

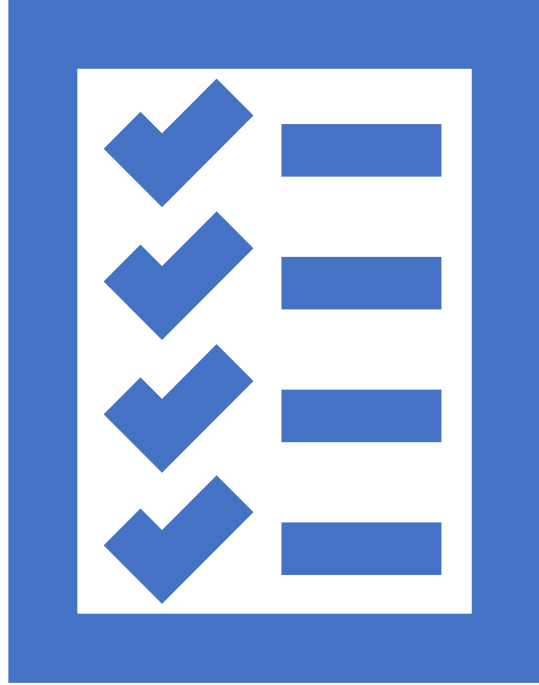


WORKFORCE OF THE FUTURE

Workshop

Workforce, Diversity, & Inclusion

What does this mean for Tasmania's Forest Industry?



Agenda

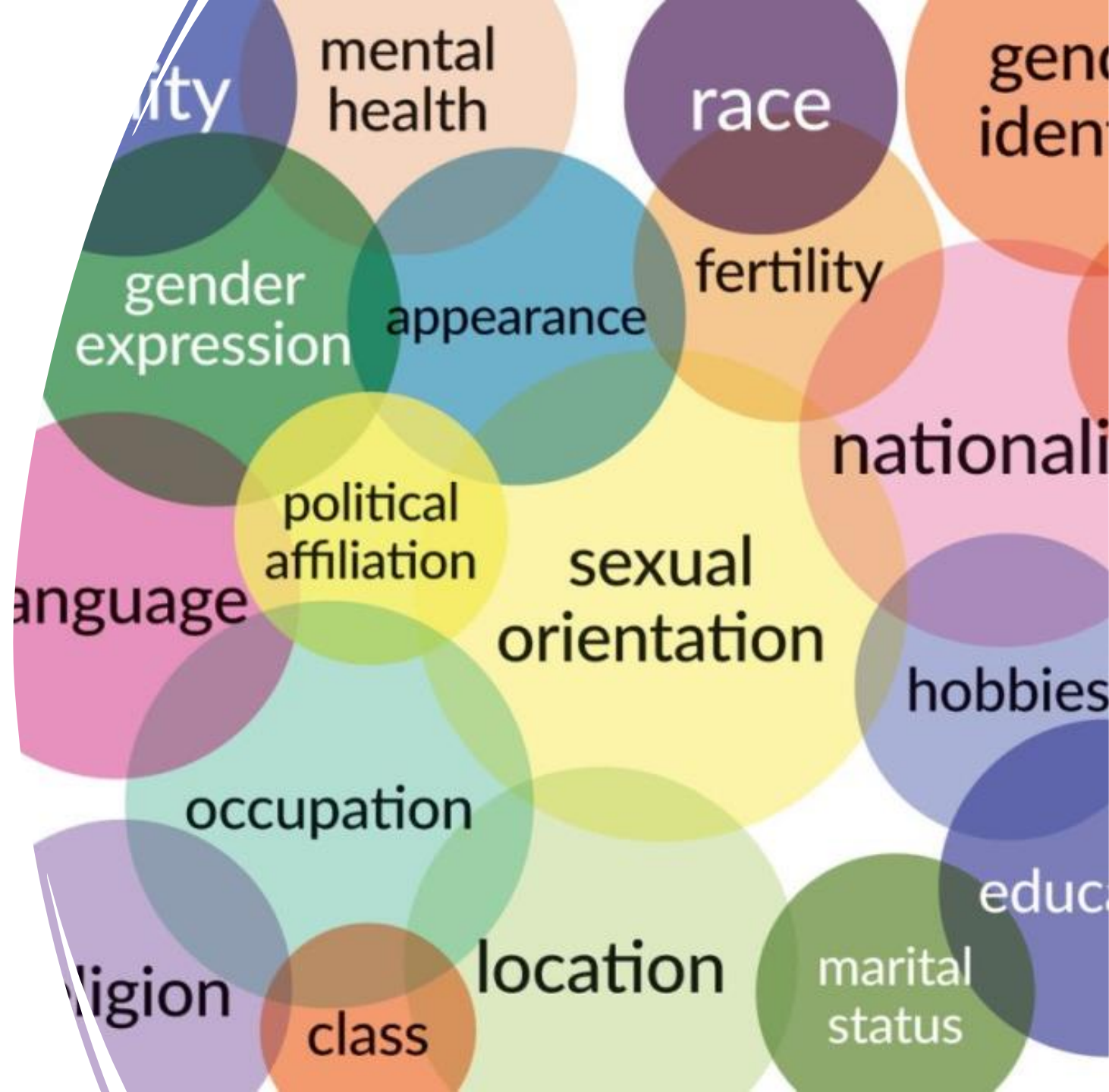
- Definitions
- Workforce Implementation Plan and Diversity Action Plan
- Desktop analysis
- Stakeholder consultation
- Key themes
- Workforce and diversity are universal issues
- Questions

