

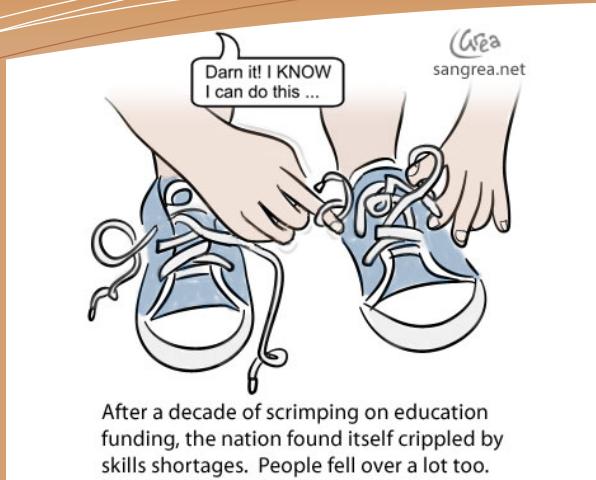


TABMAtalk

quote of the month

“Those who are unwilling to invest in the future, haven’t earned one.”

HW Lewis



After a decade of scrimping on education funding, the nation found itself crippled by skills shortages. People fell over a lot too.

this issue

- Skills Shortage Problem & Solution P.1
- Chain of Custody Consultation P.2
- 2011 QLD Public & School Holidays P.3
- TABMA Qld Christmas Closure P.3
- Industry Survey: Problem & Solution P.3
- Profile: Wade Sawmill P.4
- Free Plywood Mill Training Tour P.4
- Fax Back Sheet P.5

WOOD TRADES - 4TH HIGHEST SKILLS SHORTAGE AREA - LET'S FIX IT!

The past two years have been tough for most businesses in the industry. Times are still tough and we are all hoping the market will turn around when we come back from Christmas and New Years break in 2011. Something that you should all be thinking about which I am sure has been far from your mind, is what will happen with staff when the market picks up again?

According to Claruis Skills Index September 2010, Wood Tradespersons feature in the top ten occupations that are currently experiencing shortages of skilled labour, actually featuring in fourth place. They are also predicting that because of this skills shortage, wages for Wood Trades people will increase by 5.5%. There will also be more problems of poaching, and trades people jumping from one company to another to chase more money.

How do we prevent this? If one company put on at least 1 apprentice or trainee each year, it would quickly turn the problem around. Your company would be ahead of a lot of others, thinking about the future of your business and its succession plan. Some more interesting statistics from NCVET (National Centre for Vocational Education Research) outlined below, involve the ages of apprentices and trainees who are signed up and who complete:

Commencements in 2005-2010		Completions in 2005 – 2010	
19 years and under	38%	19 years and under	21%
20-24 years	17%	20-24 years	31%
25-44 years	31%	25-44 years	32%
45 years and over	14%	45 years and over	16%

Not surprisingly more apprentices are aged 19 years and under when they are signed up. But an interesting statistic is looking at the ages of the apprentices that complete. There is a higher completion rate of apprentices who are aged 25-44 years, closely followed by apprentices that are aged 20-24 years of age. This is something you should think about when you are looking at putting on an apprentice or trainee. Yes the apprentices that are aged 19 years and under are cheaper, but isn't the point of putting on an apprentice to train them up in your business so that they can stay and become an integral part of your team?

The Government is trying to assist in encouraging people of all ages to sign up into skills shortage industries by offering them incentives. Adults over the age of 25 years of age are provided with a mature age payment for the first two years of their apprenticeship. Also every apprentice gets the 'Tools For Your Trade Allowance' which are tax-exempt cash payments of \$5,500 (this figure has just been increased as of the New Year) for the life of their apprenticeship. They could also be eligible for further bonus schemes.

If you would like to see the industry move towards training new staff so that we can turn the skills shortage around, please call me on 3254 3166 about putting on a trainee or apprentice. I can also help with organising training for your existing staff.

Alicia Oelkers, Group Training & Recruitment Manager

**Timber & Building
Materials Association (Queensland) Ltd**
500 Brunswick Street, PO BOX 532
FORTITUDE VALLEY QLD 4006
P (07) 3254 3166 F (07) 3254 4599
E info-qld@tabma.com.au W www.tabma.com.au

STAFF:

Karen Johnston CEO TABMA Queensland
Alicia Oelkers Group Training & Recruitment Manager
Jaimie-Lee Ratcliffe Office Administrator

Membership Anniversaries

For the month of NOVEMBER, the following TABMA Queensland members are celebrating their membership anniversaries. Thank you for your fantastic support of the Association!

TLB TIMBERS
- 9 Years -

BRETTS TIMBER & HARDWARE
- 9 Years -

OZLINE TIMBERS
- 9 Years -

THE TIMBER DEPOT
- 9 Years -

NARANGBA TIMBERS
- 8 Years -

ZENITH TIMBER INDUSTRIES
- 7 Years -



COC CONSULTATION FEEDBACK

To date we have had five businesses complete our Chain of Custody Consultation service. Two businesses are currently 'in progress' and three are now AFS certified. A further five have registered their interest in progressing with obtaining certification in the new year.

