

Professional Fishing Certificate – A CRC Legacy. Phase 1 – industry demand

John Harrison

Project No. 2012/700



**AUSTRALIAN
SEAFOOD
COOPERATIVE
RESEARCH CENTRE**

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Office Mark Oliphant Building, Laffer Drive, Bedford Park SA 5042
Postal Box 26, Mark Oliphant Building, Laffer Drive, Bedford Park SA 5042
Tollfree 1300 732 213 Phone 08 8201 7650 Facsimile 08 8201 7659
Website www.seafoodcrc.com ABN 51 126 074 048

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Australian Government
**Fisheries Research and
Development Corporation**



An Australian Government Initiative



Non-Technical Summary

2012/700 Professional Fishing Certificate – A CRC legacy. Phase 1 – industry demand

PRINCIPAL INVESTIGATOR: John Harrison, Western Australian Fishing Industry Council, email: ceo@wafic.org.au, mob: 0448 053 758, ph: 08 9432 7701

ADDRESS: Level 1, 56 Marine Terrace, Fremantle WA 6160, PO Box 1605 Fremantle WA 6959

PROJECT OBJECTIVES:

To determine, with industry, the core competencies for a Professional Fisherman's Certificate.

OUTCOMES ACHIEVED

Three hundred fishermen across the majority of Western Australian (WA) fisheries were surveyed to help identify the core competencies considered appropriate for a Professional Fisherman's Certificate. This was initiated after a preliminary survey report in 2013 indicated that there was strong support for the concept of a Professional Fisherman's Certificate.

A consultant was engaged to undertake the interviews. Contact details of skippers and fishing businesses were provided to the consultant. The consultant made further contact with crew members at wharves and training centres. The majority (80%) of respondents in the survey were skippers.

Fishermen were interviewed in the field with the interviewer asking the questions, providing any clarification as necessary and then completing the survey form online. Each survey/interview consisted of 21 questions and took on average 1 hour to complete.

Respondents were asked to rank in order of importance core units and competencies within the Certificate 2, 3, & 4 Fishing Operations and the Diploma of Marine Studies they thought were important to include in a Professional Fisherman's Certificate. Interestingly most respondents did not value competencies that would aim to address some of the public perception issues and put more value on improving and developing vessel and deck skills, although deckhands were more likely to see the benefit of including public perception issues in the certificate. There was considerable support to including units from the current maritime training package STCW 95 course.

While there was almost unanimous in principle support for a Professional Fisherman's Certificate only 25% of fishermen indicated they would be willing to undertake further training or assessment to obtain certification. Most respondents felt the certificate should be aimed towards deckhands while those deckhands interviewed felt skippers would also benefit. Most skippers thought they already had experience on-the-job and did not see the value for them, unless they received the certificate through "grandfathering".

There was strong support for WAFIC maintaining control of an industry qualification to ensure it remains voluntary and retains industry ownership and relevance.

LIST OF OUTPUTS PRODUCED

Identification of required competencies for a professional fishing qualification
Collated survey results
Final report

ACKNOWLEDGEMENTS

Special thanks are extended to WA Fishing Industry Survey participants who assisted with the collection of information incorporated into this research.

Food, Fibre & Timber Industries Training Council WA (Inc)

Steve Hall, Hillarys Boat Training PL

1. Introduction and Background

The Western Australian Fishing Industry Council (WAFIC) is the peak industry body representing professional fishing, pearling and aquaculture enterprises as well as processors and exporters in Western Australia.

It was created by the industry more than forty years ago to work in partnership with government to set the directions for the management of commercial fisheries in Western Australia.

WAFIC aims to secure a sustainable industry that is confident:

- of resource sustainability and security of access to a fair share of the resource;
- of cost-effective fisheries management;
- that its businesses can be operated in a safe, environmentally responsible and profitable way; and
- that investment in industry research and development is valued and promoted.

WAFIC developed a 2020 strategy which included development of a voluntary professional fishing qualification. A preliminary survey report in 2013, comprising 70 on-line interviews, indicated that there was strong support for the concept.

1.1 Need

Unlike many other industries the commercial fishing industry does not have apprenticeships or other entry level qualification requirements. This means that unqualified and unskilled persons are able to apply for and purchase a commercial fishing licence to become a commercial fisherman working with winches, trawl boards, haulers and other gear and even navigate the vessel in all weather conditions.

Studies have shown that despite the Australian Fishing Industry being sustainable there is a public perception that commercial fishing practises have an adverse environmental impact.

It was proposed that development and uptake by industry of a professional fishing qualification would counteract and improve community perception, improve workplace safety and nurture best practice within the industry.

1.2 Objectives

To determine, with industry, the core competencies for a Professional Fishing Certificate

The survey also sought to determine if there is broad industry support for the qualification and if so, who would develop, run, maintain or fund the initiative.

2. Methods

All sectors of the WA commercial fishing industry were invited to participate in a

survey to determine which competencies, and to what level, would be appropriate for a Professional Fishing Certificate. (Refer to question 1 of the WAFIC Fishing Industry Survey for a full list of fisheries).

Contact lists mainly consisted of fishing companies and skippers and therefore crew contacts were generally obtained by approaching crew at wharves and training centres to request their participation. Emails were sent to owner/skippers requesting their crew participation in the survey, but had limited response.

Three hundred respondents were interviewed. Twenty per cent of respondents were deckhands.

A consultant was engaged to conduct the survey which took place between March and May 2014 and where possible, was a face-to-face interview in the field. The interviewer entered the answers into an online survey form. Each interview took approximately 1 hour.

Interviewers travelled to Esperance, Albany, Augusta, Dunsborough/Busselton, Bunbury, Mandurah, Fremantle (and the Perth Metropolitan region), Two Rocks, Lancelin, Cervantes, Jurien, Greenhead/Leeman, Dongara, Geraldton, Denham, Carnarvon, Coral Bay/Exmouth, Point Samson, Broome and Kununurra.

The survey was designed in conjunction with an independent trainer from Food, Fibre & Timber Industries Training Council Inc WA, the Co-Investigator.

Survey questions were designed to determine if there are gaps between industry perception of what are important (competencies) and the views of other agencies such as DOT, DoFWA, MSC, etc. The survey questions were also to identify any challenges and gaps in the existing training system, the importance of sea-time as a pre-requisite for being able to become a professional fisherman as well as to determine the most favoured method of training delivery.

On completion the survey results were collated into a plain-English report at Appendix 1.

3. Results

Three hundred fishermen participated in the survey, representing most of the fisheries within WA. Almost sixty per cent of respondents were from the Rock Lobster Industry which is also the largest fishery in WA. Twenty per cent were deckhands.

Almost ninety per cent of respondents through direct "yes" / "no" answers or further comments gave in principle support to a voluntary Professional Fisherman's Certificate, mimicking the original 70 person survey in 2013.

When asked if they would be prepared to undertake further training and/or assessment to obtain certification or to be recognised as a "Professional Fisherman", approximately seventy five per cent of respondents answered "No". But fifty eight per cent answered "Yes" if it was available by recognition of prior learning and experience for skippers or deckhands who already had significant experience in the commercial fishing industry.

Overwhelmingly seventy seven per cent of respondents answered that the Professional Fisherman's Certificate should be directed at "deckhands only", twenty

three per cent answered “skippers and deckhands”. No respondents indicated “skippers only”.

The survey also aimed to determine how much sea-time is a pre-requisite for being able to become a professional fisherman. Almost eighty per cent of respondents agreed that both accredited and non-accredited sea-time should be recognised. Approximately one third of respondents answered “No” when asked if “sea-time only” should or could be used to gain accreditation for a Professional Fisherman’s Certificate. Most popular sea-time was:

- 180 days;
- 360 days; and
- 540 days.

Respondents placed the following in order of preference when asked what they thought was important to the general public and their perception of the fishing industry:

- fisheries management/sustainability;
- animal welfare/by-catch;
- resource sharing;
- working conditions/safety at sea;
- health benefits of seafood;
- industry leadership/strategic planning;
- community involvement;
- food safety practices;
- media skills, i.e., public and social media; and
- aquaculture or alternative fishing methods.

Respondents were asked if they would like to see some of the identified “public perception” issues integrated into an industry certification such as the Professional Fisherman’s Certificate and approximately sixty two per cent answered “No”.

When asked, most respondents ranked “Having a safer workplace” and “Skilled workforce” as the most popular possible benefits to the Professional Fisherman’s Certificate.

Respondents in the earlier 2013 identified that a list of competencies should only be considered for the Professional Fisherman's Certificate if they were thought to be a professional level rather than entry level. Respondent in the 2014 survey were asked to indicate if they thought these same competencies from the Certificate 2 Fishing Operations were entry level or professional level with regards to developing the Professional Fisherman's Certificate. Respondents ranked those they considered professional level as follows:

- operate deck machinery and lifting appliances;
- comply with organisational and legislative requirements;
- contribute to safe navigation;
- fight and extinguish fires on board a coastal vessel;

- meet workplace OSH requirements;
- observe safety and emergency procedures;
- apply deckhand skills aboard a fishing vessel;
- survive at sea in the event of vessel abandonment;
- transmit and receive information by marine radio; and
- maintain the temperature of seafood.

Respondents were asked to identify the importance of core competencies from the Certificate 2, 3 & 4 Fishing Operations. Respondents ranked them as follows:

- meet workplace OSH requirements;
- work effectively in the seafood industry;
- apply basic food handling and safety practices; and
- communicate in the seafood industry.

