



OPEN CONSULTATION DOCUMENT FOR THE DEVELOPMENT OF A COMMERCIAL FISHING APPRENTICESHIP STANDARD



Institute for Apprenticeships
& Technical Education

GETTING YOUTH BACK INTO FISHING

The brief

Fishing is a gateway to a career at sea and offers a wide range of opportunities for those willing to put in the effort and build their skills in the maritime sector. However, the catching sector has an average age of above 50 years old, and with a lack of new entrants coming through the ranks, the recruitment and retention of fishers is now a significant issue.

Despite widespread acknowledgement of recruitment challenges, over the last decade there have been minimal changes to the system of employment, education, and mentoring within the sector. There remains no clear career pathway for school leavers to enter the industry, fishing opportunities are poorly communicated and industry-focused education programmes are non-existent.

The role of a fisher is complex and can require extensive skills and knowledge in vessel navigation, deployment and retrieval of different gears, scientific data collection, boat maintenance, business management, the use of onboard hydraulics and powered machines, sea and weather conditions, and food safety standards. As a highly regulated industry, governed by complex fisheries management, fishers must also keep abreast of local and national legislation and need to know how to adapt to policy changes. Industry members have stated that there is now an urgent need to professionalise the entry system to a career in fishing and set out to recruit, train and mentor new entrants to ensure there is a pool of knowledgeable, skilled, and experienced crew to carry the industry forward.

Development of a fishing apprenticeship standard

The Cornish Fish Producers' Organisation (CFPO) is treating this issue as a priority and has started to develop an apprenticeship standard for the fishing industry in conjunction with the Institute for Apprenticeships and Technical Education. The CFPO are well connected with vessels, ports and processors and can match new entrants with appropriate work, depending on their geographic location, interests, and the type of fishery they would like to become involved with.

The CFPO and its members have spent the last 6 months leading on the development of a commercial fishing apprenticeship programme. This has led to the creation of a 'Trailblazer Group' that consists of a variety of employers operating within the fishing industry across the UK. The Trailblazer group is now at a point where it is consulting with employers and other relevant organisations who have not been directly involved, in order to seek additional input to the standard.

The following proposal sets out the occupational profile of a fisherman, as well as the duties, knowledge, skills and behaviours that they will possess. This outline has been developed by a diverse range of stakeholders, including vessel owners, skippers, crew members, CFPO Youth Board members, as well as CFPO staff and wider industry representatives.

Consultation process

As part of developing this standard the Trailblazer group are now sharing the development of the apprenticeship outline for comment from other employers and relevant stakeholders. This process will be open until the 3rd July 2020.

If you would like to offer comment, suggestions and input on this proposal then please get in contact with [Chris Ranford](mailto:chris.ranford@cornwallrcc.org.uk), via chris.ranford@cornwallrcc.org.uk, or 01736 362782.

COMMERCIAL FISHERMAN - APPRENTICESHIP PROPOSAL

The occupation is found in ...

Individual owned boats with small numbers of crew, up to company owned boats with large crews. They may operate inshore and offshore and use a range of catching methods. They use mobile and static gear, such as trawling, netting, potting and hand lining. Fishers work as part of a team. They may be at sea from a few hours at a time, up to a week. The type of boat, fishery and fishing method and gear being used will affect this. Fishing is highly regulated and governed by complex fisheries management.

The broad purpose of the occupation is...

To sustainably harvest fish and shellfish. Fishing methods range from static gears such as shellfish pots through to modern, selective, high-tech trawl equipment. A fisher works as part of a team, both onshore and at sea. They are involved in the entire end-to-end process, through to selling the catch. They set up the fishing gear and fit it to a boat, navigate to and from fishing grounds, deploy and retrieve gear. They may use onboard hydraulics and powered machinery. They catch, store and land the fish. Fishers also help look after the sea. They collect data for policy makers. This data informs plans for fishing, catch limits and quotas to ensure stocks remain sustainable. A Fisher adapts and improves processes to improve sustainability. They adapt to seasonal changes and vary their approach to catch different types of fish. They also adapt their approach in response to the sea, tides, and weather conditions.

A Fisher is likely to be involved in maintaining the boat. They can progress to roles such as: Experienced deckhand Mate. The skipper of the boat. Onboard marine engineer. Onboard chef/ fisher on larger boats. Fisheries science/ observer. Gear technologist. Offshore survey and energy sector. There are also opportunities to become self-employed and a boat owner too. This is a rewarding occupation. It involves working outdoors and can be physically demanding.

