

Southern Fish Industry Training Association Limited



**Annual Report For The
2009**

Training Year

(1 Apr 2009 – 31 Mar 2010)

– Forward Plan for 2010

Supported by:



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Overview – 2009

The last year has once again been very busy here in the South, with demand for training from the seagoing sector stronger than ever. As experience has shown in the past, funded training is always popular with the industry, and with two tranches of funding available to the industry during the year, the year would have seen all previous records broken in terms of turnover and trainee days taken up, but for two problems:

Firstly, the contract for the enhanced skipper training courses financed by Seafish/DfT/EFF was held up between August and January due to uncertainty over the acceptability of Seafish match funding for the project. This was resolved in January and training resumed with fully booked courses for the remainder of the training year.

The second major challenge was the cessation of funding for new entrant safety training, which was wound up by Seafish within one week in December. The project had been so successful that all allocated funds had been used up earlier than anticipated. Emergency funding was requested from the South East Seafood Group Partnership, and a welcome £3,500 was used to assist with a final group of applicants who completed their training in January.

The final challenge of the year was yet to come however, when on March 18th, the appeal by British Seafoods on their challenge to Seafish on the levy on imports was upheld by the High Court. Seafish, with government support, has launched a counter appeal, which we hope will be successful when heard at the Supreme Court in July.

The Future

Seafish administration funding to support our activities was reduced from 2007 onwards, with a complete removal of funding as of 31 March 2010. This has now forced our Association to increase our charges to the industry in order to cover our operating costs. This, together with the uncertainty surrounding the future of the Sea Fish Industry Authority presents an as yet uncertain future.

It is hoped however that by continuing to operate closely with Seafish and Government departments that we will be able to continue to support the industry as economically and as efficiently as possible in future years.

Background

Southern Fish Industry Training Association Limited

The Association was first formed in 1981, operating under the title of South Coast Sea Fisheries Training Association, partly funded by the White Fish Authority. The primary aim at that time was to supply the safety training needs of the commercial fishermen in the South. Sea Survival, Firefighting and First Aid at Sea courses were developed in order to provide a series of basic safety training courses aimed at reducing accidents, serious injuries and loss of life at sea.

The Association covered the counties of Dorset, Hampshire and the Isle of Wight initially, with the development of new safety training and other industry related courses, such as net mending, welding and engine maintenance courses.

During the mid 1980s, the Association worked closely with maritime colleges at Warsash and Falmouth, with a steady throughput of Youth Training (YT) candidates.

In 1991, the Association was re-formed and became an integral part of a national network of Group Training Associations (GTAs), supported by the new industry regulatory body; the Sea Fish Industry Authority. A new constitution was produced, as was a Management Committee, formed by professionals from each of the four industry sectors, and covering an extended area from Dorset to Kent, including the Isle of Wight and the land-locked counties of Surrey and Wiltshire.

Since then, training infrastructures have been introduced and developed in order to provide training and career guidance for the whole of the seafood workforce, operating within the Sea Fishing, Fish Processing/Wholesaling, Fish Frying and Fish Mongering/Retailing sectors throughout the southern region. For the seagoing sector, several skipper projects have been conducted, funded under the PESCA, FIG and EFF funding schemes in collaboration with Seafish and Local Skills Councils, resulting in over 100 qualified Skippers and Deck Officers in the South East.