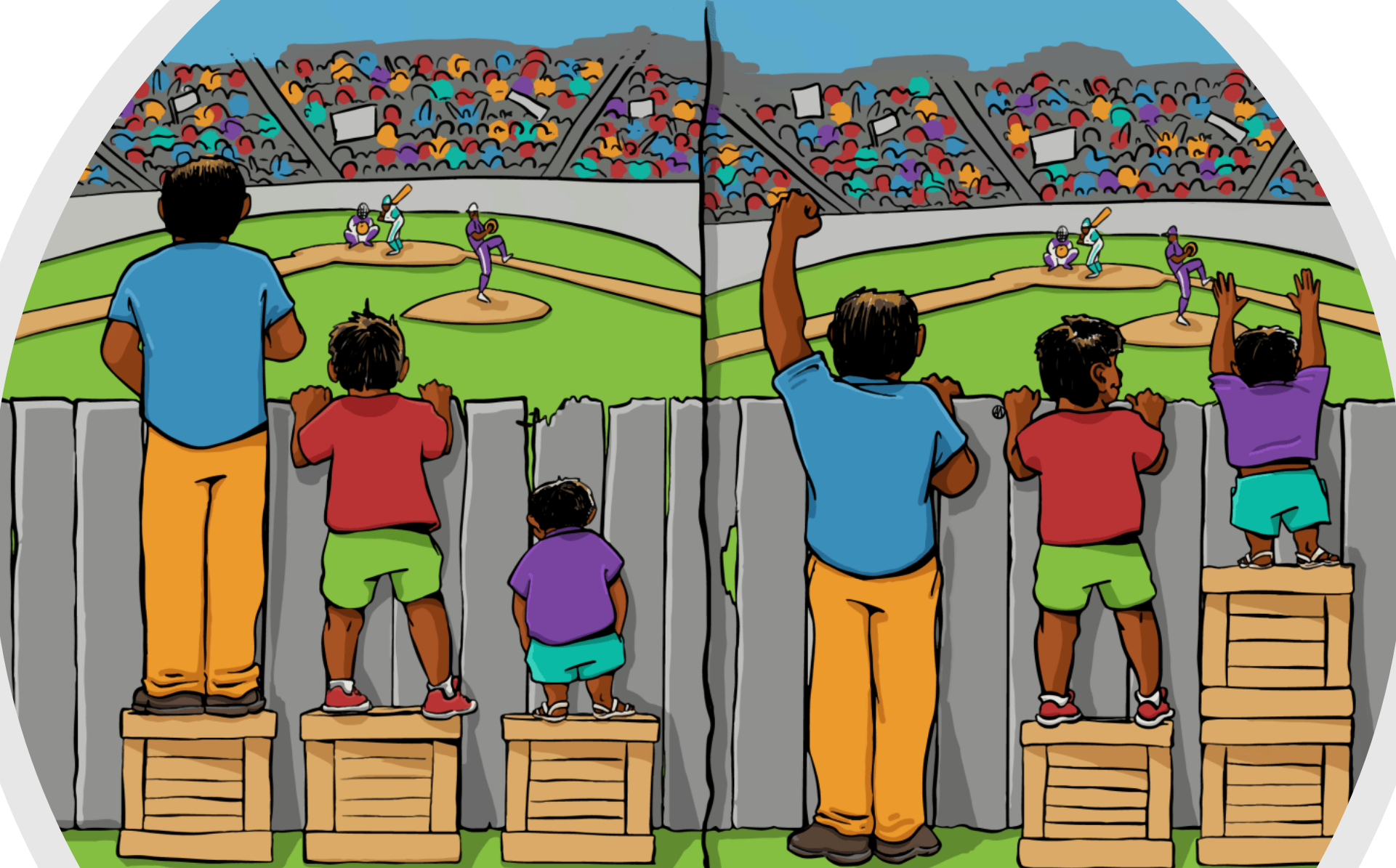
Diversity is about a rich mix of differences

Inclusion is about each person feeling valued and connected

Intersectionality acknowledges that everyone has their own unique experiences of discrimination and oppression