I sought feedback from those that have completed the consultation process, asking them to answer five quick questions relating to Chain of Custody and the process of obtaining certification to share their thoughts and feedback with industry. Their responses are as follows:

1. Why did you choose to become Chain of Custody Certified at this point in time?

A1: "Our initial interest was to gain and edge on competitors when tendering for Queensland Government contracts, but the extra benefits such as sustainability and the effects of illegal or uncertified product became clearer once we started the process."

A2: "Over the past 12-18 months, the question on certification has gradually become a more common request. We can see this as an asset to offer our customers."

2. Why did you choose to use the TABMA Queensland Consultation Service?

A1: "TABMA QLD gave an option that simplified the whole process for what at the time was a fairly confusing subject to many in the merchant sector."

A2: "We were initially invited to a seminar on the discussion of AFS/PEFC/FSC. We looked at TABMA QLD as a responsible organisation to work with and as our largest supplier is PEFC certified, it made sense for us to go this way."

3. How did the Consultation Service benefit this process?

A1: "Basically all steps of certification were handled which meant we didn't need to arrange a third party to write the document and then arrange an independent auditor, etc."

A2: "So far so good. To be associated with TABMA QLD was helpful to ensure the correct, experienced contacts were engaged in the certification."

4. Are there any criticisms of the Consultation process that we need to address for improvement?

A1: "The process was simple, professionally prepared and well executed."

A2: "All good so far!"

5. Any additional comments:

A1: "CoC is good for the environment, good for customers and good for business."

A2: "After all this work we for one are hopeful that as we proceed in years to come that certification was not a waste of time and money."

This shows the ball is rolling. I would like to congratulate those who have shown initiative in this and thank them for supporting the TABMA Queensland Consultation service. If you would like assistance or further information about certification and/or consultation, please feel welcome to contact Karen at TABMA Queensland on 3254 3166 or karen@tabma.com.au.

TABMA Queensland Members Certified After Using The Consultation Service:



Watt's Wood & Mouldings

2011 PUBLIC HOLIDAYS

Monday 3 January, 2011	<i>New Years Day</i>
Wednesday 26 January, 2011	<i>Australia Day</i>
Friday 22 April, 2011	<i>Good Friday</i>
Monday 25 April, 2011	<i>ANZAC Day</i>
Tuesday 26 April, 2011	<i>Easter Monday (Day in Liu)</i>
Monday 2 May, 2011	<i>Labour Day</i>
Monday 13 June, 2011	<i>Queen's Birthday</i>
Wednesday 17 August, 2011	<i>Royal Qld Show (Brisbane Only)</i>
Monday 26 December, 2011	<i>Christmas Day</i>
Tuesday 27 December, 2011	<i>Boxing Day</i>

2011 SCHOOL CALENDAR

TERM 1:

24 January to 15 April 2011

Easter Holidays: 16 April to 26 April

TERM 2:

27 April to 24 June 2011

Winter Holidays: 25 June to 10 July

TERM 3:

11 July to 16 September 2011

Spring Holidays: 17 September to 2 October

TERM 4:

3 October to 9 December 2011

Christmas Holiday Start: 10 December



TABMA QUEENSLAND CHRISTMAS CLOSURE

The TABMA Queensland office will be closing on **Thursday 16th December 2010** and re-opening on **Tuesday 4th January 2011**.

Karen will be taking extended leave as she is trekking to the base camp of Mt Everest in Nepal (followed by 5 days recovering with massage and cocktails on the beach at Koh Samui), and will therefore be returning to the office on Monday 17th January, 2011.

All trainees and apprentices will need to have their completed annual leave forms to our office by Monday 6th December 2010 & time sheets for the periods ending 17, 24 & 31 December to our office by Monday 13th December 2010.

SURVEY OF INDUSTRY: *A blatant problem YOU identified - with an easy solution...*

As at 15 November 2010 I have conducted 39 surveys comprised of 20 Wholesalers, 13 Merchants and 6 Manufacturers. While there is still a number of organisations yet to complete this short questionnaire, there are already a number of trends becoming apparent. In this snapshot survey, the first two questions asked are:

1. "What are the three biggest problems facing your business right now?"
2. "What are the three biggest concerns for the future of the whole timber industry?"

In each of these questions **one third** of the respondents answered, "**A lack of experienced, knowledgeable, qualified staff with the right attitude.**"

WHY is industry facing this problem? Because over the past 10-15 years there has been a serious lack of commitment to training, and no programs to ensure that fresh new people keep entering the timber/manufacturing workforce and are then developed to progress through the ranks. So, again, industry has shot itself in the foot by being too focused on the short term instead of considering the long term. When will industry realise that its most valuable assets are its people? The good news is that it's not too late to change!

