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**EARTH SURGEONS AND CONSULTANTS**

**“KINLEIGH”**

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**A FORMAL SUBMISSION THE FEDERAL GOVERNMENT**

**RURAL SKILLS SHORTAGES ENQUIRY.**

A brief description on the background and credentials of Richard Belfield.

A lifetime of involvement with Rural Civil Construction, owning and operating such a business for 35 years.

Certificate 1V Workplace Trainer.

Successful basic training in Tamworth with Federal Govt Task training program involving several hundred people with plant operation.

Overseas Experience in training involving earthworks and procedure( South America, Eastern Europe, South Africa) Currently involved with UK training.

Feature Journalist with a major publication Earthmover and Civil Contractor in Aust.

**Current Problems facing Civil Industry.**

Training to this point has only catered to improving OH&S, which is a small part of the essential whole.

There is virtually no suitable training material available to effectively train with.

A training industry has evolved with people that have no background with the industries they are training in.

There are no properly designed or suitable teaching and learning institutions to learn and practice these skills.

Industry is starting to vote with their feet firstly scaling down their operations and giving up bothering to employ operators. Lastly many are looking at business closure.

Very serious shortages of competent and skilled operators to both execute, and manage a growing and complex workplace.

## **Possible Solutions**

Industry based people to research and create both accurate and accepted material

Creation of practical training procedures coupled with useable and very understandable manuals.

A balance of seventy percent practical and thirty percent theory in all training procedures

Part of all advanced training to be instructed and given a good grasp of financial procedure in business

All new written material to be taken and shown to Industry in draft form,

All training and associated methods be kept under constant review, in the pursuit of excellence.

Final drafts to be totally industry accepted before being printed and used as accepted training material.

Create and design an accepted career path for employees to be paid for their actual skills and knowledge

Seek out and train industry based and experienced people to become the core of all future training.

Go out to industry and seek their inputs and acceptance of the essential need for credible training.

Seek industry approval and support of what they want and need for all forms of training.

Funding, this should not even be an issue in the past we have as a nation been always been able to fund things even finance wars where needed.

A large Earthmoving contractor recently advertised for experienced heavy equipment operators. There were 64 applicants 15 were selected 10 failed the drug test leaving 5 possible contenders time will tell on site. One female applied she had some Forklift experience.

I would be happy to make myself available should the committee desire further information or help at the Armidale enquiry.

RICHARD BELFIELD.