Respondents were then asked to identify the importance of elective competencies from the Certificate 2, 3 & 4 Fishing Operations. Respondents ranked them as follows:

Certificate 3 Fishing Operations

- observe safety and emergency procedures on a coastal vessel;
- survive at sea in the event of vessel abandonment;
- transmit and receive information by marine radio or telephone;
- apply 1st aid;
- carry out refuelling and fuel transfer operations;
- operate vessel deck machinery and lifting appliance;
- contribute to effective communications and teamwork on a coastal vessel;
- contribute to safe navigation;
- apply domestic regulations and industry practices when operating a coastal vessel;
- participate in environmentally sustainable practices;
- manoeuvre a domestic vessel within the limits of responsibility of a coxswain;
- prepare for maintenance;
- maintain the temperature of seafood;
- apply seamanship skills and techniques when operating a small vessel within the limits of a coxswain;
- comply with organisational and legislative requirements;
- identify risk and apply risk management processes;
- ensure compliance with environmental considerations in a small domestic vessel;
- plan and navigate a short voyage within inshore limits;
- operate and carry out basic servicing on auxiliary systems;

- operate and carry out basic service checks on small vessel marine propulsion;
- operate and carry out basic routine servicing of marine extra low voltage and low voltage systems;
- monitor condition and seaworthiness of a small vessel up to 24m;
- plan for minimal environmental impact;
- act to prevent interaction with protected species; and
- implement and monitor environmentally sustainable work practices.

Certificate 4 Fishing Operations

- facilitate hygiene and sanitation performance;
- manage and maintain a food safety program;
- show leadership in the workplace;
- develop and promote knowledge of the industry sector; and
- facilitate quality assurance process.

Respondents were also asked to indicate the more important core units from the Diploma of Marine Studies. They ranked them as follows:

- work safely with industrial chemicals and materials;
- ensure a safe workplace;
- vessel handling;
- weather watch keeping;
- utilise commercial fishing techniques and technology;
- use radar and other electronic navigation aids to maintain a safe navigation within the limits of MC5;
- prepare for maintenance;
- use and care for hand and power tools on a small vessel;
- carry out basic hull servicing; and
- maintain the stability of a vessel using basic stability information.

Approximately fifty seven per cent of respondents also indicated that there should not be a level for deckhands and another level for skippers.

Refer to the full survey and consultants report for a complete copy of the statistics and comments from respondents.

4. Discussion

In the funding application it was stated that 400-500 interviews were anticipated as part of the survey. While there were only 300 respondents representing the 2 thousand fishing licences in WA, results are consistent with the smaller 2013 online survey.

A limitation of the survey is that mainly skippers were interviewed possibly skewing the results.

While supporting the concept of a voluntary Professional Fisherman's Certificate, seventy five per cent of respondents would not undertake further training or assessment to achieve this. Eighty per cent of respondents were skippers who feel they already have vast experience in their field and do not need to "return to the classroom". Overall deckhands were generally more supportive of the initiative and recognised the benefits of formally assessing their skills and gaining a qualification.

Comments from respondents included concerns by fishermen that this initiative should only be voluntary and that it was more applicable to deckhands, than skippers who already had a master's certificate and could not see the point or benefit of further training. Despite some comments about 2 streams or levels of accreditation to better suit the existing skill and knowledge level of skippers versus deckhands generally respondents did not support two different levels of accreditation. Mainly, skippers did not support a "master fisherman" option while generally deckhands supported the idea of having recognition of their skills. Most deckhands believed that skippers should be involved in this initiative and would benefit. The option of "grandfathering" was proffered as an alternative by some skippers.

The comments supplied by respondents showed that the introduction of a voluntary Professional Fisherman's Certificate should be aimed at the experienced deckhands only and should target improving deck skills and safety awareness.

There was suspicion voiced that if introduced the Professional Fisherman's Certificate would become compulsory and add another cost to fishermen.

Impediments identified by respondents to undertaking a formal qualification included cost, time off work, attending training centres, ageing industry, current experience and skill level of skippers, stage of life/work, family commitments/personal time, learning difficulties, drug and alcohol issues, itinerant nature of the deckhand work, etc. Recognition of Prior Learning and being assessed on-the-job was an essential part of the support for the concept of the Professional Fisherman's Certificate.

For some time the introduction of a professional fishing qualification has been touted as one measure to address some of the adverse public perception held about the commercial fishing industry being unprofessional, untrained, lacking environmental awareness, etc. However when asked approximately two thirds of survey respondents did not think that units/competencies covering these issues should be included in a training package. Respondents commented that they were not as important as further improving and developing vessel and deck skills, although deckhands were more likely to see the benefit of including public perception issues in the certificate.

The type of sea-time was seen by respondents as an important aspect of the qualification. This did not mean that all sea-time was not important but as employers they wanted to know what experience potential crew had. Just as the overall qualification was seen to be more relevant to crew members so too was sea-time and therefore a lower hourly requirement was considered appropriate.

Results also clearly support other subjective evidence that many fishermen struggling within their chosen fishery see further accredited training as a stepping stone to entering the more lucrative offshore industries of oil and gas. There was considerable

support to including units from the current maritime training package STCW 95 course; an entry level requirement for offshore oil and gas industry. This may actually result in a trade-off for industry becoming more professional.

5. Benefits and Adoption

This project has identified core units and competencies in order of important to industry which will benefit any future work undertaken on a professional qualification.

Survey results confirm there are options available in the current Certificate 2, 3 and 4 “Fishing Operations” for deckhands to undertake accredited training and increase their skill and knowledge. Despite support for the concept it is apparent from the current survey that there is little appetite at this time for industry to participate in a Professional Fisherman’s Certificate.

6. Further Development

Given the lack of appetite by WA fishermen to undertake an accredited certificate no further development is envisaged by WAFIC at this time.

If this position should change in the future investigation of competencies within the Maritime Training package could be useful to build on those identified in the Certificate 2, 3, 4 in Fishing Operations.

Any further development needs to be done nationally to encourage national uptake of a nationally accredited certificate. It will need to factor in a focus on RPL and on-the-job training.

7. Planned Outcomes

Public Benefit Outcomes

- positive change in public perception of the seafood industry;
- potential improvements in food safety and quality assurance processes; and
- improved safety culture within the seafood industry.

Private Benefit Outcomes

- a new and defined industry training program;
- improved safety awareness for fishermen; and
- career pathway.

Linkages with CRC Milestone Outcomes

- Vocation and Education Training level skill set and new competencies relating to the outputs of Research Program 1 identified and submitted for inclusion in the National Seafood Industry Training Package.

- Outputs from Research Program 2 customised to develop education and training tools and processes, training conducted and suitability of tools and processes evaluated.

8. Conclusion

The 2013 and the more extensive 2014 survey showed that fishermen overwhelmingly supported in principle the notion of a Professional Fisherman's Certificate, however the majority were not prepared to undertake further training or assessment.

The survey gathered some critical information about how fishermen prefer to learn, what they see as core competencies, etc. but they are suspicious that a qualification will be forced on them.

The survey has confirmed there are many identified impediments to fishermen taking up the opportunity for study and they will have to be overcome before the successful widespread introduction of a qualification.

While WAFIC envisaged implementing a vision within its 2020 strategy that 80% of the fishermen in WA will have a voluntary professional fishing qualification by 2020 and while there is in principle support the survey results clearly show that fishermen, in WA at least, are not ready to commit. WAFIC will not develop a WA specific Professional Fisherman's Certificate.

WAFIC would like to see any further projects regarding the professionalising of fishermen to be undertaken on a national basis, with co-investigators across jurisdictions.

9. References

Nil

10. Appendices

Consultant's Report Steve Hall, Hillarys Boat Training PL
Professional Fisherman's Certificate Survey 2014 Results

WA Professional Fishermen's Certificate

Project No. 2012/700

By Steven Hall

15/8/2014

Steven Hall of Hillarys Boat Training PL

PO Box 85 Greenwood WA 6924

Mob 0417 488 864

Email: maacs09@gmail.com]

PROJECT OBJECTIVES:

WAFIC has an ambitious plan to ensure that over 85% of industry will have a voluntary professional fishing qualification by 2020. This is not to be confused with the navigation and seamanship certificates (e.g. the Masters' Certificates) that this qualification will complement. A preliminary survey report – comprising 70 on-line interviews – indicated that there was strong support for the concept.

There is very little take-up of current qualifications under the Seafood Industry Training Package and fishermen have very little to show for the time and effort they spend at sea. This 2nd stage survey seeks to address that, and determine if there is industry support for such a qualification and if so, what does industry want from it, how does it look and how is it best delivered.

The Western Australian Fishing Industry Council has requested a consultant with relevant experience to conduct a survey of the WA Professional Fishing Industry to determine if there is support for the development of an industry-driven professional fishing qualification. The project will be undertaken on a face-to-face basis with up to 300 individuals between March and May 2014, followed by a report investigating the level of support from the commercial fishing industry and if that support exists, how to progress the initiative.

Introduction

WAFIC was established in 1968. It is the peak industry body for the professional fishing, pearling, processing and marketing industries in the State and embraces the whole of industry. WAFIC has an ambitious plan to ensure that over 85% of industry will have a voluntary professional fishing qualification by 2020. This is not to be confused with the navigation and seamanship certificates (e.g. the Masters' Certificates) that this qualification will complement. A preliminary survey report – comprising 70 on-line interviews – indicated that there was strong support for the concept. This report is available from WAFIC.

The Western Australian Fishing Industry Council seeks to conduct a survey of the WA professional fishing industry, to determine if there is support for the development of an industry-driven professional fishing qualification. The project will be undertaken on a face-to-face basis with up to 300 individuals between March and May 2014. The survey extends a preliminary online survey conducted in 2013.

The Australian Seafood Co-operative Research Centre and the Fisheries Research

and Development Corporation have agreed to co-invest in this project.

Need

There is very little take-up of current qualifications under the Seafood Industry Training Package in the commercial fishing industry and fishermen have little to show for the time and effort they spend at sea unless they progress to a Master's qualification. Only some fishermen with the educational ability will progress to this qualification to enable them to operate a vessel, however there is a gap in the current courses offered to recognise the diverse skills developed by a long serving deckhand who has no qualifications to show after significant experience at sea and also the further contribution of experienced fishermen towards sustainable fisheries management and higher level practices i.e. an industry-driven professional fishing qualification.

