Sea the Change – Skilling the Workforce

Ridley Australian Prawn Farmers Association Symposium, 13-15 August 2018
Gold Coast, QLD

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National Industry Engagement Manager

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Training Product Developer
Contents

• who we are, what we do
• how we work
• developing units of competency, skill sets and qualifications
• about the seafood industry projects
Developing qualifications to meet industry needs
Committees are at the core

Industry

Industry Reference Committees

- Food, Beverage Manufacturing
- Pharmaceutical Manufacturing
- Forestry Management and Harvesting
- Timber and Wood Processing
- Timber Building Solutions
- Pulp and Paper Manufacturing
- Aquaculture and Wild Catch
- Meat Processing
- Racing
- Animal Care & Management
- Agriculture and Production Horticulture
- Amenity Horticulture, Landscaping, Conservation and Land Management

Australian Industry and Skills Committee
AISC, IRCs and Skills Impact

Industry Reference Committees

- Food, Beverage Manufacturing
- Pharmaceutical Manufacturing
- Forestry Management and Harvesting
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Australian Industry and Skills Committee (AISC)

- IRC Membership
- Skills Forecasts and National Schedule
- Cases for Change
- System Improvement

Secretariat support → IRC Skills Forecasts → Case for Change → Qualifications and Skill Standards projects → Case for Endorsement
Working with industry to document how work is done

Renewable resources value chain industries

- Forest & Wood Products
- Pulp & Paper Manufacturing
- Agriculture, Horticulture, Conservation & Land Management
- Seafood Industry
- Food, Beverage & Pharmaceutical Manufacturing
- Racing Industry
- Meat Processing
- Animal Care & Management

Skills Impact
## Aquaculture and Wild Catch IRC members

<table>
<thead>
<tr>
<th>Nominee</th>
<th>Organisation represented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brian Jeffries <em>(Deputy Chair)</em></td>
<td>National Aquaculture Council</td>
</tr>
<tr>
<td>Tom Consentino</td>
<td>Southern Rock Lobster Limited</td>
</tr>
<tr>
<td>Rory Byrne</td>
<td>Tasmanian Seafood Industry Council</td>
</tr>
<tr>
<td>Trudy McGowan</td>
<td>South Australian Oyster Growers Association</td>
</tr>
<tr>
<td>Kade Wakefield</td>
<td>Australian Workers Union</td>
</tr>
<tr>
<td>Matthew Richardson</td>
<td>Department of Primary Industries – Fisheries NSW</td>
</tr>
</tbody>
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### Individual Industry Experts and Required Expertise

<table>
<thead>
<tr>
<th>Individual Industry Expert</th>
<th>Required Expertise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew Tabor</td>
<td>Expertise in Aquaculture</td>
</tr>
<tr>
<td>Franca Romeo</td>
<td>Expertise in Wild Catch Fishing</td>
</tr>
<tr>
<td>Helen Jenkins</td>
<td>Expertise in Aquaculture (crustaceans)</td>
</tr>
<tr>
<td><strong>Johnathon Davey (Chair)</strong></td>
<td>Expertise in Wild Catch Fishing</td>
</tr>
<tr>
<td>Lisa Terry</td>
<td>Expertise in Seafood Processing and Wholesaling</td>
</tr>
<tr>
<td>Mark Cody</td>
<td>Expertise in Aquaculture</td>
</tr>
<tr>
<td>Steven Gill</td>
<td>Expertise in Aquaculture</td>
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</tbody>
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Units of Competency & Qualification development process

AISC supported by the Commonwealth Department of Education and Training

IRCs supported by Skills Impact
Aquaculture, Fishing Operations & Biosecurity Project

- changes in technology:
  - managing aquaculture operations
  - automatic feeders
  - water quality monitoring and testing equipment
  - GPS and colour sounders
  - Internet via satellite

- legislative and regulatory requirements

- environmental sustainability and management requirements

- biosecurity reporting and management
Seafood Post Harvest Project

- changes in technology:
  - computer controlled equipment
  - cryo-vac technology
  - inventory control systems
  - tracking and reporting

- legislative and regulatory requirements

- market demands.
All SFI11 qualifications have been reviewed to reflect current job outcomes.