Definitions



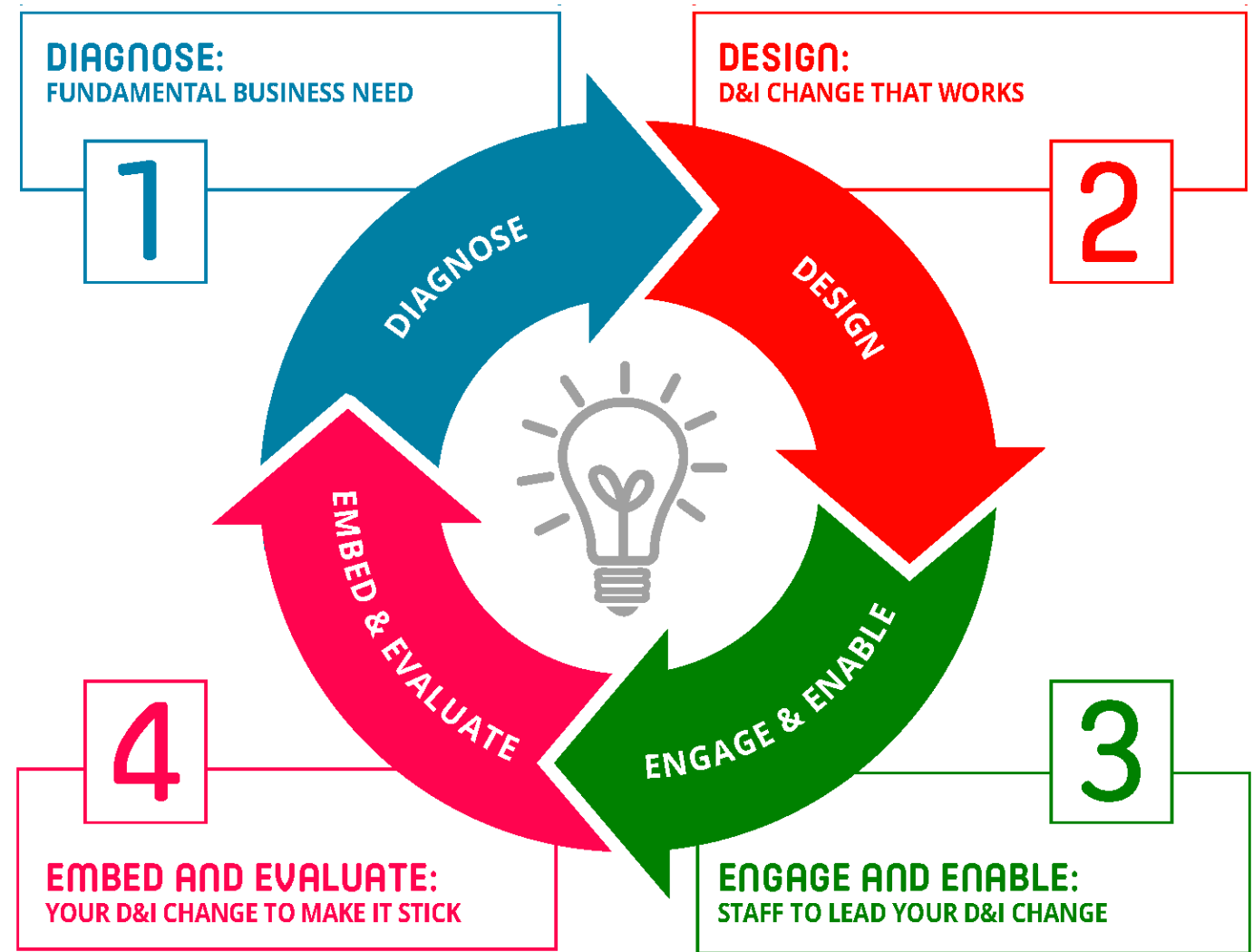


EQUALITY

EQUITY

Workforce &
Diversity
=
Organisational
Change
=
Leadership

Diversity Council Australia Model



Workforce Plan

- One Voice – Leadership, Collaboration, and Coordination
- 4 key goals & actions over 5 years
 1. Career pathways mapped and supported
 2. Relevant education and training
 3. Employee and workplace diversity
 4. Promotion, attraction and retention

RMCG

TASMANIAN FORESTS
& FOREST PRODUCTS
NETWORK

AUGUST 2021

Tasmanian forest industry workforce development and implementation plan (2021 to 2025)

Final V2

Tasmanian Forests and Forest Products Network
(TFFPN)

Developed with support from the Tasmanian Training and Skills Development Service, a service funded by the Australian and Tasmanian Governments to support the rebuilding and reskilling of the Tasmanian forest and timber industry.



Diversity Action Plan

- Understand the challenges and opportunities
- Inform and encourage employers on diversity
- Targeted actions to drive diversity

Desktop Analysis

- 10 plans across sectors, nationally and internationally -
 - Vision statement
 - Aligned with other plans
 - Industry owned and supported
 - Themes and goals
 - How to implement
 - Governance

Stakeholder consultation

External stakeholders

Employer surveys

Employee surveys

Qualitative and not statistically valid

External Stakeholder Consultation

Qualitative and ongoing

12 discussions / 4 diversity dimensions

Young people, women, CALD and Aboriginal

Perceptions of the industry

Challenges and opportunities

Perception of forestry



Negative community
perceptions



Limited understanding
of forestry careers



Limited understanding
of training pathways

Understanding increased by connection and exposure

Attraction & Recruitment

Challenges

- Confusing entry points
- Advertising language
- Recruitment processes
- Lack of networks
- Lack of confidence
- Literacy and numeracy
- Flexibility
- Transport

Opportunities

- Industry exposure opportunities
- Clearly defined entry points and pathways - traineeships
- Industry-wide, inclusive recruitment
- Partnerships with stakeholders

“Two biggest influencers are parents and teachers on a young person’s career decisions.”

Retention

Challenges

- Non-inclusive culture
- Literacy and numeracy
- Flexibility
- Gender pay gap
- Self-doubt

Opportunities

- Cultural awareness and acknowledgement
- Comprehensive induction
- Post placement support
- Authentic mentoring programs
- Skilled managers
- Flexibility in work
- Traineeships

“Diverse workplaces create and support diversity.”

Advancement

Challenges

- Family responsibilities
- Expectation of long work hours
- Lack of confidence in ability
- Gender pay gap

Opportunities

- Equity in training and promotion
- Normalise and celebrate diversity
- Aspirational and diversity in leadership and decision-making

“Need to look at equity as a pose to equality to advance some of the diverse groups.”

Some thoughts...

Perceptions on both sides improved by education and awareness

Celebrate diversity and inclusion every day

“Not expecting disadvantaged people or minorities to meet the same standard of behaviour or achievement set for most people.”

- [Urban Dictionary: soft bigotry of low expectations](#)