Organisational Structure

CHAIRMAN

Richard Stride

Christchurch
Fisherman

Company Secretary

Stella Stride

New Milton
Fishmongering/Frying

Vice Chairman

Ian Davies

Poole
Shellfish Farmer/Merchant

Alan Lander

Swanage
Fisherman

Charles Rodgers

Ashford
Fish Frier

Dorothy Rodgers

Ashford
Fish Frier

Quentin Bates

Fareham
Class 2 Skipper

Iain Norrington

Basingstoke
Fish Frier

David Guy

Newhaven
Class 2 Skipper

Ray Cursons

Canterbury
Fish Merchant/Processor

Trevor Goldsmith

Newhaven
Fisherman

TRAINING MANAGER

Alan Sandham

D32/33/34
Seafish Quality Inspector

Safety Course Instructors

Alan Sandham
Robert Greenwood
Steve Postles

Vocational Trainers

Quentin Bates
Robert Greenwood
Iain Norrington
Paragon Training

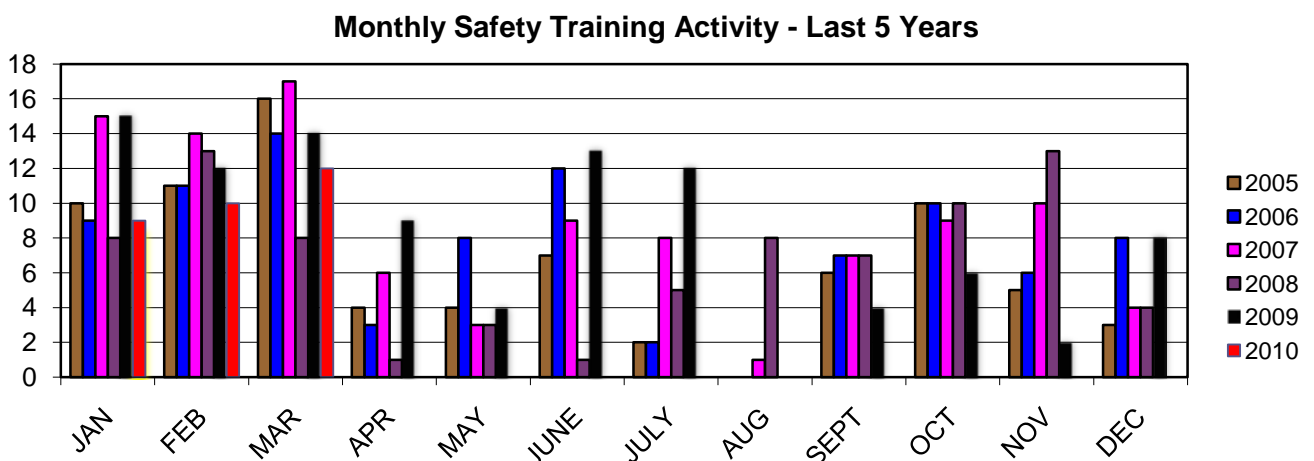
1. Safety Training.

Historically, the Association has been primarily involved in safety training for the seagoing sector. Sea Survival, Firefighting and First Aid courses have been well attended by fishermen. Training is also offered to seafarers involved in the small craft commercial and leisure industries, as many commercial fishermen in the south combine commercial fishing and seasonal chartering due to the flourishing leisure industry along the south coast.



The chart above represents safety training conducted on an annual basis, (1st Apr-31 Mar), during the last 10 years. Attendances broke all previous records when FIG/ESF funded safety training was introduced in 2001. There was a noticeable reduction in the amount of courses run during 2005 due to the removal of FIG funding for the safety awareness course.

In 2006, enhanced safety courses (bridge & engineering watchkeeping and stability awareness) were introduced under the FIG programme, resulting in increased training effort once again. The FIG funded training expired at the end of the 2007 training year, and has now been replaced by European Fisheries Funded (EFF) project in partnership with Seafish, the Marine Fisheries Agency and Department for Transport (DfT). Unfortunately safety training funding was completely used up at the end of 2009 and Seafish has announced that it will not fund mandatory safety training in the future.



Looking at the monthly training effort, the winter months remain the busiest for seagoing sector training. The summer months of 2009 were exceptionally busy but came to a sudden halt at the end of July, when Seafish suspended DfT funding due to contractual difficulties. DfT training resumed in January 2010 and overall attendances were slightly down on previous years due to the removal of funding for training of new entrants.

