

AGILUS

TRAINING, EDUCATION, AND
SKILLS DEVELOPMENT WITHIN
THE FORESTRY INDUSTRY IN
GIPPSLAND



**GIPPSLAND
FORESTRY HUB**
Promoting the Forestry Industry

CONTENTS

Introduction	3
Gippsland overview.....	4
Project methodology	5
The Training industry	5
Outcomes of industry engagement	7
Engagement outcomes	11
Forestry training facility costings.....	12
Assumptions	12
Costing assessments.....	12
Gippsland Forestry Training Centre locations	13
Recommendations	14
Conclusion.....	15
Appendix A – Engagement flyer.....	16
Appendix B –Engagement questionnaire.....	17
Appendix C – Current Training Package.....	19

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Contact:

Mark Potter 0439 289 234 mark@agilus.com.au	Kaye Tyter 0402 328 437 kaye@agilus.com.au
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www.agilus.com.au

ABN: 95 627 330 170



INTRODUCTION

Agilus have been engaged by Gippsland Forestry Hub (GFHub) to analyse the impediments to delivering quality training, education and skills development in the Gippsland Region in relation to the Forestry Industry. The project also reviews the opportunities and barriers for the Gippsland Forestry Industry to develop this capacity.

The project objectives are:

1. A feasibility study for the establishment of a fit for purpose forestry and timber training centre in the region.
2. Provide recommendations that will support the forestry and timber industry with training and skills.
3. Conduct economic analysis on a fit for purpose forestry and timber training centre in the region.
4. Identify potential locations or partnerships.
5. How many training providers currently deliver the FWP and PPM training packages and what training units do they have on scope?

This report is focussed on training and development within the forestry industry in the Gippsland region. The Department of Jobs, Precincts and Regions indicates that the Victorian Government has committed a record \$110 million to invest in growing Victoria's plantation wood supply through the establishment of plantations in Gippsland via the Victorian Forestry Plan's Gippsland Plantations Investment Program. The Program will operate alongside a farm forestry program led by VicForests, which will enable Gippsland landholders to also participate in plantation development under the program.

GFHub aims to support the Forestry Industry in Gippsland and its focus is:

- Innovation/Growth
- Plantation expansion
- Research and development
- Education & Training
- Employment possibilities
- Roading/Transport
- Infrastructure
- Community engagement.

GFHub aims to identify opportunities for a growing industry into the future to make the forest and forest products industry sustainable while supporting local and regional communities to thrive, improve public perceptions, support the community, and raise awareness in the region of the career opportunities and employment pathways in the sectors.

The markets for forestry training, education and skills development for the industry are thin and disperse. There is uncertainty within the Forestry Industry as to the availability of training that provides both the required skills, along with supporting pathways. Historically, those in the Forestry Industry that want to access nationally accredited training have had to travel hundreds of kilometres to Kalimna near Lakes Entrance to TAFE Gippsland's forestry training centre (Forestec) or to Timber Training Creswick.

In 2020, the GFHub commissioned ForestWorks to review¹ the issues that were becoming apparent within Forestry Industry training and development. The intent of this review was to recommend a course of action to support training and skills development activities in the industry.

It is from this report and the desire of GFHub to better understand the training issues within the Gippsland Region, a further investigation was sought to explore the impediments to delivering quality training, education and skills development within the Gippsland Region.

GIPPSLAND OVERVIEW

Gippsland is located in the south eastern part of Victoria. It covers an area of 41,556 m² east of Cardinia Shire, bounded to the north by the mountain ranges and the plateaus and highlands on the Victorian High Country, to the southwest by Western Port Bay, to the south and southeast by Bass Strait and the Tasman Sea, and to the east and northeast by the eastern most section of the Victorian/NSW border.



The Gippsland region is generally divided into five sub-regions with six municipalities. In 2016 Gippsland had a population of 271,266.

The five sub regions are: –

- West Gippsland
- South Gippsland
- Latrobe Valley
- Central Gippsland and,
- East Gippsland

The Gippsland Region includes the following municipalities:

- East Gippsland Shire Council
- Wellington Shire Council
- Latrobe City Council

¹ Skills and Employment Assessment Project – Gippsland Forestry Hub and ForestWorks – April 2021

- South Gippsland Shire Council
- Baw Baw Shire Council
- Bass Coast Shire Council

Gippsland is best known for its primary production such as mining, power generation, forestry, and farming as well as its tourist destinations.

PROJECT METHODOLOGY

To meet the project objectives, the following methodology was utilised to achieve the project outcome:

1. Engage with GFHub to better understand the purpose of the project and agree on timelines.
2. Identify stakeholders for engagement.
3. Develop a set of questions to use as a guide during the individual engagement sessions.
4. Summarise the feedback and prepare a report for GFHub.

The organisations consulted included employers of both forestry and paper manufacturing, industry associations, Unions, TAFE Gippsland and other educational organisations. They included:

- Opal – Australian Paper
- Gippsland Trades and Labour Council
- Construction, Forestry, Mining and Energy Union
- TAFE Gippsland
- HVP Plantations
- Australian Sustainable Hardwoods (ASH)
- Gippsland Tech School
- Food and Fibre Gippsland
- Leasons Logging and Cartage

The consultation with these organisations commenced with the provision of an engagement flyer (Appendix A) and then consisted of working through a series of questions (Appendix B) and providing the opportunity for the organisations to provide further information if they chose to. This was completed via telephone and online meeting platforms.

THE TRAINING INDUSTRY

What has become increasingly evident over the past two years is that while Gippsland has several stakeholders within the Forestry Industry, and the forest coupes are scattered across the region, the centre of the Forestry Industry has moved to the Latrobe Valley. This is also influenced by the Victorian State Government moving away from native forest harvesting by 2030 and relying on plantation timber only.

The Latrobe Valley is around 160 kilometres from Melbourne and its major employers include the power industry, the pulp and paper manufacturing industry and the Forestry Industry. These industries encompass all the up and down value stream service providers for the Forestry Industry. Within these industries there are several training courses and qualifications that are required to be delivered. These focus particularly on specialist areas within the Forestry Industry and the Pulp and Paper Manufacturing Industry.

Within the Pulp and Paper Industry, there are currently no training providers with pulp and paper training package qualifications or courses on their scope of registration. This has been the case for approximately four years when Box Hill TAFE decided to exit the market due to low enrolments.

Within the Forestry Industry, there are two training providers across Victoria who offer full FWP qualifications and a variety of courses. Whilst Swinburne TAFE only offer individual units under alternate qualifications in a horticultural course, it is to be noted at this point, however, the qualifications within the FWP training package that relate to harvest and haulage are now superseded and have been replaced with qualifications relating to forest operations. The three training providers are:

1. TAFE Gippsland - <https://www.tafegippsland.edu.au/> (<https://training.gov.au/Training/Details/FWP30316>) Single qualification on scope of registration (current) – as of the 23/05/2022 the harvest and haulage qualifications included on TAFE Gippsland’s scope of registration are superseded. This occurred in January of 2022 and therefore the existing qualifications are now in a “teach out” period. The new forest operations qualifications are not yet included on TAFE Gippsland’s scope of registration. See [training.gov.au - 0417 - Gippsland Institute of Technical and Further Education](#) (accessed 06/06/2022) for details of the scope of registration.
2. Swinburne (individual units under <https://training.gov.au/Training/Details/AHC30716>)
3. Timber Training Creswick (TTC) (Scope of registration [training.gov.au - 4168 - Timber Training Creswick Ltd](#)) - as of the 23/05/2022 the harvest and haulage qualifications included on TTC’s scope of registration are superseded. This occurred in January of 2022 and therefore the existing qualifications are now in a “teach out” period. The new forest operations qualifications are not yet included on TTC’s scope of registration.

There are other RTO’s who have various individual units on their scope of registration and are operating within the Forestry Industry.

With the lack of training providers within these industries, the likely outcome is that critical training and skills development can be inaccessible and expensive. Therefore, companies are having to provide employees with training that is delivered internally and with no accredited assessment processes. This poses several risks to the industry including:

1. Being unable to meet the needs of the industry in the future.
2. Being unable to meet compliance needs.
3. Being unable to incorporate new and innovative technologies.
4. Increasing the level of risk to employees within the industry due to a lack of formal training.

5. Increasing the level of risk to companies within the industry due to increased financial burdens as a result of the knock-on effects of point 1, 2 and 3.

The ForestWorks report identified that a number of actions could be taken to further training and skills development in this industry however, the report highlights the issue of a lack of access to training within the geographical area has meant that this access is untenable due to the distance between the Latrobe Valley and Lakes Entrance where the nearest training facility is located (150 kilometres). Further training is available through Timber Training Creswick, however this is 290 kilometres from the Latrobe Valley.

It is acknowledged that there is a mix of training delivery with some being delivered onsite using the employer's equipment rather than attending a training centre. Due to the complexity and cost of this equipment, this seems to be an increasing preference by employers as training providers cannot justify the investment in the required equipment. Some training providers have invested in training simulators which provides an element of the equipment needs, but not all.

Many of the training items required for the operation of the forestry businesses in the region are short, single day courses, so bearing in mind the distances involved and considering that some of this training is annual, then the cost to a company to send employees to this training is unrealistic.

OUTCOMES OF INDUSTRY ENGAGEMENT

The engagement with the industry involved often passionate discussions with representatives who had a strong belief in the role of training in their organisations or industries. They often were in positions that held the responsibility of determining the type of training and the amount of investment their organisation would make into the development of its people.

The questionnaire (Appendix B) was structured to encourage the industry representative to describe what, how and why in relation to training within the Forestry Industry. The questionnaire then narrowed and explored the concept of how training delivery could be improved, through the development of a central training centre in the Latrobe Valley.

The overall outcome of the stakeholder engagement process is a very different view between the training provider and the industry. The differences were vastly disparate in relation to the availability of accredited courses and where industry and their employees need to access these offerings.

TAFE Gippsland provided an overview of the course and units that they had on their scope. They indicated that these courses are delivered both at their Forestry Campus (Forestec) and onsite. They advised that the use of Forestec was reducing, and the industry preference was for training to be delivered onsite. TAFE Gippsland currently has four Trainers and Assessors available to deliver forestry related training.

"Training in the forestry industry is a disaster, it is poorly serviced, and we need to create our own training internally."

"Normally, training is delivered on site with only specialist training being taken off site."

"Creswick is Uni level R&D Centre – there is no TAFE level training there and is mainly wood products."

"We have a large training program within the organisation that delivers unaccredited training."

In direct contrast, the industry indicated that they believed there was a severe lack of trainers and assessors within the local training provider. They also believed that to get access to training programs they would have to send their staff to either Forestec or Creswick.

The feedback indicates that industry does not consider the availability of training being offered in the Latrobe Valley and more broadly Gippsland, is sufficient. However, the information supplied by TAFE Gippsland indicates they offer on the job training, training in their own forestry coupe located at Kalimna and in the classroom for a variety of subject areas within the industry. The training courses TAFE Gippsland have on scope currently relates to native forest aspects of the industry, with some movement of the organisation to transition to the plantation aspects of training in the industry.

Regarding the Pulp and Paper Manufacturing Training Package, TAFE Gippsland has a number of units of competency on their scope of registration from that package, and as such has the ability to deliver these units. These are, however, within their scope of registration, within the qualifications developed by the State Government for the Biomanufacturing industry.

Industry has indicated a desire for training that is relevant to the plantation forestry model. The requirements for training in this field of the Forestry industry varies substantially from the native forest model.