Objectives

The 2nd stage survey seeks to address these issues and determine if there is industry support for such a qualification - and if so, what does industry want from it, how does it look and how is it best delivered? This report should be read in conjunction with the full survey results supplied, which contains many comments apart from the statistical results, providing a useful insight into how industry perceives the initiative.

Methods

The consultant will be expected to undertake approximately 300 interviews before 31st May 2014. The interviewer will ask the questions face-to-face (a modest number may be by telephone) and enter the answers into an on-line survey form. It is expected that each interview will take 45 minutes – one hour and will be in the field. Interviewers will be expected to travel to major ports including Esperance, Albany, Augusta, Dunsborough/Busselton, Bunbury, Mandurah, Fremantle (and the Perth Metropolitan region) Two Rocks, Lancelin, Cervantes, Jurien, Greenhead / Leeman, Dongara, Geraldton, Denham, Carnarvon, Coral Bay/Exmouth, Point Samson, Broome and Kununurra.

The consultant will collate the results into a plain-English report and also in a format acceptable to the co-funders (the FRDC and CRC). A pro-forma template for the report is available on the CRC website (www.seafoodcrc.com)

The recommendations will need to include estimates of costs for progressing to the next stage, which will be a trial to design, test and deliver at least 100 professional fishing certificates. The successful applicant will be expected to liaise with WAFIC, and guidance to the consultant will be provided by an advisory committee comprising the funds providers and the State Food Fibre and Timber Industries Training Council.

Results

Q1: What sector of the WA commercial fishing industry do you operate?

As to be expected, because this is the largest sector in the WA commercial fishing industry, the greatest amount of recipients came from the rock lobster industry (58.67%) This was followed in order of greatest percentage by "other fisheries" (9.67%), trawl at (8.67%), trap at (6%), beach seine at (5.67%), wetline/demersal at (5.33%), abalone and purseine at (2.33% each) longline and processing at (1.67% each), training/education at (1.33%), aquaculture (1%) and pearling (0.67%) .

All sectors of the WA commercial fishing industry were invited and most are represented in the survey. Note: Trap includes "blue manna crab" and "other fisheries" included fishing charter, snow crab, haul/gillnet and shark.

It should be noted that the contact lists that were supplied to the consultant mainly consisted of fishing companies and skippers. The consultant did not have access to crew contact details and therefore crew contacts were generally obtained by approaching crew at wharves and training centres to request their participation. The consultant did send emails to owner/skippers requesting their crew participation in the survey, but had limited response.

Q2: Early in 2012, The WAFIC Board endorsed the WAFIC 2020 Strategy. Under Platform 4, Education and Training, it states that by 2020, skippers and/or deckhands will have the option of having a VOLUNTARY Professional Fishermen's Certificate. A move that aims not only to portray the industry as professional, but also to foster "best practice" for WA fisheries. Do you agree "in principle" with this strategy?

Respondents that answered yes to this question totalled (84%). No responses totalled (14%) and although there was no "other" option to the question, the respondents were invited to clarify their answer in the other comments section. This result is similar to the 1st scoping survey conducted a year earlier with (88.4%) having "in principal" support for the strategy.

A substantial percentage of comments were about concerns by fishermen that this initiative should only be voluntary and respondents felt that it was more applicable to deckhands, rather than skippers. Cost was also an issue.

There were also reoccurring comments in various areas about including some units from the current maritime training package (the STCW 95 course) that is recognised as an entry level requirement in the offshore and oil/gas sectors, plus some comments about 2 streams or levels of accreditation to better suit the existing skill and knowledge level of skippers versus deckhands.

Q3: To obtain certification or to be recognised as a "Professional Fisherman", would you be prepared to undertake further training and/or assessment?

There were only 2 choices for this question. The majority of respondents answered "no" to this question (73.33%) and the "yes" response was (26.67%)

Question4: If you were a skipper or a deckhand who already had significant experience in the commercial fishing industry, would you take up the option of gaining a Professional Fishermen's Certificate, if it was available by recognition of prior learning and experience?

The majority of respondents answered "yes" at (58%) with the "no" response at (42%) Of the respondents who were skippers, their main concern was cost versus benefits at their age and being assessed by someone with little or no industry experience. A significant number of skippers who supported the idea felt that they should be "grandfathered" the qualification based upon their long service and experience in the industry.

As mentioned previously, the numbers of crew interviewed was small by percentage (approx 20 %) however generally they were much more supportive of the initiative and recognised the benefits of formally assessing their skills and gaining a qualification.

Q5: An earlier scoping survey was initiated by WAFIC in 2013. Fishermen were previously asked whether they agreed "in principle" with the idea of a voluntary Professional Fishermen's Certificate The initial results showed that there was almost unanimous support for the idea at almost 90%. When asked whether they would participate in getting the certificate if it was available by recognition of prior learning, the support was still at the same level. When asked whether they were prepared to undergo further training and assessment

to achieve the certification, the support dropped to approximately 60%. Do you have any comments to make about this result and in your view, what are the impediments to making this happen?

The comments are listed below and I believe give an interesting and valuable insight into the general issues and perspective of fishermen towards the initiative.

Responses Date

1 Fishermen have only just started getting away from share fishing agreements and employing people. Training their employees and realising the benefits is not on the radar for fishermen 6/25/2014 6:04 PM

2 The only way that this will work for the fishing industry is if it was compulsory. We should be working with AMSA and the fishing industry to come up with something that suits all their requirements and is still affordable. Something that combines units of the old "elements of Shipboard safety" and a few STCW95 Offshore safety course. That way there will be value and a pathway for the training into the offshore industry that satisfies basic safety training. I don't trust the fishing industry to conduct their own training. 6/25/2014 4:53 PM

3 I'm not sure whether this will improve the quality of crew and I'm too old 6/25/2014 3:59 PM

4 I'm off the boat this year, but most fishermen I've worked for are motivated by greed and if it's not putting money in their bank account, they're not interested. 6/25/2014 2:58 PM

5 The only hope for this is getting it introduced early in schools. The fishing industry as it stands today doesn't have the will or the foresight to get onboard and support the long term advantages. 6/25/2014 1:59 PM

6 Waste of time because we don't need another certificate, perhaps the deckhands do, but they won't pay for it 6/25/2014 1:17 PM

7 The industry is shrinking and ageing 6/25/2014 12:21 PM

8 I'm not going back to school but I doubt I would support it by RPL until I know what's involved 6/25/2014 11:25 AM

9 I'm not going back into training at my age 6/25/2014 10:39 AM

10 Its impossible to train people for this job in the classroom 6/24/2014 7:46

11 The fishing industry is historically not too keen on training and there is a culture you have to break down to show the benefits. The youth is our only hope and they aren't too interested because of our public image and fishing is hard work 6/24/2014 6:36 PM

12 I'm really too old but maybe my son or the other crew would be interested, depending on the cost 6/24/2014 4:30 PM

13 Fishermen are ageing and you won't get them back to study 6/24/2014 3:34 PM

14 Scared of the unknown, it's a good idea but we need to know more 6/24/2014 2:59 PM

15 There's no money left in this business and my sons are doing other things because they don't want to take this over 6/24/2014 2:12 PM

16 benefits vs. cost 6/24/2014 1:03 PM

17 I don't need it and if the crew get a period of time off they usually disappear somewhere with their families 6/24/2014 12:09 PM

- 18 Start this course at high school if you want better participation 6/24/2014 10:56 AM
- 19 I'll be retiring soon and don't really need to do this 6/23/2014 8:11 PM
- 20 The industry is aging and is under constant rising cost pressures 6/23/2014 6:53 PM
- 21 Fear of going back to school would be a big issue 6/23/2014 5:48 PM
- 22 It's a waste of time and money. We don't need it and the deckies will want more money when they are qualified 6/23/2014 4:54 PM
- 23 We have to be able to see some real financial benefits to this scheme before industry will support it 6/23/2014 3:59 PM
- 24 Training on and off the vessel tends ie factory tends to be "on the job" 6/23/2014 3:07 PM
- 25 If it's given to the skippers by RPL, I would consider doing it. Depends what's involved 6/23/2014 1:40 PM
- 26 no comment, I don't agree 6/23/2014 12:30 PM
- 27 distances from a training centre 6/23/2014 11:31 AM
- 28 From my experience, fishermen are uncomfortable in a classroom situation 6/22/2014 7:24 PM
- 29 Not sure but probably short-sightedness on behalf of industry = as always, they don't like people to be trained in case they become better at fishing than them 6/22/2014 6:18 PM
- 30 We need reduced costs, not increasing the cost of fishing 6/22/2014 5:10 PM
- 31 I'm being forced out of the industry by fisheries rules and I don't have a permanent deckie who could probably benefit from this 6/22/2014 4:13 PM
- 32 not sure but I think this may become compulsory 6/22/2014 11:06 AM
- 33 extra cost and probably an annual fee 6/21/2014 6:28 PM
- 34 The cost with attending training, probably in Perth and also the need to organise time off. 6/21/2014 11:26 AM
- 35 no comment 6/21/2014 10:44 AM
- 36 Probably the cost and more likely the time involved when we don't know when we will be available 6/20/2014 6:42 PM
- 37 My days attending school are over. I have learned this job over 20 years 6/20/2014 5:26 PM
- 38 A lot of crew have difficulties with drugs and alcohol and I think that is mixed into learning difficulties. Company Skippers might do this so they have an extra ticket to help them find another job in the future 6/20/2014 4:29 PM
- 39 Just more red tape that industry will end up paying for. If you've got any interest in this industry, you will do your skipper's ticket 6/20/2014 2:29 PM
- 40 Our deckhands are not usually full time employees, they are casuals and don't have the money to do training and we don't want to spend money training casuals 6/20/2014 1:45 PM
- 41 Good idea but I doubt you will get skippers to go back to study. We are too busy and work on the price these days so it's too hard to organise the time off 6/20/2014 12:54 PM