2. Training Statistics.

a. Regional Safety Training Attendance Statistics - to 31 March 2010

	Total Fishermen	Sea Survival	Fire Fighting	First Aid	Safety Awareness	All four courses completed	Percentage by County
DORSET	592	537	497	504	423	394	66
HAMPSHIRE	264	224	197	205	171	146	55
ISLE OF WIGHT	72	52	41	47	43	31	43
SUSSEX	581	496	464	479	394	355	61
KENT	219	163	158	158	141	108	49
TOTALS	1728	1472	1357	1393	1172	1034	60

Another busy year has seen the total workforce registered on our database rise from 1,690 to 1,728 individuals, and it is once again pleasing to report an overall 4 percent increase in the number of those who have completed all of their basic training courses.

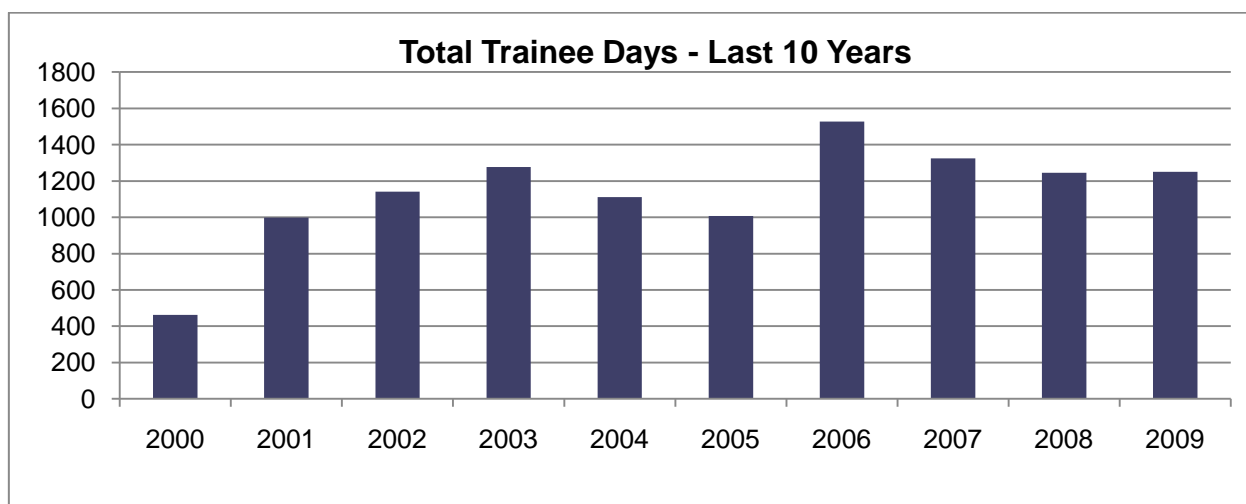
During the year 135 new entrants have attended sea survival and new entrant health & safety training. Compared with 82 last year this increase is seen as a consequence of the recession, with many new entrants attending whilst looking for alternative employment due to redundancy.

Once again, no training has been carried out on the Isle of Wight due to lack of demand despite regular mailings. Several fishermen from the Island have travelled to Lymington, Poole and Portsmouth in order to undertake their basic safety training. Demand for training from the rest of the region has been reasonably constant throughout the training year.

Note:

Our database is constantly updated with data coming in from fishermen responding to our mailings. Fishermen known to have left the industry during the year have been deleted, with new entrants added as they apply for training. However, the workforce above includes many who operate part-time, and sometimes on a seasonal basis, and therefore the exact size of the workforce will never be completely accurate.

b. Annual totals of attendances basic safety training only - 2000 - March 2010



The figures above show the amount of training effort for each year in trainee days and includes onshore sector training. 2006 was clearly the record breaking year, with a decline in numbers in 2007 largely due to the end of our final NVQ project. Safety training and the new skipper training courses have continued to be very popular in the seagoing sector resulting in a very healthy total of over 1,200 trainee days recorded in each of the last four years.

c. Training effort, 1 April 2009 - 31 March 2010

Looking at the last training year in more detail, seagoing sector attendances have surpassed most of our targets set in our 2009 forward plan. Onshore sector targets have proven to be difficult to achieve once again, despite several detailed mailings timed to co-incide with planned events.

