

Skills Development

The Way Forward

Skill and Training Opportunities in the Forest, Wood, Paper and Timber Products Industry

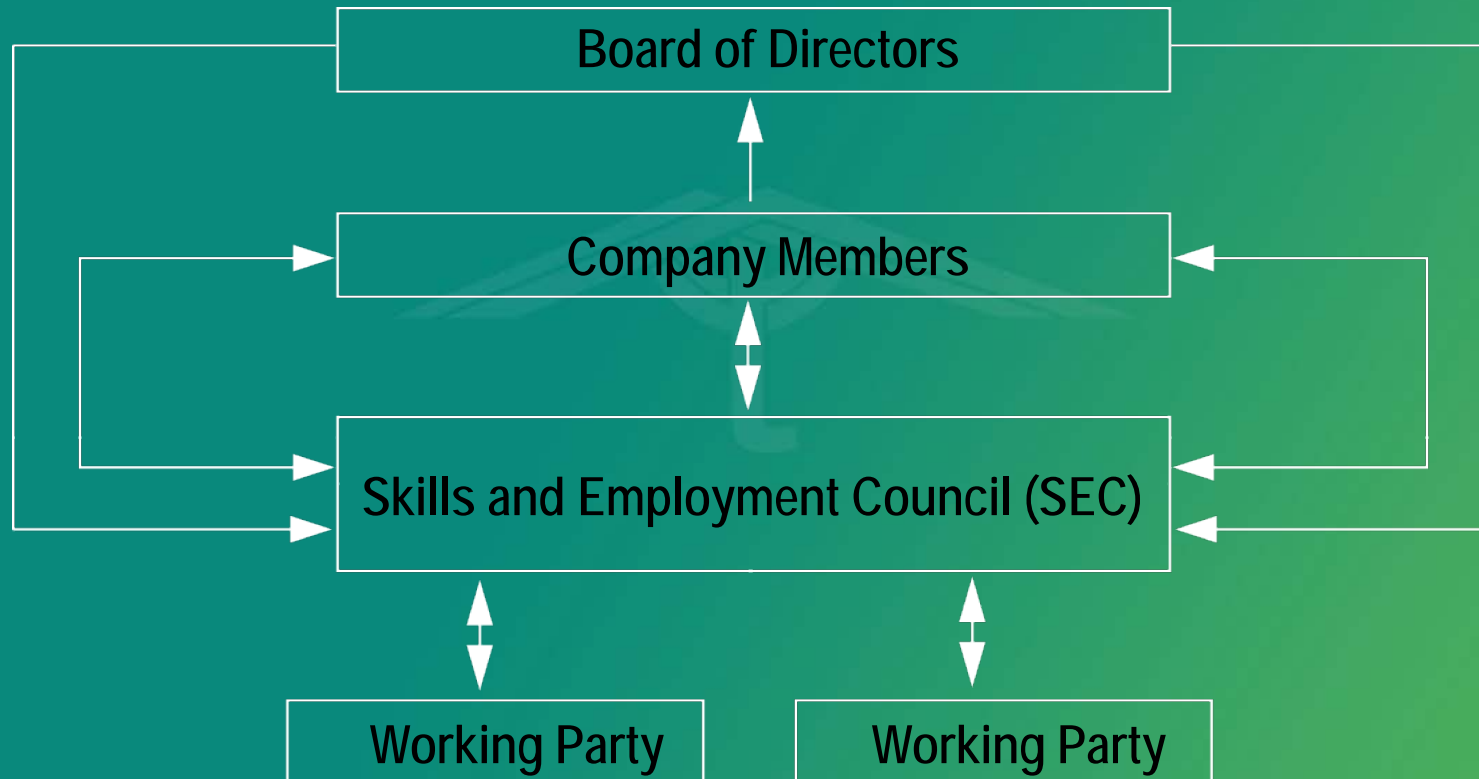
Presented by: Michael Hartman



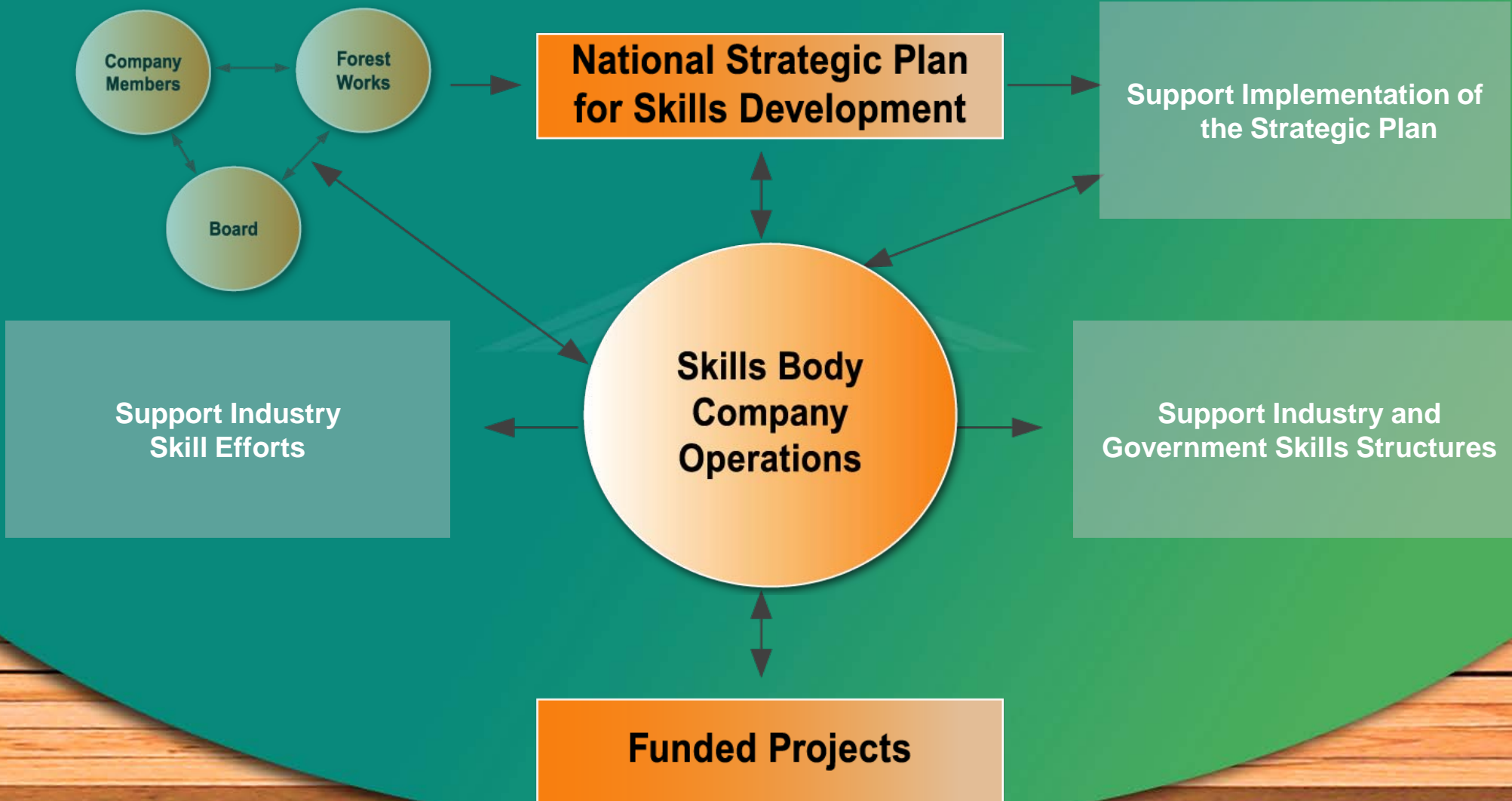
Improving industry's capacity to develop and maintain a skilled workforce

