



CONSULTANTS EXPRESSION OF INTEREST



SKILLS & TRAINING

Forestry training and education future skills assessment

We will support forestry training and education and promote further uptake of forestry-related courses. In addition, we will support sustainability and contribute to growing a skilled and safe workforce to meet industry's future needs.

EXPRESSION OF INTEREST

Forestry training and education future skills assessment

Key EOI Information

The South & Central Queensland Regional Forestry Hub is seeking Expressions of Interest (EOI) from individuals and organisations with the necessary expertise to assist Hub members in assessing the forestry training and education future skills.

The project is expected to be completed using a combination of desk research and in-person/remote stakeholder consultation.

The objectives described in Section 3 may be delivered as a single project or separate projects conducted by multiple consultants.

If you believe that your expertise satisfies the requirements outlined in this document, please complete and submit an Expression of Interest (EOI).

Closing date for the EOI submission: 2 September 2022

Email your EOI to: k.fullarton@seqfh.com.au

Contact person: Kerry Fullarton, Hub Manager South & Central Queensland Regional Forestry Hub

Phone: 0498 018 144

Once submitted, your EOI will be considered by the Hub Committee. If the proposal is deemed acceptable for consideration, a Hub representative will contact you to discuss your proposal.

1. Introduction

South & Central Queensland Regional Forestry Hub

In September 2018, the Australian Government launched the National Forest Industries Plan: Growing a Better Australia – A Billion Trees for Jobs and Growth. The Plan outlines the Commonwealth Government’s strategy to drive growth in the renewable timber and wood fibre industry. It provides the vision and certainty needed for Australia’s forestry industry and supports the sustainable forest industries as long-term growth engines for regional Australia.

The plan ambitiously aims to deliver a billion new trees over the next decade (including 400,000 new hectares of plantations nationally) to meet a projected fourfold increase in global demand for timber and wood fibre products by 2050. This translates to planting the right trees, at the right scale, in the right places.

The Commonwealth Government supported the Plan in the 2018-2019 Federal Budget with a \$20 million commitment over four years to help implement actions identified in the Plan. The Hub was setup as part of the Commonwealth’s commitment which, pursuant to the Plan, includes nine forestry hubs across Australia.

The South & Central Queensland regional forestry hub will determine the opportunities and barriers for the forestry and wood products sector and detail the finding of its assessment and growth pathways in reports to the Commonwealth Government and stakeholders.

The steering committee is representative of industry and includes key stakeholders in the region. In order to drive the Commonwealth’s key objective of planting one billion trees in the next decade under the plan, the Hub has identified a number of key priorities in consultation with both industry, community, and government stakeholders.

The Hub’s priorities include five priorities:



Skills & Training

We will support forestry training and education and promote further uptake of forestry-related courses. In addition, we will support sustainability and contribute to growing a skilled and safe workforce to meet industry’s future needs.



Manufacturing Competitiveness

Our goal is to maximise manufacturing processes and products through innovation, science, and technology, and add value through improved supply chain logistics.



Plantation Investment Models

Our focus is to grow the forestry sector to deliver strong financial outcomes and design and test new models of investment for plantation forest.



Native Forest Management

We want to ensure ecological and sustainable forest management of native vegetation on private and state property for increasing timber supply.



Bioenergy & Carbon

We aim to promote the benefits of forestry in reducing climate change, by delivering bioenergy, carbon storage, and biomass for future sustainable growth.

2. Project Justification

Future Skills Assessment

The sector has seen an increase in labour productivity and workforce skill shortage. In addition to directly providing employment and incomes from operational activities in the forest, the sector has employment links in wood processing and support industries in the regions.

However, the sector is facing substantial challenges to recruiting and retaining suitably skilled and qualified workers. The challenges are multi-faceted. They range from an ageing and regional workforce, to perceptions of the timber and forestry sector. Challenges and opportunities include advances in technology that can also guide sector-wide innovation and drive gains in safety and efficiency. Government, industry and educational institutions will need to work together to address these challenges to maximise opportunities.

Global trends in technology, sustainable development and a movement towards the bio-economy are driving a change in demand for the types of timber-derived and wood waste-derived products manufactured. These developments will result in new job opportunities in expanding areas of work, supplementing the more traditional roles that will continue to underpin a viable industry. Future work will need to address workforce development needs specific to the forestry and timber industry.

