

# Stock take of training options available to forestry industry.

New Zealand Forest Owners Association | December 2018



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## Introduction

This paper is the result of a desktop exercise to retrieve information regarding the current training programs known to be available to the New Zealand forestry sector. Outlined below is a brief explanation of some of the funders (or potential funders) of sector initiated programs, outside the Tertiary Education Commission (TEC). Following on from this is a brief outline of each of the training programs identified.

### Mana in Mahi Strength in Work – Work and Income Te Hiranga Tangata

Strength in Work is a new initiative to help young New Zealanders get valuable, sought-after skills and qualifications that can get them into a real job. It will also help address some of the skill shortages employers face. Ministry of Social Development (MSD) only run programmes based on demand request from industry sectors e.g. forestry contractors would need to advise MSD that they have demand for workers at entry level. Employers get a wage subsidy to help with the cost of hiring a young person through Mana in Mahi, and supporting them to learn new skills, get qualifications and have a better chance at a real job. MSD work with the private training establishment to put together a training and employment programme specifically for that employer. See <https://www.workandincome.govt.nz/about-work-and-income/news/2018/mana-in-mahi-strength-in-work-launched.html> for more information.

### He Poutama Rangatahi - Ministry of Business Innovation and Employment Hikina Whakatutiki

He Poutama Rangatahi (HPR) is a programme aimed at helping young people (rangatahi) Not in Education, Employment or Training (NEETs) who are furthest from employment, on pathways to sustained employment and the program is underpinned by pastoral care. Essentially HPR is a series of pilot projects (19) in four regions – Eastern Bay of Plenty, Hawkes Bay, Tairāwhiti and Te Taitokerau – and cover a range of sectors. There have been four projects related to forestry which include Learn While You Earn - Tane Mahuta NZ Ltd, The Generation Programme - Eastland Wood Council, Northland College Pine Project and Tupe Ake – Forest Protection Services. Most are in their early stages. As with all HPR projects the measure of success is sustained employment. See <https://www.mbie.govt.nz/info-services/employment-skills/he-poutama-rangatahi1> for more information.

### Partnership Grants from the One Billion Trees (1BT) Fund - Te Uru Rākau Forestry New Zealand

These grants focus on partnerships between organisations and groups to enable an increase in tree planting – whether through research, innovation, or sector development. Priority areas for funding include Labour or workforce development and the project resulting in increased availability of labour to establish, plant and maintain trees, or an upskilled workforce. Two training programs have been funded by the 1BT Fund to date which include Ngati Hine Forestry Trust Manuka Plantation Training

and ManaiaSAFE Forestry School Pilot Project. See <https://www.teururakau.govt.nz/funding-and-programmes/forestry/planting-one-billion-trees/one-billion-tree-fund/> for more information.

## Training Options Currently Available to the Forestry Industry

### A Pathway To Success - Log Transport Safety Council (LTSC)

**Program Scope:** LTSC is a pan industry collaborative of Truck operators, Transport Researchers, Trailer Manufacturers, Forest Owners, Legislators and Enforcement agencies. A pathway To Success LTSC Driver Evaluation is an assessment framework which recognises performance by an individual driver and identifies, for the company, potential loss and/or risk factors.

Note: LTSC also offers a Fit for the Road education program which is about log truck drivers making a commitment to a healthy lifestyle, and requires the efforts of truck drivers, log truck company owners, and industry experts in health and wellbeing, to make it work. The programme runs over a 12-month period. Each month of the programme focuses on different areas of health and wellbeing and participants will be provided with resources to make changes in these areas. LTSC also offers businesses to take part in Sleep Apnia research and education.

**Contact details:** Bruce Nairn –LTSC Secretary phone 0274 943 695 and email [tsc@logtruck.co.nz](mailto:tsc@logtruck.co.nz)

**Region of delivery:** Nationwide.

**Period of training:** Commonly used as training, assessment and sign off for on-road truck drivers.

**Funding source and cost of delivery:** Self-funded approximately \$1,000 per driver per annum.

**Progress against completion:** N/A.

**Additional Information:** <https://logtruck.co.nz/>

## Commercial Transport - AMS Group

**Program Scope:** NZ Certificate in Study and Career Preparation Commercial Transport (Level 3) (replacement of expired program 2018)

**Contact details:** Kuini Te Amo 0272926570.

**Region of delivery:** Bay of Plenty and Hawkes Bay (looking to expand in 2019 into Taranaki, Manawatu and the South Island).

**Period of training:** Dates to be organised for 2019. This is an ongoing program, looking to run 12 to 14 programs in 2019. SAC funding is secured for 2019, projected numbers are approximately 200 learners.

**Funding source and cost of delivery:** TEC with cost of delivery to be negotiating this further with TEC in 2019. Cost of delivery includes students' fees of \$2,500 per candidate.

**Progress against completion:** For the first intake program completions were 67 percent, graduate destination (employment) 52 percent, with further follow-ups still to come. Second intake looking to improve on this however we will not know the full outcome until early 2019.

