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Paper reference	Working paper 1
Title:	SPC FAME Results reporting 2023
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Summary/short description/key points:

The Fisheries, Aquaculture, and Marine Ecosystem (FAME) Division of the Pacific Community (SPC) reports its key results annually to stakeholders including members, donor partners, and the SPC Heads of Fisheries. These results are also incorporated into SPC-wide reporting presented to the CRGA Sub-Committee in June. The results summary highlights the division's key achievements against the objectives and Key Result Areas outlined in its 2022-2027 business plan, organised under each work area. These work areas reflect critical components of Te Wa, a metaphor representing FAME's journey of discovery and learning – a concept deeply connected to Pacific identity as navigators, explorers, and fishers.

The updated FAME results dashboard provides members and partners with a way to explore the division's achievements between 2022 and 2023, aligned with business plan priorities. Users can filter results by key indicators, work programmes, donor partners, and PICTs. The dashboard is available online at <https://famerresults.org> for member and stakeholder access.

Recommendations:

Members and partners are invited to note and review FAME's high-level results for 2023 and provide any feedback.

Results reporting against SPC FAME Business Plan

Overview

1. This working paper summarises the 2023 performance of the Fisheries, Aquaculture, and Marine Ecosystem (FAME) Division of the SPC. It outlines progress against the results framework established in the SPC FAME Business Plan (2022-2027). This is the second implementation report for the plan, and its results align with the high-level reporting of the SPC's Strategic Plan (2022-2031).

About FAME

2. SPC FAME comprises two programmes: the Oceanic Fisheries Programme (OFP), and the Coastal Fisheries and Aquaculture Programme (CFAP), both supported by the FAME Director's Office. Working with 22 Pacific Island Countries and Territories (PICTs), and supported by five 'metropolitan' members, FAME has strong partnerships with regional, sub-regional and national entities working in fisheries, aquaculture, and related areas.
3. The overarching goal of SPC FAME is to ensure the resilience and sustainable management of fisheries and aquaculture resources in the Pacific region. This supports economic growth, food security, and both cultural and environmental conservation. To achieve this goal, the division has identified seven key objectives. These objectives have guided the development of its implementation plan, the work plans for its two programs (CFAP and OFP), supported by the Director's Office

Our people

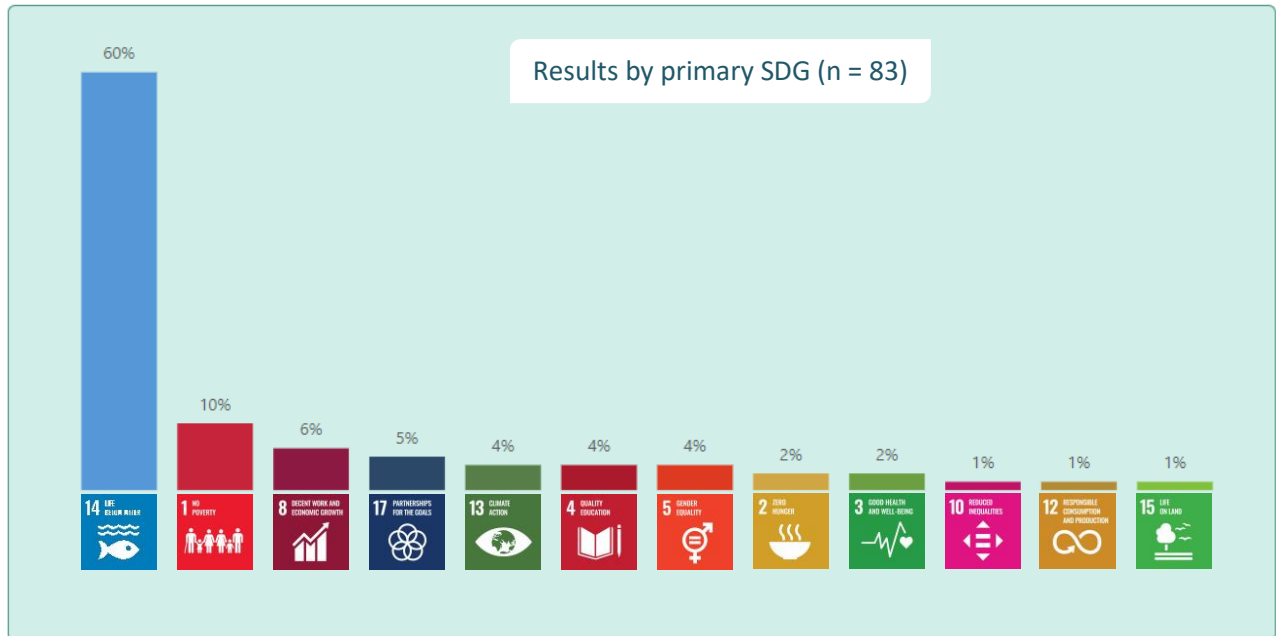
4. As of February 2024, the SPC FAME division comprised 142 staff; an increase in staff from 127 in 2022. There is an approximately even split between male and female employees and 71% are internationally recruited. The Oceanic Fisheries Programme is the largest programme within FAME, with 85 staff members, followed by the Coastal Fisheries and Aquaculture Programme with 33 staff members, and the Director's Office with 24 staff members. The vast majority of FAME staff (90%) are based in Noumea, with the remaining 10% located in other countries, including Fiji and FSM.

