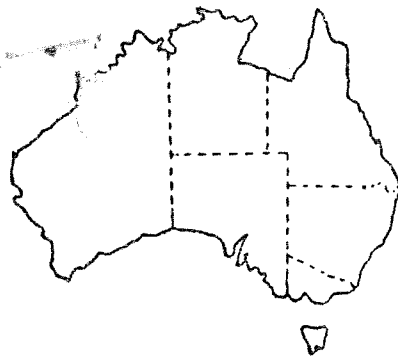


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FINAL REPORT TO: FISHING INDUSTRY RESEARCH COMMITTEE

FROM : AUSTRALIAN FISHING INDUSTRY COUNCIL

PROJECT : ASSESSMENT OF THE TRAINING AND EXTENSION
NEEDS OF THE AUSTRALIAN FISHING INDUSTRY

PERIOD : FROM 30TH OCTOBER, 1978 TO 30TH JUNE, 1980

CONTENTS

1. INTRODUCTION
2. DEVELOPMENT AND STRUCTURE OF TRAINING COMMITTEES IN AUSTRALIA
3. CURRENT TRAINING PROGRAMMES
4. PROPOSED TRAINING COURSES
5. THE ASSESSMENT
6. SUMMARY
7. APPENDIX I - MARINER'S COURSES BRISBANE
8. APPENDIX II - A.M.C. FISHERIES COURSE FOR 1980

1. INTRODUCTION

The objectives of this project have been:

- (a) To investigate and report on the training and extension needs of the Australian Fishing Industry.
- (b) To document the action necessary by way of courses, workshops, seminars, publications and other aids and material to meet the training and extension needs of the Australian Fishing Industry.

This project has required that the Australian Fishing Industry Council employ a full time project officer and a full time secretary.

The project commenced on 30th October, 1978 and was concluded on the 30th June, 1980.

THE PROCEDURE has been to:

- (a) Conduct regular personal interviews with fishermen, processors, marketers and all persons and organisations associated with training in the fishing industry.
- (b) Hold regular discussions and communications with all training committees involved in the Fishing Industry and to consult with members of each committee and in particular those members representing the principal sectors in industry.

This involved visits to most fishing ports throughout Australia and to the principal processing and marketing areas. No state was visited on less than two occasions and in some instances for lengthy periods.

During this period, Fishing Industry Training Committees were established in Victoria, Queensland, Northern Territory and New South Wales.

As the priority training needs have been identified, they have been implemented, and these include a broad range of short term specialist workshops and full time training courses. However, the manhours required to plan and implement and successfully conduct any of these courses, continues to present a major problem to industry.

This report will highlight the significant development of training programmes for the Fishing Industry throughout Australia. It will also conclude that the workload involved in assessing, planning and implementing training needs has accelerated considerably.

2. DEVELOPMENT AND STRUCTURE OF TRAINING COMMITTEES IN AUSTRALIA

In order to assess the training needs, it proved invaluable to regularly communicate and consult with the national and state training committees.

Details of the background and composition of each of these committees was detailed in Appendix I of the progress report for this project, entitled: "Federal and State Structures of Training Committees for the Commercial Fishing Industry".

These Committees continue to meet on a regular basis with significant progress. However, since early 1980 there have been a number of developments worth noting:

- (a) The Australian Maritime College formed the Course Advisory Committee for the Fisheries School. The successful work of this Committee is ensured as expertise among the members has been drawn from the major fisheries of Australia in addition to technical expertise from Government.
- (b) The Victorian Fishing Industry Training Committee became incorporated and appointed a manpower development executive, the first fishing ITC to take this significant step. The successful progress to date of the VFITC Ltd., points to the need for the National Fishery Industry Training Committee and the other State Fishing ITC's to follow suit.
- (c) During this period the need was assessed for an "Associate Diploma in Seafood Control" specifically for the processing sector of industry. This two-year course will be staged at Hawkesbury Agricultural College, N.S.W., commencing 1981. Recently, the Course Advisory Committee was selected for this course and includes three industry members, selected from the Australian Fishing Industry Council and the National Fishing Industry Training Committee.
- (d) In conjunction with the N.S.W. Fishing ITC, the project officer visited all fishing ports along the N.S.W. coast to assess the training needs of that state. A total of 343 questionnaires were completed by commercial fishermen and over 500 fishermen were interviewed, the results of which have prompted the N.S.W. FITC to proceed with incorporation and the employment of a manpower development executive.