**Additional information:** <https://www.amsgroup.co.nz/Course-Info/NZQA-Qualifications/Commercial-Road-Transport>

## Commercial Transport – Toi Ohomai Institute of Technology

**Program Scope:** New Zealand Certificate in Commercial Road Transport (Heavy Vehicle Operator) (Level 3) – A one-year full time cadetship program is offered for 2019. During the program students will also gain:

- Class 2 full truck license
- Class 4 full truck license
- Class 5 full truck license
- DG (dangerous goods) endorsement
- F (forklift) endorsement
- Work Safe Operators Forklift Certificate

**Contact details:** Peter West 07 557 8860 or 027 404 0772 Group Manager Road Transport and Logistics.

**Region of delivery:** Rotorua, Tauranga, Tokoroa campuses.

**Period of training:** One-year programme with a large portion during which students work in industry.

**Funding source and cost of delivery:** TEC funded and \$4,947 total cost of qualification for domestic students.

**Progress against completion:** For the first intake program completions were 67 percent, graduate destination (employment) 52 percent, with further follow-ups still to come. Second intake looking to improve on this however we will not know the full outcome until early 2019.

**Additional information:** <https://toiohoma.ac.nz/study/new-zealand-certificate-commercial-road-transport-heavy-vehicle-operator-level-3>

## Emerging Leaders Program - PF Olson Ltd

**Program Scope:** Training for younger people, identified as having potential, but needing skills (functional literacy) to take the next step.

**Contact details:** Miriam Miller

**Region of delivery:** Central North Island – running a pilot currently. Feedback from Contractor Principals is that their trainees were using the learning in daily operational activities. By all accounts, very successful; good positive feedback from employers and from the participants themselves who graduate in late December. The program will then be evaluated for rollout across our regions.

**Period of training:** July – December 2018. Hopefully on-going as it has been very successful and well received by the participants. Funding could be secured for our regions, providing the criteria are met. There is a challenge to funding due to one of the criteria being that the participants cannot be tied into any other training agreement. For this reason, PF Olson struggled to fill a course in the CNI (PF Olson's largest region) due to the constraints around not being able to have two enrolments.

**Funding source and cost of delivery:** PF Olson partnered with Training For You and sourced Government Funding aimed at literacy/functional literacy. Total cost is unknown as it was not a part of PF Olson Ltd contribution to the project.

**Progress against completion:** Almost completed the pilot project –evaluation is likely to be completed in January 2019.

**Additional information:** <https://www.trainingforyou.co.nz/>

## Forestry and Harvesting (Diploma Level 6) – Toi Ohomai Institute of Technology

**Program Scope:** NZ Diploma in Forest Management (Level 6) program provides graduates with a good range of technical knowledge and skills relating to forest management. This provides them with a range of work opportunities in the plantation forest industry sector.

This program has been delivered in different forms since 1965 – from NZ Certificate in Forestry then National Diploma in Forest Management L6 (2.5 years) to the current version New Zealand Diploma in Forest Management L6, 2-year program. Graduates are employed in a range of roles in New Zealand and Australia including the planning and supervision of forestry operations, quality control of operations, data collection for pre-harvest inventory, health and safety management, and the planning and logistics of getting products to markets (supply chain).

Toi-Ohomai as the only provider has excellent facilities at the Rotorua campus including a specialized forestry training facility. This was constructed as a government funded initiative to provide a purpose built, state of the art, national training facility for the forest industry. This provides an excellent base for the delivery of the program. Classes are a mixture of lecture, computer tutorials and regular field trips to visit local plantation forests in the region. Each year students are also taken on 3-day trip to visit plantation forests and wood processing in another region.

The program develops strong computer, technology, research and report writing skills to give graduates the skills required for the work place. Software used while studying on this program include the below:

MS Word and Excel	GPS & associated software
Forecaster, YtGen & PlotSafe (Pre-Harvest Inventory analysis), Radiata Pine Calculator	GeoMaster - integrated GIS and Forest estate information management software
John Deere Harvester simulator	SilviA , STICKS (cloud-based harvesting & operational management data analysis solution)
UAV/drone flight training and UAV software – DJI Go, MapPilot and Pix4D	ArcGIS, LasTools, satellite images and analysis
CHPS (Cable Harvesting Planning Software)	RoadEng (Road engineering software package)

**Contact details:** Gordon Acres email [Gordon.acres@toiohoma.ac.nz](mailto:Gordon.acres@toiohoma.ac.nz), cell 021 190 3766.

**Region of delivery:** Rotorua.

**Period of training:** 2yr Full-time. Classes run 18<sup>th</sup> February to 25<sup>th</sup> October 2019, with 28 class weeks over the year. Numbers are between 12 and 16 per year and steadily growing.

**Funding source and cost of delivery:** Students pay tuition fees, some will have been awarded scholarships. Indicative annual fees for domestic students are \$6,200 - \$6,700 per year and \$35,900 total cost of qualification over 2 years for international students. All courses are TEC - SAC funded.

