

# **NATIONAL FISHING INDUSTRY TRAINING RESOURCE CENTRE**

## **Completion Report November 1990**



**Established by a grant from the Fishing  
Industry Research and Development Council**

*FINAL REPORT. 88/114*

## FOREWORD

This completion report could realistically be called a commencement report because it is in fact the commencement of a very important service being provided for the Australian fishing industry. To be functional, a facility such as this Resource Centre has to continue to grow. Therefore, to be of value, the bank of information stored within its shelves and within its databases, has to be continually updated, and can never really be said to be complete.

On behalf of the Steering Committee appointed to oversee the project and the National Fishing Industry Training Council, I would like to commend the Fishing Industry Research and Development Council for its foresight in allocating funding to enable this important service to be established.

Given current Government initiatives aimed at making Australian industries more competitive internationally, it is indeed opportune that this facility, which has been designed to provide the fishing industry with easy access to training and information resources, has been established at this time.

I would also like to commend my predecessor as chairman of the National Fishing Industry Training Council, the late Mr Peter Conaty, for his staunch belief in the concept of a fishing industry training resource centre and for his efforts in having the industry's needs in this area recognised.

It is significant that, through the experience gained and through advice given by practitioners in the area, the original concepts and objectives have not only been achieved but have been extended to such an extent that a much more valuable service can be provided both to the industry and to the community in general.



*Milan Rapp*

**Chairman**

National Fishing Industry Training Council Ltd

23rd November 1990

# CONTENTS

- Foreword - Mr Milan Rapp, Chairman, National Fishing Industry Training Council Ltd
- Speech given by the Hon. John Kerin, MP, Minister for Primary Industries and Energy, at the opening of the National Fishing Industry Training Council Resource Centre on October 18, 1989.
- Consultants report by Kirby Information Services
- Steering Committee Report
- Financial Statement
- Acknowledgements

# **Address by the Hon. John Kerin, MP, Minister for Primary Industries and Energy.**

## **At the opening of the National Fishing Industry Training Council Resource Centre**

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**Melbourne, October 18, 1989**

It gives me great pleasure to be here this afternoon to open the National Fishing Industry Training Resource Centre

I think we would all agree that the situation facing our agricultural and fishing industries in the future is unlike that which any of us has faced before. It is a time of rapid and often unexpected change - change brought about by momentous advances in technology, increasing international competitiveness, changing demands in export and domestic markets and, in the case of the fishing industry, serious depletion of some of our natural fish stocks.

It is a time of great uncertainty and this uncertainty is felt keenly by all of us who have a part to play in Australia's agricultural and fishing industries.

Australian primary industries make a very vital contribution to the prosperity of our nation and therefore it is important that they remain productive, competitive, innovative and in tune with international market requirements. The federal government recognises that education and training have a vital role to play in ensuring this. Better educated, skilled workers means a greater capacity to adapt to technological advances, to develop new and better processing and marketing techniques, and to better understand the intricacies of business management. Industry development must therefore be closely aligned with training.

My colleague John Dawkins is working hard to put in place the kind of programs that will achieve the results we need. For my part, I want to ensure that adequate attention is given to the needs of our primary industries. The prosperity of Australia will be strongly linked to the prosperity of our primary industries for the foreseeable future. It is therefore essential that these industries have the best qualified workforce we can provide.

- Because education is also such a fundamental right and important contributor to quality of life, we must also ensure that rural Australians as a whole have the best possible access to education and training.

The Labor government has recognised that, in the past, opportunities for education and training in our rural industries fell behind the manufacturing and service sectors. Rural Australians suffered the disadvantages of distance from the major metropolitan centres, difficulties in gaining access to formal education systems including apprenticeships, and a relative lack of training facilities. We realised that we must become actively involved in addressing these problems. Hence last April, John Dawkins and I

launched the government's strategy statement on education and training in rural Australia, "A Fair Go".

This strategy lays the basis for our continued attention to the particular challenges in rural areas for education and training.

Turning now to matters more closely at hand - the fishing industry.

In structural terms, the fishing industry is similar to agriculture. They both consist mainly of a large number of strongly individualistic small operators who employ a larger number of people, over 30,000 in the case of the fishing industry.

