



High Performance Logging

About High Performance Logging

- Mission to support the advance of logging operations
- Collaborative approach – leverage the combined expertise of partners
- Programs include:
 - Professional Development for Forestry Contractors
 - Shortening the Learning Curve
 - Ecological Forestry Training
 - Forestry Machine Operator Training
- Outcomes:
 - **Over \$6M** in training for forestry contractors
 - Skills development for over 400 forestry contractors, and 1000+ employees



Innovative Forest Harvesting Operator Training Pilot

- 3-year initiative through the Forestry Initiatives Partnership with UBC, the City of Quesnel, & Three Rivers Community Forest
- Address the need for skilled forestry equipment operators, supporting various harvesting treatments, including commercial thinning
- Based on HPL Model used in Nova Scotia & New Brunswick
- Incorporates 'pilot' delivery & transition to 'regular' delivery
- Two streams, potentially mobile:
 - FEOT – Recruit and train new equipment operators
 - AMOT – Support skills development for experienced operators and contractors

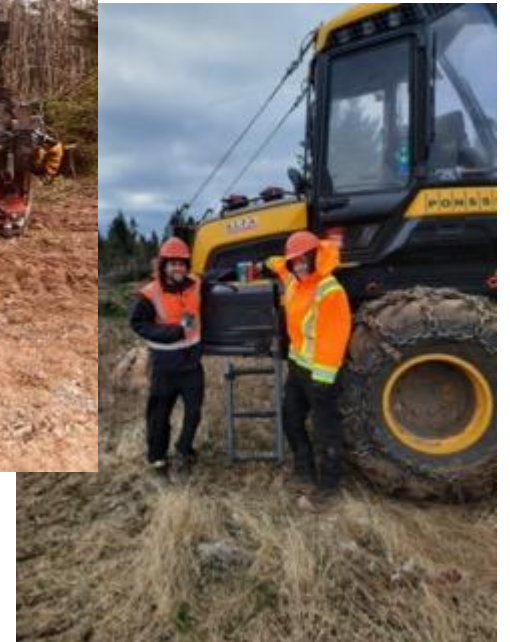


Forestry Machine Operator Training (FEOT)

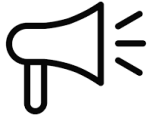
FEOT Program

Objectives:

- Harvester and Forwarder Certified training
- ‘Sticky’ Operators possessing strong fundamentals that will progress further with experience
- Students matched to jobs – Employer commitment is key
- Pilot Delivery (2025): 6 graduates, 1 cohort
- Regular Delivery (2026-27): 24 graduates/year from 4 cohorts



FEOT Program Design - Finding Good People!



Student Recruitment using a range of approaches

- Digital tools (eg. Talent Sorter)
- Contractor/Industry networks



Screening

- Talent Sorter Preliminary Screening
- Harvester Simulator
- Career Fit Assessment (ProfileXT)
- Interviews with Sponsoring Contractors



Good track record with this approach, last NS program received 97 applications, screened to 16



FEOT Program Design – Training Delivery

- In Class (4 weeks)
 - Forestry Fundamentals (Tree ID, BMP Training, Product Sorts etc.)
 - Customized for British Columbia
 - Simulator Training
- In Field (9 weeks)
 - Fundamentals of Equipment Operation (technique, maintenance)
- On-the-Job (12+ weeks) - Forest Liaison Coaches:
 - ~110 hours/student
 - At the employer's job site
 - Building on fundamentals from In Class/In Field



FEOT Funding – 'Skin-in-the Game'

- **Student Tuition**
- **Employer Sponsorship**
- **Funding Programs**



Advanced Machine Operator Training (AMOT)

AMOT Program

- Contractors with 'CTL-capable' equipment and seasoned operators seeking to:
 - build capacity to execute new harvest prescriptions
 - boost productivity & efficiency
 - develop new business skills
- Pilot delivery (2025) – 1 cohort, 5 contractors
- Regular delivery (2026-27) 20 contractors/year, 2 cohorts



AMOT Program Design – Training Delivery

- In Class

- 2-3 half-day sessions
- Encompass a range of business and operational topics or ‘pillars’
- Commercial Thinning, HR Best Practices, Financial Management etc.

- On-the-Job

- Expert coaches from Forest Liaison
- ~ 100 hours/contractor
- At the employer’s job site
- Coaching based on pillars, but customized to specific contractor and operator needs



AMOT Funding 'Skin-in-the-Game'

- **Employer Fees**
- **Funding Programs**



Planned Timeline

- 2025
 - Pilot Delivery, HPL Partners
 - 1 Cohort each of AMOT and FEOT
 - FEOT – 6 Students
 - AMOT – 5 Contractors
- 2026 – Transition year, delivery moves from HPL Team to BC based team, with program staff and instructors
- 2027 Full Delivery by BC Team
- 2026-27
 - 4 Cohorts of FEOT, 2 Cohorts of AMOT each year
 - FEOT – 24 Students/year
 - AMOT – 20 Contractors/year



Thank-You!