**Additional information:** <https://toiohomai.ac.nz/study/new-zealand-diploma-forest-management-level-6>

**For more information please contact:**

Carel Bezuidenhout – Faculty Leader, Primary Industries, Science and Environment,

[carel.bezuidenhout@toiohomai.ac.nz](mailto:carel.bezuidenhout@toiohomai.ac.nz), cell:

Professor Tim Payn – Chair of Sustainable Forestry, Toi Ohomai Institute of Technology and Scion

[tim.payn@toiohomai.ac.nz](mailto:tim.payn@toiohomai.ac.nz), cell: 021 866 137)

Shannon Smith – Group Manager Forestry, Wood Processing and Environment,

[shannon.smith@toiohomai.ac.nz](mailto:shannon.smith@toiohomai.ac.nz), cell: 027 587 8557

Shelley Rose – Group Manager Primary Industries, [shelley.rose@toiohomai.ac.nz](mailto:shelley.rose@toiohomai.ac.nz), cell: 027 703 5574

## Forestry and Harvesting (Entry and Intermediate Level) - Northtec

### Program Scope:

Training schemes:

- Level 3 Working in Harvesting Operations
- Level 4 Advanced Harvesting Operations

NZ Certificates (NZC):

- Forest Harvesting Operations Level 3
- NZC Forest Industry Foundation Skills Level 2.

Programs:

- Tupu Ake Programme (in partnership with Forest Protection Services, Te Matarau, Hancock Forest Management Limited, Minister of Social Development).

**Contact details:** Phil Nikora

**Region of delivery:** Northland including Far North (Kaitiaki), Bay of Islands, Ngawha, Whangarei.

**Period of training:** All year; continuous enrolment, starts in 1 Semester.

**Funding source and cost of delivery:** TEC subsidised; user pays \$45 per credit. Estimated 25 students per trainer (rolling enrolment); currently have 7 trainers; delivered as unit-based training scheme.

**Progress against completion:** Delivered as unit-based training scheme; students can accumulate units and apply to NZQA for qualification (NZ Certificate in Forest Harvesting Operations L3/4)

ongoing program. Note Previously delivered the qualification but students were over enrolled and completions poor this is why NorthTec now delivers unit-based training schemes level 3 and level 4 to ensure better success rates. NorthTec estimates there are currently 25 students per trainer (rolling enrolment); currently have 7 trainers. The NZC Forest Harvesting Operations Level 3 ongoing has an estimated 12 students and the NZC Forest Industry Foundation Skills Level 2 has an estimated 12 students.

**Additional information:** <https://www.northtec.ac.nz/programmes/forestry>

## Forestry and Harvesting (Entry and Intermediate Level) - Toi Ohomai Institute of Technology

### **Program Scope:**

#### **Entry Level 2 provision:**

New Zealand Certificate in Primary Industry Skills (Level 2), 40 credits. This 12-week taster course helps students learn the basics and sets them up for an exciting career outdoors. They get a taste of what it's like to work in the forestry, horticulture and farming industries as well as discover the vast career opportunities that are on offer. There's a balance of theory and practical sessions that give the students entry level skills needed for their first job or it can lead on to further study

**Contact details:** Shelley Rose email [shelley.rose@toiohoma.ac.nz](mailto:shelley.rose@toiohoma.ac.nz) phone 027 703 5574.

**Region of delivery:** Rotorua, Tauranga, Whakatāne.

**Period of training:** 15 weeks full-time, including holidays (if applicable).

**Funding source and cost of delivery:** All courses TEC - SAC funded. No tuition fees for domestic students.

**Additional information:** <https://toiohoma.ac.nz/study/new-zealand-certificate-primary-industry-skills-level-2>

### **Intermediate Level 3 & 4 provision:**

#### Training Schemes:

- Working in Harvesting Operations L3 Industry training
- Advance Harvesting Operations L4 Industry training
- Working in Harvesting Operations L3 Industry training
- Working in Silviculture Operations L3 Industry training
- Introductory Chainsaw Skills L3

These training schemes are for those that are in fulltime employment-on job training. We work out a training plan with each individual that leads towards a NZ certificate. The units are delivered one by one until they gain the NZ certificate in the strand they are needing. These training schemes cover a choice of all the unit standards for the strands on offer for each NZ certificate qualification. These training schemes are on offer throughout the Central North Island region currently.

#### NZ Certificates approved for delivery:

- NZ Certificate in Forest Harvesting Operations L3 (all 9 strands approved)
- NZ Certificate in Forest Harvesting Operations L4 (all 11 strands approved)
- NZ Certificate in Forestry Operations L3 (Silviculture) (all 4 strands approved)
- NZ Certificate Forestry Industry Operations L4 (Planning & Monitoring) (all 3 strands approved)

Toi Ohomai currently offer two versions of the NZ Certificate in Forest Harvesting Operations L3 as full-time programmes with specified strands:

- NZ Cert Forest Harvesting (Level 3), with Manual Processing and Quality Control strands, 20 weeks. This programme is on offer in Whakatane, Tauranga, Rotorua, Tokoroa, Taupo, Turangi, Taumarunui, and Blenheim. They are run on demand within these regions.
- NZ Cert Forest Harvesting (Level 3) with Basic Machine Operation and Quality Control Strands also include several chainsaw unit standards, 21 weeks. This programme is only on offer out of Rotorua due to resources, simulators and machines. Some of the “full time” students are on campus for up to 3 days per week and in industry for 2 days.

