



**Wool Harvesting Training Agreement**

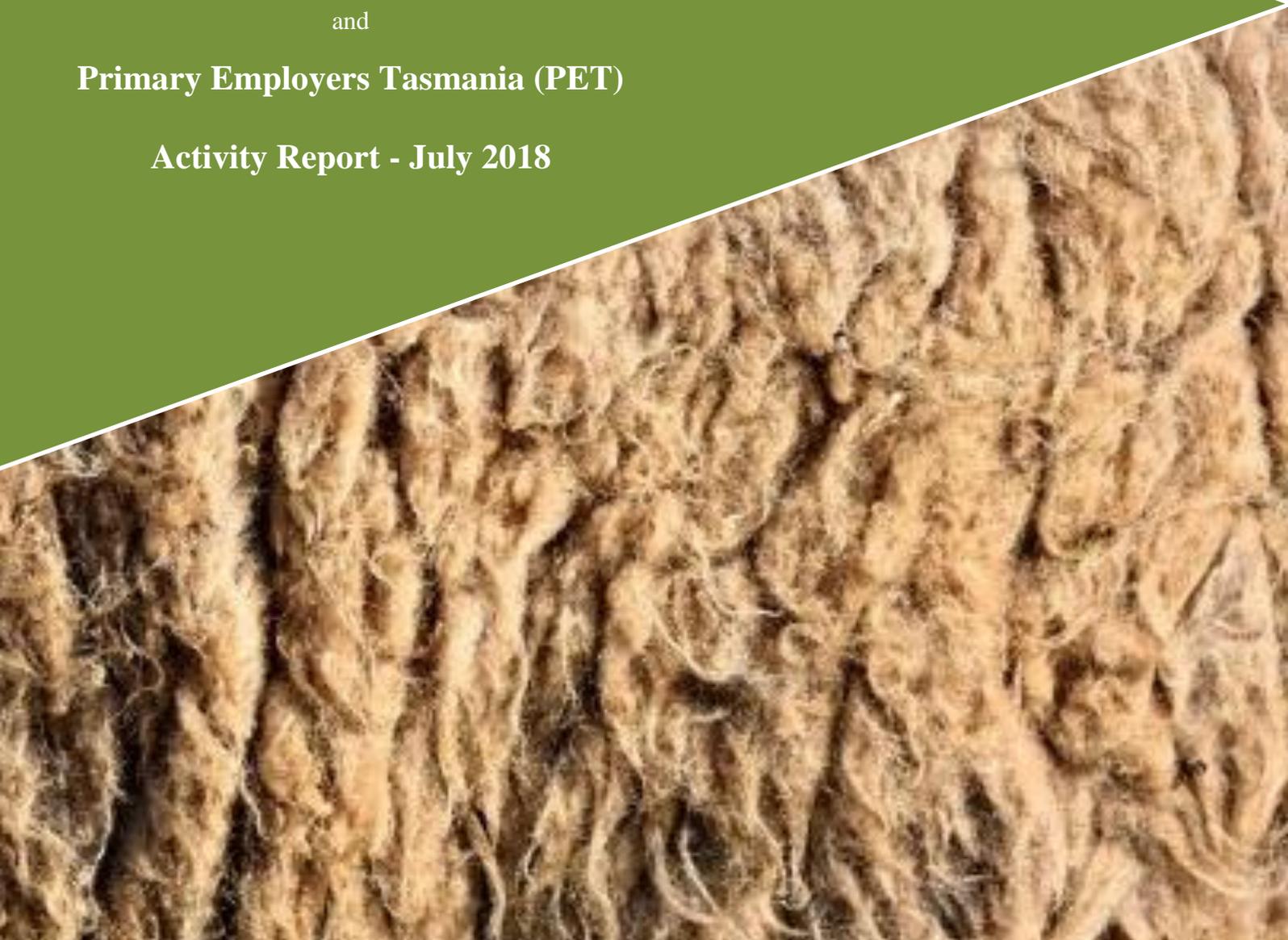
between

**Skills Tasmania**

and

**Primary Employers Tasmania (PET)**

**Activity Report - July 2018**



# WOOL HARVESTING TRAINING AGREEMENT

between

## Skills Tasmania and Primary Employers Tasmania (PET) Annual Activity Report – July 2018

Skills Tasmania has granted funds to PET as a contribution towards the cost of the delivery of training to improve the skills and productivity of the Tasmanian Wool Industry.

