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A Training Needs Analysis for the New Zealand Forestry Industry

A thesis presented in partial fulfilment
of the requirements for the degree of

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at
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Helen Patricia Moffat
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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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Table of Contents

ABSTACT ii

ACKNOWLEDGEMENTS iii

TABLE OF CONTENTS iv

LIST OF TABLES vii

LIST OF FIGURES ix

CHAPTER ONE: INTRODUCTION 1

1.1 Chapter Overview 1

1.2 What is a Training Needs Analysis (TNA) 1

1.3 Why TNA can be a useful tool for organisations 9

1.4 How TNA is conducted 16

1.5 Beyond Organisations: TNA applied to a profession or industry 21

1.6 Why a TNA could be useful for the forestry industry 30

1.7 Aims of this research 33

CHAPTER TWO: METHODOLOGY 36

2.1 Chapter Overview 36

2.2 Questionnaire Development and Testing 36

2.3 Sampling Design 37

2.4 Sampling Procedure 37

2.5 Sampling Results 38

2.6 Measures 38

2.7 Data Collection Methods 41

CHAPTER THREE: RESULTS 42

3.1 Chapter Overview 42

3.2 Analysis of Demographic Characteristics 42

3.2.1 Gender and Ethnicity *42*

3.2.2 Age *43*

3.3 Analysis of items relating to currently available training.....44
3.3.1 Job types crew members were involved with.....44
3.3.2 Main job crew members involved in today.....46
3.3.3 Tasks crew members involved in today.....48
3.3.4 Type of trainer.....52
3.3.5 What jobs do trainers provide training for?.....52
3.3.6 Contractor activities.....53
3.3.7 Who trains crew members?.....53
3.3.8 Who is the main trainer for crew members?.....55
3.3.9 Did crew members receive sufficient training when they first started in logging?.....55
3.3.10 Does the FIRS module cover all the required skills?.....57
3.4 Analysis of items relating to perceived effectiveness of safety training... ..58
3.4.1 Safety issues covered in training.....58
3.4.2 Rating of safety issue coverage in training.....59
3.4.3 Other safety issues covered in training.....61
3.4.4 Safety issues which needed to be added to training.....61
3.5 Analysis of items relating to perceived utility of pre-employment training.....62
3.5.1 How common is pre-employment training and what forms does it take?.....62
3.5.2 Rating of 'usefulness' of pre-employment training.....63
3.5.3 Suggestions for improving pre-employment training.....64
3.5.4 How well does pre-employment training cover safety issues?.....64
3.5.5 Suggestions for improving the safety training aspect of pre-employment training.....65
3.6 Analysis of items relating to tenure and organisational climate.....65
3.6.1 Length of time spent working in logging.....66
3.6.2 Length of time spent working in current job.....67
3.6.3 Length of time spent working in current crew.....67
3.6.4 Length of time spent working as a contractor.....68
3.6.5 Length of time spent working as a trainer.....68
3.6.6 Organisational Climate.....69

CHAPTER FOUR: DISCUSSION.....71

4.1 Chapter Overview.....71

4.2 Research findings in relation to research aims.....71

4.2.1 Aim One.....71

4.2.2 Aim Two.....75

4.2.3 Aim Three.....79

4.2.4 Aim Four.....81

4.2.5 Demographic variables.....83

4.3 Limitations of the research.....84

4.3.1 Conceptual limitations.....84

4.3.2 Methodological limitations.....85

4.4 Implications of the research.....87

4.5 Suggestions for future research.....88

4.6 To conclude.....89

CHAPTER FIVE: REFERENCES.....90

APPENDIX 1: Crew member information sheet, consent form and questionnaire.....98

APPENDIX 2: Contractor information sheet, consent form and questionnaire.....108

APPENDIX 3: Trainer information sheet, consent form and questionnaire.....124

List of Tables

Table 1. Crew ethnicity by Region....42
Table 2. Age distribution of crew members and contractors by region....44
Table 3. Jobs crew members were involved with....45
Table 4. Job combinations indicated by crew members....46
Table 5. Crew members main job....46
Table 6. Number and percentage of crews for each job by region as reported by contractors....47
Table 7. Crew members main job by region....48
Table 8 Crew members rating of importance, difficulty to learn, and frequency of logging skills....49
Table 9. Contractor and Trainer ratings of importance, frequency, and difficulty to learn of logging skills....50
Table 10. Number and percentage of trainers that train crew members for that job....52
Table 11. Type of trainer identified by crew members and contractors....54
Table 12. Combination of trainers identified by crew members....54
Table 13. Main trainer as identified by crew members and contractors....55
Table 14. Crew members identification of safety issues covered in their training....59
Table 15. Crew member rating of safety issue training by main trainer....60
Table 16. Other safety issues identified by crew members and contractors....61
Table 17. Crew members and contractors identification of pre-employment training providers....63
Table 18. Rating of pre-employment training according to group....64
Table 19. Rating of safety issue coverage of pre-employment training according to group....65
Table 20. Average length of time in years spent working in logging for crew members and contractors by ethnicity and region....66
Table 21. Average length of time in years, spent working by crew member in their current job by ethnicity and region....67

Table 22. Average length of time in years, spent by crew members working in their current crew.....68
Table 23. Average length of time in years spent working as a contractor by ethnicity and region.....68
Table 24. Contractor and Trainer median scores for industry climate scale.....70

List of figures

Figure 1. Solving 'Performance deficiency training problems?' algorithm.....12
Figure 2. Linking causes and solutions for performance deficiencies.....13
Figure 3. Contingency model of needs assessment methods.....19