The differences in the industries revolve around the natural resource management/common property aspect of fisheries. Our natural or wild fish stocks are not finite and we face special challenges in maintaining the resource at sustainable levels for both the present and the future, whilst maximising its contribution to the national economy. Management of fisheries is the vital element in ensuring that Australia gains maximum benefit from its fisheries resources.

I have no need to remind you that the fishing industry is facing an increasingly competitive environment on both the domestic and international markets. It has no option but to meet that competition.

Fish stocks are a finite resource and most established Australian fisheries are now exploited at or near their maximum capacity. We cannot, therefore, rely any more on ever-greater yields of established species to improve the productivity of the industry. Instead, we must look at higher prices for these species, better use of those species which may be under-utilised and greater efficiencies in catching and marketing.

We must improve the processing of products and all aspects of fish handling from fishermen to consumer, including the use of fisheries products, preservation, processing, distribution, marketing and promotion. To do this it is imperative that we have skilled and trained personnel.

The journey from ocean to plate is a long one and a significant store of skills and knowledge must be created to deal with the needs of all sectors, to enhance the capacity to innovate and adapt.

- The ASTEC report on post-harvest technologies and opportunities in the fishing industry states that if the industry is to realise its full potential then it must develop in a co-ordinated and integrated way, recognising that it is a part of the larger Australian food industry. The report recommends improving the levels of product quality and skills training. Levels of skills need to be improved in the methods of catch, and in post catch handling and transport, temperature history, storage, methods of processing and packaging, and storage, display and other preparations occurring at the retail outlet.

Other areas identified by the report as needing attention are the fundamental areas of business management and administration. Courses need to be developed which reflect the special needs and characteristics of the fishing industry at this 'top end' of the scale.

Fishermen, like farmers, often have a negative attitude towards institutionalised learning, considering it too academic, impractical and irrelevant to their fishing operations. I am full of admiration for the skippers and crews of fishing boats fighting the vagaries of the ocean in all weathers and can well understand their argument that theoretical learning in the classroom can never replace practical experience. We've all heard of the skipper with the uncanny instinct of always knowing where the best fishing spot is. Does he need training? The answer is "Yes", because knowing the best spot is only the beginning of the story. Does he also know the best way to handle the catch once it's on deck? Fishing is a business and does his instinct tell him always how to run it for the maximum efficiency and profit?

And what of the administrators? Here we have the reverse case. Few senior administrative appointees have fishing related experience when appointed, even fewer have practical "hands-on" experience. Ad hoc learning for them can often be a long and painful process.

- It seems obvious to me that educators will have to put much more effort into designing courses and teaching methods which fit into the fishing industry's work patterns and meets its expectations. Courses should be directed at providing the necessary expertise, and providing the applications to the special circumstances that in many cases are unique to the fishing industry.

Greater efforts must be made to provide education and training which can be seen as relevant to the aspirations and expectations of the varied facets of this important industry. But most of you here today know this already.

One of the issues that must be addressed, however, if we are to substantially improve our training effort, is the appropriate role of industry in the process. Involvement by industry in training already does much to ensure that the training both offered and undertaken is appropriate to the current and future needs of those in the industry.

I am conscious of the role both the national and state Fishing Industry Training Councils have already played in this respect, and I recognise and support their considerable achievements in initiating a large percentage of formal fisheries training in Australia and providing direction and purpose to its development. They can ensure that co-ordinated training programs are delivered in a way which minimises barriers to participation because they are in the best position to recognise the needs of clients who do not have the organisation or the power to determine what training they receive. Training councils are also well placed to tap into 'The seagrass roots' of the fishing community and to assist in the delivery of relevant and accessible training.

I cannot emphasise enough my view that industry's involvement and support in industry specific training must not only be maintained, but greatly increased, and in this respect the NFITC and the network of state councils can exert a major influence.

As you are all no doubt aware, the Commonwealth government is currently considering ways to further increase the level of all industry training and education. An important component of this will be increased industry support and commitment. In this context, the government is considering introducing a training guarantee whereby all enterprises with a national payroll of over \$200,000 per annum will be required to spend a minimum amount on approved training and education activities. This minimum obligation will be the equivalent of one percent of their national payroll in 1990/91.

As I previously stated, I am well aware of the excellent work that the NFITC has done to improve the level of skills attainment and training in the fishing industry. I am also aware of the substantial contribution the industry is already making towards the cost of training and I can assure you that, when considering options in relation to the proposal, the special needs, circumstances and already high level of fishing industry support for training and development will be taken into account.