Feedback from interview participants compared to information from the local TAFE indicates that there is a disparate view between the parties about what training is being offered and what services, such as assessment services, are able to be provided. While engagement is occurring between the parties, the outcomes of these discussions are not resulting in the outcomes that would support a flexible and sustainable training model conducive to the development of a future workforce.

On speaking to industry organisations there was priority placed on the importance of training in Gippsland, focussing on plantation forestry rather than hardwood native forestry. There needs to be the ability to ensure that the training provided to individuals relating to hardwood native forestry be flexible enough to provide transferrable skills to the plantation forestry sector.

One major employer said they would like training that suited multi-faceted needs. They didn't necessarily need training focussing on a forest operator's licence. However, there is a need to have environmental care training included in the suite of offerings. It was suggested that the industry needed a training course that provided a 'Forestry 101' outcome which included wide ranging knowledge, life cycle of the forest, and was around a fortnight long. This training could be provided to employees coming into forestry from other industries. There was a call for leadership,

"We have Forestec but they don't do a good job of marketing themselves and they have a 100km service area."

"Training is not being delivered."

"Employees are reassessed and monitored with supervisors – all internal training. Costs between 50k and 100k per person to get them up to scratch for their jobs."

"There is a lack of trainers, a lack of providers and the only place you will get sufficient training is in the southwest. There is a need to focus on plantation training. We have no ongoing relationship with the local TAFE."

communication and management training in the industry that would build on the outcomes of the 'Forestry 101' training to ensure that leaders coming into forestry understand the sector.

Further comments included the current Forestry Operators Licence Scheme (FOLS) should be expanded on, as the employers and operators find the system difficult to work with and that the usability of the system needs to be simplified.

Most employers indicated that the cost of training was an important factor in the decision to develop their staff's skills. One employer stating it could cost up to 100k to train a new starter to a competent level. The conversation around the cost of training brought up the issue of small groups of learners likely being the cause of higher costs of training for employers. There were suggestions from employers about the need for a Gippsland Forestry Training Calendar and central coordination role to work with employers and training providers. This would ensure a consolidated model that provides scale for delivery. In this way, the cost of training could be driven downwards, ensuring a cost-effective model which is accessible to multiple employers.

The Gippsland Trades and Labour Council (GTLC) is of the opinion that whatever model is implemented it should be flexible and that all parties need to be working together to come up with a model suitable for broad use across the industry. GTLC indicated they are involved with the Victorian Skills Authority and looking to develop a training calendar for Victoria. The calendar concept is seen as a solution to improving the ability for employers to identify applicable training courses and increasing the likelihood of their staff receiving training. GTLC encouraged the Forestry Industry to explore the same concept as a way of improving the connectivity between the training providers and the Forestry industry.

Following discussions with employers, there appears to be very few employees engaged in forestry traineeships. There are, however, many employees within the industry engaged in trade apprenticeships. These trade apprenticeships include electrical, mechanical and plumbing. TAFE Gippsland indicated that they offered the Certificate III in Harvesting and Haulage (FWP30216) as a traineeship, however, had only received one enrolment per year since 2020. In 2019, 11 students were enrolled in response to a State Government initiative that saw an increase in enrolments. State Government funding is still available for this course.

In summary, the comments and feedback from the interview participants were in most cases, consistent. The participants were asking for information about training, a central contact point, cost reduction and accessibility. The CFMEU submission was consistent with several participants, and it is provided below.

“There is already a training centre, however, it may not be conveniently located for all of industry at the present time. The industry hardly sustains the existing training centre. The industry markets are thin. We need to use existing resources, so use TAFE facilities for example. One of the solutions to the lack of training could be a more extensive use of third-party agreements and the use of subject matter experts working with assessors.

The biggest issue is the lack of trainers and assessors. People could be sourced straight out of industry and agreements negotiated with employers for these people/industry experts to be trained as assessors. This would start to address the issue of the assessor shortage. This needs to be an industry wide solution rather than just a Gippsland solution.

There are low enrolments in the forestry training package as well as the pulp and paper training package and as a result of this Government doesn’t place a priority on the funding of the industry’s training. An example of this is that the PPM training package was removed from the funded course list without the knowledge of the IRC because there are no enrolments, however, the issue isn’t no enrolments, it is that no RTO has any of the qualifications on their scope of registration.

We need to be encouraging investment in the TAFE with the employers as even though employers are saying that training through TAFE is expensive, if they had to pay full fee for service the training costs would be a lot higher.

The answer isn’t in a separate bricks and mortar facility, it is in trying to coordinate the use of existing courses and facilities with industry and providers. How does the cost of a purpose-built facility compare to the amount of people being trained and assessed in industry in Gippsland? Is it more about finding a solution to the trainer/assessor problem?

CFMEU submission

Throughout the consultative process there was agreement on the development of a purpose-built forestry training centre that had a focus on plantation forestry processes, compliance needs and industry specific equipment training. There was a strong view from some of the representatives that this capability should be established at an existing TAFE Gippsland campus on the proviso that they have partnerships with other RTOs to deliver training outside of TAFE Gippsland’s scope of registration.

The most common feedback was proposing two key actions to resolve the current issues:

- Establish a region wide training calendar that was available to all training providers that operated within the Forestry Industry to include their training courses and qualifications.
- Creation of an industry-based coordinator to work with employers and training providers to manage the training calendar and to be the key conduit between training providers and the Forestry Industry.

The views of the representatives were training and assessment services would become more cost effective and able to be provided on a more regular basis. Flexibility, communication and

information about training and training courses and qualifications, such as advice about apprenticeships and traineeships would be a component of this role.

Industry expressed a need for more trainers and assessors to be working in the industry. There were suggestions around the development of third-party agreements with registered training organisations to allow for the use of subject matter experts working with accredited assessors. This would greatly increase the number and timeliness of assessments in the industry.

There was a push from industry for TAFE Gippsland to be strongly encouraged to work with the industry to provide the training and assessment services required. While TAFE Gippsland considers that they are working with industry, industry is clearly saying that they do not believe that they are being listened to regarding their needs. This suggests that there needs to be, as a part of the industry-based coordination role, a requisite that a close relationship with TAFE Gippsland be developed. Further to this, where TAFE Gippsland is unable to provide the necessary training, that agreements be negotiated to support the delivery of the training and assessment services. This may mean bringing a variety of training providers into the region to deliver specialist training when required.

TAFE Gippsland is represented on the relevant GFHub committee by a representative from the Gippsland Tech School. We were advised that the representative may not be the most appropriate person representing the TAFE and that a change should probably occur to improve the connectivity between GFHub and TAFE Gippsland, and that this representative would be best to sit on the GFHub education sub-committee.

ENGAGEMENT OUTCOMES

In summary, the following outcomes have been identified following the engagement phase:

1. There is a provider within Gippsland who is delivering forestry training and has some pulp and paper units on their scope of registration. However, their scope of registration requires adjustment to reflect current qualifications.
2. The industry is strong in their views that they are not able to access local training in a cost effective, timely and efficient manner.
3. The industry does not believe that a dedicated forestry training facility is required within the Latrobe Valley, however, it has been stated that what is required is a coordinated, flexible approach to the delivery of training within the industry.
4. The industry believes that a Training Coordinator type role working with GFHub that is responsible for the Gippsland Forestry Training Calendar and being the conduit between the industry and the training providers is required.
5. The industry believes that more training related information, including how the training system operates and what training is available, should be made available to employers.
6. There should be a greater connection between TAFE Gippsland and the Forestry Industry to improve understanding of each other's activities and requirements.
7. The industry to explore developing agreements to undertake training and assessment services on behalf of the training providers.

FORESTRY TRAINING FACILITY COSTINGS

The original project scope was to consider the possible locations for a dedicated forestry training facility and estimate the cost of establishing the facility within the Latrobe Valley. Following the feedback through the project, it has been expressed that a strong desire is to engage a training coordination role working within the GFHub office and managing the Gippsland forestry training calendar. Based on this, the following scenarios will be costed:

- Employment of a Training Coordinator to manage the Gippsland Forestry Training Calendar.
- Creation of a Gippsland Forestry Training Centre in the Latrobe Valley.

ASSUMPTIONS

In the development of the costing assessments, the following assumptions have been relied on:

1. Upon the provision funding for the role, the GFHub will support the day-to-day management of the new position.
2. Power, internet access, training room and office accommodation will be provided from the current GFHub arrangements.
3. The Training Centre will be developed at an existing building.
4. Salary costs increased by 5% per annum and other expenses by 3% per annum.

COSTING ASSESSMENTS

Based on the outcomes of the stakeholder engagement and the feedback received, the two scenarios that are being considered are:

- Employment of a Training Coordinator to manage the Gippsland Forestry Training Calendar.
- Creation of a Gippsland Forestry Training Centre in the Latrobe Valley.

EMPLOYMENT OF A TRAINING COORDINATOR

The following estimation is based on a Training Coordinator being employed for a three-year pilot period. The estimation also includes funding to develop an online Training Calendar that allows the training providers to upload their training courses and qualifications.

Training Coordinator	Year 1	Year 2	Year 3	Total
Employee costs (inc. on costs)	\$130,000.00	\$136,500.00	\$143,325.00	\$409,825.00
Recruitment costs	\$10,000.00			\$10,000.00
Office equipment	\$10,000.00			\$10,000.00
Misc. (travel, PD, catering, etc)	\$10,000.00	\$10,300.00	\$10,609.00	\$30,909.00
Training Calendar development	\$20,000.00			\$20,000.00

Training Calendar ongoing	\$5,000.00	\$5,150.00	\$5,305.00	\$15,455.00
Total	\$185,000.00	\$151,950.00	\$159,239.00	\$496,189.00

GIPPSLAND FORESTRY TRAINING CENTRE

The feedback received from the stakeholders indicated some support for a training facility to be established within the Latrobe Valley. The training facility would be utilised to provide classroom-based training along with space available for the installation and operation of training simulators. It was recognised that due to the cost and size of modern forestry machinery, it was not feasible to implement a model whereby this equipment was purchased and utilised at the training facility. As outlined previously, the feedback indicated that this training would be delivered through an on-the-job arrangement between the training provider and the employer.

Some feedback indicated a desire to utilise the existing TAFE Gippsland facilities, in particular with the recent creation of spare space at their Yallourn Campus. Some of the stakeholder feedback indicated a desire to explore opportunities with TAFE Gippsland to both further the training courses being offered within the Latrobe Valley, along with establishing a presence and capability.

GIPPSLAND FORESTRY TRAINING CENTRE LOCATIONS

Based on feedback from the stakeholders interviewed during this project, locations were identified that could serve as a dedicated training facility. To assist with determining the most effective location, the following criteria is proposed to be utilised by the GFHub executive to determine location suitability:

The following locations were identified:

Location	Discussion
Former DECA site - John Field Drive, Newborough	Existing site that is no longer used by Wodonga TAFE. Through various discussions it has not been identified who owns this property or if it is sold. Engagement with TAFE Gippsland, Wodonga TAFE and other local contacts failed to identify if the site had been sold or was still owned by Wodonga TAFE. The site is approximately 36 hectares with a mix of Urban Growth and Public Park and Recreation Zone use. There are existing classrooms on the site along with a driving track and large open space areas. It has been reported that the site is not being maintained and it is highly likely that along with the age of the existing portable type buildings, the site could be becoming unusable.
Gippsland Enterprise Centre (GEC)	The GEC is managed by Federation University and located in Churchill. The GEC is operated by Federation University to act as both a hub to support start-ups and to provide office

	<p>accommodation for Latrobe Valley based organisations. Other tenants within the GEC include HVP, RTL and GFHub. The main tenant is HVP who work from a large part of the southern side of the Centre.</p> <p>This facility has a mix of office accommodation and meeting rooms that could be utilised for the purpose of establishing training facilities. Due to the relationship with Federation University, this could also provide access to teaching facilities in the main campus if required.</p>
TAFE Gippsland – Yallourn Campus	<p>The existing Yallourn Campus has recently seen some of its courses relocated to the new teaching facilities at the Morwell Campus. This has created available space at the Yallourn Campus that TAFE Gippsland have offered to other aligned organisations. The Yallourn Campus is also the base for TAFE Gippsland’s aligned course areas including O H & S and the Work Safety Centre.</p>

All three locations based on our preliminary assessment can provide the required internet access, power supplies, ability to alter the footprint if required and car parking needs. The key decision assessment would relate to where the GFHub members get the most out of the relationships that can be established.

