board



General Manager's Report



In 2018 –19, ForestWorks focused on Skills Standards and Qualifications Development; Industry Engagement and Industry Advice to Government as well as continuing to support FOLS. ForestWorks has continued to focus on delivering for industry in 2018 –19.

This Annual Report provides details of ForestWorks' key areas of work which could not have been completed without the active engagement of industry. ForestWorks thanks you for your time and expertise. The continued support of industry is crucial to enable the organisation to effectively advocate for training in the sector.

Skills development is a key deliverable for the organization. Three training package projects were completed including prefabricated building systems, cross-laminated timber building systems and pulp and paper manufacturing safety compliance. Training package projects related to advances in wood machining and saw doctoring and sawmill timber and process optimisation are currently awaiting AISC approval. Working relationships with Skills Impact, the national Skills Service Organisation owned by ForestWorks and the National Farmers' Federation continued to progress and strengthen, to the benefit of industry and stakeholders.

ForestWorks also worked with its partners to prepare a further three projects, each of which is ready to roll out in 2019 – 20. These address industry skill requirements for new harvesting technologies, timber merchandising and timber truss and frame estimating and design.

The four industry reference groups continued to provide valuable input into industry training. The Forest Management and Harvesting IRC, Timber and Wood Processing IRC, Timber Building Solutions IRC, Pulp and Paper Manufacturing IRC are industry's conduit to the

national training system and to ensuring employees have the skills they need for the work of today and tomorrow. ForestWorks thanks members of the IRCs for their contribution to developing our industry's skills.

This year saw the closure of the Launceston office, but no reduction in the focus and importance of Tasmania to the organisation. ForestWorks maintains close links to Tasmania and the industry in the State through industry engagement and the Training and Skills Development Service operating exclusively in Tasmania. Now in its third year of operation, training places were highly sought after, with the April round exhausted in minutes.

ForestWorks' advocacy in Victoria has resulted in 17 courses right across the forest, timber, wood and paper industries being added to the latest funded course list. This recognition of the skills needs in our industry is critical. In New South Wales, advisory bodies managed by ForestWorks took on new responsibilities working with career advisers to attract young people into our industries.

I also wanted to personally thank the hard work and dedication of ForestWorks' staff. They have done an amazing job in 2018 –19, continuing their efforts to support our industries. Their efforts on a diverse range of activities provide more support to industry than many realise.

Tim Woods
Acting General Manager



ForestWorks thanks you for your time and expertise

Board of Directors



Tony Price **Chair**

From 19 February 2019

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.



Michael O'Connor **Deputy-Chair**

*From 19 February 2019
appointed 2 August 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).



Mark Nelson **Director**

Resigned 29 November 2018

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.



Ross Hampton
Director

Appointed 29 November 2018

Ross Hampton has been Chief Executive Officer of the Australian Forest Products Association (AFPA) since 2013.

AFPA is the peak industry body representing growers (native and plantation), processors (native and plantation) and the pulp, paper and bioproducts sector. AFPA's focus is on national policy making.

Ross has worked as a reporter, adviser and policy advocate for the last three decades in Canberra and overseas.

Ross has been an energetic and effective champion of the issues which confront the Forestry and Forest Products sector including in the areas of training and safety, skills shortages, diversity, energy, water, climate change, trade and the environment. Ross has a Master's Degree in Public Policy and is a Graduate of the Australian Institute of Company Directors. Ross is Vice Chair of the UN FAO Advisory Committee on Sustainable Forest Based Industries (ACSFI) and is a member of the International Council of Forest and Paper Associations (ICFPA) board.



Denise Campbell-Burns
Director

Appointed 2 August 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.



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.



Colin McCulloch
Director

Resigned 9 May 2019

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.



Jane Calvert
Chair

Resigned 2 August 2018

During her time as a member of ForestWorks Board Jane was 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.



Craig Smith
Director

Resigned 2 August 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.

Craig 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.



Leo Skourdumbis
Director

Resigned 2 August 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.



Skills Standards Development

ForestWorks' core business is to develop skills standards and qualifications. We do this with our partner and relevant national Skills Service Organisation, Skills Impact.

