

Catching THE Potential

Setting the standard for sustainable fisheries training

Spain

Training as a fisher in Spain

Spain has a **long history** of commercial fishing with its continental shelf being extremely rich in fish resources. The Spanish fleet is **one of the largest EU fleets**.

Aspiring fishers in Spain have the opportunity to undergo training at **various institutes** across the country. One such institution is the '**Instituto Politécnico Marítimo Pesquero del Atlántico**' (IPMPA) in Vigo, recognized as a national reference center for fisheries training. IPMPA provides a range of courses tailored to different professional skills and competencies. These courses vary in duration, offering basic training for fishing seafarers or shellfish catchers, intermediate levels for various positions, and advanced training for roles such as master or chief engineer of a fishing vessel.



Catching the Potential - Spain



CETMAR **Centro Tecnológico del Mar** (CETMAR) is the Spanish partner in this project and is a public foundation aimed at promoting the competitiveness of marine sectors. It acts as an intermediary organization fostering collaboration among research, education and training organisations, administrations, and industry. Its scope extends at national, European and international level.

ProSea Marine Education visited Spain, together with local trainers hired by CETMAR, to provide **two sustainable fisheries training pilots**. The training pilots took place on the following dates:

- Pilot 1: between October 4 - 26, 2022
- Pilot 2: between October 6 - 27, 2023

Check the other side for more information on the Spanish pilot trainings!





Sustainable fisheries training pilots in Spain

Number of participants

45

Participants background: ‘Senior Technician’ students (higher level) and ‘Technicians in Navigation and Coastal Fishing’ students (medium level)

Lectures done by: CETMAR hired external trainers from ARDORA Formación (Rita Pesqueira) and Vertidos Cero (Juan Pablo)

Key lessons

- Participants responded **positively** to both the training content and approach
- **Cooperation** between CETMAR, IPMPA and the two trainers was effective and emphasizes the importance of building a **local network** to support implementation of the training
- Courses material needs to be **customized** to reflect the reality of the local situation, so it is easier for participants to understand and to identify with the content
- Find a **balance** between theoretical content and interaction
- Make clear how individual parts of the course tie back to the overall theme of the course



Implementation



Ratification of STCW-F?

Yes, Spain ratified the STCW-F!

- The pilots in Spain served as a trigger to **promote collaboration** among VET centres. This is exemplified by the participation of IPMPA students in a Hackathon addressing sustainable fisheries challenges
- CETMAR is in active collaboration with involved institutions to **move forward with implementation** of project outcomes

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Catching THE Potential

Setting the standard for sustainable fisheries training

France

Training as a fisher in France



French fishers can get training at multiple institutes, depending the region. One such institute is the **Centre Européen de Formation Continue Maritime** (CEFCM). CEFCM is the French partner in this project and is a maritime training institute in France with about 4,200 trainees per year.

The starting training level for fishers is the deckhand certificate. After obtaining this certificate it is possible to work on a fishing vessel as a deckhand, and after acquiring practical experience, fishers can follow a captain's course and eventually become a fishing captain or a fishing master (fishing master course).

The master degree mentioned above also includes courses in marine biology, ecology and marine pollution, to provide in-depth information on the ecosystem the fishers (will) work in.



Catching the Potential - France

ProSea Marine Education visited Corcarneau (France) for a preparatory meeting in 2021. On the program were meetings with local stakeholders such as Blue Fish, the Pêche Committee of Morbihan and the local university.

Later on, ProSea visited France again to provide a **train-the-trainer program** and, together with trainers from CEFCM, **two sustainable fisheries pilot trainings**. A **third pilot** was done by CEFCM itself. Additionally, **e-learning modules** were developed for the French sustainable fisheries training pilots. The training pilots took place on the following dates:

- Pilot 1: June 30, 2022
- Pilot 2: September 25, 2023
- Pilot 3: December 7, 2023



Check the other side for more information on the French training pilots!



Sustainable fisheries training pilots in France

Number of participants

49

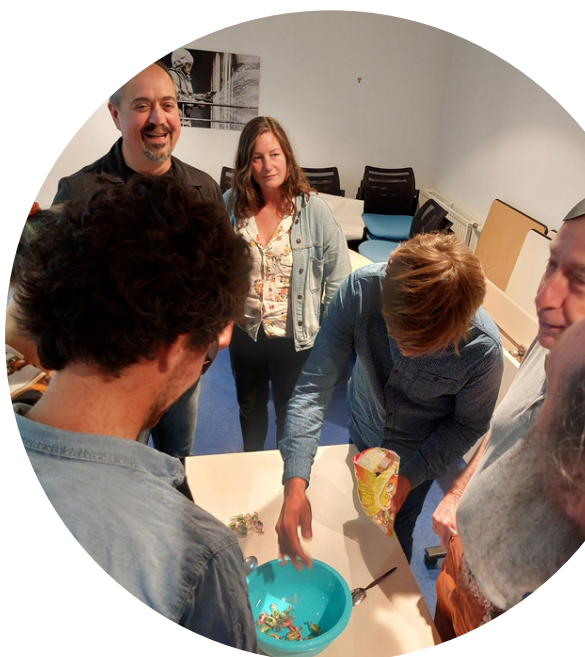
Participants background: fishers with varying years of experience, local stakeholders, such as fishing industry representatives, scientists and people involved in the value chain or training of fishers.