Forest Industry Stakeholder Consultation



Quantitative & qualitative



Two surveys

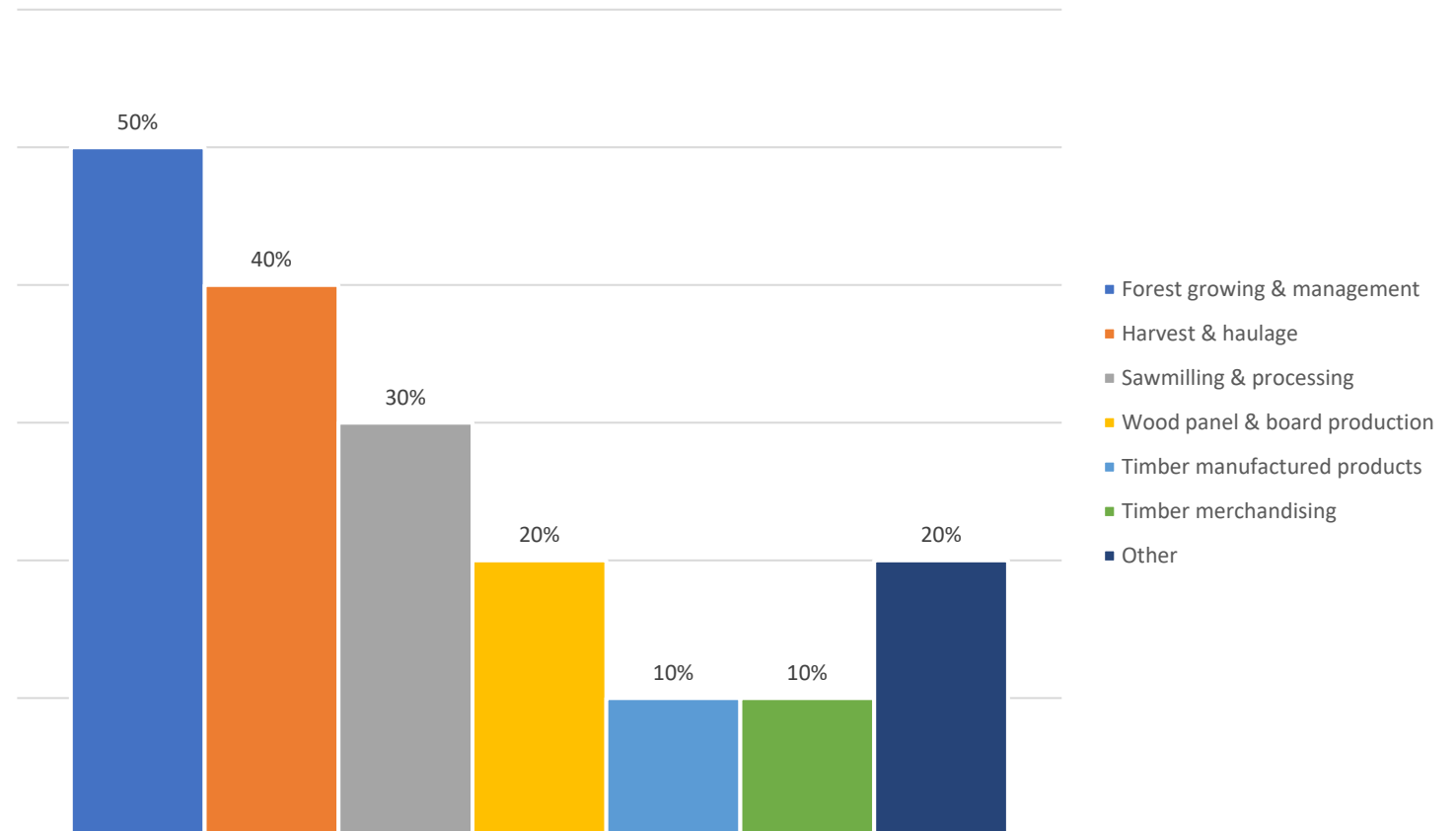


Perceptions of diversity
across industry & businesses

Not statistically valid

Employer Response Demographics

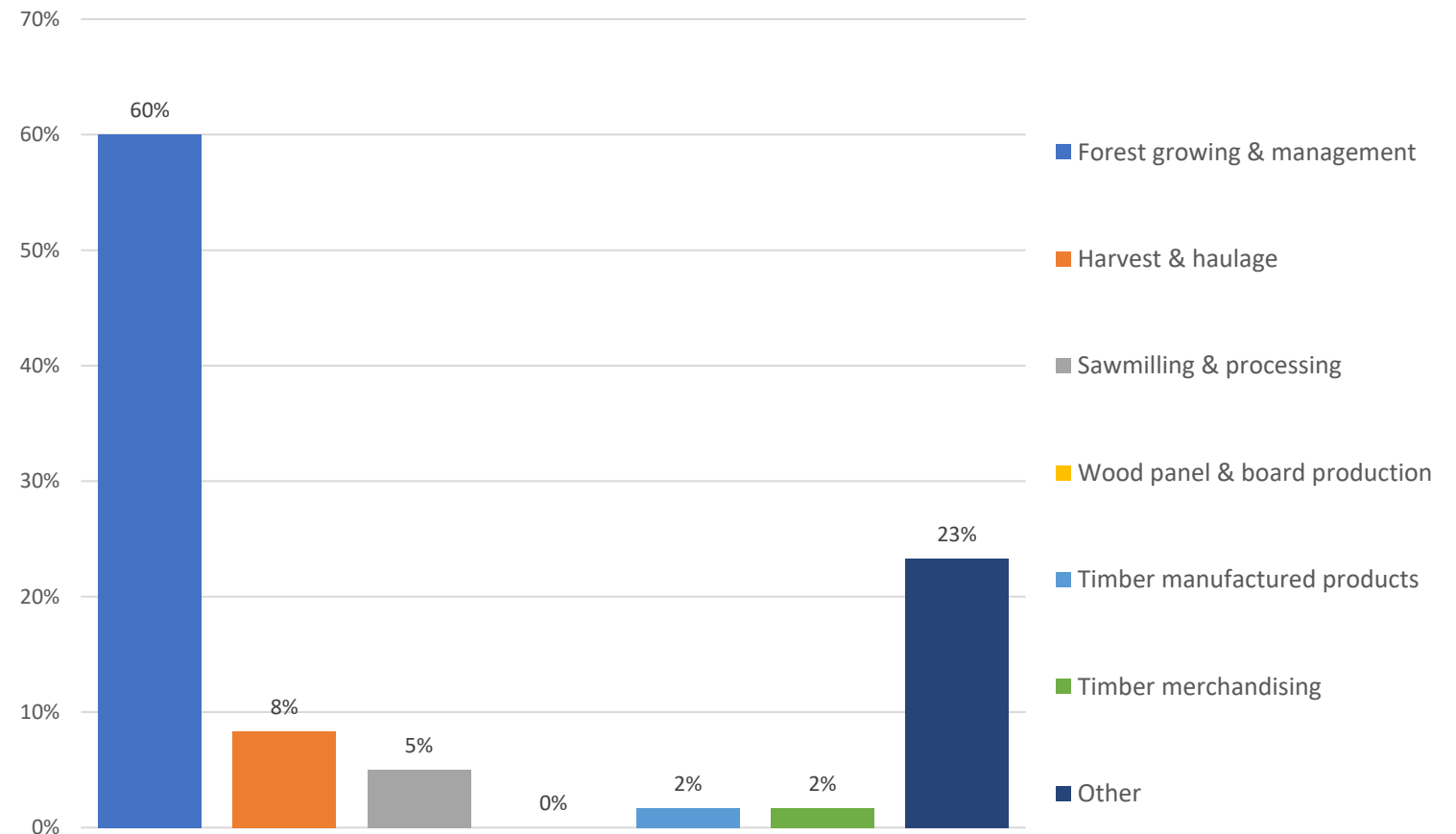
- 10 responses
- 25% response rate
- 5 to 200 employees
- 776 employees
- Other includes
 - Training
 - Log export



