

Consultation Report for Seafood Qualifications

Levels 3, 4, and 5

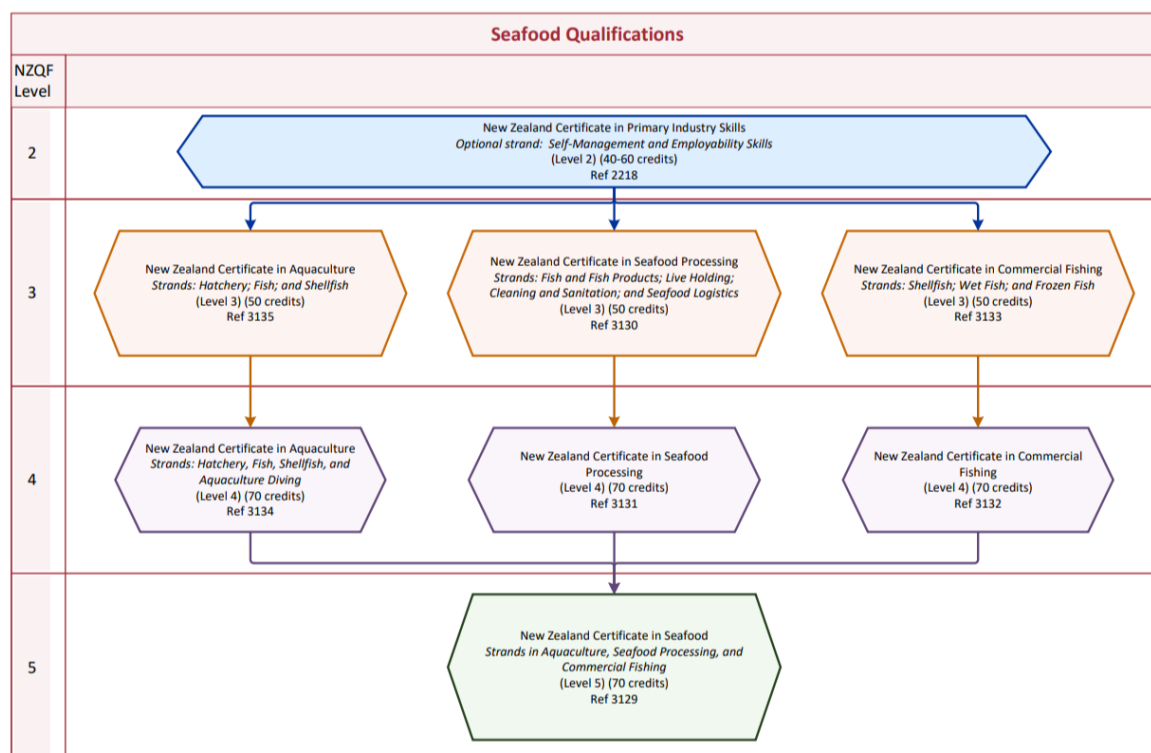
September 2023



MUKA TANGATA
People, Food and Fibre
Workforce Development Council

Overview

As stated in our [Workforce Development Plan](#) (WDP) for the Seafood industry, we are undertaking a review of the [Seafood Qualifications](#) suite at levels 3, 4 and 5.



Review scope

New Zealand Certificate (NZC)	Level	NZQA Ref.
NZC in Commercial Fishing with stands in Shellfish, Wet fish, and Frozen Fish	3	Ref: 3133
NZC in Seafood with strands in Fish and Fish Products, Live Holding, Cleaning and Sanitation, and Seafood Logistics	3	Ref: 3130
NZC in Aquaculture with strands in Hatchery, Fish, and Shellfish	3	Ref: 3135
NZC in Commercial Fishing	4	Ref: 3132
NZC in Seafood Processing	4	Ref: 3131
NZC in Aquaculture with strands in Hatchery, Fish, Shellfish and Aquaculture Diving	4	Ref: 3134
NZC in Seafood with strands in Aquaculture, Seafood Processing and Commercial Fishing.	5	Ref: 3129

The project will also:

- review Commercial Fishing micro-credentials currently on the framework; and,
- identify any further need for micro-credential(s).