COURSE	COURSES HELD	COURSE DURATION (DAYS)	SEA FISH TRAINEES	OTHER TRAINEES	TOTAL TRAINEE DAYS	FORWARD PLAN 2009 COURSES/TRAINEE DAYS	
Sea Survival/PST	12	1	130	33	163	10	100
Firefighting Basic	10	1	128	20	148	6	60
FPPF 3 Day	0	3	0	0	0	0	0
Firefighting Advanced	0	5	0	0	0	0	0
Elementary First Aid	12	1	126	35	161	10	80
Medical First Aid	0	2	0	0	0	0	0
Safety Awareness	9	1	80	4	84	5	50
Stability Awareness	7	1	70	0	70	5	50
New Entrant Health & Safety	12	1	135	0	135	10	80
Long Range Radio	0	5	0	0	0	0	0
Short Range Radio	5	1	45	0	45	6	30
Bridge Watchkeeping, 5 day	2	5	20	0	100	0	0
Bridge Watchkeeping, 2 day	5	2	51	0	102	5	50
MCA Diesel Engine 5 day	6	5	16	0	80	5	20
Engine Watchkeeping, 2 day	2	2	17	0	34	5	20
E-NAV On line nav exam	1	0.5	2	0	1	0	0
E-ENG On line eng exam	6	0.5	25	0	13	0	0
Seafish Seminars/Workshops	1	1	12	0	12	0	0
Hygiene Modules Sold	9	1	9	0	9	20	20
Hygiene Exams Conducted	2	1	5	0	5	20	20
Health & Safety Modules Sold	1	1	0	0	1	20	20
Health & Safety Exams	1	1	1	0	1	20	20
Frying Skills	0	1	0	0	0	5	5
Customer Service Skills	1	2	1	0	2	5	5
Frying/Cust Svc Combined	6	3	6	0	18	5	5
Fishing Vessel Ops, Level 4	0	20	0	0	0	0	0
Fishing Vessel Ops, Level 3	3	20	3	0	60	5	100
Intro to Fishmongering	0	1	0	0	0	5	5
Knife Skills/Fish Filletting	1	2	1	0	2	5	5
Friers Quality Award (new)	1	1	1	0	1	10	10
Friers Quality Award (renewal)	4	1	4	0	4	10	10
Processors Quality Award	0	1	0	0	0	0	0
TOTALS	120		888	92	1251	197	765

The figures above reflect upon another very busy and successful training year, despite difficulties encountered by Seafish Training with the various funding schemes (see 3 below)

d. Skipper Training

As at 31 March 2010, 64 under 16.5m skipper tickets have been issued to skippers on our region, of which 56 are in the under 20mile category with just 7 in the over 20mile category.

42 Skippers in the region hold the Skipper (Inshore) ticket obtained on our NVQ level 3 Fishing Vessel Operations projects.

4 Skippers in our region hold the Class 2 Deck (Fishing) certificate of competency.

3. Notable Achievements.

a. Seagoing sector.

1. Basic Safety Training.

Individual Training Support Grants were Introduced in 2008 to replace new entrant safety training which had latterly been funded by ESF/FIFG from 2001 to 2007.

As reported above, ITSG demand from new entrants to the industry continued throughout the year, but funding was ceased abruptly by Seafish in December due to early depletion of allocated funding. We would wish to convey our thanks to the South East Seafood Group Partnership, who came to our aid at short notice with £3,500 from their training budget, which helped us to enable a further 16 applicants to complete their safety training in January & February 2010.

The table below was produced by Seafish Training in March 2010 in order to indicate ITSG take-up nationally. The figures include only trainees funded under ITSG. A further 22 new entrants have attended sea survival and health & safety courses since ITSG was withdrawn in December 2009.

