

ORIGINAL : ENGLISH

**SOUTH PACIFIC COMMISSION**

**TWENTY - FIFTH REGIONAL TECHNICAL MEETING ON FISHERIES**  
(Noumea, New Caledonia, 14-18 March 1994)

**SPC COASTAL FISHERIES PROGRAMME**

**TRAINING SECTION ACTIVITIES AUGUST 1992 - MARCH 1994**

**General**

1. SPC fisheries training activities are coordinated through the Training Section, which comprises the two professional positions of Fisheries Education and Training Advisor (FETA) Hugh Walton, and Fisheries Training Officer (FTO), Michel Blanc supported by a Project Assistant, Hélène Lecomte. Section staff also respond to national and regional requests for assistance and advice within the broad area of fisheries education and training.
2. The Section's operational funds are provided by the Government of Australia, the Government of France, and the Territorial Administration of New Caledonia. In addition, some individual training initiatives are funded from other sources including the Government of Canada, the Commonwealth Foundation, the Commonwealth Secretariat, the Government of New Zealand, and the United Nations Development Programme.
3. The Section operated with a complete staff complement for most of 1992, after the vacant position of FETA was filled in February of that year. Major emphasis during 1992 was placed on the completion of a number of activities initiated during 1990 and 1991, and on developing a longer-term strategy for the operation of the Section. In addition, Section staff prepared eleven papers for presentation to regional fora, as well as eleven reports and associated financial statements for donors. Two proposals for longer-term (4-year) financial support were also produced and submitted to donors, as were a further three proposals for specific activity support.
4. During 1991, the Section commissioned a study entitled *Human Resource Development and Planning in the Pacific Islands Fisheries Sector* (HRD study). The draft report of the study identified a number of key shortcomings relating to fisheries education and training in the region, including the lack of effective regional coordination of fisheries education and training, the absence of long-term human resource development plans, the 'project-oriented' approach to fisheries development, the lack of personnel information for use by regional donor and educational institutions, and the immediate need for improved organisational management training for senior government fisheries staff.
5. These issues provoked considerable discussion at the 23rd RTMF in 1991, and led to the Training Section formulating a series of potential activities to address them. The 24th RTMF in 1992 considered these suggestions in some depth, as well as re-examining the conclusions of the HRD study, at a *Workshop on Fisheries Education and Training* that was held in conjunction with the meeting. The workshop also reviewed existing and proposed Training Section activities and made recommendations that have formed the basis for a four-year activity plan that has been developed by the section. During CRGA 18, the government of Australia advised the meeting of an agreement in principle for financial support to the section for the four-year time-frame proposed by the activity plan.

6. As a result of the 24th RTMF's recommendations, the Section has now become increasingly active in the co-ordination of fisheries training and in manpower and human resource development planning, in addition to its more traditional role of developing and implementing training activities in areas not covered by other institutions. The four-year plan which arose from the RTMF reflects this shift in direction, and the activities of the section are now categorised according to the two broad themes of "Human resource development planning" and "Training implementation" as exemplified in the Fisheries Programme organigramme.

### Regional-level Activities

#### *Directory of Training Opportunities for Fisheries Personnel*

7. Funding was provided by the International Centre for Ocean Development (ICOD) for the revision and updating of the Commission publication *Directory of Training Opportunities for Fisheries Personnel*. A part-time consultant was engaged to contact training institutions offering courses relevant to the fisheries sector in SPC member countries and to update the information in the directory. This work was carried out in 1991, with finalisation and publication of the directory planned in the first half of 1992.

8. Unfortunately, updating of the directory was seriously hampered by the fact that the FETA position was vacant for the last three quarters of 1991. As a result, much of the material gathered in early 1991 was obsolete by the time the new FETA took up post early in 1992. The consequence was that the process of information gathering had to begin anew and this led to delays in the completion of the published directory, which was completed early in 1993.

9. It was always the intention that, after publication, the information contained in the directory would be converted to a database format, so as to allow regular updating of entries on at least an annual basis. At the beginning of 1992, the decision was made to undertake the conversion to a database concurrently with the new information-gathering phase.