In addition the successful short term specialist workshops conducted by the Tasmanian Fisheries Development Authority and the State Fisheries of N.S.W. have proven to be of considerable benefit to the industry.

In these developmental stages, to avoid duplication of effort and to utilise available manpower resources to their optimum, it is absolutely essential that all training committees are fully aware of what each is programming. Experiences of others will develop expertise in the staging of training courses and will avoid trial and error.

Industry will soon reject further training courses if earlier stagings have been irrelevant and a waste of their time.

3. CURRENT TRAINING PROGRAMMES

A draft directory of courses was presented in Progress Report No. 2 (Appendix II). It was suggested that a final directory would be compiled but with the rapid development of full time and short term training courses, this directory would have had to be revised on at least six occasions over the past eighteen months.

This section will briefly outline those courses that have been firmly established to date.

(a) CATCHING SECTOR

- (i) The one-year full time Certificate of Seamanship (Fishing) course conducted for school leavers at Fremantle and Geraldton Technical Colleges, W.A.
- (ii) The two-week Introductory Course for Seagoing Personnel conducted at South Brisbane and Cairns Technical Colleges, Qld.
- (iii) Where it has been necessary in some states for fishermen to sit for examinations by the Marine Authority to obtain a Skippers Certificate and where it has been necessary for those fishermen to undertake the educational components at a technical college or by private tuition. These procedures have principally taken place in Western Australia and Queensland. An example of such a programme for the Brisbane area is attached (Appendix I).
- (iv) The one-week courses for Skippers Certificates of Service and Marine Engine Driver Certificates of Service, conducted by the Commercial Fishermen Section of the Victorian Farmers and Graziers Association and now being conducted by VFITC Ltd., which directly relate to new state legislation under the uniform manning and survey requirements.

(b) PROCESSING SECTOR

- (i) The annual four-day residential Seafood Processors Course conducted at Hawkesbury Agricultural College in conjunction with the Processing/Marketing sub-committee of the NFITC. This Course has proven to be very popular with seafood processors and is supported each year by participants from all states.
- (ii) The regularly conducted short term workshops in fish handling conducted by the Tasmanian Fisheries Development Authority. These have concentrated on the development of manual skills, in particular fish filleting and scallop splitting and have been well attended and successful in meeting this short-fall in these skills .

4. PROPOSED TRAINING COURSES

(a) CATCHING SECTOR

- (i) Australian Maritime College:- The School of Fisheries has now commenced its programme of training and education. This includes a range of short term workshops and the full time "Certificate of Technology in Fishery Operations".

The programme for 1980 is included in this report (Appendix II).

- (ii) Short term courses scheduled to be held in 1980 by the Victorian Fishing ITC Ltd. include satellite navigation workshops and net making and repair workshops.
- (iii) The Northern Territory Fishing ITC in conjunction with the Darwin Community College have finalised two full time courses for school leavers.

The "Maritime Engine Driver Attendant" Course is scheduled to commence in July 1980 and the "Fishing Certificate" Course is programmed to commence in 1981.

Both these courses will be of one-year duration and are principally designed to prepare young men and women for work on prawn trawlers in the Gulf of Carpentaria.

(b) PROCESSING SECTOR

- (i) Associate Diploma in Seafood Control:-
This two-year course is scheduled to commence at Hawkesbury Agricultural College from 1981.