Budget

5. In 2023, FAME implemented work across 42 projects with an annual expenditure of EUR 23.6 million. FAME's budget increased by 30% from 2022 due to new funding and re-programming of Covid-19 delayed activities. Our work is achieved as a result of support from various partners, including MFAT (New Zealand), DFAT (Australia), WCPFC, the European Union / Sida, USAID, and SPC internal funding from member contributions.

Contribution towards Sustainable Development Goals (SDGs)

6. SPC FAME's work in 2023 addressed 12 out of the 17 Sustainable Development Goals (SDGs), with a primary focus on SDG 14: Life Below Water. They also made significant contributions to reducing poverty (SDG 1), increasing economic growth (SDG 8), fostering partnerships (SDG 17), and mitigating the impacts of climate change (SDG 13) on fisheries and aquaculture.

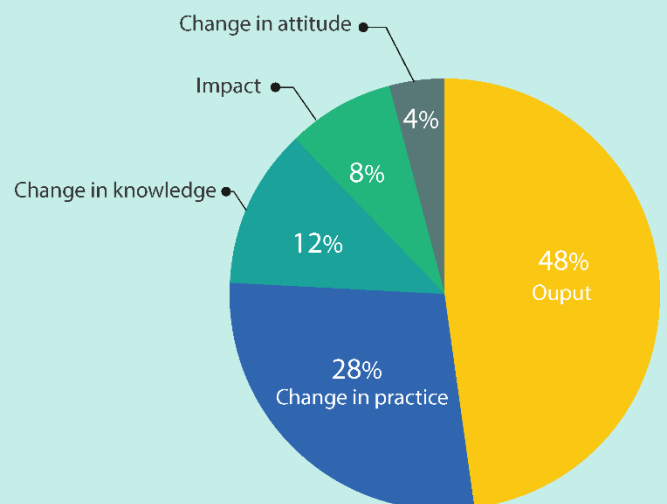


Focus on outcome-based reporting

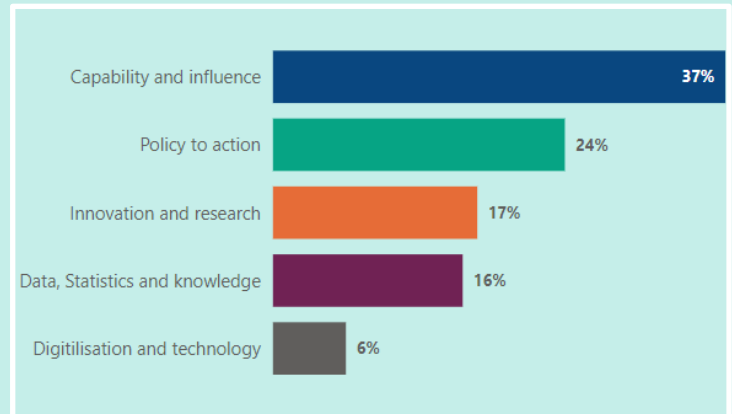
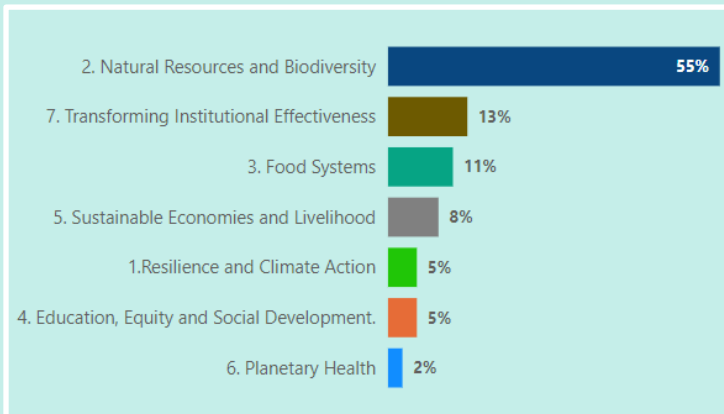
7. The 2023 results show considerable increase in outcome-based reporting (from 48% in 2022 to 52%) and contributed to all the SPC Strategic Plan Focus Areas and their pathways.

In 2017, SPC FAME shifted focus from reporting on outputs, to more outcomes, as endorsed by HoF10.

The key results in this report are those that demonstrate SPC FAME's contribution to development outcomes across the region.



