



2025 CONFERENCE

Restoring forests and landscapes and securing Australia's future

Monday 20 – Thursday 23 October



Forestry
AUSTRALIA

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Workshop #1

Pathways forward: Strengthening professional development in forestry

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Pathways forward: Strengthening professional development in forestry

Tracey Gale, *Forestry Australia*

Jacquie Martin, *Forestry Australia*

Mark Brown, *University of the Sunshine Coast*

Julianne O'Reilly-Wapstra, *University of Tasmania*

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Graduate Certificate Information

A collaborative tertiary training course

Julianne O'Reilly-Wapstra (UTAS)

Rod Keenan (UoM)

Peter Kanowski (ANU)

Chris Weston (UoM)

Delene Webber (UniSA)

Mark Brown & Mohammad Ghaffariyan (UniSC)

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Collaborating Organisations

UNIVERSITY of
TASMANIA



Australian
National
University



TIMBERLANDS
Pacific

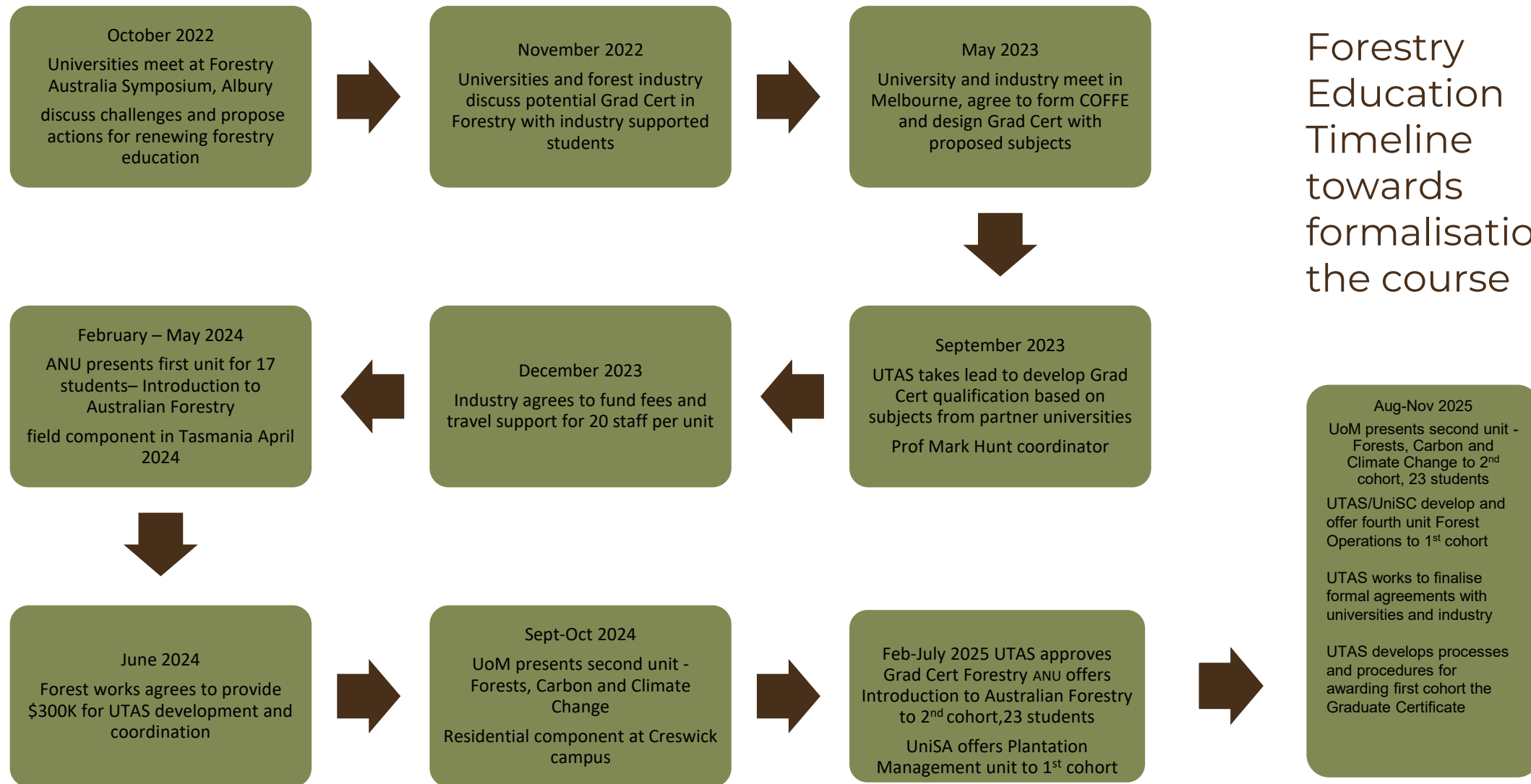
Midway

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Forestry Education Timeline towards formalisation of the course



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Four units - two units per semester x two semesters per year

Combination of:

- online material
- online face to face webinars/classes
- week-long residential schools for each unit

Assessments

Currently only available to domestic students or international staff on work visas that allow study

Course will be monitored and improved via a course advisory committee

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Unit 1: Introduction to Australian Forestry

Foundation course for the Graduate Certificate; ANU + UTAS
Focuses on historical & contemporary contexts > forest policies & practices

Classroom session themes

- Australia's forests and Australian forestry: national and historical overview
- Australian forest governance: policies, processes, institutions
- Translating sustainability principles into practice – forest management and practices
- Farm, plantation and native forestry – contemporary issues and implementation
- Field class contexts – Tasmania and Tasmanian forestry

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Unit 2: Forest carbon

- 1) Forests and the carbon cycle
- 2) Forest management and carbon
 - positive and negative impacts of forest management on climate change
- 3) Forests within the context of the global and national policy response to climate change.
- 4) Carbon markets and forests
- 5) The ACCU Scheme
- 6) How to participate in the ACCU Scheme as a forest manager
- 7) Practical sessions on how to run FullCAM for