The curriculum and format of the course was designed in consultation with the processing/marketing sub-committee of the NFITC and in turn with major seafood processors throughout Australia and relevant federal and state government authorities.

This course represents a major breakthrough in formal education specifically directed towards the processing sector of the Fishing Industry and can be likened to the importance of the Fishery School of the Australian Maritime College to the Catching Sector of the Fishing Industry.

5. THE ASSESSMENT

What is meant by assessing training needs?

The training development branch of the South Australian Department of Labour and Industry specifically define it to mean as follows:-

"A training need is indicated when the training of people will remedy or help remedy a current or projected shortfall in performance"

Perhaps a sweeping statement but nonetheless applicable to the commercial fishing industry.

Because of the infancy of training in the fishing industry, this project has, in fact, investigated the training and educational needs which could be best defined as an extension of vocational training.

Earlier in this report we identified the major current and proposed training courses and it is therefore practical to define the types of training and education into three specific areas.

- (a) Courses aimed at preparing school leavers or persons wishing to enter the fishing industry for a career in the commercial fishing industry. These are principally full time courses and staged at an educational institution, e.g. Australian Maritime College, Hawkesbury, Geraldton, Fremantle and Darwin Colleges.
- (b) Under pending legislation in all states, those persons wishing to operate fishing vessels or those fishermen wishing to upgrade their existing certificate, will be required to sit for written and oral examinations relating to that size of vessel and its operational area. The work of the Australian Maritime Studies Conference has been directly responsible for the development of a uniform teaching guide for each of these Certificates of Competency and in many cases, particularly those persons entering the fishing industry, they will be well advised to undertake the educational component as applies to the certificate that they require.

These courses are specifically designed to prepare the candidate for successful examination by the appropriate marine authority and can be defined as compulsory training.

- (c) The final category that has been identified is that of vocational training. As distinct from education, this category directly relates to short term specialist workshops enabling participants to acquire manual and technical skills in a specific sector of industry.

In effect it was therefore appropriate to investigate and assess the above three areas which has enabled this project to produce a comprehensive analysis. The following assessment and comments therefore relate to each of the above three categories.

- (a) Undoubtedly the Australian Maritime College and the Hawkesbury Agricultural College will play a significant role by producing graduates for the requirements of the catching and processing sectors of the industry in the future. Such formal education is absolutely imperative if the Australian Fishing Industry is to continue its development to compete with other countries in the ever increasing technical expertise in catching methods and processing methods.

It is important to note that graduates from these courses and the other full time courses aimed at school leavers, are almost certain of being placed in industry immediately after graduation.

Assuming a continuing upward trend in catching and processing of seafoods, it would follow that there is good reason to establish full time courses for school leavers similar to those in Western Australia and the Northern Territory, at strategic principal cities in South Australia, New South Wales and Queensland.

It has therefore been assessed that a one-year "Certificate of Seamanship (Fishing)" Course would prove successful in cities such as Port Lincoln, Wollongong and Townsville.

Often the question has been asked of the need for training, and it was interesting to note that of those fishermen who have enrolled their sons for the Australian Maritime College course, that without exception, if such a course was available to them in their youth, they would have taken the opportunity to enrol.

These recommended additional courses would, in fact, complement the courses at the Australian Maritime College, as there is a limit to the number who can be accepted each year by AMC and with some 9,000 commercial fishing vessels throughout Australia, and bearing in mind the turnover of crew, it should follow that most graduates from each college should have little difficulty in finding permanent work on a commercial fishing vessel.

The alternative is for fishermen to continue to train their crew which may have been acceptable in the past, but most fishermen interviewed would prefer to engage pre-trained persons.

- (b) Co-incidentally the period of this project coincided with the finalisation of the uniform manning and survey requirements as decreed by the Marine and Ports Council of Australia. Each state is presently either legislating these new regulations or in the process of amending existing regulations.

In effect this will mean that any person operating a commercial fishing vessel anywhere in Australia will have to have the applicable certificate endorsing that that person is competent to operate that vessel.