Alignment with SPC Strategic Plan 2022-2031



In 2023, SPC FAME made contributions across all seven Key Focus Areas (KFAs) outlined in the SPC Strategic Plan 2022-2031, aligning more than half of its activities with KFA 2 – Natural Resources and Biodiversity. This emphasis was followed by efforts in transforming institutional effectiveness (KFA 7), and enhancing food systems, sustainable economies, livelihoods, and resilience against climate change. A significant focus for the year involved the integration of these KFAs and the Pathways into the division's monitoring and reporting frameworks. Notably, Capacity Building and Influence, along with Policy to Action, were prominent Pathways reflected in the division's achievements in 2023.

2023 results snapshot

19 Peer Reviewed Publications, **68** scientific papers prepared for WCPFC, and **123** meeting papers (including **32** in French) for HoF, RTMCFA and RFMM

FAME received **160** technical support requests from 19 PICTs, with the most common categories including Data Management, Offshore Fisheries Development, Aquaculture Development, Fisheries Development, Coastal Fisheries Science, and Data Collection Apps, as well as Legislation and Policy. The completion rate for responding to these requests stood at **48%**.

50,000 downloads from the digital library, accounting for **32%** of SPC's total knowledge product downloads

FAME collected **15,170** additional tissues samples for the Pacific Marine Specimen Bank (PMSB), **57** trips were sampled and **201** samples were analysed compared to **37,031** additional tissue samples were collected for the PMSB in 2022. This brings to the overall totals for PMSB to **268,143** samples collected and **49,033** analysis undertaken since 1971.

FAME implemented a 45 day Tuna Tagging (CP16) exercise within Kiribati EEZ and surrounding international waters. **11,282** tags were deployed (**53%** Bigeye, **40%** Yellowfin and **7%** Skipjack) compared to **16,975** in 2022 and **7869** in 2021.

2,339 trips were surveyed (landing and community), **116,670** photos were uploaded and **218,470** specimens were measured using the Coastal Fisheries IKASAVEA data entry app in 8 PICTs. More than **10,200** market stalls were surveyed

Benefish 4 estimated **1.56 million** tonnes of fishery and aquaculture products, valued at approximately **US\$2.50 billion** in 2021. This represents a **20.3% increase** in total fishery production volume from 2007. The report notes that offshore fisheries, contributing **87%** to the total production.

More than **100,087** fishing trips had been uploaded using the Tails data entry app, with over **13,186** trips recorded in 2023 compared to **14,965** in 2022. The app has been used by 62 active data collectors in 8 PICTs (Tokelau, FSM, Fiji, Niue, Cooks, Nauru, Tonga, Vanuatu), to log **596** unique species and **2.46 million kg** of fish since its launch 7 years ago. These data have been used to make important management decisions, track the effectiveness of nearshore FADs, and report small-scale tuna catch to the WCPFC Tuna Commission, indicating the success of tablet-based data collection.

SPC FAME enhanced capacity and capability of **1,281** Pacific Islanders (462 females, 819 males). **98%** (n=295) of the participants expressed increased knowledge

8. In 2023, SPC's FAME division made substantial contributions to fisheries and aquaculture research and development across the Pacific. They produced 19 peer-reviewed papers, addressed 160 technical support requests with a 48% completion rate, and implemented significant data collection initiatives, including a major Tuna Tagging exercise with 11,282 tags and the surveying of over 10,200 market stalls. Their efforts in capacity building resulted in enhancing the skills of 1,281 Pacific Islanders, with a majority reporting a marked increase in knowledge. Economic impact assessments estimated a significant increase in fishery and aquaculture production, indicating robust growth and effective management in the sector.

Performance against business plan objectives



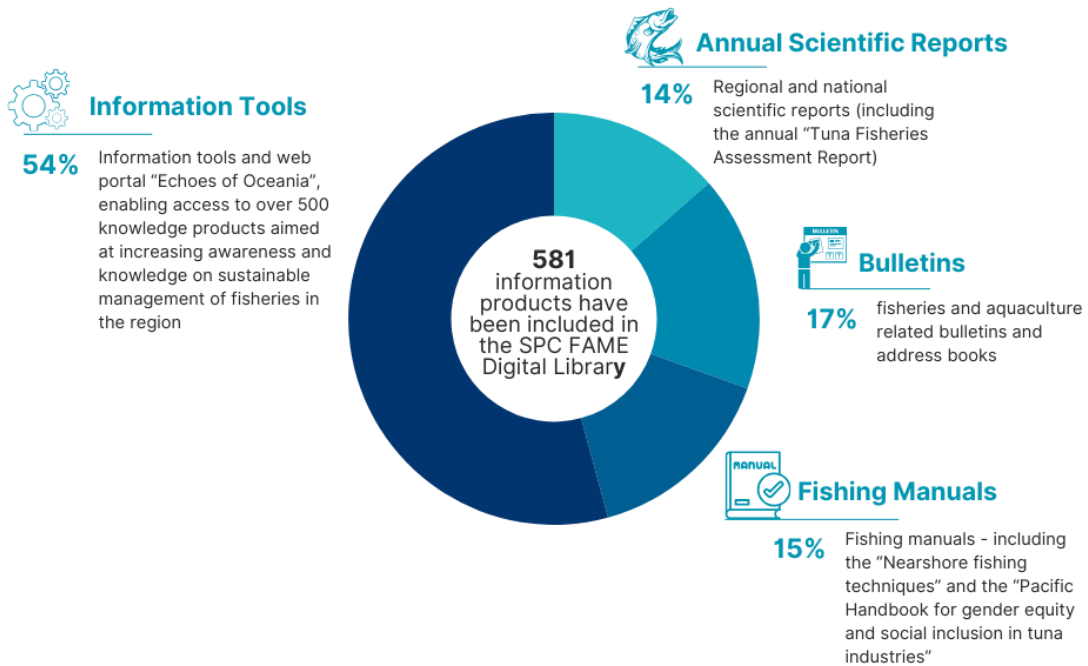
Building trust, partnership, and regional coordination