- 42 don't know 6/20/2014 12:08 PM
- 43 Not sure what's involved and the cost 6/20/2014 11:05 AM
- 44 just more red tape without any benefit to industry 6/19/2014 7:45 PM
- 45 I think fishermen suspect that the government will eventually make this compulsory, like the offshore industry 6/19/2014 4:39 PM
- 46 probably the cost because we seem to be under increasing cost pressure from all sides 6/19/2014 3:47 PM
- 47 That the cost will be passed onto fishermen, CFL's started off a \$8 and now they are \$87 and we get nothing for it. Plus I'm concerned it will become compulsory like everything else. No money in the industry and 6/19/2014 2:57 PM
- 48 Not everyone in this industry appreciates what training can do. Unfortunately some people in industry are scared that if they train a person too well, then they will leave and do it for themselves 6/19/2014 2:23 PM
- 49 Skippers are too busy running a business and deckies won't pay for training. It will be us who end up paying for this 6/19/2014 1:05 PM
- 50 Too far and too much cost to get to maritime training 6/19/2014 12:06 PM
- 51 Until people know what's involved, they will be non committal 6/18/2014 5:54 PM
- 52 short term crew come and go so they won't spend the money 6/18/2014 4:55 PM
- 53 I'm in my own business and I've got my tickets but the crew certainly do need some up skilling. They really don't have a clue with regards to general seamanship 6/18/2014 3:57 PM
- 54 It's pretty hard for anyone to go to training in this location. It means travel, expenses and time away from work 6/18/2014 2:31 PM
- 55 logbook does the same job and you can check ex skippers. A lot of our crew are very short term so the cost vs. commitment issue is there 6/18/2014 1:42 PM
- 56 Fishermen don't want to study, we don't have time when running a business and working around the weather 6/17/2014 4:19 PM
- 57 I don't think Skippers will want this but maybe deckhands. Problem is deckhands aren't too smart so it has to be by RPL onboard and probably we as the skippers need some form of guide so we can tick off when they are competent 6/17/2014 2:55 PM
- 58 Should try to introduce earlier in schools ie VET in schools maybe a pre qual to sea Not sure if the deckies will want to study to prove a skill they already have, so perhaps give it to them based upon their experience ie RPL A lot of older guys in industry won't want to do this, but a lot of industry suffers from a lack of training themselves, so its self perpetuating and the industry is going nowhere and has a crisis of public perception 6/17/2014 2:00 PM
- 59 Because we are isolated, it's hard to get committed or permanent crew. We tend to just get a lot of itinerant crew who won't stick around long enough to take this opportunity to further themselves. I'm too busy running a business but I can see some value for the crew. Everyone these days needs a ticket to operate anything 6/17/2014 12:59 PM
- 60 Not sure, but if the govt or AMSA get control of this, then they will try to make it compulsory and it will become an impediment to getting crew 6/17/2014 10:14 AM

61 Probably the cost, I'm going back to TAFE this year to do my skippers ticket and the cost has risen dramatically from when I was enquiring a couple of years ago 6/16/2014 5:30 PM

62 Skippers don't need it because we already have a ticket. Deckies won't do it because a lot have learning problems and won't be prepared to study. Also we fish on the price and weather so it's hard to commit to time off 6/16/2014 4:06 PM

63 not interested 6/16/2014 2:45 PM

64 Just more government beauracracy and you don't learn this job at TAFE 6/16/2014 1:46 PM

65 A lot of the decent motivated crew went into offshore, but we are seeing a few return and we can see the benefit of their training, but trying to get existing crew to work around our fishing schedule to go study will be difficult to organise 6/16/2014 12:44 PM

66 If people have to go back into training for this, I doubt whether it will get support 6/16/2014 11:08 AM

67 I can't even get them to turn up for work, let alone going back to school 6/14/2014 4:38 PM

68 Don't know 6/14/2014 3:24 PM

69 Already got a ticket 6/14/2014 2:25 PM

70 No one wants to go back to study. I can see some benefit for deckies and for the industry but you won't get skippers doing this 6/14/2014 1:11 PM

71 Learning difficulties 6/13/2014 6:21 PM

72 Will there be an age limit on this because we cannot get crew qualified to drive boats until they are 18, which is a huge issue for getting younger people into the industry. Older skippers won't do this because there is no real benefit for us but I can see some benefit for younger people 6/13/2014 5:04 PM

73 can't see the point for me 6/13/2014 3:41 PM

74 it's a waste of time 6/13/2014 2:13 PM

75 This is going to cost us more money. I'm a deckhand with a skipper's ticket and the charges on that from AMSA are obscene. I'd only do this if it didn't cost much and it was RPL 6/13/2014 1:10 PM

76 Would have to be timed "out of season" and I don't think TAFE's are interested in that flexibility 6/12/2014 7:04 PM

77 Some deckies have learning problems and that's why they are still on deck 6/12/2014 5:33 PM

78 I can't even get a decent crew most of the time and I don't think this will change the situation 6/12/2014 3:25 PM

79 We've tried to get crew to do forklift tickets etc and they either don't finish or they aren't interested 6/12/2014 2:05 PM

80 I think this is just more paperwork. We have a ticket and with the quality of deckhands we have to work with I don't think they will take it up 6/12/2014 12:00 PM

81 Just more expenses. We have to pay \$90 for crew licence and we'll end up having to pay for this also 6/11/2014 7:10 PM

82 Usually we will have to pay for any training, if it was paid by the boss including expenses, I might think about it 6/11/2014 5:34 PM

- 83 I want to be assessed on the job 6/11/2014 4:43 PM
- 84 we've tried to get people into training and they are not interested to go into training centres. It must be assessed on the job 6/11/2014 3:51 PM
- 85 no comment, I don't agree with the proposal 6/11/2014 2:47 PM
- 86 I have been in the industry over 20 years, this will only be useful for deckies 6/10/2014 7:27 PM
87. 6/10/2014 3:54 PM
- 88 I'm retiring soon and getting out 6/10/2014 2:47 PM
- 89 We lost a lot of guys to the offshore industry. If you can make this a pathway into the offshore industry we may get some new entrants who will see this as an opportunity to get sea time and skills. The industry is aging and being closed down gradually for political reasons, we need a fresh approach and younger people coming into it to fight for its future 6/10/2014 1:24 PM
- 90 The further away from Perth you are located, the more problems you have accessing government services. Fishing is a mainly regional business 6/10/2014 11:45 AM
- 91 It depends on how much time it will take 6/9/2014 6:32 PM
- 92 Just more red tape 6/9/2014 5:31 PM
- 93 Trying to organise time off would be the main impediment. Seasonal fishers disappear on holidays etc in the off season 6/9/2014 4:51 PM
- 94 I think RPL is the best way to get this off the ground and you can develop it for new entrants at a later stage, working around weather and tides etc and transient staff is an issue. need to specify benefits perhaps in-house training could be developed by WAFIC 6/9/2014 4:06 PM
- 95 I'm too old and the crew have literacy problems 6/9/2014 2:00 PM
- 96 skippers have a ticket and won't see the need for this but deckies will 6/7/2014 6:55 PM
- 97 I already have a skippers ticket 6/7/2014 6:28 PM
- 98 I've been working on deck over 5 years. Pretty sure I don't have to go back to school to get this 6/7/2014 3:18 PM
99. 6/6/2014 3:16 PM
- 100 no comment, not sure 6/6/2014 12:49 PM
- 101 Probably cost and getting time off for study 6/6/2014 11:28 AM
- 102 Probably got something to do with extra study, something older fishermen aren't too keen about 6/5/2014 6:26 PM
- 103 Just not really interested as I can't see real advantages 6/5/2014 4:54 PM
- 104 I don't think older crew or skippers will get involved for various reasons such as socio economic and literacy etc but I would like to see younger people getting involved in the industry because of this initiative. It needs to have units that will be applicable in their personal and professional development into the future 6/5/2014 3:01 PM
- 105 Fishermen don't want to go back to school, I already have my skippers ticket but I'm working on deck 6/5/2014 1:41 PM
- 106 cost 6/4/2014 8:07 PM

- 107 Unless it can demonstrate some real benefits for industry, I doubt anyone will do it 6/4/2014 5:47 PM
- 108 Only if it was something like a senior 1st aid or a short course, otherwise it should be assessed on the job 6/4/2014 4:19 PM
- 109 Attrition rate of crew is horrendous in wet lining. so cost is a problem to 6/4/2014 3:57 PM
- 110 I know this job inside out and don't need any training 6/4/2014 3:10 PM
- 111 I'm new to the industry, but I guess a lot of deckies are too scared to go back to study 6/3/2014 7:25 PM
- 112 The quality of my crew can be really bad and there's not enough money to keep them around long enough to do this 6/3/2014 5:14 PM
- 113 I'm too old 6/3/2014 4:36 PM
- 114 I'm a deckie who has my skipper's ticket and I've been in the industry over 10 years. If you gave this to me based upon RPL, I would consider doing it because it proves the skills I have developed over 10 years 6/3/2014 3:01 PM
- 115 As crew, we have no qualifications but I'm not sure I could go back to school as I have had problems with school in the past 6/3/2014 2:06 PM
- 116 I can't see skippers being interested in further qualifications but it would be handy for us deckies to have some form of recognition 6/2/2014 6:16 PM
- 117 It's difficult to know when you're going to get time off 6/2/2014 4:37 PM
- 118 not sure whether the benefits are worth having to study a course 5/31/2014 5:26 PM
- 119 no comment 5/31/2014 3:44 PM
- 120 Just more red tape 5/31/2014 2:16 PM
- 121 cost and travelling 5/30/2014 4:32 PM
- 122 older fishermen won't go back to school 5/30/2014 1:57 PM
- 123 distance to travel to regional centres for crew 5/30/2014 12:14 PM
- 124 it's an unknown quantity 5/29/2014 7:50 PM
- 125 You don't learn this job in a classroom 5/29/2014 2:07 PM
- 126 not going back to school at my age 5/29/2014 12:57 PM
- 127 depends on the cost 5/28/2014 7:45 PM
- 128 not interested 5/28/2014 6:16 PM
- 129 If you're experienced. then why do you need further training? 5/28/2014 4:57 PM
- 130 It needs to be on the job by recognition of skills 5/28/2014 1:19 PM
- 131 People don't want to go into training again, there are learning issues 5/28/2014 11:47 AM
- 132 Why do we need to go to college to prove what we know? 5/27/2014 10:03 PM
- 133 not interested in doing it because I am too old 5/27/2014 9:32 PM
- 134 it will cost too much to go back to school 5/27/2014 9:11 PM
- 135 Depends on what we have to do 5/27/2014 8:55 PM

