



Training and Skills Development Service (TSDS)

Progress Report - August 2016 to July 2020



For a small business, the TSDS program has allowed us to provide training to our staff, especially the more expensive drone training, which we may not otherwise have been able to do. It is hard for smaller businesses to absorb the cost of training and the drone training has been phenomenally beneficial to our employees and our business.

Clive Wooldridge, Technical Forest Services

Contents

Summary	3
What is the Training and Skills Development Service (TSDS)?	3
Origins of TSDS	3
How does TSDS work?	4
How is TSDS different to other funded training programs?	4
What has been the uptake of TSDS?	6
What have been the outcomes of TSDS to date?	12

Summary

- TSDS commenced in August 2016.
- 98% completion rates for individual learners

What is the Training and Skills Development Service (TSDS)?

TSDS supports current and potential forestry employees to undertake training and skills development. The program allows for the recognition of existing skills. TSDS also supports businesses to engage in workforce development planning.

As well as accredited training, TSDS also supports industry endorsed non-accredited training – that's why it is different. These are the skills that industry has determined are important, but which may not otherwise be subsidised.

TSDS has allowed businesses in the forestry industry to undertake training that may not otherwise have received funding and would not have been done without this funding. It has allowed current workplace issues to be addressed in real time as they arise. Presently this has resulted in demand for mental health first aid training, and drone training.

Workforce Development Planning has also been made available through the TSDS fund and has allowed organisations to look more closely at their business and identify current and future training needs to address the ever-changing industry.

Origins of TSDS

The genesis for the program was to provide transition support payments and skills development to employees directly impacted by the Forest Industry restructuring which occurred as a result of the Tasmanian Forest Inter-Governmental Agreement 2013.

From 2016 the focus of the program has shifted to the provision of skill development services and was renamed the Training and Skills Development Service.

The program is delivered under the auspices of the Department of Infrastructure, Energy and Resources by ForestWorks, an industry owned not-for-profit. TSDS has been extended and will conclude on 31 December 2021.



This program has provided harvesting contractors and people from the forest industry with theoretical and practical knowledge on steep terrain ground-based harvesting. Knowledge in harvesting technology and best planning and operation practices will be fundamental to conduct operations in the steep areas of Tasmania efficiently and safely.

Maurico Acuna, USC Senior Research Fellow who conducted the customized, industry endorsed cable assisted harvesting workshops

How does TSDS work?

Program Eligibility

Applications are assessed by an independent panel (the Panel), according to the Program Eligibility Requirements outlined in the program guidelines. Eligibility is assessed on the applicant, the project and the learners and includes ensuring:

- employers agree to make a cash and/or in-kind contribution of 20% of the cost of training;
- projects are deemed to be of benefit to the Tasmanian Forest and Timber Industry; and
- learners are employed in a role that is directly related to the Tasmanian Forest and Timber Industry, or
- learners are a potential employee of the industry.

An applicant who meets the eligibility requirements is able to access government funding to the value of 80% of the cost of training. The remaining 20% of the cost is provided to the training organisation as a cash and/or in-kind contribution from the participating organisation.

Applications which do not meet the guidelines may be referred by the Panel to the Chair of the Project Steering Committee, or the full committee if required, to assist them in the assessment of applications and the decision whether to fund by exception.

Project Steering Committee

The monitoring and development of the fund is governed by a Project Steering Committee. The role of the Project Steering Committee includes:

- providing support and guidance on applications outside the eligibility criteria;
- providing high level advice on industry priorities;
- support the program to identify, prioritise and target particular initiatives; and
- setting the state-wide priorities consistent with the Strategic Growth Plan for the forest industry.

The industry based Steering Committee meets quarterly and works to TSDS specific Terms of Reference. They developed the TSDS program guidelines at the beginning of the project and regularly review the project status and its risks.

How is TSDS different to other funded training programs?

TSDS is very different to other funded training programs:

- the completion rate for training is 98%;
- supporting small businesses who are unlikely to put their employees through training without financial assistance;
- providing funding for any training that is of benefit to industry, not just full qualifications; and
- allowing for flexibility: changes can be applied for, and approved, during the life of the project as training needs change.