Additional tasks

In accordance with our report, [A New Approach to Learner Pathways](#), we are also tasked with:

- incorporating te ao Māori into learning to meet our Tiriti o Waitangi obligations;
- developing a food and fibre skills framework to support a wider and more transferable skills base; and,
- designing learning elements in parallel, aiding speed to market by developing qualifications, standards, and micro-credentials concurrently whenever possible.

Qualification development principles

- Qualifications for an industry are coherent and create pathways.
- Qualifications have standardised sizes.
- Qualifications have pre-designed exit points.
- Qualifications can be completed in a range of contexts but share a common core.
- Qualifications have optional elements.
- Qualifications have fully stackable micro-credentials.

Priority learners

We need to ensure that the needs of learners from Māori, Pacific peoples and tāngata whaikaha (people with disabilities) groups are reflected in the design of qualifications and the programmes of study produced.

As identified in the recently released [Fisheries Industry Transformation Plan](#) (Ministry for Primary Industries) we are working closely with Seafood NZ to develop and implement fit for purpose qualifications and training. To meet the actions in this Transformation Plan, the reviewed suite of qualifications needs to promote clear pathways for building skills and gaining qualifications across the Seafood industry.

Engagement Process

Extensive engagement has been undertaken with key stakeholders, including employees, employers, students (learners), representatives from the vocational education and training sector, iwi, Pacific peoples and tangata whaikaha to comprehensively assess the challenges and opportunities within the Seafood industry.

This engagement process, carried out over several months, culminated in consultation with industry experts to determine the precise requirements for Seafood qualifications.

The initial consultation phase was successfully completed in September 2023, and included meeting with industry and provider participants, both in-person and online. These meetings provided valuable feedback and insights that have informed the qualification suite review. **The key points raised were:**

- New qualifications for the Aquaculture industry have only recently begun being delivered to the industry. At this stage there is not enough data to establish whether the qualification needs significant change, or not. However, there is interest from the sector to embed more learning around wellbeing and te ao Māori into the existing qualifications, and to remove the differentiation between shellfish, fin fish and crustaceans as aquaculture learning and skills are transferable across these sectors.
- Health, safety, and wellbeing considerations are paramount, with mental health highlighted for inclusion in training.
- Stakeholders stressed the importance of increasing environmental awareness and responsibility across all sectors and levels of industry training.
- Embedding of traditional Māori knowledge and tikanga into learning is strongly supported by industry and providers.
- Stakeholders emphasised the importance of ensuring training and assessment remains focused on practical, hands-on skills.
- The current qualification structures do not allow for easy movement across sectors.
- Cultural awareness and respect were identified as vital components of Seafood industry training.
- Compliance is a stressor and complex issue for the industry so accuracy in this area must be ensured in all reviewed documents.
- Industry introduction options are lacking. Succinct introduction training packages at pre-employment levels, before company inductions, are needed.
- Basic 'employment ready' skills were lacking in those wanting to enter the industry.
- Collaboration with schools needed to attract rangatahi to the industry,
- Inshore fishing training has a high priority need for industry introduction training to support new fishers work on an inshore boat.

Qualification Development Rationale

Students

- Micro-credentials allow students to collect a recognised award for each segment of learning without necessarily having to complete the full qualification.
- The qualification structure allows for flexibility – providing multiple pathways and transferability of learning across Seafood sectors.

Industry

- Industry can access role-based micro-credentials that recognise and award their employee for the specific skills they have developed. If the learner desires, they can then go on to complete further micro-credentials to improve their career prospects.
- The qualification includes a core micro-credential that contains key topics that industry has indicated entrants into the industry need to have.

Providers

- The qualification structure provides for multiple entry and exit points.
- The use of micro-credentials gives providers access to funding streams.
- The provider can tailor the course offerings based on what best suits their market and resources.
- The new qualifications will create pathways for further study and skill development as employees/learners move through their career journey.
- The qualification structure accommodates existing courses of study.

Qualification Structure

Summary of proposed development/changes: (please see [Proposed Seafood Qualification Suite - Draft](#) for more details)

Proposal 1

Proposed development of 3 micro-credentials at level 2 in Seafood Processing, Inshore vessels, and aquaculture to cover personal wellbeing & workplace safety, communication skills and practical skills.