136 don't see the need to go back to school to be a good deckhand 5/24/2014 10:31 PM

137 not interested 5/24/2014 9:56 PM

138 don't want to study at college, we learn on the job, on the job 5/24/2014 6:10 PM

139 we don't know yet, what would be involved 5/24/2014 5:08 PM

140 I'd like to think my sons would do it, but at my age I doubt I would 5/24/2014 2:01 PM

141 for me, I can't see the value at my age 5/23/2014 7:28 PM

142 Skippers don't need it and the quality of deckhands is really bad 5/23/2014 6:34 PM

143 cost involved 5/23/2014 6:20 PM

144 At my age, I'm looking at retirement but I can see some benefit for the younger people 5/23/2014 6:00 PM

145 I'm not really sure that WAFIC has the ability to run this and they would be the ones who should run this to make it work 5/23/2014 5:33 PM

146 most crew are not motivated because there is no reward for being good at your job, apart from keeping it 5/22/2014 9:08 PM

147 We already have a skippers ticket 5/22/2014 8:52 PM

148 At my age, I can't see the point but I think it would be good for the industry 5/22/2014 8:40 PM

149 I work by myself and don't need it 5/22/2014 2:08 PM

150 no comment 5/21/2014 8:16 PM

151 Too hard to get time off work 5/21/2014 6:41 PM

152 I don't know many fishermen who are prepared to go back to school 5/21/2014 5:22 PM

153 Too hard for people to travel for study, especially down here 5/21/2014 4:18 PM

154 There's not enough time for the crew to attend training because it is too hard to plan time away 5/20/2014 3:05 PM

155 I don't have a deckie and I'm not interested 5/20/2014 2:03 PM

156 Good concept but really needs to be directed towards deckies or company skippers, - owner operators I doubt will take up the option. Also need to expand the program to young people. Fishing around the weather presents challenges for people to attend/commit to courses and timelines. Must be able to be assessed on the job 5/20/2014 1:04 PM

157 I can see some value for the deckie and the fishing industry in general, but for me no, it's too late 5/20/2014 12:38 PM

158 I'm almost retired and can't see any benefit but maybe a good deckie might have a go 5/19/2014 10:56 AM

159 it's hard to organise time off to study 5/18/2014 5:18 PM

160 Experienced fishermen running businesses won't see the point and don't have time 5/18/2014 4:58 PM

161 I'm semi retired 5/18/2014 4:39 PM

162 So long as we don't have to travel to Perth 5/17/2014 9:46 PM

163 I'm getting out of the industry 5/17/2014 9:00 PM

164 People don't know what's going to be involved 5/16/2014 7:55 PM

165 I have worked on deck almost 10 years and don't want to go back to school 5/16/2014 7:42 PM

166 Most crew in minor fisheries are unmotivated and unreliable and won't go to college. There is a big problem with drug and alcohol abuse 5/16/2014 6:37

167 I'm an owner skipper and not interested but I would make this comment. I think this idea needs to be introduced at school level to get the youth interested in a training pathway in the fishing industry 5/16/2014 5:17 PM

168 The old Commonwealth licence was scrapped and the CFL is a rort and this may end up being as useless as the cfl. We need to change the CFL rules to allow multiple crews on once CFL licence which is issued to the boat 5/15/2014 2:36 PM

169 Should be based on experience, not going back to school 5/13/2014 7:02

170 Skippers are too up themselves 5/13/2014 6:02 PM

171 Costs too much to be away from home 5/13/2014 5:09 PM

172 I doubt skippers will do it but for deckies it means travelling away to do the study so I would only do it if it was a few days or similar 5/13/2014 4:54

173 I wasn't good at school 5/10/2014 2:27 PM

174 Don't need to go back to study for this 5/10/2014 1:34 PM

175 I'm not going back to Tafe etc 5/9/2014 2:40 PM

176 can't afford the time off to study 5/9/2014 2:30 PM

177 Hard to organise time off 5/8/2014 7:58 PM

178 If you are running the business you don't have time 5/8/2014 5:35 PM

179 I'm too old now 5/8/2014 5:23 PM

180 I've been on deck for 20 years and worked for myself for 10 years, don't think I'll be applying for this but can see some benefits for deckies although I think if they are any good, they'll get their skippers ticket 5/8/2014 4:25 PM

181 Cost of going to Perth for study 5/8/2014 12:26 PM

182 Skippers won't do it and deckies may have to take time off work. We work around the price and it is hard to plan time off 5/7/2014 5:03 PM

183 Too old to bother 5/7/2014 4:00 PM

184 Older fishermen don't want to go back to school 5/7/2014 1:51 PM

185 I run my own business and don't need it 5/7/2014 1:40 PM

186 The industry is aging and can't see a direct benefit for older owners 5/7/2014 12:57 PM

187 I left school for a good reason 5/6/2014 6:15 PM

188 If I'm not at work, I'm losing money 5/6/2014 3:00 PM

189 Don't need it because I work for myself 5/6/2014 2:47 PM

190 can't really see the point if it is voluntary because it won't stop me getting a job 5/5/2014 3:11 PM

- 191 I'm experienced and don't want to go back to school 5/5/2014 2:51 PM
- 192 I'm too old and work for myself 5/5/2014 2:05 PM
- 193 needs be assessed on the job and perhaps the skipper could assess but concerned about rorting 5/2/2014 1:32 PM
- 194 training needs to be productive and has outcomes and have monetary benefits to industry. cost to industry is significant if they have lost time
5/2/2014 12:07 PM
- 195 costs involved in travelling to a training centre from a regional town 5/1/2014 2:20 PM
- 196 I have a higher grade masters certificate 5/1/2014 1:18 PM
- 197 Time and cost is not known 5/1/2014 12:15 PM
- 198 skippers can't see any advantage other than getting a better crew. Crew numbers are dwindling in this town 4/27/2014 1:06 PM
- 199 make it onboard assessment by someone who is qualified and has a knowledge of the industry, not the skipper because it will cause problems 4/27/2014 12:52 PM
- 200 I think this will end up as being compulsory and then we'll never get a deckie 4/27/2014 12:38 PM
- 201 A lot of deckies now already have skippers tickets and may not be interested 4/27/2014 12:19 PM
- 202 Deckies don't have a lot of time management skills and often they have to work school holidays etc because of the price. So when they do get time off, they would rather spend it with their family or go away on holidays. I don't think they would set aside time to study or attend college 4/27/2014 12:08 PM
- 203 I'm a deckie and have no qualifications, so if it helps me get a job, I'm happy to try 4/24/2014 6:07 PM
- 204 To make this of any use to deckies, you need to consult with the offshore industry and get them to approve this certificate in lieu of the stcw95 4/24/2014 5:25 PM
- 205 This needs to be aimed at deckies and needs to be "on the job" There needs to be rigid guidelines and principals of assessment otherwise it won't be worth the paper it's written on 4/24/2014 4:16 PM
- 206 Crew need to learn how to turn up for work 4/24/2014 3:15 PM
- 207 A lot of guys are good with their hands and good on deck, but aren't too academic 4/23/2014 6:03 PM
- 208 cost and relocation time to do a course 4/23/2014 3:46 PM
- 209 time away from work and cost 4/23/2014 2:45 PM
- 210 I don't think they will go for it unless it is on the job 4/22/2014 5:03 PM
- 211 crewies have skipper's tickets but some still lack basic deck crew skills. I would not support this if it was compulsory and I'm suspicious that it will become that 4/22/2014 12:23 PM
- 212 Skippers don't need it 4/21/2014 7:07 PM
- 213 Don't want to study again 4/21/2014 3:16 PM
- 214 Depends what's involved and how long it takes 4/21/2014 12:32 PM

- 215 Stage of life factors, have higher quals and will be retiring soon 4/17/2014 4:14 PM
- 216 Depends on cost, what's involved and how long it will take before u can really say 4/17/2014 2:34 PM
- 217 Skipper have a lot to deal with whale entanglements at the moment so this is just something else 4/17/2014 1:27 PM
- 218 I can see advantages for deckies and I think that it should contain subjects that will help them in the future – towards masters certificates or offshore requirements, but for me, no I wouldn't do it 4/16/2014 2:49 PM
- 219 I can't see an advantage for me as a skipper/owner 4/16/2014 2:21 PM
- 220 Not sure at this stage what's involved so it's hard to know 4/15/2014 5:54
- 221 You get jobs by word of mouth, not a ticket 4/15/2014 5:32 PM
- 222 I agree it may promote professionalism but question whether skippers and owners can see a great advantage 4/15/2014 4:37 PM
- 223 I'm a crew and I have a skippers ticket but I would still do this as it may lead to other opportunities 4/15/2014 2:26 PM
- 224 Personally I suspect this will lose support in the long run unless it links in with the STCW 95 and the offshore industry. When this is being developed, you need to negotiate with the offshore industry to either include some of the competencies in the STCW 95 or get them to accept this qualification as their employment pre requisite in lieu of the STCW 95 4/15/2014 1:56 PM
- 225 because it's not mandatory and perhaps they can't see the full benefits yet 4/11/2014 3:34 PM
- 226 don't want to go to college again 4/11/2014 2:40 PM
- 227 Will an annual fee be introduced? will it end up becoming compulsory because the govt sees this and decides to impose it upon industry? 4/11/2014 2:19 PM
- 228 When it comes to writing we are not really that good, maybe if it was an online type style that would be better because guys my age would be embarrassed to go to TAFE etc 4/11/2014 1:07 PM
- 229 don't have enough time off 4/10/2014 4:35 PM
- 230 don't know, probably cost 4/10/2014 4:18 PM
- 231 should give it to me because of my experience 4/10/2014 4:04 PM
- 232 Just another money grab 4/10/2014 3:49 PM
- 233 So long it is not annual renewal 4/10/2014 3:30 PM
- 234 So long as it is a day course or similar, I might be interested 4/10/2014 12:57 PM
- 235 If I was aiming to further myself and change industries, I might consider it but if I was comfortable to do what I am doing then, what's the point 4/10/2014 11:19 AM
- 236 Family company where the skippers run the company and don't have the time 4/9/2014 4:27 PM
- 237 As a skipper I'm not in support of the idea 4/9/2014 2:57 PM
- 238 would have to have time off so they could attend training and would it be available in the regions? 4/9/2014 2:09 PM
- 239 Time is the issue if you don't need it to go to work 4/8/2014 4:55 PM

