

The benefits of training in Tasmania's Forestry & Timber Industry




ForestWorks

Supporting
industry to develop
workforce skills

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Chair of Steering Committee Foreword

Terry Edwards

I am delighted to present this report on the benefits derived by the support by Government of Industry Training in Tasmania's forestry and timber industry accompanied by an industry contribution to the costs of that training.

ForestWorks has delivered the TSDS scheme on behalf of the Australian and Tasmanian Governments since its establishment in 2016, guided by a Steering Committee derived from industry to ensure the training was always well targeted to meet the contemporary requirements of the Tasmanian forest and forest products industry

This report highlights the diversity of the training Tasmanian workers have undertaken. From vehicle safety to mental health first aid, drone training and project management training has occurred across the State and in every part of our industry.

TSDS was very different to other funded training programs. It predominantly supported small businesses who were unlikely to put their employees through training without external funding support, it provided support for both accredited and non-accredited training that was beneficial to the industry and many employers on the periphery of the industry, it was flexible to allow changes to be made as factors like COVID-19 and changing staff needs arose. These factors all contributed to 3,289 training places being taken up with an impressive 98% completion rate.

The benefits of training can be seen in the feedback received from employers and learners alike. Whether the training was to comply with forest industry standards or skills development in office management, the use of new technology or firefighting, the satisfaction levels have been very high.

Training can empower people and transform businesses. Improving productivity is one of the key ways we help keep this industry sustainable.

We encourage Government to consider carefully the positive outcomes from the running of this program which extend well beyond the money provided to produce a workforce that is well placed to deal with the vicissitudes of the modern-day industry. These gains can be maintained though small targeted assistance programs aimed predominantly at the small business sector.

The Steering Committee commend the Governments for their foresight in providing this targeted assistance to the industry in the period in which it was struggling to recover from the effects of a significant industry downturn.

The Steering Committee also record their appreciation for the exemplary performance of the ForestWorks team in the management and administration of this program. The results can in large measure be attributed to the professionalism of the ForestWorks team.

The benefits of flexible training

To Workers:

- High quality training lifts their skills, trained workers are safer, more productive and more efficient
- Delivering value beyond the tasks a worker is employed to do (eg driver training, first aid, mental health) – well trained workers highlight the value forestry and timber working delivers to Tasmania
- Provides pathways within the industry, including to higher skilled and better paying jobs

To Employers:

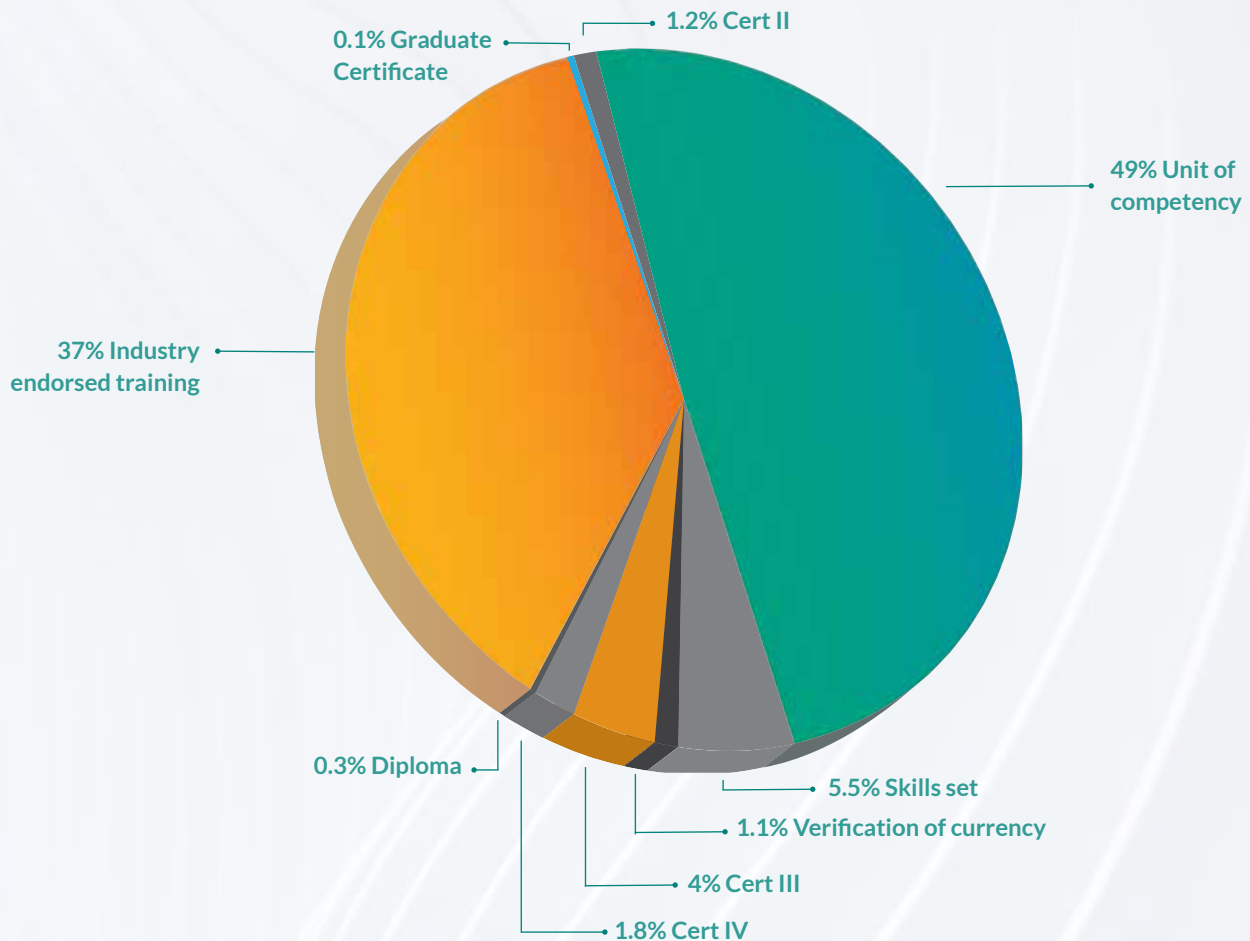
- Improves productivity
- Value for money
- Flexibility in types of training, numbers of learners
- Options for on-the-job training reduces time workers are off the tools

