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# A Training Needs Analysis for the New Zealand Forestry Industry

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## Abstract

Forestry work is inherently dangerous, and logging workers are injured and killed at work at a rate considerably higher than other occupations. A training needs analysis was conducted for the New Zealand Forestry Industry to: identify if there were any deficiencies in the currently available training for logging workers; assess the perceived effectiveness of current training methods regarding safety messages; assess the perceived utility of the currently available pre-employment training; and to determine if there are factors other than training that may be contributing to the poor occupational health and safety record of logging workers. Logging workers, logging contractors and forestry trainers from three geographical regions were invited to complete specially developed questionnaires. In total, 396 crew members, 48 contractors and 23 trainers participated. The results found a number of deficiencies in the current training - particularly the lack of training available for machine operators. Safety training was not especially effective in delivering safety messages, indicating that miscommunication between contractors and logging workers occurs regarding safety. Pre-employment training was viewed positively by logging workers, but contractors had problems with the amount of practical experience given and the level of safety awareness of the graduates. The results also indicated that the logging industry has a highly mobile, transient workforce, which may be contributing to the poor occupational health and safety record.

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