Note some responses across multiple sectors

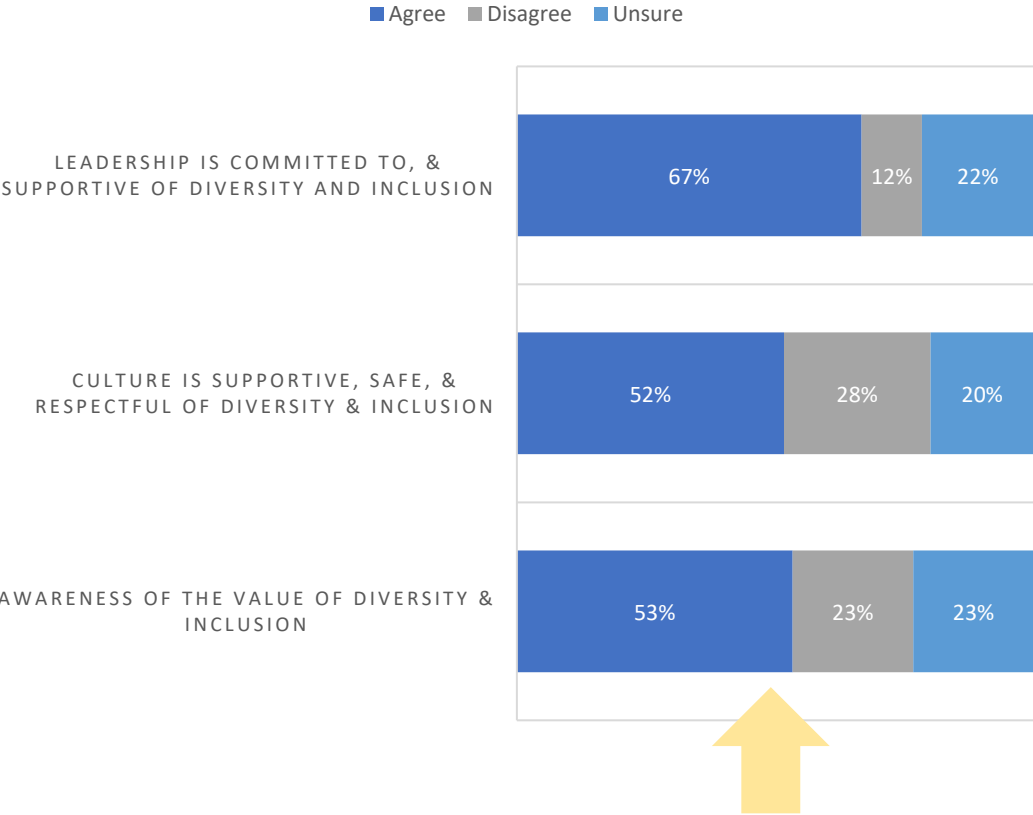
Employee Response Demographics

- 60 responses
- 6% response rate
- Other includes
 - Urban forestry
 - Research
 - Technical services
 - Fire management
 - Sales

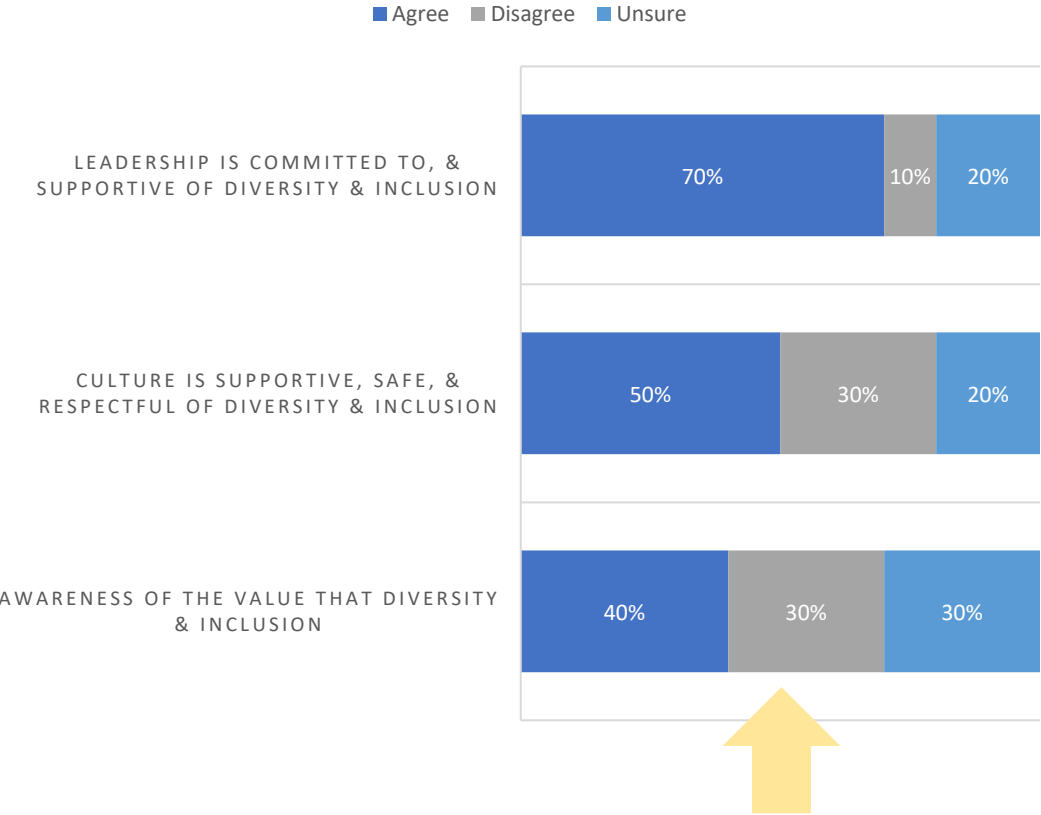


Industry Diversity and Inclusion

Employees believe...