ForestWorks has a 3 Tier Structure

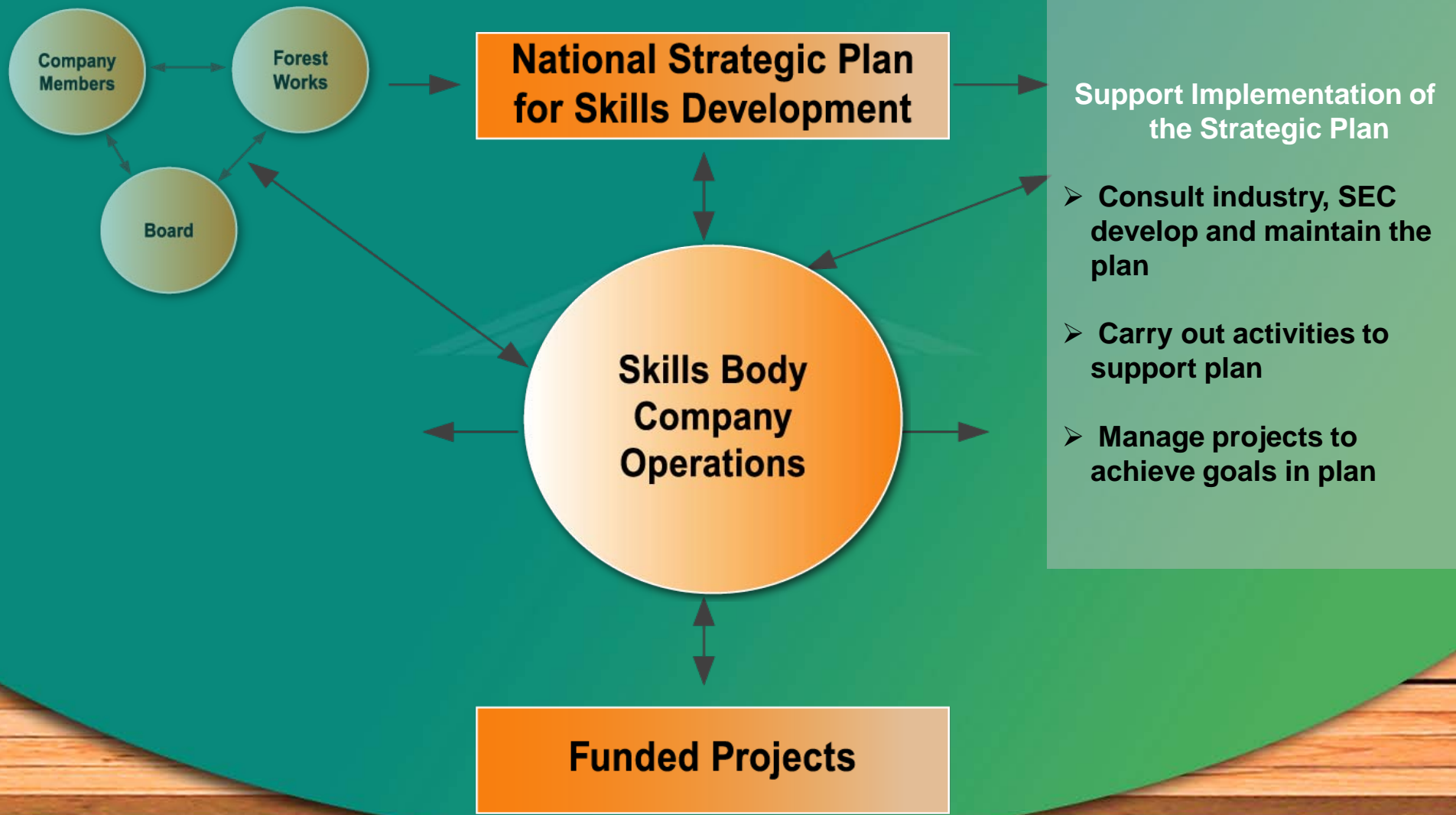
improving industry's capacity to