Objective 1: Enhance strategic oversight, efficient operational systems, partnership, and collaboration with other SPC divisions, our members, and partners.

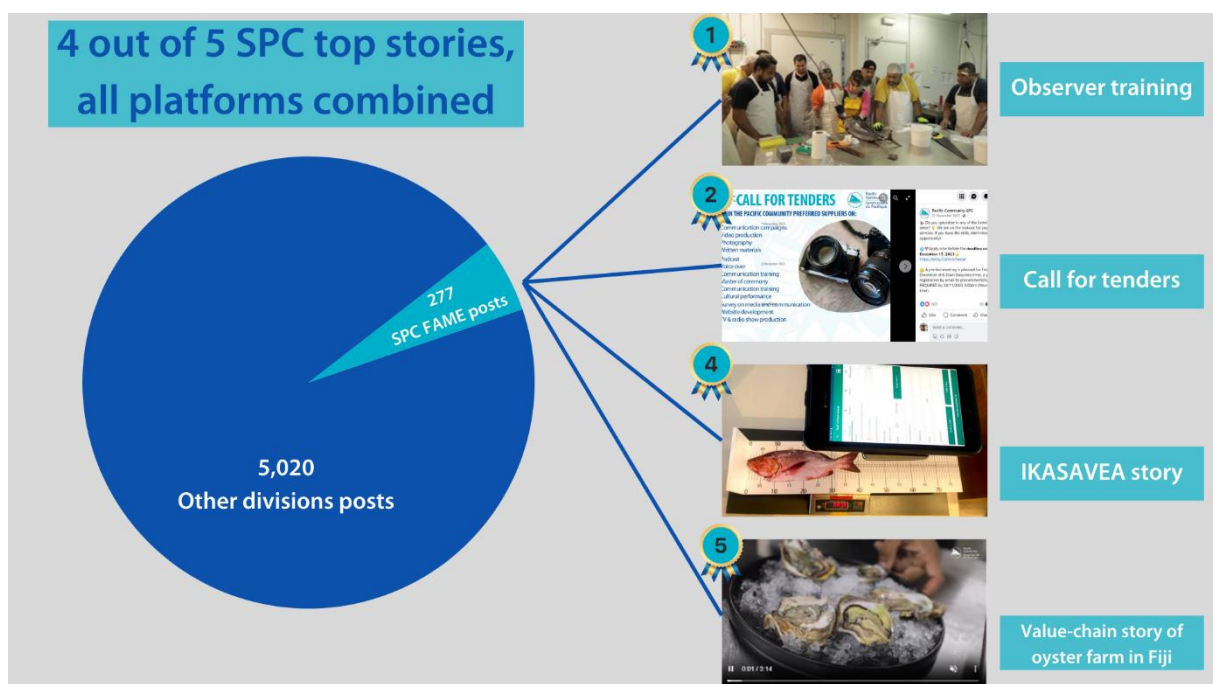
9. The 2023 high-level meetings showcased important achievements in fostering learning and collaboration among fisheries leaders, as evidenced by participants' feedback across various meetings. At the SPC Heads of Fisheries meeting, an impressive 91% of attendees reported acquiring new skills or knowledge, while 87% felt actively engaged throughout the event, highlighting its effectiveness as a productive and interactive forum. The Community-based Fisheries Dialogue (CBFD) also saw positive outcomes, with 61% of its participants strongly affirming that the 3rd CBFD enriched them with new knowledge. Additionally, the Regional Technical Meeting on Coastal Fisheries and Aquaculture (RTMCFA) experienced an increase in participant engagement, with 85% rating their engagement as good or excellent, a notable improvement from 81% in 2022. These statistics not only reflect the high level of participant satisfaction but also underscore the meetings' roles as pivotal platforms for advancing dialogue and knowledge exchange in the fisheries and aquaculture.
10. In 2023, SPC FAME prepared 191 discussion and scientific papers for important regional stakeholder meetings, including the SPC Heads of Fisheries Meeting (HoF), the Regional Technical Meeting on Coastal Fisheries/Community-based Fisheries Dialogue (RTMCF/CBFD), the Regional Fisheries Ministers Meeting (RFMM), and the Western and Central Pacific Commission (WCPFC) Meetings. These crucial meetings significantly influence the strategic priorities of SPC FAME's work programmes.
11. The Fourth Regional Fisheries Ministers Meeting (RFMM4), held in Majuro, Republic of the Marshall Islands, on 05 July 2023, was a significant convergence of ministers and senior officials from across the Pacific, including Australia, Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Marshall Islands, New Caledonia, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, and Tuvalu. The meeting underscored the vital role of regional solidarity in addressing the sustainable management of fisheries and aquaculture, highlighting the impacts of climate change on fisheries, food nutritional security, and economic growth. Key outcomes