Both these offerings are for those wanting to gain the knowledge and skill to gain employment within a harvesting operation. These full-time programme offerings align with the training schemes for those in industry. Once the individual has completed the required training and assessments, they are awarded the relevant NZ Certificates and relevant strands.

**Contact details:** Richard Stringfellow email [richard.stringfellow@toiohomai.ac.nz](mailto:richard.stringfellow@toiohomai.ac.nz) and phone-0212777337.

**Region of delivery:** as outlined above.

**Period of training:** All on going and approved programmes through NZQA. Training schemes are run all year round on demand by industry, student numbers are steady. Student numbers in the full-time

level 3 programme doing Manual Processing and Quality Control strands, are decreasing. Student numbers on the Basic Machine Operation and Quality Control strands, are increasing and there are rolling intakes every seven weeks. Overall numbers are steadily growing both on the training schemes for those in employment and on the full time programs.

**Funding source and cost of delivery:** All courses TEC - SAC funded with student fees based on credits for training schemes and credits for full time programmes.

**Additional information:** <https://toiohomai.ac.nz/study/subject/forestry>

## Forestry and Harvesting (Intermediate Level) - Competenz

**Program Scope:** Competenz is the Industry Training Organisation (ITO) for the forestry sector. The ITO has responsibility for:

- Standard setting – having unit standards and qualifications registered with NZQA
- Quality Assurance – moderation of all assessments against unit standards
- Facilitation of training and assessment.

Competenz arranges training and assessment for the following programmes:

- New Zealand Certificate in Forestry Operations (Level 3)
- New Zealand Certificate in Forest Harvesting Operations (Level 3)
- New Zealand Certificate in Forest Harvesting Operations (Level 4)
- New Zealand Certificate in Forest Industry Operations (Planning and Monitoring) (Level 4)
- New Zealand Certificate in Felling and Clearing (Level 3) – non-production operations.

**Contact details:** Mark Preece email [M.Preece@competenz.org.nz](mailto:M.Preece@competenz.org.nz)

**Region of delivery:** Competenz has a team of 8 operational staff servicing the forestry sector. There are 7 regionally based field staff and a manager. These field staff work with contractors and their employees. Competenz has approximately 160 registered assessors. Approximately 80 of these are 'in-house' assessors and are employed by the contractor. Most of these also carry out operational tasks within the contractor's business. The other 80 assessors are contracted directly by Competenz.

**Period of training:** In most cases the training component is arranged directly by the contractor, the majority of this training being carried out on job by an experienced crew member or in some cases a dedicated in-house trainer. There are a small amount of off-job, 'classroom' based delivery options and while these are good learning environments, it is difficult to get workers away from the job.

**Funding source and cost of delivery:** Competenz receives funding from TEC based on learners or apprentices signing into a qualification-based programme. Funding is available for those in employment.

**Progress against completion:** Not provided.

**Additional information:** <https://www.competenz.org.nz/industries/forestry/>

## Forest Engineering Workshops - University of Canterbury

**Program Scope:** Four one day workshops covering:

- 1) an Introduction to LiDAR analysis in ArcGIS
- 2) designing culvert stream crossings and reduced-impact roads
- 3) cable Logging and Harvest Planning – including CHPS and
- 4) working on Steep Slopes with Winch-Assist (with field trip).

**Contact details:** Rien Visser, email [rien.visser@canterbury.ac.nz](mailto:rien.visser@canterbury.ac.nz)) or Hunter Harrill, email [hunter.harrill@canterbury.ac.nz](mailto:hunter.harrill@canterbury.ac.nz)

**Region of delivery :** University of Canterbury (UC), but also in regions if sponsored by companies.

**Period of training:** Every year in August, or as ordered by companies. Minimum course number is 12 and capped at 30 for each day

**Funding source and cost of delivery:** User pays at \$330 (incl. GST) per person per day or \$1150 (incl. GST) for all four.

**Progress against completion:** UC report great attendance last 3 years and great feedback received.

## Forestry Establishment and Silviculture - Te Wānanga o Aotearoa

**Program Scope:** NZ certificate in forest industry foundation skills: establishment and silviculture is a nationally recognised qualification to provide the foundation skills needed to plant and tend forests. Learning within both classroom and out in the bush. Learning objectives include general safety requirements in a forest operation, safe practices when working at vegetation fires, plantation forest establishment (planting, fertilising and releasing) and silviculture operations (pruning and thinning).

**Contact details:** Travis Timoko 021457443

**Region of delivery:** Rotorua and Kawerau.

**Period of training:** A and B Semesters. Ongoing subject to numbers recruited to the programme, but intention is to roll over while industry demands workers.