develop and maintain a skilled workforce



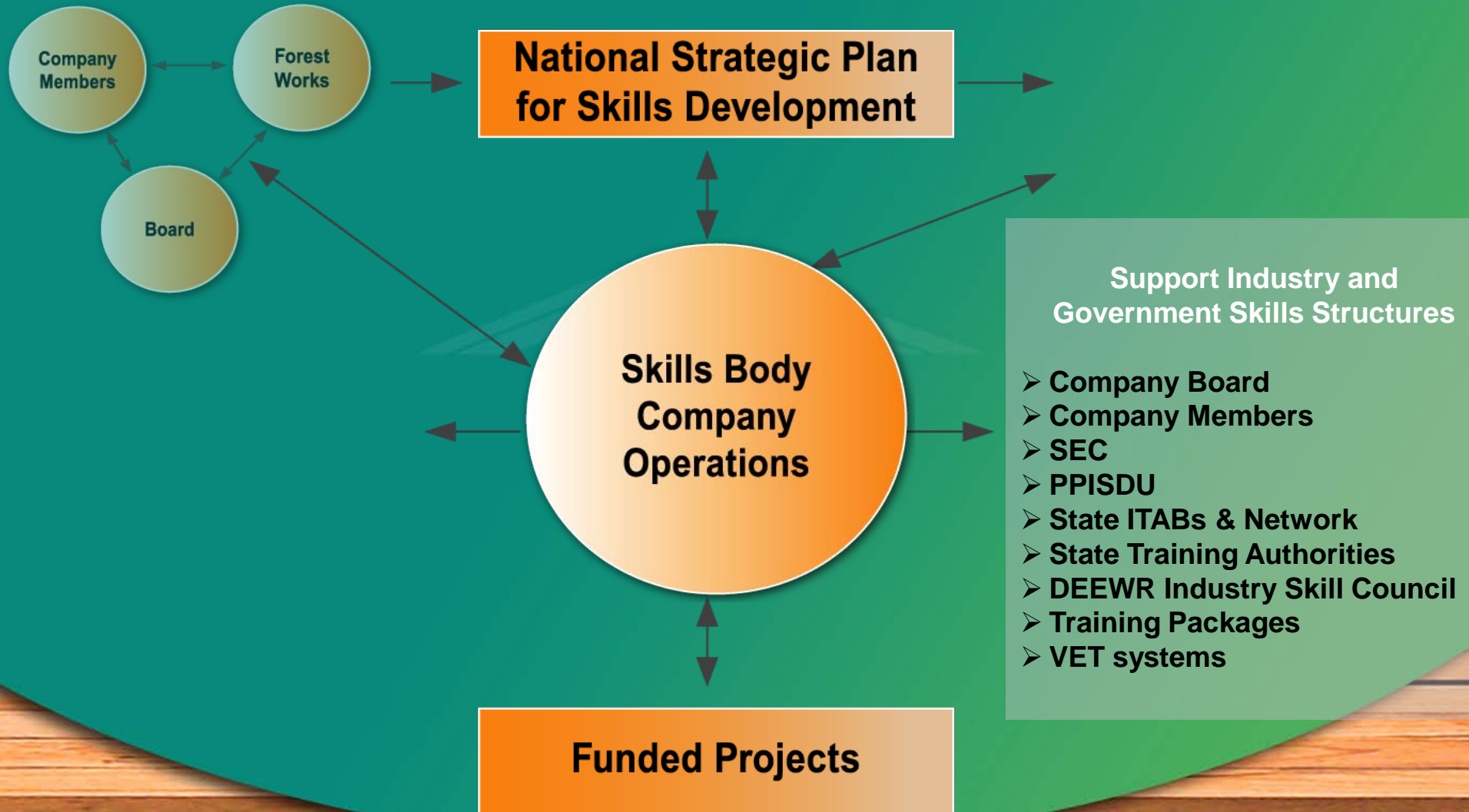
What Drives ForestWorks?