RECOMMENDATIONS

(Note: where industry is mentioned in these recommendations this means forestry, pulp and paper and other industries relevant to the sector.)

The following recommendations are made based on the assessment of the information obtained during the stakeholder engagement phase and our consideration of this information:

1. Develop a Gippsland Forestry Training Calendar that is based on industry needs and matched to training providers capability.
2. Create an industry-based training coordination role to liaise with industry and training providers on behalf of GFHub with a role statement that includes:
 - a. Identify accessible venues across the region to enable the delivery of group-based training.
 - b. Develop and manage the Gippsland Forestry Training Calendar.
 - c. Negotiate and liaise with training providers to ensure the timely provision of assessment services and compliance training.
 - d. Liaise with registered training organisations to facilitate agreements with employers to undertake training and assessment services on their behalf.
 - e. Be a conduit between the Forestry Industry and ForestWorks.

- f. Be a member of the GFHub education subcommittee.

CONCLUSION

Even though the sample size of the consultation with industry was relatively small, there was through this project a number of suggestions and comments in regard to training and assessment within the Forestry Industry and Pulp and Paper Industry in Gippsland. It appears that these needs may well be repeated across the industry sector in Victoria. There seems to be a lack of training services, either perceived or in reality, in an industry sector that contributes greatly to the Australian economy. The focus of the discussions from industry was on vocational training, the need for training to prepare new entrants to the industry and to ensure that the industry has timely access to the training required for businesses to comply with regulatory requirements. While it is understood that there is a need for individuals to receive educational content at a tertiary level, there was urgency and emphasis placed on vocational and industry preparatory education during the consultation.

The Pulp and Paper Industry doesn't have any training providers offering accredited training and the qualifications included in the training package (Appendix C) have been removed from the funded training course list in Victoria. This is due to a lack of enrolments. The lack of enrolments is a result of the industry not having a training organisation with the qualifications outlined in the PPM Training Package (Appendix C) on their scope of registration. This has created an ongoing circle of discussion that has yet to be resolved over several years. The resolution to this is not easy and would require the Pulp and Paper Industry to work closely with a training organisation and other relevant organisations to ensure quality training outcomes through third party agreements.

This could also be the fate of the Forestry Training Package (see Appendix C) should enrolments not increase and a coordinated approach towards training not be developed in the near future. Based on the feedback, it appears there is strong interest in the training packages, however there is a disconnect between the employers and the training providers understanding of the requirements of the industry.

Both the Forestry and the Pulp and Paper Industry are interested in ensuring that transitional and new workers are job ready. They see that an industry-based coordination role, the space for IT solutions to provide access to these workers to simulations, industry entry level courses (including environmental care, first aid, health and safety and other mandated industry courses) and ongoing development opportunities.

The outcome of the engagement and analysis, identifies two key recommendations being the creation and maintenance of the Gippsland Forestry Training Calendar and the implementation of a training coordination role within the GFHub team. These activities will improve the connectivity and relationships between training providers and employers and see an increase in the accessibility to training that meets industry driven needs.



TRAINING, EDUCATION, AND SKILLS DEVELOPMENT

About the Hub

The Gippsland Regional Forestry Hub (the Hub) was established in 2020 and is funded by the Commonwealth Government as part of the National Forest Industries Plan. The Hub is one of eleven similar entities located in key forestry regions throughout Australia.

The Hub's stated aims are to identify opportunities for a growing industry into the future to make the forest and forest products industry sustainable while supporting local and regional communities to thrive, improve public perceptions, support the community, and raise awareness in the region of the career opportunities and employment pathways in the sectors.

Objective Scope

This project is intended to develop a clear picture of the impediments to delivering quality training, education, and skills development in the Gippsland region as well as the opportunities and barriers for the Gippsland industry to develop this capacity

1. A feasibility study for establishment of a fit-for-purpose forestry and Timber training centre in the region
2. Provide recommendations that will support the Forest and Timber Industry with Training and skills.
3. Conduct economic analysis on a fit-for-purpose forestry and Timber training centre in the region
4. Identify potential locations or partnerships
5. How many Training providers currently deliver the FWP Training package and what FWP training units do they have on scope?

Consult with all stakeholders

- Forest Managers
- Silviculture Managers
- Associations
- Contractors
- Processors
- Local government
- TAFES/Universities

Evaluation and Feedback for a Report to the Gippsland Forestry Hub

Training, education, and skills development within the Forestry Industry in Gippsland

Agilus provides leadership, facilitation, management and learning and development services and have been actively involved in the Gippsland region for many years within education, skills development, forestry, manufacturing, emergency services, leadership and management.

We have been tasked with gathering information in relation to training, education and skills development within the Forestry Industry in Gippsland. Specifically, we are exploring the development of a Forestry Industry training facility within Gippsland and how this may operate. We have formulated a questionnaire that seeks to engage with stakeholders in the industry and to then provide that feedback relating to the topic back to the Gippsland Forestry Hub in the form of a formal report and recommendations.

Questions:

1. How is training in the Forestry Industry currently delivered? (Please circle all that apply and add further information where relevant)

Face to face (in a training organisation)

Face to face (on job site)

Distance (online)

Distance (paper based)

Other: (Please list)

Comments:

2. What training is being delivered in your business and how?
(Please list the types of training accessed. For example – forklift, harvester, chipper etc)
3. What has industry said they need in regards to training? (We are asking what training your organisation needs to ensure the development of skills now and for the future in the Forestry Industry – for example is there training that you really need access to (maybe a type of machinery) but can't get for your employees because it either isn't available or too difficult to access?)
4. Thinking about how training is currently delivered to your employees – is it appropriate to your needs and how would you like the training to be delivered?
5. What are the specific issues that would need to be addressed to further training for your industry?
6. In Gippsland specifically, what are the industry needs and impediments relating to training? What stops your organisation from accessing training for your employees?
7. Are there traineeships/apprenticeships being accessed in the Industry in Gippsland?
8. If there was a purpose-built Forestry Training centre in Latrobe Valley, will this eliminate some barriers to training?
9. If you agree that the concept of a purpose-built Forestry Training centre in the Latrobe Valley is important, how do you see this operating?

One provider or multiple providers?

Possible location?

What types of capability should be considered? Including training equipment, facilities, etc.

FWP - Forest and Wood Products Training Package

Summary

Release	Status	Release date	Approval process
7.1	Current	2022/02/23	Minor upgrade (Approval date: 2022/01/17)
7.0	Replaced	2022/01/28	Endorsement date: 2022/01/17
6.3	Replaced	2021/04/29	Minor upgrade (Approval date: 2021/04/23)
6.2	Replaced	2021/03/11	Minor upgrade (Approval date: 2021/02/18)
6.1	Replaced	2021/02/12	Minor upgrade (Approval date: 2020/12/02)
6.0	Replaced	2020/12/04	Endorsement date: 2020/10/01
5.0	Replaced	2020/01/31	Endorsement date: 2019/12/03
4.0	Replaced	2018/12/18	Endorsement date: 2018/12/04
3.0	Replaced	2018/02/21	Endorsement date: 2017/11/16
2.0	Replaced	2016/05/13	Endorsement date: 2016/02/18
1.0	Replaced	2016/02/02	Endorsement date: 2015/10/12

Usage recommendation: **Current**

Training Package Developer

Organisation: **Skills Impact**

Web address: <http://www.skillsimpact.com.au/>

Mapping information

Mapping	Notes	Date
Supersedes and is equivalent to FPI11 - Forest and Forest Products Training Package		2016/02/02

Training package components

Qualifications

Code	Title	Usage	Release
FWP20121	Certificate II in Forest Operations	Current	1
FWP20316	Certificate II in Sawmilling and Processing	Current	5
FWP20516	Certificate II in Timber Manufactured Products	Current	4
FWP30121	Certificate III in Forest Operations	Current	2
FWP30316	Certificate III in Sawmilling and Processing	Current	5

FWP30516		Certificate III in Timber Manufactured Products	Current	5
FWP30621		Certificate III in Timber Building Products Supply	Current	1
FWP30920		Certificate III in Timber Frame or Truss Manufacture	Current	2
FWP31021		Certificate III in Saw Technology	Current	1
FWP31121		Certificate III in Wood Machining	Current	1
FWP31220		Certificate III in Timber Systems Design	Current	2
FWP40121		Certificate IV in Forest Operations	Current	1
FWP40216		Certificate IV in Timber Processing	Current	5
FWP40420		Certificate IV in Timber Systems Design	Current	2
FWP50121		Diploma of Forest Operations	Current	1

Skill sets

Code		Title	Release
FWPSS00056		Crawler Tractor Operator Skill Set	1
FWPSS00041		Cutting Timber to Length and Angle Skill Set	1
FWPSS00063		Entry into Forestry Roles Skill Set	1
FWPSS00066		Excavator Operator Skill Set	1
FWPSS00062		Excavator with Log Grapple Operator Skill Set	1
FWPSS00057		Feller Buncher Operator Skill Set	1
FWPSS00051		Fire Salvage Operator Skill Set	1
FWPSS00055		Forestry Produce Truck Driver Skill Set	1
FWPSS00058		Forwarder Operator Skill Set	1
FWPSS00047		Infield Wood Chipping Machine Operator Skill Set (Flail and Wood Chipper Fed by a Mobile Machine)	1
FWPSS00046		Infield Wood Chipping Machine Operator Skill Set (Flail and Wood Chipper with Crane)	1
FWPSS00059		Loader Operator Skill Set	1
FWPSS00054		Log Truck Driver Skill Set	1
FWPSS00048		Mechanical Processor Operator Skill Set	1
FWPSS00049		Native Forest Operator Skill Set	1

FWPSS00052	Off Road Four Wheel Drive Operator Skill Set	1
FWPSS00064	Plantation Establishment Worker Skill Set	1
FWPSS00050	Plantation Forest Operator Skill Set	1
FWPSS00065	Silviculture Worker Skill Set	1
FWPSS00060	Single Grip Harvester Operator Skill Set	1
FWPSS00067	Skid Steer Loader Operator (Forestry) Skill Set	1
FWPSS00061	Skidder Operator Skill Set	1
FWPSS00030	Skill set for a finger jointing grader operator	3
FWPSS00029	Skill set for a finger jointing moulder operator	3
FWPSS00028	Skill set for a finger jointing plant operator	2
FWPSS00031	Skill set for a finger jointing quality control tester	1
FWPSS00039	Skill Set for Hydraulic Maintenance of Saw Technology	1
FWPSS00040	Skill Set for Pneumatic Maintenance of Saw Technology	1
FWPSS00053	Soil and Water Protection (Roading) Skill Set	1
FWPSS00045	Stacking and Storing Timber Frames and Trusses Skill Set	1
FWPSS00044	Timber Floor Truss Manufacture Skill Set	1
FWPSS00043	Timber Roof Truss Manufacture Skill Set	1
FWPSS00042	Timber Wall Frame Manufacture Skill Set	1

