



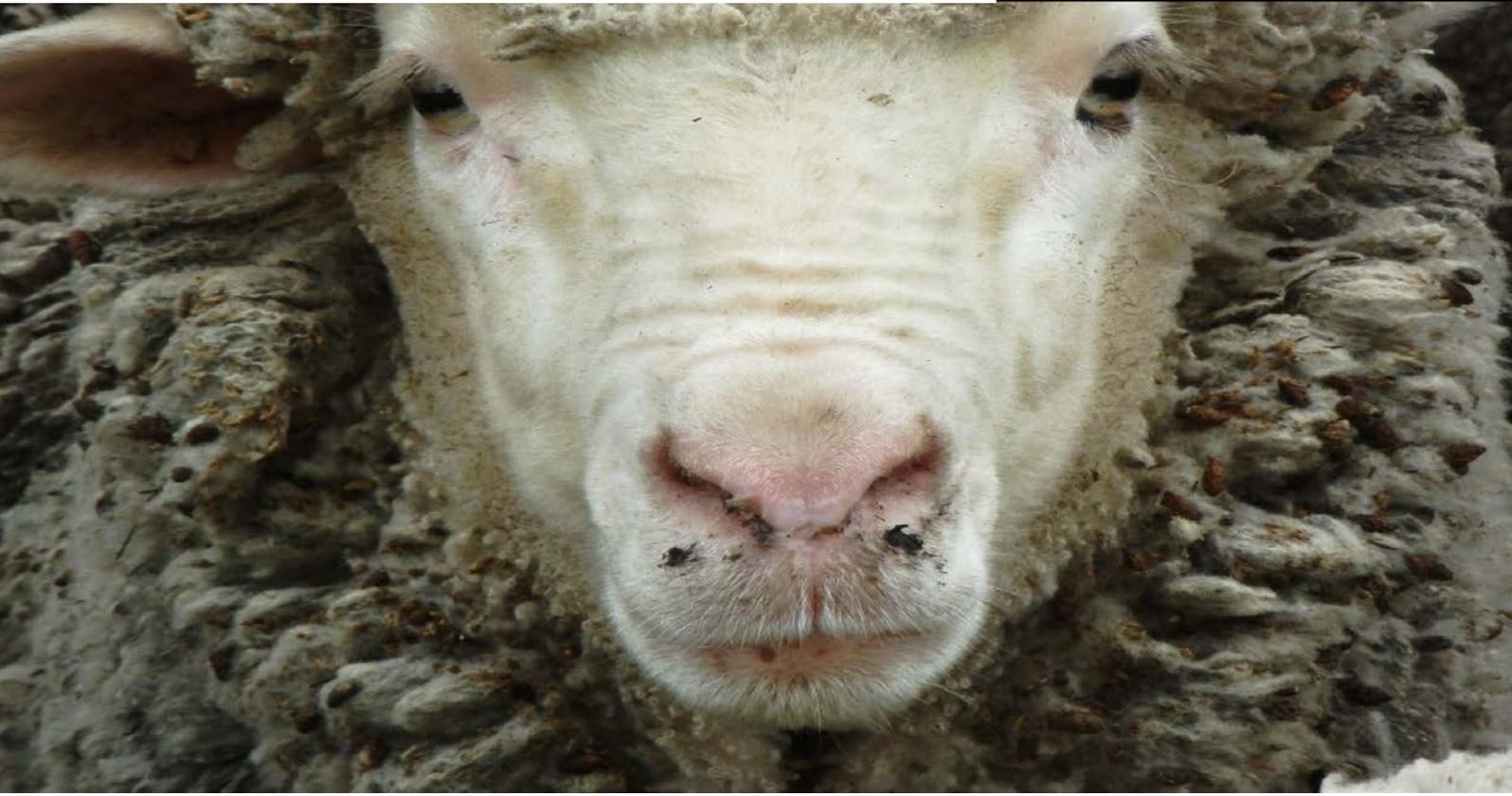
**Wool Harvesting
Training Agreement**

between

Skills Tasmania

and

**Primary Employers
Tasmania (PET)
Full Term Report
July 2013 – June 2014**



WOOL HARVESTING TRAINING AGREEMENT

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 full-term report for the second year of a three-year funding agreement. The three-year funding agreement is renewable each year subject to PET meeting certain deliverables as specified in the agreement.