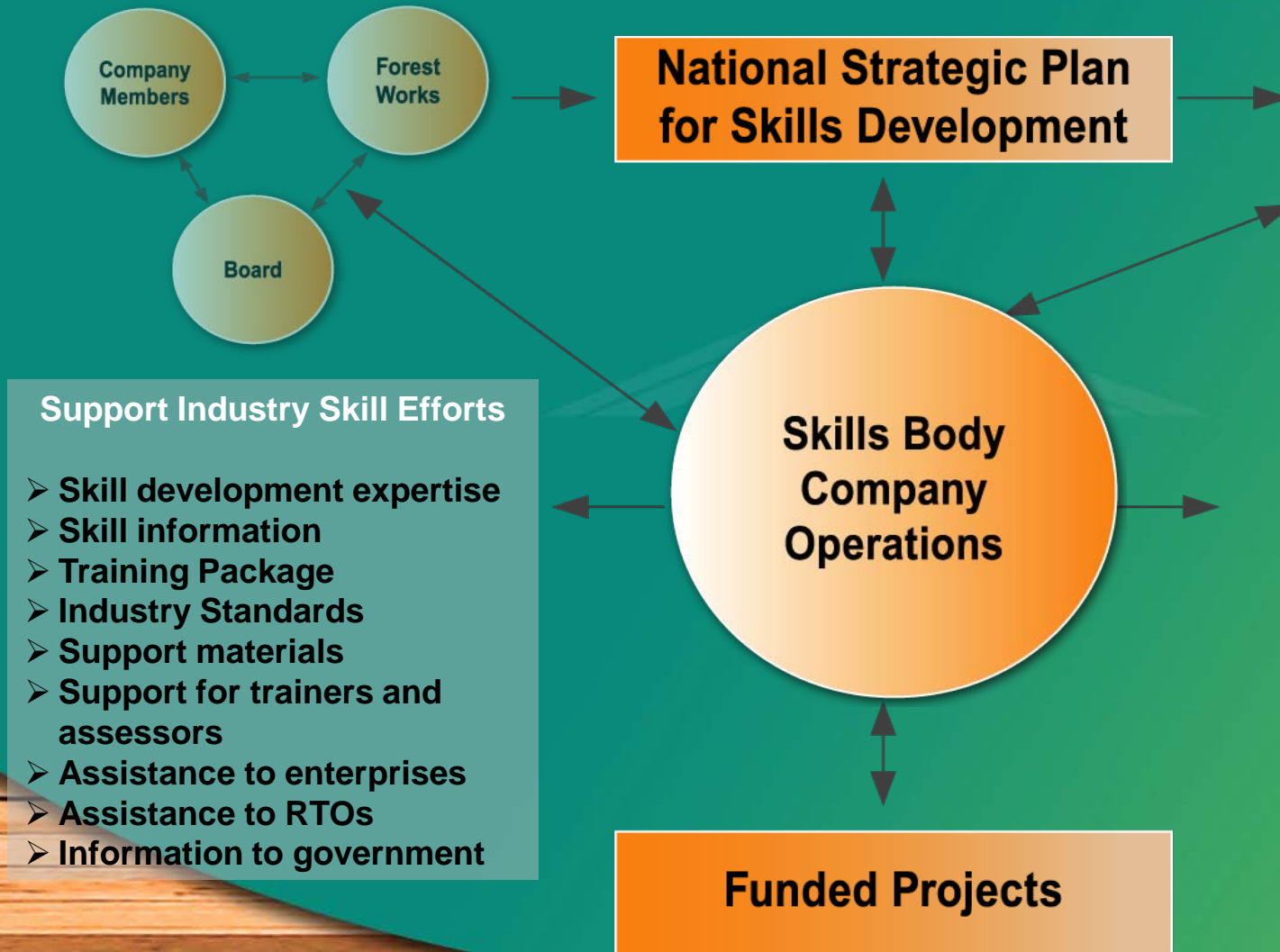
What Drives ForestWorks?



