

April 2010

seatrain

NEWS FROM THE SEAFOOD INDUSTRY TRAINING ORGANISATION



A WORD FROM THE EDITOR



WELCOME TO THE FIRST ISSUE OF **SEATRAIN**,
Seafood New Zealand Magazine's supplement for our
Seafood Industry Training Organisation (ITO).

The Seafood ITO is about helping seafood industry employees and their employers get the most out of their training opportunities. If you want to find out more about the Seafood ITO and what it can do for you, the web is a good place to start: www.seafoodito.co.nz

Seatrain is no slouch when it comes to telling you what you need to know about training. Each quarter we'll be bringing you news and updates relating to industry training, the seafood industry as a career option, updates for our trainees as well as useful information for employers and assessors.

We welcome your feedback and opinion. And if you have a great employee who is doing really well with their training we'd love to hear from you and we'll profile them in a future issue.

In this issue we feature Trevor Slattery - an employee of Sanford's with a great yarn about his career and how training has helped him, useful updates for employers post-recession and keep you abreast of upcoming courses.

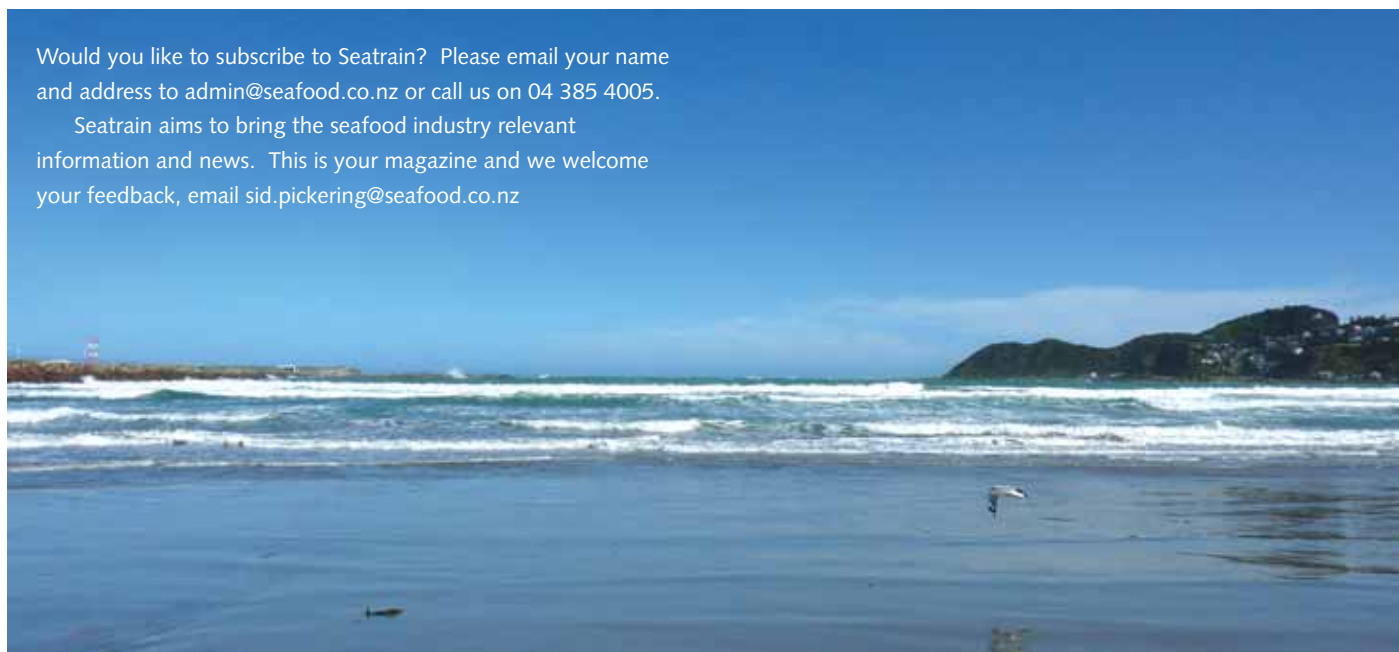
I hope you enjoy this first issue.

Sid Pickering, Editor – Seafood New Zealand

Do you know someone who should be in Seatrain?
We'd love to share your story on training. Contact Sid on
04 802 1518 or sid.pickering@seafood.co.nz

Would you like to subscribe to Seatrain? Please email your name and address to admin@seafood.co.nz or call us on 04 385 4005.

