FORESTRY AND WOOD PROCESSING WORKFORCE ACTION PLAN 2020–2024

TE MAHERE MAHI MŌ NGĀ KAIMAHI TUKATUKA NGĀHEREHERE ME TE RĀKAU 2020–2024

OVERVIEW > TIROHANGA WHĀNUI

A suitably skilled and qualified workforce is critical to meeting the needs of a changing forestry and wood processing sector and ensuring its sustainability. We need to attract people from diverse backgrounds, who bring different capabilities to fill new types of jobs as well as more traditional roles. We need to build a fit-for-purpose education and training system that equips workers to carry out the increasingly sophisticated tasks associated with sustainable forest management and wood processing. We want to promote positive workplace experiences, retain top talent, and enhance the sector's image as an employer of choice.

To do that, we need to ensure that employers have the right tools to create great workplace conditions. We also need accurate and consistent information to understand future skills requirements. Investing in our workforce will ensure a thriving sector with continued benefits for workers, the economy, the environment and New Zealand society.

The sector faces a number of challenges to recruiting and retaining suitably skilled and qualified workers. Recognising this, Te Uru Rākau convened the Forestry and Wood Processing Workforce Action Plan Working Group to develop an action plan aimed at strengthening the sector's workforce. The Working Group was made up of industry organisations and government agencies with an interest and expertise in forestry and wood processing sector skills.

We can achieve our workforce goals by joining forces to build on initiatives already underway across government and the sector. The Action Plan brings this work together with new initiatives to form a cohesive and comprehensive way forward. It also leverages areas of shared interest with the wider primary sector, as set out in the *Food & Fibre Skills Action Plan 2019–2022*.

The purpose of the Action Plan is to support the development of a skilled, safe, diverse workforce that meets the current and future needs of the forestry and wood processing sector. It is a first step towards addressing workforce challenges in the following four areas:

KNOWLEDGE
We will have the information and enabling systems required to develop and evaluate forestry and wood processing workforce development initiatives.

ATTRACTION
We will strengthen support for initiatives that attract a larger, more diverse workforce into forestry and wood processing training and employment.

EDUCATION AND TRAINING
We will help shape the education and training system to produce sufficient learners and workers with the skills required to succeed in forestry and wood processing careers.

EMPLOYMENT
We will encourage improvements in workplace employment practices that attract, develop and retain a skilled, safe and productive workforce.

The Action Plan provides the flexibility to respond to emerging workforce needs and input from wider sector stakeholders. The forest growing and wood processing industries share close connections and interests. However, global trends are driving a change in the types of products manufactured, modes of production, and associated jobs. Most of the plan's more specific actions, therefore, focus on the forestry industry, while the more general actions are relevant to both forestry and wood processing. Future work will address workforce development needs specific to the wood processing industry.

KNOWLEDGE

ATTRACTION

A SKILLED, SAFE, DIVERSE WORKFORCE THAT MEETS CURRENT AND FUTURE NEEDS

EMPLOYMENT

EDUCATION AND TRAINING

FORESTRY AND WOOD PROCESS
TE MAHERE MAHI MŌ NGĀ KAIMAHI TU

OUTCOME	The forestry and wood processing sector has a

MEDIUM-TERM OUTCOMES	**The forestry and wood processing sector makes good workforce decisions based on robust information and data**	**The forestry and wood processing sector inspires and attracts a larger, more diverse workforce**

FOCUS AREAS

① KNOWLEDGE MŌHIOTANGA

We will have the information and enabling systems required to develop and evaluate forestry and wood processing workforce development initiatives

② ATTRACTION WHAKAMANEA

We will strengthen support for initiatives that attract a diverse workforce into forestry and wood processing training and employment

ACTIONS

★ **1.1** Forecast workforce demand

1.2 Monitor workforce requirements, trends and initiatives

1.3 Assess current forestry and wood processing qualifications and programmes to influence vocational training

1.4 Update knowledge on, and socialise the benefits, of best practice safety, health and wellbeing workplace initiatives for employers and employees

★ **2.1** Progress an aligned and targeted marketing and recruitment campaign

2.2 Support teachers and careers advisors to promote forestry and wood processing careers, prerequisites and pathways

2.3 Review and refresh curriculum resources to ensure forestry and wood processing is appropriately profiled

★ **2.4** Improve access to career pathways information

★ indicates that these actions are 'quick wins' that have funding, are already underway or will commence shortly.

GOVERNANCE	Forestry and Wood Processing Workforce Steering

People have the right skills, knowledge and capabilities to be successful in the forestry and wood processing sector

People thrive in forestry and wood processing workplaces with good practices and conditions

3

EDUCATION AND TRAINING
MĀTAURANGA ME NGĀ WHAKANGUNGU

We will help shape the education and training system to produce sufficient learners and workers with the skills required to succeed in forestry and wood processing careers

4

EMPLOYMENT
WHAI MAHI

We will encourage improvements in workplace employment practices that attract, develop and retain a skilled, safe and productive workforce

★ **3.1** Ensure that the design of the vocational education and training system meets the needs of the forestry and wood processing sector

3.2 Evaluate and scale up culturally appropriate and regionally relevant on-the-job training programmes that support young people, particularly Māori rangatahi, into forestry and wood processing careers

3.3 Increase on-the-job training, professional development, and knowledge and application of best practice

★ **3.4** Increase availability and accessibility of advanced forestry qualifications

4.1 Achieve agreement to adopt standards that support fair pay and working conditions

4.2 Encourage improvements in workplace employment practices that attract, appropriately remunerate, develop and retain a skilled, safe and productive workforce

★ **4.3** Further promote and embed a safety culture across the sector

★ **4.4** Strengthen and support professional identity and pride among forestry and wood processing workers

Group, allied to the Food & Fibre Skills Establishment Group

ACTION PLAN NEXT STEPS NGĀ MOEMOEĀ

The Action Plan is a living document, a first step towards addressing sector workforce needs.

It is important that the Action Plan has a life beyond the initial engagement with government agencies to ensure the actions are implemented. Some 'quick wins' are already funded and ready for implementation. Others need to be further developed and funding confirmed. Actions related to the Forest Strategy and the Review of Vocational Education will be more fully developed as the direction

of those initiatives becomes clearer. Actions that overlap with the *Food & Fibre Skills Action Plan 2019–2022* will be implemented as part of a pan-primary sector approach.

A Forestry and Wood Processing Workforce Steering Group will oversee implementation of the forestry and wood processing-specific actions. The Steering Group will be allied to the Food & Fibre Skills Establishment Group, which will initially oversee the implementation of actions that will benefit the entire primary sector.

Key Future Milestones

2020	2021	2022	2023	2024

GOVERNANCE
- Establishment Group formed (interim governance)
- Forestry and Wood Processing Workforce Steering Group formed (allied to Establishment Group)
- Partnership Group (or other long-term arrangement) established

INDUSTRY ENGAGEMENT
- Action Plan launched
- Industry engagement in conjunction with Forest Strategy consultation
- Business case input and review
- Input to evaluation and review

SCOPING & FUNDING
- Business case development
- Industry-government funding assessment
- Funding decisions e.g. Sustainable Food & Fibre Futures or industry funding
- Industry co-investment decisions

DELIVERY
- Stage 1 'quick-win' initiatives underway
- Stage 2 initiatives underway
- Stage 3 initiatives underway as new or reprioritised funding becomes available

EVALUATION & REVIEW
- Process and outcome evaluation commences
- Revise Action Plan

2020	2021	2022	2023	2024