Units of competency

Code	Title	Usage	Release
FWPCOR2201	Work effectively in the forest and forest products industry	Superseded	1
FWPCOR2202	Communicate and interact effectively in the workplace	Superseded	1
FWPCOR2203	Follow environmental care procedures	Superseded	1
FWPCOR2205	Follow WHS policies and procedures	Superseded	1
FWPCOR2206	Work effectively in the forest and wood products industry	Current	1
FWPCOR2207	Maintain quality and product care	Superseded	1
FWPCOR2208	Communicate and interact effectively in the forest and wood products industry	Current	1

FWPCOR2209	Follow environmental protection procedures in forest and wood products operations	Current	1
FWPCOR2210	Follow workplace health and safety policies and procedures in forest and wood products operations	Current	1
FWPCOR2211	Develop knowledge of the forest and wood products industry	Current	1
FWPCOR3201	Implement safety, health and environment policies and procedures	Superseded	1
FWPCOR3202	Conduct quality and product care procedures	Superseded	1
FWPCOR3203	Evaluate fire potential and prevention	Superseded	1
FWPCOR3204	Visually assess materials	Superseded	3
FWPCOR3205	Apply safety, health and environmental requirements in forest and wood products operations	Current	1
FWPCOR4201	Monitor safety, health and environment policies and procedures	Superseded	1
FWPCOR4203	Monitor quality and product care procedures	Superseded	1
FWPCOR4204	Monitor safety, health and environmental requirements in forest and wood products operations	Current	1
FWPCOR4205	Monitor and improve forestry operations	Current	1
FWPCOT2202	Rack material	Current	1
FWPCOT2206	Stack and bind material	Current	1
FWPCOT2209	Produce finger jointed timber	Current	1
FWPCOT2231	Pack products	Current	1
FWPCOT2233	Navigate in forest areas	Superseded	1
FWPCOT2234	Dock material to length	Current	1
FWPCOT2240	Cut material with a pole saw	Current	1
FWPCOT2242	Segregate and sort logs	Current	1
FWPCOT2243	Tail out timber product and waste material	Current	1
FWPCOT2244	Operate and maintain a thicknesser	Current	1
FWPCOT2245	Operate and maintain a table saw	Current	1
FWPCOT2246	Appearance grade hardwood sawn and milled products	Current	1
FWPCOT2249	Visually stress grade hardwood	Current	1
FWPCOT2250	Visually stress grade softwood	Current	1
FWPCOT2251	Visually stress grade cypress	Current	1

FWPCOT2253		Fell trees manually (basic)	Current	1
FWPCOT2254		Maintain chainsaws	Current	1
FWPCOT2255		Store materials	Current	1
FWPCOT2256		Trim and cut felled trees	Current	2
FWPCOT2257		Use hand-held tools	Current	1
FWPCOT2258		Assemble products	Current	1
FWPCOT2259		Cut materials with a hand-held chainsaw	Current	1
FWPCOT2260		Tally material	Current	1
FWPCOT2261		Process orders and prepare for despatch	Current	1
FWPCOT2262		Cut material to shape using a saw	Current	1
FWPCOT2263		Cross cut materials with a fixed saw	Current	1
FWPCOT2264		Follow quality and product care procedures in forest and wood products operations	Current	1
FWPCOT2265		Navigate in forest areas	Current	1
FWPCOT2266		Operate brush cutter	Current	1
FWPCOT2267		Operate mobile hydraulic log splitter	Current	1
FWPCOT3202		Navigate in remote or trackless areas	Current	2
FWPCOT3203		Weigh loads	Current	1
FWPCOT3208		Test strength of joints	Current	1
FWPCOT3219		Produce standard truss or frame plans and details using computers	Current	2
FWPCOT3224		Plan and monitor equipment maintenance	Current	1
FWPCOT3226		Assess timber for manufacturing potential	Current	1
FWPCOT3227		Receive and measure logs	Current	1
FWPCOT3231		Operate steam boiler	Current	1
FWPCOT3232		Operate heat plant	Current	1
FWPCOT3234		Cut material using CNC sizing machines	Superseded	2
FWPCOT3235		Machine material using CNC machining and processing centres	Current	3
FWPCOT3240		Grade heavy structural/engineered products	Current	1

FWPCOT3248		Dry timber in solar assisted kilns	Current	1
FWPCOT3259		Operate a four wheel drive on unsealed roads	Superseded	1
FWPCOT3260		Recover four wheel drive vehicles	Superseded	1
FWPCOT3263		Maintain and contribute to energy efficiency	Superseded	2
FWPCOT3268		Plane and sand engineered wood products	Current	1
FWPCOT3270		Grade and mark logs	Current	1
FWPCOT3271		Hand sharpen knives and blades for commercial and domestic cutting services	Current	1
FWPCOT3272		Set up and run multi-head moulder/planer to produce simple profiles	Current	1
FWPCOT3273		Set up and run multi-head moulder to produce complex profiles	Current	1
FWPCOT3274		Cut timber products using high-speed optimiser	Current	1
FWPCOT3275		Set up, operate and maintain end matching machines	Current	1
FWPCOT3276		Sharpen cutters using a straight knife grinder	Current	1
FWPCOT3277		Sharpen cutters in head using a profile knife grinder	Current	1
FWPCOT3278		Sharpen cutters in head using a straight knife grinder	Current	2
FWPCOT3279		Assess and maintain saw technology tools	Current	1
FWPCOT3280		Replace saw blades, knives and guides	Current	1
FWPCOT3281		Manufacture profile cutters	Current	1
FWPCOT3282		Assess and maintain saw blade and sawing machine performance	Current	1
FWPCOT3283		Sharpen and position blades or knives in chipper, canter and reducer	Current	1
FWPCOT3284		Grade, sort and mark timber materials	Current	1
FWPCOT3285		Apply knowledge of wood technology principles to end use applications	Current	1
FWPCOT3286		Identify levelling and tensioning requirements for saw blades	Current	1
FWPCOT3287		Operate CNC equipment for grinding, tensioning and levelling saw blades	Current	1
FWPCOT3288		Set up, operate and maintain finger jointing machines	Current	1
FWPCOT3289		Load and prove operating program for CNC machine	Current	1
FWPCOT3290		Apply knowledge of timber properties, sawmill operations and sawmilling equipment	Current	1

FWPCOT3291	Apply principles of timber and process optimisation in sawmill operations	Current	1
FWPCOT3292	Calibrate and maintain scanning equipment used in sawmilling operations	Current	1
FWPCOT3293	Use scanning equipment for timber grading	Current	1
FWPCOT3294	Swage and shape saw blades	Current	1
FWPCOT3295	Assess and maintain cutter performance	Current	1
FWPCOT3297	Operate automated stacking equipment	Current	1
FWPCOT3298	Produce templates	Current	1
FWPCOT3299	Cut timber or engineered wood product to profile	Current	1
FWPCOT3301	Trim trees using a pole saw	Current	1
FWPCOT3302	Access and provide timber and wood product information	Current	1
FWPCOT3303	Prepare sketches and drawings	Current	1
FWPCOT3304	Take off material quantities	Current	1
FWPCOT3305	Interpret and quote from manufactured timber product plans	Current	1
FWPCOT3306	Rehabilitate tracks, quarries and landings	Current	1
FWPCOT3307	Create drawings using computer aided design software	Current	1
FWPCOT3308	Assemble timber wall frames	Current	1
FWPCOT3309	Assemble timber roof trusses	Current	1
FWPCOT3310	Prepare timber or related products to meet import/export compliance requirements	Current	1
FWPCOT3311	Use environmental care procedures to undertake fire salvage operations	Current	1
FWPCOT3312	Implement environmentally sustainable work practices in the work area/work site	Current	1
FWPCOT3313	Apply biodiversity protection principles	Current	1
FWPCOT3314	Comply with soil and water protection	Current	1
FWPCOT3315	Transport forestry logs using trucks	Current	1
FWPCOT3316	Transport forestry produce using trucks	Current	1
FWPCOT3317	Use chainsaw within a tree	Current	1
FWPCOT3318	Access, capture and communicate forestry field data using mobile devices	Current	1

FWPCOT3319	Read and interpret digital maps and forest operation plans	Current	1
FWPCOT3320	Build and maintain timber stacks	Current	1
FWPCOT3321	Apply situational awareness and a safety mindset in operational forestry roles	Current	1
FWPCOT3322	Apply quality and product care procedures in forest and wood products operations	Current	1
FWPCOT3323	Assess wood materials visually	Current	1
FWPCOT3324	Apply cultural heritage protection requirements in forest operations	Current	1
FWPCOT3325	Operate four wheel drive vehicle on unsealed roads	Current	1
FWPCOT3326	Recover four wheel drive vehicle	Current	1
FWPCOT3327	Contribute to energy efficiency in the forest and wood products industry	Current	1
FWPCOT3328	Operate four wheel drive vehicle in a towing situation	Current	1
FWPCOT3329	Perform complex four wheel drive operations	Current	1
FWPCOT3330	Apply tree jacking techniques in felling trees	Current	1
FWPCOT3331	Cut material using CNC sizing machines	Current	1
FWPCOT4201	Produce complex truss and frame plans and details using computers	Current	1
FWPCOT4203	Plan and coordinate product assembly	Current	2
FWPCOT4205	Coordinate log debarking operations	Current	1
FWPCOT4206	Plan and coordinate boiler operations	Current	1
FWPCOT4207	Plan and coordinate heat plant operations	Current	1
FWPCOT4209	Design timber structures	Current	1
FWPCOT4210	Provide specialised timber product solutions	Current	1
FWPCOT4211	Monitor stock control procedures	Current	1
FWPCOT4212	Implement environmental management practices to a forestry operation site	Current	1
FWPCOT4213	Monitor and manage product and service quality in the forest and wood products industry	Current	1
FWPCOT4214	Plan for and coordinate quarry operations	Current	1
FWPCOT4215	Plan for and coordinate road construction and maintenance	Current	1
FWPCOT4216	Plan for and coordinate construction of log landings and snig tracks	Current	1

FWPCOT4217		Apply a safety mindset in forestry operations	Current	1
FWPCOT4218		Manage business operations of a forestry contractor business	Current	1
FWPCOT4219		Manage people practices in a forestry contractor business	Current	1
FWPCOT4220		Plan for and coordinate log loading and haulage operations	Current	1
FWPCOT5210		Contribute to establishment and implementation of forest management systems	Current	1
FWPCOT5211		Implement forest management certification scheme	Current	1
FWPCOT5212		Implement workplace sustainability practices in the forest and wood products industry	Current	1
FWPCOT5213		Contribute to and implement a community engagement plan	Current	1
FWPCOT5214		Communicate forestry and forest science with stakeholders and the community	Current	1
FWPCOT5215		Apply innovative thinking to support forestry best practice	Current	1
FWPCOT6210		Develop engineered wood products to meet energy efficient building design needs	Current	1
FWPFGM3208		Construct and maintain forest roads and tracks	Current	1
FWPFGM3214		Operate a four wheel drive in a towing situation	Superseded	1
FWPFGM3216		Fell trees manually (intermediate)	Current	1
FWPFGM3217		Fell trees manually (advanced)	Current	2
FWPFIR2001		Follow fire prevention procedures	Current	1
FWPFIR2002		Detect fire in a native forest or plantation	Current	1
FWPFIR3001		Assess fire risk	Current	1
FWPFOM5001		Contribute to and implement a forest establishment plan	Current	1
FWPFOM5002		Contribute to and implement a forest roading operational plan	Current	1
FWPFOM5003		Contribute to and implement a forest harvesting plan	Current	1
FWPFOM5004		Contribute to and implement a forest regeneration plan	Current	1
FWPFOM5005		Contribute to and implement a biohazard contingency plan	Current	1
FWPFOM5006		Implement practices to maximise value from wood residues	Current	1
FWPFOM5007		Contribute to and implement a silviculture regime for a plantation	Current	1
FWPFOM5008		Contribute to and implement a silviculture regime for native forest	Current	1