- And now to the reason I was invited here today - the National Fishing Industry Training Council Resource Centre.

An important element in improving the quality of external study opportunities is the provision of reliable and affordable information services. The necessary range, diversity and flexibility of the learning process is possible only if educational services are underpinned by a comprehensive and reliable information management system.

Every aspect of administrative infrastructure is affected: details about courses, enrolment procedures and student services throughout Australia must be readily available. Most people involved in the fishing industry live outside the major cities and do not have the same level of access to information on options for education and training as do their urban counterparts. Obtaining information about courses, location and type of education facilities. Pre-requisites for courses etc. is often very difficult for them.

- Learning materials, including training aids, technical information and library collections must be kept up-to-date and readily accessible. More and more, industry is initiating on-the-job training, to improve skills at the workplace. Specialised training packages need to be available to both employers and employees to maximise the effectiveness of this training.

The fishing industry has special needs and characteristics, and extension and training services need to be developed to reflect these. It is essential for those undertaking formal courses to have readily accessible reference aids and specialised training packages tailored to their particular requirements. Equally, the providers of those courses, be they TAFE colleges, institutions such as the Australian Maritime College, or the industry's own training councils, need to have available the best materials in order for them to ensure the courses they offer are of the highest quality, and the people undertaking them are given the best opportunity to learn.

Courses providing qualifications for skippers or crews, courses on quality assurance in the catching, keeping, processing, packaging or retailing areas, courses in seafood handling and presentation, courses designed to raise the levels of business management skills, quality maintenance and product knowledge, to teach industry how to utilise the latest in innovation in the "High Tech" area, computers, sonar, echo sounding, satellite navigation - all of these, and many more must be catered for in the best possible way so that maximum benefit can be derived from them. The availability of information resources plays an integral and very important part of this.

As I mentioned previously, Australia's rural communities are disadvantaged by the very nature of our highly urbanised society. Provincial centres as well as smaller country towns suffer from their distance from the large metropolitan cities and the sophisticated facilities they can offer.

- The National Fishing Industry Training Council, along with the individual state training councils, recognised this disadvantage in respect to the fishing communities and the area of training. As one of its major activities the council decided to establish a central resource centre. This centre will be a central co-ordinating point for the provision of fishing industry specific training resources and technical information, study material and specialist literature for both the providers of training for the fishing industry and for those receiving that training. It will also be for the use of any individual fishing industry member who may require technical information.
- In 1988 the council was granted funds from the Fishing Industry Research and Development Council to establish the centre.
- **I commend the NFITC and FIRDC on their foresight and I congratulate all concerned for their efforts to provide the best possible training for the fishing industry.**

In conclusion, a final word to all of you in the fishing industry. Education, training, skills improvement, value-adding, all this extra effort, what does it really add up to? In the long run it should mean not only increased economic benefits for this country, but extra profits for all.

It now gives me great pleasure to declare open the National Fishing Industry Training Council Resource Centre.



# NATIONAL FISHING INDUSTRY TRAINING RESOURCE CENTRE

## REPORT

**Kirby Information Services, Consultant**

November, 1990

## INTRODUCTION

In October 1989, the Minister for Primary Industry Mr. John Kerin opened the new National Fishing Industry Training Resource Centre.

In twelve months since the opening the Resource Centre has continued to attract enquiries and requests for information from the commercial fishing community and from other agencies and groups associated with the industry in Australia.

In its application for funding for the project the National Fishing Industry Training Council (NFITC) described the Resource Centre as a central point of co-ordination for materials to support training and the information needs of fishing industry personnel.

The industry now has a valuable resource and efforts have been made to make industry people aware of its potential.

All requests have been able to be met from the resources of the facility or by referring the enquirer to other sources of information where appropriate. The kind of requests received by the Resource Centre are detailed in the appendices to this report.

As the consultant to the project I established the routines by which the information would be collected, stored and retrieved. This involved setting up a special information management system for this unique collection of resources. It also involved evaluation of the sources of information and establishing guidelines for building the collection in the future.

The impact of this work will be described later in this report. Our choice of software and the subsequent development of systems to manage the collection has been a major bonus to the project. NFITC is the only training council with a database of this quality. A link between the Resource Centre and the planned skills audit will establish this network as leaders in the information management field.