ForestWorks is contracted by Skills Impact to provide support services to four Industry Reference Committees (IRCs):

- Forest Management and Harvesting
- Timber and Wood Processing
- Timber Building Solutions; and
- Pulp and Paper Manufacturing

ForestWorks works across these IRCs to meet industry needs and improve skills standards and qualifications by developing and managing government-approved training package projects.

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 is determined through a process established by the Australian Industry Skills Committee (AISC) to ensure representative industry coverage and expertise to support training package development. Through the IRCs, everyone in the sector has the chance to contribute and be 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. This process also determines whether there is a need to change training packages, such as units of competency, skill sets and qualifications.

IRC Skills Forecasts are reviewed annually through a consultation process with industry and analysis of sector data and intelligence, as well as online feedback registers.

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

Just prior to this financial year, the AISC approved two projects from previous IRC Skills Forecasts and Proposed Schedules of Work.

Low use training programs

The nature of our industry creates real challenges for the provision of nationally accredited training. Ours is a decentralised industry, spread nation-wide, primarily in rural communities. In some sectors and regions long-term employment tenure leads to lower staff turnover.

This leads to challenges in the provision of critical training, where there is high need, but low use.

ForestWorks continues to work with our industry to define options that work best for employers and to advocate to Government to fund more innovative training options.



Training package projects

The 2019-2022 IRC Skills Forecasts proposed the following proposed schedule of work for 2019-20:

INDUSTRY REFERENCE COMMITTEE	PROPOSED SCHEDULE OF WORK 2019-20
Forest Management and Harvesting	<ul style="list-style-type: none"> • National Heavy Vehicle Regulator (NHVR) Master Industry Code of Practice - Log Haulage Operators • Assessment Instruments
Timber & Wood Processing	<ul style="list-style-type: none"> • Assessment Instruments
Timber Building Solutions	<ul style="list-style-type: none"> • Assessment Instruments • Review of Certificates II and III in Timber Merchandising
Pulp & Paper Manufacturing	<ul style="list-style-type: none"> • Recycling and de inking recovered paper

2019-20 Training Package Projects

ForestWorks engagement across 2018-19 provided the basis for the following skills standards projects to be undertaken in the 2019-20 year.

TIMEFRAME	PROJECT
July 2019 – June 2020	<ul style="list-style-type: none"> • New harvesting technologies
July 2019 – June 2020	<ul style="list-style-type: none"> • Timber merchandising
July 2019 – June 2020	<ul style="list-style-type: none"> • Timber truss and frame estimating and design

Completed Training Package Projects

The following training package projects that were undertaken through the IRC Skills Forecasts and Proposed Schedules of Work have been completed.

IRC SKILLS FORECASTS	PROJECT	PROJECT STATUS
2017 – 2020	Prefabricated building systems	Completed in December 2018
	Manufacturing solid engineered wood products (CLT & Glulam)	Completed in December 2018
	Pulp & paper manufacturing safety compliance	Completed in August 2018
2018 – 2021	Advances in wood machining & saw doctoring	Waiting on AISC approval
	Sawmill timber & process optimisation	Waiting on AISC approval



Pulp and Paper Manufacturing Safety Compliance

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. 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.

This project was completed in August 2018.



Prefabricated Building Systems

The project focused on developing units of competency to address skill needs and gaps within the training packages. Its focus was on two areas. First, the design of panelised and modular prefabricated timber building systems that meet structural and safety compliance and are fit for all stages of its lifecycle.

Secondly, the installation of those building systems including the accurate positioning and connection of the systems on site.

ForestWorks undertook a broad stakeholder review and feedback during August and September 2018 to ensure its scope and scale were valid.

The project was completed in December 2018.



Sawmill timber and process optimisation

This project responded to industry change and the expectation of new ways of working. Large softwood sawmills are expected to integrate principles of timber and process optimisation to maximise the overall volume and value of timber recovery. New roles including Optimisation Managers and Optimisation Technicians are being seen in sawmills. These roles focus on process improvement across an enterprise's operations. They use optimisation software to process information from a range of scanning technologies. In order to help the timber industry adapt to these changes, a number of new units of competency have been developed to support production efficiencies in sawmills.