**Funding source and cost of delivery:** Tertiary Education Commission with fees free for end user.

**Progress against completion:** There is room for improvement, working on support systems focused on engagement and completion and soft skills. Measures of success include students moving into sustainable employment, this is the first year the program has been offered and there has been mixed results with amendments being put in place for 2019 delivery. Te Wānanga o Aotearoa have also been working with secondary schools, community groups, iwi and local employers to create more awareness of the careers in the industry through our Maori Pacific Trades Training consortium based in Rotorua but with a view over Bay of Plenty

**Additional information:** [https://www.twoa.ac.nz/Nga-Akoranga-Our-Programmes/Professional-Skills-and-Trades/Certificate-in-Forest-Industry-Foundation-Skills?sc\\_lang=en](https://www.twoa.ac.nz/Nga-Akoranga-Our-Programmes/Professional-Skills-and-Trades/Certificate-in-Forest-Industry-Foundation-Skills?sc_lang=en)

## Forestry Foundation Skills - AMS Group

**Program scope:** NZ Certificate in Forest Industry Foundation Skills (level 2) with strands in harvesting, establishment and pruning.

**Contact details:** Graham Smith 0275486635

**Region of delivery:** Central North Island and South Island as an initial pilot, Waikato.

**Period of training:** Program was run in the latter part of 2018 as pilot. As part of the pilot we noted some students were struggling to attend the program due to family issues. This was addressed through the NZQA Type 2 change process and the program extended out from 15 weeks to 16 which should work much better in assisting those with children etc.

Planning in place for long term and continuous delivery of this program each academic year. Expected that the program to be SAC (Student Achievement Component) funded as it is pre-employment and we are looking to approximately 12 participants per program with at least 6 to 8 programs per year depending on demand and support by the industry and the TEC.

**Funding source and cost of delivery:** Seeking funding through SAC. Costs yet to be confirmed but program will be fees free for the student.

**Progress against completion:** Not known as yet.

## Forest Industry Foundation Skills - Regent Training Centre

**Program Scope:** NZ certificate in Forest Industry Foundation Skills Level 2 with pruning strand.

**Contact details:** Alan Tidswell, email [Alan.Tidswell@rtc.co.nz](mailto:Alan.Tidswell@rtc.co.nz)

**Region of delivery:** Northland

**Period of training:** 18 weeks, full time. Has been rolling enrolment

**Funding source and cost of delivery:** TEC funding and fees free for learners.

**Progress against completion:** This year in Kaitaia had 20 enrolments and 19 completions, in Whangarei 8 enrolments and 8 completions. On hold for the next twelve months due to uncertainty around enrolment numbers and difficulty finding a suitable tutor.

**Additional information:** <https://www.rtc.co.nz/COURSES/ForestryRuralSkills.aspx>

## Heavy Machinery Operator Training – Wilson Heavy Machinery Training Centre

**Program Scope:** Safe productive use of earthmoving machinery. This course is designed to get individuals to a point where they are safe to operate under supervision on the first day of employment eliminating costly unproductive and inconsistent on job training for industry. It is primarily designed as a fast track way of bringing new blood into our industry.

**Contact details:** Anthony Green, email [anthony@wilsonearthmoving.co.nz](mailto:anthony@wilsonearthmoving.co.nz).

**Region of delivery:** Whangarei.

**Period of training:** 9 – 10 courses per year up to 10 individuals per course.

**Funding source and cost of delivery:** This is a new form of training and final funding is still being finalised. Approximately \$10,000 with funding sourced from MSD, TEC, Industry, Student Loans.

**Progress against completion:** First cohort currently running.

**Additional Information:** <https://www.wilsonearthmoving.co.nz/>

## Learn While You Earn - Tane Mahuta NZ Ltd

**Program Scope:** Forestry training programme for rangatahi (up to Level 4) - including unit standards in health and safety, quality control, silviculture, log extraction and mechanised harvesting.

**Contact details:** Ripeka Evans email [tanemahutatt@gmail.com](mailto:tanemahutatt@gmail.com)

**Region of delivery:** Eastern Bay of Plenty

**Period of training:** Course ongoing until February 2020.

**Funding source and cost of delivery:** HPR funding - subject to contract and deliverables. Other funding from Tane Mahuta

**Progress against completion:** This pilot project targets 18 hard to reach rangatahi and 6 wahine. Training of first cohort is underway beginning August 2018 to February 2020. Progress will be measured over a two-year period.

**Additional Information:** [Tane Mahuta LWYE October 2018.pdf](#)

## Manaia Safe Forestry School / Eastern Institute of Technology (EIT)

**Program Scope:** This programme is delivered by Train Me Quality Services Ltd – trading as ManaiaSAFE Forestry School under a subcontract agreement to the EIT. It is a pilot programme underpinned by academic rigor in order to answer key research questions. The model is designed to be scaled from Level 2-5 on the NZQA frame work, potentially across all strands in harvesting and silviculture at this point. This program is specifically piloting the practical delivery of NZ Certificate in Forest Harvesting Level 3. Current strands in either tree felling, cable breaking out, manual processing and quality control.