The work that has been done has turned what could be described as a strategic but small collection into a database of over 12,000 records each designed to provide access to information. Our experience has shown that this is the kind of information the industry needs.

The background work carried out during establishment and the rationale for this collection have been developed into guidelines for collection management. These will be covered in this report.

The establishment of the Resource Centre provides the infrastructure through which the network will co-ordinate the resources for training outlined in the application. Many of the objectives of the project have been able to be met immediately, others will continue to be developed in network projects carried out in the course of day to day operations.

Each of the objectives will be considered in terms of the collection management policy of the Centre.

### **INFORMATION MANAGEMENT**

As consultant to the project one of the first tasks was to identify needs in terms of resource access, resource management and information services. This involved developing a profile of the industry and in conjunction with the Training Development Executive setting the parameters for collecting information and resources.

When looking at needs and matching them against available resources it became clear that first hand knowledge of resources was essential but often impossible to achieve. It was evident that the best and most valuable source of information would not usually be a general textbook and exceptions would be available on inter-library loan. There was little to be found in the way of ready made audio visual materials. We discovered that the best source of information was a journal or magazine related to the industry. It was now crucial that NFITC had access to high quality information management software to identify the contents of these materials and to make them accessible.

### **DATABASE MANAGEMENT SOFTWARE**

In early stages of the project, and as outlined in the application, the information management needs of the developing Resource Centre collection were handled using a software package (Prolib). Prolib is a standard library system capable of simple forms of indexing and cataloguing.

In September 1989, after negotiating with the TAFE Clearinghouse to have access to TAFE publications and to provide a mechanism for information sharing, we learnt that NFITC was eligible to use a software package developed by UNESCO. The software is called CDS/ISIS. This relational database software has more than 1,000 times the capacity of Prolib and each record could be 100 times larger. Add to this superior searching and reporting functions and NFITC had access to all of the software power it needed to develop the kind of information service it wanted.

CDS/ISIS is provided free to non-profit organisations. There was some small cost in transferring the old Prolib records across to the new databases.

NFITC personnel developed expertise in CDS/ISIS to the point where TAFE College, Department of Agriculture and CSIRO staff took part in NFITC training programs. These were offered on a cost recovery basis to those organisations with whom NFITC would wish to share resources in the future. All databases which support the Resource Centre, the work of state and national ITCs and the forthcoming skills audit and pilot testing of on-the-job training have been established with CDS/ISIS.

The software has allowed us the luxury of designing the files and indexes in the way that we want and not as the software dictates. We also have the facility to fashion reports from the database to suit the specific needs of the network and end users. This is not available to this degree in any other piece of software that sells for less than \$250,000.00 or that is available at less than \$80,000.00 per annum on lease.

Databases of this standard would normally cost hundreds of thousands of dollars to establish.

#### **SERVICES:**

In stage one of the project NFITC aimed to establish the following services:

- a register of training courses throughout Australia
- access to resources and training packages for specific training needs
- technical information to meet the needs of industry members
- networking and access to inter-library loan
- video equipment services
- a study into the possibilities of developing materials for extension programs to South East Asian and South West Pacific areas

Under the heading of locating and acquiring materials mention was made of membership of and access to the resources of the Australian Bibliographic Network. After looking at resources included in ABN it was decided that organisations most likely to provide information were not themselves using ABN and NFITC should establish its own informal networks with CSIRO, Australian Maritime College, TAFE throughout Australia and various government agencies.

The extension program is possible because the CDS/ISIS software is now distributed in developing countries. This makes it possible for NFITC to share databases when they are of sufficient size to be valuable to others.

## **SELECTION AND ACQUISITION OF MATERIALS**

General objectives of the project were described as assisting the Australian fishing industry to become more competitive by raising the overall skill base of the industry.

As noted in talking about the software, the most valuable sources of information were the journals related to the industry. Another group of resources was a large number of reports, conference papers and small booklets not generally available through commercial publishing sources and very often produced in limited numbers. These were acquired in a number of ways that ranged from direct gifts to tracking down specific documents in government departments.

The Resource Centre has as its main criteria for selection and acquisition of materials their potential value in meeting the needs of trainers or the direct needs of the commercial fishing community.

The main criteria for entry on the databases is the potential of the information to meet the needs of the industry. In some cases there has been a relaxation of this requirement while NFITC investigated potential sales of its data. This has now been adjusted.