Program Deliverables:

The intended deliverables are traineeships, regional coaching in sheds for shearers and wool handlers, novice/improver workshops and industry contractor workshops.

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

Introduction:

The 2013/2014 training year has gone better than expected. The trainer and trainees are adapting well to the new AHC10 Training Package. We are pleased to report that this Wool Harvesting Training Program is now well known and respected within Tasmania's wool industry and continues to generate 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.

The training program continues to generate strong interest from persons wishing to enter the industry through our formal traineeship program or the traditional learn on the job with in-shed coaching.

The training strategy for the past year has been to complete as much of the in-shed coaching as possible in the first six months with increased emphasis on formal traineeships and novice/improver workshops in the second six months. Our trainer advises that formal traineeships delivered in accordance with the new AHC10 Training Package are much more time consuming than under the previous training regime.

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

There continues to be a high turnover of Wool Handlers in Tasmania and throughout Australia. The principal cause of this being wool handlers progress to become shearers and others leave the industry to take on more permanent work.

The move from wool handler to shearer creates increased training demand for that person then to be trained as a shearer.

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 and completed**

- **PET proposal 2013/2014 – 10 formal traineeships**

As at the 30th June 2014 the following formal traineeships are in place:

- 6 – Shearing Certificate II - completed
- 3 – Wool Handling Certificate II – completed
- 5 – Shearing Certificate III – in progress
- 2 – Wool Handling Certificate II – in progress
- 1 – Wool Handling Certificate III – in progress

In July 2014, traineeship agreements will be signed for:

- 1 – Shearing Certificate III – to be signed
- 1 Shearing Certificate III to be rolled over from Cert II
- 1 – Wool Handling Certificate III – to be rolled over from Cert II

It takes approximately 8/9 months to complete a Cert II and a further 12 months to complete a Cert III.

We aim to have 10/11 formal traineeships progressing through the system each year.

- **Number of formal training schools commenced and completed**

- **PET proposal for 2013/14 – 4 schools – 10 students at each school**

Five (5) formal training schools have been completed.

An assessment school to identify potential trainees was held at “Malahide” in July 2013.

- 16 learner/novice shearers – 10 days
- 16 learner/novice wool handlers – 10 days

This was a combined assessment school where PET had 2 trainers present for the duration of the school. PET contracts with Shearing Contractors Association of Australia, Shearer Wool Handler Training to provide the second qualified and accredited trainer to assist at these schools/workshops. A shearer/wool handler introduction workshop was conducted at the Oatlands District High School in August 2013.

19 learners – shearer/wool handlers – 3 days

Connorville – January 2014
8 Novice Shearers/Wool Handlers – 8 days
6 Improver Shearers

Beaufront – February 2014
7 Learner/Novice Shearers – 10 days
1 Novice Wool Handler
2 Trainers present at this school

Jordan River Learning Facility – April 2014
10 Novice Shearers/Wool Handlers – 5 days

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

- **PET proposal for 2013/14 – up-skill 60 shearers and 50 wool handlers**

One hundred and five (105) sheds have been visited, some several times, during the reporting period.

One hundred and fifty four (154) shearers have received coaching.

One hundred and two (102) wool handlers have received coaching.

The most significant problem identified with shearers has been difficulty in obtaining a good cut. This has involved coaching in respect of grinding combs and cutters. More training is required in respect of comb selection and preparation. Shearers are using merino combs for cross-bred sheep, this is causing great difficulty with cut.

Shearers have also received coaching with regard to new and more efficient shearing techniques particularly in respect to shearing cross-bred sheep the numbers of which have increased significantly over the last four years.

Shearers need to adapt to the larger meat breeds of sheep; shearing technique with particular emphasis on weight management and work, health and safety issues.

Our trainer has also identified work health and safety issues particularly with older shearer's unwillingness to acknowledge the importance of work health and safety.

The most significant ongoing problem identified with wool handling has been lack of consistency with clip preparation. In many instances, this has been occasioned by Wool Brokers continually changing how they want certain clips prepared especially in relation to oddments.

With the trend now moving to meat sheep, wool preparation requires a different methodology.

Wool handlers have received coaching and assistance in adapting to current clip preparation standards.

Much of this is attributed to inconsistency by Wool Classers in clip preparation and brokers having different clip requirements. Brokers need to develop national consistency standards.