To be well-prepared for emerging challenges, we need to know which future skills and qualifications will provide graduates and workers with the skills and knowledge they need to succeed in the sector in the future.

Shortage of skills is a major constraint on the development of an efficient and effective forest industry in South & Central Queensland. Low skills levels across the sector inhibit the attainment of economic, sustainable forest management. This project is to identify the future skills needed and to determine the size and scope of the training required.

CONSULTANTS

Expression of Interest

This is what we are aiming to achieve:

- a. To obtain a clear overview of the training gaps and future skills needs, and the opportunities for the forestry and timber industry.
- b. To understand that training packages address the needs and to recommend training strategies to satisfy these.
- c. Develop vocational skill sets and framework and understand which RTO's have capacity to deliver.
- d. The project will provide a detailed analysis of the future training needs of the forestry and timber industry in South & Central Queensland. A review of existing skills followed by a comparison with skills that will be required to meet future needs.

Maryborough Timber Training Hub – Scoping Study Review

In June 2019, a scoping study was prepared by the Lytton Advisory and concluded that a Timber Training and Careers Hub in Maryborough would have merit and may warrant a small amount of seed funding from various sources. Suggested in the conclusions, was that Timber Queensland convenes an industry working group of timber industry operators who may be willing and suitable to sit on the board of a Queensland Forest & Timber Training and Careers Hub, with a view to obtaining sufficient contributions of resources. Feedback from industry suggest that a hub could be virtual or depending on funding have a physical presence in the South & Central Queensland region.

3. Project Scope

The scope of this project is to conduct a desktop data review and analysis, stakeholders consultation and a survey & analysis.

Part A

- a) Analysis of the existing skill shortages, skill gaps and future training needs in the South and Central Queensland forestry regions
- b) Identification of currently available training package products that can address identified skill needs through nationally accredited training, as well as any gaps in the national framework, with recommendations to close those gaps
- c) Identification of RTOs with or willing to develop capacity to deliver on identified skill needs, assistance required to begin delivering, and assistance options that may be required of all parties and/or are available through government subsidies and grants.
- d) this paragraph would be better suited as an introductory paragraph for Part A, instead of being a point of the project scope

Part B

Review study to further develop the concept of a Queensland Forestry & Timber Training & Careers Hub, proposed to assist the sector to build workforce capacity and capability. This would include defining the project, undertake market sounding, identify sustainable business models and develop a detailed business case for seeking project support and future submissions for finance, investment and/or grants.

4. Methodology

The project should identify, analyse and produce reports on the following key components:

Part A

- a. Generating accurate and consistent information about our skills and labour needs to underpin education and training settings and make the right decisions about workforce interventions.
- b. Current and future workforce gaps and skills need to be systematically identified.
- c. Assessments of current and emerging labour and skill needs in the sector.
- d. Providing fit-for-purpose, accessible education and training that are backed by industry, match employers' demands and meet workers' needs.

Part B

- a. Define purpose, scope, objectives and desired benefits of the training centre proposal.
- b. Define project need/benefits
- c. Identify service delivery options
- d. Financial Cost/Benefits Analysis of options
- e. Funding framework/Model for recommended option
- f. Undertake market sounding
- g. Develop a detailed business case

LGAs covered by the Hub include:

- Banana Shire Council
- Bundaberg Regional Council
- Central Highlands Regional Council
- Cherbourg Aboriginal Shire Council
- Fraser Coast Regional Council
- Gladstone Regional Council
- Goondiwindi Regional Council
- Gympie Regional Council
- Livingstone Shire Council
- Lockyer Valley Regional Council
- Maranoa Regional Council
- Moreton Bay Regional Council
- Noosa Shire Council
- North Burnett Regional Council
- Rockhampton Regional Council
- Scenic Rim Regional Council

CONSULTANTS

Expression of Interest

- Somerset Regional Council
- South Burnett Regional Council
- Southern Downs Regional Council
- Sunshine Coast Regional Council
- Toowoomba Regional Council
- Western Downs Regional Council
- Woorabinda Aboriginal Shire Council

The target groups of direct beneficiaries who will be affected by the ultimate outcome of this project:

- a. Employees who will benefit from better skills and knowledge which will improve safe working practices and generate higher wages through improved productivity and reduced costs.
- b. Forestry industry which will benefit through improved profitability of their operations.