Objective 2: Provide, and facilitate access to and interpretation of fisheries, aquaculture, and marine ecosystems information and knowledge.

13. In 2023, 581 information products were added to FAME Division's Digital Library, an increase from 485 in 2022. Among these, 41 were specifically tailored for individual PICTs, while 540 were of regional interest.



14. In 2023, out of 5397 posts published on SPC communication platforms from the seven SPC divisions, FAME secured 4 out of 5 top stories (Observer Training, Call for Tenders, IKASAVEA, and Value Chain Stories). This demonstrates increasing engagement and visibility of FAME's work in the region.



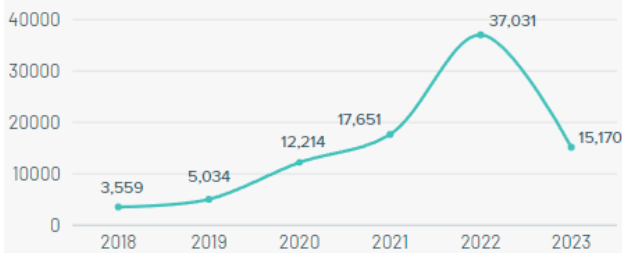


Data management and utilisation

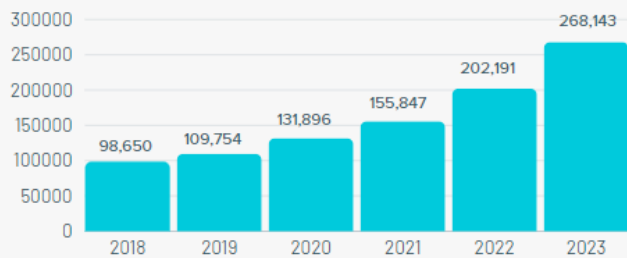
Objective 3: Enhance data collection and provide data management services for fisheries, aquaculture, and marine ecosystems.

Pacific Marine Specimen Bank (PMSB)

Annual contribution to Specimen Bank since 2018



Total Specimen Bank since 2018

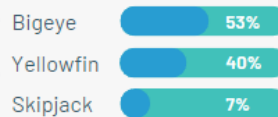


Pacific Tuna Tagging Programme

Annual Tuna Tagging since 2018



Tuna tagged by species in 2023



Standard protocols implemented in 2023

- 950** fish were tagged, injected with strontium chloride, and released to validate fish growth
- 147** measurements were taken for fat meter analysis. This data on tuna fat content provides insights into prey availability, environmental conditions, and tuna body condition, serving as a valuable indicator of ecosystem health.

15. A user survey assessed the impact of SPC FAME's data collection and management apps, specifically TUFMAN 2 (Tuna Fisheries Data Management 2), on enhancing efficiencies in data collection, storage, and utilisation by members. This cloud-hosted database enables PICTs to manage their tuna fishery data effectively. The survey revealed that 100% of respondents found TUFMAN2 relevant and useful, with 73% noting reduced time spent on data entry. Additionally, TUFMAN2 aids in combating IUU (Illegal, Unreported and Unregulated) fishing by enabling real-time cross-checking and validation of catch and Vessel Monitoring System data. It supports the development of tuna management plans, Monitoring, Control and Surveillance Strategic Plan, and licensing terms and conditions.