The Certificate III training would never have happened without TSDS funding.

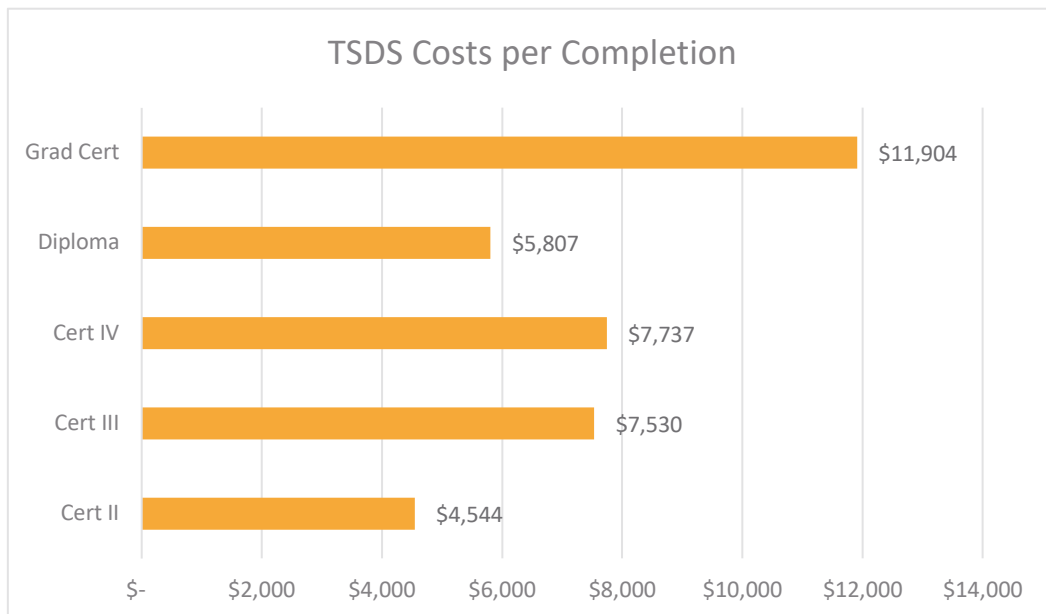
The availability of funding makes life a lot easier for small business.

Max Jones, Seamax



Cost-effective Completions

The costs per completion for TSDS funded qualifications are comparable to standard industry rates, the difference is the high completion rate.

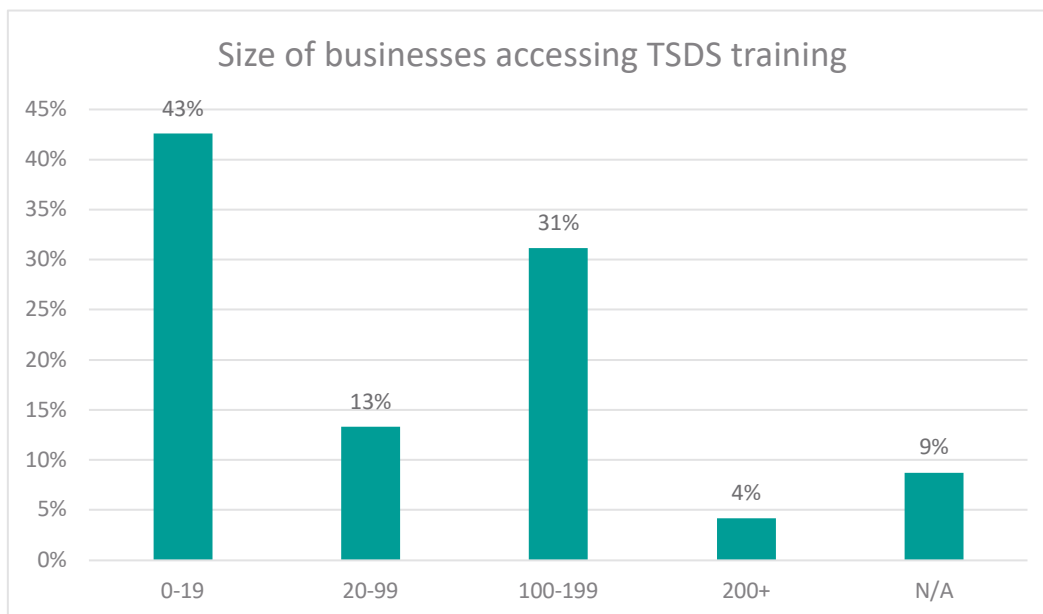


As at 31 December 2019

Comparable costs of training to the industry standard layered with a completion rate of nearly 100% demonstrates the cost benefit ratio of approving this training exceeds more generic training offerings, that are not necessarily targeted and deemed industry specific.

