

October 2010

seatrain

NEWS FROM THE SEAFOOD INDUSTRY TRAINING ORGANISATION



NEW ZEALAND
seafood ITO

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A WORD FROM THE EDITOR

I'm sure for many of you the arrival of Spring, as it is for the team at Seafood ITO, is very welcome! It prompts us to look ahead to the end of the year and beyond, planning for 2011.

We know that changes are likely in the education sector so we are preparing for any changes that the Government may make, as well as making sure that we are always delivering the best training for you, our industry.

Some of you may have noticed that Seafood ITO has a new look. We are gradually rolling out our new brand and this month have included a free poster for you, I hope you like it. Also this issue we talk to some guys from the Chatham Islands who have recently completed training with us and share some tips on how to become financially sorted.

As always we love to hear from you so drop us a line if you have any comments.

Sid Pickering, Editor – Seafood New Zealand

SUBSCRIBE TO SITONET

If you coordinate workplace training, or are a Seafood ITO accredited assessor, and you don't receive our monthly email newsletter SITOnet then sign up today. SITOnet is a free monthly newsletter bringing you up to the minute information on training and courses for assessors and trainers, as well as other relevant news from Seafood ITO.

Email admin@seafood.co.nz with the subject line "SITOnet" and your name and company details and we'll add you to the mailing list.

DO YOU KNOW SOMEONE WHO SHOULD BE IN SEATRAN?

We'd love to share your training story. 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



FROM OUR CHIEF EXECUTIVE'S DESK



It is often said that the one constant in life is change. Seafood ITO is currently undergoing a review process which will lead to positive improvements but inevitably change.

The reason we have initiated a review was determined in the Seafood ITO Business Plan for 2010. We are looking at how we conduct our business to achieve the training objectives of industry, while meeting Government requirements. We will advise you on any changes that will be taking effect as soon as we can.

The Government is currently reviewing the entire tertiary education sector. This is likely to attract media interest and understandably so as these organisations are funded with tax-payer money. As always we will be ready to respond to media.

For Seafood ITO the end goal is to provide relevant training to support industry productivity and profitability.

Please contact me if you have any questions on 04 385 4005 or email me at owen.symmans@seafood.co.nz

PEOPLE OF OUR SEA POSTERS

Like the poster included and want more for your work place? Email admin@seafood.co.nz with your name, address and the number of posters you would like and we will send them out to you, free of charge!



MAHURANGI WELCOMES CHATHAM ISLANDERS

For many New Zealanders, the Chatham Islands are the mysterious place they hear about last on the radio weather report. The abundance of seafood made these Islands, 800 km off the coast of New Zealand, habitable for Moriori who first landed there in the 1500's. In the 1960's the Chathams experienced a boom in the crayfish industry with over 300 boats plying the seas. Today, whilst smaller, fishing is still the backbone of these remote Islands economy.

With nothing but ocean at every point of the compass, the Chatham Islands are rightly famous for fresh seafood and fascinating marine life. Daily catches of cod, groper, crayfish and shellfish take pride of place on local menus. There are about 60 fishing vessels operating in the Chatham Islands now, which land their fish into the fish processing factories at Port Hutt, Waitangi, Kaingaroa and Owenga. The fish is then flown to New Zealand or shipped.

In July, Seafood ITO helped four Chatham Islands locals to further their careers in the fishing industry by gaining their skippers ticket, or 'Inshore Launchmaster' qualification as it is formally known.

Nick Cameron, Reg Tuuta, Willy Fleming and Adrian McCormack put away their pots and diving gear and spent a month on "the mainland" at Mahurangi Technical Institute in Warkworth, about an hour north of Auckland. Mahurangi Technical Institute specialises in Maritime and Aquaculture education and is one of the institutions to offer this qualification in New Zealand.

For these guys, the chance to gain their skipper's ticket was a no-brainer. All motivated to be their own boss or own their own boats, the qualification will allow them to get one step closer to their goals. "I love the freedom of working at sea, not being



REG TUUTA AND WILLY FLEMING BACK IN THE CLASSROOM



REG TUUTA, WILLY FLEMING, ADRIAN MCCORMACK AND NICK CAMERON

stuck behind a desk and to one day be able to be my own boss" says Willy Fleming. "You're brought up to be brave in the Chathams so for me I'm not scared of the sea and have been pretty independent since I was a kid. That's important because you have to be able to think on your feet when you are working on a boat in an area as remote as this." Willy says that the new skills he has learnt on the course are invaluable, particularly the navigation and safety modules.

Like a lot of people on the Islands, 25 year old Nick Cameron grew up in a farming and fishing family. Schooled in the Hawke's Bay, Nick then went to Otago and studied for three years and graduated with a Diploma in Sporting performance, Certificate in Personal Training and Exercise Prescription. After a few years away from home Nick was keen to go back and reconnect with the Island, make some money and get back into the diving industry. Like Willy, Nick has goals to set up his own business. Nick plans to work in the dive industry as he sees potential "the paua industry is a bit risky because it's not that strong at the moment but there's a lot of room to carve out a niche market for yourself" says Nick. "I've always enjoyed diving and it is a great way to earn money. I want to work hard now while I'm young and set up a future for my partner and me".

Coming from relatively recent fulltime study Nick was surprised at how much learning was involved in the skipper's qualification. He laughs "it's all been reasonably challenging learning and studying again but I would thoroughly recommend it to others. The assistance from Seafood ITO has been great, they have made it so easy for us, all we had to do was jump on a plane and get out here, everything else was taken care of. I hope more people from the Chathams will take part in this course as it's a great opportunity".

