

Balancing national consistency and local diversity through a national WELL project



Carter Holt Harvey – Wood Products Aust.

**Australia's Largest Wood Products
Manufacturing, Sales and Distribution
company**

- Market Leader in most product classes
- Particle Board, Framing Timber, Structural Timber
- 25 Locations
- 2000 employees
- Approx 85-90% Anglo Saxon Australian, Male
- Average age: 46
- Various workplace cultures within one entity
- Broad regional spread of work sites



Project Features

1. Collaborative partnership involving key stakeholders:

- Carter Holt Harvey - 13 sites across 4 states
- ForestWorks Industry Skills Council
- Union - CFMEU
- DIISRTE
- 5 RTOs: TAFE SA; TAFE NSW Riverina; East Gippsland TAFE; Goulburn Ovens TAFE; Monica Mitchell Consulting



2. On-going communication, liaison, updates

3. Pivotal role of CHH National Training Manager



Project Complexities

- Year 1, of a planned 3-year WELL program roll out
- Targeting half the national workforce – 650 people
- Identifying Site training targets, and preparing budgets
- Variance between planned and actual participant numbers during project roll out
- Budget re-allocations between RTOs based on program delivery
- Maintaining program consistency across the broad, national spread of worksites and RTOs
- External factors: National & local challenges facing the timber industry



Project Collaboration



- Commitment of all stakeholders to successful project outcomes
- Consultation & collaborative planning / Steering committee meetings
- CHH National Training Manager's active role in supporting all RTOs & sites
- Flexibility of all RTOs
 - Responsive to short timeframe scheduling requests from sites
 - Responsive to time-tabling preferences of different sites (weekends, A/hours)
 - Use of Dec and Jan shut down periods for intensive training
- DIISRTE support – extension of contract to achieve participant numbers
- Regular reporting and sharing



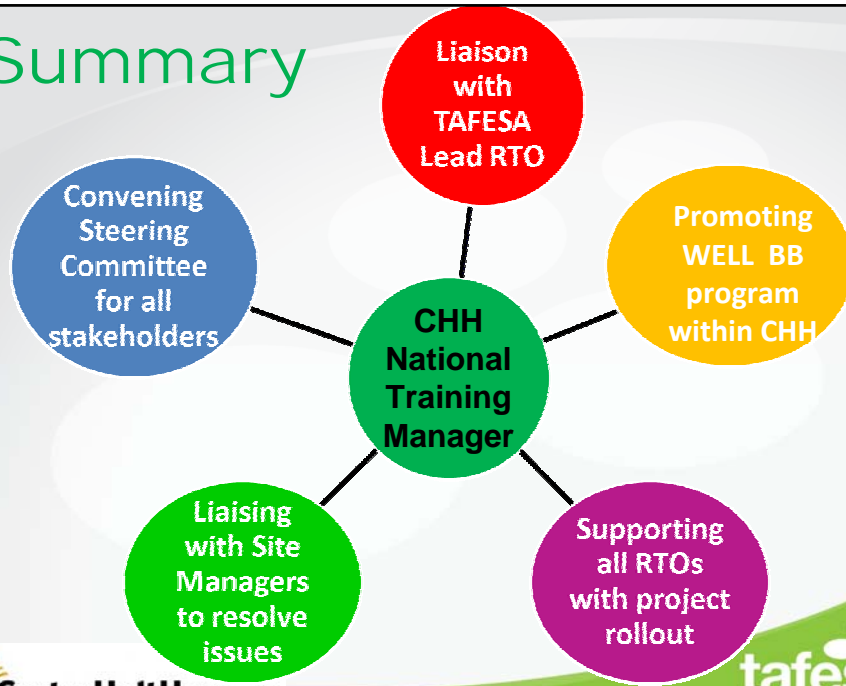
Project Outcomes to date



- 87% of targeted workforce has completed training
- Projected 100% to complete by February 2013
- Positive changes in workplace culture
- Greater awareness/compliance with workplace expectations
- Active engagement, participation and interaction in small groups
- Greater WHS compliance with Standard Operating Procedures
- Identification of those with low LLN levels – lead to pilot LLN program
- Positive “buzz” within the Organisation about this training



Summary



 **CarterHoltHarvey**

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