Support for Small Businesses

Small business has been supported greatly by the TSDS program as the below graph shows. Over half (56%) of the businesses with approved TSDS projects have less than 100 employees.



What has been the uptake of TSDS?

There have been four funding rounds to date.

Round 1	Jan 2017 - Mar 2018	152 projects funded	1,738 training places approved
Round 2	Apr 2018 - May 2018	41 projects funded	688 training places approved
Round 3	Apr 2019 (fully subscribed in 3 minutes)	17 projects funded	249 training places approved
Round 4	Sep 2019	53 projects funded	1,127 training places approved

Applications

As at 1 July 2020, 263 projects have been approved supporting 3,802 training places and 26 workforce development plans.

Of the 3,802 training places approved:

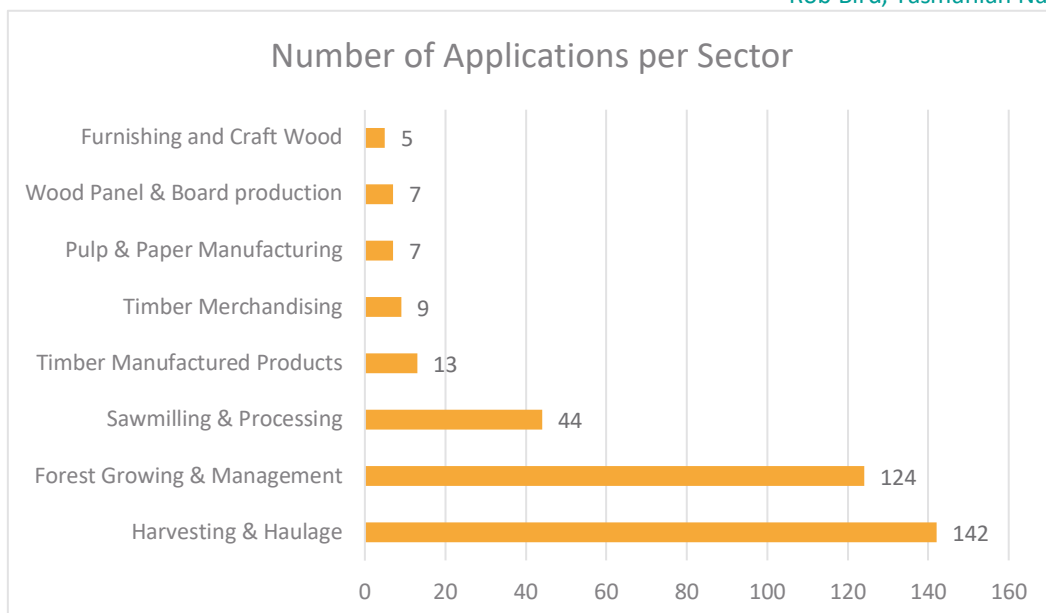
- 1,632 unit of competency level
- 1,704 industry endorsed non-accredited training
- 186 Skills sets
- 41 Certificate II level
- 130 Certificate III level
- 60 Certificate IV level
- 10 Diploma level
- 2 Graduate Certificate level

The 263 TSDS approved projects are spread across the industry as per the graph below. It has been encouraging to see projects in the typically difficult to engage smaller sectors of the Tasmanian Timber and Forestry Industry.



Through the TSDS program we have obtained valuable information which enabled us to gain efficiencies in our sawmilling processes. Portable skills obtained will allow us to keep up to date with changes in our industry.

Rob Bird, Tasmanian Native Timbers



NB: Applications can target more than one sector.

How much of the training fund has been paid out?