Seatrain aims to bring the seafood industry relevant information and news. This is your magazine and we welcome your feedback, email sid.pickering@seafood.co.nz



HATCHING A BETTER FUTURE



TREVOR SLATTERY HAS BEEN IN THE SALMON FARMING BUSINESS FOR DECADES, BUT THAT DIDN'T STOP HIM GETTING PLENTY OF USE OUT OF SEAFOOD ITO'S ON-THE-JOB TRAINING. HE TALKS TO SID PICKERING.

Trevor Slattery reckons his father will have a quiet laugh when he reads this article.

"I had big plans of being a vet when I was younger but I put those aside because there was too much school work involved and I wanted to make money straight away.

"My father could never keep me in school when I was younger. Now not only have I gone through plenty of formal on-the-job training myself, I'm helping other people train as well. He gets a bit of a kick out of that."

Trevor is Assistant Manager at Sanford's Kaitangata Salmon Hatchery near Balclutha and he has been involved rearing farmed salmon all his working life.

"I've been working in salmon farming from the beginning of the industry here, about 25 years ago. Aside from a three-

and-a-half year stint at a north Canterbury salmon farm, I've spent all that time here at Kaitangata, so it's been a pretty good place to work.

"For me it's the perfect job. I get to work outdoors, there's a lot of variety in the job so you're not doing the same thing all the time, and the people within the industry are pretty easy to get along with."

The hatchery rears about 500,000 salmon in smolt raceways from stripping the broodstock.

"When they reach 25 grams we transport to them to sea cages Stewart Island where they are grown to harvest size."

Trevor got the idea to get involved in a Seafood ITO training program three years ago when he came across an advertisement in Seafood New Zealand magazine.

"I'd been working for years at that point. But the highest qualification I had was the old University Entrance from school. I didn't have anything to reflect all the knowledge that I'd gained on the job.

"I thought, if something happened and my circumstances changed, I'd have absolutely no qualifications except for word of mouth or references.

He liked the training Seafood ITO offered because it was divided up into unit standards.

"They're the same all over the industry, so I know I can take them anywhere. Also, you only do the units you feel confident in at any time with no pressure to cover units you are not ready for."

The training had a few unexpected benefits.

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"Even though I was being assessed on things I did every day, the training helped me understand a lot of extra detail about my job. It helped me to do my job better."

Since then Trevor has done sea cage unit standards.

"I'm really interested in this industry, and even though I'm not working with sea cages this training has given me a good insight into it. Now I have a first-hand understanding of the whole process."

The assessment for the unit standards was "very simple" Trevor said.

"I had a few sleepless nights before my first assessment, but it was good in the end. Basically a workplace assessor comes to your work, you answer a few questions about your work and they tag along and assess you while you do your usual day to day duties. Simple as that."

In fact, Trevor saw so much benefit from the process he became a workplace assessor himself.

"The company has been very supportive with this training, especially the hatchery manager who was behind the training every step of the way. They recognise the benefits of on the job training for their business, and the employees understand it's a good thing for their career so it's a real win-win."

As an assessor, he has been involved in training staff at his hatchery as well as at the company's sea cages on Stewart Island. He said it has been a "really rewarding experience."

"The support from Seafood ITO has been great. I really couldn't have gone through the process of becoming a workplace assessor if it wasn't for the help of Vicki McEnaney who looks after the ITO's aquaculture training, and Joy Potter who is the industry liaison person for aquaculture. They've helped with training programmes in the work place and provided resources for training and assessing units."



ARE YOU ON FACEBOOK OR TWITTER?

Facebook is a great way to keep in touch with your mates, whether they live just down the road from you or if they are on the other side of the world. It's a free website where you simply create your own profile, and then look up your mates and add them as friends. It's also a great way to keep in touch with other groups of like minded people, see photos from your friends and reconnect with old friends. Join Facebook at www.facebook.com

Heard people talking about "tweets" and have no idea what they mean?! They are probably on Twitter, a social networking site where users can send and read messages called tweets. On Twitter you can follow certain people (perhaps your favourite celebrity) or organisations you are interested in and see what they are saying. You can join Twitter at www.twitter.com



UPDATE FOR WORKPLACE TRAINERS AND ASSESSORS

At Seafood ITO we recognise that one of our most important assets are workplace trainers and assessors that deliver our training programmes right across the country.

This year we are running a number of professional development courses for trainers and assessors. If you are involved in workplace training we urge you to take part in one (or all) of these courses.

USE STANDARDS TO ASSESS CANDIDATE PERFORMANCE (UNIT STANDARD 4098)

This two day course is aimed at people who want to become registered workplace assessors. It introduces the role of an assessor in the seafood industry and the process of assessing unit standards. It will cover the techniques of good assessment, recognition of competence and how to record and report to Seafood ITO requirements.