As a result of its acquisition policy, networking arrangements and its ability to provide in-depth information about those resources it has, the Resource Centre has established a collection which may be described as relatively small. It is however, the most comprehensive collection of its kind and the work of indexing these valuable items has not been undertaken by any other agency. The Resource Centre does not duplicate effort. When of sufficient size the market potential of the databases will be explored.

## **BUILDING A COLLECTION**

The fishing industry in Australia was divided for the purposes of this project into five distinct groups. This division became the base for the physical arrangement of the resources where they could be organised in a subject sequence.

- catching
- aquaculture
- post harvest technologies (incl. processing, marketing, retail)
- services (incl. training, government, service associations)
- ancillary industries (eg boat building, equipment manufacturers)

The collection includes

- books
- periodicals (incl journals, newspapers, magazines)

- newspaper cuttings
- audio visual materials (incl. film, video)
- charts and maps
- reports, papers, notes (incl. curriculum documents)
- microforms
- computer software (when available)
- handbooks, manuals
- equipment (incl microfiche reader, television)

### **THE DATABASES**

CDS/ISIS is software capable of presenting the database creators with multiple choices in the way they organise information and the way that it is ultimately accessed and presented. This particular feature of the software enabled NFITC to develop a selection of databases which would best reflect the needs of the organisation and the users from the industry.

After careful planning and testing, the following databases and database elements were established:

- **FISHERDEX.** This is an index to the information in periodical literature. It includes articles from magazines and newspapers. This index has been kept separate because as it grows its market potential can be tested.
- **CATFISH.** This is the catalogue of the Resource Centre. It lists in as much detail as is necessary all of the other materials in the Centre's collection. Each group of materials is entered according to specially designed formats enabling the collection of the most appropriate information for that material eg length of video programs. Special entry worksheets are available for video, charts, laws, standards, research, reports and pamphlet materials
- **TRAINING.** This is a database designed to keep track of all courses and any training notes and learning packages held by the Resource Centre
- **ADMINISTRATION.** This is the database to support administration of NFITC. Its most important feature is data on materials which are found in administrative files eg. special reports and papers.

### **ACCESS TO INFORMATION**

Possible access to the NFITC databases and the Resource Centre using telecommunications technology has been investigated.

A number of issues were identified and they remain to be resolved before proceeding with any plans to use technology in this way.

- communications costs remain relatively expensive

- the industry does not have access to the kind of equipment needed to access a central system
- the Resource Centre does not have access to the kind of funds required to have and maintain the necessary equipment
- databases, because of copyright could never contain original published works. They contain pointers to the information and not the actual information (one exception is of course network generated information on training courses or curriculum materials.) Access to information services is available in a number of ways
- by attending the Resource Centre and with the assistance of the staff using the resources, facilities and equipment
- by telephone contact and through supply by Resource Centre of information by mail or fax. It is necessary that these procedures comply with copyright regulations and therefore appropriate measures are taken to get the right declarations before supply
- by mail in much the same way as above - through the State networks. - by supply of materials to other libraries on inter-library loan. This makes it possible for individuals to have access to videos and books through public and TAFE college libraries.

The Resource Centre does not charge for its general information services. Charging was considered but there were some important issues which could not be resolved:

- the value of information is relative to the needs of the individual. It is possible that the longest search can find the least amount of information because it is not available at all. How do you charge to take these into account? No fair formula was available to NFITC
- it is important that the industry sees the training authority as providing an important service. Charging promises to work against this.
- the costs of administering the charging process can be as great as the amounts collected
- A charging system would need to have the means of exempting certain persons. If the training network was to be exempt who would prevent individuals using the network and not paying?

## **COPYRIGHT**

The Resource Centre complies with the Copyright Act as it applies to the making of copies of articles on behalf of the requestor. No copies are made available unless a signed declaration is received. Individuals are able under the Act to come to the Resource Centre make their own copies within the Fair Dealing provisions of the Act.

## **CONCLUSION**

The NFITC Resource Centre has been established with information management systems easy to maintain.

Ongoing costs for the Centre will be in staff time to

- maintain the databases
- provide information services to the industry
- monitor the availability of new resources
- add materials to the collection.

This is a valuable service but any attempt to recover costs from the user will result in the service not being used as it should be.

The Resource Centre does have its own training function and in its response to enquiries from the industry it has demonstrated its potential to support industry economic objectives.