As of 1 July 2020 the TSDS program has paid out over \$2.8 million as per the table below, with a further \$1.65 million to be paid over the next 18 months.

Applicant	Active Projects	Completed Projects	Total Training Funds Paid to 1/7/20
A1 Rock Solid	1		\$ -
Adrian Dodd		1	\$ 1,440.00
Agri Contracting (Tas) Pty Ltd	1		\$ -
AKS Forest Solutions	9		\$ -
Allen Transport Services		1	\$ 2,466.00
Amain Plantation	1		\$ -
AMS Marshalling Services		1	\$ 24,876.00
Arbre		4	\$ 114,810.64
Artec Australia	2	2	\$ 15,510.00
BAC (Tas) Pty Ltd		1	\$ 7,588.00
Bazza Jack Pty Ltd	1	1	\$ 9,766.00
Beam Bros Pty Ltd	1		\$ 20,875.20
Beaumont Timber Harvesting Pty Ltd	1		\$ 58,843.00
Bishop Excavations		1	\$ 3,490.00
BJ Gibbons Contracting		1	\$ 5,370.00
BKG Contracting		1	\$ 18,250.00
BR & KF Muskett & Sons	1	3	\$ 35,126.22
Bramich Bulldozing Pty Ltd	2	1	\$ 44,073.00
Britton Timbers	1	5	\$ 25,441.00
Britton Veneer Products Pty Ltd	1	1	\$ 13,035.00
BRJ Logging Pty Ltd	1		\$ -
Cannon Plant Hire Pty Ltd	1		\$ -
Casegrande Lumber Pty Ltd		3	\$ 19,055.00
CE & KW Smithers		1	\$ 822.00
CFMEU	2		\$ 7,192.00
Charlie Davis		1	\$ 8,778.00
Chatwin Logging Pty Ltd		1	\$ 20,900.00
Chris Cowen		1	\$ 3,680.80
Circular Head Earthmoving Solutions		1	\$ 4,240.00

Training and Skills Development Service

CJR (TAS) Pty Ltd	1		\$ 52,690.00
CMTP Pty Ltd		2	\$ 4,480.00
Collins Contracting		2	\$ 2,250.00
Cox Logging	1	1	\$ 27,365.20
Cumming Road Constructions Pty Ltd		1	\$ 692.00
D&C Quarry		1	\$ 16,428.00
D&L Gurr Forestry Pty Ltd	1		\$ -
Damien McLaren	1		\$ 7,275.00
Devon Contractors		1	\$ 5,264.00
Eyewood		2	\$ 46,920.00
Fielding Logging Pty Ltd		1	\$ 620.00
Forest Planters Enterprises Pty Ltd		1	\$ 2,905.60
Forest Practices Authority*	2	9	\$ 132,169.83
Forico Pty Limited	2	9	\$ 248,623.81
Four Seasons Forest Services Pty Ltd		1	\$ 7,570.00
Geoffrey Williams		1	\$ 1,080.00
Glenorchy City Council	2	1	\$ 12,484.00
Greg Rawlings Bulldozing		2	\$ 15,998.40
HJ & MJ Stacey Pty Ltd		1	\$ 4,521.60
Home Frame and Truss		3	\$ 37,120.00
ISO Marshalling Pty Ltd		1	\$ 4,966.00
Jakari Enterprises Pty Ltd	1	1	\$ 11,424.00
Jason Weller Plumbing		1	\$ 1,384.00
Jones Forest Management (Aus) P/L		2	\$ 81,085.00
KC & KN Hall Pty Ltd		2	\$ 22,425.00
Kelly Gang Timbers Pty Ltd		1	\$ 18,940.00
KJ Padgett & Co Pty Ltd	1	1	\$ 4,260.00
L Wells & P Whelan		1	\$ 450.00
L&M Contracting		1	\$ 5,160.00
Langan Investments Pty Ltd	4	1	\$ 30,136.00
Lee Adamson Ringk		1	\$ 3,683.62
Les Walkden Enterprises Pty Ltd	1		\$ -
Majestic Timbers Australia Pty Ltd		1	\$ 6,664.00