To Industry:

- Supports the continued operation and sustainability of the forestry and timber industry
- Delivers skills development that are necessary and needed for the sector
- Help keep workers in the industry



The benefits of flexible training



\$4,225,000

of funding approved for training and workforce development planning

3,289

training places with a completion rate of 98%



Supporting the provision of a full suite of training

Many core forest and timber competencies can only be delivered by accredited Registered Training Organisations. Industry also require training in non-accredited courses. TSDS provided flexibility to support both accredited and non-accredited training where it was deemed appropriate to meet industry's current training need. This report celebrates the training funded by Tasmania's forestry and timber industry supported through the Tasmanian Skills Development Service (TSDS). The design and structure of the program provided employers with 80% of the value of the training under the scheme.

Nothrop Logging Pty Ltd is a small organisation working in the harvesting and haulage sector of the Tasmanian forest and timber industry. They are focused on ensuring that all employees hold relevant competencies for their job roles.

Working with Tasmania Safety and Training Services (TSTS), the original application was for a formal workforce development plan to be created and some training for one employee. Through the workforce development planning process, training requirements were identified for a further 11 learners in competencies such as First Aid, Forklift License, Feller Buncher and Mechanical Processor Operations as well as fire training.

Darren Swain, OHS & Training Coordinator at Nothrop Logging was very happy with the training conducted under this project. "The training was completed to suit our work schedule and it was good to have funding available that suited our needs," he said.





Diversity of training

Not a single area but many areas of skills enhanced

Industry demands for training have extended beyond core and necessary forestry skills such as chainsaw and truck driving. Many in the industry have identified training needs in areas as diverse as physical and mental health, fire safety, environmental management, and training in technological advances such as drones.

This report outlines the breadth of training undertaken by Tasmanian forestry and timber industry employers, supported by the TSDS.

Britton Timbers worker Tim Vincent summed up the emotional as well as practical benefits of training “I leave my work site at the end of the day feeling positive that we all had a productive day”.

Safety

Forestry is a dangerous industry with workers at high risk of serious injury and death. Working in isolation/small groups coupes has inherent dangers. The nature of the work requires heavy machinery and tools to be used and workers often have to drive large vehicles on uneven road and off-road surfaces. These are all challenges faced by forestry and timber workers.

Training can protect people, equipment and the environment. Every sector of forestry and timber has safety risks employers need to manage. The following sections provide detail of the investments made in safety- physical, vehicle and equipment, mental health and bushfire safety.





Physical Safety

The forestry and timber industries need to ensure that, as a minimum, workers will be able to safely get through the day. First aid courses are practical and essential training to fulfil this essential minimum requirement on employers operating in a dangerous industry.

Mechanised Logging Pty Ltd (MechLog) is a state-wide logging company that strive to achieve excellence with all aspects of their business. As an employer, it is important to MechLog that all employees are trained and assessed to the National Training Standard as adhering to these standards provides benefits to the business and the industry as a whole. 6 MechLog staff undertook training. The training included First aid.

“First aid training is a critical skill for all MechLog employees and is highly valued for use in both the workplace and after hours,” said Jillian Aylett Brown, Manager of Business Systems at Mechanised Logging. “Through this training, MechLog has been able to maintain compliance with their company policy of having all personnel skilled in First Aid,” she said.

Technical Forest Services (TFS) had very specific needs when it undertook safety training. Its hands-on course covered the following topics:

- snakebite specific first aid
- snake habitats
- snake movement and aggression triggers
- snake containment if required.

The benefits to staff of this safety training was clear: “We have been able to work more comfortably in our outdoor environment knowing what actions to take around snakes,” said Marc Nunan of TFS. Marc found the training beneficial by “confirming any previously held knowledge about snakes and identifying new processes about handling and interacting with snakes.”

While that course was not delivered by an RTO and is not aligned to a national unit of competency, the flexibility of the TSDS program allowed this course to be approved based on its benefit to the 10 learners who attended.