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ForestWorks reason for being

- One national voice (Skills)
- VET sector interface
- Information, advice, research
- Encourage skill development
- Career development and attractiveness
- Support Industry viability
- Gain and utilise government funding

Current Skill Issues

- Skill shortages and labour oversupply
- Thin and dispersed training market
- Location and level of training expertise
- High cost of training
- Process/machine specific skills
- Difficulties in the delivery of “leading edge skills” and knowledge updates
- Enterprise capacity to address skill needs
- Career paths & attractiveness

Skill & Labour Shortages

What is a skill shortage?

- Existing employees
- Vacant position
- Unsuitable new entrants

Why they occur?

- Changes in technology
- New work processes
- Increased responsibilities
- Higher skill required
- Multi skilling

Skill & Labour Shortages

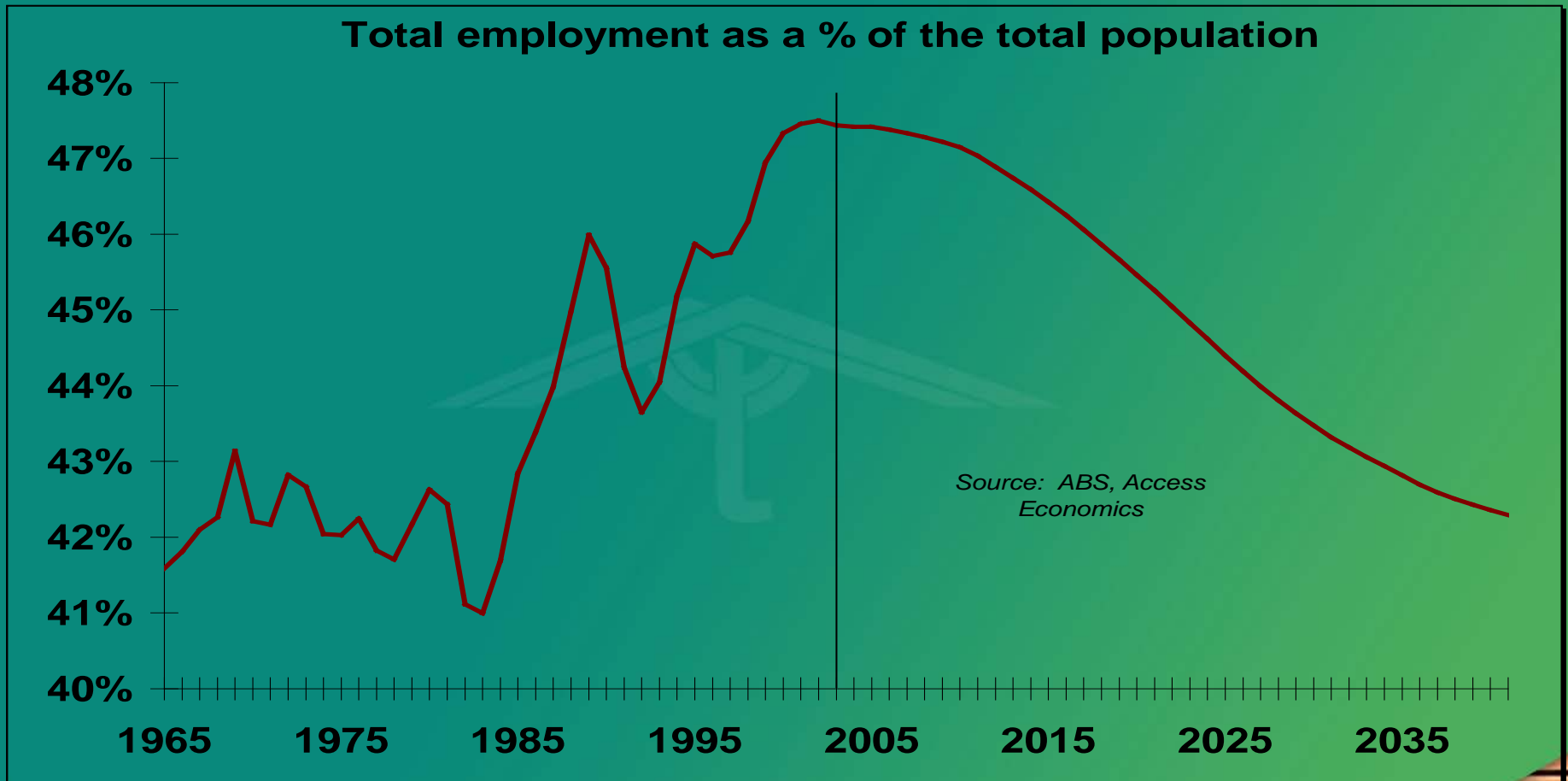
What is a labour shortage?