FWPFOM5009	Contribute to management and monitoring of forestry supply chains	Current	1
FWPFOM5010	Apply principles of forest science to optimise forest management practices	Current	1
FWPFOM5011	Assist with calculating costs and production targets for forestry operations	Current	1
FWPFRM5001	Interpret and use image data in forestry planning and management	Current	1
FWPFRM5002	Source information on the contribution of forestry to carbon reduction strategies	Current	1
FWPFRM5003	Contribute to and implement a forest inventory program	Current	1
FWPFRM5004	Contribute to the planning and conduct of forest valuation	Current	1
FWPFRM5005	Contribute to selection and application of forest growth models	Current	1
FWPFRM5006	Analyse ecology of commercial native forests and plantations	Current	1
FWPFRM5007	Process and interpret harvester and forwarder optimisation data	Current	1
FWPFRM5008	Create digital forest operational map	Current	1
FWPFRM5009	Create cutting instruction files for forestry harvesters	Current	1
FWPFRM5010	Plan unmanned aerial vehicle (UAV) collection of forestry data	Current	1
FWPFRM5011	Quality assure forestry data acquisition by unmanned aerial vehicle (UAV)	Current	1
FWPHAR2201	Hook up felled trees (choker)	Current	1
FWPHAR2202	Perform landing duties (chaser)	Current	1
FWPHAR2208	Operate a mobile chipper/mulcher	Current	1
FWPHAR2209	Trim and cut harvested trees	Current	1
FWPHAR2210	Operate a forest machine simulator in a virtual environment	Current	1
FWPHAR3202	Monitor log recovery (rigging slinger)	Current	1
FWPHAR3203	Operate integrated or split flail and wood chipper with crane	Current	1
FWPHAR3204	Operate split flail and wood chipper fed by mobile machine	Current	1
FWPHAR3205	Harvest trees manually (intermediate)	Current	1
FWPHAR3209	Harvest trees manually (advanced)	Current	1
FWPHAR3212	Operate yarder	Current	1
FWPHAR3222	Use on-board computer systems for forwarder	Current	2

FWPHAR3223	Use on-board computer systems for single grip harvester	Current	1
FWPHAR3224	Operate crawler tractor	Current	2
FWPHAR3225	Operate excavator with log grapple	Current	1
FWPHAR3226	Operate feller buncher	Current	1
FWPHAR3227	Operate forwarder	Current	1
FWPHAR3228	Operate loader	Current	1
FWPHAR3229	Operate single grip harvester	Current	1
FWPHAR3230	Operate skidder	Current	1
FWPHAR3232	Operate harvesting machine with winch-assist system	Current	1
FWPHAR3234	Conduct mechanical processor operations	Current	1
FWPHAR3235	Conduct mechanically assisted tree falling operations	Current	1
FWPHAR4206	Implement environmental management practices in timber harvesting operations	Current	1
FWPHAR4207	Conduct a wood volume and yield assessment	Current	1
FWPHAR4208	Plan for and coordinate fire salvage operations	Current	1
FWPHAR4209	Plan for and coordinate forest harvesting operations	Current	1
FWPHAR4210	Plan for and coordinate log recovery (hook tender)	Current	1
FWPNSY2001	Collect tree seeds	Current	1
FWPNSY2002	Cut, sort and set cuttings	Current	1
FWPNSY2003	Follow quality procedures in forest nursery production	Current	1
FWPNSY2004	Prick out and transplant tree seedlings	Current	1
FWPNSY2005	Apply tree seed treatment	Current	1
FWPNSY3001	Graft nursery stock for planting in seed orchard	Current	1
FWPNSY3002	Extract, clean, store and despatch tree seeds	Current	1
FWPNSY3003	Apply knowledge of tree stock growing in a forest nursery	Current	1
FWPNSY3004	Identify, evaluate and mark quality seed trees	Current	1
FWPNSY3005	Maintain seed orchard	Current	1
FWPNSY3006	Manage mother plants	Current	1

FWPNSY3007	Operate automated topping system as part of tree production nursery operations	Current	1
FWPNSY3008	Operate automated seed sowing line for containerised forest seedling production	Current	1
FWPSAW2201	Grade round poles and debarked logs	Current	1
FWPSAW2202	Sort boards manually	Current	1
FWPSAW2204	Dock boards with mechanical feed	Current	1
FWPSAW2206	De-stack seasoning racks	Current	1
FWPSAW2209	Dismantle, transport and assemble hand portable sawmill	Current	1
FWPSAW2212	Assemble materials using nail plates	Current	1
FWPSAW3205	Dry hardwood	Current	1
FWPSAW3206	Dry softwood	Current	1
FWPSAW3215	Screen wood chips	Current	1
FWPSAW3216	Transfer wood chips	Current	2
FWPSAW3223	Assess wood chips	Current	1
FWPSAW3224	Coordinate and monitor the wood chip stockpile	Current	1
FWPSAW3229	Operate a portable sawmill	Current	1
FWPSAW3230	Perform primary log breakdown	Current	1
FWPSAW3231	Perform secondary log breakdown	Current	1
FWPSAW3232	Sharpen band saw blades	Current	1
FWPSAW3233	Sharpen circular saw blades	Current	1
FWPSAW3234	File and set saw blades for hand saws and circular saws	Current	1
FWPSAW3235	Recondition saw guides	Current	1
FWPSAW3236	Sharpen tipped circular saw blades	Current	1
FWPSAW3237	Level and tension circular saw blades	Current	1
FWPSAW3238	Replace Stellite tips	Current	1
FWPSAW3239	Assess and maintain wide band saw blades	Current	1
FWPSAW3240	Assess and maintain band saw wheels	Current	1
FWPSAW3241	Set up and operate production saws used in sawmill operations	Current	1

FWPSAW3242	Treat timber	Current	1
FWPSAW3243	Produce sawn green boards	Current	1
FWPSAW3244	Align sawing production systems	Current	1
FWPSAW3245	Join band saw blades	Current	1
FWPSAW3247	Replace tungsten tips	Current	1
FWPSAW3249	Saw logs using CNC optimising systems	Current	1
FWPSAW3250	Select and saw logs in multi-species operations	Current	1
FWPSAW3251	Apply principles of blade design to sawing procedures	Current	1
FWPSAW4201	Plan and monitor timber treatment plant operations	Current	1
FWPSAW4202	Plan and monitor saw log operations	Current	1
FWPSAW4203	Coordinate timber drying operations	Current	1
FWPSAW4205	Plan and monitor timber conversion	Current	1
FWPSAW4206	Monitor output timber for optimum volume and value recovery	Current	1
FWPSAW4207	Optimise timber production for volume and value recovery	Current	1
FWPSIL2001	Select and mark trees for tending operations	Current	1
FWPSIL2002	Plant trees by hand	Current	1
FWPSIL2003	Prune trees	Current	1
FWPSIL2004	Collect forest data or samples for assessment and analysis	Current	1
FWPSIL2005	Measure trees	Current	1
FWPSIL3001	Apply sustainable silviculture treatments	Current	1
FWPSIL3002	Plant trees mechanically	Current	1
FWPSIL3003	Use mechanised equipment for forestry site preparation	Current	1
FWPSIL4001	Plan for and coordinate forest site preparation operations	Current	1
FWPSIL4002	Plan for and coordinate thinning operations in a native forest or plantation	Current	1
FWPSIL4003	Plan for and coordinate stem improvement operations	Current	1
FWPSIL4004	Plan for and coordinate forest establishment operations	Current	1
FWPSIL4005	Plan for and coordinate a stand health and nutrition program	Current	1

FWPSIL4006	Plan for and coordinate a pests and diseases assessment	Current	1
FWPSIL4007	Plan for and coordinate a regeneration rate assessment	Current	1
FWPSIL4008	Plan for and coordinate a forest site assessment	Current	1
FWPSIL4009	Plan for and coordinate tending operations in a native forest or plantation	Current	1
FWPTMM2204	Machine material	Current	1
FWPTMM2205	Cut material to length and angles	Current	1
FWPTMM3208	Apply critical workplace processes in the manufacture of prefabricated timber building systems	Current	1
FWPTMM3209	Install prefabricated timber building systems on-site	Current	1
FWPTMM3210	Convert timber	Current	1
FWPTMM3211	Manufacture using joinery machines	Current	1
FWPTMM3212	Estimate and cost job	Current	1
FWPTMM3213	Read and interpret timber truss or wall frame fabrication plans	Current	1
FWPTMM3214	Assemble timber floor trusses	Current	1
FWPTMM3215	Work effectively in the timber systems design industry	Current	1
FWPTMM4203	Install and commission CNC software	Current	1
FWPTMM4204	Sample and test products to specifications	Current	1
FWPTMM4208	Construct prototypes and samples for timber structures	Current	1
FWPTMM4209	Interpret details of timber roof trusses to inform design of plans and production documents	Current	1
FWPTMM4210	Interpret details of timber floor systems to inform design of plans and production documents	Current	1
FWPTMM4211	Interpret details of timber wall frames to inform design of plans and production documents	Current	1
FWPTMM4212	Calculate production costs	Current	1
FWPTMM5202	Develop, trial and evaluate prototypes	Current	2
FWPTMM5209	Determine prefabricated timber building systems designs for compliance, manufacture and installation	Current	1
FWPTMM5210	Verify compliance and conformance of prefabricated timber building systems during manufacture	Current	1
FWPWPP2213	Cut panels	Current	1
FWPWPP3201	Produce veneer from debarked logs	Current	1

FWPWPP3209		Prepare resin and additives	Current	2
FWPWPP3212		Dry material	Current	2
FWPWPP3231		Produce veneer from prepared flitches	Current	1

Imported units of competency

Code		Title	Usage	Release	Belongs to training package
AHCARB212		Operate and maintain stump grinding machines	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCARB318		Undertake aerial rescue	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCARB319		Use arborist climbing techniques	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHC BIO204		Follow site biosecurity procedures	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHC BIO303		Apply biosecurity measures	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCCHM201		Apply chemicals under supervision	Current	2	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCCHM304		Transport and store chemicals	Current	3	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCCHM307		Prepare and apply chemicals to control pest, weeds and diseases	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCCHM404		Develop procedures to minimise risks in the use of chemicals	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCCHM405		Plan and implement a chemical use program	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCECR502		Conduct biological surveys	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCILM201		Maintain cultural places	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)

AHCILM401		Protect places of cultural significance	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCINF202		Install, maintain and repair farm fencing	Current	3	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCINF303		Plan and construct conventional fencing	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCIRG328		Operate irrigation controller and sensor technology	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCIRG346		Operate pressurised irrigation systems	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCLSC318		Erect timber structures and features	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCMOM202		Operate tractors	Current	3	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCMOM207		Conduct front-end loader operations	Current	2	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCMOM216		Operate side by side utility vehicles	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCMOM301		Coordinate machinery and equipment maintenance and repair	Current	2	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCMOM306		Ground spread fertiliser and soil ameliorant	Current	2	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCMOM402		Supervise maintenance of property, machinery and equipment	Current	2	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCNRM507		Manipulate and analyse data within geographic information systems	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCNSY207		Undertake propagation activities	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCNSY314		Operate fertigation equipment	Current	1	Agriculture, Horticulture and Conservation and Land

