Catching THE Potential

Evaluation report first pilot in Latvia (WP4)

Tuesday, 16 August 2022

Ainars Rukkalns & Zanda Maurina (Novikontas)
Tamar Poppelier & Thomas van Schie (ProSea)

Tuesday, 16 August 2022

With the contribution of the European Maritime and Fisheries Fund of the European Union

TABLE OF CONTENT

With the contribution of the European Maritime and Fisheries Fund of the European Union

INTRODUCTION

One of the key aspects of the CTP project is the organization of pilot trainings about sustainable fisheries in seven EU countries. These pilot trainings are organized by lead partner ProSea and the CTP partner from the pilot country. This is the report from the first sustainable fisheries pilot in Latvia, organised by CTP partners ProSea and Novikontas.

The first pilot training in Latvia is based on the successful program developed by ProSea in the Netherlands and on other sustainable fisheries training pilots in the CTP project. This report describes the steps taken for development of the pilot, the organisation and execution of the pilot training itself and the evaluation of the pilot, both by the participants as well as by the course leader and by CTP partners Novikontas and ProSea. Finally, we identify consequences for follow-up activities in Latvia and for the development of the sustainable fisheries standard in WP5.

QUICK SCAN- GETTING TO KNOW OUR PARTNERS

A quick scan was done to get to know our partners and their activities on the 6th of February. The scan was performed via Skype with with Dmitrijs Semjonovs (deputy director of Novikontas), Aleksejs Bogdanecs (head of the Novikontas training centre) and Ainārs Rukkalns (Quality Manager at Novikontas).

Below the questions and answered are presented.

What is Novikontas?
Novikontas is both a maritime training centre and a maritime college. The training centre is based in Klaipèda, Lithuania. The maritime college opened in 2012 and is based in Riga, Latvia. Novikontas Group also consists of a crewing agency and a marine electronics sales and service company.

Questions regarding planning and practical matters

- **What is the best time to schedule a four-day training during the school year (spring, summer, autumn, winter)?**
- No preference, any time is good for Novikontas.
- The fishing season is low in the summer (June-July).
- Whether a four-day course is feasible depends on the course topics (see question 4).

With the contribution of the European Maritime and Fisheries Fund of the European Union

- **Size of school (number of students, age distribution of students (oldest – youngest), number of teachers)**
- The training center and maritime college combined serve around +50.000 students, from which around 1000 fishers.
- Per year around 350 full time students enroll into the maritime academy in Riga. The age distribution of the students is between 25 and 45.
- **How is fishery education/training given on your school? (Level, duration (fulltime/part-time), theory and practice ratio, internships (number, character, duration).**
- Novikontas has no full-time fishing students, all students are trained as seafarers before entering the fishing industries.
- There is no formal education to become a fisher in Latvia. This will make it more challenging to find participants for the training.
- **Way of teaching (in classrooms, individual assignments, group assignments, digital, ...)**
- The full-time program to become a seafarer is 3 years consisting of three parts:
- Familiarization of the profession (safety, etc.), practical training on training ship (machinery, deck, equipment);
- Workplace learning at seaport, companies;
- Officers program.
- Students work with a digital environment called Novis.
- For a sustainable fishing training there is a strong preference to insert the training material into Novis (when applicable).
- **How proficient are students in English?**
- All trainings and courses are given in English. Students have no other option.

WHAT, HOW, WHERE, FISHING HOW MUCH AND BY WHOM? ANYTHING SPECIAL?

Questions regarding the fishery sector of your country

After the Skype call, Ainars shared a document on the Latvian fishing industry. This document was 'The Annual Report on the Latvian Fishing Fleet in 2019'. The report can be found here on the Agriculture portal of the Latvian Ministry of the Agriculture.

With the contribution of the European Maritime and Fisheries Fund of the European Union

Novikontas is highly interested in developing a sustainable fisheries training. But the focus of the Maritime Academy is more on seafaring than on fishing. Knowledge of Novikontas on the Latvian fishing industry is limited. This will make it more difficult to find participants. However, Novikontas has a large network to tap into. Novikontas is confident we will find the experts and participants for the pilot training.

After performing the quick scan, the Covid-19 pandemic rapidly expanded across Europe and delayed further preparations for the first pilot training.

DEVELOP MATERIALS AS STARTING POINT FOR PILOT DEVELOPMENT IN ALL COUNTRIES

The final goal of Catching the Potential is to develop an international training standard for all fishers. To make sure we can compare all pilots and trainings given with our partners it is important to have the same starting point. To facilitate this starting point, we looked at all best practices on sustainable fisheries training (D2.2). In addition, we made an overview of all rules and regulations important for fisheries (D2.1).

Based on the report of the desk study in WP2, taking the ProSea experience and training materials as the basis of the project seems logical. While the best practices offered materials and experiences about teaching some subjects (mainly fisheries management), the project will not be able to find training frameworks that are adopted to the regional/national/local situation in the WP4 pilot countries and will have to develop those frameworks by combining the ProSea experience in sustainability training with the country specific experience of training of fishers.

In addition, the project needed to develop training material about subjects that were not included in the ProSea materials, like social aspects of fishing. The ProSea trainings address image and communication as part of social sustainability for fishers. The research in WP2 suggested that we should also include topics mentioned in the ILO Work in Fishing Convention (C188), including fair wages, save working environment, slavery, and corruption.

Consequently, CTP decided to use the ProSea materials as a starting point for the development of the pilot trainings. ProSea translated the Dutch materials to English, included the additional social aspects, added an explanation of the content for all the slides and made 9 presentations available for all the CTP partners in Basecamp:

With the contribution of the European Maritime and Fisheries Fund of the European Union

- Introduction Fishing into the Future
- Marine ecology
- Fisheries management
- Oil and solid waste
- Fishing and society
- Communication
- Overview air emissions and climate change
- Fisheries economy
- Sea the future

For the training materials used in the pilot, see Deliverable 4.1. For country specific training material, see Attachment 1.

POWER POINT PRESENTATION – PREPARATION OF THE PILOT TRAINING FOR ALL COUNTRIES

The next step was sharing the starting point developed by ProSea with the CTP partners in all pilot countries. For this purpose, ProSea prepared a PowerPoint presentation that addressed not only the content of the training, but also the training principles and the procedure of the pilot training development. In addition, the presentation discussed the areas where the content needed to be adjusted to the local situation and aimed to start the development process by addressing practical issues and an implementation timeline. This presentation is the same as used for the preparation of the first Greek pilot (see Deliverable 4.1).

PREPARATION FIRST PILOT IN LATVIA (TASK 4.2)

Initial preparations took place online due to the Covid-19 pandemic. Progress was made to a certain extent, but the uncertainty (caused by the pandemic) of being able to visit Latvia and conduct the first pilot training halted progress. This changed when the ProSea team was finally able to visit Latvia in October 2021. See below and Attachment 2 for more details.

The first pilot was then planned for November 2021. However, the pilot was postponed to June 2022 due to another wave of Covid-19 throughout Europe.

With the contribution of the European Maritime and Fisheries Fund of the European Union

VISIT PROSEA TEAM

The first visit to Novikontas, our Latvian partner for the Catching the Potential project, took place from Monday the 11th to Thursday the 14th of October 2021. Throughout these days, Novikontas and ProSea worked on the pilot, met with potential local partners, and got familiar with the Latvian maritime training programs. A detailed report of the visit can be found in Attachment 2.

PREPARATION OF CONTENT PILOT TRAINING

The content of the Latvian pilot training was mainly prepared by the ProSea team. ProSea assisted with material preparation and all project communication. Novikontas Maritime college arranged the pilot training facilities and training participants. Novikontas was also responsible for contacting potential local partners, such as research institutes and producer organisations. Based on interviews with several stakeholders, among them the National Fisheries Producer Organisation (NFPO), BIOR and Karavela (fish processor), a detailed overview of stakeholders in the Latvian fisheries sector was gained for preparing the content for the Latvian pilot training.

PRACTICAL PREPARATION

CONTRACTING COURSE LEADER AND LECTURERS

After the ProSea team visited Novikontas in October 2021, we concluded that Novikontas personnel would not be able to play a role in providing the training as they do not have trainers that are specialised in fishing. The idea was that the ProSea team would be course leaders and the training would be conducted in English. Novikontas would provide translators for Russian/Latvian speaking participants.

For topics such as fisheries management and fisheries economics local knowledge on the Baltic Sea and the Latvian fishing industry is crucial. For these topics Novikontas and ProSea looked for specialist to include in the training.

For fisheries management we contacted BIOR, the Institute of Food Safety, Animal Health, and Environment. Initially, BIOR was positive towards the project and to play a role in the pilot training. During the visit of the ProSea team in October 2021 they even gave as a tour in their new building to show the research facilities. After our visit communication stopped from BIOR's side. They did not respond to our

With the contribution of the European Maritime and Fisheries Fund of the European Union

emails and calls. In an ultimate effort we offered them financial compensation but to no effect. ProSea and Novikontas are disappointed with this turn of events. During the course it was observed that participants were highly interested in the topic fisheries management. Although the ProSea team was able to cover the topic successfully, BIOR would have been a great addition to the Latvian pilot training with more local expertise.

For fisheries economics we asked the National Fisheries Producer Organisation (NFPO) to play a role. Unfortunately, they felt they were not up for it and declined. Karavela (a fish processor) was willing to show the participants around and show them the production side of the fishing industry. Karavela did not participate in the rest of the training.

CONTACT WITH PARTICIPANTS

Novikontas oversaw finding participants for the pilot training. Novikontas used digital communication via their social media channels to invite participants. Furthermore, Novikontas used their extensive network to directly contact people for potential participants.