Proposal 2

Merge of the following Level 3 qualifications into **one 50-55 credit qualification** with a shared core of 10 credits and operator skills of 40 credits in 5 contexts: Commercial Fishing, Seafood Processing Sector, Aquaculture, Quality Control and Compliance, or General.

New Zealand Certificate (NZC)	Level	NZQA Ref.
NZC in Commercial Fishing with strands in Shellfish, Wet fish, and Frozen Fish	3	Ref: 3133
NZC in Seafood with strands in Fish and Fish Products, Live Holding, Cleaning and Sanitation, and Seafood Logistics	3	Ref: 3130
NZC in Aquaculture with strands in Hatchery, Fish, and Shellfish	3	Ref: 3135

This allows providers to put together different offerings, and for students to opt for a 'pick and mix' if suitable.

Several micro-credentials will be developed to cover relevant topics and/or job roles to create different entry and exit points for students, stand-alone training packages for employers where needed, and enable greater transferability across the Seafood industry for skilled operators.

Proposal 3

Merge of the following Level 4 qualifications into **one 70 credit qualification** with a shared core of 15 credits and advanced operator skills of 55 credits in 5 contexts: Commercial Fishing, Seafood Processing Sector, Aquaculture, Quality Control and Compliance, or General.

New Zealand Certificate (NZC)	Level	NZQA Ref.
NZC in Commercial Fishing	4	Ref: 3132
NZC in Seafood Processing	4	Ref: 3131

NZC in Aquaculture with strands in Hatchery, Fish, Shellfish and Aquaculture Diving	4	Ref: 3134
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As with the level 3 proposal, this allows providers to put together different offerings, and for students to opt for a ‘pick and mix’ programme if suitable.

Several micro-credentials will be developed to cover relevant topics and/or job roles to create different entry and exit points for students, stand-alone training packages for employers if needed, and enable greater transferability across the Seafood industry for advanced operators.

Proposal 4

It is proposed to leave the following Level 5 qualification as-is and extend the review date. This qualification has low usage at this point, so the working and steering groups felt that it needed more time in the market to determine its fitness for purpose.

New Zealand Certificate (NZC)	Level	NZQA Ref.
NZC in Seafood with strands in Aquaculture, Seafood Processing and Commercial Fishing.	5	Ref: 3129

Proposal 5

The development of four new micro-credentials at Level 5 is proposed to cover people and business leadership, operational and sustainable management, environmental sustainability, operational and equipment management.

Additional Comments

- For the existing Level 3 and Level 4 qualifications, a generous transition period of 3 years (taking the last date of assessment out to December 2026) is proposed, to sustain current levels of training provision and allow providers plenty of time to develop new programmes.
- The topics for micro-credentials at level 3 and 4 (as identified in the Proposed Seafood Qualification Structure) is not an exhaustive list. The topics are based on existing training packages and programmes, and from our conversations with industry and providers. This list will need to be refined and potentially added to over time.
- Where topics for skill standards or micro-credentials overlap with the standard-setting coverage of other Workforce development Councils, we will work with them to develop something that can be used across multiple settings.

Key points raised about the proposed qualification structure

Funding

- To be aware that students that consume 60 or more credits at Level 3 are unable to access fees free study at Level 4.
- The previous stranded structure allowed students to complete a qualification in one strand and then be funded to add another strand at the same academic level. Using micro-credentials will enable the same ongoing training.

Duration of Qualifications

- Industry prefers shorter durations of learning so an increase in credits can significantly extend the duration to complete a programme or qualification.

Seafood Code of Practice

- Incorporating the requirements of the updated Seafood Industry Codes of Practice at Level 3 would be a real benefit to industry training.

Draft Graduate Profile Outcomes

The qualification graduate profile outcomes, although in draft, have been developed after considerable consultation with industry and providers. They focus on operational knowledge, industry-specific skills, and leadership responsibilities. These outcomes will support increased retention, productivity, and improved education and employment pathways for Seafood industry employees.

New Zealand Certificate in Seafood Advance Operations (Level 3) - Graduate Profile Outcomes - DRAFT

Graduates of this qualification will be able to:

1. Comply with workplace safety requirements and apply strategies to maintain own mental and physical wellbeing in a seafood operation. (5 credits)
2. Use manaakitanga, kotahitanga and kaitiakitanga principles to interact effectively with team members and comply with environmental responsibilities in a seafood operation. (5 credits)
3. Apply relevant technical skills and/or pan-sector industry skills to efficiently carry out activities in a seafood operation/s. (40-45 credits)

Qualification conditions

To be awarded the Seafood Processing context, graduates will have met the overall qualification requirements of which a minimum of 30 credits lead towards GPO (Graduate Profile Outcomes) 3 carrying out seafood processing activities in a seafood operation on land or at sea.