					Management Training Package (AHC)
AHCPMG201	Treat weeds	Current	2		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCPMG202	Treat plant pests, diseases and disorders	Current	2		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCPMG301	Control weeds	Current	3		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCPMG302	Control plant pests, diseases and disorders	Current	3		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCPMG304	Use firearms to humanely destroy animals	Current	2		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCPMG309	Apply pest animal control techniques	Current	2		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCSAW203	Conduct erosion and sediment control activities	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCSAW304	Implement erosion and sediment control measures	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCWRK207	Collect and record production data	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCWRK302	Monitor weather conditions	Current	2		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCWRK312	Operate in isolated and remote situations	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCWRK401	Implement and monitor quality assurance procedures	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCWRK508	Interpret legislation	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AHCWRK509	Provide specialist advice to clients	Current	1		Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)

AHCWRK513		Write and present reports	Current	1	Agriculture, Horticulture and Conservation and Land Management Training Package (AHC)
AVIY0028		Operate remotely piloted aircraft in excluded category sub-2 kg operations	Current	1	Aviation Training Package (AVI)
BSBCMM411		Make presentations	Current	1	Business Services Training Package (BSB)
BSBESB401		Research and develop business plans	Current	1	Business Services Training Package (BSB)
BSBESB407		Manage finances for new business ventures	Current	1	Business Services Training Package (BSB)
BSBFIN501		Manage budgets and financial plans	Current	1	Business Services Training Package (BSB)
BSBFLM312		Contribute to team effectiveness	Superseded	1	Business Services Training Package (BSB)
BSBHRM413		Support the learning and development of teams and individuals	Current	1	Business Services Training Package (BSB)
BSBINS201		Process and maintain workplace information	Current	1	Business Services Training Package (BSB)
BSBINS302		Organise workplace information	Current	1	Business Services Training Package (BSB)
BSBINS401		Analyse and present research information	Current	1	Business Services Training Package (BSB)
BSBINS402		Coordinate workplace information systems	Current	1	Business Services Training Package (BSB)
BSBLDR301		Support effective workplace relationships	Current	1	Business Services Training Package (BSB)
BSBLDR413		Lead effective workplace relationships	Current	1	Business Services Training Package (BSB)
BSBLDR414		Lead team effectiveness	Current	1	Business Services Training Package (BSB)
BSBLED401		Develop teams and individuals	Superseded	2	Business Services Training Package (BSB)
BSBOPS202		Engage with customers	Current	1	Business Services Training Package (BSB)
BSBOPS301		Maintain business resources	Current	1	Business Services Training Package (BSB)
BSBOPS304		Deliver and monitor a service to customers	Current	1	Business Services Training Package (BSB)
BSBOPS305		Process customer complaints	Current	1	Business Services Training Package (BSB)
BSBOPS402		Coordinate business operational plans	Current	1	Business Services Training Package (BSB)
BSBOPS403		Apply business risk management processes	Current	1	Business Services Training Package (BSB)
BSBOPS404		Implement customer service strategies	Current	1	Business Services Training Package (BSB)

BSBPEF202		Plan and apply time management	Current	1	Business Services Training Package (BSB)
BSBPEF301		Organise personal work priorities	Current	2	Business Services Training Package (BSB)
BSBPEF402		Develop personal work priorities	Current	1	Business Services Training Package (BSB)
BSBPMG427		Apply project procurement procedures	Current	1	Business Services Training Package (BSB)
BSBPMG634		Facilitate stakeholder engagement	Current	1	Business Services Training Package (BSB)
BSBSTR402		Implement continuous improvement	Current	1	Business Services Training Package (BSB)
BSBTEC201		Use business software applications	Current	1	Business Services Training Package (BSB)
BSBTEC301		Design and produce business documents	Current	1	Business Services Training Package (BSB)
BSBTEC403		Apply digital solutions to work processes	Current	1	Business Services Training Package (BSB)
BSBTWK201		Work effectively with others	Current	1	Business Services Training Package (BSB)
BSBWHS211		Contribute to the health and safety of self and others	Current	1	Business Services Training Package (BSB)
BSBWHS515		Lead initial response to and investigate WHS incidents	Current	1	Business Services Training Package (BSB)
BSBWRT411		Write complex documents	Current	1	Business Services Training Package (BSB)
BSBXTW301		Work in a team	Current	2	Business Services Training Package (BSB)
CPCCB4001		Apply building codes and standards to the construction process for Class 1 and 10 buildings	Current	2	Construction, Plumbing and Services Training Package (CPC)
CPCCB4024		Resolve business disputes	Current	1	Construction, Plumbing and Services Training Package (CPC)
CPCCOM1015		Carry out measurements and calculations	Current	2	Construction, Plumbing and Services Training Package (CPC)
CPPCMN4008		Read plans, drawings and specifications for residential buildings	Current	1	Property Services Training Package (CPP)
CPPSSI4038		Prepare and present GIS data	Current	1	Property Services Training Package (CPP)
FBPOPR2074		Carry out manual handling tasks	Current	1	Food, Beverage and Pharmaceutical (FBP)
FBPVIT3004		Monitor and maintain nursery plants	Current	1	Food, Beverage and Pharmaceutical (FBP)
FSKLRG011		Use routine strategies for work-related learning	Current	1	Foundation Skills Training Package (FSK)

FSKOCM007		Interact effectively with others at work	Current	1	Foundation Skills Training Package (FSK)
FSKRDG007		Read and respond to simple workplace information	Current	1	Foundation Skills Training Package (FSK)
FSKWTG006		Write simple workplace information	Current	1	Foundation Skills Training Package (FSK)
HLTAID009		Provide cardiopulmonary resuscitation	Current	1	Health (HLT)
HLTAID011		Provide First Aid	Current	1	Health (HLT)
HLTAID013		Provide First Aid in remote or isolated site	Current	1	Health (HLT)
HLTAID014		Provide Advanced First Aid	Current	1	Health (HLT)
HLTAID016		Manage first aid services and resources	Current	1	Health (HLT)
LGACOM409A		Prepare tender documentation	Deleted	2	Local Government Training Package (LGA04)
MEM05006		Perform brazing and/or silver soldering	Current	1	Manufacturing and Engineering (MEM)
MEM05049		Perform routine gas tungsten arc welding	Current	1	Manufacturing and Engineering (MEM)
MEM05050		Perform routine gas metal arc welding	Current	1	Manufacturing and Engineering (MEM)
MEM09002		Interpret technical drawing	Current	1	Manufacturing and Engineering (MEM)
MEM11011		Undertake manual handling	Current	1	Manufacturing and Engineering (MEM)
MEM12023		Perform engineering measurements	Current	1	Manufacturing and Engineering (MEM)
MEM12024		Perform computations	Current	1	Manufacturing and Engineering (MEM)
MEM13003		Work safely with industrial chemicals and materials	Current	1	Manufacturing and Engineering (MEM)
MEM13015		Work safely and effectively in manufacturing and engineering	Current	1	Manufacturing and Engineering (MEM)
MEM14006		Plan work activities	Current	1	Manufacturing and Engineering (MEM)
MEM16006		Organise and communicate information	Current	1	Manufacturing and Engineering (MEM)
MEM18001		Use hand tools	Current	1	Manufacturing and Engineering (MEM)
MEM18002		Use power tools/hand held operations	Current	1	Manufacturing and Engineering (MEM)
MEM18003		Use tools for precision work	Current	1	Manufacturing and Engineering (MEM)

MEM18006		Perform precision fitting of engineering components	Current	2	Manufacturing and Engineering (MEM)
MEM18011		Shut down and isolate machines/equipment	Current	1	Manufacturing and Engineering (MEM)
MEM18018		Maintain pneumatic system components	Current	2	Manufacturing and Engineering (MEM)
MEM18019		Maintain pneumatic systems	Current	2	Manufacturing and Engineering (MEM)
MEM18020		Maintain hydraulic system components	Current	2	Manufacturing and Engineering (MEM)
MEM18021		Maintain hydraulic systems	Current	2	Manufacturing and Engineering (MEM)
MEM18055		Dismantle, replace and assemble engineering components	Current	1	Manufacturing and Engineering (MEM)
MEM18071		Connect and disconnect fluid conveying system components	Current	1	Manufacturing and Engineering (MEM)
MEM30021A		Prepare a simple production schedule	Current	1	Metal and Engineering Training Package (MEM05)
MEM30032A		Produce basic engineering drawings	Current	1	Metal and Engineering Training Package (MEM05)
MSFDN4003		Produce patterns and templates	Current	1	Furnishing Training Package (MSF)
MSFFM3012		Set up, operate and maintain sawing machines	Current	1	Furnishing Training Package (MSF)
MSFFM3017		Set up, operate and maintain routing and shaping machines	Current	1	Furnishing Training Package (MSF)
MSFGG2011		Glaze and reglaze residential windows and doors	Current	1	Furnishing Training Package (MSF)
MSMPC1102		Apply effective work practices	Current	1	Manufacturing Training Package (MSM)
MSMSUP200		Achieve work outcomes	Current	1	Manufacturing Training Package (MSM)
MSMSUP390		Use structured problem-solving tools	Current	2	Manufacturing Training Package (MSM)
MSS015011		Conduct a sustainability energy audit	Current	1	Sustainability (MSS)
MSS027014		Apply environmental legislation, codes and standards	Current	1	Sustainability (MSS)
MSS402001		Apply competitive systems and practices	Current	1	Sustainability (MSS)
MSS402040		Apply 5S procedures	Current	2	Sustainability (MSS)
MSS402083		Use planning software systems in operations	Current	1	Sustainability (MSS)
MSS403001		Review competitive systems and practices	Current	1	Sustainability (MSS)

MSS403010		Facilitate change in an organisation implementing competitive systems and practices	Current	1	Sustainability (MSS)
MSS404054		Apply statistics to operational processes	Current	1	Sustainability (MSS)
MSS404060		Facilitate the use of planning software systems in a work area or team	Current	1	Sustainability (MSS)
MSS405088		Plan, implement and monitor energy management	Current	1	Sustainability (MSS)
PSPGEN062		Collect statistical data	Deleted	1	Public Sector Training Package (PSP)
PSPPCM007		Manage contracts	Current	1	Public Sector Training Package (PSP)
PUAEQU001		Prepare, maintain and test response equipment	Current	1	Public Safety (PUA)
PUAFIR017		Work safely around aircraft	Current	1	Public Safety (PUA)
PUAFIR201		Assist with prescribed burning	Current	1	Public Safety (PUA)
PUAFIR203		Respond to urban fire	Current	1	Public Safety (PUA)
PUAFIR204		Respond to wildfire	Current	1	Public Safety (PUA)
PUAFIR205		Respond to aviation incident (specialist)	Current	1	Public Safety (PUA)
PUAFIR207		Operate breathing apparatus open circuit	Current	2	Public Safety (PUA)
PUAFIR210		Prevent injury	Current	1	Public Safety (PUA)
PUAFIR220		Respond to isolated structure fire	Current	1	Public Safety (PUA)
PUAFIR303		Suppress wildfire	Current	1	Public Safety (PUA)
PUAFIR309		Operate pumps	Current	1	Public Safety (PUA)
PUAFIR323		Take local weather observations	Current	1	Public Safety (PUA)
PUAFIR325		Operate heavy plant in fire control operations	Current	1	Public Safety (PUA)
PUAFIR326		Push trees with machines in forest fire control operations	Current	1	Public Safety (PUA)
PUAFIR402		Conduct simple prescribed burns	Current	1	Public Safety (PUA)
PUAFIR406		Develop simple prescribed burn plans	Current	1	Public Safety (PUA)
PUAFIR407		Interpret and analyse fire weather information	Current	1	Public Safety (PUA)