VENUE

In the office building were Novikontas is located, there is the opportunity to rent conference rooms. The building is in Riga.

TEACHING MATERIAL, SUPPLIES AND EQUIPMENT

The conference room is equipped with all (digital) tools necessary for the pilot training (beamer, screen, sound, flip over). The teaching materials used for fisheries management (fishing game) was bought to Riga by the ProSea team.

With the contribution of the European Maritime and Fisheries Fund of the European Union

CONDUCT FIRST PILOT IN LATVIA (TASK 4.3)

Novikontas and ProSea hosted the first Latvian sustainable fisheries pilot training in Riga from June 7 to 10. The participants came from different backgrounds: three fishing captains, one manager of a fish processing company, a maritime student from Novikontas, a former maritime professional from Cameroon and a couple of stakeholders from education and government. Throughout the week, multiple topics centred around sustainability were discussed in interactive lectures, workshops, and an excursion to fish processor Karavela.

In Attachment 3, a visual impression of the Latvian sustainable fisheries pilot training is presented.

In Attachment 4, a report on the first pilot from the Journal of Maritime Administration of Latvia is added, including a (literal) translation to English.

PROGRAM FIRST PILOT

Novikontas, Riga

June 7 – 10, 2022

TUESDAY JUNE 7: SUSTAINABILITY, THE SEA, SOLID WASTE & PEOPLE P

Time	Activity	By
09:00	Introduction 'Sustainable Fisheries' pilot	ProSea and Novikontas
09:45	Workshop 'Sustainable Fisheries'	
10:20	**Break**	
10:40	Presentation workshop	ProSea
11:30	Marine Ecology	ProSea
12:30	**Lunch break**	
13:30	Liquid Waste - Oil	ProSea
14:00	Solid Waste	ProSea
15:00	**End of day 1**	

With the contribution of the European Maritime and Fisheries Fund of the European Union

WEDNESDAY JUNE 8: PROFIT P, AIR EMISSIONS & CLIMATE

Time	Activity	By
09:00	Profit P: Fisheries Economy	ProSea
10:30	**Break**	
10:50	Air emissions & Climate	ProSea
12:30	**Lunch break**	
14:00	Excursion to fish cannery Karavela	ProSea and Novikontas
16:00	**End of day 2**	

THURSDAY JUNE 9: FISHERIES MANAGEMENT, COMMUNICATION & PEOPLE P

Time	Activity	By
09:00	Fisheries management • Tragedy of the commons • Why fisheries management • Common Fisheries Policy	ProSea
10:00	**Break**	
10:20	Fisheries management • Roles and players • Landing obligation • Stock assessment	ProSea
11:20	People P: Fishing and Society	ProSea
12:30	**Lunch break**	
13:30	People P: Fishing and Society (*continued*)	ProSea
14:00	People P: Communication	ProSea
15:00	**End of day 3**	

With the contribution of the European Maritime and Fisheries Fund of the European Union

FRIDAY JUNE 10: SEA THE FUTURE, FINAL WORKSHOP, AND EVALUATION

Time	Activity	By
09:00	Sea the future	ProSea
10:30	**Break**	
10:45	Workshop	ProSea
12:30	**Lunch break**	
13:30	Workshop presentations	
14:00	Evaluation and end of course	ProSea
14:30	**End of day 4**	

EVALUATION FIRST PILOT IN LATVIA (TASK 4.4)

The evaluation of the pilot has four parts (read the explanation below) and will be discussed per part.

1. Close-out session at the end of the training
    - Include a close-out session in the pilot training program (5 to 10 minutes), led by the CTP-partner from the pilot country. Invite the participants to share their overall impression and opinion about the training, guided by a set of open questions, for example:

    a. What is your general impression about the training?
    b. Which parts were most enjoyable?
    c. Which parts were most interesting?
    d. Which parts were most useful for you?
    e. Which parts did you like least?
    f. What will you do with what you have learned?

2. Evaluation form for participants
    - Individual participants are asked to complete the evaluation form for participants. This form invites them to share their opinion of the training

With the contribution of the European Maritime and Fisheries Fund of the European Union

and its parts and is designed to assess the results of the course with a focus on their understanding before/after the course, area/topics participants liked and/or benefited from, subjects they did not like and how they see their role in the sustainable development of the fishing industry. This is the same form as used in the first pilot, with minor adjustments to accommodate the program of this second pilot.

3. Evaluation form trainer(s)
    - Where possible, pilot trainings will be led by a local trainer in the fisher's language, possibly with the assistance of ProSea and/or local experts. As the primary contact with the fishers, the trainer is asked to answer a series of open question (evaluation form for the trainer). The focus of this evaluation is threefold. First, the trainer is asked about their opinion about the training materials. Are the training materials applicable to the local situation and level of the group? Which adjustments need to be made? Second, he/she is asked for an assessment of what went well during the pilot, what could have gone better and how the interaction was with the participants. Third, the trainer can express what he/she needs to continue to be involved in the training including the need for extra training/coaching.

    For the first Latvian pilot, no external trainer was available. Therefore, this form is not applicable for this evaluation.

4. Evaluation form CTP partners
    - CTP partners in the pilot country evaluate the pilot training by sharing their experiences and opinion on the development, organization, and execution of the pilot training in their country. In addition to sharing what went right or wrong in the pilot training, the form identifies lessons-learnt and consequences of the pilot for the development of the standard training in WP5 of the CTP project and elaborates on next steps to take for the second pilot and for implementing sustainable fisheries training in the pilot country. The filled-out form can be found in Attachment 5.

With the contribution of the European Maritime and Fisheries Fund of the European Union

CLOSE-OUT SESSION AT THE END OF THE TRAINING

The general impression about the first sustainable fishing pilot training in Latvia was good. The participants highly appreciated the course content and the way the course was set up. A more detailed evaluation of the participants is provided in the next section.

During the close out session some expressed that although the ProSea team is highly knowledgeable on sustainable fisheries, the local context in some topics was missing and can be improved. Novikontas and ProSea are aware of this and explained that BIOR was contacted to be part of the training without success. Some participants provided contacts who could play a role in the second pilot training. Novikontas and ProSea will follow-up on these leads.

Another point that was raised during the close-out session was to consider providing the second pilot course in an area where more fishers live to reduce travel time to Riga. Suggestions given where Liepaja and Ventspils.

The close out session really showed that fishers who participated in the training increased their knowledge and awareness on sustainability and how they can contribute to it. The course made them think about new topics and some want to implement things in their working environment. They are willing to take it to a next generation of fishers. To give an example, after the training the three captains expressed the wish to set up a Fishing for Litter program in Latvia. They asked ProSea for advice how to do this. ProSea will use its network to help their idea further.

With the contribution of the European Maritime and Fisheries Fund of the European Union

EVALUATION BY THE FISHERS

All evaluations by the participants on the pilot training are positive. On the following pages, we provide a summary.

FAMILIARITY WITH THE CONCEPT OF SUSTAINABLE FISHERIES

When asked to assess their familiarity with the concept of sustainability before and after the course, participants indicated a significant improvement of understanding (see Figure 1).

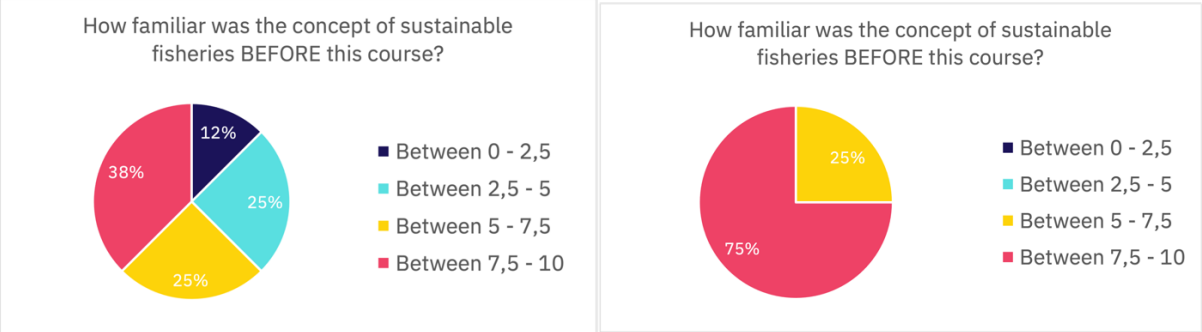


Figure 1. How familiar was the concept of sustainable fisheries before and after this course? (0 – 2,5: not familiar at all, 2,5 – 5: a little familiar, 5 – 7,5: familiar, 7,5 – 10: very familiar)

APPRECIATION OF TRAINNG CONTENT

Participants were asked to give a score to each of the training parts. The results of this are presented below in Figure 2. The topics receiving the highest score were 'Oil and solid waste', 'Fisheries management', 'Reputation and identity', and 'Sea the Future'.