It is inevitable that anyone coming into the industry to operate a vessel larger than ten metres would have to undertake the full educational component to be sure of passing the written and oral examinations as set down by this legislation.

The written examination will either be conducted by the Maritime Authority or a TAFE College endorsed to conduct that exam by that Authority. In any event at least the oral exam will take place at the Maritime Authority.

As the demand arises for these courses to be conducted, the TAFE Colleges will be equipped with the appropriate uniform teaching guide to conduct the educational component of each level of certificate.

Existing fishermen without any certificate will have the opportunity to obtain a Certificate of Service and having acquired that Certificate will in fact be able to upgrade to the appropriate Certificate of Service should they operate a larger size range of vessel.

(c) A recent survey of commercial fishermen in N.S.W. revealed that there is a distinct preference for the following short term specialist workshops:

- (i) Fish handling
- (ii) Echo-sounder, Sonar and Radar
- (iii) Net repair and handling
- (iv) Safety and survival at sea including radio operations.

There has been similar interest for net workshops in Tasmania, Victoria and Queensland.

To a lesser extent there was interest in a satellite navigation workshop but the Victorian Fishing ITC Ltd. will be conducting two of these workshops in July and the result of these

workshops should provide other states with sufficient background to determine whether a similar workshop should be conducted in their state.

Experiences in short term specialist workshops to date have revealed that it is often the same few fishermen who attend and in most cases they are not necessarily the fishermen who require that training the most. This problem is often compounded when fishing conditions are such that the fishermen has no alternative but to take his vessel to sea to earn his living. In order to motivate participation at vocational workshops, it is imperative that the workshop is taken to the fishermen or to a nearby central fishing port.

This section of the assessment has highlighted vocational training in the catching sector, however, the needs are no less important in the processing and marketing sectors.

With the increase in processing of scale fish in recent years and the likelihood that this trend will continue, there is a distinct need for "Fish Filleting and Handling Workshops".

Such a workshop should be directed towards all persons engaged in fish filleting and this would include fish retailers as well as primary processors. Obviously, importance would be placed on recovery but, it would be shown that equally important is that the product is handled correctly during this process to ensure that quality is maintained.

At the recently conducted one-day "Fish Handling and Quality Control" workshops held in Victoria, there was strong evidence that there is keen interest at consumer level for such a workshop and/or seminar. Principal interest was among fish retailers, seafood restaurateurs and hotel/motel catering management.

It has been noted that in recent years there have been a number of Fishery Cookbooks produced in Australia and that these have played a most important role in developing home consumption of Australian fish. Education of the home consumer is seen as most important to increase consumption of well known seafoods but more importantly of the lesser known varieties which are becoming more predominant as trawling develops. In this respect the NSW Fish Marketing Authority have played a significant role in educating the consumer with very encouraging results. Perhaps again this area of education is in it's infancy but it would have to be concluded that it should not be overlooked in the future.

6. SUMMARY

The period of this project witnessed the introduction and development of full time education and training courses for the commercial fishing industry and the increase in short term specialist workshops directed towards catching and processing sectors of industry.

It is opportune to reflect on the three main areas as being categorised as education, compulsory and vocational training.

To summarise the assessment we need to look at full time education and short term specialist workshops.

The former involves establishing one-year seamanship courses at strategically located fishing ports in South Australia, N.S.W. and Queensland, similar to the existing courses in Western Australia and Northern Territory. This will provide industry with young persons who are pre-trained in the basic skills of knowledge of fishing vessels and their operation and the basic skills of fishing.

The latter refers to training for existing persons in industry and these specialist workshops are seen as both practical and relevant to the industry. In summary, they were assessed to expand knowledge in fish handling, satellite navigators, fish filleting, echo-sounder, radar and sonar and safety and survival at sea.