- Cannot attract workers with or without skills

Why do they occur?

- High participation rates
- Low unemployment rates
- Perception of valid careers
- The existence of other industries that are more attractive and are demanding labour

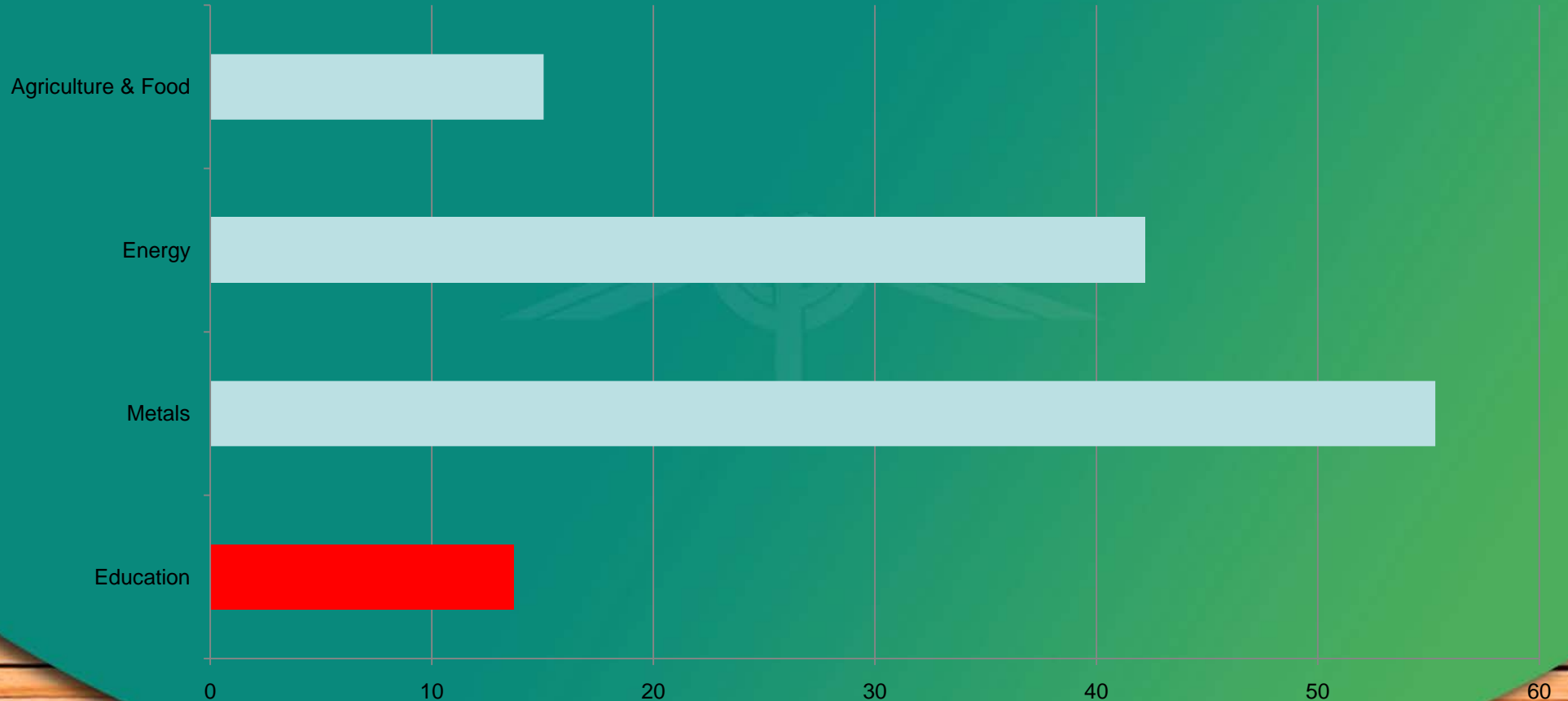
Current high participation rates



Australia's Top Exports 2007-08(\$bn)



Australia's Top Exports 2007-08(\$bn)

