

Nimpkish Woodlands Advisory Committee Meeting
Minutes February 26th, 2013
Black Bear Resort Port McNeill, BC

Attendance: Bill Nelson, Stu Ellis, Peter Curtis, Trevor Egley, Kelly McMahon

Advisor: Paul Barolet, MOFLNRO

Presenters: Randy Boas, WFP Operations Manager, WFP Englewood

Regrets: Jon Lok, Rachel Dalton, Dave Fyfe, Buzz Walker, Gerry Furney

Facilitator: Annemarie Koch

Notes: Kelly McMahon

Annemarie reviewed the safety procedures to follow in the event of a fire or medical emergency. She then invited those present to introduce themselves for the benefit of the presenter.

Annemarie reviewed the objectives of the meeting, including:

- To review the previous meeting minutes and action items;
- To hear a presentation on the logging fundamentals training program at Englewood
- To discuss the annual report and associated indicators;
- To have a general discussion, and;
- To set a date for the next meeting.

Logging Fundamentals Training Program: Randy Boas, WFP Operations Manager, Englewood Division:

Randy provided a background on his experience in the forest industry, starting with a college education in being a chokerman at Malaspina in 1980. He described how the loggers training fundamentals course was developed and noted that he had been thinking for some time about filling a need for this type of entry level training in the forest industry.

He stressed the importance and effectiveness of a standardized, comprehensive curriculum, taught by experienced professional. He pointed to a number of different teaching approaches, including working in the field in a non-production environment, and classroom learning with books and presentations. He noted that aptitude tests were used to help select students and that this tended to support what program providers learned through the interview process.

Randy talked about the kind of environment that students could be successfully taught in. He pointed to the hesitation about taking these people into an active logging site. He stressed that the students are taught a great deal before they are taken to a site. It was noted that the traditional peer training approach was actually costing more and was less effective than what was currently being offered through the logging fundamentals course.

He noted that Coast Sustainability Trust was funding some of the training delivery costs, based on the business case WFP made for the program.

Randy noted the textbooks were developed in cooperation with WorkSafe and WorkSafe was impressed enough by the product to put their logo back on it. He noted WFP added in their own safety procedures, including proper ergonomics, Switchback by Steven Falk (how to approach safety from a different perspective, eg. safer and better behaviour through self-awareness). He noted that program instructors like Dave Weymer and Daisy were very experienced loggers and effective mentors and teachers. He noted that five of six graduates from the course last year were hired immediately.

He added that he would know the program was successful when people started phoning up to ask for graduates to work for them.

He explained that instructors were told to stop when there was a teaching moment and talk about it. Randy gave a snapshot of the curriculum, including a week in the classroom followed by forays into the field.

He pointed out that students were carefully taught repetitive jobs such as setting chokers. He added that the teacher student ratio was good.

He noted that students were integrated with the crew and encouraged to become a part of the operation.

He noted that the goal was to teach the students to become landing men. He added though that some of the graduates had learned to climb trees and do rigging. He noted that Selkirk College wants the curriculum and has asked for a copy to guide them in the development of a similar course.

Randy acknowledged all the people who helped to put the curriculum together.

Peter asked about the aptitude test. Randy noted there were different types of aptitude for which they tested, eg. safety, reading,. He noted that these tests generally show where further training is required.

Randy noted that development of a healthy work ethic was a big part of the training through the instructors.

It was noted that the program might work well for First Nations.

Randy described further how Switchback works, dealing with how the mind works under stress. Randy noted that the program was largely about developing self-awareness and he noted it was very effective.

Randy stressed that the training fundamentals course was producing graduates to backfill gaps at the entry level, and that more advanced machine operation jobs would tend to be

filled by more experienced people with ten to 15 years in the industry. He acknowledged that there were some gaps in training that would have to be addressed in order to produce capable machine operators from existing experienced field people, but that these training gaps would, in the short term, be addressed largely through peer training

Randy noted that certification for faller was training acceptable to the WorkSafe Board. He added that the company had recently set up training courses in Englewood and Gold River that were acceptable to the WorkSafe Board. He noted that there is currently no equivalent for training certification for truck drivers, for example, but that internal training programs generally set this standard.

Randy noted that students are paid to be in the course and that this funding currently comes from Coast Sustainability Trust.

Randy noted that the students created a FaceBook page to share information and keep in touch.

Randy noted that WFP was looking at a gap analysis for addressing training needs of truck drivers.

Randy reported that there are 3 courses set up for 2013 with 18 students. He mentioned an article in the Lumberman that detailed a similar course curriculum. He said that he would pass it on to the group.

Annemarie thanked Randy for his presentation and noted that it was highly impressive to see such a comprehensive and effective course developed by industry, on the North Island to address the needs of the forest industry here.

Annual Report and Associated Indicators: Kelly McMahon:

Kelly began by addressing the indicators related to action items, namely refining indicator 5.2.2 to add a greater scope of training opportunities. She asked for clarification on the scope of training NWAC was looking for. Bill noted that the training numbers currently come only from company trainees, but that they could also come from contractors working in the DFA. He suggested that these trainees under contractors could be included under the number of people trained as part of the indicator target. Kelly noted it was difficult to access this information from contractors, but that some of this information could perhaps be reported out on, where information was available, eg. from the logging fundamentals course.

