



Strategic Opportunity 9



Initiate an expanded program to build capability and capacity across fishing and aquaculture

The need to develop capability and capacity within Australian fishing and aquaculture is a key sectoral challenge. Over the next decade, 41 per cent of Australian agriculture, forestry and fisheries jobs will be transformed by technology. One in three new jobs created in these industries will be tech-related, making digital and data literacy essential. In addition, diverse people who can lead, solve problems, think differently and adapt are critical to the success of Australia's fishing and aquaculture sector.

The program will determine Australia's fishing and aquaculture workforce capability and capacity needs to understand what's required to enable planning and to navigate change. This will be achieved through research to identify current and future capability and capacity needs and by profiling and tracking change in Australia's seafood workforce. It will also assess the current data framework, making improvement recommendations and develop a baseline dataset focusing on diversity of employment.

FRDC increased its focus on developing the capability and capacity of the fishing and aquaculture sectors with a targeted program guided by FRDC's Capability and Capacity Steering Committee.

Projects underway include:

- Project 2022-034 "Profiling and tracking change in Australia's seafood workforce: establishing a baseline workforce dataset", identifying improvement recommendations and developing diversity of employment
- Project 2022-153 "Fishing and Aquaculture Workforce Capability Framework", designed to develop a fishing and aquaculture workforce capability framework to identify current and future needs.
- Partnering with Seafood Industry Australia to build Seafood Careers, an interactive online platform showcasing roles and vacancy opportunities across fishing and aquaculture. The platform will include tools to explore pathways and safety and mental health programs
- Continued investment in leadership programs such as the National Seafood Industry Leadership Program (NSILP – project 2022-187), Australian Rural Leadership Program (project 2022-192) and Nuffield scholarships (project 2016-407)
- A Recreational Fishing Fundamentals & Vocational development course (2022-033), developed with River & Sea, enabling women across Australia to access resources and networks to commence and continue their recreational fishing journey
- Project 2022-195, supported ten participants to attend a Fisheries Management short course at the Australian Centre for Oceans Resources and Security (ANCORS), University of Wollongong (UOW) in May 2023, building capability and capacity.