**Contact details:** Steve Beach (ManaiaSAFE Forestry School) ph.0273 118 685 or Nigel Udy (EIT).

**Region of delivery:** Gisborne currently, the aim being a National Network of ManaiaSAFE Forestry Schools.

**Period of training:** Pilot intake Monday 22 Oct 2018 - Friday 8 March 2019. The pilot involves nine new entrants into the industry over the 20-week programme. The intention is for training to be ongoing. The program is one-off. However, there is potential for the programme to run again (2019/2020). Success measures include that graduates are work ready for harvesting contractors and will hold the New Zealand Certificate in Forest Harvesting Operations (Level 3) with strands in either tree felling, breaking-out, or manual processing.

**Funding source and cost of delivery:** Cost of delivery is \$833,889. 1BT (MPI) \$301,209, Eastland Community Trust \$200,000, Forest Growers Levy Trust \$200,000 and Eastern Institute of Technology \$132,680.

**Progress against completion:** The project is running to schedule. Measures of success will be reported on in the evaluation report due 29 March 2019.

**Additional information:** <https://www.trainmeqsl.co.nz/manaiasafe>

## Manuka Plantation Training Programme – Ngati Hine Forestry Trust

**Program Scope:** To provide a Manuka plantation training and work experience programme for 40 recruits over two years (20/yr) including planting 495ha. Includes forestry training / pastoral care / life skills.

**Contact details:** Rowena Tana 021 513 428 and [rowena.nhft@xtra.co.nz](mailto:rowena.nhft@xtra.co.nz)

**Region of delivery:** Taitokerau - Moerewa and Kaikohe.

**Period of training:** Feb 2019 to Sept 2020. It is a one-off two-year programme with the intent that the trainees stay in forestry.

**Funding source and cost of delivery:** Cost of delivery \$1,964,965. 1BT (MPI) \$1,895,965. Ngati Hine \$70,000.

**Progress against completion:** Training starts early 2019. Expect a 60% success rate, at least 25 of the trainees will be in forestry in Northland.

## Mike Hurring Training School

**Program Scope:** Forestry apprentice group training model run by forestry Contractor Mike Hurring. This is a duel program with all students signed in to Competenz NZQA.

**Contact details:** Phil Williams (Competenz) phone 027 438 8096

**Region of delivery:** Otago/Southland/South Canterbury.

**Period of training:** 10-month program. First group started in August 2017, second group in August 2018. The program is ongoing with one to two groups planned per year. Each group has 6 to 8 participants.

**Funding source and cost of delivery:** Paid for by Forest Industry – either Contractor or Forest Owner. Some fees free from TEC at \$5000 per student.

**Progress against completion:** First group had a 90 percent completion of program and National Certificates. Second group is currently 43 percent of their way through the program. At this stage all students are still participating.

## Northland College Pine Project

**Program Scope:** The secondary school-based program included fitness training and cultural aspects and Forestry Level 2 Qualification.

**Contact details:** Jack Johnson – RecruitMe NZ.

**Region of delivery:** Northland.

**Period of training:** March 2018-September 2018. As a pilot project it was a one off. This does not prevent a further application for something similar.

**Funding source and cost of delivery:** HPR funding . Forestry ITO were also involved. Cost of delivery was \$333,955.

**Progress against completion:** The training has been completed -awaiting evaluation.- with 12 out of 15 targeted in employment.

## Rayonier Matariki Forests Workshops and Training

### Programs Scope:

**Leadership workshops** – Deliver leadership skills to foremen, crew managers and potential leaders. Course developed from FISC leadership but modified to meet Rayonier Matariki Forests (RMF) culture and communication style. Resources collated and developed by Learning Wave, (Private Training Enterprise) and delivered by Learning Wave and Fraser Field.

**Silviculture thin to waste selection training** – To develop thin to waste (TTW) operator skills in tree selection. Course developed internally and uses value at maturity of specific groups of trees (plots) and teaches (or refreshes) ability to select according to dominance/form/spacing. Tests selection against standard set by group of experts including contractor Principals.

**Training grant scheme** – Pays contractors to employ people new to the industry and to train them. Prerequisite is good attitude (to be assessed by Contractor). In Harvesting trainee must be additional to contracted crew complement. (e.g. in a four-man crew, trainee must be the fifth member). There needs to be a position to move into after a logical time has elapsed e.g. 2 – 3 months in silviculture or 5 – 6 months in harvesting.

**Core competencies training** – Pays all training and assessment for the four core competencies that RMF requires within six months of starting work within the estate. Core comps are: 17769, (DKO General Health etc.), 22994, (DKO factors affecting the health of workers), 17772, (DKO basic environmental requirements), 3285, (Personal safety at a fire).

**Quarry training** – This program is a mentoring system to assist trainee Quarry Managers to pass specific unit standards and to be confident in front of a panel of Examiners. It is highly specific and individualised.

**Falling workshops** - This scheme is designed to extend knowledge across the manual faller workforce, to train more junior fallers, discuss issues and techniques, and ensure that all fallers stay fresh.