240 Skippers have to have a master 5 but that doesn't mean you have any vessel skills. You have to get that by experience and I don't think this will help 4/8/2014 1:57 PM

241 As skippers/owners, what are we going to learn? 4/8/2014 12:37 PM

242 Fishermen will support this if they can see an advantage or if it makes them money, but if they can't then they will default to an answer of no 4/7/2014 5:34 PM

243 Credit towards another higher qual is very important and this would be good for deckies but no real advantage for a skipper to keep doing what he is doing 4/7/2014 4:24 PM

244 don't think I need it, it's not making me money 4/6/2014 1:23 PM

245 What more can I learn in a classroom, not interested if that is what I have to do 4/6/2014 12:01 PM

246 You already have your master 5 and med AND THOSE QUALS WILL PROVE YOUR SEATIME AND EXPERIENCE 4/5/2014 2:11 PM

247 fishermen are wary about this and whether it will be compulsory one day 4/4/2014 5:56 PM

248 maybe cost and not sure if I want to go back to school 4/4/2014 2:15 PM

249 lazy and deckies are unmotivated to learn 4/3/2014 5:56 PM

250 not a lot to be taught about fishing but maybe computers and electronics 4/3/2014 4:54 PM

251 most boats have their own system and people have to be retrained onboard 4/3/2014 3:07 PM

252 If the crew had his skipper's ticket already he probably wouldn't go for it but if they are unqualified the lazy ones probably wouldn't but the smart ones may try 4/3/2014 9:59 AM

253 Skippers are too busy running the business 4/2/2014 7:36 PM

254 not sure, maybe because people don't know what they need to train for, cost and time is also an issue 4/2/2014 7:20 PM

255 The knowledge and experience I have learnt is extensive and should be able to get credit for this. unless I new exactly what was involved I couldn't really say 4/2/2014 7:03 PM

256 so long as it is not cost prohibitive ie now a skipper's ticket is thousands of dollars and deckies are not doing it because of the cost 4/2/2014 1:58 PM

257 Just basically laziness, some people WANT to be recognised for their skills and a certificate shows that I have skills and was prepared to get them recognised 4/2/2014 11:27 AM

258 skippers think they already have enough training and experience 4/1/2014 5:28 PM

259 You should be seen to be able to complete your job to a competent level 4/1/2014 4:40 PM

260 we already have that through the logbook system and master 5 quals. I am suspicious that this will end up costing the fishermen. There are 2 pathways - either as a skipper or an offshore career and you will need to do a different course for that. The skill base is better these days because it pays well in rock lobster and there are fewer boats. Other sectors are basically set up to rip off crew and therefore they get

lower quality crew. I'd be more interested in the interested in setting a basic wage level for crew 4/1/2014 2:48 PM

261 I have over 20 years experience so no, but people should have to prove their experience. I have 2 businesses and so time is a premium 4/1/2014 12:16 PM

262 another cost 3/31/2014 5:11 PM

263 cost to crew would be and issue. If the skipper paid, then I might consider it 3/31/2014 4:14 PM

264 cost would be one, and time plus skippers feel that they are already qualified. If they fail or don't pass the requirements, they would be worried about the consequences of failing 3/31/2014 2:20 PM

265 Most people think they have done more than enough "on the job training" and if you follow the code of practice, then they are already professional. Also the industry is contracting so unsure as to why we are developing this when we will eventually dwindle to small numbers of boats. I would much prefer to see a dedicated safety program at WAFIC to keep up the momentum.

3/28/2014 4:41 PM

266 age is against the skippers but for my son he would be interested to get recognised so he has some options to stay within the industry 3/28/2014 3:43

267 average age of skippers is about 60 and so they can't see the value, generation difference and literacy problems and ethnicity issues ie barriers to language 3/28/2014 10:49 AM

268 factors would be cost, also thinking about the time involved in training and assessment and some in an aging industry couldn't be bothered to further train and retirement in an aging population would be an issue. They would think that why would I do it for what return. online would be good so they don't have to travel 3/26/2014 4:42 PM

269 People did not really know exactly what was involved so they erred on the side of caution. They would be inclined to prefer RPL 3/26/2014 3:01 PM

270 Perhaps more relevant to the crew and not so much the skipper because he already has the skippers ticket 3/26/2014 12:34 PM

271 extra time is needed and under a quota, it makes it too hard to organise time off for a period and there is a fear factor of going back to school 3/25/2014 4:53 PM

272 the older skippers would not be interested, perhaps the younger crew could see some value for further employment 3/25/2014 2:25 PM

273 It depends upon the circumstances, fishermen needed an example to know exactly what was involved. ie an example so the nay sayers made a negative decision because they didn't really know exactly what was involved so they were suspicious 3/25/2014 11:24 AM

274 The sensible people would know the value of doing further training and assessment and would do it 3/24/2014 4:18 PM

275 Need to some form of training but not going to TAFE etc. an extended period at TAFE would be an impediment and they would rather go a sit another deck certificate which will give them better employment prospects. An engineering endorsement would be really worthwhile 3/24/2014 1:18 PM

276 Skippers would think that their knowledge and experience so what would I learn in a classroom 3/24/2014 11:15 AM

277 I am already professional 3/21/2014 4:54 PM

278 Company skippers don't want to do any more training after extensive experience at sea. it would be different if I owned the business 3/21/2014 3:25

279 refreshing current rules would be good for deckhands only 3/20/2014 6:49 PM

280 Already have training and experience 3/20/2014 6:28 PM

281 I don't really understand what it means yet - I would need to know that the assessor would have the skills to assess me after 30 years 3/20/2014 5:50

282 The older skippers don't see any value in it. Limited numbers of skippers available, perhaps literacy skills a problem with the older skippers
3/19/2014 5:44 PM

283 More senior members of the industry question why bother? 3/19/2014 2:55 PM

284 because personally after having a master 3 MED and trade certificates plus year 12 plus current senior 1st aid, my level of expertise can't be improved as far as what I do as a fisherman through further education. Would consider any new ideas or technology that could improve me as a professional fisherman 3/19/2014 11:51 AM

285 Seasonal fishing makes it too hard to commit to time training 3/18/2014 6:04 PM

286 don't want to take time off to study 3/18/2014 5:47 PM

287 Literacy and numeracy skills, time to attend training. Lack of an online training tool 3/18/2014 4:25 PM

288 there is a willingness of skippers to participate but they are quiet individuals and are unsure as to what's accepted 3/18/2014 3:11 PM

289 Older or retired or post 60 y/o fishermen really have no need to go back to school 3/18/2014 1:17 PM

290 fisherman already are experienced and don't want to go back to school 3/18/2014 11:31 AM

291 Apathy, because when things are good there is no interest. Exams would frighten some people ie fear of failure 3/17/2014 4:41 PM

292 don't want to go back to school 3/17/2014 2:48 PM

293 Don't want to go back to school and have exams etc 3/17/2014 1:01 PM

294 cost 3/17/2014 11:11 AM

295 Time, location constraints. Costs? 3/17/2014 10:35 AM

296 Predictable outcome. the older guys being tested vs. recognised is an affront to them. Some may not have English as a first language or limited literacy skills. 3/14/2014 4:34 PM

297 Already got the experience and sea time and formal skipper's quals. maybe the STCW95 could be the minimum certification for deckhands. 3/14/2014 2:58 PM

298 Obvious comments because you are asking them to submit to a test/further training. Fishing is not their only job ie there are no professional fishermen when the season is only 40-50 days. They will have to go and do another job 3/14/2014 12:55 PM

299 convenience is a big factor to its success, particularly with current industry participants with seasonal commitments 3/14/2014 10:38 AM

300 An RPL tool is imperative to gain support initially from industry by recognising prior experience from experienced fishers. The program will then gain some momentum 3/12/2014 11:27 AM

Q6: Do you think the "Professional Fishermen's Certificate" should be available to, or directed towards deckhands only, skippers only, or both deckhands and skippers?

The overwhelmingly majority of respondents (77%) answered "deckhands only" and (23%) answered "skippers and deckhands"

The comments section was dominated by opinions about an ageing industry and overwhelmingly the comment was made that there was more perceived benefits for crew as skippers already had a master's certificate and could not see the point or benefit of further training.

Q7: Sea time: The question of "sea time" was also previously raised in the initial survey and some sectors of industry raised concern about "accredited sea time" ie approved by the state and federal authorities like the Dept. of Transport and AMSA. Some sectors of industry suggested that "fishing time" could be recognised ie time involved or working in any commercial fishing activities, both shore based and/or in protected waters, or a farm site and at sea. Which type of "sea time" do you think should be aligned with the requirements of the PFC?