The translation of training from theory to practice has been recognised by workers including Britton Veneer Products worker Adrian McLaren who stated in 2020 that he “recently used my first aid training to help an injured worker onsite. I was able to keep the patient calm and apply first aid until medical help could be reached. I found the training provided was extremely helpful,” he said.

“Our training was conducted off site so that the learner could utilise St John’s facilities. We were very happy with the training provided,” said David McGuire, Area Manager at McKay Timber.

Machine and Vehicle Safety

Forestry and timber production requires machinery as well as human resources to get the job done. Vehicles are among the equipment that can result in significant injury if misused. Ensuring staff are competent and trained in the machines and vehicles they use is essential for their safety and that of others on site.

The Padgett Group, a forestry-based logistics company primarily based in the north of Tasmania, transports around 450,000 tonnes of pine and hardwood logs to multiple processing and export facilities in the north of the state. They are committed to ensuring that their Tasmanian workforce is trained and assessed to the highest possible standards, while ensuring that all aspects of the Forest Safety Code are maintained.

To demonstrate this commitment to training, assessment and safety, the Padgett Group look for opportunities to upskill their employees through on and off the job training. They had 25 employees in 2021 who undertook log truck driver training consisting of:

TLIB3006 – Carry out inspection of vehicles designed to carry special loads

FWPCOT3261 – Transport forestry logs using trucks

“All of the drivers have benefitted from this training, and the young drivers in particular have learnt a lot more about safety. Truck driver training is a big gain for our business and the industry, which can be a dangerous one,” said Keith Groves of KJ Padgett & Co. “Our top priority is to bring everyone home safely to their families,” he said.

From the learner’s perspective, Keith said that “the trainer was excellent, had good communication skills and made all of us drivers as comfortable as possible. The training was adapted to suit our needs and the trainer fitted in with our schedule.”

BR & KF Muskett & Sons Pty Ltd (Musketts) operates in the harvesting and haulage sector of the Industry. In 2018, Musketts had an increased heavy vehicle log truck fleet and personnel were expanding to meet their contractual requirements.





They had employed 5 new drivers and used the availability of the TSDS fund to provide these new inexperienced employees with intensive one-on-one training to quickly help them build their confidence in negotiating narrow, unsealed forest roads. Whilst the new employees had the required heavy vehicle licenses, they had not previously driven log trucks.

This training benefited the business as noted by Kevin Muskett, Managing Director. “Without this program and Denis West’s training skills we would have to seriously consider downsizing our operations.” The program also benefited the learners. “Our driver trainer, Denis West, has enabled us to train drivers who have previously only experienced highway truck driving and did not have the skills to handle logging road conditions,” said Kevin.

Technical Forest Services (TFS) provides various services to the forest growing and management sector of the Tasmanian Forest Industry. Staff are required to drive company 4-wheel drives on various road types, highway, rural and unsealed gravel roads. As an employer TFS has a duty of care to its employees to ensure they have the appropriate training to help manage risk while they work autonomously across the state. TFS identified that 11 of its employees required training in TLIC1051 – Driver Training Operate Commercial Vehicle.

The hands-on course delivered by Motorsafe Tasmania covered theory & practical on track driving activities such as;

- braking practice on wet roads at various speeds
- hazard avoidance at various speeds
- general vehicle handling and driving skills.

Associated with vehicle safety is fatigue management:

Perotti Brothers identified that they needed to retrain in fatigue management. The business and industry have an emphasis on fatigue management and this course allows Perotti Brothers to maintain their basic fatigue management for their drivers and ensure the safety of their employees.

Training undertaken included:

- **TLIF0006** – Administer a fatigue risk management system
- **TLIF0005** – Apply a fatigue risk management system

Shannon Williams of Jakari Enterprises Pty Ltd provided another perspective on the benefit of vehicle and driver training saying “Our business and the industry have benefited as our drivers are now more aware of their responsibilities, the chain of responsibility and their role within the chain,” he said.



Psychological Safety and Mental Health

The risks in the forest and timber industries aren't just about physical safety. Mental health is being increasingly acknowledged as a significant issue in the industry. Men, in particular, aren't used to talking about their feelings and talking about your feelings with work mates or bosses wasn't something earlier generations of workers would have felt comfortable with. Cultural change means many employers are investing in mental health first aid and other programs to support their staff.

With some of their staff affected by suicide, Triple H Contracting worked with training provider Talking About... to provide mental health first aid training... for 16 employees. 88% of Triple H Contracting employees fell into at-risk groups, and their passion for ensuring staff are appropriately trained and supported led Triple H Contracting to seek TSDS funding for this training.

The learners found the training very beneficial and provided the following comments;

"It was great to listen and have someone to talk to."

"The training was very clear and helpful."

"It wouldn't normally be something I'd consider doing but I'm glad I did."

"Brilliant. Very good information and knowledge passed on to us."

"Very good, I wish all schools and workplaces would run this course."

In a similar vein, Forico commenced the roll out of a Mental Health initiative in late 2018 which involved engaging Wendy French from Talking About... to run workshops with their people in leadership roles who have the responsibility to manage staff. This program was very well received with the leaders providing feedback that they felt it was an essential course for all employees to attend.