She turned to the need to refine indicator 5.1.1 and noted that this measure was ongoing, as most members of NWAC did not really like the current EBIDTA target. Bill noted that the EBIDTA measure doesn't mean anything on a division level. Bill suggested getting rid of the indicator entirely. It was agreed to remove EBIDTA as a target and try to develop one that better reflects the profitability at the division level.

Kelly moved on to the action item related to tracking oil consumption and recycling within Indicator 4.1.1. Kelly noted that she would like to take a look at whether this measure could be incorporated as a target, but that initially she could report out on the numbers on oil consumption and recycling and see whether it was trackable in a meaningful way.

Kelly noted that she was three quarters of the way through the annual report and that she was targeting middle of March to finish the report. She noted she was obtaining data from a variety of sources, including watershed data. She noted that members of NWAC will be able to review a finished copy of the annual report at the April 9th meeting.

General Discussion:

Trevor noted that carbon credits weren't as important an issue in the DFA since a presentation was made on this topic over two years ago, but that he would report back to the group on this. Randy added that the company looked at gaining credits through use of the train and that it wasn't gaining any traction.

Paul noted that he saw carbon credits as largely benefiting investors looking to buy credits for reforesting an area for carbon sequestration.

Kelly asked members what sort of presentations they might like to hear in 2013. Annemarie asked if any members would like to make a presentation on a particular topic.

Peter noted he would like to see a presentation on how logging works. It was noted that a field trip might be in order for this.

Stu offered that Gord Glover could make a presentation on the North Island Community Forest.

Paul noted he would be interested in any information on the status of goshawks in the Nimpkish DFA and what is happening at the federal level in terms of species protection measures. Paul noted he was interested in this as there were potentially huge socioeconomic consequences around possible decisions related to protecting the species.

Paul asked if there could be some discussion of elk management as well as goshawks at a future meeting.

It was agreed to ask Neil to address biofuels and a Woss heritage park at a future meeting, possibly the April 9th meeting.

Kelly noted that Jane Cameron was scheduled to attend the May NWAC meeting to take input from members to the CSA Technical Committee.

Bill noted that in Campbell River there was a high school forestry education program underway. He noted that the teacher, Jason Kerluck, would probably be looking for input

from industry representatives for course content and delivery. He pointed out that a lot of material in the forest workers entry level training program would be integrated in the high school training program. He added that Jason would probably be coming to tour the North Island at some point to talk about the course. Annemarie suggesting inviting a teacher from NISS join the tour.

It was noted that the program was half in the classroom and half in the field.

Next Meeting:

It was noted that, further to the meeting schedule that was reviewed at the last meeting, the next meeting would take place on **April 9, 2013**.

Action Items from NWAC Meetings-2013

Action Item 1: to follow up and see the feasibility of combining a number of targets for Indicator 5.1.1 that better reflect the economic and community benefits generated specifically in this DFA.

Responsibility: Trevor and Kelly

Due Date: Ongoing

Action Item 2- related to oil consumption. This can be tracked for the division. Develop a tracking system and report out to the group informally on the results of this.

Responsibility: Kelly McMahon

Due date: April 9th, 2013

Action Item 3- Determine the feasibility of a cross division PAG meeting- in Port McNeill-to be revisited in 2014-just had an all PAG meeting in Powell River September 26-27th, 2012

Responsibility- Kelly and Trevor

Due Date- 2014

Action Item 4- Solicit new members, and print a press release, highlighting the efforts of NWAC in the North Island Gazette.

Responsibility: Kelly

Due Date: May, 2013

Action Item 5- Organize a meeting with Kerry McGourlick, and John Deal on the planning process and 'way forward' for Englewood-Based on result of the Timber Supply Analysis to be completed later this year.

Responsibility: Trevor

Due date: September 10th, 2013 for a meeting on this

Action Item 6: Coordinate a Criterion Two mandatory discussion item presentation on biofuels.

Responsibility: Neil Smith and Kelly McMahon

Due Date: Early in 2013

Action Item 7: Make a presentation to NWAC on the RDMW's plans for a heritage park in Woss

Responsibility: Neil Smith

Due Date: Spring of 2013

Action Item 8 – Neil to advise WFP when Transportation Ministry Representative travels up island to arrange a public meeting with the Regional District.

Responsibility: Neil Smith

Action Item 9- Refine Indicator 5.2.2 to include a greater scope of training opportunities available in the DFA, including training provided through contractors. Inclusion of the training completed by Bill 13 contractors. Information can come from the safety council audit at Randy's suggestion.

Responsibility: Kelly McMahon

Due Date: April 9th, 2013

Action Item 10- Look into removing Target 3 in Indicator 5.1.1 on EBITDA.

Responsibility: Kelly McMahon

Due Date: April 9th, 2013

Action Item 11- Look into gaining an update on the topic of carbon credits

Responsibility: Trevor Egley

Due Date: April 9th, 2013

Action Item 12- Look into the possibility of a talk on Northern Goshawk/Elk Management b John Deal and Sue McDonald

Responsibility: Trevor Egley

Due Date: April 9th, 2013