Lectures done by:



Key lessons

- **Adapting** the training content to the **local situation** is crucial for the success of the training
- A **one-day training** is **not sufficient** for a standard on sustainable fisheries training
- Incorporate **society's view on fishing as a profession** in sustainable fisheries training
- By putting various topics in the **broader context of sustainable development**, it is easier for trainees to understand how themes are connected/intertwined
- The **e-learning modules** are time-consuming and dense. Trainees find the content relevant but overwhelming, requiring full attention to digest.



Implementation



Ratification of STCW-F?

Yes, France ratified the STCW-F!

- Participants were **positive** about the training content and training approach.
- CEFCM has **incorporated** lectures, e-learning modules, and workshops into their training program.
- **Available time** in the curriculum on deckhand level is **limited** to 7 hours only which is too short to effectively deliver the training. However, if fishers continue with a **master degree**, they will receive more in-depth knowledge through their education.
- Introduce training also in **other training institutions** in France

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Catching THE Potential

Setting the standard for sustainable fisheries training

Ireland

Training of fishers in Ireland

In Ireland, **Bord Iascaigh Mhara** (BIM) offers and provides training to those that have chosen a career in the fishing and aquaculture sector. BIM is also the Irish partner in Catching the Potential. Some trainings last several days, whereas other trainings last several weeks or months. These trainings are mostly followed by new entrants or fishers that want to expand their level of competency.

BIM has **two colleges** for the training of fishers. These colleges are in Castletownbere and Greencastle. Next to these colleges, BIM has **mobile training units** traveling along the coast.

BIM instructors do not usually deal with specific fishery and sustainability issues in the trainings they offer for the fishing industry since they focus on delivering training leading to a **Certificate of Competency (CoC)** under the Convention of the International Maritime Organization (IMO) on Standards of Training, Certification and Watchkeeping for seafarers (STCW).



Catching the Potential - Ireland



Through a preparatory meeting in 2021, it was possible to connect with local stakeholders and technical staff of BIM to discuss and adjust the content of the training to the Irish situation.

In total, **two sustainable fisheries training pilots** were conducted in Ireland. The first pilot was conducted by ProSea, and the second pilot was conducted by BIM and ProSea. They took place on:

- Pilot 1 in Castletownbere: October 4 & 5, 2022
- Pilot 2 in Greencastle: May 9 & 10, 2023



Check the other side for more information on the Irish pilot trainings!



Sustainable fisheries training pilots in Ireland

Number of participants

17

Participants background: Trainees of BIM following a training program to obtain the 'Skipper certificate' with a variety of ages and backgrounds, and several trainers and technical staff members of BIM.

Pilots were done by:



Mike Fitzpatrick,
hired by:



Key lessons

- Participants in Ireland **appreciated** the current setup of the training. It was considered to be very interactive and lively. They liked the Irish examples and the broader perspective on sustainability.
- Participants were interested to learn how they could become more involved in the fisheries **management and legislation process**.
- It was challenging for BIM to decide on the staff that should be involved in the pilots as the training requires input from many different departments. Eventually BIM decided to hire Mike Fitzpatrick (Irish Observer Network) and he will be hired to deliver the sustainable fisheries training from 2024 onwards.



Implementation



Ratification of STCW-F?

No, Ireland did not ratify STCW-F

- ProSea, BIM and the Department of Housing, Local Government and Heritage organised a **round table** to discuss structural implementation of the CTP-standard in Ireland.
- For structural implementation of sustainable fisheries training in Ireland, ratification of the STCW-F convention would be important.
- BIM has indicated that budget will be reserved for 2024 to conduct sustainable fisheries training for skippers and deckhands.

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Catching THE Potential

Setting the standard for sustainable fisheries training

Greece

Training of fishers in Greece

Becoming a trained fisher in Greece is possible since Enaleia was established in 2018. Enaleia is the **first school for professional fishing** in Greece. They offer jobs to unemployed young people and teach them about **sustainable fisheries** and **fishing tourism**. The fishers also learn about responsible disposal of discarded fishing nets, recycling and circular economy.