16. In 2023, SPC FAME-developed data collection apps were increasingly used in the region.

- Over 100,087 fishing trips have been recorded and uploaded using the Tails data entry app, with over 13,186 trips recorded in 2023 compared to 14,965 in 2022. The app has been used by 62 active data collectors in 8 PICTs. to log 596 unique species and 2.46 million kg of fish since its launch 7 years ago. These data are now being utilized to support important management decisions, track the effectiveness of nearshore FADs, and report small-scale tuna catch to the Western and Central Pacific Fisheries Commission (WCPFC) Tuna Commission, indicating the success of tablet-based data collection.
 - 106 trips were recorded using the OLLO App (48% of total trips in 2023 from OLLO), which is now being used by 5 PICTs. A total of 121,051 fish length measurements have been reported in the OLLO app, and 72,755 length samples were reported in 2023, which will provide critical data for the stock assessments.
 - 455 logsheets (163 longline, 23 pole, and line, 269 purse seine) for fishing trips were processed by SPC for vessels flagged to 12 countries (vessel nationality: China, Ecuador, Fiji, FSM, Japan, Kiribati, Nauru, PNG, San Salvador, Chinese Taipei, Vanuatu, and Samoa)
17. In 2023, all participants (100%, n=36) from five PICTs (Fiji, Kiribati, Papua New Guinea, Solomon Islands, Tonga) participated in the IKASAVEA app training and mentoring programme agreed that the data collection app is useful and will be relevant to their work.



Pacific knowledge integrated with science, innovation and research

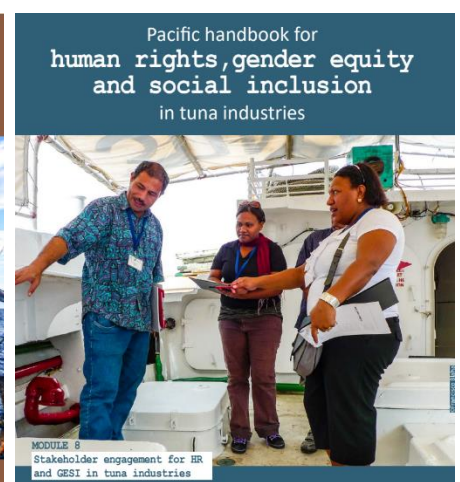
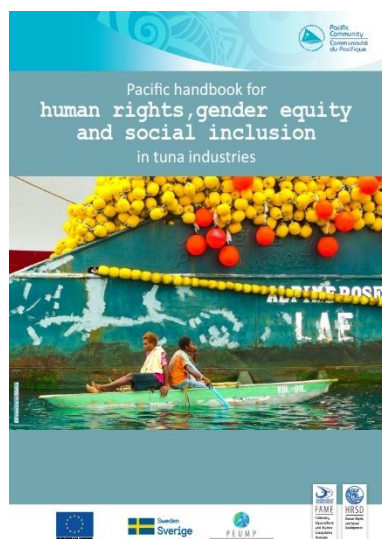
Objective 4: Provide scientific research, analysis, and advice for evidence-based fisheries management.

18. A recent study concluded by SPC FAME on the stock status of the three main tuna species (Skipjack, Yellowfin, and Bigeye) indicated all the species are on sustainable levels. Yellowfin, skipjack, and South Pacific Albacore are estimated to have a 0% probability of currently experiencing overfishing, while Bigeye is estimated to have a 12.5% probability of undergoing overfishing.
- **Skipjack tuna** - The WCPFC Scientific Committee (SC) noted that the skipjack assessment continues to show that the stock is currently moderately exploited, and the level of fishing mortality is sustainable.
 - **Yellowfin tuna** - The WCPFC Scientific Committee (SC) concluded that levels of fishing mortality and depletion differ between regions, and fishery impact was highest in the tropical region, mainly due to the purse seine fisheries in the equatorial Pacific and the “other” fisheries within the western Pacific.
 - **Bigeye tuna** - The WCPFC Scientific Committee (SC) concluded that on the uncertainty grid, WCPO bigeye tuna spawning biomass is above the biomass LRP and is below FMSY for all models in the uncertainty grid. It was concluded that the stock is not overfished and not experiencing overfishing.