This is the June 2018 Activity Report, the last for the current funding arrangement.

### **Program Deliverables:**

The intended deliverables are traineeships, regional coaching in sheds for shearers and wool handlers, novice/improver workshops, industry contractor workshops, and implementing a training program that increases employment opportunities in the Central Highlands and Southern Midlands.

PET is pleased to provide this six-month activity report to Skills Tasmania in accordance with the Deed of Grant between the parties.

### **Introduction:**

The Wool Harvesting Training Program is well known and respected within Tasmania's wool industry and continues to maintain very strong support from all industry participants, including shearers, wool handlers, contractors/contactors, wool growers, the wool pastoral houses, and our other funding partner, Australian Wool Innovation Ltd.

There is still strong interest from persons wishing to enter the industry. The June-July, 2018 Introduction to the Wool Harvesting Industry Workshop at Malahide has 12 students in attendance as at the time of this report.

The participants vary in age and background. There have been qualified plumbers, and more recently a recent university graduate with an agricultural family that sees the benefit of having shearing skills to supplement quiet times in his industry.

The involvement of schools is one area that our trainer has concentrated on and the involvement of school students in wool competitions at local shows is very pleasing.

Our training strategy is to complete as much of the in-shed coaching as possible in the first six months each year with increased emphasis on formal traineeships and novice/improver workshops in the second six months.

We believe our delivery strategy is working well allowing our trainer to dovetail the AWI program into the Skills Tasmania program.

Sheep numbers have continued to increase.

Wool prices are high. More and more woolgrowers are going down the non-museling path partly due to overseas demands. Buyers are also paying extra money for non-mused wool. Non-museling has

also increased the workload in crutching, and increased animal husbandry.



The Tasmanian clip continues to be shorn and prepared by local wool harvesting staff without the need to import staff from the mainland, but we are aware that the increased flocks will need more shearers.

All in all, given the seasonal nature of the industry we remain very pleased and enthusiastic with the Wool Harvesting Training program.

#### **REPORTING AND PERFORMANCE REQUIREMENTS:**

- **Number of formal traineeships commenced, completed and in progress**

Though there have been good numbers attending the workshops, those wishing to complete the formal traineeships has reduced.

During the last 12 months, five (5) personnel completed Certificate III – Shearing.

Currently there are five (5) personnel completing formal Wool Harvesting Traineeships.

Two (2) Cert III – Shearing;

One (1) Cert II – Shearing;

Two (2) Cert II – Wool Handling

Over the next six months we expect to sign up:

Three (3) Cert III – Shearing;

Three (3) Cert II – Wool Handling

There continues to be the strong presence of participants from the Central Highlands and Southern Midlands, one of the many aims of the programme.

- **Workshops – 10-12 students at each workshop**

The proposal was for four workshops over the year.

| Date             | Property    | Workshop           | Attendees                     |
|------------------|-------------|--------------------|-------------------------------|
| 7 to 18 Aug      | Malahide    | Novice Workshop    | 10 shearers and wool handlers |
| 29 Nov to 5 Dec  | Connorville | Crutching Workshop | 5 shearers 2 shed hands       |
| 19 Dec to 22 Dec | Connorville | Crutching Workshop | 4 shearers 2 shed hands       |
| 3 Jan to 8 Jan   | Connorville | Improver Workshop  | 4 shearers 2 shed hands       |
| 5 Feb to 9 Feb   | Connorville | Improvers Workshop | 6 shearers 3 shed hands       |
| 12 Feb to 23 Feb | Beaufront   | Novice Workshop    | 13 shearers and wool handlers |
| 25 Jun – 29 Jun  | Malahide    | Novice Workshop    | 15 shearers and wool handlers |

- **Details of the provision of regional coaching in sheds to up-skill the current workforce of shearers and wool handlers**

Attached to this report is a listing of the shearing sheds visited by the trainer, the names of the shearers and shedhands who met with the trainer.

The PET trainer spends quite a lot of time assisting former trainees with ongoing in-shed training as they seek to improve their skills and wool harvesting techniques.

The Hagley Farm School has finished the upgrade of its shearing shed and the Trainer gave a demonstration of shearing at the TPAG Precision Field Day in April this year.

