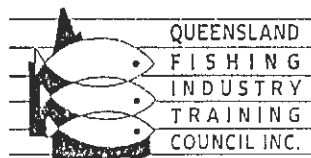


**PROJECT REPORT  
FRDC PROJECT NO 93/242**

**F I S H E R I E S  
R E S E A R C H &  
D E V E L O P M E N T  
C O R P O R A T I O N**



**PLANNING WORKSHOP  
TORRES STRAIT ISLAND  
TRAINING PROGRAM**



**SUBMITTED TO:  
FISHERIES RESEARCH AND DEVELOPMENT CORPORATION  
AND  
QUEENSLAND FISHING INDUSTRY TRAINING COUNCIL INC  
BY  
TRANSED PTY LTD**

**NOVEMBER 1994**

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## ACKNOWLEDGMENTS

The Queensland Fishing Industry Training Council Inc gratefully acknowledges the assistance provided by the Fisheries Research and Development Corporation (FRDC) and Transed Pty Ltd in the production of this report.

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## **ACKNOWLEDGMENTS**

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## **1.0 PREAMBLE AND REPRESENTATION**

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The workshop was convened at the Australian Fisheries Management Authority premises, Pearls Building, Thursday Island on the first, second and third of November 1994.

Organisations represented and persons attending are listed below;

<b>QFITC</b>	Murray West
<b>TRANSED P/L</b>	Dick Lee
<b>Island Co-ordinating Council</b>	Henry Garnier
<b>DEET</b>	James Gela
<b>Yorke Island</b>	Dan Mosby
<b>Coconut Island</b>	Wilson Billy
<b>Torres Strait Prawn Entitlement Holders Association</b>	Roger Green
<b>Thursday Island TAFE</b>	Fred Joseph
<b>Australian Fisheries Management Authority</b>	Mick Bishop

Representatives from Stephen Island and the Torres Strait Fisherman's Association did not attend.

## **2.0 EXECUTIVE SUMMARY AND RECOMMENDATIONS**

The workshop developed a program to address the training needs of the Torres Strait Islands fishing community.

As a 12 monthly pilot, the program will include the prawn trawl fleet and the communities of Yorke, Coconut and Stephen Island.

Members were aware of the failure of previous training initiatives in the area and recommended that;

### **RECOMMENDATION ONE**

That a dedicated and suitable Fisheries Training Development Officer be employed to progress and co-ordinate the program on the Islands.

### **RECOMMENDATION TWO**

That a formal liaison be developed between the commercial prawn trawl fleet and the three island communities.

### **RECOMMENDATION THREE**

That the Queensland Fishing Industry Training Council Inc (QFITC) be appointed as the Managing Agent of the program.

### **RECOMMENDATION FOUR**

That the Torres Strait Fisheries Training Consultative Committee (TSFTCC) representative of all stakeholders in the project be established to oversee the project.

### **RECOMMENDATION FIVE**

That the pilot project be used as a model for training on all the Torres Strait Islands and Cape York communities.

### **3.0 BACKGROUND**

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The opportunity to develop a cohesive working relationship between the commercial fishing industry and the traditional land owners and fishermen in the Torres Strait has been hindered by the lack of communication and interactive programs between the two groups. The Torres Strait Prawn Entitlement Holders Association has proposed a long term program to encourage better relationships with the Island populations of Stephen, Yorke and Coconut Islands. Their suggestion nominated a training program to involve Torres Strait Islanders in the prawn trawling industry and a series of initiatives by which the commercial trawler men would assist in the general fishing activities of the Island Communities including participation in the school education programs. Officers from the Australian Fisheries Management Authority have discussed the program with Island Communities and found wide spread support for the initiative. The proposal also has the full support of the Queensland Commercial Fishermen's Organisation (QCFO).

### **4.0 NEEDS**

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An Officer of the Australian Fisheries Management Authority (AFMA) visited the Island communities and identified a number of broad training areas in which the Islanders have indicated an interest. The purpose of this workshop is to qualify the needs, investigate the scope of the undertaking, assess strategies and design a complete and comprehensive training program.