 - plantations, native, ACCU scheme projects
- 8) Biogenic carbon accounting and reporting
 - accounting for the stocks and flows of carbon within the forest
- 9) Fossil carbon accounting and reporting scope 1, 2 and 3 emissions reporting

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Unit 3: Plantation Silviculture

6 online webinars (assessed with 5 online quizzes)

Topics: Overview and Introduction to Plantation Silviculture; Plantation Planning; Establishment Phase; Genetics and Propagation; Stand Mgt; and Business Considerations. Intensive residential school (26 April – May 4).

Day	Content
Monday	Silviculture and Wood Properties: Resource planning perspectives (Dr Jan Rombouts – OFO), Wood properties and products perspective (Jeff Morrell), OFO Mill Tour and Wood Science Workshop
Tuesday	Risk and Blue Gum Silvicultural Mgt: Risk Mgt (Jim O’Hehir), GT Forest Health Group (Di Patzel), GT Fire Alliance (Anthony Walsh), site visits focusing on inter-rotation, harvesting, koala mgt.
Wednesday	Measurement, Tree Breeding and Nursery Management. (all day in field) Silviculture trials, measurement, quality assurance (Desmond Stackpole and Des Schebella), visits to Seed Energy (David Boomsma), Tree breeding trails (Tony McRae), Gildera Nursery (Tim Scanlon)
Thursday	Silviculture as a complete system. Harvesting, marketing and commercial perspectives (Tammy Auld); financial aspects (Braden Jenkin); Workshops (Delene, Jim, Jeff, Braden, Mark)
Friday	Stakeholder Engagement, Conflict Mgt Industry Networking, Future Focus: Delene, Jim, Di, Braden (lecture, activities, Q&A Panel)

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Unit 4: Forest Operations

Core topics

- Introduction to forest operations and overview of unit structure and assessments
- Harvesting equipment and systems, including machine costing approaches and economic evaluation
- Value recovery and its relationship to market demand, with applications in optimisation modelling
- Transport and logistics planning, scheduling, and inventory management
- Key considerations in harvest planning, supported by real-world examples and case studies
- Exploration of emerging technologies, including human-centred AI in forestry
- A residential school offering hands-on learning and industry engagement

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First cohort will be awarded and graduating this year!



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Why Professional Development Matters Now

Forestry at a pivotal transition point — *new technologies, sustainability demands, workforce renewal.*

Decline in tertiary forestry pathways → widening skill gaps.
Strong member appetite for structured, flexible professional learning.