With many sheep now over 100 kilograms in weight the improved catch and drag techniques are catching on across the industry, which will hopefully reduce the risk of injury to shearers. Following an injury to a shearer the Trainer recently invited Worksafe Tasmania Inspectors to a shearing shed to show them the training methods involved with catch and drag, and the difficulties encountered by left-handed shearers in many sheds. The introduction of left and right pen doors is helping to minimise the risk to left-handed shearers.

Improvements in shearing sheds continue. Simple matters such as the direction of flooring materials can greatly assist a shearer in catch and drag. Worksafe Tasmania have been inspecting shearing sheds and improvements will also ensue following these inspections.

Safe Farming Tasmania and Prime Super also provide relevant information to the trainees. PrimeSuper continues its sponsorship of the shearing competition at the Campbell Town Show.

The National Farmers Federation, of which PET is a member, has negotiated an appropriate drug and alcohol policy for the industry with the unions The Trainer now emphasises this policy to trainees and provides copies of the policy to all sheds that he visits.

- **Details of the provision of industry contractor workshops to upskill existing contractors, those acting as contractors and those seeking to become contractors.**

PET Wool Harvesting Trainer continues to spend considerable time on a one to one basis with contractors and contactors to ensure they are up to date with the latest industry standards, particularly in relation to clip preparation, work health and safety matters and quality assurance issues.

A contractor meeting is planned for later in 2018, with an emphasis on workplace health and safety and the contractor's responsibilities as PCBUs, biosecurity, first aid, changes to the Pastoral Award, and personal hygiene for shearers.

The one on one meetings/discussions/upskilling sessions with contractors have been very well received by the contractors. They appear to like the one-to-one sessions together with group meetings.

The trainer also has contact with contractors on a daily basis when visiting sheds.

- **Details of the provision of specialist professional development training for the PET shearer/wool handler trainer**

The PET shearer wool handler trainer has participated in the following professional development training programs.

- AWI Workshops – Wagga Wagga 31st July to 3<sup>rd</sup> August (4 days); Platform Shearing Workshop
- Bendigo National Shearer Championships – October (3 days);

The PET Trainer is completing his Diploma of Agriculture, increasing his own knowledge of the industry which can be passed on to trainers, contractors and experienced shearers.

- **Other qualitative and quantitative information deemed useful and informative.**

The PET Trainer has participated in the following Wool Industry related activities.

- Shearer Judging – Melton Mowbray, 4<sup>th</sup> November 2017.
- Shearer Judging – Campbell Town Show on 25 May, 2018

Additional Training for TAFE students when required.

- **Industry Engagement**

Shearer/Wool Handler training continues to be very well received and supported in Tasmania.

Wool growers are generous by providing woolsheds and sheep for training purposes. They also recognise the value of such training and the increasing quality of their clip.

Shearers and wool handlers welcome the trainer's visits to the sheds and seek out his advice.

Contractors are very enthusiastic about the training program and PET has regular meetings with them to discuss the program.

The PET Trainer is currently working through AWI for the 2018 National Consistency Workshop to be held in Tasmania. If successful this will mean between 50 and 60 shearer/shed hand trainers from all around Australia will be in Tasmania for a period of one week, visiting various shearing sheds and sharing their combined knowledge.

Young people continue to demonstrate interest in our learner/novice workshops with all workshops fully subscribed in advance. They now see the shearer wool-handler as a means to gaining knowledge to enter the industry.

### **Shearing Industry Vocational Education Training**

As part of the AWI arrangement the PET shearer wool handler trainer is heavily involved with school students and has visited a number of schools,

| <b>School</b> | <b>Participants</b> | <b>Venue</b>       |
|---------------|---------------------|--------------------|
| Oatlands      | 12                  | Mount Vernon       |
| Campbell Town | 20                  | Myrtle Wood        |
| Cressy        | 12                  | Cressy School Farm |
| Sorell        | 12                  | Levan Banks        |
| Oatlands      | 13                  | Oatlands School    |
| Bothwell      | 15                  | Dennistoun         |
| Campbell Town | 10                  | Myrtle Wood        |
| Oatlands      | 15                  | Myrtle Wood        |
| Bothwell      | 12                  | Dennistoun         |
| Yolla         | 2                   | Hagley School Farm |
| Cressy        | 12                  | Myrtle Wood        |
| Campbell Town | 10                  | Myrtle Wood        |
| Oatlands      | 12                  | Myrtle Wood        |