



PRUE YOUNGER, CEO

Forestry remains strong

How the world has changed overnight. No one would have believed this current environment that we've found ourselves in with lockdown and demonstrating social distancing of two metres. Not many would have believed that we would stop travelling and, in fact, stop visitors coming across our borders but the word that got used was "unprecedented" and when I looked up its meaning, it suggests an event without previous instance; never before known or experienced; unexampled or unparalleled; never having happened or existed in the past. So yes, it's a bit like an apocalypse—an event involving destruction or damage on a catastrophic scale or—really pulling out my theatrical side—an Armageddon; a dramatic and catastrophic conflict, especially one seen as likely to destroy the world or the human race.

But for us in New Zealand and especially from what I've seen of our own forestry sector, we have shown real resilience, the capacity to recover quickly from difficulties and shown toughness. Underpinning much of this is the psychological resilience taking over where you show an ability to mentally or emotionally cope with a crisis or to return to pre-crisis status quickly. Resilience triggers off a person to use "mental processes and behaviours in promoting personal assets and protecting self from the potential negative effects of stressors".

I've watched us all, my own whanau, the industry, and other industries that will be questioning their existence once we're taken off alert levels and return to some normality. I've seen people embrace the situation we have all been thrown into with isolation, of course with the exception of the few who will never play ball and love to play outside the borders of control. Like it or not, our government did something that was so monumental and certainly unprecedented. Even Pio Terei, on one of his videos we recorded, suggested we will look back on this and be proud of making it a special time in adversity that we shared with our families and friends.

So before I even contemplate where we will be at the time you're reading this, I know that we will take some learnings from the seven Cs of resilience and have probably already put some of these into place on our

journey as we go through to the other side of lockdown and while undergoing the pressures of business continuity.

Control

This is about providing opportunities that demonstrate a sense of control and display leadership. As a contractor, you can show leadership with your crews, employees, and families and provide a sense of control that puts others at ease in such times. Similarly, organisations that you rely on are taking a leadership role and taking control to support you and your business.



Competence

It's important to make those around you feel more competent by helping them identify how they can manage the challenges and subsequently make them feel that they are coping. Even if all the answers were not there, there needs to be healthy collective discussion going on about how to manage through the crisis.

Coping

We have to show respect for people around us and their coping style, whatever it is—distraction, withdrawal, denial, or positive



reinforcement. There are many ways to cope, and remember, coping is a healthy way of getting through a situation. At the same time, offer ideas for distraction and healthier coping strategies, such as sharing family duties, a bit of exercise, and enjoying some quality time with your whanau and tamariki.

Confidence

Building confidence is about giving praise to people around you for overcoming obstacles and by attributing this to something the person has done, versus attributing it to good luck or chance. Provide opportunities to build confidence one step at a time, but help the person recognise one success before moving on to the next challenge and reverse that back to yourself. You need to praise yourself for getting stuff done.

Connection

Give people around you a strong sense of emotional security by encouraging them to express themselves and accept and support

them, whatever emotions are expressed. Feeling heard helps strengthen them psychologically and goes on to building confidence when they know there are people there to listen.

Character

Strengthen a person's sense of character by helping them identify what their values are and what wisdom and experience they have that can be shared with others. It's important they do not lose sight of their positive characteristics in tough times.

Contribution

Although we can sometimes see that a person may be in a position of receiving more than they are able to give, the world is a better place because they are in it. Explore situations where their contribution is defined and articulated in a way that shows how those situations have offered support to others maybe in the crew, their families, or to you the employer. Over and above

understanding what makes up resilience, there are also five key stress resilience skills: self-awareness, attention, flexibility and stability of focus, letting go physically and mentally, and the fifth skill is to access and sustain positive emotion. You will have heard the saying 'don't sweat the small stuff' or even 'read the book'; it's about helping you to relax and live in a more productive and calm manner. You can step back and let others take up the fight; you must get out of serious mode every now and then and rid yourself of a busy mind. You must not feel guilty for granting yourself one hour out to stop and simply take time out. Everyone will tell you stress is not a good look and you don't want to let the turkeys get you down. And I won't be surprised if most of you automatically managed your stress by exhibiting some, if not all, these skills. COVID-19 has shown that we cannot prevent adversity, but adversity can make us more resilient. ■

Competenz training support and qualification reviews continue in uncertain times

Competenz is committed to continuing to support our employers and learners through this global period of uncertainty due to the COVID-19 pandemic. We send our thoughts to all those who have been affected by this crisis.

Our people have been set up to work from home while government restrictions are in place, and they can be contacted by phone or e-mail. Your local account manager can conduct a virtual visit if that's appropriate for your business and the alert level at the time. Or give us a call to chat about any future training you might be planning for your team on 0800 526 1800.

2020 certification for tree planters

Once the 2020 planting season is underway, our bite-sized tree planting micro-credential is available for seasonal workers and those new to planting. With migrant workers possibly unable to travel to New Zealand, offering this NZQA-recognised qualification will help your business attract local workers.

Your workforce will be certified for the knowledge and skills required to: select and prepare a planting site, use correct tree planting techniques, understand risk management and emergency response, planting job prescription requirements, and quality control requirements.

Forestry qualification review nears the finish line

In other news, our five-yearly forestry qualification review, mandated by NZQA, is well underway. Competenz managed this process with a Qualification Review Steering Group of forestry industry representatives.

All 11 qualifications, across levels 2 to 6, covering forestry and harvesting operations, log yards and ports, crew management, and non-production tree felling, are now reviewed and being checked by NZQA before receiving final registration.

Exciting changes include additional coverage for Harvestline Operations, Mechanised Thinning and Mechanised Land Preparation, improvements to the Harvesting Apprenticeship, and the introduction of a Forestry Apprenticeship.



Forestry unit standard review

Alongside the qualification review, Competenz has managed seven technical working groups with more than 50 industry representatives, reviewing forestry unit standards. Again, these are with NZQA for final approval before being registered.

Now, we're reviewing the learning and assessment guides (LAGS) to align with these changes with the help of industry experts.

We're keen to hear from others who can help us make these fit for purpose on resource. help@competenz.org.

Many thanks to all our steering group members and technical experts who have helped throughout this process; we couldn't do it without you.

Our people are available to talk to you now on 0800 526 1800 or info@competenz.org.

2020 Certification for tree planters

Competenz is once again offering a bite-sized tree planting micro-credential for the 2020 planting season. It is a single unit standard designed for seasonal workers and those new to planting.

Unit Standard 1234 – Plant Plantation Trees

This programme recognises the following knowledge and skills required to be a professional tree planter.

- » Planting site selection and preparation
- » Correct tree planting techniques
- » Understanding of:
 - » Risk management and emergency response
 - » Planting job prescription requirements
 - » Quality control requirement.

To enrol or find out more contact your account manager or call

0800 526 1800

info@competenz.org.nz

competenz.org.nz

Competenz 
Skills for industry

Sponsor Profile

Thank you to all of the organisations who support FICA, which in turn works to promote business growth and improved safety and efficiency amongst forestry contractors for the benefit of New Zealand's Forestry Industry.

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