With the contribution of the European Maritime and Fisheries Fund of the European Union

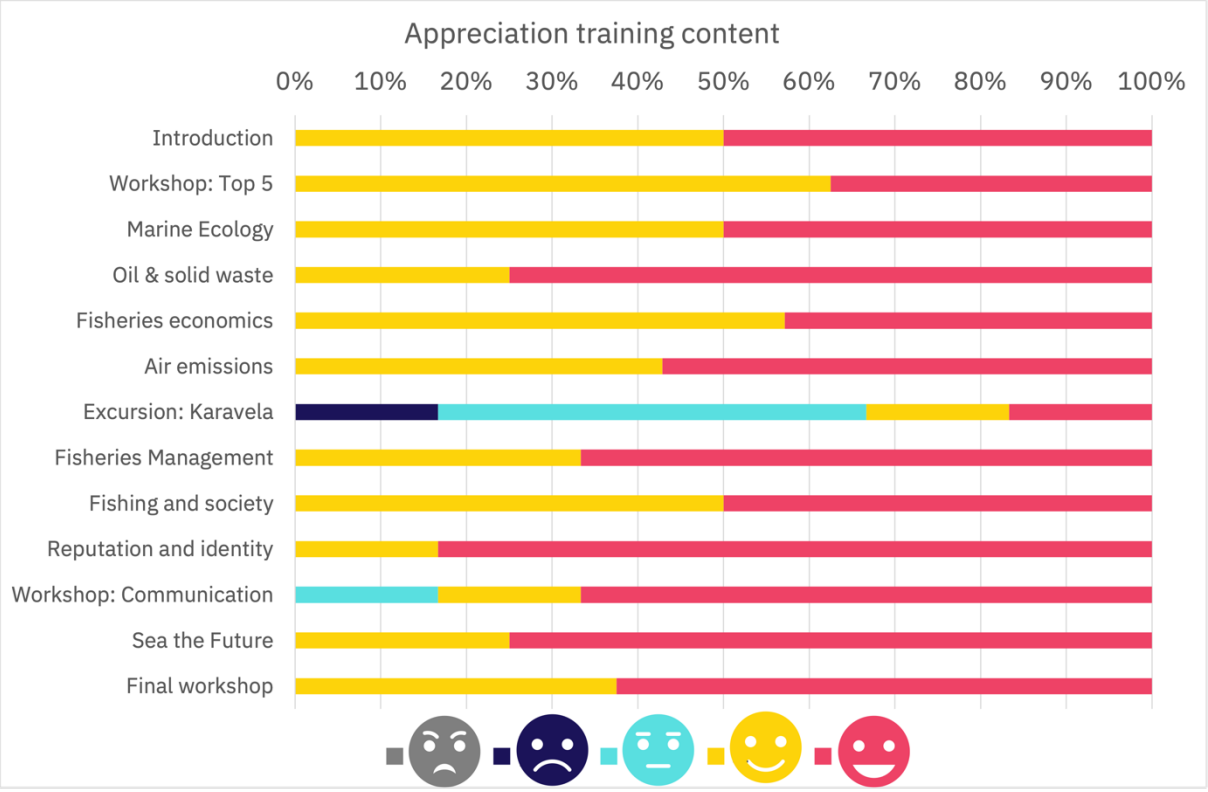


Figure 2. Appreciation of training content

MOST INTERESTING PARTS

When asked to indicate the **most interesting parts** of the training, the following answers where given (followed by individual statements of participants on the topic):

- Marine ecology – 'these topics let me understand more about fishery from sight of biology, environment' and 'the role of plankton was new for me'
- Air emissions – 'It was new for me'
- Fisheries management – 'because it is directly linked to the challenges I observe when fishing'

MOST USEFUL PARTS

When asked to indicate the **most useful parts** of the training, the following answers where given (followed by individual statements of participants on the topic):

- Sea the future – 'New ideas/new approaches' and 'because we want to preserve nature'
- Everything connected with the environment / environmental challenges (oil and solid waste)

With the contribution of the European Maritime and Fisheries Fund of the European Union

WHAT ROLE DO YOU SEE FOR YOURSELF?

The participants stated the following when asked for what **role** they see for themselves in sustainable fisheries:

- 'More careful/sustainable attitude to fish stocks'
- 'Attention to prevention of pollution'
- 'I wish to collect litter at sea'
- 'I will follow the rules which are connected to the environment'
- 'Education of new generation fishers'
- 'Use my connections in the government to propose real solutions on how we can solve the challenge of overfishing and deal with marine pollution'
- 'Keep talking about sustainable fisheries to fishers'

COMMENTS/SUGGESTIONS FOR IMPROVEMENT

The participants gave the following suggestions and/or comments for improvement of the training.

- Training can be more focused on the local problems and situation
- Make use of local trainers
- Combine four days into two or three
- Provide translation into Latvian/Russian via headphones
- I would like to have this training in Latvian or Russian

With the contribution of the European Maritime and Fisheries Fund of the European Union

EVALUATION BY PROSEA TRAINERS

The ProSea team is satisfied with the first Latvian sustainable fisheries pilot training. Before the start of the pilot there were some uncertainties. How to overcome the language barrier? Will a translator work? Will we be able to make a personal connection with fishers from the Baltic Sea?

ProSea managed to overcome these uncertainties in this first pilot training. The ProSea team was well prepared and although there is room for improvement on both local expertise and dealing with language barriers, we managed to provide a successful sustainable fisheries training, see previous part.

The ProSea team fully agrees with the points for improvement raised by the participants. Together with Novikontas these points will be used to improve the training for the second pilot (probably organised in June 2023).

EVALUATION OF COOPERATION BETWEEN NOVIKONTAS AND PROSEA

BY PROSEA

ProSea is happy having Novikontas as a partner as they are skilled in training and have a large network in Latvia. Novikontas has done an excellent job in organising the venue and a translator for the first pilot course, were vital for arranging participants, and were a great support for the ProSea course leaders. During the first pilot, Novikontas has shown great enthusiasm and willingness for cooperation with various Latvian stakeholders and trying to ensure the sustainable fisheries training will be integrated into the Latvian curriculum in some form.

BY NOVIKONTAS

“All the cooperation with CTP partner ProSea were on the highest level and no remarks on this. ProSea working and providing all information quickly and professionally.

Course went very well as well overall impressions are only positive. Course leaders were professional and knowledgeable answering all the questions. For the future courses we should use more local course leaders as well, especially for most difficult parts, so to reduce possibility of language barriers.”

For the full evaluation of Novikontas, see Attachment 5.

With the contribution of the European Maritime and Fisheries Fund of the European Union

EVALUATION PRACTICAL ASPECTS

PARTICIPANTS

Before the start 14 participants signed up for the training. Eventually, eight participants made it to the training. We believe there are various reasons behind the cancellations. Firstly, three participants came from a single company who decided to go fishing this week. For others the distance between the place where they are living and the training venue in Riga was considered too far.

The participants who joined the training had different backgrounds. A list of participants can be found in Attachment 6. The variety in participants had a positive impact on the training as it brought different perspectives into the discussion.

Beforehand we anticipated some language challenges, but we only had three participants who struggled with English. A translator made sure they could follow the training and take part in the discussions.

Some participants arrived 10 to 15 minutes late in the morning. Next pilot training, the program will start 15 minutes earlier to decrease the risk of having the training delayed.

VENUE / TECHNICAL EQUIPMENT / MATERIALS

The venue was well organised. All technology worked as it should and there was plenty of food and drinks to keep the participants satisfied. The only point of concern is the location of the venue. Riga is quite far for most fishers and therefore it is suggested to do a next pilot training in Liepaja or Ventspils.

PROGRAM

The training set-up was well balanced with a mix of practical, theoretical, and interactive parts.

A point to consider for the next pilot is the duration of the course. This first pilot training consisted of four days from 9.00 – 15.00h. In the second pilot, it might be reasonable to increase the hours per day (e.g., from 9.00 – 16.30h) to reduce the course duration to three days, seeing as the participants expressed those four days were too long.

With the contribution of the European Maritime and Fisheries Fund of the European Union

EVALUATION OF COURSE CONTENT

GENERAL

The content of the training is good and no changes in topics are needed except for including more local, in-depth expertise for some topics.

LECTURE/WORKSHOP SPECIFIC

Almost all topics got a positive evaluation. 'Oil & solid waste' and 'Sea the future' were the best valued topics. Some participants expressed they did not like the visit to Karavela. This partly had to do with the fact there was no production at the time as our visit sadly coincided with a municipal water supply issue. See Figure 2 for the evaluation of each topic.

CONCLUSIONS AND LESSONS LEARNED

LESSONS LEARNED ABOUT PRACTICAL ASPECTS/COURSE CONTENT/PROCEDURE

- Communication with participants is of the highest priority. Novikontas might improve communication with the participants for next pilot course as some of them went to work thus could not participate in course and informed us only on the last day.
- Language issues need to be addressed for future trainings, because of the multinational environment of the Latvian fishing industry.
- Fishers will be more likely to join the training when organized in Ventspils or Liepaja.
- Local experts are needed to make the training more tailormade and to increase the impact of the training. Up till now we were not able to include local experts into the pilot training (see page 6)

LESSONS LEARNED HOW TO CONDUCT THE COURSE EVALUATION

After the first Catching the Potential pilot in Greece, the way the evaluation was conducted was altered. A close-out session at the end of the pilot was added to talk about the participants' general opinion of the training. Additionally, the questions on

With the contribution of the European Maritime and Fisheries Fund of the European Union

the evaluation form for participants were specified more and the CTP partners (Novikontas in this case) was also asked to fill out an evaluation about the pilot training. ProSea is content with the way this evaluation was conducted.

LESSONS LEARNED FOR IMPLEMENTING THE COURSES IN LATVIA

- The first pilot training showed that fishers and people working in the fishing industry are interested in a sustainability training. The participants' ideas will be used to further develop and implement the training.
- There is no formal education for Latvian fishers, so this is a serious challenge for implementation. The fishers in the training expressed their concern about the lack of crew, the general level of education of fishers and that there are hardly any young people entering the fishing industry.
- Most participants think that for the course to be fully implemented in Latvia it should become mandatory. If not, then fishing companies will not spend extra budget on this training.

CONSEQUENCES FOR STANDARD – WP5

This pilot course showed that all the subjects of the training are relevant, when adjusted properly to the specific target group. This pilot course in Latvia showed us that the course content is not only relevant for Dutch fishers, but also for Latvian fishers. This is excellent news for the Catching the Potential project and brings us a step closer to the making of a standard sustainable fisheries training for the fishers.

