

## Case for Change

### Aquaculture and Wild Catch Post Harvest

#### Administrative information

**Name of IRC:** Aquaculture and Wild Catch

**Name of SSO:** Skills Impact

**Training Package:** SFI Seafood Training Package

#### Brief description of how the case for change was developed

Several key drivers identifying impacts on the Australian Seafood Industry and skills development were identified by the previous Seafood IRC and included in the *Skills Forecast and Proposed Schedule of Work* and validated by the refreshed Aquaculture and Wild Catch IRC. Of these drivers, three key areas for development have been identified, agreed and prioritised with post harvest identified as priority two (the two other potential projects have been identified as equal priority one).

Research into the industry was reviewed to determine trends and potential development in training needs. Stakeholders were consulted both directly and indirectly through research reports commissioned by government and industry bodies. Impacts to the industry resulting from the lack of development of the existing and past training packages were identified along with risks of not proceeding and impacts to key stakeholders.

#### The case for change

##### Drivers for change

Limited reviews and updates of the existing *SFI11 Seafood Industry Training Package* over the past 12 years have resulted in an increasing gap between training package components and changing industry skill requirements driven by a rapidly changing industry. There is a considerable divide between the skills currently delivered under the Training Package and the skills required by industry, hampering industry's ability to respond to challenges and new growth opportunities.

Within the post-harvest area (inclusive of seafood processing and sales), changes in technology, legislative and regulatory and market demands have seen a number of changes in how seafood is processed and sold. Some of the largest processors have moved to integrated operations where farming and processing are combined. A large percentage of organisations are both processors and retail/wholesalers leading to discussion and the opportunity to rationalise qualifications making them more flexible.

From an employer perspective, qualifications within the existing training package were used as a training standard, however they have gradually ceased to do so. Over time, the qualifications have lost their relevance and are no longer representative of the industry's needs and as such companies have chosen to develop their own internal training packages.

Employees see the value in training that is transferable across employers and provides a platform to expand and develop careers. There is a desire to further develop skills and qualifications however employees feel such opportunities are limited and feel disadvantaged by not being able to participate in endorsed training. Further, employees feel trapped in their current employment believing their skills and training were not transferable and valued by other employers.

There is a recognised value in skill development across the industry sectors by both employers and employees and a desire to utilise nationally recognised, endorsed units, skill sets and qualifications providing the existing training package components are reviewed, updated and further developed to meet the current and future needs of industry.

### **Recommended changes**

It is recommended that the following changes be made so that training package components, which includes an extensive functional analysis across all job functions, may be streamlined, updated and new components developed as necessary to address current and future industry needs as follows:

- review nine qualifications to determine suitability to meet current needs and opportunity for combining to rationalise the number available
- review one existing skills set and development of up to six new skills sets across AQF levels 1 to 5
- review and edit of 54 units across core (4), distribution (6), processing (31), storage (5), fishing (3) and environmental management (5) and the development of up to 10 units (this figure will need to be confirmed during the functional analysis).

*During the project, units may be identified for deletion either due to relevancy or the opportunity to import more appropriate units from other training packages.*

Some units such as core, environmental management and fishing have been included as they are cross functional and included here to ensure updating in a timely manner.

### **Industry support for change**

#### **Stakeholder consultation**

Stake holder consultation has involved face-to-face and telephone contact with a range of stakeholders individually or within a group setting. Groups consulted include employers (processors, wholesalers and fishers), employees, associations and other industry bodies – further details provided in Attachment B.

Additional consultation has occurred through extensive research commissioned or conducted by associations and government agencies.

#### **Overview of the issues**

Various issues have been identified by stakeholders leading to the need for review, editing and developing training package components. These issues include:

- lack of update to components of current and previous training packages resulting in lack of relevancy to current industry needs and driving employers to develop internal training programs
- desire to deliver training in line with a nationally endorsed and recognised training package
- a lack of current, endorsed training that provides opportunities for employees to transfer skills between employers impeding employment and career development opportunities
- need to introduce cross-sector skills.

#### **Sensitivities**

No sensitivities were identified including any dissenting views.

## Impact of change

### Impact of recommended changes on stakeholders

The following impacts have been identified:

**RTOs and students:** with the usual teach out period, there will be limited if any impact in the transition to revised qualifications. New and revised units will provide RTOs with the opportunity to further support industry in skill development in this critical area. Delivery of new and revised training package components will consider delivery implications and RTOs will be consulted during the development stage. Students will not be impacted. There is currently low delivery levels in this area.