The planning workshop is required because of the lack of similar, co-ordinated programs in the past and the expressed interest from participants from the commercial fishing industry and the Island communities to contribute to the development of a long term sustainable training activity. In accord with the goal of the Research and Development Section of the Aboriginal and Torres Strait Islander Commission (ATSIC), the program needs to empower Aboriginal and Torres Strait Islander peoples with information to help improve their economic positions through long term employment outcomes and continuous skill development.

The workshop should co-ordinate the inputs and the expertise of all the government and industry organisations associated with the Torres Strait fishing industry, validate the suggested training needs and establish an effective government/industry/Islander led model for similar schemes in the Torres Strait and throughout the northern waters of Australia.

The workshop must emphasise a long term, sustainable program with on going benefits to the dive, line and collection fisheries of the regions and additional advantages to the Island communities.

## **5.0 OBJECTIVES**

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1. Analyse the existing training needs survey completed by AFMA and prioritise the areas and topics for training intervention in a training program involving the Islands of Yorke, Stephen and Coconut and the prawn trawlers operating in the area.
2. Determine the objectives of the various training elements and the training strategies to achieve them.
3. Develop curriculum modules including needs identification, specification of performance criteria, development of instructional strategies, production of training aids and instructional resources and the specification of evaluation and feedback mechanisms

## **6.0 DISCUSSION**

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During the workshop the representatives of each organisation were encouraged to contribute to the development of the program to ensure relevancy of modules, suitability of contents and applicability of competencies targeted.

The meeting acknowledged that previous training programs had not been effective due to;

- inadequate understanding of the Islanders' needs,
- inadequate knowledge of local conditions, culture and language on the part of the training staff,
- lack of follow up.

The meeting was confident however that these problems could be overcome and that an effective program could be implemented that would assist the establishment of a community based, sustainable commercial fishing industry on the islands of the Torres Strait.

The following points were discussed;

### **EMPLOYMENT ON PRAWN TRAWLERS**

Due to cultural differences, the meeting considered that work on prawn trawlers would appeal to few Islanders. Long periods away from the community and predominantly night work are two factors that preclude many Island fishermen. Both trawler and Islander representatives considered short trips of up to 3 weeks duration may be acceptable, if sufficient candidates could be established, the trawlers would benefit from a pool of trained crew and the communities from regular revenue back to the island economy.

The meeting stressed the need for adequate practical experience onboard before Island candidates were selected and recommended for further training such as Certificates of Competency.

## **INADEQUATE UNDERSTANDING OF ISLANDER TRAINING NEEDS**

The meeting felt the workshop addressed the problem area with a good representation from the fishermen from Yorke and Coconut and the Island Co-ordinating Council (ICC). A survey of fishermen on the 3 islands had identified areas of training interest which could be refined into community based programs.

## **LITERACY AND NUMERACY**

Members acknowledged the potential magnitude of literacy and numeracy problems but considered the introduction of competency based techniques and the assistance of individual Island trainers could effectively overcome them.

## **SCOPE AND OUTCOMES OF TRAINING PROGRAM**

The committee was opposed to training for the sake of training. It was felt the program would succeed only if it contributed to the overall improvement of productivity in the community and strengthened the economy of the Islands.

It was agreed the program would be long term and have as an outcome the improvement of the overall commercial return and performance of the Islands' fishing activity.

## **7.0 OUTCOMES**

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The following outcomes were developed by the committee during the workshop;

- Develop employment opportunities for Torres Strait Islanders on prawn trawlers and other commercial vessels,
- Increase the number of Torres Strait Islanders in self employment in fishing,
- Promote the opportunity for Torres Strait Islanders to participate in commercial prawn trawling in their own right,
- Develop the ability for Torres Strait Islanders to service and maintain island machinery and equipment,
- Improve the level of sea safety awareness,
- Provide opportunities for Torres Strait Islanders to access appropriate training in the fishing industry,
- Assist in the development and support of individual island fishing industry infrastructure,
- Maximise the profitability of island freezers.



## **8.0 THE TRAINING PROGRAM**

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The name of the program will be the Torres Strait Island Fisheries Training Program. It will initially run as a pilot program for twelve months and include the islands of Yorke, Coconut and Stephen and the Torres Strait Prawn Trawl fleet.

On completion of the trial, the training program would be assessed, amended and presented as a comprehensive modular training program to all the islands of the Torres Straits.