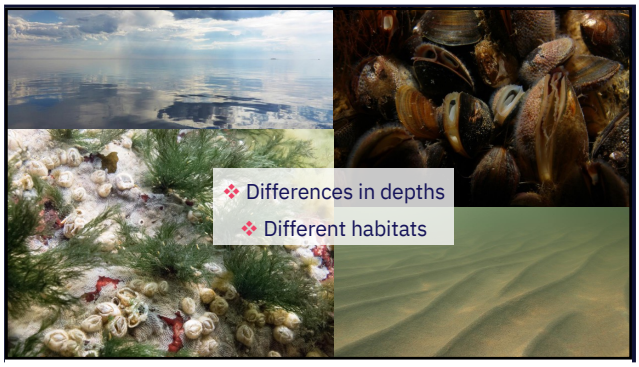
This second pilot in of the Catching the Potential project emphasizes the importance of customizing the course content in the pilot countries. Some factors in fishing are very different for each country of the partners. For example, the state of the Baltic Sea (where most Latvian fishers have their fishing grounds) is tremendously different from other, more southern European countries. Another example is that Latvia has a large small-scale fisheries sector, unlike other countries such as the Netherlands and France where fishing vessels are larger, especially in NL. In the next Latvian pilot, we will explore the Latvian small-scale fisheries sector further to be taken into consideration for the making of the Standard Course / Model Course.

With the contribution of the European Maritime and Fisheries Fund of the European Union

Marine Ecology

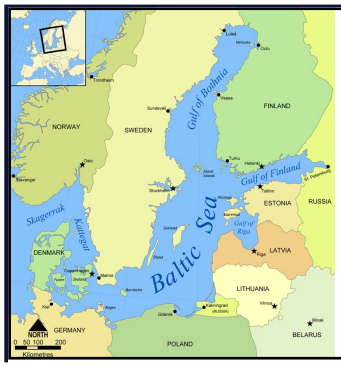
1

2



- Differences in depths
- Different habitats

3

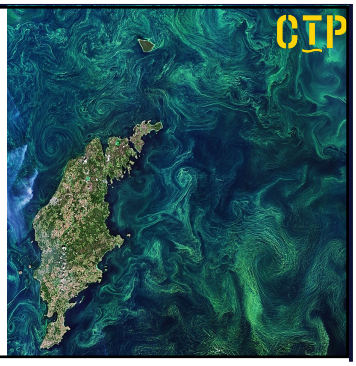


- Largest brackish inland sea (by area)
- Complex water flow
- Lot of influence from land!

4

Environmental status

- Huge algal bloom (July 2010) (from Germany & Poland → Finland)
- Seafloor: variable dead zone



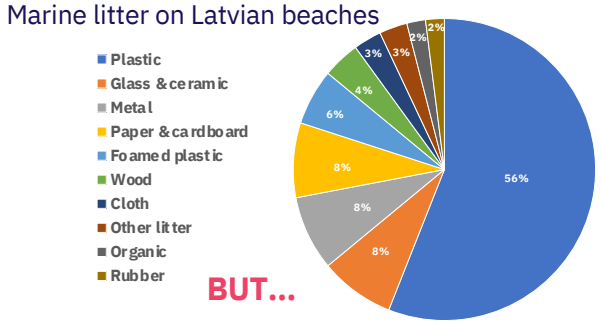
5

6

Environmental challenges

7

Marine litter on Latvian beaches



BUT...

8

Sea bed litter

- Baltic Sea lacks strong surface currents and tidal waters
- Storms during spring and fall contribute to vertical movement of water

➢ Possible **seafloor hotspots** of marine litter

Amount of litter on Baltic Sea seafloor is **twice as high** as in the North Sea!

9

10

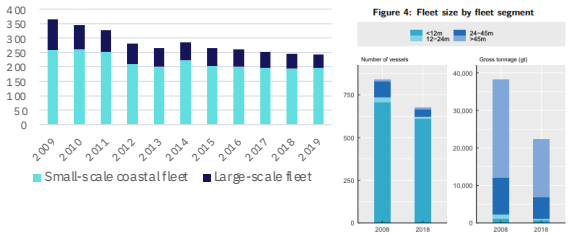
11

12

Fisheries Economy

13

Active fleet size 2009 – 2019



14

Some more information on Latvian fishing fleet

Fleet segment	% from total No. of vessels	% from total GT	% from total kW
High seas	0.8	58.4	37.6
Baltic Sea offshore	7.7	37.0	49.0
Coastal	91.5	4.6	13.4

Average age of vessels 31 years in 2018

15

Catches and consumption

1. On average people in Latvia consume 12 kg of fish products per person per year

There are 1,900,000 people in Latvia.

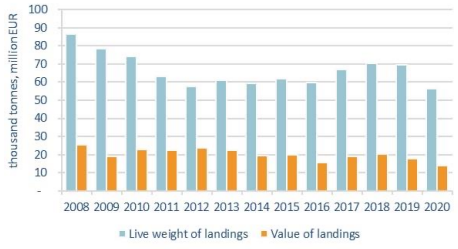
How much fish do we need to catch every year?

2. Do we catch enough?

How much seafood is caught per year?

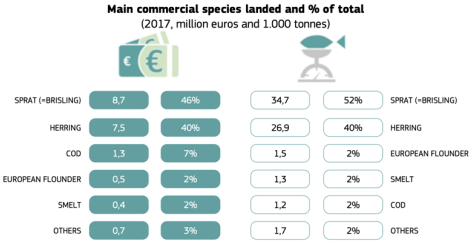
16

Landings and value per year



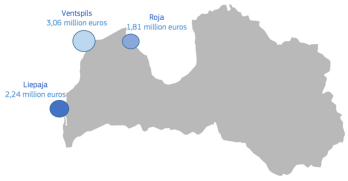
17

Main target species



18

Where is the fish being sold?



Top-3 places of sale	Volume (tonnes)	Value (million euros)	Top-3 main commercial species (in value)
Ventspils	17.983	3,06	Sprat (=brisling), herring, European flounder
Liepaja	10.547	2,24	Sprat (=brisling), herring, cod
Roja	11.449	1,81	Herring, sprat (=brisling), smelt

19

Fish market

- Fresh & frozen fish
- Salted & smoked
- Non-sterilised canned fish

Not popular: sterilized canned fish

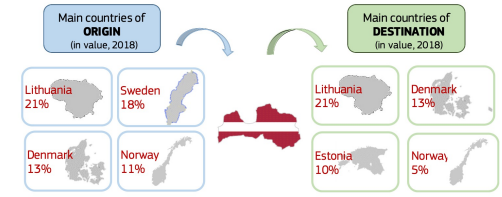
20

Fish market

- **90%** of Latvian caught fish is exported!
- Value of fisheries sector **export**: €206 million
- Value of fisheries sector **import**: €166 million

21

Fish market



- **Salmon, cod, mackerel, Atlantic herring**

22

Economic performance and employment

	2018	Remarks
Maritime employment	5,36%	
GDP of fishing sector	<1%	
Engaged crew	631 persons (326 FTE)	-33% compared to 2008
People working in fish processing	5,700 persons (3,588 FTE)	0.65% of national employment

23

24

Overview income total fisheries

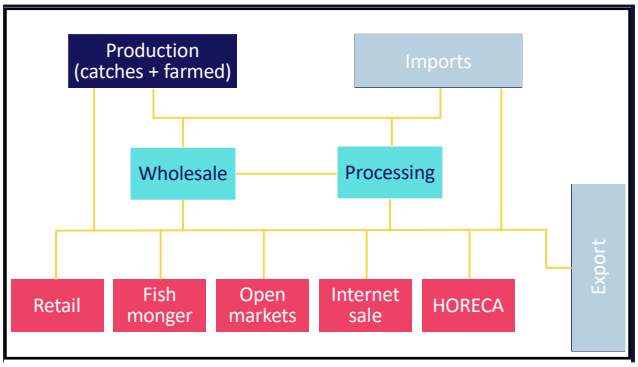
Year	2014	2015	2016	2017	2018
Total vessels	286	264	260	251	245
Total income (million €)	20,24	20,69	17,59	21,71	23,09
Total costs (million €)	17,73	14,78	14,46	18,91	17,57
Total net profit (million €)	2,52	5,91	3,13	2,81	5,52

25

Let's look at 2018

Year	Values	Latvian fleet
2018	Income from other landings + other income	€23,090,117
	Costs – crew, maintenance, fuel, other	€17,019,919
	Deprecation and interest	€554,173
	Net profit	€**5,516,025**

26



27

28

29

30

Fisheries management

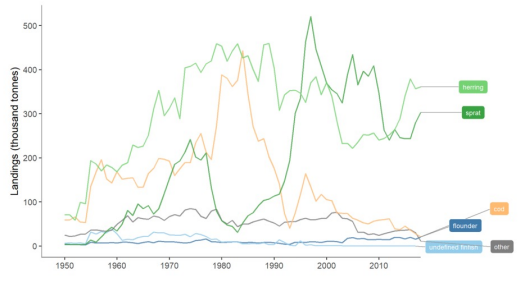
31

Ecological impact - Baltic cod fisheries

- Cod is top demersal predator in Baltic
- Climate change has a negative effect on recruitment

32

Ecological impact - Baltic cod fisheries



33

Social impact - Baltic cod fisheries

- Unemployment
- Loss identity fishing communities
- ...