Six new units were developed, based on stakeholder feedback, to address skills requirements for optimisation of timber and material flow, particularly within softwood sawmills. Eleven units have been revised to meet current skill needs and ensure compliance with the Standards for Training Packages 2012. Common changes across many of these units include updates to the workplace health and safety requirements and foundation skills, rewording of application statements to clarify the intent of the units, alignment of requirements in the performance criteria and performance evidence, and other minor edits.

The development and revision of the units took 11 months and involved consultation with 40 Technical Advisory Committee members.

The project is awaiting on AISC approval.



Manufacturing Solid Engineered Wood Products (CLT & Glulam)

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.
- 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 suggested that the previous units of competency in the FWP Training Package for CNC operations were too basic. A broad stakeholder review and feedback on the units of competency and the new unit for design took place during August and September 2018.

This project was completed in December 2018.



Advances in wood machining and saw doctoring

This project responded to the technological advancements and market demands that have had a significant impact on how jobs are performed in the sector, particularly for wood machinists and saw doctors (now proposed to be called 'saw technicians'). As a result of this project, the timber industry has access to revised qualifications in these areas, reflecting current practices, equipment and terminology.

Changes to the qualifications include a new title for one qualification, new units added and others removed.

The qualifications are now:

- FWP31019 Certificate III in Saw Technology
- FWP31119 Certificate III in Wood Machining

This project involved significant consultation with 40 Technical Advisory Committee Members. Due to the related skills across the sector was undertaken at the same time as the following project- Sawmill timber and process optimisation.

The project is awaiting on AISC approval.

FOLS Skills Verification Program

ForestWorks is proud to facilitate the FOLS Skills Verification Program. As 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 FOLS is an important tool for our industry. It offers businesses a streamlined system to manage the skills of their workforce.



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 them.

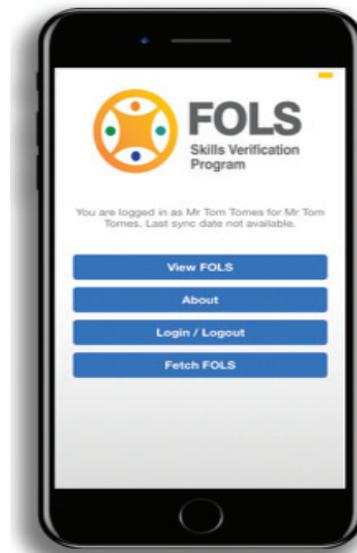
In June 2019 FOLS was consolidated into the Melbourne office and continued to expand into new areas maintaining membership in the traditional areas of Tasmania, Northern Territory and Victorian State Forests. Growth continues with WA Forest Products Commission providing in-principle support for the program.

ForestWorks thanks the Australian Forest Contractors Association (AFCA) and the Australian Forest Products Association (AFPA) for their support of FOLS and for promoting FOLS to their members.

Throughout the year, we have continued to see interest across the industry in FOLS.

New Portal and App

In 2018, ForestWorks rolled out new FOLS software and website. Email renewals are now possible, and operators' records are now able to be accessed on a FOLS app on their smartphone (both IOS and Android). FOLS cards and the traditional paper-based system continue to be supported by ForestWorks. We continued to work with industry to enhance the information options available for operators, contractors, managers and forest owners.



Research



ForestWorks continues to engage in and support research to inform Government about our industry's skill needs.

Keeping abreast of data and trends helps us add value to members. It is also an essential part of adding depth to the work of the organisation. Our ability to engage meaningfully with industry and produce training packages for their benefit relies on being on top of current research. It also enables us to advocate more strongly to Government on industry's behalf.

In 2018-19 we continued to examine and analyse data to support development of IRC Skills Forecasts and Proposed Schedules of Work including from the Australian Bureau of Statistics, the Australian Bureau of Agricultural and Resource Economics and NCVER VOCSTATS data on participation in nationally endorsed VET training.

Pulp and Paper Industry

At the request of the Pulp and Paper Manufacturing IRC, ForestWorks conducted a survey of Australian pulp and paper manufacturers about their use of the Pulp and Paper Manufacturing Training Package.

The results showed:

- Three quarters of PPM facilities that participated in the survey used the qualifications and units of competency from the training package
- Pulp and paper organisations continue to embed PPM Training Package competencies into existing workplace training through enterprise training and assessment. Employees with subject matter expertise conduct the majority of training and assessment.
- Barriers encountered when using accredited PPM training include the lack of training providers able to be resourced to deliver quality training and RTO auspicing models that are considered too onerous.