### **8.1 Management**

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The Queensland Fishing Industry Training Council Inc (QFITC) will assume full responsibility for the operation of the program as Managing Agent.

The QFITC will be responsible to the Torres Strait Fisheries Training Consultative Committee (TSFTCC) which will oversee the development and progress of the program.

Membership of the TSFTCC will include;

- An industry member of the Torres Strait Fishery Prawn Working Group
- QFITC Inc/TRANSED PTY LTD
- TAFE Thursday Island
- Chairman, Yorke Island
- Chairman, Coconut Island
- Chairman, Stephen Island
- Fishing Representative, Yorke Island
- Fishing Representative, Coconut Island
- Fishing Representative, Stephen Island
- Torres Strait Regional Authority Chairman or Representative
- Australian Fisheries Management Authority
- Department of Employment, Education and Training
- Queensland Commercial Fisherman's Organisation (QCFO) or representative
- Torres Strait Fisherman's Association (TSFA)

### **8.2 Training Component**

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Eight areas of interest have been identified by survey on Yorke, Coconut and Stephen Islands.

Existing courses or components that can be modified and adapted to the Torres Straits are listed under each topic.

Where suitable curricula are not available, competencies will be established in conjunction with the island communities and included in modules specific to the Torres Strait Islands.

A more detailed description of the proposed courses are as shown in Appendix 2.

**1. Navigation** **Duration 10 days**

This program would draw extensively on the Queensland Small Vessel Operators Course.

**2. Instruments** **Duration 5 days plus 1 day onboard**

This program would offer a general introduction to the function, role and use of the major navigation, position finding and fish locating devices.

**3. Sea Safety** **Duration 5 days**

The existing "Elements of Shipboard Safety" from the Uniform Shipping Law Codes will be used for this component. It is an Australian standard course which includes elements of fire fighting survival at sea and first aid. Presentation of the course by an accredited authority will result in a certificate for successful candidates.

**4. Outboard Motor Maintenance** **Duration 10 days**

This course will provide participants with a general knowledge of outboards and then care with advance components for those requiring further training.

**5. Fishing Techniques** **Duration 6 days**

This course will include line fishing techniques, a segment on Regulations and Legislation and aspects of the Small Business Management section of the QFITC Trainee Master Fisherman's Course.

**6. Prawn Trawler Operations** **Duration Variable**

This component of the program will introduce candidates to the prawn trawling industry during short introductory sessions at sea. Those fishermen showing an aptitude for the work and way of life would be employed on trawlers in the Torres Strait and offered further training.

**7. Product Handling** **Duration 5 days**

There are several existing courses adaptable to the Torres Strait Islands. Instruction would be species specific and include crayfish, trochus, mackerel, reef fish and possibly tuna.

**8. Welding** **Duration 10 days**

This course would concentrate on the repair of aluminium dinghies with advanced modules for persons wishing to specialise in welding.

### **8.3 Conduct**

Each of the eight courses will be conducted on both Yorke and Coconut Islands during the 12 month trial period. Due to the small numbers of fishermen on Stephen Island, fishers from that island will attend courses on Yorke Island.

The Fisheries Training Development Officer (FTDO (to be appointed)) will liaise on a continuous basis with the Managing Agent to progress and conduct the courses. QFITC will assist the Training Development Officer in the preparation of competencies, standards assessment methods and the procurement and preparation of training resources.

### **8.4 Monitoring, Evaluation and Recording**

#### **1. MONITORING**

The entire program will be assessed and reviewed after six months of operation by the TSFTCC. A final review will be carried out at the end of the pilot phase and a full report compiled for TSFTCC members and funding authorities.

On completion of the phase the entire program including curricula, module packs and a comprehensive delivery package will be available to other islands.

#### **2. EVALUATION**

Assessment of individual candidates performance is an integral component of the Competency Based Training methodology and individual progress will be measured against industry agreed standards. The entire program will be evaluated on a continuing basis and formally at 6 and 12 months.

#### **3. RECORDING**

Comprehensive records of training activities and individual records will be maintained by the FTDO.

### **9.0 CONCLUSION AND RECOMMENDATIONS**

The working group concluded that the proposed training program was a comprehensive initiative that could contribute significantly to employment skills enhancement and productivity improvements in the fishing and general communities of Yorke, Stephen and Coconut Islands.