10. This phase has now been completed and the directory exists as a computer database, allowing the Commission to provide users of the directory with current information relevant to their area of interest. The database can also be made available to users on request, allowing them to carry out their own research without the need to consult SPC.

#### *Fisheries Personnel Database*

11. The Fisheries Personnel Database is conceived as a planning tool which will permit the monitoring of training trends and statistics in the region, as well as providing rapidly available information on the training backgrounds of individuals who are nominated for SPC training courses or assistance. In addition to the data provided by SPC training course nominees, the database now contains all personnel information collected during the HRD study referred to above, and is estimated to cover at least half of all individuals professionally employed in fisheries in the region.

12. The gathering and entering of data has continued on a routine basis during the past year. Additionally, the Section entered into an undertaking to work cooperatively with the Forum Fisheries Agency in gathering additional personnel data in order to expand the utilisation of the database as a planning tool for both organisations.

*Study tour of ASEAN Fisheries Education and Training Institutions*

13. At the request of the Western Pacific Fisheries Consultative Committee (WPFCC), the SPC hosted a CIDA-sponsored workshop at its headquarters in Noumea during April 1992. Thirty-six representatives of ASEAN (Association of South-east Asian Nations) and PIN (Pacific Island Nation) governments and training institutions met to examine mechanisms for closer cooperation between the two regions in fisheries training initiatives. The Section assumed primary responsibility for all SPC technical inputs into the meeting, including the preparation of three comprehensive working papers.

14. The meeting identified a number of potential areas of cooperation between the two regions, including student and faculty exchange between tertiary institutions, short vocational training programmes in technical areas, and the provision of tutors for training courses. The meeting was supportive of the Commission's proposal to establish a Special Interest Group on Fisheries Education and Training, since it was felt that this would enhance cooperation and communications between training institutions and user groups in the two regions. A proposal for a study tour for a select group of PIN representatives to ASEAN fisheries training institutions for familiarisation purposes was also put forward by the meeting. A meeting report was prepared, published, and distributed by WPFCC.

15. The study tour proposal was discussed at both the 24th RTMF and the 6th Forum Fisheries Technical Sub-Committee (FFC), and received the strong support of both meetings. A group of eight participants was selected during the FFC to represent and report back to Pacific Island countries on the tour, which was sponsored jointly by CIDA and the Government of France through the WPFCC.

16. The study group visited 21 ASEAN fisheries education and training institutions during the 19 day tour which included five ASEAN member countries. A comprehensive report documenting potential cooperation between ASEAN/PIN fisheries education and training institutions was prepared by FETA and the USP Professor of Marine Studies at the conclusion of the tour, and has now been published by WPFCC and circulated throughout both regions.

17. A Secretariat paper summarising potential ASEAN/PINs collaboration in fisheries education and training was presented to meetings of the PECC Fisheries Task Force (13-14 September 1993, Vancouver) and APEC fisheries working group (11-13 October 1993, Wellington). It was agreed at the APEC meeting that representatives of the PECC Task Force, in collaboration with SPC and SEAFDEC, should prepare a project proposal for consideration by APEC, aimed at enhancing collaborative opportunity between ASEAN and PINs in fisheries education and training. The Secretariat has subsequently been working with PECC to prepare such a proposal and it is envisaged that this will be reviewed by the APEC fisheries group during its April, 1994 meeting.

*Special Interest Group on Fisheries Education and Training*

18. During 1992 the Training Section agreed to assume greater responsibility for the coordination of fisheries training activities in the region. A key mechanism for improving coordination is seen as being to enhance the flow of information between the providers of training, the potential users, and the financing agencies.

19. To this end, the Training Section undertook preliminary research work during 1992 with the aim of establishing a Special Interest Group (SIG) on Fisheries Education and Training during 1993. The SIG concept involves establishing networks of individuals with common professional interests who agree to provide information to other members of their group. The SIG is coordinated by the Commission (usually assisted by an external specialist editor acting in a voluntary capacity) which undertakes to publish a bi-annual Information Bulletin dedicated to the group's interests, and containing information on member's activities as well as other relevant information gathered by the Commission's staff.