Many of the materials which make up the Resource Centre were obtained free of charge. Much of the expenditure on the Resource Centre has been related to creating the database. NFITC can be proud of its achievements in this area.

**There remains much more work to be done as only half of the material has been able to be indexed. Indexing involves much more than straight data entry. Each item is indexed to ensure that there are good points of access.**

With the skills audit and the project of pilot testing of on-the-job training related to the Training Guarantee Legislation the value of the Resource Centre will be obvious. The databases which have been established to support the first phase of this project will also be supported from the material collected for the Resource Centre. It is the Resource Centre which will ensure the success of the industry review projects.

In the long term, the Resource Centre will be there to respond to training needs identified in skills related projects.

**The fishing industry through its Resource Centre has given a lead to other industry groups in Australia. Information about our systems has been sought by these groups.**

The National Fishing Industry Training Resource Centre belongs to the industry and the industry must give it their support in the years to come.

## **Appendix 1.**

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### **This is a selection of enquiries handled by the Resource Centre**

- information on the history of the NSW Fish Marketing Authority
- industry statistics
- an enquiry into commercial farming of dover sole
- careers in the industry
- traineeships in the fishing industry
- international agreements with qualifications eg skipper's tickets
- Uniform Shipping Laws code in Australia
- Seafood handling training materials
- farming oysters
- diseases in oysters
- information for FIRDC study (Fish Atlas & Seafood Consumption)
- driftnets and Australian fishing practice
- longlining squid
- processing sea anenomes
- fishing technology information for an observer on sea-going vessels
- compass adjustment
- peak times for seafood ( for catering )
- exporting prawns to Japan
- processing sea urchins
- the number of commercial fishing boat licences in Australia
- the industry background information for the Bays & Inlets Enquiry in Victoria
- abalone breeding
- background information
- prawn feeds
- qualifications and access to courses in the industry
- production and marketing of fish meal in Australia.
- commercial preparation of prawns
- handling live fish eg eels and lobster



The Resource Centre has had a large number of enquiries from students studying for the Victorian Certificate of Education. Most of their enquiries have been centred around the driftnet issue.

Of the topics listed above driftnets have been requested only by students. In each of the other categories enquiries have come from people in the industry or representing government and semi government bodies. Some of these enquiries have been made by a number of people over time.

**The supply of curriculum materials and sale of publications is also an important part of the work of the Resource Centre.**

## **STEERING COMMITTEE REPORT**

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### **BACKGROUND**

The National Fishing Industry Training Council developed the proposal to establish a National Fishing Industry Training Resource Centre and presented it to the Fishing Industry Research Committee in December 1987.

The restructuring of the Fishing Industry Research Committee to form the Fishing Industry Research and Development Council was being undertaken at that time. Approval for the project to proceed was given by the Fishing Industry Research and Development Council in December 1988.

The need for a facility of this nature had been identified very soon after the establishment of the National Fishing Industry Training Council and it was in fact included as a long term objective in the very first national corporate plan developed for the Fishing Industry Training Council network.

The operations of the Australian fishing industry cover much of the 12,000 miles of Australian coastline and consequently the workforce associated with both the primary and secondary sectors of the industry is widely dispersed, often in quite remote areas.

An earlier project, funded through the Fishing Industry Research Trust Account, which was aimed at reaching industry people in remote areas was the development of a prototype mobile training unit. This unit was and still is very successful.

The geographical distribution of the industry, combined with fisheries management strategies controlling the level of fishing effort, creates particular problems for the training providers in that there are relatively small numbers of fishermen requiring training at any one time.

A high proportion of the training being provided for the industry at the present time relates to the certification requirements of the catching sector. This training is generally provided through the TAFE system and by the Australian Maritime College.

Given the variable numbers, the establishment of permanent facilities in many regional TAFE institutions is unwarranted. Therefore, the availability of training resources which can be utilized whenever and wherever a training need arises is of paramount importance.

Currently there is a great deal of interest being shown in other aspects of fishing industry training particularly in the secondary sector. The ASTEC report highlighting training needs in the post harvest area, Traineeships established in Seafood Handling and Aquaculture and the Training Guarantee legislation are all resulting in the need for a wider range of resources to be available to the industry and industry training providers.