To minimise the risks that have hindered previous training initiatives in the area, the working groups made several recommendations.

## **RECOMMENDATION ONE**

That a Fisheries Training Development Officer be appointed to develop and progress the training program and co-ordinate the fisheries training activity of the Yorke, Coconut and Stephen Island communities and the Torres Strait Prawn Trawl Fleet. Position Specification are at Appendix One.

The working group concluded that a close working relationship between the Island communities and the prawn trawl fleet would be beneficial.

## **RECOMMENDATION TWO**

That a formal liaison be developed between the commercial prawn trawl fleet and the three island communities.

The working group was aware of the need to provide follow up assistance for each training activity to maintain the initiative and recognised the need for a project manager.

## **RECOMMENDATION THREE**

That the Queensland Fishing Industry Training Council (QFITC) be appointed as the Managing Agent of the program.

Relevance of training activity to the Island communities and the participation of all stakeholders, in the development and conduct of training was accepted by the group as vital to the success of the program.

## **RECOMMENDATION FOUR**

That the Torres Strait Fisheries Training Consultative Committee (TSFTCC) representative of all stakeholders in the project be established to oversee the project.

The working group appreciated the potential benefits of such a comprehensive training approach and concluded that the 12 month pilot should be refined and amended as necessary on completion and offered as a complete model to other Island and Aboriginal communities in the north.

## **RECOMMENDATION FIVE**

That the pilot project be used as a model for training on all the Torres Strait Islands and Cape York communities.

## **10.0 APPENDICES**

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### **Appendix 1. Position Specifications Fisheries Training Development Officer**

- The position is to be established on Yorke Island
- The Fisheries Training Development Officer is responsible to the Managing Agent
- Funding source and budget is yet to be decided
- Position specifications are to include;
  - ◆ familiarity and ability to communicate with Torres Strait, Yorke, Stephen and Coconut island communities
  - ◆ ability to liaise with trawl fleet and other relevant organisations
  - ◆ knowledge of relevant training principles and practices including Competency Based Training and On the Job Training
  - ◆ ability to co-ordinate specialist trainers
  - ◆ aware of literacy and numeracy problems
  - ◆ develop assessment mechanisms
  - ◆ maintain records
  - ◆ operate budget
  - ◆ prepare and progress reports

## Appendix 2. Course Contents

# TRAINING COURSE DETAILS

## 1. NAVIGATION

Elements of the Small Vessel Operators Certificate including:

### INTERNATIONAL RULES

- lights
- shapes
- sound signals
- distress signals
- IALA buoyage

### NAVIGATION

- charts
- compass

### METEOROLOGY

- local knowledge
- tropical revolving storms

### VESSEL HANDLING (LARGER VESSELS)

### ENGINEERING (LARGER VESSELS)

## 2. INSTRUMENTS

### RESTRICTED RADIO OPERATORS CERTIFICATE COURSE

### GENERAL INTRODUCTION TO COMMON NAVIGATION AND FISH FINDING INSTRUMENTS

### PRACTICAL DEMONSTRATION ON BOARD A WORKING TRAWLER

### **3. ELEMENTS OF SHIP BOARD SAFETY**

FIREFIGHTING

SURVIVAL

FIRST AID

### **4. OUTBOARD MOTOR MAINTENANCE**

STRIP AND REBUILD AN OUTBOARD MOTOR

USER MAINTENANCE AND TROUBLESHOOTING

ADVANCED TOPICS FOR SPECIALISTS

### **5. FISHING TECHNIQUES**

REEF LINE FISHING AND MACKEREL TROLLING TECHNIQUES

COMMERCIAL FISHING RULES, REGULATIONS AND LEGISLATION

SMALL BUSINESS MANAGEMENT

- successful business management
- accounting and cash
- why businesses fail
- professional assistance

### **6. PRAWN TRAWLER OPERATIONS**

SHORT TRAINING RUNS ON A WORKING PRAWN TRAWLER

### **7. PRODUCT HANDLING**

PRODUCT QUALITY / SEAFOOD SPOILAGE / FREEZING, THAWING, CHILLING

HYGIENE AND SANITATION

PRODUCT KNOWLEDGE (CRAYFISH, TROCHUS, MACKEREL AND POSSIBLY REEF FISH AND TUNA)