The VERY simple answer: For every entry level position in your business and every business in industry, there is a traineeship or apprenticeship suitable. We need to mandate that all who start in our industry start at this point. This will not only increase the level of appropriate knowledge and skills across the industry, it will assist in developing and retaining the quality and knowledgeable people **you yourselves** have identified that we desperately need. So I throw a challenge back at you, representatives of industry who's future viability is at stake. In one step you can prove to us that you are proactive, that you take your corporate, succession and community responsibilities seriously, that you are willing to provide someone the opportunity to build their career, that you want to provide your business with the skills it needs to progress, and you are willing to play your part in developing the experience that industry is craving. Call Alicia on **3254 3166** about putting on a trainee or apprentice, in the yard/warehouse/factory or in the office for admin or sales, and lets prove that we CAN work to help ourselves and that we're an industry that values the skills of our employees with a focus on training and retaining them.

ZERO CARBON FOOTPRINT FROM INDUSTRY LEADER

Wade Sawmill started in 1978 by founders Robin & Marian Wade on Marian's fathers' property. From humble beginnings this busy mill has transformed to become an industry leader. Wade Sawmill supplies products to the ever-growing outdoor market. On their two sites (one in Gympie and one in Maryborough) they have a Hardwood Mill and a Pinewood Mill, a Rounding Plant, two kilns and a CCA Treatment Plant. They can also treat timber without arsenic, this process is for sensitive areas such as schools.

Since starting the Wade family have purchased two sawmills to increase production and efficiency. Wade Sawmills are zero emission plants that recycle all waste, and then to trade off their carbon emissions are growing 6,000 acres of native forest timbers. All timbers are resourced from ethical sources.

Wade Sawmill is a family run company with Robin & Marian Wade as founders and their son Robin Jnr now on board. Their key personnel are a great asset to the company by helping it expand and move forward in these ever growing times.

The sawmill's policy is "Quality Timber at a Competitive Price". Wade's staff continue to uphold and improve this standard with state of the art machinery.

Robin and Marian have great confidence in the timber industry and that a quality product at a competitive price with excellent customer service is the key to the Sawmill's success and they have been following this philosophy for over 30 years.



WADE
SAWMILL PTY LTD

"For Quality Timber at a competitive price"

PINE & HARDWOOD
OUTDOOR TIMBER

Ph. (07) 4122 3699
Fax (07) 4123 1492

7 Production Street, Industrial Estate, Maryborough Qld
e: wadesawmill@bigpond.com

See :: Learn :: SELL!

The majority of people learn visually

From our product training sessions we have identified that many in industry have never seen plywood or other timber products being manufactured. To cement further understanding of these products; their characteristics, grades, jargon related to them, product benefits etc, we have arranged a tour of:

Boral plywood Ipswich mill

- DATE:** Wednesday 23rd February, 2011
- MEET:** 8am for (8.15am departure)
Gunnensen
186 Boundary Road, Archerfield
- NUMBERS:** Are limited so register ASAP!
- SAFETY:** Please wear closed in footwear.
All PPE provided at site.
- MEALS:** Morning Tea & Lunch Provided..
- RSVP:** Karen Johnston
Email: karen@tabma.com.au
Ph: (07) 3254 3166

Jump on OUR training bus!
FREE for TABMA Queensland members!



PROUDLY BROUGHT TO YOU BY THE COMBINED EFFORTS OF:



Boral
Plywood





DO YOU NEED A TRAINEE OR APPRENTICE???

*When business picks up, you will need the right staff.
Traineeships with TABMA QLD is an easy way of finding the right staff.
Now is the perfect time to bring someone into your business and train them up to your way of doing things.*

Why take on a trainee or apprentice with TABMA QLD?

We take care of all the paperwork associated with the employment and training of staff including;

- payroll
- annual leave
- leave loading
- superannuation
- workers compensation
- training fees.



We consult closely with your business to assist us to fully meet your special needs. TABMA QLD organises and monitors the training for your trainee or apprentice. TABMA QLD also provides ongoing support and training to all trainees and apprentices during their employment and can act as a mentor and mediator as required.

Many TABMA QLD members have hosted trainees in the past and continue to host new trainees on a regular basis. These companies have benefited greatly by hosting the trainee and in most cases employ them once they have completed their qualification.

If you are interested in finding out more about group training and the training options we offer, please do not hesitate to contact **Alicia on 3254 3166**. Alternatively you can complete the form below and **fax back** to us on **3254 4599** and we will contact you.

Yes I am interested in taking on a trainee / apprentice in:

- | | |
|-------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Timber Merchandising | <input type="checkbox"/> Wood Machining - Sawmilling |
| <input type="checkbox"/> Timber Manufactured Products | <input type="checkbox"/> Floor Covering and Finishing |
| <input type="checkbox"/> Warehousing and Storage | <input type="checkbox"/> Retail Operations |
| <input type="checkbox"/> Furnishing – Wood Machining | <input type="checkbox"/> Other _____ |

Contact: _____

Company: _____

Ph: _____ **Fax:** _____

Email: _____ **Website:** _____

PLEASE FAX COMPLETED FORM TO TABMA QLD ON (07) 3254 3166

