

## Case for Change

### Aquaculture

#### 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, 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 Aquaculture identified as equal priority one.

Research into the industry was reviewed to determine trends and potential skill development in training. 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. Aquaculture is of emerging importance to the industry and this sector grows as the wild catch sector maintains a sustainable catch and the industry consolidates. Both the *AQUAPLAN 2017-2019* and *National Aquaculture Strategy 2017* have strategies dealing with training to support the sector.

#### The case for change

In her forward to the *National Aquaculture Strategy 2017*, Assistant Minister for Agriculture and Water Resources, Senator the Hon. Anne Ruston highlights the following key points:

- aquaculture plays an important role in the economies of hundreds of coastal and river communities across Australia
- as wild-catch fishery production is plateauing there exists an exciting opportunity for aquaculture to bridge the gap between supply and demand
- growth in global food demand will require a 75 per cent increase in global food production by 2050
- Australia's aquaculture industry has experienced exponential growth over the past 20 years
- Australia has developed a reputation for producing high quality, sustainable and safe products in an environmental setting that is the envy of many around the world.<sup>1</sup>

So important is the development of the aquaculture sector to the industry, both the *AQUAPLAN 2014-2019* and the *National Aquaculture Plan 2017* identify specific objectives dedicated to ensuring there is appropriate training to the sector.

Objective 5 of the *AQUAPLAN 2017*, "Improving education, training and awareness"<sup>2</sup> identifies the need for trained industry personnel for roles in a range of functions across the sector, many at a vocational level across the range of AQF levels. The report goes further to say "The availability of appropriately trained and

<sup>1</sup> Department of Agriculture 2017, *National Aquaculture Plan 2017*, Canberra, piii

<sup>2</sup> Department of Agriculture 2014a, *AQUAPLAN 2014-2019—Australia's National Strategic Plan for Aquatic Animal Health*, Canberra, pp. 26-28.

competent personnel to fill these roles directly affects the strength of Australia's aquatic animal health management systems." <sup>3</sup>. Objective 5.2, "Assess requirements for a national aquatic animal health curriculum that can be adapted for end-users ranging from vocational training to higher education" <sup>4</sup> specifically identifies the need for funding a consultant engaged by the Fisheries Research and Development Corporation (FRDC) to review existing vocational training. This is a function of the Aquaculture and Wild Catch IRC with the support of Skills Impact

The *National Aquaculture Strategy 2017*<sup>5</sup> identifies the needs for a workforce with a variety of skills going on to say "The industry's ability to attract and retain a skilled workforce will be pivotal to its future expansion."<sup>6</sup> It further identifies the creation of pathways from school to senior management via both the vocational and higher educational sectors. The report acknowledges the role of the Australian Industry and Skills Committee (AISC) and the Aquaculture and Wild Catch Industry Reference Committee in the development of vocational training <sup>7</sup>.

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; acknowledged by the reports above and 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 of five qualifications to determine suitability to meet current needs
- potential development of up to five skills sets
- review and edit of 47 units 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.

These changes will assist in the development of skills required to support the growth in demand for skilled employees expected as the sector itself expand. Changes will also support the strategies defined by the Federal Government.

Given the close relationship and integration of functions with biosecurity, and in order to maximise efficiencies, it is recommended that this project be completed concurrently with the separate project on biosecurity.

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<sup>3</sup> Ibid p. 26

<sup>4</sup> Ibid p. 28

<sup>5</sup> Department of Agriculture 2017, National Aquaculture Plan 2017, Canberra, p28

<sup>6</sup> Ibid p. 28

<sup>7</sup> Ibid p. 29



## Industry support for change

### Method and scale of consultation

Members of the refreshed Aquaculture and Wild Catch IRC have had discussions across various industry sectors as a function of their industry role. Consultations have been face-to-face, individually and in group environments and via telephone. Discussions have included organisations and individuals within the aquaculture sector with significant operations across Australia. As consultations have been ongoing, records of individual discussions are not available.

Indirect consultation through industry and government activities has highlighted biosecurity as a key issue for the industry. To support strategies and initiatives highlighted in various reports and industry specific plans it will be necessary for training package development work to occur. Key reports supporting the focus on biosecurity include:

- *AQUAPLAN 2014–2019, Commonwealth of Australia, 2014*
- *National Aquaculture Strategy, Commonwealth of Australia, 2017*
- *Tasmanian Seafood Industry Council, Seafood Industry Work Profile, May 2017*

### Overview of issues identified by stakeholders

The key issues identified are:

- out-of-date training package components failing to meet the current needs of industry
- limited coverage of job functions in existing training package
- a lack of an integrated pathway covering school, vocational and higher educational environments.

### Sensitivities

No sensitivities that will impact on the acceptance of the project are apparent.

## Impact of change

### Impact of recommended changes on stakeholders

If the recommendations were accepted then the impacts would be:

**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. Currently the participation rate is low.

**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 via defined strategies.

### Risks of not implementing changes

The risks of not proceeding include:

- a lack of relevant training opportunities
- impact on ability to attract and train staff leading to stunted growth
- limited capability to support Federal Government initiatives to grow the aquaculture sector.

### Estimate of timeframes to implement changes

It is estimated that the project would be completed in eleven (11) months from receipt of approval. The proposed stages and timeframes are:

- 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
- *Access and Equity, Quality Assurance and STA consultation – 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 aquaculture training requirements is made clear to training providers
- 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 DAVES

(Name of Chair)

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Signature of Chair

Date: 16/11/17

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	SFI10111 SFI20111 SFI30111 SFI40111 SFI50111	Certificate I in Aquaculture Certificate II in Aquaculture Certificate III in Aquaculture Certificate IV in Aquaculture Diploma of Aquaculture	Aquaculture and Wild Catch	For review	<ul style="list-style-type: none"><li>• review of five qualifications to determine suitability to meet current needs</li><li>• potential development of up to five skills sets</li><li>• review and edit of 47 units and the development of up to 10 units (this figure will need to be confirmed during the functional analysis).</li></ul>

### 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 aquaculture
McAsh Oysters	Consultation with individual employer on more than one occasion
Tasmanian Seafood Industry Council	Consultation with association on more than one occasion
Pacific Reef Fisheries	Consultation with individual employer on more than one occasion
Australian Prawn Farmers Association	Consultation with individual employer on more than one occasion
Huon Aquaculture	Face-to-face to determine company needs – a significant stakeholder in aquaculture