### **8. WELDING**

ALUMINIUM DINGHY REPAIRS

**Appendix 3. Budget**

**BUDGET - TORRES STRAIT ISLAND FISHERIES TRAINING PROGRAM**

ITEM	INDUSTRY IN KIND SUPPORT	FUNDING ASSISTANCE	TOTAL
<b>Salary Costs (QFITC) *</b>	7,200	7,200	14,400
<b>On Costs QFITC</b>			17,200
Financial Recording System		3,600	
Audit Fees		1,000	
Project Co-ordination		5,400	
Administration	7,200		
<b>Project Consult (Transted) *</b>		30,000	30,000
Yorke Island Community Council (28weeks) *	2,450	2,450	4,900
Coconut Island Community Council (16weeks)*	1,400	1,400	2,800
Stephen Island Community Council (5weeks)*	437	438	875
<b>Fisheries Training Development Officer</b>			59,195
Salary		35,000	
On Costs (22%)		7,700	
Establishment Costs		7,000	
Zone Allowance		5,000	
Travel*		1,500	
TA Thursday Island*		2,995	
<b>Operating Cost *</b>	7,000	34,300	41,300
FTDO Interviews and selection, 3 TSFTCC meetings on Thursday Island			
<b>Administration Expenses *</b>	3,000	5,492	8,492
Travel, report compilation			
<b>Training Resources *</b>		20,000	20,000
Curriculum design and teaching resources			
<b>Specialist Trainers *</b>		55,374	55,374
<b>Training Vessel Hire</b>	270,000		270,000
<b>Other Project development &amp; funding costs</b>	3,000	3,000	6,000
<b>TOTALS</b>	<b>301,687</b>	<b>228,849</b>	<b>527,536</b>

\* see explanatory notes detailing budget breakdown



## NOTES ON BUDGET BREAKDOWN

### SALARY COSTS (QFITC)

<b>Industry Support</b>	Murray West 12 days x \$450	\$5,400
	Angela Eaton 6 days x \$300	\$1,800
<b>Funding Assistance</b>	Murray West 12 days x \$450	\$5,400
	Angela Eaton 6 days x \$300	\$1,800

**PROJECT CONSULTANT (TRANSED)** 68 days x \$440 \$30,000

### ACCOMODATION PROVISION FOR FISHERIES TRAINING DEVELOPMENT OFFICER

#### YORKE ISLAND COMMUNITY COUNCIL ( 28 WEEKS )

Island contribution 28 weeks at \$25/day	* \$2,450
Funding assistance 28 weeks at \$25/day	\$2,450

#### COCONUT ISLAND COMMUNITY COUNCIL ( 16 WEEKS )

Island contribution 16 weeks at \$25/day	* \$1,400
Funding assistance 16 weeks at \$25/day	\$1,400

#### STEPHENS ISLAND COMMUNITY COUNCIL ( 5 WEEKS )

Island contribution 5 weeks at \$25/day	* \$437
Funding assistance 5 weeks at \$25/day	\$437

\* Island In-Kind contribution for FTDO accomodation

### FISHERIES TRAINING DEVELOPMENT OFFICER

Travel to Thursday Island	6 trips x \$250	\$1,500
TA Thursday Island	15 days x \$195	\$2,925

### OPERATING COSTS

FTDO interviews and selection	\$5,000
3 TSFTCC meetings on TI	\$29,300

### ADMINISTRATION EXPENSES

Travel, review and evaluation 6 months and 12 months		
	Travel \$250 x 2 x 2	\$1,000
	Salaries \$450 x 2 x 2 x 2	\$3,600
	Report compilation	\$500

## **TRAINING RESOURCES**

Curriculum design and development \$440 x 4 days x 2	\$3,520
Teaching resources, Laptop and printer, stationery	\$16,480

## **SPECIALIST TRAINERS**

Navigation and Sea Safety	Travel from Brisbane	\$1,356
	Salary 30 days at \$60/hour	\$14,400
	TA x 30 days	\$4,200
	Contingency	\$2,993
Fishing Techniques and Product Handling		
	Travel from Brisbane	\$1,356
	Salary 22 days at \$60/hour	\$10,560
	TA x 22 days	\$3,080
	Contingency	\$2,245
Outboard Motor Maintenance and Welding		
	Travel from Cairns	\$830
	Salary 20 days at \$60/hour	\$9,600
	TA x 20 days	\$2,800
	Contingency	\$1,984