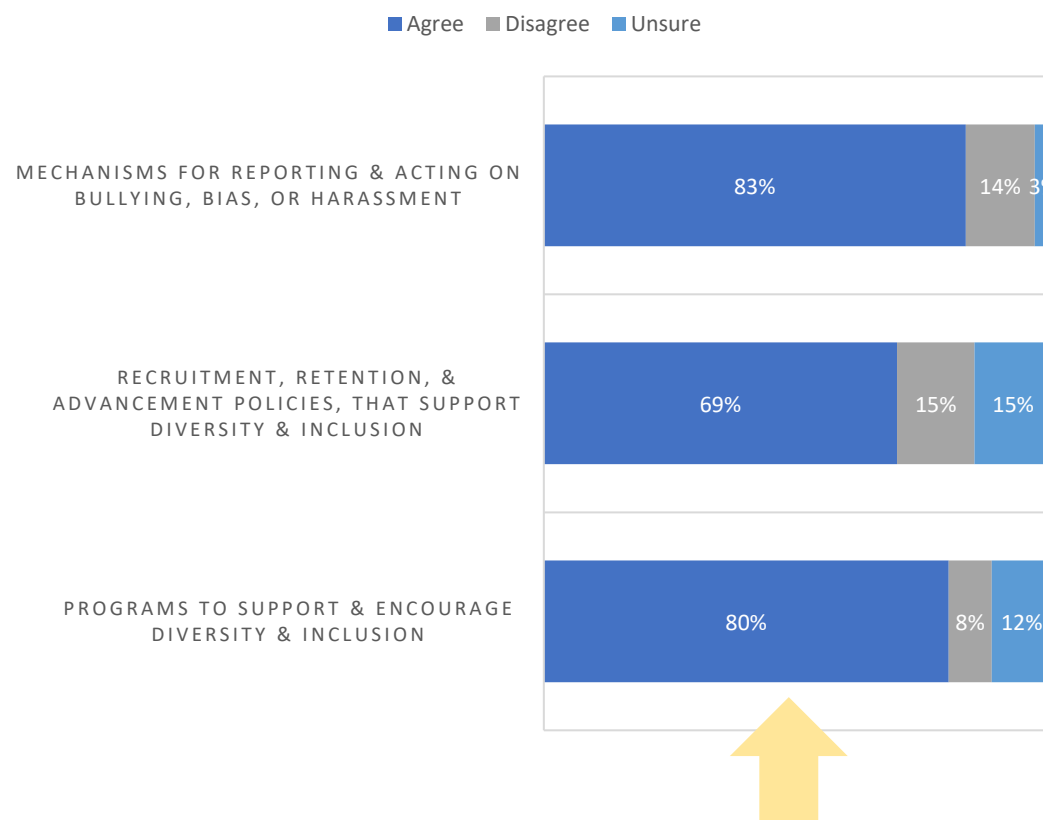


Employers believe...

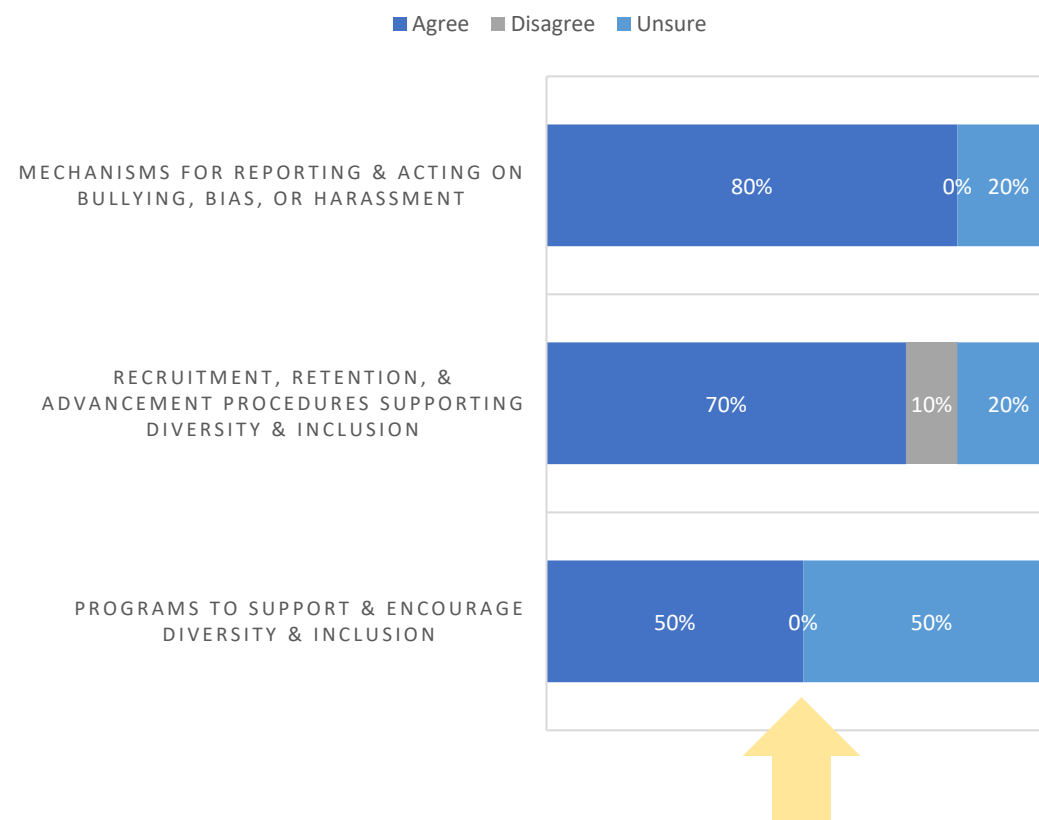


Organisational Diversity and Inclusion

Employees believe there are...

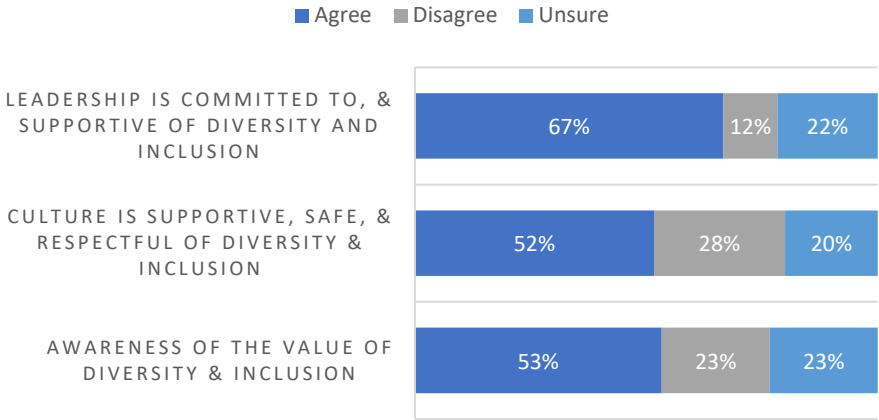


Employers believe there are...

