

are in the workforce.

In 1994, LIRO decided to take this study a step further and extend the study to cover University students taking forestry courses. That is to contact and then follow the workforce movements of those students who were likely to begin (or spend part of) their careers in the forest industry.

Last year students undertaking Bachelor of Forestry Science degrees at Canter-

bury University, Bachelor of Commerce (Forestry) degrees at Lincoln and Bachelor of Science (Technology, Forestry) at Waikato University completed a questionnaire. The questionnaire asked the students for general demographic information, and their reasons for choosing a forestry degree or a forestry option within a non-forestry degree.

The students are currently being contacted (and will then be contacted every

six months) to find out how many of them are carrying on with a forestry degree, and of those who completed degrees last year, how many have jobs, and if these jobs are in the forest industry. Once this has been completed, a LIRO report will detail the students' initial movements into (or otherwise) the forest industry.

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## NZFOA census of forestry training

With some nine months to go, the NZFOA's health and safety objective, of having 100% of forest personnel qualified or in training for the work they do by January 1996, appears to be in jeopardy.

A recent LIRO census to determine the status of training in the forestry industry has shown that while 76% of loggers have one or more FIRS (Forest Industry Recognition of Skills) module, only half of forest worker respondents have a similar qualification.

LIRO also says the coverage of the census was disappointing, and that if the figures quoted in *Forestry Facts and Figures 1994* are assumed to be correct, then only 62% of loggers and 24% of forest workers responded to the questionnaire.

The NZFOA'S "100%" aim was adopted in 1993 in response to the forest owner responsibilities created under the then newly introduced Health and Safety in Employment Act.

The census also highlighted some disturbing regional patterns. In Northland and the East Coast, two areas that are undergoing significant expansion in both forestry and logging, less than half of the workers have FIRS modules. Increased efforts will be needed from these areas if the 1996 goal is to be met.

There still appears to be some confusion surrounding the FIRS system, and some 10% of the workforce has not changed its Loggers or Forest Skills Certificates to FIRS modules.

LIRO says it is interesting to note the forestry workers' dependence on the contractor for training. Approximately 60% of workers noted that their training was provided by either the contractor or the contractor in combination with others. Forest owners' trainers and independent trainers were only used by 17%.

By contrast the forest owners' trainers and independent trainers were used by almost 40% of loggers.

Other findings of the census included:

- The average age of the workforce is 25.8 years for forestry workers and

31.4 years for loggers. The average age of both groups falls well below the 34-year male average for New Zealand's working population. Over half of the logging workforce are European while over half of the forestry workforce are Maori.

- The forestry workforce is heavily dependent on the contractor for training. The logging workforce access forest owner and independent trainers for

most of their training.

- It is apparent from the 'general comments' that the workforce perceived the accessibility and variability of trainers/assessors one of the biggest barriers to training and obtaining FIRS modules. The present system is causing frustration because of the delays involved. – Reprinted from NZFOA magazine – Forestry Bulletin

## Forestry scholarship winners

Rayonier New Zealand recently announced the first recipients of its comprehensive tertiary scholarship programme.

Launched in 1994, the grant programme is aimed at offering financial assistance to university students who live in regions where Rayonier has forestry or nursery operations. The company awarded \$26,000 this year to 20 students studying towards a range

of degrees.

There were also four awards for students specifically studying forestry or forestry engineering at either Canterbury or Waikato University. The awards went to Brenda Colville, Simon Rapley and Daniel Gaddum, all studying at Canterbury University and Craig Fisher studying at Waikato University.

Charles Margiotta, Rayonier New



Three of the four students who received specific forestry scholarships and three of the further 16 students who received general scholarships. All students shown here are studying towards a forestry degree at Canterbury University.