34

Fishing and society

35

Fish Guide:
https://zivjugids.lv/

36

Sea the Future

37

Catching THE Potential

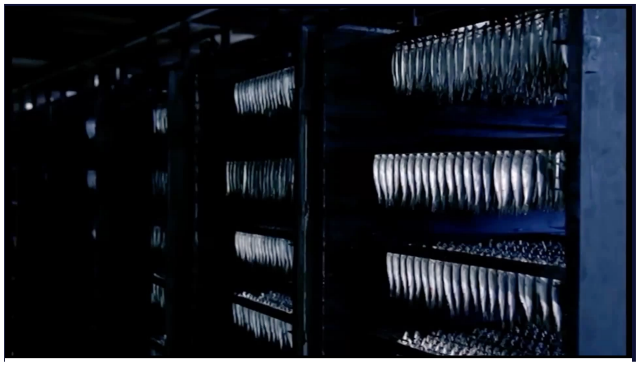
Sea the future

With the contribution of the European Maritime and Fisheries Fund of the European Union

38

39

40



41

42

New users at sea

- Space on land is scarce
- Food security
- Renewable energy
- Marine Protected Areas (MPA)
- Tourism

43

Aquaculture

44

Seaweed farming

45

Seaweed farming


Japanese Kelp (*Sacharina Japonica)*


Eucheuma or Gusô


Wakame (*Undaria pinnatifida)*


Gracilaria


Nori (*Pyropia sp.)*

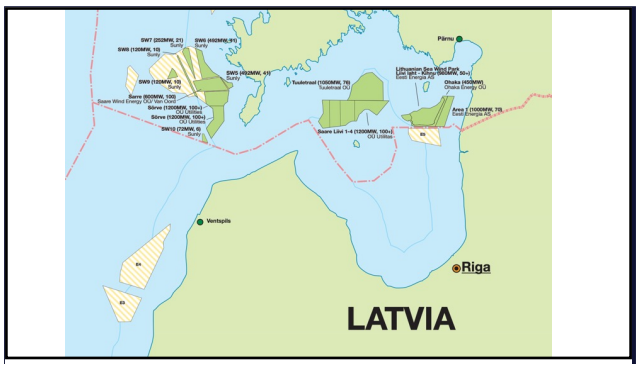
46

Mussel farming

47

Offshore wind

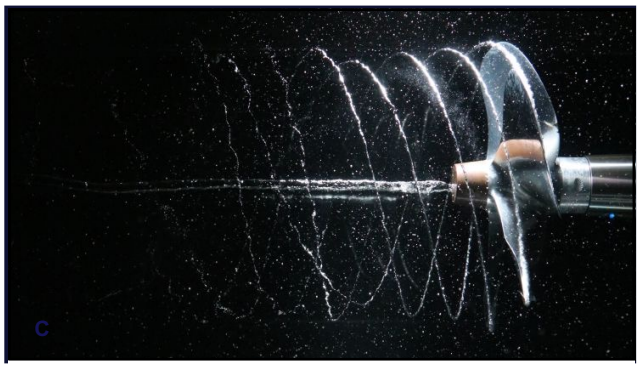
48



49

50

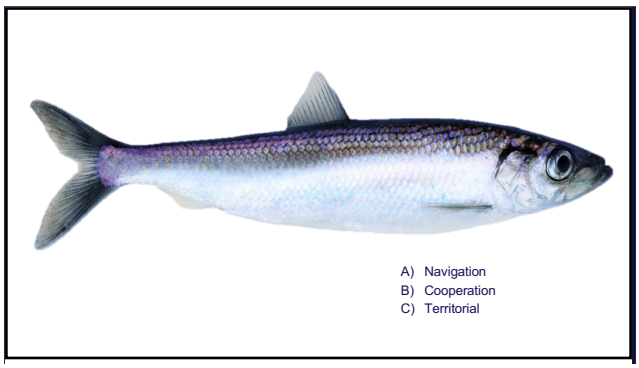
51



52

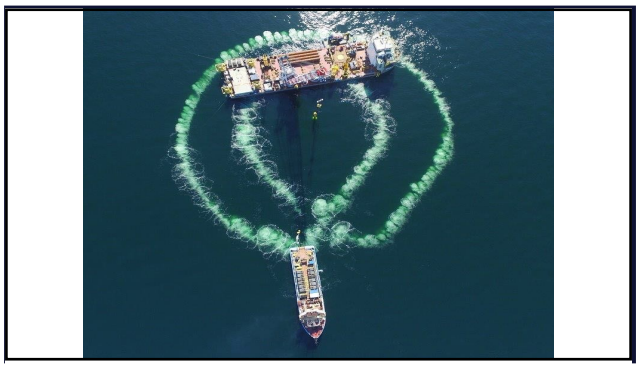
53

54

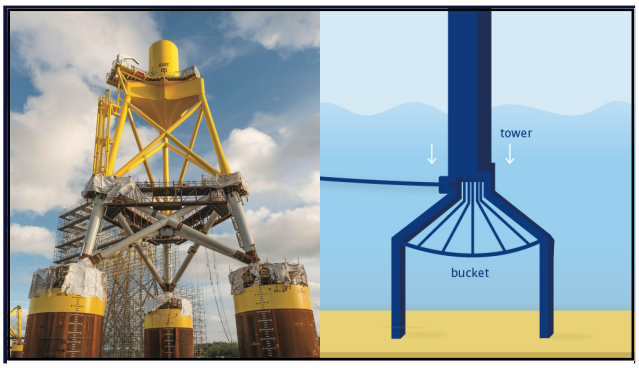


55

56

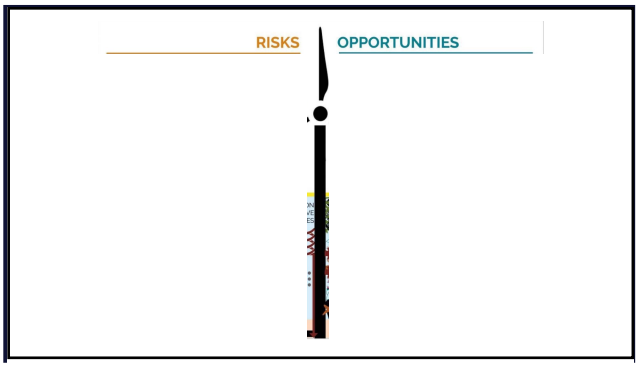


57



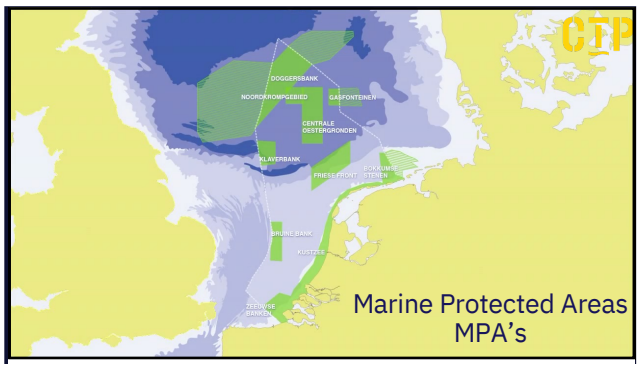
58

59

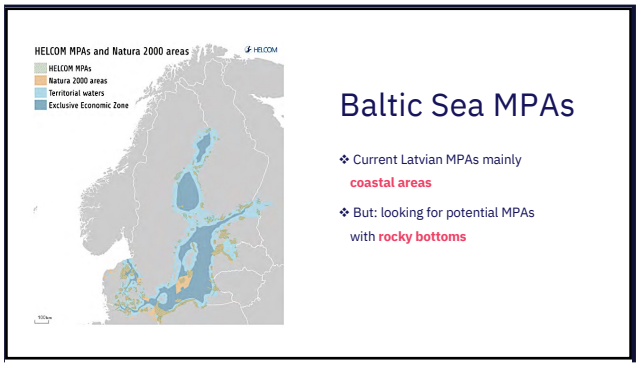


60

61

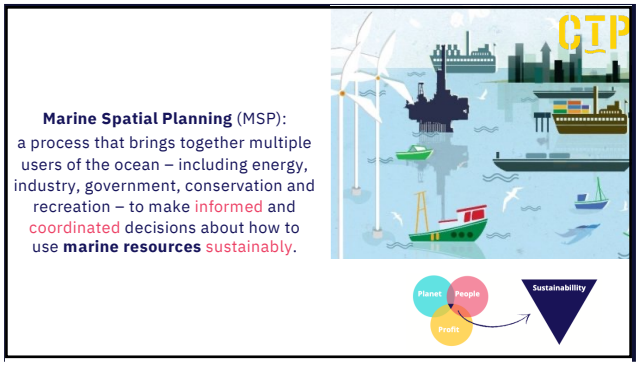


62



63

64



66

67

68

69

71

72

73

74

Final presentation

75

Catching THE Potential

Final workshop

With the contribution of the European Maritime and Fisheries Fund of the European Union

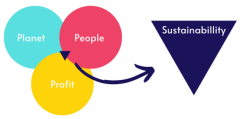
76

Sustainable development is a balance of the 3 P's

People Acceptance by the society

Planet Conservation of nature and the environment

Profit Profitability of companies

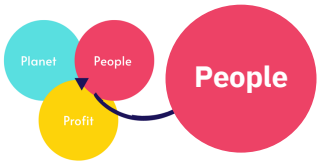


77

People

- License to produce
- License to operate

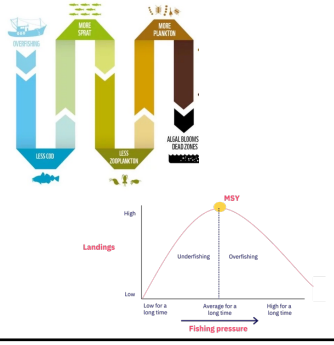
Society and its people can make life difficult. You need people to back you up. So, paying attention to people is vital!