20. In the case of fisheries education and training, the SIG has attracted a membership of more than 400 persons, primarily due to common interest in this topic area. The first fisheries education and training SIG bulletin was completed and distributed in June with the second following in December.

21. Given the additional workload of SIG production and the general increase in information related activities associated with an expanded role in coordination, RTMF 24 recommended the creation of an additional junior professional position, to be shared between the Training and Information Sections, whose responsibilities would be to maintain the operation of selected SIGs including the fisheries education and training group. This recommendation has been accepted by CRGA 19 subject to the identification of funding support for the position. The production of future bulletins will be greatly assisted by the establishment of the new position and recruitment into the post.

#### *Standardisation of fishing vessel deckhand training and certification*

22. Following discussion of a Secretariat paper, RTMF 24 acknowledged the potential for increased employment of Pacific Island nationals in the industrial fisheries sector, and recommended that SPC undertake a study of the feasibility of introducing standardised fishing deckhand certification in the region. If introduced, such a standardised certification programme would give Pacific Island countries increased leverage to insist that foreign fishing vessels operating in the region employ minimum numbers of trained fishing deckhands from Pacific Island countries, according to standardised conditions of employment that could, ultimately, be written into the minimum terms and conditions of access agreements.

23. In response to the recommendation, the Section has supported the preparation of a draft curriculum for deckhand certification and the planning of a pilot training course. The draft curriculum has been widely circulated for comment and consultation and presented to a regional forum of training institutions. A progress report on this project is presented as a separate paper.

#### *Organisational management training*

24. RTMF 24 noted an ongoing need for management training within fisheries administrations in the region and recommended that SPC continue to provide assistance in the implementation of appropriate management training. In response, during the past year, the Section has undertaken consultation with fisheries administrations and regional training institutions with a view to developing mechanisms whereby this training could be provided. A progress report on this project is presented as a Working Paper.

#### *SPC/Nelson Polytechnic Pacific Island Fisheries Officers Course*

25. The 1993 Nelson course was the 14th annual course of its kind, and ran from January to July 1993. The course, which continues to attract a large number of nominations (34 for the 1993 course) for the 12 places available each year, was run this year with financial support from the Government of New Zealand, the Commonwealth Secretariat, and the Commonwealth Foundation as well as SPC.

26. Following the practice established in recent years, the 1993 course consisted of an 18 week module based at the New Zealand National School of Fishing at Nelson Polytechnic, followed by a five week practical fishing module at a Pacific Islands venue. For the past two years, the practical fishing module has been hosted by the Vanuatu National Fisheries Training Centre at Luganville, Espiritu Santo. The 1993 practical module was initially hampered by poor weather but the course received a positive evaluation by both participants and tutors.

27. In accordance with established precedent, participants were asked to review the course content as part of the course evaluation process. As a result of the 1993 review, SPC has undertaken the introduction of additional modules in extension skills and fisheries management and further development of the fisheries technology component to reflect Pacific technologies and FAD fishing practices.

28. The 1994 course will start on the 14th of February in Nelson with 12 participants from 11 countries. The practical module for the 1994 course will commence on June 27th in the Northern Province of New Caledonia.

29. For the first time in 1993, an additional place on the course was supported through the provision of New Zealand bilateral assistance. The New Zealand government has confirmed its continued support for the course through the allocation of funds for the 1994 course and agreement to support applications from countries to utilise bilateral funds to support course participants.

#### *Certificate in Fisheries*

30. In considering the possible implementation of a regional Certificate in Fisheries programme, RTMF 24 recommended:

- that the SPC/Nelson course not be upgraded to a Certificate course, but continue to be offered as is;
- that the institution of the proposed Certificate be postponed pending the re-establishment of the IMR in the Solomon Islands, and that the concept of the Certificate as a multi-institutional course, involving modules at IMR, Nelson Polytechnic, and possibly other institutions, be re-examined once the new IMR is functional;
- that in the interim, SPC canvass SPC member countries to document vocational fisheries sector training requirements and the likely future demand for both a Certificate programme and the present SPC/ Nelson course; and
- that SPC consult extensively with regional training institutions to determine the extent to which they could participate in a Certificate programme, and to which certificate-level curricula could be standardised.