The project is expected to be completed using a combination of desk research and in-person/remote stakeholder consultation.

5. Project Deliverables

Key deliverables include the completion of the following at the satisfaction of the Hub Committee:

- Detailed project plan, including stakeholder identification and consultation methodology, is completed by applicant
- Draft reports are completed and presented to the Hub Committee at different stages of the project life (as agreed)
- A final report is completed and presented to the Hub Committee before the project completion.

6. Project Timeline

The project is scheduled to begin in 26 September 2022 and conclude in 9 December 2022.

7. Selection Criteria

The Hub will select the successful applicant for the report based on evaluation of all submitted proposals against the following criteria.

CRITERIA 1: Capabilities and expertise in producing technical reports related to the project scope

To address this selection criterion, the expression of interest should describe the following:

- An overview of the applicant's organisation and business operations;
- Applicant's experience, skills and capabilities relating to the project's scoping requirements as outlined in Section 3 above;

CONSULTANTS

Expression of Interest

- Examples (list) of any publicly available reports that the applicant has produced related to the project scope;
- An overview of the proposed project team;
- A brief description of professional experience for each project team member, highlighting their experience and capabilities in relation to the project requirements;
- A key point of contact for the Hub who will act as the Project Manager for the project.

CRITERIA 2: Key point of contact and project team

To address this selection criterion, the expression of interest should provide the following:

- An overview of the applicant's organisation and business operations
- An overview of the proposed project team
- A brief description of each project team member's professional experience; highlighting their relevant experience and capabilities in relation to the project requirements
- A key point of contact for the Hub who will act as the project manager for the project

CRITERIA 3: Total cost and cost structure (against the identified deliverables)

To address this selection criterion, the expression of interest should provide the following:

- Total cost that will be charged, inclusive and exclusive of GST, for completing the project;
- Breakdown of cost structure against key project deliverables.

CRITERIA 4: Proposed methodology to achieve the scope of works

To address this selection criterion, the expression of interest should provide the following:

- An outline of the proposed methodology and/or approaches to be adopted to achieve the scope of works and deliverables, including an outline of a project plan
- Breakdown of cost structure against key project deliverables.

Attachment 1: EXPRESSION OF INTEREST FORM

Forestry training and education future skills assessment

PART A: Applicant Details

Lead Organisation Name	
Address	
Primary Contact Name	
Position Title	
Telephone	
Email	

Part B: Selection Criteria

CRITERIA 1: Capabilities and expertise in producing technical reports related to the project scope

To address this selection criterion, the expression of interest should describe the following:

- An overview of the applicant's organisation and business operations;
- Applicant's experience, skills and capabilities relating to the project's scoping requirements as outlined in Section 3 above;
- Examples (list) of any publicly available reports that the applicant has produced related to the project scope;
- An overview of the proposed project team;
- A brief description of professional experience for each project team member, highlighting their experience and capabilities in relation to the project requirements;
- A key point of contact for the Hub who will act as the Project Manager for the project.

CRITERIA 2: Key point of contact and project team

To address this selection criterion, the expression of interest should provide the following:

- An overview of the applicant's organisation and business operations
- An overview of the proposed project team
- A brief description of each project team member's professional experience; highlighting their relevant experience and capabilities in relation to the project requirements
- A key point of contact for the Hub who will act as the project manager for the project

CRITERIA 3: Total cost and cost structure (against the identified deliverables)

To address this selection criterion, the expression of interest should provide the following:

- Total cost that will be charged, inclusive and exclusive of GST, for completing the project;
- Breakdown of cost structure against key project deliverables.

CONSULTANTS
Expression of Interest

CRITERIA 4: Proposed methodology to achieve the scope of works

To address this selection criterion, the expression of interest should provide the following:

- An outline of the proposed methodology and/or approaches to be adopted to achieve the scope of works and deliverables, including an outline of a project plan
- Breakdown of cost structure against key project deliverables.