"It was great to learn what to do and how we can help others facing tough times."



On that basis, the initial program was reviewed and the approach to raising mental health awareness and skills in relation to supporting both staff and contractors was further enhanced. A 2-hour skills-based session was run for staff and contractors plus additional training was provided for identified mental health champions.

This mental health training helps with the de-stigmatisation of mental health and mental health issues and helps to develop the skills base of the workplace, staff and industry.

Laura Maddock, Health and Safety Advisor at Forico noted that this program has benefited their business by a “general improvement in knowledge regarding this topic and has enabled open discussions that had not happened before – all of which is beneficial to team morale.”

Learner feedback received included;

“Good to have an open discussion about mental health and get tips on things we can do and think about to support each other.”

“It’s good to recognise this issue and the training was a good way of doing this in a safe setting.”

“This has been great to learn what to say.”

“Very positive, well worth doing.”

“A great course that I would recommend to others to do.”

“Good to have an open discussion about mental health and get tips on things we can do and think about how to support each other.”



Protecting the community from the risk of bushfires

The Tasmanian Fire Service (TFS) work in partnership with forest industry companies to safely manage and carry out felling duties when required. They are responsible for managing wildfires within Tasmania and part of that role involves specialised crew members being called upon to deal with hazardous trees.

It is important that the specialised crew working in the forest industry receive additional training so that they can perform their job function on site safely and maintain compliance under the Tasmanian Forest Safety Code 2007.

To demonstrate this commitment to training, assessment and safety Tasmanian Fire Service established that 15 employees needed tree faller training and assessment, some at the intermediate level and some at the advanced level.

“The funding provided through the TSDS program has allowed us to train more people to a higher professional standard than we would have otherwise been able to achieve. As a result, our general vegetation firefighting operations and remote area bush-firefighting 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,” said Alisdair Williams, Station Officer – P&C at Tasmanian Fire Service.

Bramich Bulldozing Pty Ltd is one of many organisations that operate in the forest growing and management sector of the Tasmanian Timber and Forest Industry. Working with TasTAFE Burnie, they identified that one of their employees required training in Bush Fire Evaluation so he could perform his job function safely and maintain compliance under the Tasmanian Forest Safety Code 2007. This is one example of the many workers TSDS supported to undertake fire training.

Safety in the industry goes beyond looking after people and equipment. Tasmania’s forestry workers and contractors protect lives and livelihoods from the risk of bushfire.



Industry specific training pays dividends in the workplace

Traditional, industry specific, skills based training remains absolutely critical to the success of forestry and timber operations. Investment in skills development forms the core basis... Industry specific training was strongly supported by the TSDS as the following examples demonstrated.

Adrian Dodd runs a small organization in the Harvesting and Haulage sector of the Tasmanian Timber and Forest Industry. As an employer he is committed to ensuring all employees are suitably trained and hold a FOLS card that reflects the skills that they have been trained in, so that they are able to perform their job function safely. Working with TasTAFE he identified that 1 employee required training in Fall Trees Manually (advanced).

Les Walkden Enterprises is a logging and cartage contractor harvesting both plantation and native forests across Tasmania. A substantial part of their business involves harvesting timber.

Through their commitment to ensuring its workforce are trained and assessed to the highest possible standards Les Walkden Enterprises, in conjunction with TasTAFE, identified the requirement for 37 of their employees to undertake various training and assessment.

Training and assessment provided under this contract included:

- Excavator
- Feller buncher
- Civil construction wheeled front end loader
- Civil construction excavator
- Tree faller – intermediate and advanced
- Chainsaw
- Forklift

Britton Veneer Products has formerly been known as Specialty Veneers Somerset Tas with the incorporation of Corrina timbers in 2016. The current production includes sliced veneer, decorative veneer layons/panels and moulded products. To ensure the ongoing viability of the plant, it was identified that the current workforce required skill updates.



Britton Veneer Products had 20 employees undertake training in the safe techniques of manual handling timber and MEM18011 Shut down and isolate machines/equipment to ensure the safety of the employees and their co-workers. This training will help the business to achieve an outstanding safety record and help increase production.

"The TSDS program provided the opportunity for these employees to undertake formal training for the first time in a long time," said Tania Vincent of Britton Veneer Products. "The training provided was excellent. The learners and the business will benefit from safe work practices," she said

Timber Haulage Tasmania Pty Ltd is a small organisation operating in the harvesting & haulage sectors of the Tasmanian Forest and Timber industry.

Through their commitment to ensuring its workforce are trained and assessed to the highest possible standards, Timber Haulage Tasmania in conjunction with TasTAFE, identified the requirement for 1 employee to undertake a Certificate III in Harvesting and Haulage. This has allowed the learner to become a relief operator on their mechanical harvesting operation, which in turn has increased their productivity capability.

"I am more confident in my management and supervisory roles when on site," said learner Luke Woodhouse. "I have been able to better contribute to team discussions in relation to problem-solving and general issues."