31. During the past eighteen months, the training section has undertaken considerable consultation with fisheries administrations and training institutions as to potential demand and implementation possibilities for a Certificate programme. Whilst specific numbers of potential trainees have not been obtained, it is clear that Certificate level vocational/technical training will continue to be important in the development of national fisheries sectors. Several national institutions already have Certificate programmes or related courses which could be incorporated into a standard Certificate curricula but the mechanisms for the introduction and management of such have not been examined in detail. The Training Section will continue to liaise on this issue with interested parties in order to present a more comprehensive review of options to an appropriate regional fora.

*Extension training programme*

32. The Section has run an active programme of extension training and development support since 1988. Activities, which have mainly been funded by the Canadian Government through ICOD, have included the organisation of 3 regional and 13 national 'train the trainer' workshops (which themselves involved the exchange of tutors among participating countries), and the preparation and publication of Fisheries Extension Training Manuals in both English and French.

33. All outstanding extension training commitments were completed in 1992, following which the section initiated a review of the programme of activities, in the form of a national-level questionnaire survey of course participants. A summary of survey results was presented in the first training and education SIG bulletin. Although only four of nine countries surveyed responded to the questionnaire, two obvious trends emerged from analysis of results. The first is the strong statement of support as to the usefulness of the extension training programme in terms of individual confidence and work performance. The second is the general agreement on the need for ongoing support to extension and communication skills training. Specific areas identified for further regional level support include financial and tutorial support for in-country workshops, production of training resource materials such as videos, regular (every two years) 'train-the-trainer' workshops, and consultancy support for extension planning and review.

34. Outside of the possible inclusion of an extension/communication skills module into the Nelson course programme, the Section has no current plans to implement activities in these areas and seeks the direction of the meeting as to the programming of future extension support activities.

*Chilled fish sector in-country workshops*

35. This workshop programme follows the 1992 regional workshop and was jointly organised by the Post-Harvest and Training Sections, with funding support from ICOD, and is described in more detail under the Post-Harvest Section report above. Following the successful implementation of nine in-country workshops, a questionnaire review of the workshop programme was undertaken during August and September 1993. The questionnaire enjoyed a 73% return rate and revealed that the project to date had formally trained some 250 people in workshops with an additional 380 persons receiving informal training. Participants to the regional workshop rated workshop content very highly in 7 of 11 subject areas with a corresponding confidence in teaching ability. The majority (9 of 11) of respondents felt that the workshop programme had been of considerable assistance in addressing fisheries post harvest problems in their country and a corresponding number agreed that workshop programmes and consultancy visits were a priority in the further solution of fisheries post harvest problems.

36. As a result of information obtained from the questionnaire and project report produced prior to the questionnaire, the Commission has prepared a workplan for a further five workshops and four consultancy follow-up visits during 1994.

*Fisheries training videos*

37. With funding support from the Government of France, the Section is continuing with the production of a series of training videos on fishing methods. Video shooting and editing is being carried out in conjunction with the SPC Media Centre in Suva. A comprehensive collection of appropriate video footage was obtained during the 1991 Nelson course practical fishing module, and the script for the first video was drafted early in 1992. Subsequent editorial work undertaken during 1992 also enabled the partial assembly of a further two 20 minute films. Committed studio time early in 1993 facilitated the completion and distribution of the first video on fresh bait trolling. The second and third videos on fishing with hydraulics and small scale longlining are nearing completion and should be distributed during the first half of 1994.

38. The Section has received two requests for assistance in safety at sea training for small vessel operators. The possibility of producing a training video on small boat safety is currently under consideration.

#### *Fishing Vessel Logbook*

39. During 1992 the Section produced a draft fishing vessel log-book for small boat operators. The log-book format allows for the simplistic summary of vessel economics, fishing operations and CPUE data. The logbook is perceived as a possible strategy for enhancing the business management skills of fishermen, especially those with vessel purchase bank loans. It is envisaged that the log-book be printed in national languages on an as requested basis and subsequently introduced to fishermen through extension services.