78

Planet

Conservation of nature and the environment



79

Profit

Profitability of companies

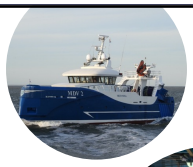
- Attention for the supply chain
- Opportunities in the supply chain
- Shorter supply chains

80

Final assignment

Fishers of the Future

- Opportunites in the supply chain
- Fishing vessel of the future

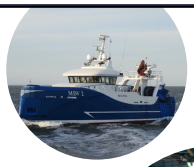


81

Final assignment

Fishers of the Future

- Divide into 2 groups
- Read the assignment (Eng/Lat)
- Prepare presentation
- Present to group

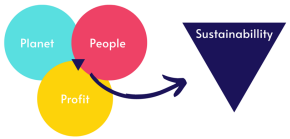


82

Evaluation

83

Take home message



No start, no end.
Sustainability is a state of mind.

84

FIRST CATCHING THE POTENTIAL VISIT TO NOVIKONTAS (LATVIA)

Between Monday the 11th and Thursday the 14th of October, the first visit to Novikontas, our Latvian partner for the Catching the Potential project, took place. Throughout these days, Novikontas and ProSea worked on the pilot, met with potential local partners, and got familiar with the Latvian maritime training programs.

PREPARING THE PILOT

The visit started with a meeting of ProSea and Verners and Ainars from Novikontas. The most important points that were discussed:

- Dates for the first pilots are confirmed: **Monday 22 until Thursday 25 of November**
- Number of participants: **10 to 15**
- Language: Course will be conducted in **English (ProSea) with Latvian support by Novikontas**. A Russian translator will be contracted for the pilot by Novikontas.
- Media Coverage: ProSea will contact Eurofish, Novikontas will contact a local maritime journal (monthly publication).

We discussed the project progress and the planning for the coming months. During the week, ProSea and Novikontas worked hard on adjusting the course material to fit the local situation and on planning the first pilot course and train-the-trainer program.

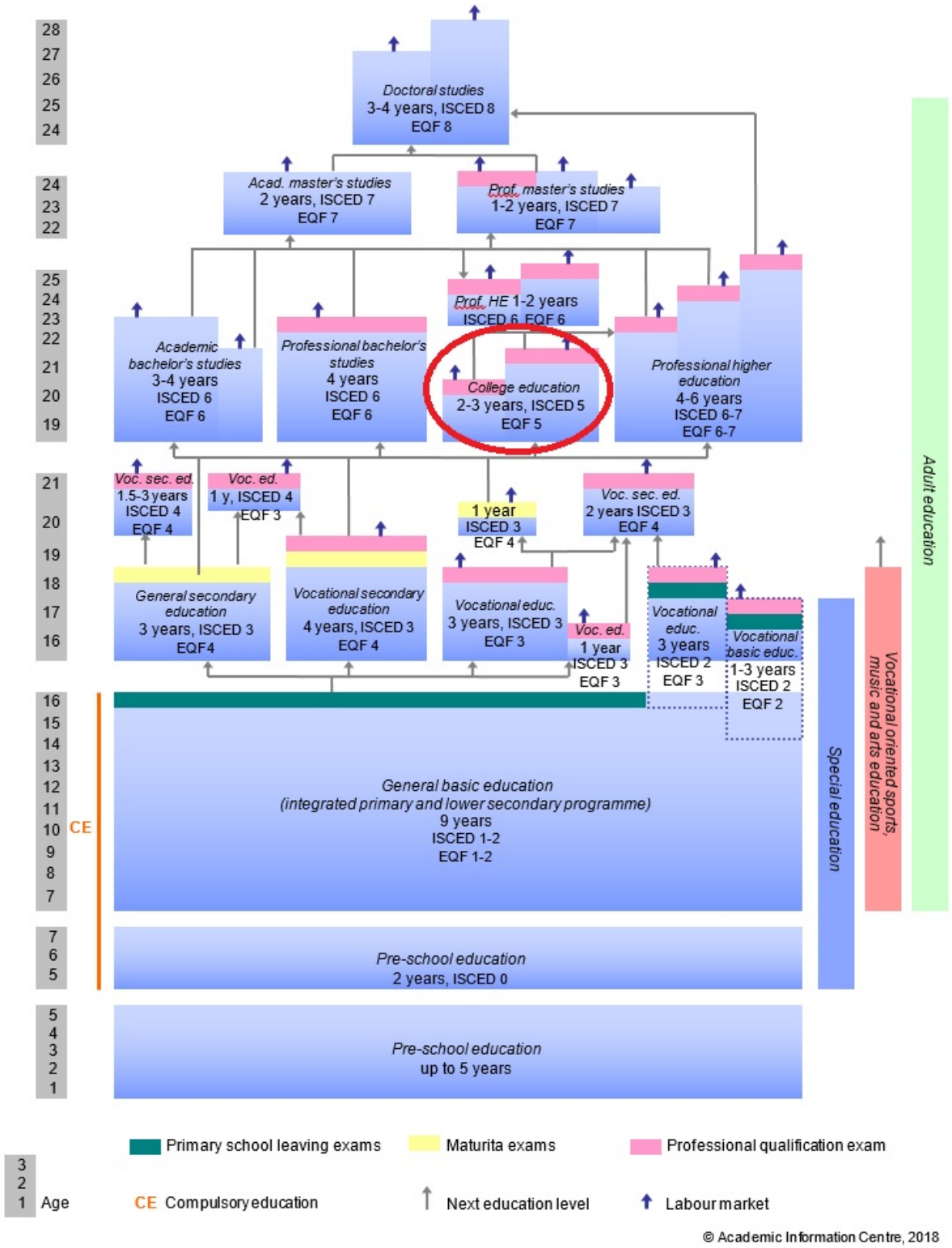
Furthermore, we talked about the specific programs in Latvia to become a seafarer. The system is as follows:

With the contribution of the European Maritime and Fisheries Fund of the European Union

After pre-school and nine years of mandatory basic education, Latvian students continue with three (general) or four (vocational) years of secondary education. Students can then go to college or university to pursue a bachelor's study. From here on, the system is the same throughout the EU. Training to become a seafarer in Latvia starts in the college layer, as indicated by the red circle in the scheme on the next page. Pelagic fishers must be trained as seafarers, but no fishing training is included in their years of education. To become a coastal fisher, no formal training is required. Latvian fishers learn to fish from their family or as soon as they get a job on a fishing vessel.

With the contribution of the European Maritime and Fisheries Fund of the European Union

The education system of the Republic of Latvia (2018)



With the contribution of the European Maritime and Fisheries Fund of the European Union

INCLUDE BROADER NETWORK

On Monday, a meeting with Viesturs Ulis, the chairman of the National Fisheries Producer Organisation (NFPO) was arranged. On Tuesday and Thursday, the team visited institutions that could play an important role during the (development of the) pilot training: Karavela (a fish cannery) and BIOR (an institute for food safety, animal health and environment). This local network of partners could be important for supplying relevant local information, give lectures during the training and be a part of the training in general. Below you can read more about the meetings with each of these local partners.

NATIONAL FISHERIES PRODUCER ORGANISATION (NFPO)

On Monday afternoon (October 11), we met with Viesturs Ulis, chairman of the National Fisheries Producer Organisation (NFPO). He also represents the Latvian Fisheries Association (LFA). Viesturs represents 12 members who, in total, own 20-23 fishing vessels (pelagic trawlers) and 75% of the Latvian fish quota. Here, we summarise the most important talking points:

- Main target species are herring (Western Baltic herring and Central Baltic herring) and sprat.
- The Latvian fleet is ca. 30 years old. Several vessels are from Soviet times.
- Size of the vessels vary from 20 to 25 meters up to 40 and 50 meters.
- Captains are on average 50 tot 55 years of age. Similar as in other parts in Europe, succession is a challenge as not a lot of young people are interested in becoming a fisher or young fishers move to other parts in Europe where they can earn more.
- A challenge for Latvia fisheries is that, by law, it is mandatory to have six persons on board.
- It is not possible to sell quota. It is possible to swap.
- Quota is handed out by the Ministry of Agriculture based on catch shares in the past.
- There is no formal fisheries education.
- Fishers are under work contract by the companies (minimum wage + share of catch).
- Vessels leave the port in the morning and return in het evening. Fishing also happens during weekends, depending on the weather.

With the contribution of the European Maritime and Fisheries Fund of the European Union

- Fishing season consists out of two parts. The first part is from January up to May. The second part of the season is from September up to December.
- Catching of herring and sprat is done with trawl nets. The catch is processed on board into isothermal containers of 500 liter.
- Landed fish is either bought by processing companies to make fish meal/oil or canned seafood or stored into cold stores.
- Fishers must report their landing activity at least two hours in advance to the authorities. They must state the type and number of species they will land.
- During Covid lockdowns there was a higher demand for local canned seafood (30%). Demand is now decreasing.
- NFPO is helping fishers if they want to start processing fish themselves. They do this by finding the right persons and get EU funding for buying equipment (such as refrigerated trucks, cold storage).
- The discard ban is a challenge for Latvian fishers as the Baltic cod stock is in a bad state (For every 50 tons of herring/sprat they are allowed to land one package of cod – 1/3 cod per 1 ton of herring).
- Oil and other waste are collected and disposed at the port. Usually, the supplier of oil products is also disposing the waste products.
- 90% of Latvia fish is exported.