The majority of respondents (79%) agreed that "both types of sea time" ie accredited and non accredited should be recognised in an industry qualification. The next highest response was "accredited sea time only" at (19.67%).

In the comments section, it was continually expressed that whilst all sea time had merit and should be given credit for, the majority of comments were focussing on the advantages of knowing what type of sea time or recording the sea-time with the qualification and/or records. As potential employers, skippers felt that it was important to know what type of sea-time was experienced by crew.

Q8: How much "sea time", accredited or otherwise to you think is necessary for a person (deckhand or skipper) to be recognised as a "professional fisherperson"? * noting that 1 day = a minimum 8 hour day involved in the fishing industry or days at sea

The highest percentage was 180 days at (51.33%), followed by 360 days at (39.33%) and 540 days at (4%)

It should be recognised that a large majority of respondents earlier felt that the PFC should be directed at crew level so therefore the comments section was dominated by the opinion that the sea time requirement should be applicable to deckhands and thus "less" rather than more.

Q9: Do you believe that "sea time only" should or could be used to gain accreditation for a Professional Fishermen's Certificate?

The highest percentage of respondents answered "no" to this question at (66.33%), the "yes" response was (32.33%) whilst a further (2%) answered "other". Other comments were generally clarifying the respondents' opinion as to the amount of "sea time only" they felt was appropriate. These results need to be taken into context in that the majority of respondents were skippers who also felt that this qualification should be directed towards deckhands.

Q10: In the current world, it is suspected there are changing public expectations and perceptions about commercial fishing. Please rank the issues below with regards to importance to the public and to their perception

of the commercial fishing industry. * note 1 is most important and 10 is least important

The 10 response choices below are ranked in order of importance from most important to least important.

Note: the ranking score is not related to the score of importance that respondents selected in the survey. See the survey results collation for explanation of the ranking score.

Fisheries management/sustainability: average ranking score 9.18

Animal welfare/by-catch: average ranking 8.36

Resource sharing: average ranking 8.15

Working conditions/safety at sea: average ranking 5.74

Health benefits of seafood: average ranking 5.6

Industry leadership/strategic planning: average ranking 4.38

Community involvement: average ranking 4.36

Food safety practices: average ranking 3.61

Media skills ie public and social media: average ranking 3.45

Aquaculture or alternative fishing methods: average ranking 2.16

Q11: Would you like to see some of the "public perception" issues above being integrated into an industry certification such as the Professional Fishermen's Certificate?

(62.33%) answered "no" to this question whilst (36.33%) answered "yes" and (1.33%) responded as "other". Comments were invited from respondents and a common theme running through a significant number of comments was that knowledge of these issues was not as important as further improving and developing vessel and deck skills. It was apparent that public perception issues were considered the realm of owners/skippers and WAFIC. Interestingly, the responses were quite different depending whether it was a deckhand or skipper responding. Deckhands seemed to be more receptive to this question and commented more positively on training about safety and environmental issues, however skippers were more dismissive of the benefits in diversifying the training of crew to include public perception issues.

Q12: The possible benefits to the fishing industry and fishermen of having an industry recognised qualification have not yet been fully investigated. Below is a list of possible benefits, both monetary and otherwise. In your view, which possible benefits would give you the greatest motivation to support the introduction of an industry qualification such as the PFC? Please rank them in order of importance *note 1 is most important, 11 is the least important

The 11 response choices below are ranked in order of importance from most important to least important.

Note: the ranking score is not related to the score of importance that respondents selected in the survey. See the full survey results collation for an explanation of ranking score.

Have a safer workplace ranking score 9.87

Skilled workforce ranking score 9.5

Improved public support and perception ranking score 6.81

Pathways to higher qualifications ranking score 6.74

Reduction in general insurance premiums ranking score 6.20

Reduction in workers compensation premiums ranking score 6.10

Less regulation from Govt. agencies ranking score 5.77

Improved media relations ranking score 5.38

More effective understanding of resource management ranking score 4.67

More effective understanding of the environment ranking score 3.32

Better understanding of business ranking score 1.64

“Having a safer workplace” (9.87) and “Skilled workforce” (9.5) were the most popular possible benefits chosen and their ranking score was significantly higher than the 3rd and 4th highest choices of “Improved public support” and “pathways to higher qualifications”.

Q13: In the initial scoping survey, a list of accredited competencies from the Certificate 2 in Fishing Operations were listed and fishermen were asked to identify which competencies were very important, or required with regards to developing a "Professional Fishermen's Certificate" It was indicated in the survey results, that a lot of competencies contained in the Certificate 2 Fishing Operations are pitched at entry/deckhand level and whilst some of these competencies may have some application in the PFC, a significant number of these available competencies could be considered “entry level” and not “professional level”. The top 20 choices from the initial scoping survey regarding the "Certificate 2 Fishing Operations" are listed below. Please indicate whether you feel these competencies are "entry level" or "professional level" with regards to the development of the Professional Fishermen's Certificate

This question was designed to clarify which units could be considered by industry as “professional level”. These types of units are already covered in entry level courses such as the Cert. 2 of Nautical Fishing and the initial internet scoping survey indicated that these units should only be possibly considered for the PFC if they are considered “professional level”.

The top ten units that were considered “professional level” are listed below in order of percentage:

Operate deck machinery and lifting appliances (94.67%)

Comply with organisational and legislative requirements (91.67%)

Contribute to safe navigation (89.33%)

Fight and extinguish fires on board a coastal vessel (80.33%)

Meet workplace OSH requirements (78%)

Observe safety and emergency procedures (71%)

Apply deckhand skills aboard a fishing vessel (69.67%)

Survive at sea in the event of vessel abandonment (67.33%)

Transmit and receive information by marine radio (61%)

Maintain the temperature of seafood (46.67%)

Q14: The Certificate 2, 3 and 4 of Fishing Operations have a large and diverse selection of elective units, however they each share 4 "core units" which are common to all 3 certificates and core units are compulsory. Under the course packaging rules, one of the core units can be replaced with another core unit

which may have more relevance to the final qualification. Please rank these 4 core units below (explanation of each unit is given by the consultant) in levels of

importance with regards to development of the "Professional Fishermen's Certificate" * note 1 is most important and 4 is least important

The results are listed below in order of importance from highest to lowest:

Note: ranking scores do not have correlation with level of importance scores. To understand the ranking scores, the full collation of results must be viewed

Meet workplace OSH requirements – average ranking 3.67

Work effectively in the seafood industry – average ranking 2.50

Apply basic food handling and safety practices – average ranking 2.26

Communicate in the seafood industry – average ranking 1.57

Q15 The Certificate 3 in Fishing Operations has a number of electives to choose from. Not all electives need to be completed, but below is a complete list of available choices. Which units do you feel are more important or less important with regards to being included in the development of the PFC?

The top 25 ranked choices are listed below in order of most importance:

Observe safety and emergency procedures on a coastal vessel (99.66%)

Survive at sea in the event of vessel abandonment (99%)

Transmit and receive information by marine radio or telephone (98.67%)

Apply 1st aid (98%)

Carry out refuelling and fuel transfer operations (98%)

Operate vessel deck machinery and lifting appliance (97.33%)

Contribute to effective communications and teamwork on a coastal vessel (94.3%)

Contribute to safe navigation (93.33%)

Apply domestic regulations and industry practices when operating a coastal vessel (90.94%)

Participate in environmentally sustainable practices (89.86%)

Manoeuvre a domestic vessel within the limits of responsibility of a coxswain (87.33%)

Prepare for maintenance (86.58%)

Maintain the temperature of seafood (86.33%)

Apply seamanship skills and techniques when operating a small vessel within the limits of a coxswain (86.29%)

Comply with organisational and legislative requirements (85.95%)

Identify risk and apply risk management processes (83.56%)

Ensure compliance with environmental considerations in a small domestic vessel (83.22%)

Plan and navigate a short voyage within inshore limits (77%)

Operate and carry out basic servicing on auxiliary systems (76.92%)

Operate and carry out basic service checks on small vessel marine propulsion unit (76.33%)

Operate and carry out basic routine servicing of marine extra low voltage and low voltage systems (72.24%)

Monitor condition and seaworthiness of a small vessel up to 24m (69.90%)

Plan for minimal environmental impact (61%)

Act to prevent interaction with protected species (68%)

Implement and monitor environmentally sustainable work practices (59.33%)

Q16: The Certificate 4 in Fishing Operations has a number of electives to choose from. Not all electives need to be completed, but below is a list of available choices. Which units do you feel are more important or less important with regards to being included in the development of the PFC?

Due to the low percentage of respondents who considered these competencies “more important”, only the top 5 ranked choices are listed below. Further results can be seen in the full survey results accompanying this report.

facilitate hygiene and sanitation performance (50%)

manage and maintain a food safety program (33%)

show leadership in the workplace (38.67%)

develop and promote knowledge of the industry sector (44.15%)

facilitate quality assurance process (31.67%)

Q17: The Diploma of Marine Studies has a number of core units to choose from. Below is a complete list of available choices. Which units do you feel are more important or less important with regards to being included in the development of the PFC?

The top 10 ranked choices are listed below in order of most importance. Further results are in the full survey results document.