Courses will be held at the Seafood ITO office in Wellington on the following dates:

- 23 and 24 March
- 5 and 6 May
- 26 and 27 August
- 9 and 10 November

DESIGN ASSESSMENT (UNIT STANDARD 11552)

This course is for new or existing assessors and will assist you in designing appropriate assessment materials for your workplace.

Courses will be held at the Seafood ITO office in Wellington on the following dates:

- 16 and 17 June
- 27 and 28 October

TRAIN THE TRAINER

The ideal course for those doing training as a substantial part of their job. It covers a number of Unit Standards to assist in workplace training.

The two day course will be held once only in 2010, on 24 and 25 August at the Seafood ITO office in Wellington.

WORK PLACE ASSESSOR – PROFESSIONAL DEVELOPMENT

This course is for assessors who are currently employed by the seafood industry and are registered work place assessors. It will cover topics such as integrated assessment, linking training to assessment,



and linking internal training to unit standard assessment.

The venue for these courses is yet to be confirmed (dependant on numbers, workplace and region) however dates have been set as follows:

- 9 and 10 June
- 15 and 16 July
- 17 and 18 August
- 9 and 10 July

INTERESTED?

Numbers for these courses are strictly limited so please register now to avoid disappointment.

Full information and application forms can be found on our website – www.seafoodito.co.nz under the 2010 Training Programmes section in “What’s New”.

COST?

There is no cost to attend these courses for seafood industry employees. Seafood ITO covers the cost of all training, resources, assessment, travel and accommodation and meals related to this training.

WHAT'S HAPPENING IN THE LABOUR MARKET

We're not quite out of the woods yet when we think about the effects to the labour market from the 2008/09 recession. Statistics NZ released the December 2009 quarter results for the Household Labour Force Survey in early February. Typically the labour market lags the rest of the economy during a recession so it wouldn't be surprising that labour market measures would continue to weaken while other economic indicators have already begun to strengthen. However, the magnitude of some of the changes were unexpected and have surprised many commentators.

The key results were:

- The **unemployment rate was 7.3%** in the December 2009 quarter, up from 6.5% in the September quarter. This is the highest unemployment rate since June 1999
- The number of people unemployed rose from 150,000 to 168,000 to reach the highest level in 16 years
- **Employment fell by 2,000 people (0.1%)** in the December 2009 quarter
- Participation in the labour market increased by 0.1%, likely due to students, and others, entering the labour market during the summer months
- Youth unemployment was particularly high during the year to December 2009 with **23.4% of 15-19 year olds unemployed**
- On an industry basis there have been large declines in employment in the past year in manufacturing, and retail trade & accommodation. At the same time employment in the health & social care assistance industry increased markedly.

While the unemployment rate rose surprisingly strongly over the December 2009 quarter, the Department of Labour expects that the labour market is close to reaching a turning point. In previous quarters rising unemployment was due to employers cutting jobs to cope with the recession while this quarter the rise was because there was more people looking for work. Importantly, employment

appears to be bottoming out and employment intentions, as well as in increase in advertised vacancies, point to mild job growth in the March 2010 quarter. The Department expects the unemployment rate will peak at slightly above its current rate in the middle of 2010.

SO WHAT DOES THIS MEAN FOR EMPLOYERS?

Well, whilst we are still reading that unemployment rates are set to rise slightly higher than they already are, it appears that employees are feeling far more optimistic than they were a year ago.

Career progression has edged out long-term job security as the most important consideration for jobseekers in the wake of the recession, says recruiting experts Hays.

In an online poll, Hays found that career progression was considered most important by 38.72 per cent of jobseekers post-recession. It was ahead of long-term job security, which was rated as most important by 32.71 percent of jobseekers.

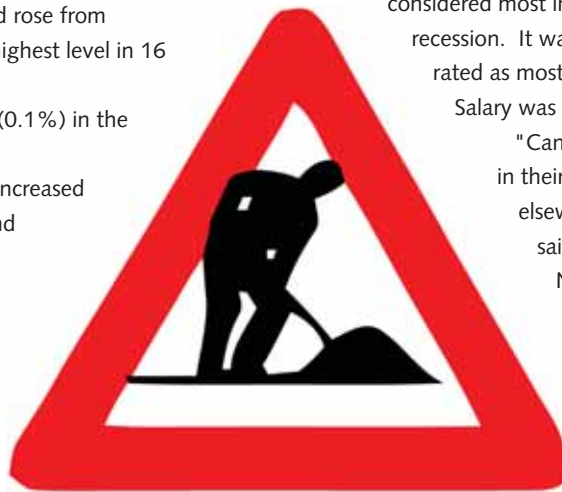
Salary was most important for 28.57 percent.