Approved Training Provider	Type of course completed			
	Sea Survival	Health & Safety	Fire Fighting	First Aid
Anglo Scottish Sea Fish Industry Group Training Assn	76	68	72	69
Eastern Seafish Training Association	63	45	43	49
Fish Industry Training Association	191	14	141	75
North East Fishermen's Training Association	51	12	69	60
Orkney Fisheries Training Association	9	0	40	4
Sea Fish Industry Training Association (Northern Ireland)	32	20	25	29
Seafood Cornwall Training	84	79	56	52
Shetland Fisheries Training Association	3	0	35	1
Southern Fish Industry Training Association	114	113	101	97
Welsh Sea Fish Industry Training Association	92	69	39	42
West of Scotland Seafish Training Association	41	1	30	33
Western Training Association	92	84	44	46
Western Isles Sea Fisheries Training Association	24	5	28	11
Whitby & District Fishing Industry Training School	51	50	29	33
Yorkshire & Humber Fishermen's Training Association	103	85	108	108
Total	1,026	645	860	709
	76%	48%	64%	53%

Since the cessation of funded safety training, and the removal of our Seafish administration grant, we have had to revise our pricing for basic safety courses, and although take-up is now reduced, we anticipate a busy training year during 2010.

2. DfT Funded Enhanced Safety/Skipper Training.

This training was introduced in 2008 with funding in order to make the more advanced career training courses more acceptable to the industry, allowing skippers to prepare for the introduction of the Under 16.5m Skipper Ticket. The main thrust of the funding is aimed at four courses; Bridge Watchkeeping, Engine room Watchkeeping, Stability Awareness and Short Range Radio. The fund has also facilitated the production of the Seafish eacademy on-line learning system, where fishermen can study on-line and take their exams without the need for attending classroom based courses. Demand for all of these courses has been steady throughout the year, although funding was interrupted between July and January due to contractual difficulties between Seafish and EFF project partners before the start of the new EFF funded project could begin.

b. Onshore Sectors.

- One of our instructors attended a fishmonger/fish filleting trainers course organised by Seafish Training in December 2009. Training is now being offered to processors and retailers in our region.
- Most of our onshore work this year has involved the Seafish Open Learning modules once again, with 10 modules sold and 6 exams undertaken.
- The Seafare Fish & Chip Shop group have enrolled 7 of their staff on the Seafish Customer Service and Fish Frying Skills awards during the year, with 4 successful assessments carried out.
- Once again, we have been involved in the Fish & Chip Shop of the year competition, judging shops in Dorset, Bristol, Hampshire and Berkshire.
- Four fish & chip businesses have been successfully audited for the Seafish Quality Award during the first quarter of 2010.

4. Sector Databases – Regional Statistics.

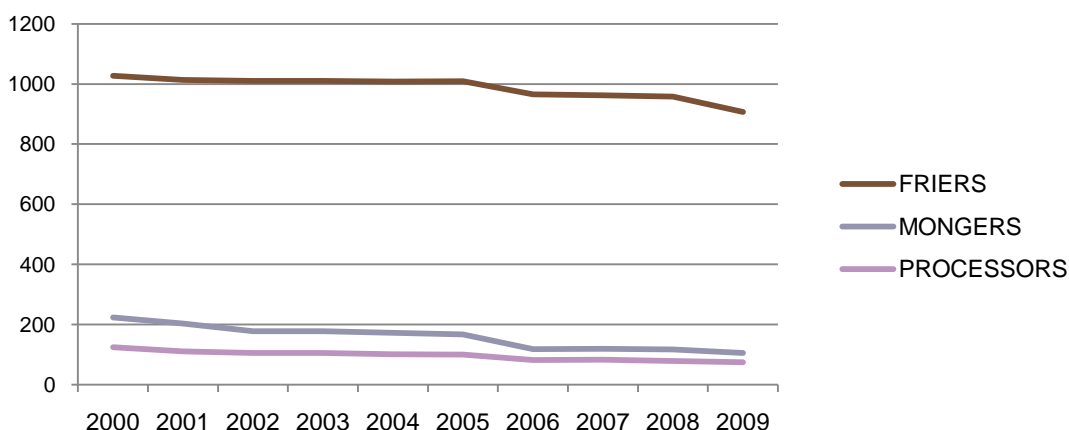
Databases for all sectors were created during 1993-94 in order to give a better view of each sector of the industry in our region, and therefore help to identify future targets for training effort. These databases are updated following mailings to each county, which are usually conducted at least once per year. There has been only a small change to the totals this year due to less mailings conducted. Figures for Surrey have now been removed as the figures involved were considered to be inaccurate.