**Employees and Employers:** employers will be able to offer up-to-date nationally endorsed training relevant to current and future industry needs without the need to maintain proprietary training programs. Employees will receive up-to-date training that is transferable across employers providing opportunities for career progression.

**Government:** the review, update and development of the training package will assist government in supporting the development of the industry.

### Risks of not implementing changes

The risks of not proceeding include:

- employers continuing to seek customised, proprietary training programs exacerbating impacts to employees
- no relevant endorsed training will be available resulting in a potential decrease in the use of the *SFI Seafood Training Package* over time leading to its irrelevancy
- consistency in the industry suffering.

### Estimate of timeframes to implement changes

It is estimated that the project would be completed in eleven (11) months from receipt of approval to proceed as follows:

- Functional analysis and review of existing qualifications – three months from receipt of approval to proceed
- Development work including update to existing units, development of new units, development of skills sets and changes to qualifications, industry consultation and validation – six months
- Editorial and Equity and Quality Assurance – two months.

## Implementing the COAG Industry and Skills Council (CISC) reforms for Training Packages

The proposed work will support the implementation of the reforms agreed by CISC in November 2015 in the following ways by:

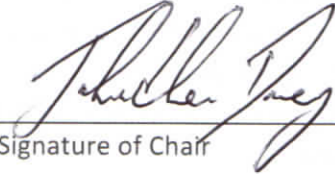
- providing a focus on the development of skills sets to allow upskilling of existing staff and provide opportunities of new training to be operationally focused

- ensuring industry's expectations of post-harvest training requirements is made clear to training providers
- providing the opportunity to potentially reduce the number of qualifications
- allowing for the importation of units from other training packages and the potential reduction of existing units with the *SFI Seafood Training Package*.

This Case for Change was agreed to by the Aquaculture and Wild Catch IRC

JOHNATHAN DAVEY

(Name of Chair)



Signature of Chair

Date: 16/11/17

## Attachment A

### Training Package components to change

#### Skills Impact

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Date submitted: 17 November 2017

Training Package Code	Training Package Name	Qualification Code	Qualification Name	IRC Name	Review status	Change Required
SFI	Seafood	SFI10511	Certificate I in Seafood Processing	Aquaculture and Wild Catch	For review	<ul style="list-style-type: none"> <li>review of nine qualifications to determine suitability to meet current needs and opportunity for combining to rationalise the number available</li> </ul>
		SFI20511	Certificate II in Seafood Processing			<ul style="list-style-type: none"> <li>Review of one existing skills set and development of up to six new skills sets across AQF levels one to five.</li> </ul>
		SFI20611	Certificate II in Seafood Industry (Sales and Distribution)			<ul style="list-style-type: none"> <li>Review and edit of 54 Units across core (4), distribution (6), processing (31), storage (5), fishing (3) and environmental management (5) and the development of up to 10 units (this figure will need to be confirmed during the functional analysis).</li> </ul>
		SFI30511	Certificate III in Seafood Processing			
		SFI30611	Certificate III in Seafood Industry (Sales and Distribution)			
		SFI40511	Certificate IV in Seafood Processing			
		SFI40611	Certificate IV in Seafood Industry (Sales and Distribution)			
		SFI40511	Diploma of Seafood Processing			

## Stakeholder Consultation Method and Scale

In addition to the list below, the Industry Reference Committee members consulted broadly with their networks.

Stakeholder Consultation	
Name of Stakeholder	Detail method(s) and Scale of Consultation
Tassal	Face-to-face to determine company needs – a significant stakeholder in seafood processing
Huon Aquaculture	Face-to-face to determine company needs – a significant stakeholder in seafood processing
Petuna	Face-to-face to determine company needs – a significant stakeholder in seafood processing
Approximately 50 Tasmanian employees	Face-to-face and telephone and group meetings in the workplace conducted by the Australian Workers Union
Associations, processors, wholesalers and fishers	Extensive discussions with stakeholders by Seafood Industry Victoria
Clarence River Coop	Consultations with individual employer on more than one occasion
Tweed Seafood	Consultations with individual employer on more than one occasion
Northern Rivers Seafood	Consultations with individual employer on more than one occasion
Blueharvest	Consultations with individual employer on more than one occasion
Clarence River Fishermens Cooperative	Consultations with individual employer on more than one occasion