The course Enaleia provides lasts three months. Students learn both **theoretical and practical skills**. In the theoretical part, there are lessons in ichthyology (biology of fish), environmental sustainability and current fishing legislation. As far as the practical part is concerned, students learn how to assemble and repair fishing equipment and how to efficiently operate boat engines and equipment. They also get training on how to sail and be safe at sea.



Catching the Potential - Greece



Enaleia is the Greek partner in this project and is a social enterprise focussing on the training of fishers in Greece.

ProSea Marine Education visited Greece, together with trainers from Enaleia, to provide **two sustainable fisheries training pilots**. A **third pilot** was done by Enaleia itself. The training pilots took place on the following dates:

- Pilot 1: November 9 & 10, 2021
- Pilot 2: November 10 & 11, 2022
- Pilot 3: October 5 & 6, 2023

Check the other side for more information on the Greek pilot trainings!





Sustainable fisheries training pilots in Greece

Number of participants

44

Participants background: small-scale fishers from Marathon, Varkiza, Volos and Igoumenitsa

Lectures done by:



and **Natalia Athineou**
(hired by Enaleia)

Key lessons

- A training for Greek fishers must be held in **Greek**, since most fishers **don't speak English**
- **Discuss all aspects** of training (practical, content, objectives, course leader role, evaluation) in detail with local trainer
- Work together with **local stakeholders** to improve impact of training and recruit participants
- **Financial compensation** for participating in the training is a valid tool for attracting small-scale fishers to join a training
- **Customization** of training content to **local situation** is essential to the success of the training



Implementation



Ratification of STCW-F?

No, Greece did not ratify STCW-F

- The sustainable fisheries training content is not only **relevant** for Dutch fishers on larger trawlers but also **small-scale fishers** in Greece that fish close to shore.
- For a structural implementation of sustainable fisheries training in Greece, **ratification** of the STCW-F convention would be important. However, most regulations are about vessel size. Greek fishers, with their small vessels, often don't fall under these regulations.
- Enaleia has embedded the training in their curriculum. This is currently the only training for fishers available.

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Azores (Portugal)

Training of fishers on the Azores

A training institute for professional education of professionals in the blue economy was established and opened in 2022: **Escola do Mar dos Açores** (EMA). Their trainings also target the fishing industry.

The focus of the training and courses offered by EMA is to meet the **legal requirements** that allow you to fish: environmental management on board and basic safety training. These trainings are mostly of a **theoretical** nature, although students also need to perform **practical** tasks (mostly safety related like firefighting, swimming tests and maneuvering of vessels).

Most trainings are organised in the school of EMA at Faial, but trainings for fishers are also offered at the other islands of the Azores to make it **more accessible** to them. In that case, trainers from EMA travel to other islands to conduct the training.



Catching the Potential - Azores



The **Regional Directorate for Fisheries** (DRP), a governmental department, is the official partner in this project. The second partner, **Escola do Mar dos Açores** (EMA) did not yet exist when the project started but became the main partner for implementation activities.

ProSea Marine Education visited the Azores to provide a **sustainable fisheries pilot training**. The second pilot training was provided by a trainer of EMA. The training pilots took place on the following dates:

- Pilot 1: March 7 & 8, 2023
- Pilot 2: October 18 & 19, 2023

Check the other side for more information on the two Azorean pilot trainings!



Azores, Portugal

 Horta, Faial



Sustainable fisheries training pilots in Azores

Number of participants

32

Participants background: Naval Construction Professional course students (many of them fished (recreationally)), DRP employees, a fishing industry representative, a private consultant, an NGO employee and scientists

Lectures done by:



Key lessons

- A training for Azorean fishers must be held in **Portuguese**, since most fishers **don't speak English**
- Training should be **adapted to the local situation** as much as possible, especially considering the **small-scale nature** of the Azorean fisheries compared to large-scale fisheries in other countries
- **Data collection and sharing** of data is a challenge in the Azores
- Management of Azorean fisheries happens a lot through **regional legislation** and often **differs** from mainland



Implementation



Ratification of STCW-F?

Yes, Portugal ratified the STCW-F!

- Fishers and stakeholders in the fishing industry are **interested** in a sustainability training!
- Escola do Mar dos Açores has **incorporated** part of the CTP materials in several courses
- Introduce the training also in **other training institutions** in Portugal, as legislation and training institutes on the Azores differ from the mainland



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Catching THE Potential

Setting the standard for
sustainable fisheries training

Germany

Training of fishers in Germany

Training to become a fisher in Germany is possible multiple institutes. One such institute is the **vocational education** centre BBZ am Nord-Ostsee Kanal (BBZ am NOK). BBZ am NOK offers a program for a **professional career in the sea fishing industry**. The duration of the program is three years, consisting of theoretical and practical classes and internships on board fishing vessels.