"Luke now has a more thorough understanding of his role within our company which has assisted with his management responsibilities and overall team effectiveness," said Sarani Woodhouse, Director at Timber Haulage Tasmania.



"I have learnt a lot of skill in how the forestry harvesting operation works and skills in how to operate harvesters. It has been a great course,"

Matt Murphy, a TSDS learner.

Sustainable Timber Tasmania is one of the few organisations that offers specialised log grading training to the Tasmanian forest and timber industry. This training was offered to industry during 2020/21 to upskill those currently working in this area.

Log grading training was delivered to 42 learners across three sessions. These sessions were held in Geeveston, Camdale and Perth. One of the organisations to send learners along to the sessions was Camm Contracting.

"We were very pleased with the training and our guys have definitely upskilled," said Chris Smith of Camm Contracting. "The training was held in the right environment with everyone in the room engaged and keen to learn," he said.

McKay Timber is a Tasmanian based sawmiller providing timber to Tasmanians since 1947. The business incorporates

green mills, dry mills, truss and frame operations, merchandising and maintenance operations and now provides timber to Tasmanian, Australian and International marketplaces.

Working with Timber Training Creswick, McKay Timber identified that ten of their employees required training in FWPCOT2249 Visually Stress Grade Timber. The Building Code of Australia requires all structural timber to be stress graded and branded according to the relevant Australian Standard. By having employees trained and competent in this skill, McKay Timber is able to remain a market player in the forest and timber industry.

The training ensures that competent staff are performing the required duties to the relevant skill level, thereby increasing the standing of the business and the industry in the community. It also ensures that grading skills are not lost to

Environmental sustainability

Tasmania's forestry workers and contractors have been looking after the natural environment they work in for generations. Training supports the industry play its role in forest stewardship. Having well trained workers is essential to ensure that the industry has the skills it needs to undertake the work the Tasmanian community and Government expects it to play. Typically, the courses offered by the Forest Practices Authority (FPA) are not eligible for government funding support as they do not fall under a nationally recognised training package. The training courses they offer to the Tasmanian industry, such as the Forest Practices Officer and Quarry Forest Practices Planning training, are essential to the industry. Other FPA courses such as Threatened Butterflies, Eagle Management and Biodiversity are all of great benefit to the industry and have been supported by the TSDS program.

The majority of Sustainable Timber Tasmania's customers and stakeholders now require that wood products are sourced from independently certified sustainably managed forests. One of the key ways to sustainably manage its forests and meet its legislative obligations is for Sustainable Timber Tasmania to ensure it has appropriately trained Forest Practices Officers throughout the organisation.

"Writing Forest Practices Plans (FPPs) is an integral part of what we do at STT so the availability of this FPO training was extremely beneficial," said Andrew. "There are very few people qualified to write FPPs and they are a critical part of our industry," he said.

The following two case studies highlight this training in eagle habitat identification and in threatened butterfly training and management.

With the assistance of the TSDS fund, the FPA was able to offer a course to industry on eagle habitat identification and management. Eagles are listed as a threatened species in Tasmania and as such are a contentious issue for the Tasmanian Forest and Timber Industry. This course trained people involved in forest management from various organisations in understanding and applying the agreed procedures by which eagles are managed. Course participants also gained an understanding of the rationale behind current management recommendations and how the recommended actions should be applied in different scenarios.





Attendees are now accredited in the identification and design of search areas, conducting field searches for nests and conducting activity status checks of nests during the breeding season. These attendees are also permitted to undertake fieldwork in connection with eagle management or develop forest practices plans that include eagle management.

Sustainable Timber Tasmania was one of the organisations that sent employees along to the course. "Courses provided by the Forest Practices Authority such as the Eagle Habitat Identification and Management course are important for our staff to attend in order to maintain their industry knowledge and are of huge benefit to Sustainable Timber Tasmania in undertaking its special values planning and the implementation of biodiversity provisions of the Forest Practices Code," said Michelle Howells, Senior People and Culture Advisor, Sustainable Timber Tasmania.

The availability of the Training and Skills Development Service (TSDS) fund allowed Sustainable Timber Tasmania (known as Forestry Tasmania at the time of training) to have five employees, undertake Threatened Butterfly training through the Forest Practices Authority.

Being able to identify potential butterfly habitats for rare, threatened or endangered species as well as identify the butterflies themselves was helped by this training. It enables the workers to identify the best times to search and where to search. Even if they cannot identify the butterflies themselves it is also possible to determine the type of butterfly that may be present by other signs such as the way shelters are built," said one employee.

"Courses provided by the Forest Practices Authority such as the Threatened Butterfly Species are important for our staff to attend in order to maintain their industry knowledge and are of huge benefit to Sustainable Timber Tasmania in undertaking its special values planning and the implementation of biodiversity provisions of the Forest Practices Code," said Dion McKenzie, Sustainable Timber Tasmania's Manager, Engagement and Land Management. Sustainable Timber Tasmania agreed that participation in this training program has resulted in an improvement in their employee's work practices and skills whilst causing minimal disruption to normal work practices.