## **OBJECTIVES**

The objectives of the proposal as stated in the application were:-

“To assist the Australian fishing industry to become more competitive by raising the overall skill base of the industry. This will be achieved by creating a facility which will give the industry access to training materials and technical information for either formal or informal studies. The function of the facility will be to :-

(a) Provide training packages and materials for courses of study dealing with the fishing industry subjects such as the Certificates of Competency for the Catching Sector and Traineeships for the Secondary and Aquaculture Sectors.

These packages will, if required, be available for use by training providers eg. TAFE, The Australian Maritime College and Fishing Industry Training Committees.

(b) Provide access to technical information for fishing industry personnel undertaking private studies or involved with the development of new fishing industry ventures.

It can be reported that these objectives are being met and in addition a facility has been established which will allow for the compiling of a great deal of information on the fishing industry and on the skills of fishing industry personnel.

## **STAGES**

Work on the project commenced in December 1988 when cataloguing of an extensive range of industry publications was undertaken. In addition the compiling of a register of fishing industry training courses was undertaken.

Following the receipt of the first stage grant payment items of capital equipment were purchased e.g. computer equipment, video player, shelving, storage units, filing cabinets and study carrels etc.

In May 1989 an extension of the 14 Parliament Place, Melbourne lease was taken to include space on the fifth floor specifically to house the Resource Centre.

In August 1989 Kirby Information Services were engaged as consultants to provide the technical expertise to make the Resource Centre operational.

On the advice of the consultants the Prolib library software system was replaced with the UNESCO developed CS/ISIS. This has considerably increased the potential of the Centre to undertake research and development activities on behalf of the industry.

In October 1989 the centre was officially opened by the Minister for Primary Industries and Energy, Mr J Kerin. From October 1989 to the present time the databases have been continually expanded. This has created a considerable pool of information which can be easily accessed by the industry. In this era of rapid technological change the availability and dissemination of technical information is an important training function.

### **FUTURE PROJECTIONS**

Taking into consideration factors such as the need for Australian industries to be competitive internationally and the Commonwealth Government's initiatives related to this objective it is indeed opportune that the fishing industry has this Resource Centre available at this time.

Immediate plans to formalize vocational level fishing industry qualifications in response to the Government's current initiatives related to the Training Guarantee legislation and the utilization of the Competency Based Training concept will be enhanced by availability of the Resource Centre.

Funding has been approved for the conducting of a Skills Audit and the pilot testing of on-the-job training structures utilizing the Competency Based Training system for the fishing industry.

The majority of entry level training in the fishing industry is undertaken on-the-job. A labour force database project undertaken recently ascertained that more than 75% of fishing industry enterprises engage in on-the-job training activities. It is considered that the most effective method of lifting the skill levels in the industry is to build upon the system already in place.

The Fishing Industry Training Council network has made the establishment of formal on-the-job training structures and the identification of the industry costs associated with providing on-the-job training as its number one priority for the 1990/91 financial year.

The industry objectives relating to this proposal are :-

- That a career structure will be established which will allow for the recognition of fishing industry vocational level qualifications;
- That the application of the Competency Based Training model will allow for a system of base level qualifications with add-on skill capabilities to be established;
- That there will be an across the board increase in the skill levels of industry people;

- That the productivity of the industry will improve as a result of there being a system which will allow for industry personnel to build upon their skills and achieve recognition for increased skills.

It is intended that this proposal will be implemented in three stages. Stage one is the conducting of a skills audit and will involve the whole of the fishing ITC network. This stage will be undertaken in two phases. Phase one being an occupational analysis and phase two being an industry analysis.

An industry Training Information Management system utilizing the CDS/ISIS software is being installed in all the State Fishing Industry Training Council offices to facilitate the collection of information for the Resource Centre.

At the State level Fishing ITC staff and industry consultants will work with the industry to establish common core skill requirements and additional skill requirements resulting from operational variations e.g. fishery and geographical variations, and to structure on-the-job training activities utilizing the Competency Based Training concept. To avoid overlap ITCs will be allocated areas of responsibility for the development of skill standards and curriculum development.

#### **The Role of the National Fishing Industry Training Resource Centre in this project:-**

1. provide the facility for the establishment of an industry register showing the range of industry skills and industry occupations.
2. provide the facility to process and analyse the data relating to the skill competencies and occupations.

