

# Supporting Members Exiting The Pulp & Paper Industry

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Worker Assistance Program

November, 2011

## What is the Worker Assistance Program?

- The Worker Assistance Program (WAP) is funded by the federal government through the Innovation Fund.
  - It was developed to support retrenched workers in their transition from redundancy to sustainable employment or other outcomes desirable to the affected individuals.
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## What is the Worker Assistance Program?

- A key component of the WAP is the engagement Workers Assistance Project Coordinators to deliver the outcomes of the WAP.
  - The WAP's innovative approach engages Project Coordinators from the pool of recently retrenched workers instead of utilising an external agency.
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## Why Do We Need a WAP?

- In December 2009 PaperlinX announced the closure of their Tasmanian operations in a staggered operation that would ultimately see approximately 530 jobs lost, including over 400 production related positions.
  - The WAP is available for any worker affected by the closures of the Burnie and Wesley Vale mills.
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## How Does The WAP Work?

- Two (2) Project Coordinators were appointed to roll-out the program to the retrenched workers with the support of FIETS, the CFMEU and ForestWorks.

The program has two major components:

- Rapid response skill recognition;
  - Identification of employment opportunities.
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## Rapid Response Skill Recognition

- Assisting workers still on the job to bring skills passports up-to-date and gather other evidence in association with RTO.
  - Reconvene retrenched workers for same.
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## Identification Of Employment Opportunities

Assist redundant workers to access assistance including:

- Generic government services – Centrelink & Job Services Australia
  - Financial planners
  - First Super Coordinators
  - Skill upgrading and training
  - Resume preparation
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## Additional Services

- The industry focus of the WAP allows us to provide a wider range of targeted services for retrenched workers than those available through external agencies.
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## Additional Services

- Job seeker activities and meetings (Burnie & Wesley Vale)
  - Target planning
  - Potential employer site visits
  - Sustainability strategy planning and implementation
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## Additional Services

- Establishment of a community work group consisting of unions, job service providers, government agencies and ForestWorks to provide an information network to assist in placement of retrenched workers.
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## Additional Services

- Informal group meetings including redundancy workshops and rural health counselling seminars.
  - Social events to support the retrenched workers, provide informal networking opportunities and social contact with former workmates.
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## Additional Services

- Project Coordinators undertake 'Accidental Counsellor' training to help them identify signs that retrenched workers may require referral to counselling services.
  - Counselling services are made available to all retrenched workers on a needs basis.
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## Outcomes

92% of workers from Wesley Vale

and

91% of workers from Burnie

have been involved with or had contact with the Project Coordinators.

## Program Summary Wesley Vale

Activity	November 2010	March 2011
Working Full Time	57	97
Working Part Time	2	2
Looking	67	29
Business Start Up	4	4
Retired	10	11
Unable to be Contacted	36	36
<b>TOTAL</b>	<b>176</b>	<b>179</b>

## Program Summary Burnie

Activity	November 2010	March 2011
Working Full Time	30	73
Working Part Time	2	2
Looking	33	33
Business Start Up	3	3
Retired	7	21
Unable to be Contacted	99	46
<b>TOTAL</b>	<b>174</b>	<b>178</b>

## November 2011

- Program servicing 355 retrenched workers.
- 238 are employed.
- 52 are retired.
- 35 remain utilising the WAP
- This represents 91.5% of the retrenched workforce.
- 30 not contactable

## September 2011

Project Coordinators continue to field, on average, three (3) calls per day from former members and conduct the following activities:

- Organising training for individuals;
  - RTO liaison;
  - Cold calling employers;
  - Welfare monitoring.
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## September, 2011

- A recent article in the Advocate newspaper resulted in a burst of activity with a number of employers approaching the Project Coordinators seeking resumes for potential workers.
  - Employers now seek out former mill workers through the WAP.
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## Success Stories

- Jayben
  - Tasco pavers
  - Cradle Mountain Water
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## WAP Future

- In January 2011 Kimberly-Clark announced closures at their Millicent operations across 2011 resulting in 235 job losses.
  - Funding has been secured from the SA Government and KCA to fund a local WAP.
  - Two Project Coordinators have been appointed from the retrenched workforce and have commenced activities around the WAP.
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## WAP Future

- August 7th 2011 the Tasmanian Forest Intergovernmental Agreement was signed by the Federal and State Governments, resulting in the restructure of the Native Hardwood Industry in Tasmania
  - 1500 job losses across Tasmania including 6 sawmills, 3 wood chip mills, 1 veneer mill and several harvest, haulage and silviculture contracting businesses
  - 9 Workers Assistance Coordinators are being employed across Tasmania from the redundant workforce
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