Seafood ITO worked closely with Mahurangi Technical Institute to get these four guys onto the course. While fees were partially

subsidised, travel and accommodation were fully subsidised meaning the participants didn't have to pay for any of it.

Whilst the course was delivered by Mahurangi Technical Institute, Maritime New Zealand is the body responsible for all seafaring licensing in New Zealand. Anyone wanting to skipper a vessel (for hire or reward) must carry a valid operator's licence. This includes for vessels used within a work environment even when no passengers are carried. The two entry-level qualifications for skippers are the basic skipper's ticket which is the Local Launch Operator's qualification. Anyone who can prove that they have six months sea service, gained within the last 10 years, can apply for this qualification.

The next level up from the Local Launch Operator's certificate is the Inshore Launchmaster's qualification. The Inshore Launchmaster's certificate has no specific area and vessel restrictions. Certificate holders are permitted to operate any vessel up to 24 metres-long in the inshore limits of New Zealand. Candidates must provide proof of 18 months of sea service, 12 months of which must be within the last 10 years. This sea service needs to include at least six months on commercial vessels over 6m in length, on deck under a qualified skipper and at least two months on vessels under 20 metres-long.

As part of this qualification students learn about inshore navigation, operating a vessel safely and legally, operation and maintenance of engines and equipment, first aid, and operating a marine radio telephone and radar.

Seafood ITO will be offering more places on courses in the future for the Inshore Launchmaster qualification. For more details please talk to your training manager or contact our Vessels Sector Manager, Sharon Larsen on 027 286 0737 or sharon.larsen@seafood.co.nz

WELL DONE KING SALMON!



LEFT TO RIGHT - TANIA SAGGERS-CLARKE, MARK NICHOLSON, DANIEL MANSON, WENDY WALKER, TIM MASTERS AND GARY BOOTH.

Congratulations to Wendy Walker, Mark Nicholson, Daniel Manson, Tim Masters and Denver McGregor of New Zealand King Salmon on graduating with a Level 5 National Diploma in Business!

Seafood ITO are thrilled to see these five employees, also Seafood ITO accredited workplace assessors, successfully achieve the National Diploma in Business (Level 5) by undertaking assessment by 'Professional Conversation'. This is a type of assessment for those who feel that they already have the skills, knowledge and competency required by the National Diploma and all they need is to be able to prove it. It is achieved through a combination of recorded interview during which candidates demonstrate knowledge through a guided

discussion, backed up by documentary and other forms of evidence.

We were fortunate to utilise another Seafood ITO assessor, Jack Doherty, who over three months carried out the assessments. "I enjoyed the process of assessment with five very different but also highly competent operational managers at New Zealand King Salmon. During the Professional Conversation process they shared the real and at times complex processes of managing high quality food processing lines and the challenges of management related to their diverse range of staff" says Jack.

Seafood ITO's Manager of Quality Assurance & Qualifications, Tania Saggars-Clarke has been liaising

and monitoring this project and headed down to Nelson to visit Wendy, Mark, Daniel, Tim and Denver. "We've been working with New Zealand King Salmon for some time now and I am always impressed with the culture of learning and development that goes right through the company. This was a pilot project for Seafood ITO and New Zealand King Salmon but it looks like it has been so successful that we will be able to deliver it to other companies in the future".

The National Diploma in Business (Level 5) recognises the broad base of technical business competence required for people in business related roles, people aspiring to senior management, and people wishing to extend their business skills.

People who hold this qualification have the skills, knowledge and competence to undertake a broad

range of business activities, and to carry out a mix of specialised operations involving self directed work, and the management of processes or people.

Operations Manager for New Zealand King Salmon, Gary Booth says "Our staff contribute immeasurably to our success as a leader in the global seafood industry. Company-wide, we offer ongoing training and career development as well as succession planning and promotion from within, with the aim of encouraging a positive aspirational culture. Thank you to Seafood ITO for the opportunity and well done Wendy, Mark, Daniel, Tim and Denver on completing this assessment process."

In the next issue of Seatrain we'll talk to these new graduates and find out about what they learnt on this assessment process, and how it's helping them in their jobs.

FINANCIALLY SORTED STAFF MAKE FOR GOOD BUSINESS



Helping your staff to get their money sorted is good for profitability, productivity and workplace safety, according to three employers featured in a new web movie from the Retirement Commission.

The three businesses – a Wellington Pak 'n Save store, New Zealand Post and Blue Star subsidiary Printlink – have all introduced financial education in their workplaces. They appear on the Commission's Sorted website.

They talk about why they have run Sorted seminars for their staff and offered them other resources – like free booklets – and what it's meant for their businesses.

The Retirement Commission has developed five free Sorted seminars for employers to run with their staff on

topics ranging from goal setting, budgeting and managing debt through to making decisions about KiwiSaver.

All the material needed to run them can be downloaded from the Sorted website, www.sorted.org.nz/seminars. There's also a list of facilitators on the site for employers wanting to engage external help.

For businesses and individuals wanting to take a more formal approach to financial education, there are now unit standards available for personal financial management. See the Network for Financial Literacy's website or contact your Sector Manager.

For more information about Sorted's free resources for employers go to www.sorted.org.nz/employers.

sorted.org.nz
YOUR INDEPENDENT MONEY GUIDE

Our business is about making your business work better

Seafood ITO is committed to the development of high quality education and training to people of all ages and levels of experience employed in New Zealand's seafood industry.

Seafood ITO develops national qualifications with industry, coordinates training and provides ongoing support to trainees and their employers through our four specialist sector managers.



3732 active trainees

507 National Certificates completed in 2009



468
employers
with staff in training