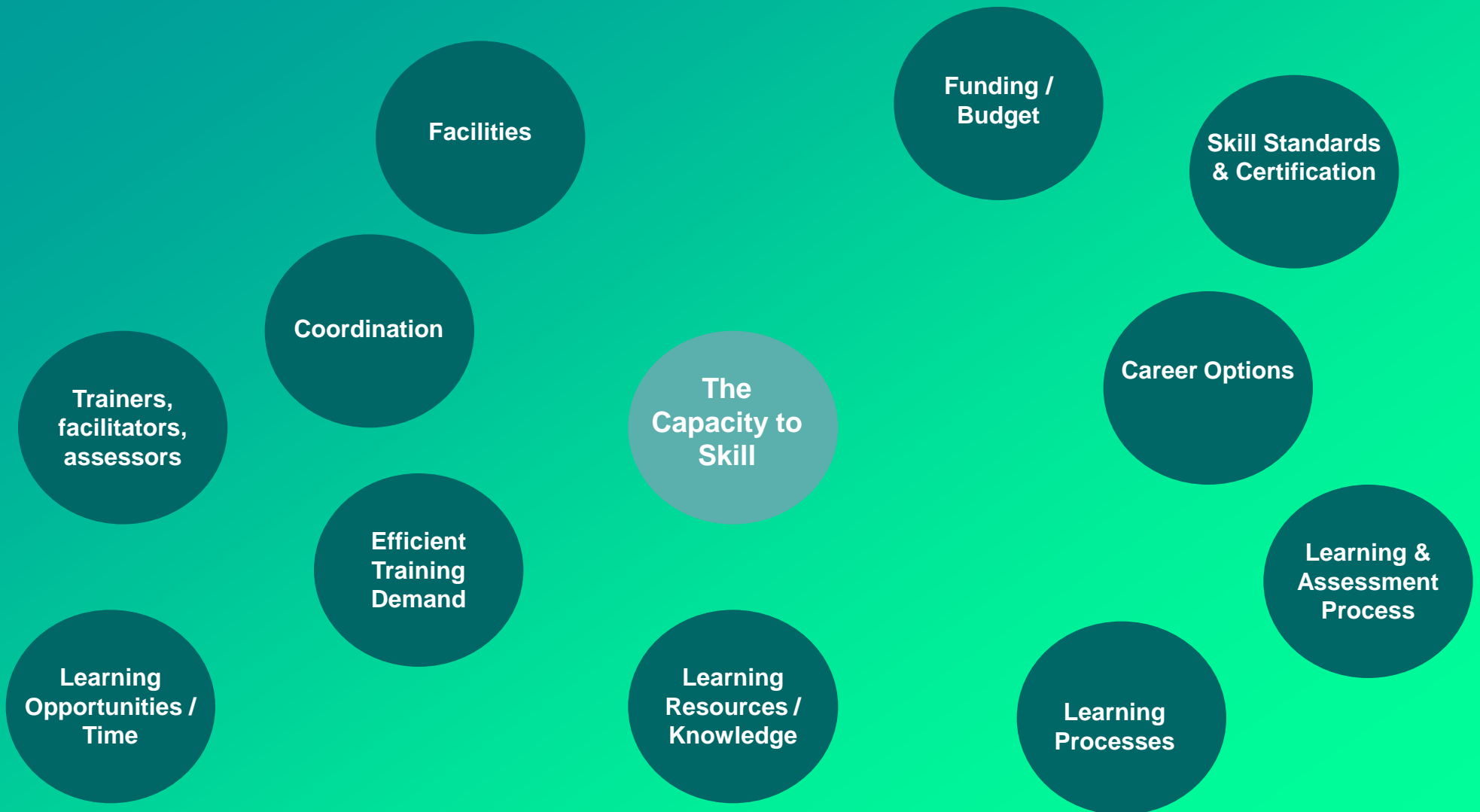


KEY POINT

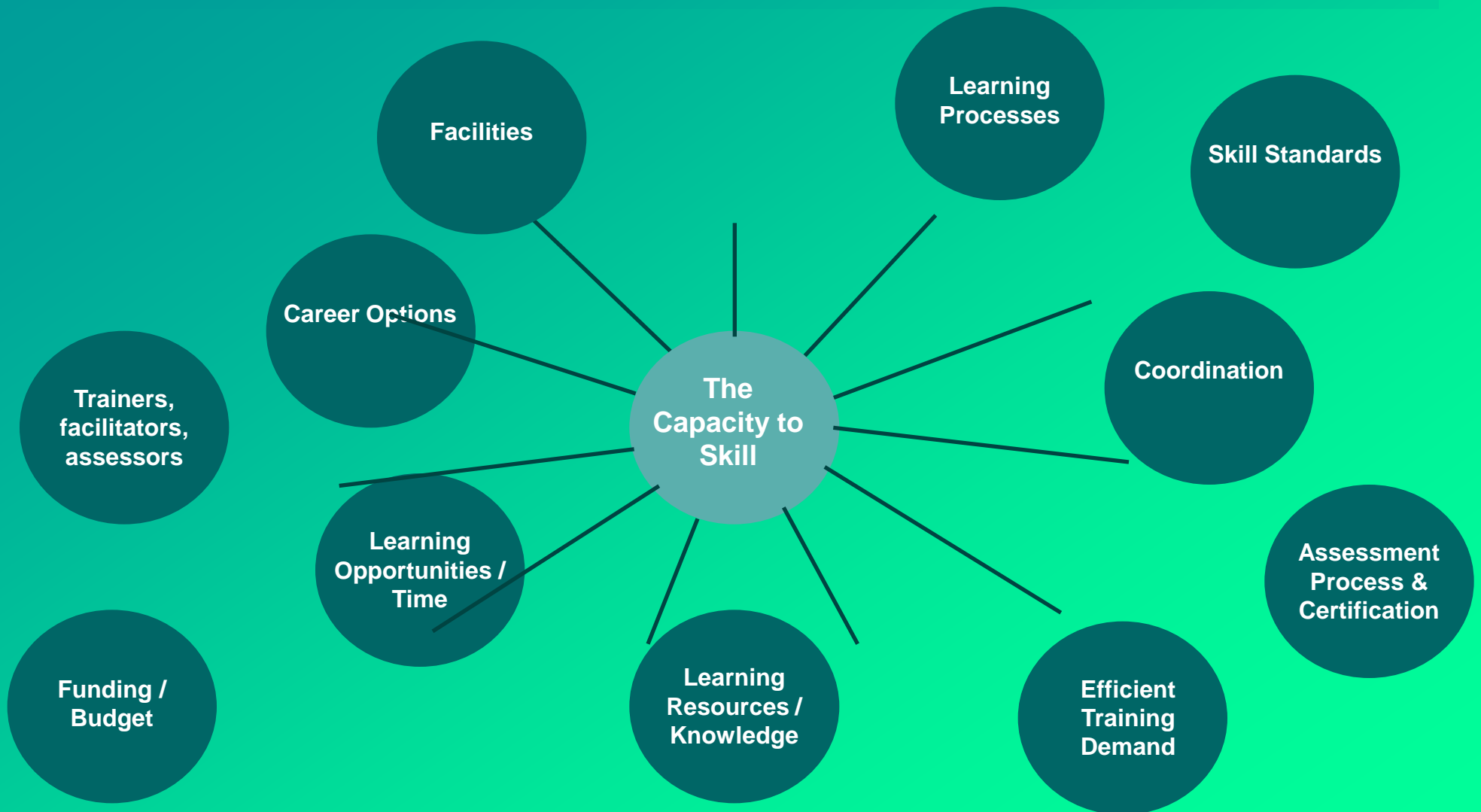
Not just a training supply issue



The Mix of Ingredients



Putting it all Together



Industry Skills Plan

WORK AREAS

**BUILDING
ENTERPRISE
CAPACITY**

**DEVELOPMENT
AND PROMOTION
OF CAREERS**

**ADDRESSING
INDUSTRY
CAREER, SKILL
DEVELOPMENT,
AND TRAINING
NEEDS**

**ENHANCING
TRAINING AND
ASSESSMENT**

**IMPROVING
VET SECTOR
STRUCTURE &
SYSTEMS**

Addressing Industry Career, Skill Development, And Training Issues



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STRUCTURE
AND SYSTEMS**

1. ENTERPRISE FOCUS

- Enterprise need access to advice, information, brokerage services, options, and education

- Enterprises need to create training and learning opportunities

Enterprise need to make resource commitments to skill development, including a nominated 'training champion'

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2. Training Organisation Focus

- Access to training resources and infrastructure, delivery for all sectors and regions

- Quality training and assessment

Industry commitment to developing critical mass of trainees across regions and seasons

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3. Skill Shortage Focus

- Need to develop more attractive careers and pathways

- Attractive careers & jobs need to be promoted

Industry commitment to building better jobs and careers and to attracting/retaining employees

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4. Skill System Focus

- National, industry wide, skill standards and qualifications

- Coordinated effort nationally and across All states, sectors and organisations for implementation

Industry commitment to participating in structures and providing information

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What mechanisms are in place?

1. ForestWorks national structures SEC, FIAPS, advice, info
2. Training Packages, qualifications and assessment standards
3. Models for success, Training Providers, pathways, pathway pilot programs, training brokerage
4. SET initiatives and project officers
5. State ITABs and committees
6. Careers and pathway initiatives
7. Indigenous employment officer
8. DVDs, websites and learning materials

Funding and Support

Employers need, information, advice and assistance

And some of the costs of training met

Costs of Vocational Training are heavily subsidised if you use a Registered Training Provider (RTO)

Many different funding streams for RTOs, providing the right Qualifications are chosen

Also incentives for employers ie cash payments of up to \$7350 per trainee also some wages subsidies



Food for thought

- critical mass of trainees issues
- today: less people and more technology
- higher levels of knowledge and skills
- increased regulation OHS, Quality
- training investment in each individual worker has grown
- therefore the need to retain the individual has increased
- Has our capacity to do so decreased???