"Candidates that withstood the economic downturn in their existing job rather than seek advancement elsewhere are now re-entering the job market," said Jason Walker, Managing Director of Hays in New Zealand. "So too are those who accepted a job offer that didn't suit their long-term career goals but provided a stable income at the time. They are now aware of rising vacancy activity and are more strategic in their job search. They are thinking of their long-term career progression once more."

"But it's not a surprise that job security still rates highly. Some jobseekers have told us it has been a challenge to regain their confidence and enter the job market again. For these candidates in particular, a role with a company that can provide long-term stability and security is very important."

"Others, often those who worked longer hours in 2009 or who took minimal leave, now want to be rewarded for their hard work. So they are looking for roles that offer a salary commensurate with the effort they put into their job," Jason said.

The survey asked: "What is most important to you in a job post the recession?" 532 people responded.



PICTURE BY EPSON291.

GOOD EMPLOYERS WILL BE REWARDED

Employees were front-row spectators to how their employer responded to the recession. During the downturn, the 'good' employers shone. They maintained their focus on their employees' career development and staff relations. These companies are now viewed very positively by job seekers. They are well-placed to attract the top talent in 2010 as a result.

TRAINING WILL HELP YOU RETAIN YOUR TOP STAFF

There are a number of benefits to employers through offering training programmes to their employees:

- Improving recruitment numbers. Increasingly new recruits want to know where the job can take them, not just how much they'll get paid
- Improving retention. Employees will believe that your business supports their career pathway and can assist them along it
- Upskilling of your people and recognition of those new skills, which in turn can improve quality of work and productivity
- Increased motivation and morale in your workplace.

Industry training is very cost-effective. It is subsidised through funding arrangements Seafood ITO has with New Zealand training and qualifications authorities.

Seafood ITO can show you how to get the right industry training for your staff - in-house, in the workplace or at a training establishment. We provide all the support you need to do this and provide training for your trainers and workplace assessors too.

TRAINING WILL HELP YOU RETAIN YOUR TOP STAFF

Contact a Sector manager in the first instance to discuss your training requirements.

- Aquaculture: Vicki McEnaney, phone 04 802 1515
- Vessel Operations: Sharon Larsen, phone 04 802 1843
- Wholesale & Retail: Daniel Edmonds, phone 04 801 4688
- Processing: Daniel Edmonds, phone 04 801 4688
- Maori: Victor Goldsmith, phone 04 801 4680

To contact a Seafood ITO staff member by e-mail the convention is: firstname.lastname@seafood.co.nz; eg joe.bloggs@seafood.co.nz

Seafood ITO have recently completed our Strategic Plan for 2011-2013. We need to ensure that our plans are in line with what you, our industry, require from a training perspective. If you have any specific needs that you would like to see included, or have feedback generally, we'd love to hear from you. Please contact your Sector Manager to discuss.

STAFF CHANGES AT SEAFOOD ITO



ROLLY RAURETI

ROLLY RAURETI MOVES ON

Seafood ITO's General Manager Rolly Raureti resigned earlier this year and finished at the end of March. Rolly had a long history with Seafood ITO, starting as a Sector Manager in Processing and Wholesale & Retail in 2002 until his promotion to General Manager in 2007. After 8 years at Seafood ITO, Rolly is ready for a change of pace, and tells us that he plans on fine-tuning his hunting and

fishing skills! Rolly has done a superb job of leading Seafood ITO over the past few years and we wish him all the best for his future endeavours. A replacement has not yet been appointed but we will keep you up to date on progress.

SEAFOOD ITO GOVERNANCE COMMITTEE

The Seafood ITO Governance Committee (SGC) ensures that the health and effectiveness of Seafood ITO is managed to its highest



PETER VITASOVICH

potential. The SGC is chaired by Mike McCreddie, and the other members are Robin Hapi, Dave Sharp, Tony Threadwell and Peter Vitasovich, who has just taken over from Callum McCallum.

Peter Vitasovich has been working in the New Zealand seafood industry for more than 30 years and has experience in many different seafood sectors. He saw considerable potential in the New Zealand Greenshell™

mussel industry in the mid eighties and has been building his mussel farming business since then. He is the Chairman of the New Zealand Mussel Industry Council and also plays a leadership role in the New Zealand Aquaculture Council, the Coromandel Marine Farmers' Association, the Northern Inshore Fisheries Company and the New Zealand Food and Beverage Taskforce.

We thank Callum McCallum for his hard work and commitment to the SGC since its inception and welcome Peter.

Train in Seafood

'It's huge for me to have achieved the certificate ... I didn't realise my passion for seafood could be turned into a qualification. How cool is that?'

Nicola Bennett