Work health and safety continues to be of concern for all principal participants, i.e. shearers, wool handlers, contractors and growers.

- **Details of the provision of novice/improver workshops for those new or relatively new to the industry and to upskill the current novice/improvers**

- **PET proposal for 2013/14 – 8 novice/improver schools with 4 students at each school.**

One (1) wool handling workshop - Aug 2013 "Malahide"
3 days – 2 wool handlers attended

One (1) Wool handling Workshop – Oct 2013 "Kenilworth"
5 days – 3 wool handlers attended

One (1) Crutching Workshop – October 2013 "Streanshalh"
1 day – 1 shearer attended

One (1) Crutching Workshop – Nov 2013 "Connorville"
5 days – 4 shearers attended

One (1) Crutching Workshop – Nov 2013 "Beaufront"

3 days – 4 shearers attended

One (1) Crutching Workshop – Nov 2013 “Benham”
4 days – 3 shearers attended

One (1) Crutching Workshop – Dec 2013 “Connorville”
4 days – 5 shearers attended

One (1) Shearing Workshop – Dec 2013 “Jordans”
1 day – 1 shearer attended

One (1) Wool Handling Workshop – April 2014 “Staunton”
2 days – 2 wool handlers attended

One (1) Wool Handling Workshop – April 2014 “Jordan River Learning Centre”
2 days – 1 wool handler attended

One (1) Novice Shearing/Crutching and Wool Handling Workshop – May 2014 “Murrayfield”
Indigenous Shed
7 days – 9 Shearers/Wool Handlers

- **Details of the provision of industry contractor workshops to upskill existing contractors, those acting as contractors and those seeking to become contractors.**
- **PET proposal for 2013/14 – 30 hours of training for contractors.**

PET Wool Harvesting Trainer has spent considerable time on a one to one basis with contractors and contractors 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.

The last Contractor Workshop was held in February 2014 which 7 contractors attended.

Since that time 16 one to one sessions have been held with individual contractors.

These meetings/discussions/upskilling sessions have been very well received by contractors. They appear to prefer the (one to one sessions).

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

An inclusive contractor’s workshop will be held in July 2014 to fit in with the shearing schedule and contractor availability. This will be held at the “Malahide” assessment workshop.

- **Details of the provision of specialist professional development training for the PET shearer/wool handler trainer**
- **PET proposal for 2013/2014 – 76 hours of specialist training**

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

Five (5) days – National Consistency Workshop by AWI, Wagga, August 2013
Shearing and Wool Handling

One (1) day – Wool Harvesting – Work Health and Safety Workshop – Rural Safety Australia – November 2013

Three (3) days – Shearing and Wool Handling
Update of Cert IV TAE SCAA, Ballarat, December 2013

Three (3) days – Shearing and Wool Handling
Update of Cert IV TAE, Ballarat, June 2014

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

The PET Trainer was the shearing and wool handling judge at the following shows:

- Cressy – October 2013
- Scottsdale – November 2013
- Melton Mowbray – November 2013
- Carrick Quick Shear – February 2014
- Hamilton – February 2014
- Jordan River Learning Centre – Shearing Demonstration - April 2014
- Campbell Town Show – May 2014 – Grinding demonstration and workshop; grinding set up; organised wool handling competition for 16 school students.

He gave a blade shearing demonstration at Cressy in October 2013 for a visit by the Governor.

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.

Young people continue to demonstrate interest in our learner/novice workshops with all workshops/schools fully subscribed in advance.

The training program receives excellent publicity from demonstrations at districts shows, Campbell Town Show and the training schools.

The PET trainer has received 20 days training assistance from the Shearing Contractor's Association of Australia – Shearer Training Inc together with 10 days of mentoring/training from the SCAA for 2013/2014.

The trainer is a delight to work with; he responds immediately to any questions we may have from time to time and feedback from growers and contractors is very positive.

The trainer is very generous with his time, particularly for those completing a formal traineeship. He is also very involved in local rural communities organising school student shearing and wool handling competitions for local shows.

The industry needs to attract more shearers and wool handlers, particularly now that wool harvesting is becoming less seasonal and extending into a year round occupation. The consequence of this being the older shearers are having difficulty maintaining their physical fitness to shear on a year round basis.