PUAFIR417		Supervise machinery use in wildfire operations	Current	1	Public Safety (PUA)
PUAFIR501		Conduct fire investigation and analysis activities	Current	1	Public Safety (PUA)
PUAFIR506		Conduct complex prescribed burns	Current	2	Public Safety (PUA)
PUAFIR509		Implement prevention strategies	Current	1	Public Safety (PUA)
PUAFIR515		Develop complex prescribed burn plans	Current	2	Public Safety (PUA)
PUALAW001		Protect and preserve incident scene	Current	1	Public Safety (PUA)
PUALAW002		Conduct initial investigation at incident scene	Current	1	Public Safety (PUA)
PUAOPE013		Operate communications systems and equipment	Current	1	Public Safety (PUA)
PUAOPE014		Navigate to an incident	Current	1	Public Safety (PUA)
PUAOPE016		Manage a multi-team sector	Current	2	Public Safety (PUA)
PUATEA001		Work in a team	Current	1	Public Safety (PUA)
PUATEA002		Work autonomously	Current	1	Public Safety (PUA)
PUAWHS002		Maintain safety at an incident scene	Current	1	Public Safety (PUA)
RIIHAN308F		Load and unload plant	Current	1	Resources and Infrastructure Industry Training Package (RII)
RIIMPO315E		Conduct tractor operations	Current	1	Resources and Infrastructure Industry Training Package (RII)
RIIMPO317F		Conduct roller operations	Current	3	Resources and Infrastructure Industry Training Package (RII)
RIIMPO318F		Conduct civil construction skid steer loader operations	Current	2	Resources and Infrastructure Industry Training Package (RII)
RIIMPO319E		Conduct backhoe/loader operations	Current	2	Resources and Infrastructure Industry Training Package (RII)
RIIMPO320F		Conduct civil construction excavator operations	Current	4	Resources and Infrastructure Industry Training Package (RII)
RIIMPO321F		Conduct civil construction wheeled front end loader operations	Current	3	Resources and Infrastructure Industry Training Package (RII)
RIIMPO322E		Conduct civil construction tracked front end loader operations	Current	3	Resources and Infrastructure Industry Training Package (RII)
RIIMPO323E		Conduct civil construction dozer operations	Current	4	Resources and Infrastructure Industry Training Package (RII)
RIIMPO324F		Conduct civil construction grader operations	Current	4	Resources and Infrastructure Industry Training Package (RII)

RIIPGP201D		Conduct pump operations	Current	2	Resources and Infrastructure Industry Training Package (RII)
RIIVEH304E		Conduct tip truck operations	Current	1	Resources and Infrastructure Industry Training Package (RII)
SIRRINV001		Receive and handle retail stock	Current	1	Retail Services Training Package (SIR)
SIRRINV002		Control stock	Current	1	Retail Services Training Package (SIR)
SIRRMER003		Coordinate visual merchandising activities	Current	1	Retail Services Training Package (SIR)
SIRRRTF001		Balance and secure point-of-sale terminal	Current	1	Retail Services Training Package (SIR)
SIRWLS001		Process product and service data	Current	1	Retail Services Training Package (SIR)
SIRXCEG001		Engage the customer	Current	1	Retail Services Training Package (SIR)
SIRXCEG003		Build customer relationships and loyalty	Current	1	Retail Services Training Package (SIR)
SIRXCEG005		Maintain business to business relationships	Current	1	Retail Services Training Package (SIR)
SIRXSLS001		Sell to the retail customer	Current	1	Retail Services Training Package (SIR)
SIRXSLS003		Achieve sales results	Current	1	Retail Services Training Package (SIR)
SITXCCS008		Develop and manage quality customer service practices	Current	1	Tourism, Travel and Hospitality Training Package (SIT)
TAEASS401		Plan assessment activities and processes	Current	2	Training and Education Training Package (TAE)
TAEASS402		Assess competence	Current	2	Training and Education Training Package (TAE)
TAEASS403		Participate in assessment validation	Current	2	Training and Education Training Package (TAE)
TAEDEL301		Provide work skill instruction	Current	1	Training and Education Training Package (TAE)
TAEDEL401		Plan, organise and deliver group-based learning	Current	2	Training and Education Training Package (TAE)
TAEDEL402		Plan, organise and facilitate learning in the workplace	Current	2	Training and Education Training Package (TAE)
TAEDES401		Design and develop learning programs	Current	2	Training and Education Training Package (TAE)
TAEDES402		Use training packages and accredited courses to meet client needs	Current	2	Training and Education Training Package (TAE)
TLIA0004		Complete receipt and despatch documentation	Current	1	Transport and Logistics Training Package (TLI)
TLIA0015		Organise receipt and despatch operations	Current	1	Transport and Logistics Training Package (TLI)

TLIA0019		Despatch stock	Current	1	Transport and Logistics Training Package (TLI)
TLIA0022		Pick and process orders	Current	1	Transport and Logistics Training Package (TLI)
TLIA0024		Replenish stock	Current	1	Transport and Logistics Training Package (TLI)
TLIC2002		Drive light rigid vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLIC3003		Drive medium rigid vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLIC3004		Drive heavy rigid vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLIC3005		Drive heavy combination vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLIC3063		Operate vehicle carrying special loads	Current	2	Transport and Logistics Training Package (TLI)
TLIC4006		Drive multi-combination vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLID0001		Load and unload vehicles carrying special loads	Current	2	Transport and Logistics Training Package (TLI)
TLID0006		Move materials mechanically using automated equipment	Current	1	Transport and Logistics Training Package (TLI)
TLID0007		Operate specialised load shifting equipment	Current	1	Transport and Logistics Training Package (TLI)
TLID0008		Shift loads using bridge or gantry crane	Current	1	Transport and Logistics Training Package (TLI)
TLID0015		Load and unload goods/cargo	Current	1	Transport and Logistics Training Package (TLI)
TLID0016		Operate a forklift	Current	1	Transport and Logistics Training Package (TLI)
TLID0020		Shift materials safely using manual handling methods	Current	1	Transport and Logistics Training Package (TLI)
TLID1001		Shift materials safely using manual handling methods	Superseded	1	Transport and Logistics Training Package (TLI)
TLID2004		Load and unload goods/cargo	Superseded	1	Transport and Logistics Training Package (TLI)
TLID2010		Operate a forklift	Superseded	1	Transport and Logistics Training Package (TLI)
TLID2047		Prepare cargo for transfer with slings	Current	2	Transport and Logistics Training Package (TLI)
TLID3011		Conduct specialised forklift operations	Current	1	Transport and Logistics Training Package (TLI)
TLID3035		Operate a boom type elevating work platform	Current	1	Transport and Logistics Training Package (TLI)
TLID4032		Plan and conduct specialised lift	Current	1	Transport and Logistics Training Package (TLI)

TLIF0009		Ensure the safety of transport activities (Chain of Responsibility)	Current	1	Transport and Logistics Training Package (TLI)
TLIF0012		Implement and coordinate accident-emergency procedures	Current	1	Transport and Logistics Training Package (TLI)
TLIF0014		Monitor the safety of transport activities (Chain of Responsibility)	Current	1	Transport and Logistics Training Package (TLI)
TLIF1002		Conduct housekeeping activities	Superseded	1	Transport and Logistics Training Package (TLI)
TLIF2010		Apply fatigue management strategies	Current	2	Transport and Logistics Training Package (TLI)
TLIF4064		Manage fatigue management policy and procedures	Current	1	Transport and Logistics Training Package (TLI)
TLIH0005		Interpret road maps and navigate pre-determined routes	Current	1	Transport and Logistics Training Package (TLI)
TLIJ0003		Apply quality systems	Current	1	Transport and Logistics Training Package (TLI)
TLILIC0003		Licence to operate a forklift truck	Current	1	Transport and Logistics Training Package (TLI)
TLILIC0024		Licence to operate a vehicle loading crane (capacity 10 metre tonnes and above)	Current	1	Transport and Logistics Training Package (TLI)
TLILIC2014		Licence to drive a light rigid vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLILIC2015		Licence to drive a medium rigid vehicle	Current	2	Transport and Logistics Training Package (TLI)
TLIR4002		Source goods/services and evaluate contractors	Current	2	Transport and Logistics Training Package (TLI)
TLIX0004X		Administer inventory systems	Current	1	Transport and Logistics Training Package (TLI)
TLIX0013X		Maintain stock control and receivals	Current	1	Transport and Logistics Training Package (TLI)

PPM - Pulp & Paper Manufacturing Industry Training Package

Summary

Releases:	Release	Status	Release date	Approval process
	3.0	Current	2022/02/10	Endorsement date: 2022/01/17
	2.0	Replaced	2018/10/24	Endorsement date: 2018/10/09
	1.0	Replaced	2016/05/06	Endorsement date: 2016/03/22

Usage recommendation: **Current**

Training Package Developer

Organisation: **Skills Impact**

Web address: <http://www.skillsimpact.com.au/>

Mapping information

Mapping	Notes	Date
Supersedes and is equivalent to FPP10 - Pulp & Paper Manufacturing Industry Training Package	Supersedes and is equivalent to FPP10 - Pulp & Paper Manufacturing Industry Training Package	2016/05/06

Training package components

Qualifications

Code	Title	Usage	Release
PPM20121	Certificate II in Pulp and Paper Operations	Current	1
PPM30121	Certificate III in Pulp and Paper Operations	Current	1
PPM40121	Certificate IV in Pulp and Paper Operations	Current	1
PPM50121	Diploma of Pulp and Paper Operations Management	Current	1

Skill sets

Code	Title	Release
PPMSS00012	Chemical Recovery Skill Set	1
PPMSS00013	Converting Paper Products Skill Set	1
PPMSS00020	De-Inking Operations Skill Set	1
PPMSS00014	Paper Finishing and Converting Skill Set	1
PPMSS00015	Papermaking Dry End Operations Skill Set	1

PPMSS00016		Papermaking Wet End Operations Skill Set	1
PPMSS00011		Pulp and Paper Manufacturing Industry Induction Skill Set	1
PPMSS00021		Pulp and Paper Manufacturing Management and Leadership Skill Set	1
PPMSS00017		Pulping Stock Preparation Skill Set	1
PPMSS00019		Recovered Fibre Operations Skill Set	1
PPMSS00018		Warehousing Paper Products Skill Set	1

Units of competency

Code		Title	Usage	Release
PPMCPR301		Operate chemical systems	Current	1
PPMCSK301		Operate process control equipment	Current	1
PPMDEO201		Monitor and control dry end operations	Current	1
PPMDEO301		Perform dry end operations	Current	1
PPMDEO401		Troubleshoot and rectify dry end systems	Current	1
PPMDIK201		Monitor and control de-inking operations	Current	1
PPMDIK301		Perform de-inking operations	Current	1
PPMDIK401		Troubleshoot and rectify de-inking operations	Current	1
PPMENV201		Identify and monitor environmental discharges and emissions	Current	1
PPMENV401		Monitor and control environmental hazards	Current	1
PPMEPG201		Monitor and control power generation systems	Current	1
PPMEPG301		Perform power generation operations	Current	1
PPMEPG401		Troubleshoot and rectify power generation system	Current	1
PPMFCO201		Monitor and control paper finishing and converting operations	Current	1
PPMFCO301		Perform paper finishing and converting operations	Current	1
PPMFCO401		Troubleshoot and rectify paper finishing and converting systems	Current	1
PPMHRF201		Pack and dispatch recovered fibre	Current	1
PPMHRF202		Receive recovered fibre	Current	1
PPMHRF203		Unload recovered fibre	Current	1