On average, they train **25 students per year** that follow the fishing training program. This number is spread over three years, so they have an average of eight students per year that enter the training program. Students follow the training program to become 'Fischwirt-Geselle', corresponding to a **deckhand certificate**. Skipper or captain licenses can be obtained at other institutes after a certain amount of working experience.



Catching the Potential - Germany



BBZ am Nord-Ostsee Kanal (BBZ am NOK) is the German partner in this project and is a vocational training centre on the Kiel Canal.

ProSea Marine Education visited Germany, together with a trainer from BBZ am NOK, to provide **two sustainable fisheries training pilots**. The training pilots took place on the following dates:

- Pilot 1: June 13 & 14, 2022
- Pilot 2: June 20 - 22, 2023

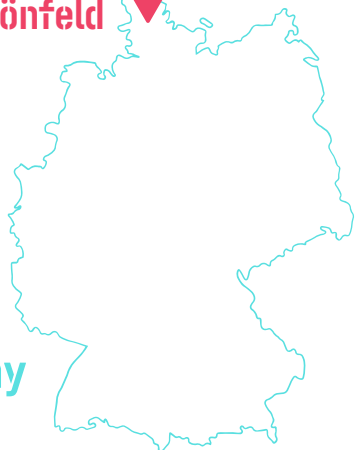
Check the other side for more information on the two German pilot trainings!



Osterrönfeld



Germany



Sustainable fisheries training pilots in Germany

Number of participants

13

Participants background: fishing students from BBZ am NOK with hands-on experience in fishing industry (shrimp fisheries in the North Sea, gillnet fishing in the Baltic Sea or trawl fishing in Norwegian waters)

Lectures done by:



Key lessons

- **Training content for Dutch fishing students** also largely relevant for German students
- **Local experts** (e.g., from science or the fishing industry) providing guest lectures could increase the **impact of the training** further
- Using **2 - 3 trainers** works well for participants (changing dynamics) and trainers (learning from variety of training methods)
- Students are open to sustainability as long as they understand the **relevance** for their fishing future.
- BBZ am NOK trainers expressed wish to **maintain and expand the educators network** established within the project



Implementation



Ratification of STCW-F?

No, Germany did not ratify STCW-F

- **Trainers of BBZ am NOK** mastered the training content and approach and BBZ am NOK has indicated to continue the training after the end of the Catching the Potential project, thereby ensuring **structural implementation**
- Organise a **pilot with experienced fishers** that want to obtain a higher level of certification
- Promoting the **ratification of the STCW-F convention in Germany** can benefit structural implementation by also guaranteeing implementation from a policy perspective

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

Catching THE Potential

Setting the standard for
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Latvia

Training of fishers in Latvia

Training to become a seafarer in Latvia starts in the college layer. 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.

Seafarer education is possible at **multiple institutes at varying levels**, such as the Latvian Maritime Academy and Novikontas. The Latvian Maritime Academy is one of two vocational secondary schools that prepares pupils for work on board ships. Novikontas is a maritime college (higher education) and training institute, providing training to become 'Master of Ships' or 'Ship Mechanic'.



Catching the Potential - Latvia



Novikontas is the Latvian partner in this project and is a maritime training centre and college. The maritime college is based in Riga, Latvia.

ProSea Marine Education visited Latvia three times. The first visit was a preparatory meeting to discuss the training and next steps. The other visits were to provide **two sustainable fisheries training pilots**. The training pilots took place on the following dates:

- Pilot 1: June 7 - 10, 2022
- Pilot 2: June 13 - 15, 2023

Check the other side for more information on the two Latvian pilot trainings!





Sustainable fisheries training pilots in Latvia

Number of participants

18

Participants background: fishers, fishing company representatives, a maritime student, a former maritime professional from Cameroon and several stakeholders from education and government

Lectures done by:

Excursion to:



BIOR
INSTITUTE OF FOOD SAFETY, ANIMAL HEALTH
AND ENVIRONMENT



Key lessons

- **Language challenges** due to multinational environment of Latvian fishing industry can be overcome by having local trainers speaking both Latvian and Russian
- Make a conscious decision on the **location** of the training based on the participants
- Include **local experts and stakeholders** in training to make the training more **tailormade** and to **increase impact** of the training
- Include information on **fisheries product innovation** to cover Latvia's intensive fish processing industry



Implementation



Ratification of STCW-F?

Yes, Latvia ratified the STCW-F!

- Fishers and people working in the fishing industry are **interested** in a sustainability training!
- Fishers in the training expressed **concern about** lack of crew, the general level of education of fishers and hardly any young people entering the fishing industry
- Even though the Latvian partner is enthusiastic and has implemented the training materials in their training management system, there is **no formal education** for Latvian fishers, meaning there exists a serious challenge for implementation (especially regarding the updated STCW-F which includes standards for sustainability training)

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