ForestWorks also conducted a limited review of global pulp and paper vocational education and training. This compared the vocational education and training model for the pulp and paper industry in Australia, New Zealand, Germany and Finland to determine whether anything could be adopted or adapted from the training systems in those countries.

Forest Management and Harvesting

ForestWorks worked with industry to conduct a gap analysis of the training requirements created by the FSC Australia Forest Stewardship Standard compared to existing units of competency and the AFPA/AFCA essential units.

Under Principle 2 of the Standard, Workers rights and employment conditions, Annex B prescribes "training requirements for workers". These require that as applicable to their job-specific requirements, workers "shall" be able to achieve 13 outcomes through completion of necessary training. The list of training requirements in this Annex is intended for those workers with specific job responsibilities related to the implementation of the FSC Australia – Forest Stewardship Standard (FSCA-FSS). Where applicable, training should be provided by credible providers to recognised or nationally accredited standards.

ForestWorks identified related activities, job roles, skills areas and gaps in the national training package systems.



Skills Advice for Industry and Government

During 2018-19, ForestWorks continued to meet with industry and industry associations to gather intelligence about current skills challenges and needs. The feedback contributed to our advice to state and federal governments. It also helped us to develop our services to meet industry needs.

Engagement with the Federal Government's Industry Reference Committees, in addition to state-based groups, provided ForestWorks with the ability to capture a broad range of industry viewpoints on current trends and issues in 2018-19.

NSW Industry Training Advisory Body (ITAB)

2018-19 was another productive year for the NSW ITAB with the NSW Government providing additional funding to develop better links between the industry and schools.

A key part of that engagement, right around the State, was attending roadshows and other events that brought together industry, employers, RTOs and schools and that highlighted the great careers in our industries.

Some specific highlights from the year included:

- A workshop with NSW Training Services NSW to launch the Regional Industry Education Partnerships (RIEP) program that builds on the relationships between local employers and schools.
- The annual Hunter ITAB Roadshow which brought together hundreds of participants from RTOs, schools, employers, industry associations, apprenticeship network providers and high school careers advisors.
- Two forums in Ballina were convened to engage with local employers, RTOs and high school careers advisors.
- Meetings with the Illawarra, Central West, Wollongong and NSW Career Advisors Associations (CAAs) were held to promote VET and careers in forestry, wood products and furnishing trades.

- The ITAB EO attended a meeting of the Central West CAA in Bathurst in May to promote VET and careers in forestry, wood products and furnishing trades.
- A meeting with the Riverina office of TSNSW was held in May to discuss the forestry pre-apprenticeship for delivery to high school students in the Skill Set for Plantation Forest Operator plus two chainsaw Units of Competency.

ForestWorks participated in the meeting of the Softwoods Working Group in Tumut on 24 May, to discuss vocational education and training in forest management & harvesting. The EO also met with the TAFE NSW forest industry training centre and Hume Forests to discuss the FOLS program and RTO delivery capability.

The ITAB EO participated in the AGM of the Forest Industry Council (FIC) in Tumut on 21 June 2019 to discuss VET and FOLS.

The NSW ITAB Executive Officer attended the March 2019 meeting of the IRC for forest management and harvesting. This provided input and context for forest management skills issues and how they relate to NSW learners.

The ITAB contract has been renewed for another year.

VIC Industry Advisory Groups (IAGs)

ForestWorks continued to be contracted to work in conjunction with the Victorian Skills Commissioner (VSC), to coordinate two separate Industry Advisory Groups (IAGs): the Resources, Forestry and Pulp & Paper Industry Advisory Group and the Construction Industry Advisory Group.

The VSC, supported by the Department of Education and Training, provides independent advice to the Minister for Training and Skills. IAGs are made up of representatives of industry, unions and employers and provide advice to the VSC on matters including skill demand pressures and future industry skills needs.