Onshore Sectors - Total businesses by county – to 31 March 2010

	FRIERS	MONGERS	PROCESSORS	TOTAL BY COUNTY
DORSET	111	18	12	141
HANTS	223	16	14	253
I.O.W.	36	4	6	46
SUSSEX	247	37	19	303
KENT	212	26	17	255
WILTS	78	5	7	90
				TOTAL REGIONAL
TOTALS	907	106	75	1088

The chart below shows sector trends over the last 15 years. Total sector figures may not be completely accurate as it is not known exactly how many new businesses closed or started up during each year.

Onshore Sector History – Last Ten Years



i. FISH FRYING SECTOR

The fish frying sector is suffering from competition from all of the other fast food sectors. However, the decline has slowed in recent years, as fish & chips remain the No1 take away food in the UK.

ii. FISH MONGERING SECTOR

The fish mongering/retail sector has declined significantly since we started keeping statistics in 1994. Over one third of all businesses have closed since 1995, with relatively few new start-ups. This decline is largely due to pressure from the large national chain stores. However, fishmonger shops are now enjoying a “niche” market, and the decline has started to ease.

iii. FISH PROCESSING/WHOLESALE SECTOR

Much of the fish landed for processing in our region is sent to processors in north of England and exported to France and Spain. Many of the businesses on our database specialise as brokers, buying and selling in bulk, without touching the merchandise. Others specialise in particular types of fish, such as shellfish, salmon etc whilst most others are purely wholesalers who do not process fish in the traditional sense. There are therefore wide-ranging differences between employment activity among businesses in this sector.

iv. THE SEAGOING SECTOR

The following statistics represent the regional state of the seagoing sector as at 31 March 2010.

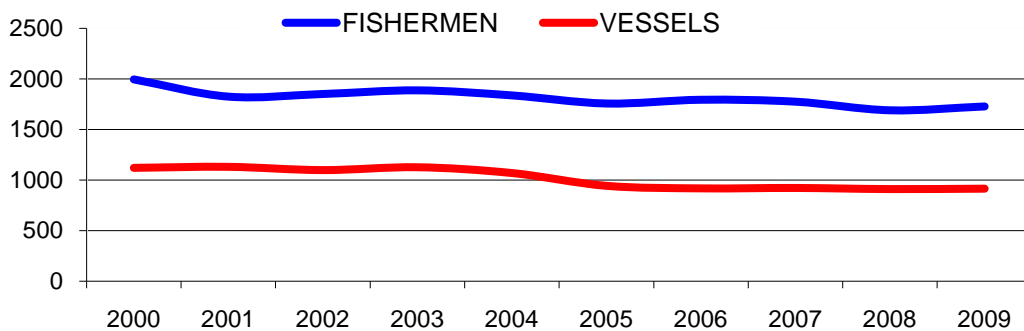
	VESSELS*	FISHERMEN*
DORSET	297 (288)	592 (564)
HAMPSHIRE	146 (144)	264 (276)
ISLE OF WIGHT	50 (55)	72 (73)
SUSSEX	301 (302)	581 (563)
KENT	122 (123)	219 (214)
TOTALS	916 (912)	1728 (1690)

** figures in brackets – 2008 training year*

a. Fishermen.