Having established that there are training needs at state and federal level, and having established that these needs are in their early stages of implementation, there will need to be continued assessment, planning, implementation and review of all training programmes for the commercial fishing industry. In this respect the national and state training committees will have a substantial role to perform in terms of manpower and resources to successfully meet the demands imposed in the successful operation of each programme.

Industry will require that graduates and participants at recognised training courses should retain the appropriate certificates or endorsements for certificates to substantiate their achievements. In the medium to long term these certificates will be readily recognisable within industry and will form the basis of levels of professionalism previously not experienced in industry.

The next five years will prove to be the most important in terms of aligning appropriate training programmes to the development of Australian Fisheries in all sectors from catching to consumption, be it domestic or overseas.

Finally, now perhaps more than ever before, all training courses are under the microscope in respect of those responsible for developing these programmes and for those looking to improve their livelihood by attending any course.

224

APPENDIX I

MARINERS' COURSES BRISBANE AREA

COURSE TITLE GRADES COVERED	COMMENCING DATE	DURATION
<u>MARINER'S COURSE IV</u>	4th Feb. 1980	3 Days
Launchmaster, Principal in Charge	10th March 1980	3 Days
Master Grade III (Fishing)	1st Sept 1980	3 Days
<u>MARINER'S COURSE III</u>	18th Feb. 1980	2 Weeks
Master Grade III & IV	17th June 1980	2 Weeks
Master Grade IB (Fishing)	2nd March 1980	2 Weeks
Mate Grade II & III	21st July 1980	2 Weeks
	6th Oct. 1980	2 Weeks
	27th Oct. 1980	2 Weeks
<u>MARINERS' COURSE II</u>	23rd June 1980	3 Weeks
Master Grade I, II Mate Grade I	8th Sept 1980	3 Weeks
Master Grade IA (Fishing)		
<u>INTRODUCTORY COURSE FOR SEA-GOING PERSONNEL</u>	26th Nov 1979	2 Weeks
	17th Nov. 1980	2 Weeks

LOCATION:

South Brisbane College of TAFE,
91 Merivale Street,
South Brisbane,
Queensland 4101

AUSTRALIAN MARITIME COLLEGE
FISHERIES COURSE FOR 1980

The courses to be run in 1980 by the School of Fisheries, of the Australian Maritime College are as follows:

June 17th - June 21st	Business Management for Fishermen)	Short Course Block
June 23rd - June 27th	Fish Detection)	
June 30th - July 4th	Net Repair and Maintenance)	
July 7th - Oct. 3rd	Certificate of Technology in Fisheries Operations (Exemptions from the Induction Course will be given to fishermen with sufficient sea-service).		
July 21st - Sept 12th	Induction Course (Certificate of Technology)		
Sept 15th - Sept 19th	Net Repair and Maintenance)	
Sept 22nd - Sept 26th	Fish Detection)	
Sept 29th - Oct. 3rd	Business Management for Fishermen)	Short Course Block
Oct. 6th - Oct. 10th	Hydraulics for Fishermen)	
Oct. 13th - Oct. 17th	Refrigeration for Fishermen)	

There will be no course fees for the Certificate of Technology courses (Induction and Phase I), but residential accommodation at Beauty Point will cost \$47.50 per week and will include breakfast, dinner and a packed lunch.

Short courses have been arranged in blocks so that fishermen wanting to attend more than one short course can do so without being subjected to extortionate amounts on travel. The fees for the short courses have been fixed at \$100 per week, including accommodation, breakfast, dinner, and a packed lunch.

The closing date for applications for the Certificate of Technology has now passed, and the number of eligible applicants has slightly exceeded the number of places available. The applicants will now be interviewed and allocated places by mid-May. Eligible applicants who have satisfied requirements but are not allocated a place on a priority basis next year.

The short courses are intended for fishermen who have been to sea for sometime and will be allocated places on a 'first come first serve' basis and will be no selection procedure.

Any information on these courses can be obtained from:-

Fisheries School,
Australian Maritime College,
P.O. Box 986,
LAUNCESTON, TAS. 7250