19. In 2023, 99% (n=187) of participants mentioned they gained new knowledge due to their participation in stock assessment training conducted by SPC FAME. 99% also agreed that they will use the knowledge and skills gained in their job. More than 287 people (185 women, 102 men) participated in basic and advanced stock assessment training.
20. In 2023, WCPFC member countries and participating territories have agreed to a total fishing effort informed by the SPC FAMEs Management Measure Evaluation work. This quota will be distributed among the Western and Central Pacific Fisheries Commission (WCPFC) member states according to an agreed-upon allocation framework.
21. In 2023, in partnership with the Inter-American Tropical Tuna Commission (IATTC) and Japan's National Research Institute of Far Seas Fisheries, SPC FAME completed a new model for skipjack tuna growth for the 2022 Western and Central Pacific Fisheries Commission (WCPFC) assessment. The detailed findings and recommendations are accessible on the 18th Scientific Committee meeting website. This contribution was positively received at the 18th Scientific Committee, with the proposed growth curve being incorporated as an alternative growth option in the stock assessment model, highlighting its significance to the scientific community and fisheries management.
22. The key findings from a study commissioned by SPC FAME in 2023 on the Assessment of Tuna Bycatch Distribution to Urban Areas in PICTs project a significant urban population growth in critical purse-seine transshipment port countries, from 1.5 million in 2022 to approximately 2.4 million by 2050. This increase is anticipated to pressure food and other resources, especially in countries where climate change impacts marine and terrestrial productivity. A key outcome highlighted is the modest contribution of current bycatch landings to meeting the protein requirements of these growing urban populations. For example, in 2030, the Federated States of Micronesia (FSM), Kiribati, the Marshall Islands, Papua New Guinea (PNG), Solomon Islands, and Tuvalu collectively have a bycatch supply that fulfils only a minor percentage of their fish protein needs, with a significant gap remaining.
23. In 2023, SPC FAME published the Pacific Island Sea cucumber, beche-de-mer trade study, including possible price-setting mechanisms. The findings from the study indicated that combined annual Beche-de-mer production in 8 PICTs was highest in 1997 and had a downward trend. The five-year moving average in 2022 was 599 tonnes, about 42% of that in 2021.
24. In 2023, 21 PICTs (members of WCPFC) received improved and new modelling approaches on the new skipjack management procedure, including capacity building in PNA and WCPFC countries.
25. The "Keep Fishing Sustainable" campaign in Wallis and Futuna successfully utilised innovative communication strategies, including local language translations, animated TV clips, and a Facebook video challenge, to change local behaviour towards sustainable fishing. The campaign saw significant community engagement, with various stakeholders, including fisher associations and schoolchildren, contributing to its success by submitting videos that promoted sustainable practices. The efforts to engage coastal fishing communities in sustainable fishing practices have been notable across different PICTs.
26. In 2023, two PICTs (Kiribati, Marshall Islands) have established a clear and transparent framework for decision-making and planning to support the implementation of fisheries legislation and plans adopted in previous years. This development signifies an important step forward in enhancing the

governance and management of their marine resources, ensuring that policy decisions and planning processes are conducted openly and in an accountable manner.

27. SPC FAME continued to play a pivotal role in enhancing gender and social inclusivity within Pacific Island fisheries. Solomon Island's Ministry of Fisheries and Marine Resources (MFMR) has completed drafting its inaugural Gender Equality and Social Inclusion (GESI) Strategy. The drafting process included community-level consultations in two provinces and a validation workshop if planned for 2024. In addition, a comparative analysis of fisheries legislation in 3 PICTs (Federated States of Micronesia, Palau, Marshall Islands) was conducted to investigate gender and human rights-specific applications in coastal fisheries and aquaculture. This study will provide valuable guidance to legal and policymakers on gaps and opportunities to strengthen gender and human rights perspectives in legal frameworks and is expected to be published in early 2024.
28. Tonga has drafted its Special Management Area (SMA), incorporating social inclusivity activities. Furthermore, Kiribati's gender and fisheries assessment commenced in 2023, led by the Ministry of Fisheries and Marine Resources Development (MFMRD) with support from FAME. The MFMRD intends to use the findings from the assessment to inform the development of its next strategic plan and Monitoring Evaluation and Learning (MEL) framework. These initiatives underscore ongoing collaboration and commitment between FAME and PICTs to promoting equitable and inclusive fisheries management practices across the region by integrating GESI and human rights considerations at every level, in line with the Pacific Framework for Action on Scaling up Community-based Fisheries Management' (2021-2025).
29. In 2023, SPC FAME unveiled the "Pacific Handbook for Human Rights, Gender Equity, and Social Inclusion in Tuna Industries." This publication marks a pivotal step towards integrating human rights, gender equity, and social inclusion within the region's tuna fisheries sector. The Handbook provides a comprehensive guide for stakeholders in the tuna industry to foster the integration of cross-sectoral priorities and values in the fisheries sector. The Handbook provides practical tools and insights to ensure that the principles of human rights, gender equity, and social inclusion are embedded at all levels of tuna industry operations, supporting a more equitable and inclusive sector.





Resilience and sustainability

Objective 5: Strengthen the contributions of Pacific islands aquaculture and fisheries toward sustainable, biosecure, equitable and more secure food systems.

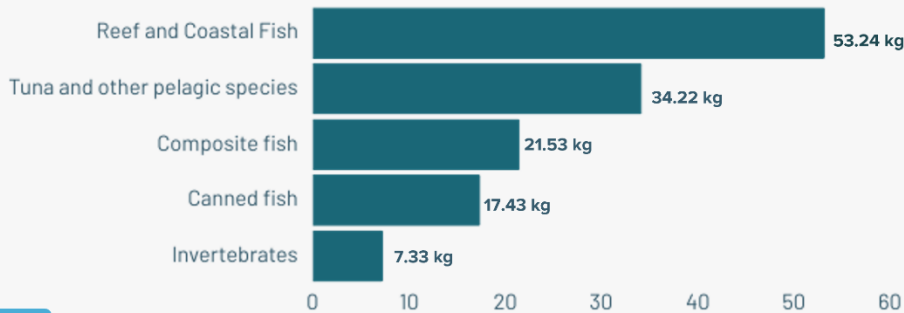
30. In 2023, data from Household Income and Expenditure Surveys (HIES) analysed by Brewer et al¹, commissioned by SPC FAME in 2023, underscores the critical role of fisheries in food security within PICTs. The study forecasts total protein consumption requirements from fish by 2050, based on a recommended fish-based protein intake of 0.35 grams per kilogram of body weight per day. For example, in 2030, the total fish-based protein requirement for Cook Islands is projected to be 181 tonnes, increasing marginally by 2050.