To be awarded the Commercial Fishing context, graduates will have met the overall qualification requirements of which a minimum of 30 credits lead towards GPO 3 carrying out commercial harvesting operations and post-harvest handling in a commercial fishing operation.

To be awarded the Aquaculture context, graduates will have met the overall qualification requirements of which a minimum of 40 credits lead towards GPO 3 carrying out stock management, monitoring, and hatchery or farming activities in an Aquaculture operation.

To be awarded the Quality Control context, graduates will have met the overall qualification requirements of which a minimum of 25 credits lead towards GPO 3 carrying out quality control activities in a seafood processing, commercial fishing, or aquaculture operation.

To be awarded the General context, graduates will have met the overall qualification requirements, including 40 credits leading towards GPO 3 applying relevant technical skills and/or pan-sector industry skills to carry out activities in a seafood operation/s.

New Zealand Certificate in Seafood Advance Operations (Level 4) - Graduate Profile Outcomes - DRAFT

Graduates of this qualification will be able to:

1. Embed workplace safety and resource management practices and support team members to maintain mental and physical wellbeing in a seafood operation. (5 credits)
2. Use effective communication with a range of colleagues and apply kaitiakitanga practices in a seafood operation. (10 credits)
3. Apply advanced technical skills and/or pan-sector industry skills to implement and monitor staff work routines and legislative compliance, in an aquaculture, seafood or commercial fishing operation. (55 credits)

Qualification conditions

To be awarded the Seafood Processing context, graduates will have met the overall qualification requirements of which a minimum of 35 credits lead towards GPO 3 and 4 carrying out seafood processing activities in a seafood operation on land or at sea.

To be awarded the Commercial Fishing context, graduates will have met the overall qualification requirements of which a minimum of 35 credits lead towards GPO 3 and 4 carrying out commercial harvesting operations and post-harvest handling in a commercial fishing operation.

To be awarded the Aquaculture context graduates will have met the overall qualification requirements of which a minimum of 35 credits lead towards GPO 3 carrying out stock management, monitoring, and hatchery or farming activities in an Aquaculture operation.

To be awarded the Quality Control context, graduates will have met the overall qualification requirements of which a minimum of 30 credits lead towards GPO 3 carrying out quality control activities in a seafood processing, commercial fishing, or aquaculture operation.

To be awarded the General context, graduates will have met the overall qualification requirements, including 55 credits leading towards GPO 3 applying advanced technical skills and/or pan-sector industry skills to implement and monitor staff work routines and legislative compliance, in an aquaculture, seafood or commercial fishing operation.

Acknowledgements

We extend our gratitude to all industry members and stakeholders who have and continue to dedicate their time and expertise to this consultation process. The feedback received has been invaluable in shaping the development of these Seafood qualifications.

We have been truly fortunate to have representatives on our working and steering groups from the following organisations:

- Crane Training Industry
- Gisborne Fisheries
- Guard Safety
- Independent Fisheries
- Marine Farming Association
- Moana New Zealand
- Mount Cook Alpine Salmon
- Neames Limited -Crane Training
- New Zealand King Salmon
- OP Columbia
- Port Nicholson Fisheries
- Private Fishery Consultants
- Recognise Limited
- Regional Skills Leadership Group - Nelson/Tasman and Southland
- Sanford Limited
- Seafood Training Services
- Seafood New Zealand
- Sealord
- Talley's
- Te Atiawa Trust
- Te Pūkenga – Nelson Marlborough Institute of Technology and Primary Industry Training Organisation
- Te Whare Ako Mahi o Tāne Mahuta
- Westport Deep Sea Fishing School
- Whakatōhea Mussels

Muka Tangata is committed to ensuring that these qualifications are fit for purpose and contribute to the long-term success and progression of the Seafood industry.

We look forward to receiving more feedback about the proposals and encourage you to disseminate this information amongst your networks.