In their daily work, an employee in this occupation interacts with...

The skipper, boat owners and crew members and fisheries observers. They may include: Enforcement officers. Port and authorities. Scientists. Safety advisors. Onshore, they may have contact with logistics companies, harbour staff and fish market employees.

An employee in this occupation will be responsible for...

Complying with maritime and safety Regulations. They must maintain and use personal protective equipment. They are likely to report to a skipper or boat owner. They need to follow instructions and react quickly and positively to feedback. They will work as part of a team, logging details of the catch and reporting them to the skipper or boat owner. This may include the species caught along with estimates of size and weight. This will enable the skipper and boat to comply with regulations and submit live catch data. They will have to solve problems on a daily basis, taking into account changing weather and sea conditions. They will make improvements to working practices to increase efficiency, improve safety and ensure sustainability. Extra requirements may be to help new crew members or carry out navigation duties.

Typical Job Titles:

'Fisher' 'Fisherman' 'Fisherperson' 'Commercial Fisher' 'Sea Fisherman' 'Sea Fisher'

Duties

Throughout the 18 months, the apprentice will take part in off the job training. Below is an outline of how this will be shaped, which will equate to 20% of the overall 18 months.

Duties	Off the job training days (no.)
Prepare for sea. Carry out personal safety checks. Check weather and sea conditions. Acquire the necessary food and water supplies for the trip.	5
Prepare the boat for sea. Carry out safety checks. Check the engine, fuel, and maintain and fit fishing gear. Obtain ice, bait and prepare deck and storage areas.	8
Carry out preventative maintenance of the boat. Including engineering, fish rooms, storage areas and hydraulics.	8
Shoot, haul and clear fish and/or shellfish using a range of fishing gears.	10
Maintain a stable and safe working area.	2
Land and sort the catch. Identify species. Release the fish in line with science, regulations and quotas.	5
Collect fisheries data. Record the catch accurately and estimate the weight of the catch.	2
Process and store the catch using ice and refrigeration to maintain a quality product.	1
Troubleshoot to address problems with the boat and fishing gear.	2
Navigate the boat taking account of maritime regulations, weather, meteorology and forecasting.	15
Carry out ropework and line handling for mooring and berthing.	5
Operate communications equipment.	
Carry out and take part in safety drills, to ensure safe working boat and crew. For example, man overboard recovery, depoly anchor.	5
Unload the catch and take to market.	2

Knowledge

Once completing the 18 months, apprentices would be expected to have knowledge of the following:

- Personal safety equipment including personal floatation device (PFD) and personal locator beacon (PLB) requirements. How to report defects, servicing and request replacements.
- Online and mobile applications to obtain weather and sea conditions information. Conditions required to go to sea and the potential risks of going to sea in poor conditions.
- Food and water supply requirements for the length of the trip.
- Safety checks, stowage, and maintenance requirements of boat safety equipment. Including: life rafts, life rings, EPIRB (Emergency Position Indicating Radio Beacon). Procedures to report problems.
- Basic engine checks: oil and water level checks. Routine maintenance requirements and fuel required for the length of trip.
- Checks to identify fishing gear condition and damage. Material requirements for repairs at sea. Personal responsibilities and/ or limitations for the repair.
- Ice or bait required, depending on the fishery or type of boat, and stowing them safely to ensure stability.
- Refrigeration equipment and fish room operational checks. When to report problems to the Skipper.
- Common hydraulic faults, defects, and identification methods.

- Procedures to ensure the safe shooting and hauling of a range of fishing gear and the importance of being in the correct position on board the boat.
- Species identification and sorting them for processing.
- The impact of quotas on the long-term sustainability of fishing stocks. Species to be released in line with regulations. Minimum Conservation Reference Sizes (MCRS), Landing Obligation for quota species. This would be specific to each vessel.
- Catch information and reporting requirements. How to estimate the weight of each species and the importance of accuracy.
- Processing requirements for each species: gutting, head off, whole, nicking and banding shellfish claws.
- Catch storage requirements to maintain quality.
- Common problems with the boat and how to identify them.
- The procedures for safely navigating and maneuvering the boat at sea.
- The (Maritime Regulations) 'rules of the road' such as passing port to port.
- Modern and traditional navigational technology: compass and computer chart plotter.
- Methods to tie up a boat in different circumstances and considering the size of the boat: quayside, alongside another boat and rafting. The need to take in to account the rise and fall of the tide and the potential consequences of not considering it.
- The knots and lengths of rope required to safely moor a boat.
- VHF (Very High Frequency) radio operating requirements. Terminology used to communicate with other boats and the coastguard. How to issue a distress call.
- Safety procedures: man overboard, anchor, and fire drills. The importance of safety drills.
- Requirements for safely unloading and transporting the catch to market whilst ensuring the quality of the catch is maintained.

