

## ***Is Training beneficial?***

- Yes, the need to deliver realistic industry required qualifications are important in this day and age when employers and employees are looking to become more qualified and ultimately ensure that their businesses are keeping ahead of industry best standards.
- Any training will also ensure that we are differentiating from basic skill levels that are required in fencing through to the top end specialised skills required for planning, consulting and installation.
- Training is Industry specific; which is important...too many qualifications are for lower level skills and this training looks to ensure that the skills required for the top end positions in the fencing industry are covered.
- It is dovetailing with what is required on the coalface.
- The Fencing Industry is working towards being a stand alone sector of the Agricultural Industry...in being stand alone we need to ensure that we are working to qualifications that has relevance to the day to day demands of required skills for the fencing industry
- Training and Assessments are not too rigid in the required outcome; i.e. needs to have flexibility in the actual assessment activity to suit what is going on with the actual jobsite.

## ***I'm not sure about this NZQA unit training; is it to the same standards that I was taught early on in my career?***

I just want to outline how the Assessment process is conducted and assure you that it is very much based on discretion with reference to your experience and training.

LB and T Hare Training Services Ltd have been working with the Fencing Industry for the past 8 years; the sole purpose of our relationship is to ensure that the same quality of fencing that you would have been taught by the Arthur Schuler's of this world is being conducted throughout the country.

The assessment criteria is on one hand based on a NZQA format....this is one area we do have to appease the office wollower's in Wellington...however there is another side of the process that we as an industry have control of. The criteria demands that we work to Industry Best Practise...we assess to the standards relating to the Master Fencer that was set some years ago. The Schuler's, Frank Prince and number of other specialist people were involved in setting the assessment process and the standard that currently stands.

The very same standards that you would have been taught and I'm assuming have maintained in all your years of fencing are the same standards that we currently assess to.

So the long and short of it is in your particular circumstances we would look to use discretion, base our findings on your previous work and skill history and conduct an assessment from there...we have no desire to teach anyone how to 'suck eggs' and have no interest in standing over anyone who can demonstrate through historic evidence their proven standards and abilities.

## ***I already know how to Fence! Why do I need to hold any***

## ***Qualifications?***

Most of us are typical New Zealanders...we can put our hands to most things—the trouble is of course we become a ‘jack of all trades and master of NONE’.

Most of us also are good at sitting down having a few beers and stating to all around how good we are —the reality is that most contractors are good fencers but to the client or the people we need to appease through Tender processes, compliances issues and just client queries in general we need to have a more formal recognition of quality and standards.

As an industry we owe it to ourselves to ensure the skills and knowledge we possess will be portrayed as a true professional trade.

## ***Level 4 National Certificate finally approved.***

*‘Very simply - level 3 is a Skilled Fencer, but level 4 is an Accredited Fencing Contractor’*

### **What the Certificate entails:**

This qualification is for Contractors who wish to be recognized in the skills required in the design and construction of a range of on-farm fencing and yard types.

Contractors who will be credited with this qualification are able to plan, design and install on-farm fencing and timber yards; design, construct and hang wooden single or double gates and install a fence line. They are also able to install fence netting and a mains energizer and identify and rectify faults and have knowledge of electric fencing components and systems.

This qualification allows design differences to recognized fencing requirements which may vary according to available equipment, geographical location, terrain and soil type. It also allows Contractors to select methods for installing poles and rails for yards depending on the equipment they have at hand.

### **Overlap from the National Certificate Level 3:**

For the contractors that have already achieved their Level 3 National Certificate the process is very easy. It is simply a matter of ensuring that the skills and standards are maintained and a little more evidence to support the interaction between Contractor and Client.

For other contractors who are yet to start their Assessment process, we would be running a combined Level 3 and 4 package ensuring that all contractors are holding the relevant qualifications for not only compliance but also for recognition of their skills that they have built up over the years.

### **Difference between Level 3 and 4:**

The main difference has to be that **Level 3** is all about actually installing the fence on a component basis only, no mention of the planning and the equipment required.

**Level 4** is very clear on Planning, Design and Preparation for installation of Fences and Yards. It also focuses on the use of Post drivers and Post borers.

## **Very simply level 3 is a very good fencer—level 4 is a Contractor**

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Lance and Tracey Hare are passionate about ensuring the Fencing Industry is holding its own in the greater Agricultural Sector.

Both are active members of the Fencing Contractors Association of New Zealand. They attend committee meetings and work with Industry Leaders to ensure the Fencing community is getting the recognition it deserves.

Lance has been actively lobbying Tertiary Education Council, DOC, Regional Councils, Ag ITO, Opus, LINZ and a number of other like organizations to ensure that the standards that are to be found on all Accredited Fencing Contractors worksites are formally recognized as BEST PRACTISE!