Training and Skills Development Service

McKay Timber	2	3	\$ 27,363.00
Meander Valley Tree Services		1	\$ 3,040.80
Mechanised Logging Pty Ltd	3	3	\$ 69,373.03
MJ Contracting Services Pty Ltd	2		\$ 33,466.40
Neasey Contracting		1	\$ 36,565.00
Norske Skog Paper Mills (Australia) Ltd		4	\$ 59,961.51
Nothrop Logging Pty Ltd		1	\$ 18,070.00
Oldina Logging		3	\$ 116,866.00
Orana Enterprises Pty Ltd	1	2	\$ 65,050.00
Pentarch Logistics Pty Ltd	1		\$ 864.00
Perotti Brothers Pty Ltd	1		\$ -
PF & NJ Pearn		1	\$ 15,810.00
PF Olsen (AUS) Pty Ltd	1	3	\$ 15,439.27
RC & JM Woodhouse & Sons Pty Ltd		1	\$ 1,876.00
S&L Norris		1	\$ 5,200.00
SD Groves Earthmoving		1	\$ 300.00
Seamax Pty Ltd		2	\$ 19,470.00
Select Logging Pty Ltd		1	\$ 13,988.00
Steve Rowe T/A S&A Rowe		1	\$ 4,390.00
Stornoway Maintenance Pty Ltd		1	\$ 66,770.00
Stronach Industries Group Pty Ltd	1		\$ -
Sustainable Timber Tasmania	2	13	\$ 149,310.94
Ta Ann Tasmania Pty Ltd	1	2	\$ 42,569.00
TAE training		1	\$ 27,086.00
Tas Timber Harvesting Pty Ltd		1	\$ 7,938.00
Taslog Harvesting Pty Ltd	1		\$ 30,300.00
Taslog Pty Ltd	3		\$ -
Taslog Transport Pty Ltd	1	2	\$ 39,680.00
Tasmania Fire Service	1	3	\$ 88,964.72
Tasmanian Heavy Haulage Pty Ltd		1	\$ 900.00
Tasmanian Native Timbers	2	1	\$ 15,420.00
Tasmanian Safety & Training Services Pty Ltd		1	\$ 26,320.00
Tasmanian Specialty Log Exports	2		\$ -

Training and Skills Development Service

Tasrack		1	\$ 5,320.00
TDF Contracting		1	\$ 3,980.00
Technical Forest Services	4	8	\$ 55,562.73
Teds Forest Management Trust		1	\$ 9,080.00
TFA Contracting Pty Ltd	4		\$ 124,187.60
TFA Holdings Pty Ltd	3		\$ 5,820.00
The trustee for Perotti Brothers Unit Trust T/A PBE	1	3	\$ 146,475.20
Timber Haulage Tasmania Pty Ltd	3	2	\$ 47,250.00
Timberlands Pacific Pty Ltd		4	\$ 32,363.65
Timberlink Australia Pty Ltd	2	1	\$ 6,428.00
Tinderbox Firewood and Water Supplies Pty Ltd		1	\$ 12,268.00
TP Bennett and Sons	1	1	\$ 2,400.00
Treloar Transport		1	\$ 55,708.00
Triple H Contracting Pty Ltd	3		\$ 6,132.00
University of Tasmania*		1	\$ 2,020.00
University of the Sunshine Coast*		1	\$ 10,032.00
Valley Harvesting Pty Ltd	1		\$ 14,158.00
Woodhouse Contracting	1		\$ -
Woodland Management Pty Ltd	1		\$ -
Woodstock Forest Services		1	\$ 18,644.40
	92	167	\$ 2,842,844.17

*Training provided to industry

What have been the outcomes of TSDS to date?

As of 31 Dec 2019, over 50% of approved projects have been completed and only 2% of learners have withdrawn. This is an extremely low withdrawal rate for training in this sector.