Skills

Once completing the 18 months, apprentices would be expected to demonstrate skills in the following parts of the job:

- Check personal safety equipment for defects (including personal floatation device, wet weather gear and personal locator beacon).
- Check and acquire adequate food and water supplies for the length the trip.
- Carry out an inspection of the boat to ensure that safety equipment is in place, the engine is maintained and the fishing gear is in good condition.
- Check that the deck is clear of obstructions and equipment is stowed away safely.
- Check ice or bait is suitable for the length of trip.
- Inspect refrigeration to ensure that it is operating correctly.
- Inspect hydraulic pipes for defects. Report any issues.
- Shoot and haul fishing gear using hydraulic powered equipment on board.
- Identify the fish or shellfish species and sort them for processing. Release fish or shellfish in line with regulations. E.g. Minimum Conservation Reference Sizes (MCRS)
- Estimate the weight of each species. Record the information and submit to the Skipper.
- Process species correctly. Store them to ensure quality.
- Identify and resolve problems with the boat and fishing gear (within level of authority).
- Maneuver and navigate the boat at sea, in line with Maritime Regulations ('the rules of the road').
- Tie up the boat taking into account the tide.
- Communicate with other stations or boats using VHF radio.
- Issue a distress alert.
- Follow safety procedures: man overboard, anchor drills and fire drills.
- Unload the catch for transport to market.

Behaviours

Once completing the 18 months, apprentices would be expected to have the following behaviours:

- Always demonstrates safe working practices.
- Demonstrates consideration of sustainability throughout the end to end fishing process.
- Acts with honesty and integrity and takes responsibility for own actions.
- Proactively adapts to changing situations/ conditions.
- Is team focused, willing to help others and keep others informed.
- Willing to learn new skills

End point assessment methods likely to be used to assess competence

In order to complete the apprenticeship there will be an end point assessment. Given the practical elements of the job, the group have recommended that this is carried out with both a practical demonstration as well as discussion based.

Yes

Practical demonstration based
Discussion based

No

Observation
Test based
Project based
Presentation based

Qualification and professional recognition

In order to enroll as an apprentice for this standard, they will need to have the below qualifications:

Qualifications and professional recognition:

Standard text: Apprentices without level 1 English and Maths will need to achieve this level and apprentices without level 2 English and Maths will need to take the tests for this level prior to taking the end-point assessment. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and Maths minimum requirement is Entry Level 3. A British Sign Language (BSL) qualification is an alternative to the English qualification for those whose primary language is BSL.

Mandatory qualifications - regulatory requirements:

As per Maritime and Coastguard Agency MGN 411 (M&F)

- Basic training approved by any Maritime Administration which is signatory to the Seafarers Training Certification and Watchkeeping (STCW) convention.
- 1 day Fishermen's basic sea survival or Personal Survival Techniques STCW Ref. A-VI/1-1
- 1 day Fishermen's basic fire fighting and prevention or Fire Prevention and Fire Fighting STCW Ref. A-VI/1-2
- 1 day Fishermen's basic first aid or Elementary First Aid STCW Ref. A-VI/1-3
- 1 day basic health and safety

Typical entry requirements

Employers will set their own entry requirements depending on boat size, fishery, fishing method and operation. Typically, employers may require the individual to have the correct attitude and ability to take on the typical practical and solve problems onboard a boat. They are likely to seek individuals that have a willingness to work onboard a boat, sometimes in confined spaces for extended periods of time. Individuals are likely to have a sense of adventure and keenness for the outdoors. The employer may require the apprentice to be flexible and able to work a range of shifts across different days and times of the week.

Professional recognition:

Does this standard align to any professional recognition?

TBC

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