**NOTE: SPECIALIST TRAINERS COSTINGS TO NOT INCLUDE EQUIPMENT NECESSARY TO CONDUCT TRAINING. THESE COSTS WILL BE IDENTIFIED UPON APPOINTMENT OF TRAINER**

**GENERAL MEETING COSTS, TSFTCC ON THURSDAY ISLAND**

<b>Representative</b>	<b>Airfares</b>	<b>TA</b>	<b>TOTAL</b>
Murray West, QFITC	1,106	390	1,496
Dick Lee, TRANSED	1,106	390	1,496
Ted Loveday, QCFO	1,106	390	1,496
Prawn Working Group Rep	580	390	970
TAFE TI	0	60	60
Chairman Yorke Island	250	390	640
Chairman Coconut Island	250	390	640
Chairman Stephens Island	250	390	640
Fishing Rep Yorke Island	250	390	640
Fishing Rep Coconut Island	250	390	640
Fishing Rep Stephens Island	250	390	640
Regional Authority Chairman	0	60	60
AFMA Rep	0	60	60
DEET TI	0	60	60
Torres Strait Fisherman's Association	0	60	60
<b>TOTAL COST</b>	<b>5,398</b>	<b>4,200</b>	<b>9,598</b>



TORRES STRAIT ISLAND FISHERIES TRAINING PROGRAM																
BUDGET FUNDING ASSISTANCE																
ACTIVITY	NOV/DEC	Jan-95	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Jan-96	FEB	TOTALS
Salary (QFITC)	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	480.00	7200.00
On Costs (QFITC)																
Financial Recording	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	240.00	3600.00
Audit Fees															1000.00	1000.00
Project coordination	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	360.00	5400.00
Project Consultant	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	2000.00	30000.00
Yorke Island			204.17	204.17	204.17	204.17	204.17	204.17	204.17	204.17	204.17	204.17	204.17	204.17	204.17	2450.00
Coconut Island			116.67	116.67	116.67	116.67	116.67	116.67	116.67	116.67	116.67	116.67	116.67	116.67	116.67	1400.00
Stephens Island			36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	36.50	438.00
FDO																
Salary			2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	2916.66	35000.00
On Costs			641.66	641.66	641.66	641.66	641.66	641.66	641.66	641.66	641.66	641.66	641.66	641.66	641.66	7700.00
Establishment Costs																7000.00
Zone Allowance			416.66	416.66	416.66	416.66	416.66	416.66	416.66	416.66	416.66	416.66	416.66	416.66	416.66	5000.00
Travel			250.00		250.00		250.00		250.00			250.00		250.00		1500.00
TA Thursday Island			585.00		390.00		390.00		585.00			390.00		585.00		2995.00
Operating Costs																
FDO Interviews	2500.00	2500.00														5000.00
FTCC Meetings			9766.66							9766.66					9766.66	29300.00
Administration Exp																
Report Compilation															500.00	500.00
Travel								2496.00						2496.00		4992.00
Training Resources																
Curriculum Design										1760.00			1760.00			3520.00
Training Resources	8240.00	8240.00														16480.00
Specialist Trainers					17211.00	22949.00		15214.00								55374.00
Other	3000.00															3000.00
TOTALS	16820.00	13820.00	18013.98	7412.32	25263.32	30361.32	8052.32	25122.32	8247.32	18938.98	7412.32	8052.32	9172.32	10743.32	14346.66	228849.00

TORRES STRAIT ISLAND FISHERIES TRAINING PROGRAM															
WORK PLAN															
ACTIVITY	NOV/DEC	Jan-95	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Jan-96	FEB
Source Funding	QFITC														
Establish Guidelines	QFITC														
Appoint FDO		TSFCC													
TSFTCC Meetings			TSFCC						TSFCC						TSFCC
Navigation Course															
Instruments Course															
Sea Safety Course															
Outboard M'nance															
Fishing Techniques															
Prawn Trawler Ops															
Product Handling															
Welding Course															
Review Program										TSFCC					TSFCC