The industry has a historical approach to skill development that was heavily reliant on ad hoc and unrecognised in-house skill acquisition. The data on industry participation in qualifications, across the seven industry sectors from forest growing and management to timber merchandising is as follows:

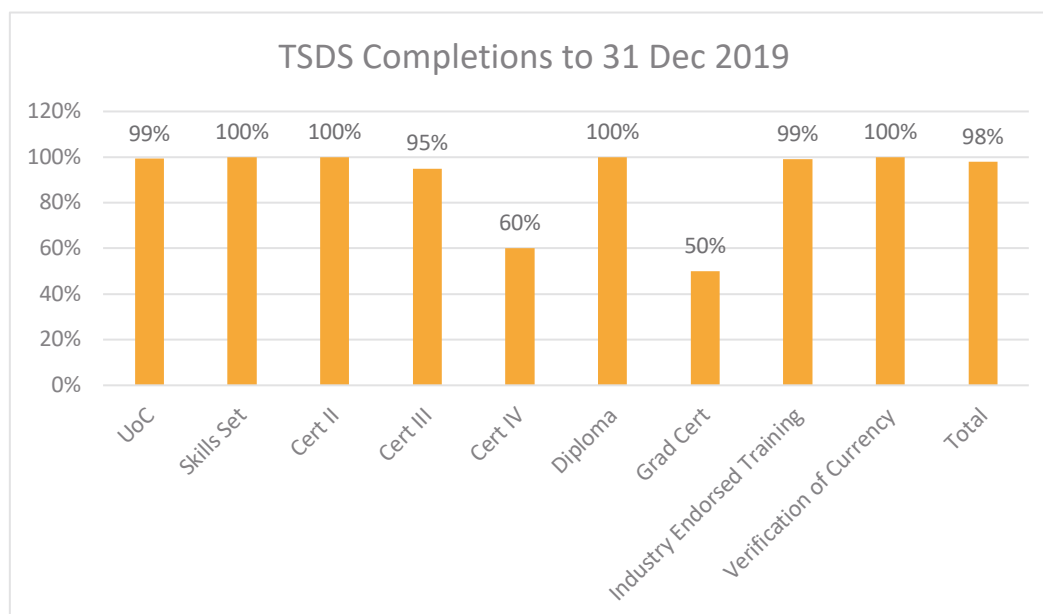
NCVER data ¹ on Forestry and Timber Products Qualifications in Tasmania			
Year	Enrolments	Completions	Completion Rate
2009	598	80	13%
2010	644	61	9%
2011	867	47	5%
2012	758	24	3%
2013	713	4	0.6%
2014	587	N/A ²	
2015	570	15	3%
2016	595	30	5%
2017	230	10	4%
2018	280	30	11%

NCVER 2019, Australian vocational education and training statistics: Total VET students and courses 2018 – data slicer, NCVER, Australia

The TSDS completion rate of 98% is outstanding (of the completed projects, only 29 of the 1,392 enrolments have withdrawn after commencing their training). It shows that RTOs are working with employers to identify real training needs and employees are committing to completing their training once they start. The flexibility and targeted nature of the TSDS program allows for not only qualifications but individual units of competency, industry endorsed non-accredited training and real-time workplace issues to be addressed.

¹ NCVER 2019, Australian vocational education and training statistics: Total VET students and courses 2018 – data slicer, NCVER, Adelaide

² NCVER data not available



Why continue TSDS?

After four years the industry has embraced the program and ForestWorks has regularly been contacted by individuals who have a hope or expectation of future funding rounds.

This has been a successful program in many ways:

- Huge uptake – 263 approved projects and 3,792 training places
- Project completions – over 50% of approved projects have completed as of December 2019
- Completion rates of individual learners is high – 98%
- Open to all RTOs and industry endorsed learning providers
- Flexibility – applicants can apply for changes to their project if their training needs change
- Uniqueness – allows for training to be funded that would not always be funded for example, units of competency, skills-sets and industry endorsed non-accredited training
- Cost effective – employers can seek funding for the specific units they require
- Supports small business – the cost of training is prohibitive to many small businesses in the forestry industry.

The funding provided through the TSDS program has allowed us to train more people to a higher professional standard than we would otherwise have been able to achieve. As a result, our general vegetation firefighting operations and remote area bushfire fighting capabilities are more appropriately resourced. Hazardous trees are removed in a timely and efficient manner which has greatly assisted fireground safety both during and after firefighting operations are completed.

Alisdair Williams, Tasmanian Fire Service