### **Planning of Regional Training Programmes**

#### *Fisheries Business Management*

40. The 24th RTMF recommended that the Commission provide continued support to the development of management training opportunities in the region. Fisheries Training Section staff have therefore undertaken widespread consultation with SPC member countries and training institutions in regard to training opportunities in both organisational management and enterprise management. The Commission's perspective on organisational management training is discussed in a separate paper. In regard to fishing enterprise management, the Commission has noted considerable country interest in the development of training opportunities for Pacific Island managers working in both the public and private sector fisheries enterprise. The expansion of national fishing activity in both longline and purse seine fisheries is viewed in many countries as a key element of economic development but it is generally acknowledged that the commercial success of such fishing enterprise depends on the capabilities of personnel employed to manage and direct the commercial activities. This is equally true of small scale fishing enterprise, where the business and financial management skills of individual operators will, in many cases, determine the success or failure of their fishing operation.

41. The Australian Maritime College (AMC) has developed training programmes in both fisheries Administration and Fisheries Enterprise Management, Economics, and Financial Appraisal. The Fisheries Administration programme, offered in Tasmania, has been attended by a number of Pacific Island fisheries personnel with financial assistance from AIDAB. In response to a country request, AMC recently offered a Fisheries Economics and Financial Appraisal course through the National Fisheries Corporation (NFC) in the Federated States of Micronesia and have subsequently developed a 15–20 day Fisheries Enterprise Management Course.

42. In order to make these courses available within the region, SPC and AMC have been considering the possibility of a collaborative undertaking to offer regional courses in Fisheries Administration and Fisheries Enterprise Management during 1994 and 1995. It is envisaged that the two institutions would cooperate in the planning, funding, organisation and implementation of courses, and that courses would be hosted at suitable locations within the region.

43. A circular letter to more than 60 fisheries contacts advising of the possibility of offering these courses within the region resulted in a very positive response from fisheries administration and indicated that sub-regional programmes, rather than single regional workshops, may be appropriate. It is envisaged that further planning of courses will be undertaken subsequent to this meeting.

### *Sashimi Tuna Grading*

44. The Commission has received several country requests for assistance in developing in-country skills in the grading of sashimi tuna for export. With fresh tuna export industries now operational in many countries throughout the region, the accurate grading of sashimi quality tuna to meet the exacting needs of importers has become an increasing priority. Grading tuna according to flesh colour and oil content is essential and requires skills developed over a period of time. The skills of a top sashimi tuna grader are a valuable asset to all exporters so experienced graders are often brought in from traditional market centres to carry out the grading procedures.

45. Discussion of the possible development of a sashimi grading course was included in the above noted circular letter and resulted in a similar positive response from countries. Investigation of possible mechanisms to undertake such training suggest a collaborative approach between several institutions as being appropriate. The Commission is keen to receive the views of the meeting as to the further development of this programme.

### *Report Writing Skills*

46. Planning for the implementation of a report writing skills training course via distance education has been ongoing since 1991. Based on a proposal prepared by the training section, a cooperative agreement with USP's Unstitute of Education to prepare and deliver the course was reached in 1992. The implementation of the programme has subsequently awaited confirmation of funding support but it is envisaged that the project will be fully funded and implemented in the second half of 1994.

### *FAD Workshop*

47. The section has a joint mandate with the Capture Section to implement a programme of follow-up training on FAD deployment and development methodology. A sub-regional workshop is currently planned for implementation in April in association with the Capture Section and with the FAD development programme of American Samoa. It is envisaged that, subject to demand and the availability of funding support, further sub-regional workshops will be conducted during 1994 and 1995.

### *Fisheries Educational Resource Materials*

48. In reflection of the importance of FAD development programmes to small scale fisheries, section staff have worked with Capture Section staff in the production of a teaching resource manual for a fishing around FADs workshop programme. The manual consists of eight teaching modules and includes a large number of diagrams and overhead presentations. The manual provided background resource material for two FAD fishing workshops recently conducted in Tonga by the Commission in association with the Ministry of Fisheries. It is envisaged that the manual will be available for distribution to fisheries administrations and training institutions in the first half of 1994.

49. Although the promotion of small boat safety at sea is included as a module in the FAD workshop programme, there have been three country enquiries as to the availability of resource material to promote safety issues. Assistance in poster and video production has been suggested as appropriate to country needs in this area and at the direction of the meeting, could be included in the 1994 work programme.