**Contact details:** Wayne Dempster (National Health and Safety Manager) email [wayne.dempster@rayonier.com](mailto:wayne.dempster@rayonier.com) and Fraser Field (Quality Manager) ph. 0274 635 117 and email [fraser.field@rayonier.com](mailto:fraser.field@rayonier.com).

**Region of delivery:** National.

**Period of training:** Ongoing.

**Funding source and cost of delivery:** RMF funded or at the cost of the contractor.

## Safetree Leadership

**Program Scope:** Two-day programme covering how to lead a high-performance team – focussed on key results (including Health & Safety), effectively communicating to people who are different from myself, how to get workers involved in solving problems and making good Health & Safety decisions in the bush, how to hold people accountable without bullying and focusing our teams on learning from things going right, not just waiting for things to go wrong.

**Contact details:** [safetreetraining@thelearningwave.com](mailto:safetreetraining@thelearningwave.com)

**Region of delivery:** The programme can be delivered nationwide as needed.

**Period of training:** Pilot was delivered between October – December 2018. The Learning Wave will work with FISC to start promoting the programme again early 2019 with plans to roll out the Safetree Leadership programme as a ‘pay as you go’ option for registered contractors in the following regions – Whangarei, Nelson, Rotorua and Gisborne. Participants rated their overall experience at 90% and scored 85% that the programme has improved their ability to perform their job as leaders. We are encouraged to see the shifts over the programme with the participants evaluating the following positive shifts:

- Leading a high-performance team – focussed on key results (including Health and Safety) = 24% change
- Communicating more effectively with people who are different from one’s self = 20% change
- Ability to get workers more involved in making good Health & Safety decisions in the bush = 20% change
- Holding people more accountable for safety behaviours = 19% change
- Leading teams to identify and control the risks in the workplace = 15% change

**Funding source and cost of delivery:** \$1250 per participant. Groups of 8 participants needed to be able to run the programme. This programme is available on-going. Future plans for a funding sitting with FISC/ACC.

**Additional Information:** Rayonier Matariki Forests have taken this core programme and adapted it to their needs and delivered it across 5 regions during 2018.

## SafeTree Team Up

### **Program Scope:**

One day program focusing on teamwork and performance – through improving the effectiveness of our communication and the contribution of everyone in the team around problem solving and decision making.

**Contact details:** [safetreetraining@thelearningwave.com](mailto:safetreetraining@thelearningwave.com)

**Region of delivery:** Programme can be delivered nationwide as needed

**Period of training:** One day programme. The programme was delivered between September – November 2018. A total of 44 participants completed the 1-day programme in Nelson, Mosgiel and Rotorua with the following companies:

- Mechanised Cable Harvesting Ltd
- PF Olsen's
- Gamble Forest Harvesting Limited
- CNI Forestry

The Learning Wave will work with FISC to start promoting the programme again early 2019. The final evaluation is currently being completed. Feedback from participants were highly positive which reinforced the frame of the learning and the skills-based content which learners can apply back in their teams. Measures of success included.

- Staff being to apply to learning in their roles
- Lifting their communication skills personally and as a crew
- Setting team goals
- Making better decisions and getting better results

**Funding source and cost of delivery:** An investment of \$4,800 + travel, venue/catering was made by FISC per group to attend the 1-day Team Up programme. Groups of 8 participants needed to be able to run the programme.

**Additional Information:** Matariki Forests have taken this core programme and adapted it to their needs and delivered it across 5 regions during 2018. See SafeTree website [www.safetree.net](http://www.safetree.net) for more information.

## School of Forestry - Inta-Wood Forestry

**Program Scope:** Woodsmen school concept having paid employees in dedicated training crew (facilitated by Inta-Wood Forestry) and utilising a 'live in' facility from Monday to Friday for trainees in order to provide a drug and alcohol-free environment and 'wrap around' support including functional, financial and health literacy, physical conditioning and leadership development. Proposed outcome is to develop well trained forestry workers who are qualified to task, are drug free, are earning well and have developed the skills to be successful in life and as a forester.

**Contact details:** Nathan Fogden email [nathan.fogden@inta-woodforestry.co.nz](mailto:nathan.fogden@inta-woodforestry.co.nz)

**Region of delivery:** Rotorua – Bay of Plenty.

**Period of training:** 4-5month live in course, 2 groups per year (15-20 workers per year). Start with pruning and move into the planting season in order to progress workers into planting crews by mid-May and into operations by June.

**Funding source and cost of delivery:** In initial concept phase – feasibility analysis not yet completed. Would require partnership funding.

## Seed to Distribution Forest Management Program - He Mahuri Toa

**Program Scope:** This programme is designed to provide educational and work experience opportunities for the beneficial owners and their descendants of Lake Taupō Forest Trusts. The aim is to build capability amongst the whanau to help them in employment, ideally towards the forest industry in management roles as the forest trusts prepare for the return of their forest estates in 2021. The Lake Taupō Charitable Trust established, manages and is developing this programme on behalf of the Lake Taupō Forest Trust. He Mahuri Toa focuses on learning opportunities for primary, secondary and tertiary students. This multi-thread programme is a long-term support system that is designed to capture the imagination of tamariki at primary and intermediate school, provide direction and support for rangatahi at secondary school and to ensure that tertiary students have access to resources and opportunities to maximise their potential. The program includes school holiday programs, tutorial, educational grants, internships, work placements, relationship building and educational programmes.