IAGs aim to contribute to a stronger and more effective industry voice that:

- leads to more strategic and better-targeted interventions to align the training system with industry needs
- ensures that barriers to providing training to meet industry and individual demand can be identified and overcome
- enables Government to address current and future skill shortages and workforce training needs, including the training needs of emerging industries
- promotes training pathways that lead to qualifications, jobs and skills development in the workforce
- ensures that the unique requirements of regional Victoria's economy for quality training and skills are understood and supported.

Both the Resources, Forestry and Pulp & Paper and the Construction IAGs met formally 4 times in the past year. Additional activities undertaken via the IAGs have included input into and consultation on:

- The Victorian Funded Course List (2020)
- Finalisation of Pathway Validation work for qualifications across the Resources, Forestry and Pulp & Paper and Construction sectors
- The development of a new Course in Timber Systems Design
- Preparation of Industry immersion days with local high schools in the Geelong and greater region and the LaTrobe Valley scheduled for the 2019/20 period.

Training and Skills Development Service (Tasmania)

The Training and Skills Development Service (TSDS) in Tasmania has been active for two and a half years. 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.

This financial year saw the fund reopen in April 2019 after the TSDS Steering Committee made the decision to place it on hold for new applications in May 2018. Applications were taken on a 'first in, first served' basis and the \$250,000 in funding that was made available was fully allocated within 3 minutes! If nothing else, this underscores the demand for supported training in Tasmania.

The TSDS Steering Committee, whose members come from a cross-section of the Tasmanian Forest and Timber Industry, meet formally every quarter and make decisions on an ad-hoc, out of session basis as required. They are responsible for the governance of the fund and are guided by formal terms of reference.

ForestWorks conducts midpoint and/or completion interviews with employers to ensure the training that has been supported by the TSDS fund is being undertaken as per the approved project. Employers continue to express their satisfaction with the TSDS program during these interviews and in their completion surveys.

As at 30 June 2019 this project has assisted over 2,500 learners either improve their skills or obtain formal recognition for the skills they already have.

The fund has another two years to run with the grant deed due for completion on 30 June 2021. ForestWorks maintains a strong focus on assisting training providers and employers to ensure approved learners receive their training and that projects are completed on time.

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 TSDS Steering Committee will continue to make decisions regarding further releases of funding until the fund has been fully expended.



ForestWorks networks help us develop services to meet industry needs.

Industry Engagement

During 2018–19, 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 and development of training packages.

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.

As each State has a slightly different model of engagement based on contracts and services relevant to their area of operation we vary our approach appropriately to the industry.

In Tasmania, engagement was consolidated through projects such as the Training and Skills Development Service and the Tasmanian WHS Committee, which allowed regular input and viewpoints from industry.

During 2018-19, ForestWorks held government contracts for industry advisory arrangements in New South Wales and Victoria.

Workplace Health and Safety

In addition to ForestWorks' engagement with the Tasmanian WHS Committee, ForestWorks hosted a National Safety Forum in 2018.

The forum was well-attended with over 60 people present. A series of short presentations and discussions covered topical issues such as the Work Health and Safety Standard and Audit Tool, Training Package Projects Update, FOLS case study, AFPA Critical Rules and the Forestry Contractor Accreditation Program development in NSW. An active discussion was held about the importance of training and the differing approaches taken to ensure workers are competent in their job roles.



Communications

ForestWorks continued to focus on engagement with 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. Member feedback and advice is always welcome.

Our website serves as a one-stop-shop for all our activities and resources. 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.

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 are used to guide our programs including 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.



Summary of ForestWorks Programs & Contracts 2018/19

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.
IRC Support for Skills Impact	Skills Impact Ltd Contracted till December 2020	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 Arrangement	Victorian Department of Education and Training via the Victorian Industry Advisory Council. The contract for the Resources, forestry, forest products and pulp and paper IAG has been extended.	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
New South Wales Forestry ITAB and New South Wales Furnishing Design and Manufacturing ITAB	New South Wales Department of Industry. The contract has been extended.	ForestWorks provided Industry Advisory Body services via agreed activities for the forestry forest products and furnishing industries in New South Wales.
Training Package Development	Skills Impact (concluded July 2018)	Pulp and Paper Manufacturing
Training Package Development	Skills Impact (concluded December 2018)	CLT and Prefabrication
Training Package Development	Skills Impact (concluded June 2019)	SawDoctor, Wood Machinist and Sawmill Optimisation



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