Proposed SFI qualifications:

- Certificate I in Seafood Industry
- Certificate II in Aquaculture
- Certificate II in Fishing Operations
- Certificate II in Seafood Processing
- Certificate III in Aquaculture
- Certificate III in Fishing Operations
- Certificate III in Seafood Processing
- Certificate IV in Aquaculture
- Certificate IV in Seafood Processing
- Diploma of Aquaculture.
### Occupational outcomes against SFI qualifications

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Typical occupational outcomes</th>
</tr>
</thead>
</table>
| Certificate II in Aquaculture | Field hand  
                                Farm hand                                      |
| Certificate III in Aquaculture | Farm attendant  
                                Leading hand                                   |
| Certificate IV in Aquaculture | Manager (specialist eg Feed manager, etc)  
                                Head supervisor  
                                Quality assurance/environmental officer  
                                Senior or head technician                        |
| Diploma of Aquaculture      | Farmer owner/manager  
                                Hatchery manager  
                                Production manager  
                                Quality assurance/compliance manager             |
### Occupational outcomes against SFI qualifications

**Fishing Operations**

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Typical occupational outcomes</th>
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</thead>
<tbody>
<tr>
<td><strong>SFI20218 Certificate II in Fishing Operations</strong></td>
<td>▪ Fisher</td>
</tr>
<tr>
<td></td>
<td>▪ General deckhand</td>
</tr>
<tr>
<td><strong>SFI30218 Certificate III in Fishing Operations</strong></td>
<td>▪ Senior deckhand</td>
</tr>
<tr>
<td></td>
<td>▪ Occupational diver</td>
</tr>
<tr>
<td></td>
<td>▪ Skipper</td>
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</tbody>
</table>
### Occupational outcomes against SFI qualifications

**Post Harvest**

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Typical occupational outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SFI20518 Certificate II in Seafood Processing</strong></td>
<td>▪ Factory hand</td>
</tr>
<tr>
<td></td>
<td>▪ General or process worker</td>
</tr>
<tr>
<td></td>
<td>▪ Seafood packer</td>
</tr>
<tr>
<td></td>
<td>▪ Seafood processer</td>
</tr>
<tr>
<td></td>
<td>▪ Seafood seller</td>
</tr>
<tr>
<td></td>
<td>▪ Seafood transporter</td>
</tr>
<tr>
<td></td>
<td>▪ Store assistant</td>
</tr>
<tr>
<td><strong>SFI30518 Certificate III in Seafood Processing</strong></td>
<td>▪ Leading factory hand</td>
</tr>
<tr>
<td></td>
<td>▪ Leading seafood processer</td>
</tr>
<tr>
<td></td>
<td>▪ Process supervisor</td>
</tr>
<tr>
<td></td>
<td>▪ Senior seafood packer</td>
</tr>
<tr>
<td></td>
<td>▪ Senior seafood transporter</td>
</tr>
<tr>
<td></td>
<td>▪ Senior store assistant</td>
</tr>
<tr>
<td></td>
<td>▪ Shift manager</td>
</tr>
<tr>
<td><strong>SFI40518 Certificate IV in Seafood Processing</strong></td>
<td>▪ Process manager/supervisor</td>
</tr>
<tr>
<td></td>
<td>▪ Sales supervisor</td>
</tr>
<tr>
<td></td>
<td>▪ Store manager/supervisor</td>
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</table>
New proposed SFI units

Thirteen units of competency developed to address gaps as identified in the cases for change:

- Specialist skills to address advanced aquaculture practices and technologies
  - Implement low water exchange microbial floc technologies
  - Culture new aquaculture species
  - Develop and implement an aquaculture genetic breeding program
  - Manage a farm-based aquaculture research trial
New proposed SFI units

• **Biosecurity control**
  – Inspect and clean aquatic field work equipment
  – Identify and report signs of aquatic disease or pests
  – Apply aquaculture biosecurity measures.

• **Specialist skills to address regulatory, environmental and marketing demands for Post Harvest**
  – Monitor hygiene and sanitation requirements
  – Supervise storage of temperature controlled stock
  – Develop and implement a seafood waste utilisation strategy
  – Analyse domestic seafood market opportunities
  – Analyse international seafood market opportunities
  – Develop and provide information about seafood product.
Project timeline

2018

- Workforce Functional Analysis meetings (identify job roles/functions)
  March-April 2018

- National public consultation of draft qualifications, skills sets and units
  July-August 2018

- Subject Matter Expert Consultations
  Development of draft qualifications, skill sets, units
  May-June 2018

- Finalise Training Package components
  IRC sign-off
  AISC submission for endorsement
  November 2018

- National public validation of final draft qualifications, skill sets and units
  September 2018*
Please see our website for more details: www.skillsimpact.com.au

Sign up to our newsletter and you will be kept up to date with all activities

Cross-sector projects

- Green Skills
- Automation Skills

Industries of most interest
- Agriculture, Horticulture, Conservation & Land Management
- Animal Care & Management
- Food, Beverage & Pharmaceutical
- Forest Management & Harvesting
- Meat Processing
- Pulp & Paper Manufacturing
- Racing
- Aquaculture & Wild Catch
- Timber & Wood Processing
- Timber Building Solutions

Sign up
Please provide your feedback online


• Feedback for drafts closes 19 August 2018
• Final versions available for validation in September 2018
• Please contact Rebecca Ford at rebecca@skillsimpact.com.au if you have any questions