Improve efficiency & productivity

A significant number of employers have undertaken training to enable them to substantially increase the efficiency and productivity of their businesses. Whether it's in business or project management, human resource management or the use of technology such as drones, the industry has been able to take themselves further with specialist training.

Mechanised Logging recognises the benefits to training their office-based staff to provide them with current skills required to manage their organisation efficiently and accordingly to best practice management principles.

The requirement to train 2 staff was identified and NDA Tasmania were engaged to deliver the training and assessment in;

- **BSB50215** – Diploma of Business
- **BSBHRM405** – Support the recruitment, selection and induction of staff
- **BSBMGT502** – Manage people performance
- **BSBITU303 & BSBITU306** – Word intermediate
- **BSBFIA301 & MSBFIA303** – MYOB Set up and operation.

This qualification and units of competency provided much needed training and upskilling for Mechanised Logging's staff. They will now be able to assist the organisation in being able to facilitate more administration and human resource management tasks 'in-house' rather than outsourcing to external providers.

"We found the course content highly beneficial enabling us to greatly improve the company's performance management program," said Jillian Aylett Brown, Manager – Business Systems at Mechanised Logging.

"The course was exactly what I needed to improve our current performance management program. I've gained the practical skills through applying a structure approach to performance management which includes a modern approach to coaching and monitoring performance of our people," said Jillian, who undertook 2 of the units of competency.



“I now have a better understanding of the current state of development of drone technology and how it is being employed across a range of industries and more particularly how other forest management organisations are utilising the technology.”

Participant Peter McLoughlin, the Forest Information Specialist at Norske Skog.

Norske Skog Paper Mills (Australia) Ltd is a large employer in the paper making industry with its own forest management division.

The forest management division identified that drone technology could provide their personnel with the ability to monitor forest health and growth across a large area of land, more efficiently than the current labour intensive approach, and in a much safer manner than risking injury from traversing hazardous ground that occurs within a forest environment.

The TerraLuma research group at the University of Tasmania held an intensive “*Understanding of drone technologies and applications*” course, in a face-to-face lecture-based environment that provided a strong foundation in remote sensing, specifically for drone applications, as well as practical skills needed to make the most of the latest advances in drone technology.

The training has been of benefit not only to Peter, but to his colleagues as well. “*The skills developed by the participant have been shared with other employees and raised the profile of this technology and its potential benefits to the organisation,*” said Sandra Hetherington, the Softwood Procurement Team Leader.

Norske Skog agreed that participation in the TSDS program has resulted in an improvement in their employees’ work practices. They strongly agreed that the training provided value for money whilst causing minimal delays to normal work practices and that the training provided by University of Tasmania met their expectations. Overall Norske Skog was satisfied with their involvement in the Training and Skills Development Service and is likely to undertake further training.



“This course has given me a good understanding and knowledge of all the aspects required to use a drone to capture aerial imagery for our business.”

Adrian Walls, STT Staff member

Drone technology is one such area which offers Sustainable Timber Tasmania the opportunity to be at the forefront in the application of emerging technology within the forest industry. STT acquired a drone for use in its production and forest management activities. Key staff members have been identified to join a working group on the implementation and use of the drone for:

- planning and assessing regeneration and fuel reduction burns
- assessing seed crops
- assessing potential hollow bearing trees and other visual surveys.

The University of Tasmania short course in the “Understanding of drone technologies and applications” gave STT staff foundational knowledge and practical skills to make the most of drone technology generally and the application of STT’s drone program.

“The employees that attended the course came back with knowledge of, and exposure to, a range of potential applications for this emerging technology. Of specific interest was the thermal imaging, importance of a fit-for-purpose platform and potential to do quantity surveys on assets such as quarry stockpiles. While we may not implement the technology directly in-house, it has given some staff a perspective on options for remote sensing that could be potentially contracted in. The course also highlighted that the technology is currently focused on fields and agriculture, with limited forays into the forested environment. In this respect our practitioners have an opportunity to lead UAV application development and courses like these provide background knowledge to do so” said a spokesperson for STT.

Adrian Walls was one of STT’s staff selected to attend the course and he had this to say about his experience, *“It has supplied reference material, contacts and recommended software and procedures, which will improve the quality of our product.”*



Employers benefit from workers who are better trained and able to do more in the business

Working with Tasmania Safety and Training Services (TSTS), Cumming Road Constructions identified that one employee required training in the unit of competency RIIMPO310E – Conduct grader.

Ian Cumming, Director at Cumming Road Constructions was very happy with the training conducted under this project. *“Having this employee undertake this training has made him a much more versatile employee. He can now undertake duties I would previously have had to do myself, and now I have more time to focus on other duties,”* he said.

Helping people stay within the industry

Employers have attested to the benefit of helping new people join the industry.

As co-director of TP Bennett & Sons, Neil Bennett noted *“training isn’t cheap but is very important. Any assistance with training costs is valuable in money terms and in what it can do for us encouraging people, especially younger ones, to stay in our industry.”*

Glenorchy City Council also specifically highlighted how its training of workers in their 20s and 30s helped them introduce new skills to younger members of their team. *“TSDS has provided the opportunity for one of the younger members of my team to obtain professional development that would not have occurred without the support of the funding program,”* said Rob Whittle of Glenorchy City Council. *“Training of our younger members gives them the incentive to continue their careers in the forestry industry,”* he said.