50. Teaching modules are also under preparation for workshop or short course overviews of Pacific fisheries and an introduction to fisheries management. These modules will be utilised in the first instance in the SPC/Nelson fisheries officers training course but will also be available for general distribution.

51. The Section participated in the USP Marine Public Education Advisory Agencies Meeting (May 1993, Suva) to assist in the development of a work-plan for the USP Public Marine Education Programme. A significant volume of resource material for the development of school teaching aids has been accumulated by the section and forwarded to USP on the understanding that work programme priority should be accorded to the development of resource material for schools.

#### *Publications*

52. The following publications have been completed and distributed during 1993:

- Human Resource Development and Planning in the Pacific Island Fisheries Sector
- HRD Survey - Individual Country Reports
- Fisheries Training Directory
- French language version of the Extension and Communication Skills Manual
- ASEAN Study Tour Report
- Fisheries Education and Training Special Interest Group Bulletin Nos. 1 and 2.

53. Other documents produced by the section for more limited circulation include:

- A set of guidelines for the production of human resource data summaries, for circulation to fisheries administrations and organisations. This document will assist organisations in the preparation of medium-term human resource development plans;
- The draft fishing vessel logbook;
- A French language handbook on the on-board handling of tuna, in support of increased activity in the export of fresh chilled tuna from French Pacific territories. The handbook will be used as the basis of a series of French language workshops on handling sashimi-grade tuna.

#### **National level activities**

##### *Country Visits*

54. During the past 18 months, section staff have spent a total of 29 weeks engaged in duty travel and in-country assignments (including the delivery and organisation of courses). This has involved travel to five countries outside the region and 12 member countries. A state by state visit to FSM was also undertaken.

55. Draft HRD plans for Palau and Tonga were prepared during country visits. In addition, HRD services and advice were provided to FSM, Guam, CNMI, Marshall Islands, and Kiribati.

56. A large number of small assistance activities generated by country visits have been undertaken ranging from the distribution and sourcing of information to the preparation of small project documents.

*Attachment/short course training*

57. The organisation of short course training has been undertaken on an individual basis for fisheries sector personnel from Kiribati, New Caledonia, Solomons, FSM, PNG, and Vanuatu. Assistance in the identification of funding support for short course and attachment training has also been undertaken and approximately \$50,000 has been obtained from various donors in support of ad hoc training opportunities.

58. A considerable increase in the volume of attachment and short course training opportunities supported by the section is envisaged in 1994 with the implementation of attachment and short course components of the joint SPC/FFA/UNDP project and the regional impact component of the USAID PIMAR project. Attachment programmes covering a wide range of subject areas including fisheries administration, business management, longline fishing, radio programme, publication and aquaculture are already planned for Palau, FSM, PNG, Vanuatu, Tonga and Kiribati.

59. Section staff are also working in association with the Capture Section in the implementation of an attachment training programme in FAD related activities. This programme has been designed to complement the sub regional FAD workshop programme and allows for individual nominees to be attached to SPC masterfishermen in the conduct of in-country FAD related assignments.

**Evaluation**

60. The Section's expanded role in the promotion of human resource development planning and the coordination of training activities has increased the need for labour-intensive database and information activities which, in conjunction with existing administrative and reporting responsibilities, has limited the Section's ability to service specific country requests. Production of training support materials such as resource kits has also been constrained although recruitment into the newly established Training and Information Associate position should alleviate this problem.

61. The provision by AIDAB of longer term financial support for the FETA and PA positions has allowed the Section to be more confident in the promotion of services and activities beyond an annual cycle. Based primarily on the HRD study and the recommendations of RTMF, the Section has planned a four year work programme covering a wide range of training activities. The further formulation and implementation of these activities remains, in most instances, subject to the confirmation of support funding.

62. The Secretariat remains concerned with the a general tendency on the part of both donors and recipients to approach training opportunities without adequate attention to staff development planning. The prioritisation of staff development planning at the national level is viewed as an essential prerequisite to the efficient delivery of training and education opportunities.

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