Message:

Professional development is the bridge between *today's workforce capacity* and *tomorrow's sector capability*

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What is the PD Committee?

Purpose:

Guide, develop, and oversee Forestry Australia's PD initiatives.

Mandate:

Identify skills gaps and emerging needs and then develop frameworks, policies, and governance, while fostering partnerships and align efforts across existing programs.

Membership:

Mix of academic, industry, and early–mid career professionals.

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Member Voice

2025 Member Survey (163+ responses):

Top priorities:

1. Expand professional development & lifelong learning
2. Support mentoring & early-career development
3. Strengthen advocacy and visibility.

Most requested topics:

AI in forestry, carbon accounting, GIS, leadership, Indigenous engagement silviculture. Preferred learning formats: online self-paced, webinars, in-person workshops, field trips.

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Target user - Personas

Josephine (Recent Grad): wants structured learning in core forestry skills—silviculture, yield modelling, GIS, carbon.

Joe (Technical Practitioner): strong practical base; seeks upskilling in digital tools, leadership, and compliance.

Joseph (Mid-Career Professional): experienced forester aiming for leadership, specialisation, and CPD recognition.

New Persona (Executive/Non-Forestry Leader): senior manager/board-level participant seeking strategic forestry literacy.

These personas guide topic design, format choice, and communication tone.

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Committee Progress to Date

Skills Matrix: Consolidated national and international frameworks; now prioritising top learning areas (carbon, GIS/data, leadership).

Benchmarking: Compared PD models from AICD, AusIMM, Engineers Australia, FAO, and agricultural sectors.

Phase One Framework: Developed course architecture, delivery model, and recognition pathway.

Today's Workshop.

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Proposed Professional Development Model



FORESTRY AUSTRALIA

Professional Development Courses Model



PROGRAM OBJECTIVE

Forestry Australia's professional development courses build professional capabilities and skills, support knowledge transfer, encourage career growth, and promote professional practice. The courses equip participants to actively manage forests to deliver environmental, social, and economic benefits.



DELIVERY | ONLINE MIXED METHOD

Includes short pre-recorded lectures, readings, short tasks and a virtual classroom.



ASSESSMENT METHODS

Types of assessment include quizzes, hurdle tasks, case studies, short answers and participation in the virtual classroom.



DURATION

Includes assessments

10
Hours



RECOGNITION

Forestry Australia Professional Certificate &

8
CPD Points

Professional Development Courses Model, October 2025

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Phase One PD Framework - Working model (2025–26 pilot)

Initial subjects:

- Introduction to Forestry in Australia
- Carbon 101
- Silviculture
- Harvesting
- Forest Engineering
- Restoration
- GIS & Data
- Business of Forestry
- Natural Capital Accounting
- Contractor Management & Engagement

Format:

- 10-hour online blended modules (recorded and live sessions).

Recognition:

- CPD points (1 per hour)
- Digital badges
- Forestry Australia Professional Certificate

Delivery:

- LMS with quizzes, case studies, and short assessments.

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Early Learning Themes

Emerging priorities across industry and academia:

- Climate and Carbon: readiness for ACCUs, ESG, and natural capital markets.
- Technology & Digital Tools: AI, drones, GIS, precision forestry.
- Leadership & Communication: next-generation managers and advocates.
- Cultural Capability: partnering with Traditional Owners.
- Sustainability Transitions: nature-positive forestry and innovation culture

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The Workshop: International Café Format

How it works:

- Three 15-min discussion rounds; participants rotate between topic tables.
- Each table focuses on a PD theme (e.g. technical skills, leadership, Indigenous partnerships, technology, sustainability, workforce pathways).
- Table hosts record insights → collated into key themes for the PD Committee's 2026 strategy.

Purpose:

- Co-design Forestry Australia's national PD framework.
- Identify high-impact, feasible starting points.

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How you contribute

Share lived experience: What works? What's missing?

Tell us how PD can better support your organisation and career stage.
Suggest partnerships, delivery modes, and success metrics.

Outcome

Your insights today will directly shape Forestry Australia's sector-led PD strategy, guiding:

- Future course priorities
- Delivery frameworks
- Certification models

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