The methodology to be used in the skill audit will be an adaptation of the Comprehensive Occupational Data Analysis Program (CODAP). Data will be collected and processed to establish the entire range of skills utilized throughout the fishing industry. This will be verified through extensive industry consultations. A list of occupational classifications will then be established and matched with identified skills.

**COFFEY, HUNT & Co.**  
**CHARTERED ACCOUNTANTS**

J.F. HUNT A.C.A.  
L. BULLIVANT A.C.A.  
M.P. GUNN A.C.A.

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Warrnambool 3280  
(055) 62 3544 Fax (055) 62 0689

6 Princes Street  
Port Fairy 3284  
(055) 68 2366

**AUDITORS REPORT TO THE COMMITTEE**

**NATIONAL FISHING INDUSTRY TRAINING COMMITTEE LTD.**

**RESOURCE CENTRE**

We have audited the financial statements being the Statement of Receipts and Payments in accordance with Australian Auditing Standards.

In our opinion the financial statement presents fairly the transactions of the Centre as shown by the records of the Centre for the year ended 1990.

**COFFEY, HUNT & CO.**  
**CHARTERED ACCOUNTANTS**

  
**M. P. GUNN**  
**PARTNER**

**DATED AT WARRNAMBOOL, 22ND OCTOBER, 1990**

## Project Financial Statement

A grant of \$103,400 was allocated for this project. This was received in two payments. The first being a payment of \$73,700 was received in January 1989 and was allocated to the purchasing of equipment and initial operational activities. The second payment of \$29,700 was received in October 1989 and was allocated to building of the databases and the acquisition of library stock.

### INCOME

FIRDC Grant	103,400
NFITC operational funds	
Excess of expenditure over income	13,747
Rent of Resource Centre site	13,304
Training Development Officer 25% of 88/89 wages	7,166
Training Development Officer 50% of 89/90 wages	7,627
In Kind:	
Industry donations to the establishment of the Fishing Industry Training Resource Centre:-	
Industry donations of reports, ( value of acquisitions according to recognized estimates)	
754 individual reports	15,080
Industry periodicals donated by various industry principals value as per purchase costs	19,097
Donations of press clippings actual costs	2,500
<b>Total</b>	<b>181,921</b>

### EXPENDITURE

1988/89 equipment expenditure	19,617
1988/89 operations expenditure	5,883
1989/90 operations expenditure	91,647
NFITC operational funds	
Rent of Resource Centre site	13,304
Training Development Officer 25% of 88/89 wages	7,166
Training Development Officer 50% of 89/90 wages	7,627
In Kind:	
Industry donations to the establishment of the Fishing Industry Training Resource Centre:-	
Industry donations of reports, ( value of acquisitions according to recognized estimates)	
754 individual reports	15,080
Industry periodicals donated by various industry principals value as per purchase costs	19,097
Donations of press clippings actual costs	2,500
<b>Total</b>	<b>181,921</b>

## **STEERING COMMITTEE MEMBERS**

### **National Fishing Industry Training Council Directors:**

Mr Milan Rapp, Chairman, Ocean Foods Pty Ltd, South Australia

Mr R Toyer, Fisherman, NSW Fishing Industry Training Council

Mr G Gall, Department of Employment, Education & Training, Canberra

Mr G Bloom, (replaced Mr Gall), Department of Employment, Education & Training, Canberra

Mr M Vanderheiden, Fisherman, Queensland Fishing Industry Training Council

Mr L Shelley, Union Representative, Trades Hall, Melbourne

Mr M Rice, Union Representative, Trades Hall, (replaced Mr Shelley), Adelaide

Mr B Bailey, Fisherman, Tasmanian Fishing Industry Training Board, (replaced Mr Toyer)

Mr D Mirabella, Executive Officer, National Fishing Industry Training Council



## **CONSULTANTS ENGAGED ON THE PROJECT**

Kirby Information Services, Principal Ms B Kirby

AVR Systems, Principal Mr P Rosser

Vercors Nominees, Principal Mr George Gingold

Raeco, Representative Ms J Albury

## **NATIONAL FISHING INDUSTRY TRAINING COUNCIL STAFF**

Ms D King, Training Development Officer

Mr R Howells, Promotions Officer

Mr P Curtis, Research Officer

## **UNOFFICIAL ADVISORS**

Ms P Hitchins, Footscray City Library

Mrs M Mirabella, Teacher Librarian

Karingal Primary School