**Contact details:** Frankie Taituma email [frankie@tdltd.co.nz](mailto:frankie@tdltd.co.nz)

**Region of delivery:** Ngati Tuwharetoa.

**Period of training:** 1 July to 31 August 2018.

**Funding source and cost of delivery:** \$60k direct costs. \$10k direct investment per successful applicant, up to 3 applicants per year includes a 12-week internship programme with Forest Management Company.

**Progress against completion:** The program is ongoing. Success measures include Graduates achieving employment in the forestry industry.

**Additional Information:** <https://www.ltct.co.nz/forest-management-programme/>

## The Generation Program – Eastland Wood Council

**Program Scope:** The Generation Program is the Eastland forest Industry training solution to the current challenges it faces in attracting, recruiting, training and retaining its work force. It is a 2-year initiative. Starts with a 6-week Base Camp, this is broken up into industry introduction, including site visits, career pathways presentation, work experience, waratah training simulator, getting started on the NZ Certificate in Forest industry Foundation Skills level 2/3, developing work-ready skills as well as fitness training, On completion of the Base Camp programme the trainees will be placed into paid employment, with their own personalised training plan, for 6 months with options for up to 2 years. The stakeholders involved with the programme are Turanga Ararau, Eastland Institute of Technology, Competenz and First Choice Employment.

**Contact details:** Siobhain Fyall (Generation Programme Manager) ph.0274769551 email [Generation.programme@eastlandwood.co.nz](mailto:Generation.programme@eastlandwood.co.nz)

**Region of delivery:** Gisborne East Coast/Tairāwhiti.

**Period of training:** First intake for the programme was on the 15<sup>th</sup> October 2018 for 6 weeks. Over the first year there has been three cohorts with a total of 42 trainees. Due to the high demand for the programme an additional intake may start in March and another in May 2019. Each intake aimed for 12 trainees but started the first intake with 14 trainees.

**Funding source and cost of delivery:** HPR, the Eastland Wood Council, and the NZ Forest Grower's Levy Trust. HPR contract value of \$215,000. Other funding from MSD and the Eastland Forestry Industry.

**Progress against completion:** Training of the first cohort is underway. The programme aims to train up to 60 rangatahi over two-year period. To date the success rate 85 percent. (11 out of 13 trainees). This figure is based on 13 trainees, as one withdrew. The other 2 trainees are receiving continuous support and pastoral care, with the hope that they will also gain employment within the forest industry. The measure of success was aimed at getting all the trainees into work/training within the forest Industry by the end of the 6 weeks. An evaluation from the trainees and the stakeholders is currently being completed. A report will be generated once this data has been collected and collated.

**Further information:** <http://eastlandwood.co.nz/generation-programme/>

## Tupu Ake program– Forest Protection Services

**Program Scope:** 12-month program x 2, level 2 and level 3 forestry qualifications, 3 days' work 1-day classroom and 1-day pastoral support.

**Contact details:** Kevin Ihaka (Kevin.ihaka@forestprotection.co.nz)

**Region of delivery:** Northland

**Period of training:** July 2018 to April 2020. The funding is for two years targeting 30 rangatahi, the proposal was based on year one having 10 trainees, year two there are 20 trainees. The program is one off in nature.

**Funding source and cost of delivery:** He Poutama Rangatahi funding of \$940k over two years including wage subsidy – subject to contract and deliverables. Contractor/NorthTec funded qualifications.

**Progress against completion:** Currently half way through the first year of the program. First cohort of 15 in training. Measures of success include having an 80percent completion rate.

## University Level Academic Study – University of Canterbury

### **Program Scope:**

- Bachelor of Forestry Science
- Postgraduate Diploma in Forestry  
Master of Forestry Science
- Bachelor of Engineering (Honours), Forest Engineering specialisation
- We also offer Doctoral (PhD) research supervision in Forestry or Forestry Engineering

**Contact details:** Jeanette Allen, School Coordinator,

**Region of delivery :** Christchurch

**Period of training:** Bachelor Forestry Science and Bachelor of Education (Hons) are 4-year programmes; Post Graduate Diploma of Forestry takes one year; Masters Forestry Science takes between 1 year (for a thesis-only pathway) to 2 ½ years for a paper plus thesis pathway. Ongoing – no expectations of change. Numbers averaging 100-110 at undergraduate level per year across the four years combined, up to 40 for all the postgraduate programmes combined.

**Funding source and cost of delivery:** Students pay tuition fees, some will have been awarded scholarships. For Domestic students \$8,500 in 2019 for international students (excluding PhD) \$34,900 (note this is the annual fee).

**Additional Information:** <https://www.canterbury.ac.nz/engineering/schools/forestry/>