KARAVELA

Our visit to Karavela started off with a brief introduction of all parties present. ProSea kicked off by introducing the Catching the Potential project and ProSea itself, followed by a brief introduction of and by our partner Novikontas. Diana Upite from Karavela then took the floor to introduce Karavela. Diana is an NPD Technologist at Karavela. During this first part of the meeting, we went over some questions and what a partnership would entail. The second part was a full tour of the factory and warehouse. We started off in the mackerel production line, where we saw how the frozen fish was thawed, processed, cut, and then packaged. We also saw how pre-made fish salads were packaged, and how smoked herring was made. We ended the tour in the building where the canned fish was sterilized (a highly important step, Diana underlined) and then packaged for transport. We ended our visit with a short summarising meeting to go over what we will be doing in the coming weeks and setting a date for the visit during the pilot. It was incredibly interesting to see what happens with the fish after the fishermen have catched it.

With the contribution of the European Maritime and Fisheries Fund of the European Union

We then went back to Novikontas, happy with our new partner and smelling like smoked fish!

Figure 3. The team meeting with Diana Upite from Karavela.

BIOR

The third local partner we visited was BIOR, an institute for food safety, animal health and environment. The team met with Didzis Ustups, the head of the Fish Resource Research Department, and Ivars Putnis, a researcher and lecturer from this department. Prior to our visit, ProSea had an online meeting with BIOR to go over the project specifics. During our visit to BIOR, we talked through some questions and set up a plan for the coming weeks. The main talking points were:

- The regulations for fishers are based on a single species approach. The EU is giving its Member States the obligation to work towards implementing an ecosystem-based approach.
- We discussed the Marine Spatial Planning of Latvia (https://www.varam.gov.lv/en/maritime-spatial-planning).
- Cod numbers have been decreasing tremendously, mainly due to overfishing. There is no targeted fishing on cod for years now (Cod multiannual management plan). The stock does not seem to recover. This is, most likely, due to:

With the contribution of the European Maritime and Fisheries Fund of the European Union

- Species moving away due to climate change.
- Seals spreading liverworms. These worms affect cod by preventing them from growing fat and reproducing.

- Windfarms are not a challenge for Latvian fishers in the Baltic Sea and Gulf of Riga yet. There is enough space on land to build windmills. Therefore, the need to build in the marine environment is low. There are some projects looking into suitable places for offshore windfarms. The most concrete is the plan to build a shared windmill farm with Estonia in the Gulf of Riga.
- Dioxins leaking into the marine environment are a problem for marine life. Research is still going on to determine the exact effects, and Didzis said he would look into this further.
- Eutrophication is another problem for the area. Didzis is not aware of any regulations for fishers to treat their wastewater.
- Marine litter is collected and researched. It seems that the Gulf of Riga is cleaner than the open part, possibly because the litter sinks. There are some local initiatives that organise beach clean-ups from Lithuania all the way up to Estonia.
- Some Marine Protected Areas (MPAs) are established in the area, but Latvia is not yet up to the required amount of MPAs. Current MPAs are all in coastal areas. New MPAs will include areas with rocky bottoms. BIOR gives advice on this matter. At the moment fishers are not affected by MPAs. This could change in the future when EU regulations become stricter.

ProSea will sent BIOR the backbone presentation of Fisheries Management and Marine Ecology with clear instruction on what content the project is looking for and a division of roles.

In the coming weeks, BIOR and ProSea will work on preparing the material for these two lectures of the course. BIOR will provide imagery and information on the local ecosystem and food web.

PILOT IN NOVEMBER 2021

The CTP-project in Latvia had a productive week. Local partners and stakeholders showed great enthusiasm for the first pilot and to include this training in a future (sustainability) training for fishermen. We thank NFPO, BIOR, and Karavela for taking the time to meet and to become a part of the project. We highly thank Ainars and Verners from Novikontas, who gave us a warm welcome and worked hard on preparing the pilot.

With the contribution of the European Maritime and Fisheries Fund of the European Union

On Wednesday November 20 it was announced that Latvia will go into another lockdown due to the increasing COVID-19 infections. Therefore, we are unsure if the planned pilot in the week of 22 – 25 November can take place. We look forward to coming back as soon as possible and hope our Latvian colleagues stay safe and sound during their lockdown.

Figure 4. ProSea and Novikontas working on the pilot course. From left to right: Ainars Rukkalns, Verners Ivanovskis, Thomas van Schie and Tamar Poppelier.

With the contribution of the European Maritime and Fisheries Fund of the European Union

ATTACHMENT 3. VISUAL OVERVIEW OF FIRST PILOT TRAINING

Figure 5. Ready to start the first pilot training.

Figure 6. Participants working hard on their Top 5 Sustainability challenges.

With the contribution of the European Maritime and Fisheries Fund of the European Union

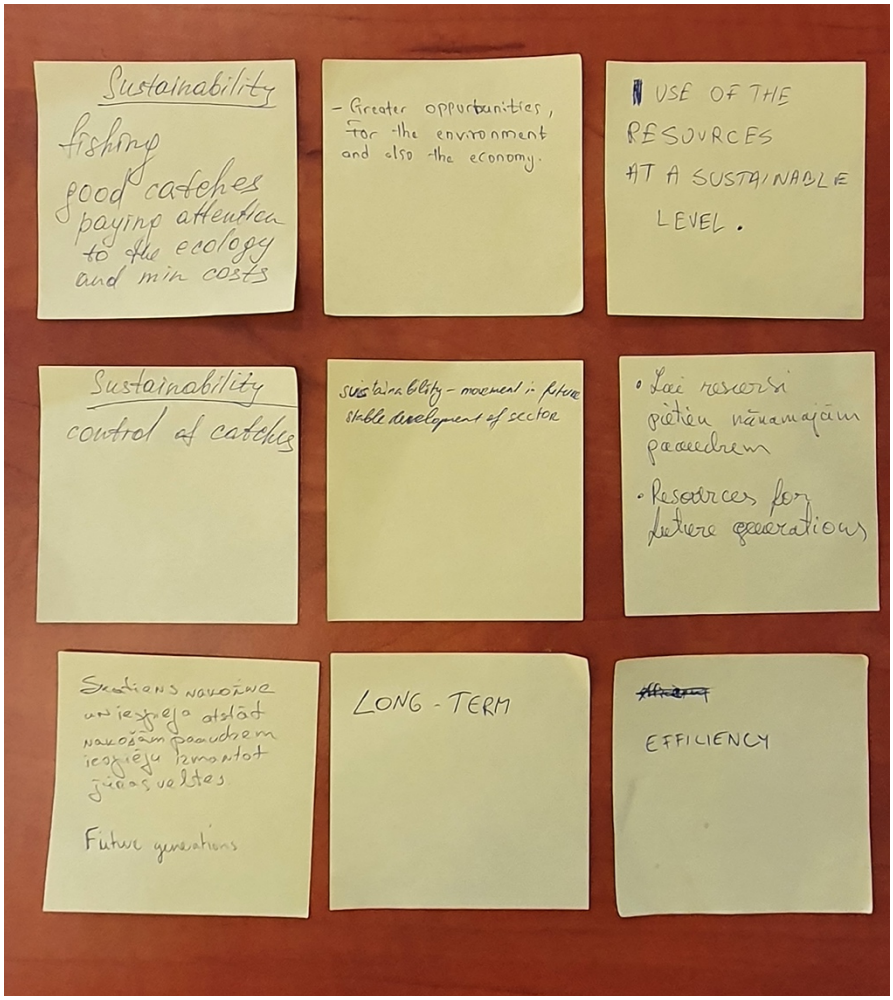


Figure 7. What comes to mind when you think of sustainability?

Figure 8. Visit to fish processor Karavela

With the contribution of the
European Maritime and Fisheries
Fund of the European Union

Figure 9. Visit to fish processor Karavela

With the contribution of the European Maritime and Fisheries Fund of the European Union

Figure 10. Visit to fish processor Karavela

With the contribution of the European Maritime and Fisheries Fund of the European Union

Figure 11. Playing the Fishing Game

With the contribution of the
European Maritime and Fisheries
Fund of the European Union

Figure 12. Playing the Fishing Game

With the contribution of the European Maritime and Fisheries Fund of the European Union

Figure 13. Participants with their Sustainable Fisheries Training certificates at the end of the first pilot training.

With the contribution of the
European Maritime and Fisheries
Fund of the European Union

“Novikontas” piedāvā zvejniekiem bez maksas apgūt ilgtspējīgas zvejniecības kursu

No 7. līdz 10. jūnijam “Novikontas” Jūras koledžā notika pirmais pilotprojekta “Ilgtspējīga zvejniecība” kurss zvejniecības industrijas pārstāvjiem – esošajiem un topošajiem zvejniekiem, zivju tirgotājiem un citiem interesentiem.

Kurss tika rīkots Eiropas Savienības finansētā projekta “Catching the Potential” ietvaros. Projekta iniciatore ir Nīderlande, viena no ES valstīm, kurai ir specializētas izglītības iestādes zvejniekiem. Projektā pašlaik iesaistījušās astoņas valstis – Nīderlande, Francija, Vācija, Grieķija, Īrija, Spānija, Portugāle un Latvija. Latviju pārstāv “Novikontas”.

Pilotprojekta mērķis ir ne tikai sagatavot mācību programmu Eiropas valstu zvejniekiem, bet arī izstrādāt standartizētas prasības zvejnieku ilgtspējas apmācībai, ko varētu iekļaut STCW-F konvencijas nākotnes versijā, lai vienādas zināšanu prasības visās valstīs būtu ne tikai jūrniekiem, bet arī zvejniekiem.