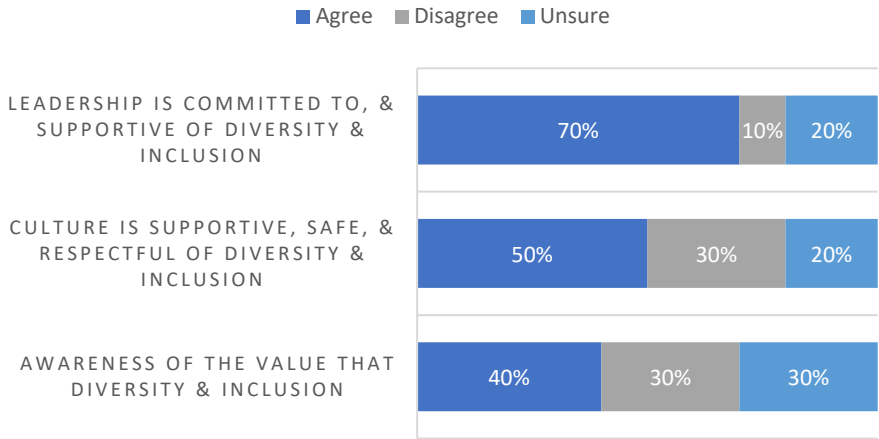


Industry Diversity

EMPLOYEES

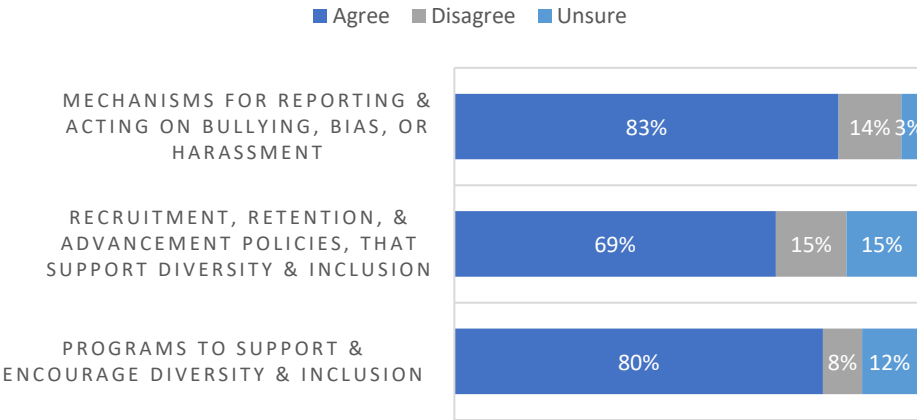


EMPLOYERS

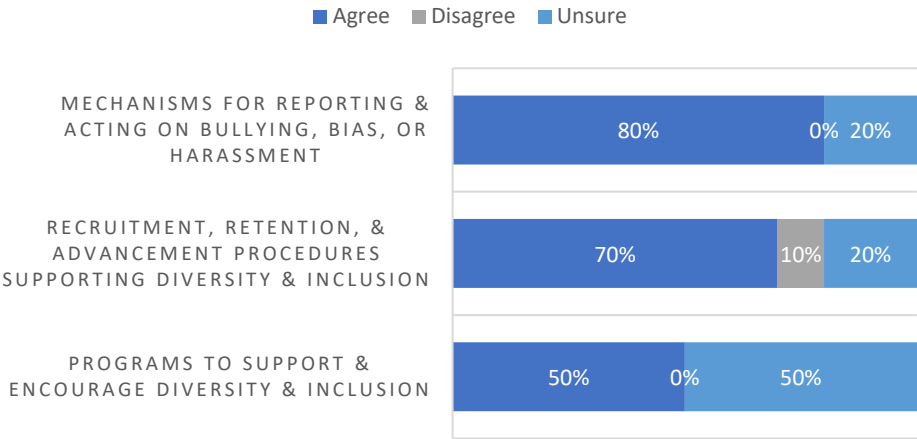


Organisational Diversity

EMPLOYEES



EMPLOYEES



Challenges

- Attracting and retaining diverse workforce
- Stereotype of industry as 'male dominated'
- Increasingly difficult to recruit highly skilled employees
- Smaller businesses may not have capacity to drive diversity
- Attracting women to non-traditional roles
- Educating the sector on inclusiveness

"It is hard for the industry to be seen as a whole with a broad range of businesses all working on different metrics."

Opportunities

- Broadening industry appeal as an exciting career
- Education on diversity and inclusion within workplaces
- Highlighting diverse & inclusive workplaces internally and externally
 - Sharing stories of those less represented
- Promoting industry role models
- *Traineeship pathways developed and promoted*

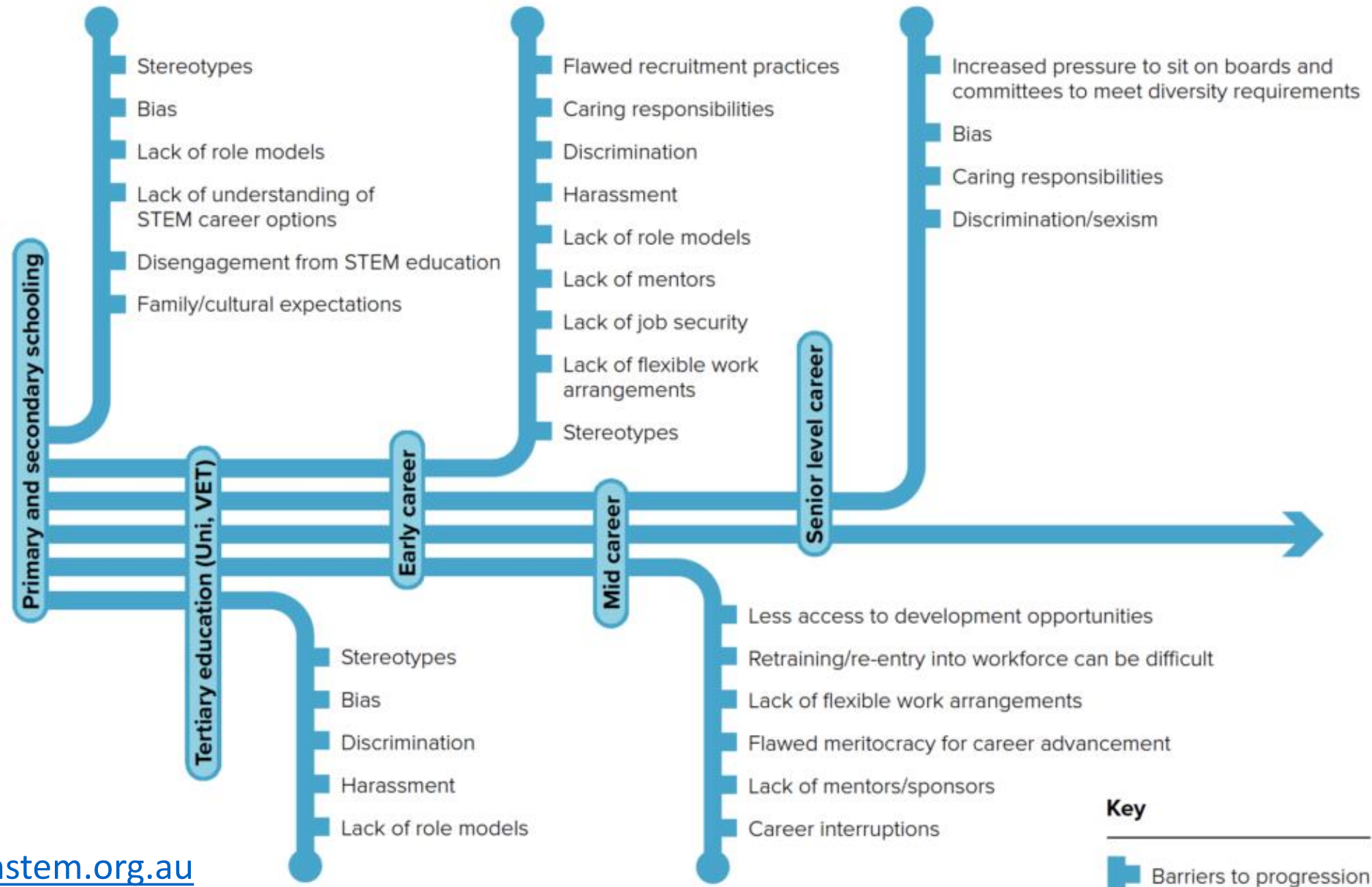
“Ensure the right people with the right skills and empathy are employed who can nurture the inclusion process.”