Work safely with industrial chemicals and materials (98.33%)

Ensure a safe workplace (94.65%)

Vessel handling (94%)

Weather watch keeping (93.67%)

Utilise commercial fishing techniques and technology (92.33%)

Use radar and other electronic navigation aids to maintain a safe navigation within the limits of MC5 (90.67%)

Prepare for maintenance (87.67%)

Use and care for hand and power tools on a small vessel (90.30%)

Carry out basic hull servicing (69.67%)

Maintain the stability of a vessel using basic stability information (49.83%)

Q18: After the 1st scoping survey was completed in 2013, there was a report written by the researcher in response to the survey results. it was suggested that there could be a need or desire by industry to recognise the diverse skills developed by a long serving deckhand who has no qualifications to show after significant experience at sea AND ALSO the contribution of skippers towards sustainable fisheries management and practices, running a business etc. The

researcher suggested that there could be 2 levels of accreditation. One level aimed at experienced deckhands and another higher level aimed at skippers or fishing business owners Do you agree or disagree with this suggestion? That there should be 2 levels of accreditation? One level aimed at experienced deckhands (ie the Professional Fishermen's Certificate) and another higher level aimed at recognising skills developed by skippers or fishermen that are running fishing businesses (ie for example a Master Fisherman)

The greatest percentage of respondents answered "no" to this question (57.67%)
The yes response totalled (40.67%) the total of "other" responses was (1.67%)

Comments were invited from respondents and the majority felt that this initiative should be mainly aimed at deckhands and that the range of electives was too diverse to try and make this a "one size fits all" qualification. There was little support from skippers for the "master fishermen" option. Generally, the deckhands supported the idea of having recognition of their skills but had reservations about cost and training i.e. attending training centres and time off work. The RPL option and being assessed "on the job" was considered essential to their support. Interestingly, most deckhands believed that skippers should be involved in this initiative and would benefit.

Q19: Who would you prefer to see developing, running or maintaining this initiative? ie The PFC

The results are listed below in order of ranking from highest to lowest:

- WAFIC (61.67%)
- The TAFE College system (22.33%)
- An independent organisation (7.33%)
- A private training provider (7%)
- Fishermen (1.67%)

Comments were invited from respondents and it should be noted that fishermen indicated that WAFIC should be involved in this to maintain industry ownership and input throughout the development phase. Respondents felt that WAFIC input was needed to keep the qualification relevant and to stop government and the TAFE system from hijacking the initiative to suit their own agenda.

Q20: If a voluntary "Professional Fishermen's Certificate" was developed, what do you feel it would be worth to achieve this accreditation?

The majority of respondents (64.33%) answered "up to \$1000" however comments were invited and the majority of responses were in the \$200 - \$500 range. The next highest response was "zero" cost at (23%) and the 3rd ranked response was "up to \$2000" at (10%)

Q21: If this initiative needed to be developed into an industry standard in the future, how would you like to see this funded?

The results are listed below in order of ranking from highest to lowest:

- WAFIC to fund ie SET program (37.33%)
- Grants to fund ie royalties for regions (20.67%)
- WA Fisheries to fund ie CFL fees (19%)
- Government to fund ie TAFE (16.67%)
- Private provider to fund ie user pays (6%)
- Fishermen to fund ie levy (0.33%)

Comments were invited from respondents and there were an array of ideas about funding options, however overwhelmingly it was indicated that the industry did not feel it was their responsibility or desire to fund this initiative as it was considered voluntary and thus should be funded by the person who wanted to achieve the accreditation. It was strongly indicated by industry that if this initiative was compulsory they would not support it, because it would add another cost pressure directly on them and they believe it would be detrimental to the ability of industry to employ people in an already competitive employment market.

Discussion

There were a significant amount of comments in various sections of the survey about training or qualification pathways and adopting some of the "STCW 95" units or the prerequisite units of competency required by the offshore oils and gas industry. It was felt that this would give more benefits to the initiative by providing another pathway into a different maritime career. It could also attract new and younger entrants into the industry if they could see this pathway i.e. Start in the fishing industry getting deck skills and sea time logged. When they are experienced, they undertake the PFC and finally there is an option of moving towards a Master's qualification OR a deck certificate in the offshore industry. This is a defined career pathway with credits towards professional development along the way.

Unfortunately this survey did not look at these units because they are contained in the maritime training package and this was not originally part of the consultant's scope because it was believed that these units were generally aimed towards a master's qualifications and this initiative was not focussing on that area. It only became obvious as the survey was undertaken that the maritime package may well have some units that would be useful to the seafood industry and the PFC initiative. If this initiative is to be progressed, then it would be prudent for the seafood industry representatives or council to investigate this further.

Benefits and Adoption

The quality of onboard crew skill level, personal responsibility and awareness of safety responsibilities was a recurring issue as part of conducting this survey and the commercial fishing industry would benefit from conducting formal training and assessment of fishing crews. Direct benefits such as improved deck skill, product quality assurance and an improved safety culture are obvious, but indirect benefits such as giving all industry participants the tools and knowledge to improve their own professional development AND promote the socio economic and environmental credentials of the industry would be invaluable to future government and public perception and support for commercial fishing.

The Australian Maritime Safety Authority is currently overhauling national standards, regulations and laws for the entire maritime industry. Rather than continually reacting to and changing for compliance of these laws, there is an opportunity here to take the lead and work with the national regulator to develop and test this initiative at a state level and possibly expand this in the future to be nationally recognised. WAFIC has in the past taken on important initiatives for the benefit of the entire seafood community and earned great respect nationally for taking a leading role and this is a definite opportunity to move the seafood industry into a new era. It should be noted that the results indicate a majority of industry do not support a compulsory deck qualification.

Further Development

The survey has identified those units from the seafood training package which industry feel are most applicable. More consultation is now needed to look at possible units from the maritime training package that may also be of benefit with regards to providing a pathway towards entry level requirements of the offshore oil

and gas industry and indeed whether this industry is prepared to be a partner. It would also be prudent to liaise with the national regulator (AMSA) and identify whether there are any future entry level requirements being considered for the maritime industry and whether this can possibly be incorporated into the initiative.

Industry also needs to further consider the most popular units identified in the survey and cull these down to a manageable number that would satisfy the requirements for an industry qualification (typically about 10 – 15 units)

Whilst it may not be possible to use RPL (recognition of prior learning) to accredit industry participants in all of the chosen units, it must be stressed that the more units chosen that are “RPL friendly”, the greater support this will get from the seafood industry. Overwhelmingly, fishermen stated throughout the survey, that they would prefer this qualification to be assessed “on the job” and the more units in the qualification that were out of the classroom, the more likely they would be to engage in and support a training and accreditation process.

After further consultation with industry and finalisation of the list of applicable units that industry wants, an RPL tool (i.e. an RPL logbook) must be developed for those units chosen. This process will require industry consultation with registered training providers (RTO’s) to develop workable RPL assessment criteria that can be assessed on the job. (Some of these may have already been developed) WAFIC will need to consult further with industry to select the final number of desired units and ascertain with the help of an RTO or trainer, which units can be assessed using RPL

This assessment model may well require an RTO assessor or an accredited “seafood industry” trainer/assessor to spend time at sea conducting the assessments OR training skippers and/or perhaps retired fishermen to conduct those assessments

(1 or 2 units from the training and assessment certificate), which would then later be signed off by an RTO assessor after they were satisfied the assessment was conducted in accordance with accepted assessment standards.

It must be recognised that some units may not be able to be assessed on the job and training will be needed, perhaps in the classroom, however keeping the number of those units in the final qualification to a minimum will benefit industry support and participation in this initiative. There was support for some/minimal classroom training.

Cost pressure on industry was also a recurring and significant issue. Given that the majority of industry indicated they were prepared to pay \$200 - \$500 for the qualification, external funding or subsidisation would be needed to cover the cost of this qualification. The new \$476 million “AusIndustry – Industry Skills Fund” is a probable match with regards to obtaining subsidisation towards such a qualification. The government is indicating subsidies of up to 75% and consultation webinars/discussion papers will be inviting industry input late August through to early September 2014, with a view to determining industry needs before eventual implementation. If the seafood industry is to progress the development of the PFC, it would be vital to get external funding or subsidisation to cover the costs over and above what industry has indicated it is prepared to spend.

Planned Outcomes

Public Benefit Outcomes:

- 1) Positive change in public perception of the seafood industry
- 2) Improvements in food safety and quality assurance processes
- 3) Improved safety culture within the seafood industry

Private Benefit Outcomes

- 1) A new and defined industry training program and career pathway
- 2) Opportunity for negotiating reduced general insurance and workers compensation insurance costs due to improved safety requirements
- 3) Improvement in accident and death statistics for the fishing industry

Linkages with CRC Milestone Outcomes

Not known as the consultant has no access to the CRC website

Conclusion

From the survey results and subsequent discussions with 300 seafood industry participants, the overwhelming sentiment of skippers and fishing business owners were commonly based around a few major issues:

- This initiative should be aimed primarily at experienced deckhands and needs to be on a voluntary basis.
- To provide sufficient benefit to deckhands, it needs to be practically based around improving deck skills, plus improvement of personal development and safety awareness responsibilities.
- Should provide a pathway or credit towards higher qualifications such as skipper's tickets and/or offshore deck certificates and should be designed so as the majority of units selected are able to be assessed "on the job".
- This initiative had little perceived benefit to skippers because of the older age of industry participants and that they already had a Master's qualification and significant experience at sea and thus had little to learn or benefit.
- The cost of this initiative needs to be funded externally or subsidised. The majority of commercial fishing industry is not prepared to pay more than a few hundred dollars towards this qualification.
- If WAFIC wishes to include skippers and gain their support in this initiative, then a "grandfathering" criteria would need to be developed.

It is not possible at this stage to provide costs to progress this initiative to a trial phase because of new information and issues raised in the survey results. More consultation is needed to investigate the maritime training package and a decision needs to be made as to which of these units may be useful to the development of the PFC , plus also identify which units are able to be assessed by RPL. A culling process by an industry working group then needs to reduce the most popular units identified in this survey into a workable number to suit the requirements of industry for inclusion into the PFC.

At this stage, assuming the initiative still has industry support and a funding or subsidisation option has been determined, an RPL tool in the form of an onboard assessment logbook will need to be developed for all (or as many as possible) of the chosen core units and electives.

A decision will then need to be made as to whether industry wants an "experienced industry trainer/assessor" or the involvement of one or more partner RTO's to conduct the assessments and accreditation. Survey participants indicated in discussions with the consultant that the person conducting assessments should have some prior sea going or fishing experience to properly assess competency with an understand of fishing and vessel operations.