Eiropas valstu zvejnieki strādā dažādos apstākļos, sākot no Baltijas jūras un beidzot ar Atlantijas okeānu, taču zvejas ilgtspējas pamatā jābūt izpratnei par vides aizsardzību un resursu saglabāšanu. Zvejniekiem jāsaprot, kāpēc nepieciešamas un kā tiek noteiktas nozvejas kvotas, kas ietekmē cenas, kādu ļaunumu nodara atkritumi, kā darbojas zvejniecības sabiedrība un komunikācija, un tamlīdzīgi.

Pirmais kurss Latvijā ietvēra gan zvejas nozares vieslektoru, gan Nīderlandes “Pro Sea” pasniedzēju Tamara Popeliera un Tomasa van Šī lekcijas, gan zivju pārstrādes rūpnīcas SIA “Karavela” apmeklējumu. Mācību laikā daļa nodarbību notika interaktīvu spēļu veidā, uzskatāmi parādot, kādas var būt sekas, ja zvejniecība nav ilgtspējīga.

Nākamais šāds kurss norisināsies vasaras otrajā pusē vai rudenī, un tam iespējams jau laikus pieteikties. Saprotot, ka ne visiem interesentiem ir perfektas angļu valodas zināšanas, “Novikontas” speciālisti nepieciešamības gadījumā nodrošinās tulkojumu.

Pilotprojekta ietvaros kurss ir bez maksas, tā apmeklēšana zvejniekiem nav obligāta, taču, ja prasības par šādu kursu apmeklēšanu tiks iestrādātas STCW-F konvencijā, kursa organizēšana būs maksas pasākums.

Zvejniekiem, kuri apguvuši ilgtspējas attīstības kursu, tiks izsniegts “ProSea” un “Novikontas” sadarbības sertifikāts, kas apliecinās viņu zināšanas un izpratni un noteikti būs priekšrocība tiem, kuri vēlēsies strādāt citās Eiropas un pasaules valstīs. Šādas zināšanas un prasmes sniegs iespējas zvejnieku un citu zvejniecības profesiju pārstāvju profesionālajai attīstībai, kas attiecīgi sekmēs arī peļņas pieaugumu.

“Pro Sea” speciālisti ir ieinteresēti apmācīt pasniedzējus Latvijā, kuri nākotnē varētu vadīt zvejniecības ilgtspējas kursus.

With the contribution of the European Maritime and Fisheries Fund of the European Union

Translation of Catching the Potential report in the Journal of Maritime Administration of Latvia

https://lja.lv/sites/default/files/page_attachments/jurnieks_03-2022.pdf

Novikontas offers free training for fishermen sustainable fisheries course

7 - 10 June "Novikontas"

The first course of the pilot project "Sustainable Fisheries" was held at the Maritime College of Novonoke on 6 and 6 June for representatives of the fishing industry - current and future fishermen, fish traders and other interested participants.

The course was organised by the European Union Catching the Potential" project. The project was initiated by the Netherlands, one of the EU countries, which has specialised educational institutions for fishermen. Eight countries are currently involved - the Netherlands, France, Germany, Greece, Ireland, Spain, Portugal and Latvia. Latvia is represented by Novikontas.

The pilot project aims not only to prepare a training programme for fishermen in European countries, but also to develop standardised requirements for sustainability training for fishermen that could be included in the future STCW-F Convention version, so that not only seafarers, but also fishermen have the same knowledge requirements in all countries.

European fishermen work in a variety of conditions, from the Baltic Sea to the Atlantic, but the sustainability of fishing must be based on an understanding of environmental protection and resource conservation. Fishermen need to understand why and how catches are quotas, what influences prices, what the harm caused by waste, how the fishing community works and communication, and so on.

The first course in Latvia included lectures by guest lecturers from the fishing industry, Tamar Popelier and Thomas van Schee from Pro Sea in the Netherlands, and a visit to the fish processing plant Karavela Ltd. During the training, part of the sessions took the form of interactive games, demonstrating the consequences of unsustainable fishing.

The next such course will take place in the second half of summer or autumn, and you can register for it in advance. Understanding that not all participants have a perfect command of English, Novikontas will provide translation where necessary.

With the contribution of the European Maritime and Fisheries Fund of the European Union

The course is free of charge for fishermen attending the pilot project, but if the requirements for such courses are incorporated into the STCW-F Convention, the course will be a paid event.

Fishermen who have completed the sustainability development course will receive a certificate of cooperation between ProSea and Novikontas, which will certify their knowledge and understanding and will certainly be an advantage for those who wish to work in other European and world countries. Such knowledge and skills will provide opportunities for the professional development of fishermen and other fishing professions, with a corresponding increase in profits.

"ProSea is interested in training trainers in Latvia who could run future courses on fisheries sustainability.

With the contribution of the European Maritime and Fisheries Fund of the European Union

Evaluation form CTP partners

First pilot course Latvia

How did the preparation and organisation of the first pilot course go? Describe the role your organisation played. Who was involved? What went well? What could be improved?

- Novikontas Maritime college was organising search of partners, facilities, and course participants. We were assisting with material preparation and all the communication. Course went very well and delegates participating were satisfied with the course. During preparation of first pilot there were few issues raising due to COVID-19 restrictions. Novikontas Maritime college might improve communication with students for next pilot course as some of them went to work thus could not participate in course and informed us only on the last day. In addition, there were some challenges on language, but for this course it was closed out by using Translator.

How did the pilot course go? Describe your **overall impression**. How did the course leader do? What went well? What could be improved?

- Course went very well as well overall impressions are only positive. Course leaders were professional and knowledgeable answering all the questions. For the future courses we should use more local course leaders as well, especially for most difficult parts, so to reduce possibility of language barriers.

Give your opinion on the **content** of the pilot course. Describe which subjects were useful and which subjects could be improved. Are there any subjects that should be left out next time, or are there any subjects that were missing and should be included? Make sure to provide reasons, examples and/or lecture specific details when needed.

- Course content were good, in my opinion no need to do changes there.

Give your opinion on the **course set-up** and the different **teaching methods**. Any changes needed?

- Course set-up was good balance between practical, theoretical and questioning. Everything was very good, some remarks might be on

With the contribution of the European Maritime and Fisheries Fund of the European Union

duration of course which was 4 days, what is quite a lot and short days, up to only 15:00 maximum. Thus, maybe it would be reasonable to increase hours per day and reduce course duration to 3 days.

How was the **engagement and participation** of the fishers? Describe examples when needed.

- Engagement and participation were very good, they were interested and actively participated. For some of them there were small difficulties because of the language.

How did the **practical organisation** of the course go (course venue/# participants/catering/course materials/communication with participants etc.)? Describe examples when needed.

- Mostly everything was very good, only student arrival times, thus course start could be more punctual, some students some days were approximately 10 minutes late so causing small delays. Next time we should inform them on little earlier start time, so to escape delays.

What are your three **main lessons-learnt** from this pilot course?

- Communication with students is of the highest priority;
- Fisherman and people from industry are interested in this training course so we should involve them more in course preparation.
- We need to address language issues for the future courses as well, because of multinational environment of fishery industry.

In your opinion, what is the **next step** that the CTP project should take to implement sustainable fisheries training in Latvia?

- Communicate with industry representatives to find local experts ready to participate in leading this training course.
- Most probably in Latvia so the course would be fully implemented in should become mandatory, otherwise fishery companies would not like to spend extra on additional course.

How did you experience the **cooperation with CTP partner ProSea**? What went well? What could be improved? Please address both the development and their role in the execution of the pilot course.

With the contribution of the European Maritime and Fisheries Fund of the European Union

- All the cooperation with CTP partner ProSea were on the highest level and no remarks on this. ProSea working and providing all information quickly and professionally.

Give your impression of how fishers benefited from the course.

- Fishers definitely broadened their horizons of knowledge and increased their awareness on sustainability and how they can contribute to it. I think the course made them think more and implement some things further in their working environment and with next generation fishers.

Any other remarks?

- Keep on doing the great work that You are doing.

With the contribution of the European Maritime and Fisheries Fund of the European Union

ATTACHMENT 6. PARTICIPANTS LIST

Catching THE Potential

Participant list
First pilot Latvia

Name/Имя	Tuesday June 7, 2022	Wednesday June 8, 2022	Thursday June 9, 2022	Friday June 10, 2022	GDPR approval*
Igors Sabarovs					
Jānis Lagūns					
Maksims Bizjuks					
Aleksis Korjakins					
Vladimirs Sizovs					
Igors Fikss					
Igors Fikss					
Rūdolfs Albertiņš					
Verners Skuja					
Aleksejs Karpovs					
Mārtiņš Urbanovičs					
Eduards Merenkovs					
Molokwa Lovet					
Viesturs Ulis					
Kristaps Gramanis					

* By signing here, You confirm, that your personal data will be proceeded according to GDPR Privacy policy and you confirm, that your photo and video can be used in communication and reporting of the EU Catching the Potential project.

With the contribution of the European Maritime and Fisheries Fund of the European Union

Table 1. Names and organizations of present participants of the first Latvian pilot.

Name	**Organization**
Jānis Lagūns	Manager of a **fish processor** (Formerly the Deputy Director of the Fisheries Department of the Latvian Ministry of Agriculture)
Maksims Bizjuks	Head of the Maritime Vocational School (**Latvian Maritime Academy**)
Aleksis Korjakins	Fisher & skipper
Igors Fikss	Fisher, skipper and boat owner
Igors Fikss	Fisher, skipper and boat owner
Aleksejs Karpovs	Student 'Maritime Officer' at **Novikontas**
Molokwa Lovet	Seafarer
Kristaps Gramanis	Representative of the **Latvian Fisheries Network**

With the contribution of the European Maritime and Fisheries Fund of the European Union