



# 2016-2019 SEAFOOD TRAINING PROFILE

Tasmanian Seafood  
Industry Workforce

Prepared by

**LISA DENNY | WORKFORCE DEMOGRAPHER**



**TASMANIAN SEAFOOD INDUSTRY COUNCIL**

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This report was prepared by Lisa Denny alongside the Tasmanian Seafood Industry Council to address Objective 1 and 3 of the Tasmanian Seafood Industry Workforce Plan 2019:

- 1. To prepare the seafood industry for the new work order through a better understanding of workforce demand and training needs**
- 2. To deliver and extend workforce development outcomes and outputs to stakeholders**

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# SEAFOOD AND MARITIME TRAINING

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Data for the Tasmanian Seafood Industry Training Profile was collected from Seafood and Maritime Training.

The four-year period between 2016 and 2019 realised a slight shift in the profile of people undertaking training with Seafood Maritime Training. More people were employed full time in 2019 compared with the average for the period and they were also younger, however, they were still predominantly male. Slightly more were based in the south of the state (75.5%) than in previous years.

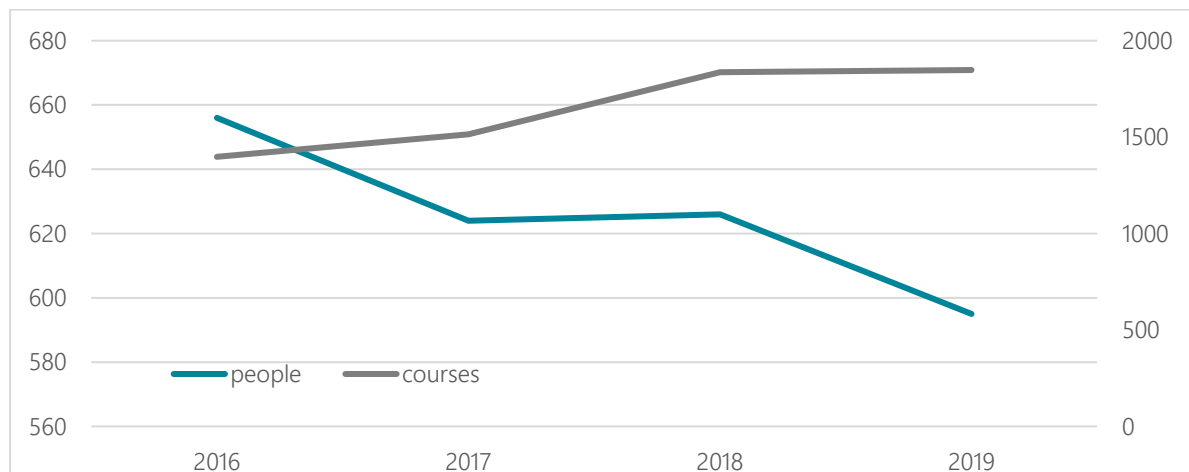
In addition, the courses which recorded the strongest growth over the period were those which were a skill sets of an accredited vocational education and training qualification, certificates in either maritime operations, aquaculture, or seafood post-harvest operations. This suggests more people are enrolling in vocational pathway qualifications than previously.

## SUMMARY

In the four years to 2019, 2,501 people undertook training with Seafood Maritime Training, an average of 625 per year. Those people completed 6,597 courses over the period, an average of 1,649 courses per year.

- The average age of all participants was 35.5 years.
- Most were men (85.3%).
- Two in five (39.4%) were aged between 15 and 29 years, a quarter (25.7%) were aged 30 to 39 years while a third (34.6%) were aged 40 or over.
- Most lived in the south (72.1%), 16.6% in the north west and west, 11.3% in the north.
- Around half had completed year 12 (51.5%), 28.1% completed year 10 and 12.2% had completed year 11 or below.
- Around two thirds were employed full time (65.7%) and 13.8% were part time while 6.7% were self-employed.
- 6.3% identified as being indigenous.
- 3.4% reported living with a disability. Of those who reported a disability, around two in five listed a learning disability.

Figure 1. Number of course completions and participants, 2016 to 2019, Seafood Maritime Training



Source: Seafood Maritime Training

## COURSE OVERVIEW

Over the four-year period, 37 different courses were offered by Seafood Maritime Training, including two school-based training courses. The top 25 courses are listed in order in Table 1 by number, average, growth since 2016 and share of total number of courses offered.

Elements of Shipboard Safety recorded the most completions over the period, making up almost 20% of the share of all courses completed.

Several courses recorded increased completed compared with the period's average:

- The coxswain deck course increased 15.5% to be the second most completed course over the period, equating to 11.3% of all courses completed. The coxswain course is a skill set of the Certificate I in Maritime Operations (Coxswain Grade 2 Near Coastal).
- The food safety and WHS and forklift courses recorded growth of 62.5% and 21.5% respectively.
- Finfish husbandry A recorded growth of 47.9% and Finfish husbandry B was a new course in 2019 with 89 enrolments, both being skill sets in the Certificate III in Aquaculture –Finfish stream.
- The Marine Engine Driver 2 Near Coastal course (a skill set in the Certificate III in Maritime Operations) and the Shellfish Husbandry course (a skill set in Certificate III in Aquaculture - Shellfish Stream) recorded strong growth (42.2% and 58.1% respectively).