PPMIND201	Apply principles of pulp and papermaking to work practices	Current	1
PPMIND202	Work effectively in the pulp and paper industry	Current	1
PPMIND501	Evaluate emerging technologies and processes	Current	1
PPMMHV201	Operate mobile crane	Current	1
PPMPLN401	Implement production plan	Current	1
PPMPRM201	Undertake operator level preventative maintenance	Current	1
PPMPRM202	Perform lubrication	Current	1
PPMPRS301	Identify and rectify operational problems	Current	1
PPMPRS401	Solve systemic problems	Current	1
PPMPRV201	Operate ancillary equipment	Current	1
PPMPRV301	Co-ordinate and direct clothing changes	Current	1
PPMPUL201	Monitor and control pulping operations	Current	1
PPMPUL202	Store and distribute pulped product	Current	1
PPMPUL301	Perform pulping operations	Current	1
PPMPUL401	Troubleshoot and rectify pulping processes	Current	1
PPMQAS201	Apply basic quality practices	Current	1
PPMQAS301	Monitor in-process quality assurance	Current	1
PPMQAS401	Oversee quality assurance process	Current	1
PPMQAS501	Evaluate production processes for regulatory and quality compliance	Current	1
PPMREC201	Monitor and control chemical recovery operations	Current	1
PPMREC301	Perform chemical recovery operations	Current	1
PPMREC401	Troubleshoot and rectify chemical recovery operations	Current	1
PPMRES201	Receive materials	Current	1
PPMRES202	Unload materials	Current	1
PPMRES203	Distribute woodchips	Current	1
PPMRES301	Operate woodchip production system	Current	1
PPMRES401	Troubleshoot and rectify primary resource operations	Current	1

PPMRFO201		Monitor and control recovered fibre operations	Current	1
PPMRFO301		Perform recovered fibre operations	Current	1
PPMRFO401		Troubleshoot and rectify recovered fibre operations	Current	1
PPMSPR201		Monitor and control stock preparation systems	Current	1
PPMSPR301		Perform stock preparation operations	Current	1
PPMSPR401		Troubleshoot and rectify stock preparation systems	Current	1
PPMSTM201		Monitor and control boiler operations	Current	1
PPMSTM301		Perform steam boiler operations	Current	1
PPMSTM401		Troubleshoot and rectify boiler plant systems	Current	1
PPMWAR201		Store product	Current	1
PPMWAR202		Prepare and dispatch product	Current	1
PPMWAR203		Package warehouse product	Current	1
PPMWAS301		Operate water systems	Current	1
PPMWAS401		Troubleshoot and rectify water systems	Current	1
PPMWEO201		Monitor and control wet end operations	Current	1
PPMWEO301		Perform wet end operations	Current	1
PPMWEO401		Troubleshoot and rectify wet end systems	Current	1
PPMWS201		Participate in work health and safety processes	Current	1
PPMWS301		Contribute to work health and safety processes	Current	1
PPMWS401		Maintain work health and safety processes	Current	1
PPMWS402		Identify, assess and control work health and safety risk in own work	Current	1
PPMWS501		Manage work health and safety processes	Current	1

Imported units of competency

Code	Title	Usage	Release	Belongs to training package
BSBAUD511	Initiate quality audits	Current	1	Business Services Training Package (BSB)
BSBCMM211	Apply communication skills	Current	1	Business Services Training Package (BSB)
BSBCMM411	Make presentations	Current	1	Business Services Training Package (BSB)

BSBFIN501	Manage budgets and financial plans	Current	1	Business Services Training Package (BSB)
BSBHRM522	Manage employee and industrial relations	Current	1	Business Services Training Package (BSB)
BSBHRM523	Coordinate the learning and development of teams and individuals	Current	1	Business Services Training Package (BSB)
BSBLDR301	Support effective workplace relationships	Current	1	Business Services Training Package (BSB)
BSBLDR414	Lead team effectiveness	Current	1	Business Services Training Package (BSB)
BSBLDR522	Manage people performance	Current	2	Business Services Training Package (BSB)
BSBLDR523	Lead and manage effective workplace relationships	Current	1	Business Services Training Package (BSB)
BSBOPS403	Apply business risk management processes	Current	1	Business Services Training Package (BSB)
BSBOPS405	Organise business meetings	Current	1	Business Services Training Package (BSB)
BSBOPS502	Manage business operational plans	Current	1	Business Services Training Package (BSB)
BSBOPS504	Manage business risk	Current	1	Business Services Training Package (BSB)
BSBPEF501	Manage personal and professional development	Current	1	Business Services Training Package (BSB)
BSBPMG430	Undertake project work	Current	1	Business Services Training Package (BSB)
BSBPMG541	Manage complex projects	Current	1	Business Services Training Package (BSB)
BSBSTR301	Contribute to continuous improvement	Current	1	Business Services Training Package (BSB)
BSBSTR401	Promote innovation in team environments	Current	1	Business Services Training Package (BSB)
BSBSTR601	Manage innovation and continuous improvement	Current	2	Business Services Training Package (BSB)
BSBSUS211	Participate in sustainable work practices	Current	1	Business Services Training Package (BSB)
BSBSUS511	Develop workplace policies and procedures for sustainability	Current	1	Business Services Training Package (BSB)
BSBTWK201	Work effectively with others	Current	1	Business Services Training Package (BSB)
BSBTWK401	Build and maintain business relationships	Current	1	Business Services Training Package (BSB)
BSBTWK503	Manage meetings	Current	1	Business Services Training Package (BSB)
BSBXTW301	Work in a team	Current	2	Business Services Training Package (BSB)

CPCCLDG3001	Licence to perform dogging	Current	2	Construction, Plumbing and Services Training Package (CPC)
CPCCLRG3001	Licence to perform rigging basic level	Current	1	Construction, Plumbing and Services Training Package (CPC)
CPCCLRG3002	Licence to perform rigging intermediate level	Current	1	Construction, Plumbing and Services Training Package (CPC)
CPCCLRG4001	Licence to perform rigging advanced level	Current	1	Construction, Plumbing and Services Training Package (CPC)
FWPCOT3327	Contribute to energy efficiency in the forest and wood products industry	Current	1	Forest and Wood Products Training Package (FWP)
FWPCOT5212	Implement workplace sustainability practices in the forest and wood products industry	Current	1	Forest and Wood Products Training Package (FWP)
FWPCOT5213	Contribute to and implement a community engagement plan	Current	1	Forest and Wood Products Training Package (FWP)
FWPHAR3224	Operate crawler tractor	Current	2	Forest and Wood Products Training Package (FWP)
FWPHAR3228	Operate loader	Current	1	Forest and Wood Products Training Package (FWP)
FWPHAR3230	Operate skidder	Current	1	Forest and Wood Products Training Package (FWP)
HLTAID011	Provide First Aid	Current	1	Health (HLT)
MSL904002	Perform standard calibrations	Current	1	Laboratory Operations (MSL)
MSL936003	Maintain quality system and continuous improvement processes within work or functional area	Current	1	Laboratory Operations (MSL)
MSL973013	Perform basic tests	Current	1	Laboratory Operations (MSL)
MSMBLIC001	Licence to operate a standard boiler	Current	1	Manufacturing Training Package (MSM)
MSMBLIC002	Licence to operate an advanced boiler	Current	1	Manufacturing Training Package (MSM)
MSMOPS212	Use organisation computers or data systems	Current	1	Manufacturing Training Package (MSM)
MSMPER200	Work in accordance with an issued permit	Current	1	Manufacturing Training Package (MSM)
MSMPER205	Enter confined space	Current	2	Manufacturing Training Package (MSM)
MSS014010	Optimise sustainability of a process or work area	Current	1	Sustainability (MSS)

MSS017012		Lead sustainable strategy deployment	Current	1	Sustainability (MSS)
MSS402020		Apply quick changeover procedures	Current	1	Sustainability (MSS)
MSS402040		Apply 5S procedures	Current	2	Sustainability (MSS)
MSS402050		Monitor process capability	Current	1	Sustainability (MSS)
MSS403001		Review competitive systems and practices	Current	1	Sustainability (MSS)
MSS403011		Facilitate implementation of competitive systems and practices	Current	1	Sustainability (MSS)
MSS403040		Facilitate and improve implementation of 5S	Current	1	Sustainability (MSS)
MSS403085		Ensure process improvements are sustained	Current	1	Sustainability (MSS)
MSS403087		Mistake proof an operational process	Current	1	Sustainability (MSS)
MSS404054		Apply statistics to operational processes	Current	1	Sustainability (MSS)
MSS405001		Develop competitive systems and practices for an organisation	Current	1	Sustainability (MSS)
MSS405004		Develop business plans in an organisation implementing competitive systems and practices	Current	1	Sustainability (MSS)
MSS405053		Manage application of six sigma for process control and improvement	Current	2	Sustainability (MSS)
MSS405082		Adapt a proactive maintenance strategy to the process operations sector	Current	1	Sustainability (MSS)
MSS405088		Plan, implement and monitor energy management	Current	1	Sustainability (MSS)
NWPTRD004		Implement and manage trade waste policies and plans	Current	1	National Water Training Package (NWP)
PMAWHS211		Prepare equipment for emergency response	Current	1	Chemical, Hydrocarbons and Refining (PMA)
PSPGEN046		Undertake research and analysis	Superseded	1	Public Sector Training Package (PSP)
TAEASS301		Contribute to assessment	Current	1	Training and Education Training Package (TAE)
TAEASS401		Plan assessment activities and processes	Current	2	Training and Education Training Package (TAE)
TAEASS402		Assess competence	Current	2	Training and Education Training Package (TAE)

TAEASS403		Participate in assessment validation	Current	2	Training and Education Training Package (TAE)
TAEDEL301		Provide work skill instruction	Current	1	Training and Education Training Package (TAE)
TAEDEL404		Mentor in the workplace	Current	1	Training and Education Training Package (TAE)
TLIA0021		Participate in stocktakes	Current	1	Transport and Logistics Training Package (TLI)
TLIA0022		Pick and process orders	Current	1	Transport and Logistics Training Package (TLI)
TLID0006		Move materials mechanically using automated equipment	Current	1	Transport and Logistics Training Package (TLI)
TLID0015		Load and unload goods/cargo	Current	1	Transport and Logistics Training Package (TLI)
TLID0020		Shift materials safely using manual handling methods	Current	1	Transport and Logistics Training Package (TLI)
TLID0021		Store and handle dangerous goods and hazardous substances	Current	1	Transport and Logistics Training Package (TLI)
TLIE0010		Identify, analyse and report workplace data and information	Current	1	Transport and Logistics Training Package (TLI)
TLILIC0003		Licence to operate a forklift truck	Current	1	Transport and Logistics Training Package (TLI)
TLILIC0005		Licence to operate a boom-type elevating work platform (boom length 11 metres or more)	Current	2	Transport and Logistics Training Package (TLI)
TLILIC0016		Licence to operate a bridge and gantry crane	Current	1	Transport and Logistics Training Package (TLI)
TLIX0004X		Administer inventory systems	Current	1	Transport and Logistics Training Package (TLI)
UEPOPL001		Licence to operate a steam turbine	Superseded	1	Electricity Supply Industry - Generation Sector Training Package (UEP)