Statistics on fishermen in the region have been compiled from training records collected since the early 1980's. The total will never be completely accurate as many fishermen move in and out of the industry from time to time, sometimes working on a seasonal or part time basis. The total annual figures include those who joined the industry during 2009. As can be seen below, the number of fishermen declined during the last decade with figures showing a slightly larger workforce at the end of 2009. However it was noted during the year that many new entrants funded by ITSG were those looking for work as a consequence of redundancy or changing jobs during the recent recession. The next year may show a different trend now that funding for new entrants has been withdrawn.

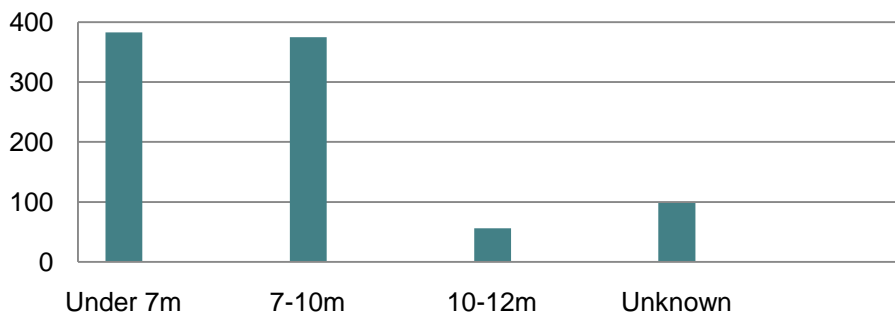
Seagoing Sector - Last 10 Years



b. Fishing Vessels.

The statistics on vessels in the region were originally compiled from information received from fishermen's associations, fisheries district offices and the Cardiff national Register of Shipping. It is virtually impossible to keep a completely accurate track of vessels as they change hands on such a regular basis. However, the seagoing sector database is regularly updated from our constant contacts with the seagoing sector of the industry. The chart above indicates a decline in the number of vessels over the past 10 years, but the number has remained fairly level since 2005.

Size of Vessels



The chart above indicates the size of vessels in the South East fleet, the proportion of which has not changed significantly over the last 10 years.

5. Forward Plan for the Training Year 2010:

COURSES AND TARGETS FOR 2010

COURSES	TARGET (trainees)
Catching Sector	
10 Sea Survival courses	100
10 New Entrant Health & Safety courses	80
10 Elementary First Aid courses (one-day)	80
6 Basic Firefighting & Prevention courses (one-day)	60
6 Short Range Radio courses	30
5 MCA 30 hour Diesel Engineering courses	20
5 Engine watchkeeping courses (2 day)	50
5 Safety Awareness courses	50
5 Bridge Watchkeeping courses (2 day/5 day)	50
5 Stability Awareness courses	50
Seafish E-Academy exams	100
Onshore Sectors	
Fish Frying Skills	5
Counter Service Skills	5
Foundation Food Hygiene	10
Health & Safety	10
Introduction to Fishmongering	5
Knife Skills/Fish Filleting	5
Friers Quality Award	10

Promotion of onshore sector training will be dependent upon how Seafish wishes to support the various onshore sectors during what has so far been a difficult year.

In any event, our Association will continue to support all sectors of the industry as demand dictates.

In addition to the above, it is intended to carry out the following activities during the year:

- Continuing update of onshore databases.
- Working with Seafish and NFFF to promote the new onshore training schemes
- Promotion of the new under 16.5m skipper qualification throughout the region
- Development and possible introduction of the Seafish 3 week new entrant induction course
- Promotion of the Seafish e-academy on-line learning system
- Renewal of MCA certification for STCW 95 Personal Survival Techniques
- Application for certification for MCA certification for STCW 95 Elementary First Aid
- Working with South East Seafood Group to promote development of all industry sectors