Interest in biosecurity resulted in a Biosecurity Day in 2018 and the introduction of a new course, Biosecurity and WHS in 2019 with strong enrolments and completions.

Seafood Processing was also a new course completed in 2019, a skill set of the Certificate III in Seafood Post Harvest Operations.

Other new courses for 2019 included ROV Training and Hatchery.

Some courses recorded declines in completions for 2019 compared with the period's average:

- The coxswain navigation course recorded a 20.6% decline in 2019 compared with the period's average, a skill set in the Certificate II in Maritime Operations (Coxswain Grade 1 Near Coastal).
- The courses Long Range Operators Certificate of Proficiency (LROCP), wader safety, non-slew crane and dogging all recorded declines in 2019 compared with the period's average due to a high number of completions in one of the years compared with the average.

A number of courses were also not offered in 2019. For example, Tassal Fish Health, epidemiology, The Hutchins School, Catholic schools, and the Master <35 near coastal, were some not offered.

Table 1. Seafood Maritime Training Courses, 2016 to 2019, completions, average completions, 2019 growth rate compared with average completions, share of all courses for the period.

	2016	2017	2018	2019	Ave	% growth	% share
Elements of Shipboard Safety	280	318	355	313	317	-1.1	19.20
Coxswain Deck	151	161	215	214	185	15.5	11.27
First Aid	119	100	135	133	122	9.2	7.38
Coxswain Engineering	112	82	122	118	109	8.8	6.58
Deck Machinery & Lifting Appliances	68	96	156	102	106	-3.3	6.40
Long Range Operators Certificate of Proficiency (LROCP)	85	87	142	94	102	-7.8	6.19
Forklift	85	88	86	113	93	21.5	5.64
Food Safety & WHS	49	69	63	124	76	62.6	4.62
Wader Safety	76	90	74	61	75	-18.9	4.56
Finfish Husbandry A	41	32	106	105	71	47.9	4.31
Coxswain Navigation	78	62	78	54	68	-20.6	4.12
Vehicle Loading Crane	47	43	63	61	54	14.0	3.24
Master<24m NC	39	33	43	40	39	3.2	2.29
Tassal Fish Health	37	68	18		41	-100.0	1.87
Marine Engine Driver 3	26	27	29	31	28	9.7	1.71
Biosecurity Day			55	57	56	1.8	1.70
Non Slew Crane	9	57	11	21	25	-14.3	1.49
Finfish Husbandry B				89	89	n/a	1.35
Dogging	39		14	10	21	-52.4	0.96
Small Vessel Handling	11	13	9	13	12	13.0	0.70
Marine Engine Driver 2 NC	8	12	9	16	11	42.2	0.68
Shellfish Husbandry	9	12	5	17	11	58.1	0.65
Biosecurity & WHS				36	36	n/a	0.55
Epidemiology		33			33	-100.0	0.50
Hutchins	8	11			10	-100.0	0.29
Radar	6		5	5	5	-6.2	0.24
Catholic Schools			14		14	-100.0	0.75
Chemical Handling	7	5			6	-100.0	0.32
Master <35m NC			11		11	-100.0	0.59
Compass Course		6	4		5	-100.0	0.27
Exemption 38		6	4		5	-100.0	0.27
Finfish Hatchery			10		10	-100.0	0.53
ROV Training				10	10	0.0	0.53
Master <35m NC (M4)	8				8	-100.0	0.43
Hatchery				6	6	n/a	0.32
Seafood Processing				5	5	na/	0.27
Slew Crane		4			4	-100.0	0.21

Source: Seafood Maritime Training

## 2019 OVERVIEW

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During 2019, 595 people undertook training with Seafood Maritime Training, around 60 less than in 2016. Those 595 people completed 2,046 courses throughout 2019.

The majority of people undertaking training were men (85.9%).

The average age of participants was 32.8 years. Almost half of those who undertook training in 2019 were aged between 15 and 29 years of age (47.9%), a quarter (24.0%) were aged 30 to 39 and the remainder (28.1%) were aged over 40 years.

Around 3.7% identified as being an indigenous Australian.

Three quarters of those undertaking training resided in the south (75.5%), followed by 14.8% in the north or north west and 9.7% in the north of the state.

Over half had completed year 12 (52.8%), while a quarter had completed year 10 (25.9%) and 12.6% had completed year 11 or below.

Most participants were in full time employment at the time of training (72.4%) while 13.1% were employed part time. Around 4% were self-employed while 2.5% were unemployed.

In terms of disability, 3.9% of participants reported living with a disability. Over half of those with disability reported having learning disabilities (52.2%) while 21.7% reported 'other' and 13.0% reported they were vision impaired and 8.7% with physical disabilities.