Local trainee wins industry award

BY PETER FISH

THE OUTSTANDING contribution of the individuals and companies behind Tasmania's forestry industry was recognised last week at the inaugural 2019 Tasmanian Timber Awards, and Mechanised Logging, a business which commenced in Scottsdale in 1994, featured highly among the award recipients.

The company is now based in Launceston but its staff of 37 is predominantly made up of north-eastern employees.

Adam Faulkner from West Scottsdale, an employee with Mechanised Logging, won the Trainee of the Year award.

A qualified saw doctor, Adam transitioned to the harvesting sector and brought a sound knowledge of work health and safety practices across with him.

Mechanised Logging Director Jillian Aylett-Brown said that Adam was an outstanding ambassador for success in changing careers and acquiring new skills.

"He's a fine young man who enjoys learning new skills, and is always open to guidance and coaching," Ms Aylett-Brown said.



Adam Faulkner of Mechlog

Award winning learners

Adam Faulkner of MechLog, who undertook a Certificate III in Harvesting and Haulage under the TSDS program went on to win the Trainee Award at the inaugural TFFPN Forest Industries Awards in 2019. An enthusiastic, reliable and motivated employee with a love for machinery and a focus on safety, Adam Faulkner was able to achieve competence in all areas of his certificate in just 12 months.

Not only did Adam enjoy the experience of gaining this nationally-recognised qualification, but he has also moved up to an Operations Supervisory position with MechLog.

This is an example of the success of the industry's training package under the TSDS program. The continuation of the program has real and long-term benefits to the Tasmanian forestry industry.

In addition to winning the Trainee of the Year Award, Mechanised Logging also won the 'Skill Development and Training Excellence' award at the Tasmanian Timber Awards (2019). This was greatly assisted by the TSDS program enabling valuable training opportunities.

Acknowledgment and Thanks

The following past and present industry members and observers have contributed to the success of the TSDS. We thank them for their commitment to the industry and their support of training of Tasmanian Forest and timber workers and contractors.

Current Steering Group Members

CFMEU – FFPD Division, Denise Campbell-Burns
Forest Industries Association of Tasmania, Terry Edwards - CHAIR
Skills Tasmania, Dr Alexis Wadsley
Sustainable Timbers Tasmania, David White
Tasmanian Forest Contractor Association, Stacey Gardiner
Tasmanian Special Timbers Alliance, Andrew Denman

Current Observers

Dept of State Growth, Graeme Nibbs
ForestWorks, Yvette Nash

Previous members and observers

CFMEU – FFPD Division, Jane Calvert
ForestWorks, Diana Lloyd
Skills Tasmania, Stuart Hollingsworth, Tracey Taylor
Sustainable Timber Tasmania, Craig Patmore, Michelle Howells
Tasmanian Forest Contractor Association, Karen Hall



Engagement

The following past and present industry members and observers have contributed to the success of the TSDS. We thank them for their commitment to the industry and their support of training of Tasmanian Forest and timber workers and contractors.

TSDS had a broad reach into the Tasmanian forest and timber industry. Over the life of the 5 year project 142 individual organisations were engaged across all sectors –

- harvesting and haulage
- forest growing and management
- sawmilling and processing
- timber merchandising
- timber manufactured products
- pulp and paper manufacturing
- wood panel and board production
- furnishing and craft wood.

There is an opportunity for the government to build on this engagement and engage with organisations such as ForestWorks, TFFPN, AFCA and the CFMEU in decision making processes. It is preferred that organisations are invited to participate in decision making rather than individual employers to ensure full representation.



We thank all the organisations who participated in the TSDS:

A Neasey Contracting	Eyewood	Reliance Forest Fibre
A1 Rock Solid	Fielding Logging Pty Ltd	S&A Rowe
Agri Contracting	Forest Planters Enterprises Pty Ltd	S&L Norris
AK Consultants	Forest Practices Authority	SD Groves Earthmoving Pty Ltd
AKS Forest Solutions	Forestry and Technical Services	Seamax Pty Ltd
AL Dodd	Forico Pty Ltd	Select Logging Pty Ltd
Allen Transport Services	Four Seasons Forest Services Pty Ltd	SFM Forest Products
Amain Plantation	Geoffrey Williams	Silviculture Services
AMS - Australian Marshalling Services Pty Ltd	Glenorchy City Council	Southern Environmental
Arbre Forest Industries Training & Career Hub Inc	Greg Rawlings Bulldozing	Stornoway
Artec Group	H J & M J Stacey Pty Ltd	Stronach Industries Group
Artec Pty Ltd	Hellswood	Sustainable Forestry Solutions
B.J. Gibbons Contracting	Home Frame and Truss	Sustainable Timber Tasmania
B.R. & K.F. MUSKETT & SONS PTY. LTD.	Hydro Tasmania	Ta Ann Tasmania Pty Ltd
BAC (Tas) Pty Ltd	ISO Marshalling Pty Ltd	Tas Land and Forest
Bazza Jack Pty Ltd	Jakari Enterprises Pty Ltd	Tas Native Timbers
Beams Bros Pty Ltd	Jason Weller Plumbing	Tas Specialty Log Exports
Beaumont Timber Harvesting Pty Ltd	JCH Harvesting and Haulage	Tas Timber Harvesting Pty Ltd
Becks Frame & Truss	Jones Forest Management (Aus) P/L	Taslog Pty Ltd
Bishop Excavations	K&L Rogers Bulk Haulage	Taslog Transport Pty Ltd
BKG Contracting	KC & KN Hall Pty Ltd	Tasmanian Fire Service
Bramich Bulldozing Pty Ltd	Kelly Gang Timbers Pty Ltd	Tasmanian Heavy Haulage Pty Ltd
Britton Timbers	KJ Padgett & Co Pty Ltd	Tasmanian Irrigation
Britton Veneer Products	KW & CE Smithers	Tasmanian Native Timbers
BRJ Logging	L Wells & P Whelan	Tasmanian Safety & Training Services
Burrows Contracting	L&M Contracting	Tasrack
C.P. & S.M. Cowen	Langan Investments Pty Ltd	TDF Contracting
Camm Contracting	Lee Adamson Ringk T/A Killiecrankie Farm	Technical Forest Services Pty Ltd
Cannon Plant Hire	Les Walkden Enterprises Pty Ltd	Ted's Forest Management
Casegrande Lumber Pty Ltd	LJS Holdings (Tas) P/L	Ten Mile Development
CFMEU	Majestic Timbers Australia Pty Ltd	TFA Contracting Pty Ltd
Charlie Davis	McKay Investments Pty Ltd	TFA Holdings Pty Ltd
Chatwin Logging	McKay Timber	The trustee for Bennett Family Trust
Chris Ringk	Meander Valley Tree Services	Timber Haulage Tasmania Pty Ltd
Circular Head Earthmoving Solutions	Mechanised Logging Pty Ltd	Timberlands Pacific Pty Ltd
CJR (TAS) Pty Ltd	MJ Contracting Services Pty Ltd	Timberlink Australia Pty Ltd
CMTP Pty Ltd	Norske Skog Paper Mills (Australia) Ltd	Tinderbox Firewood and
Collins Contracting Pty Ltd	Nothrop Logging Pty Ltd	Water Supplies Pty Ltd
Complete Forestry Solutions	NP Newman	Treloar Transport
Cox Logging	Oldina Logging	Triple H Contracting Pty Ltd
Cumming Road Constructions Pty Ltd	Orana Enterprises Pty Ltd	University of Tasmania
D&C Quarry	P & J Stone P/L	Valley Harvesting Pty Ltd
D&L Gurr Forestry Pty Ltd	Pentarch Logistics	Woodland Management Pty Ltd
Damien Richard McLaren	Perotti Brothers	Woodstock Forest Service
Department of State Growth	PF & NJ Pearn	
Devon Contractors	PF Olsen (AUS) Pty Limited	
DPIPWE	PFT	
EcoTas	PL &NR Voss	
Esk Mapping	R.C. & J.M. Woodhouse & Sons Pty Ltd	
	Real Forest Planning P/L	



What is the TSDS?

The Tasmanian Training and Skills Development Service was funded by the Australian and Tasmanian Governments to support the rebuilding and reskilling of the Tasmanian forest and timber industry.

ForestWorks was contracted by the Tasmanian Government since 2014 to run its Employee Assistance Program – Transitional Support Payments and Provision of Skill Development Services. With the funds remaining after Phase 1 Transitional Support Payments (TSP) of this program, Phase 2 was created in 2016 to focus on Skill Development Services and became known as the Training and Skills Development Service (TSDS).

The objective of this funding program was to enable current and potential forestry employees to undertake training and skills development to match their vocational skills to changing job requirements arising from the restructuring of the forestry industry. The program allowed for the recognition of existing skills in the industry and to fund training that is necessary for forest and timber workers but is non-accredited training as well as financial support for Workforce Development Planning.

The funding is for training linked to national competency standards – either at a unit of competency, skills set or qualification level, or training recognised by the Tasmanian Forest and Timber Industry as appropriate and relevant to the industry – consisted of a payment to the RTO or approved provider to the value of 80% of the cost of training. The remaining 20% consisted of an employer co-contribution either in cash or in-kind. The training costs of identified individuals and courses were set in accordance with existing Tasmanian state government fees setting approaches.

As well as accredited training, TSDS also supported industry endorsed non-accredited training – that's what made it different. This allowed businesses in the forestry industry to undertake training in skills determined by industry to be important, but which may not otherwise have received funding. Without the support of TSDS this training may not have been done.

This breadth of training eligible for TSDS funding has resulted in demand for training in areas as diverse as mental health first aid, project management, and drone training. Workforce Development Planning has also allowed organisations to look more closely at their business and identify current and future training needs to address the ever-changing industry.



ForestWorks

Supporting industry to develop workforce skills

FREECALL 1800 177 001

✉ forestworks@forestworks.com.au

🐦 @ForestWorks

🏠 www.forestworks.com.au

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