Key Themes

- Industry exposure activities to improve perception
- Defined key entry points & pathways – **Traineeships??**
- Industry-wide attraction & recruitment
- Partnerships with stakeholder groups to support inclusion
- Induction & mentoring programs
- Training of managers
- Equity, particularly in advancement opportunities



CAREER PROGRESSION PIPELINE



Labour Market Data Dashboard Tasmania

Data current as at 24 February 2022

Refer to source notes for data reference periods

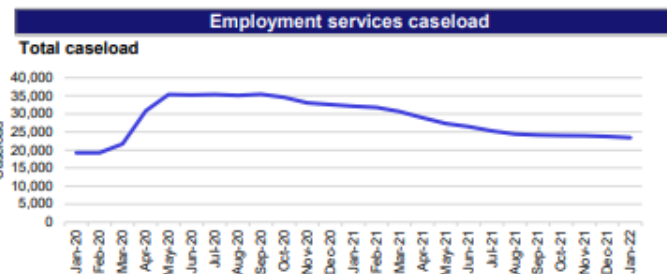
This Labour Market Data Dashboard provides a summary of the key indicators for the Tasmanian labour market. Dashboards for Australia and Employment Regions are also available.

Labour market summary table												
	Employed persons			Unemployed persons			Unemployment rate		Participation rate		Youth unemployment rate	
	Jan-22 ('000)	Mar-20 ('000)	Change (%)	Jan-22 ('000)	Mar-20 ('000)	Change (%)	Jan-22 (%)	Mar-20 (%)	Jan-22 (%)	Mar-20 (%)	Jan-22 (%)	Mar-20 (%)
Tasmania	259.1	258.0	0.4	10.2	13.6	-25.4	3.8	5.0	60.0	61.0	10.2	10.7
Australia	13,255.0	12,995.5	2.0	580.0	723.2	-19.8	4.2	5.3	66.2	65.9	9.0	11.6

Source: ABS, Labour Force Survey, Jan-22



Source: ABS, Labour Force Survey, Jan-22



Source: National Skills Commission, Internet Vacancy Index, seasonally adjusted data, Jan-22

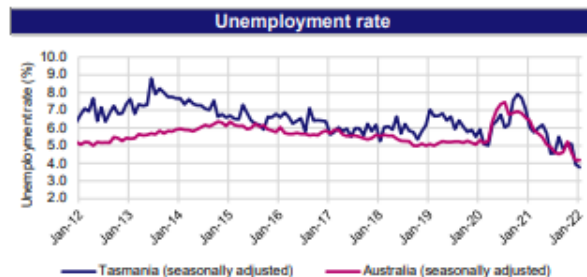


Source: ABS, Labour Force Survey, Detailed, four quarter average data, Nov-21 quarter

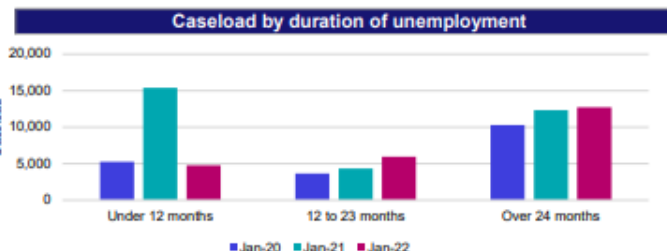
Change in employment services caseload		
	Tasmania	Australia
Total caseload - Feb 2020	19,193	633,318
Total caseload - Jan 2022	23,418	879,440
Change (Feb 2020 to Jan 2022)	↑ 4,225	↑ 246,122
Change (Feb 2020 to Jan 2022) (%)	↑ 22%	↑ 39%



Source: National Skills Commission, Internet Vacancy Index, seasonally adjusted data, Jan-22



Source: ABS, Labour Force Survey, Jan-22



Source: Department of Education, Skills and Employment, caseload data, Jan-22. Caseload total refers to jobactive participants.



Source: National Skills Commission, Recruitment Experiences and Outlook Survey, Tasmania, Jan-22. Due to small sample size data should be treated with caution. Results for January-21, April-21, December-21 and January-22 are imputed due to insufficient data for this period.

WORKFORCE OF THE FUTURE

Workshop

The Tasmanian Forests & Forest Products Network (TFFPN) acknowledges the Palawa peoples' connection with Country, and their active land management of the forests of lutrawita/Tasmania over thousands of generations.

We acknowledge the Palawa and Pakana peoples, as the Traditional Owners and spiritual custodians of the land on which our sector operates, and we pay our respects to their leaders.

Contact:

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THE TFFPN RECOGNISES ITS VALUED
PARTNERS AND SUPPORTERS