31. The report highlights that fish has been a vital protein source for Pacific Islanders, integral to their culture and identity. However, challenges such as overfishing and climate change-induced habitat degradation are expected to diminish coastal fish stocks, thereby straining food security.

¹ Brewer T., Kottage H., Andrew N. 2023. Options for supplying dietary protein for growing Pacific Island populations Report prepared for the Pacific Community. 93 p. <https://purl.org/spc/digilib/doc/4aszp>

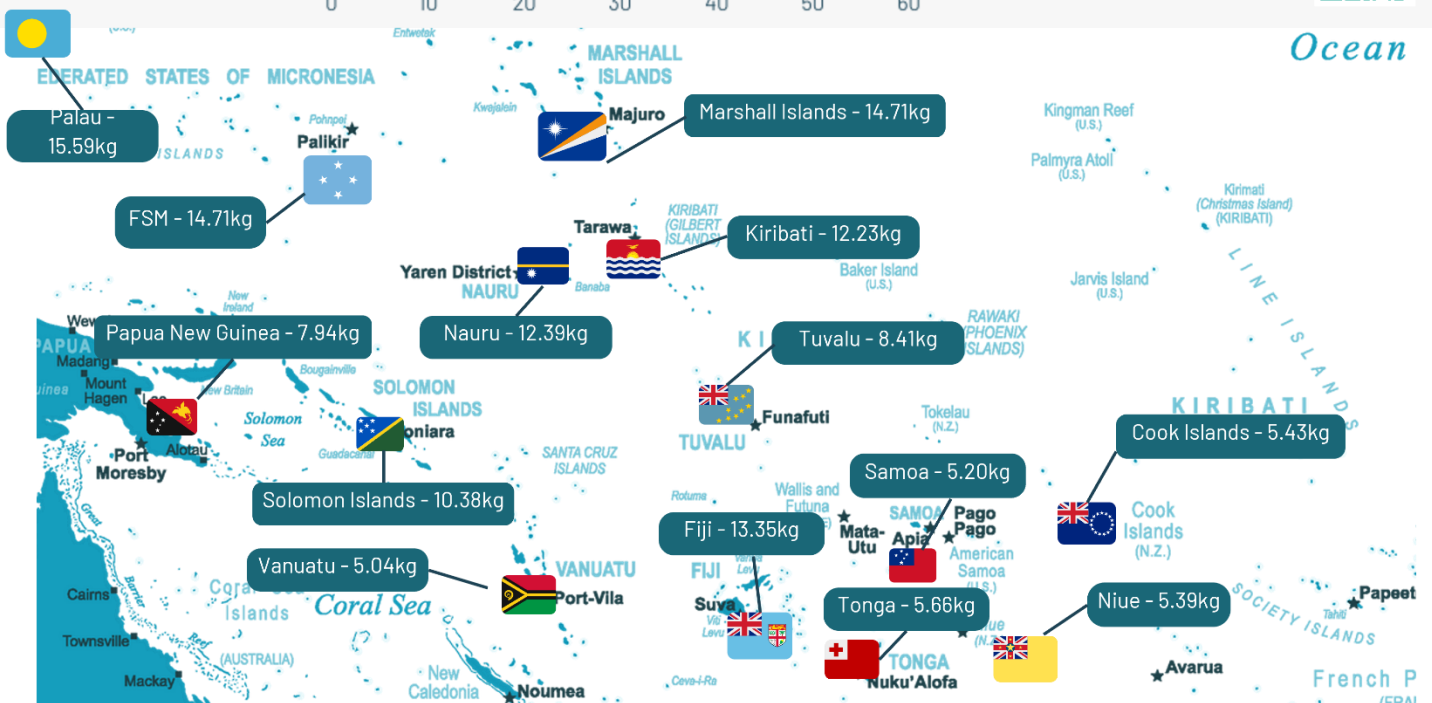
Protein consumption from seafood per person per year

Protein consumption by sea food categories



Data from Household Income and Expenditure Surveys (HIES) analysed by Brewer et al., commissioned by SPC FAME in 2023 regarding national protein consumption for each person. The 14 PICTs are Cook Islands, FSM, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu, and Vanuatu.

[Click here to download the report or scan the QR Code](#)



32. A 2022 SPC FAME study revealed critical skill shortages across Pacific aquaculture, impacting commercial operators and government agencies. The lack of skilled labour, including non-aquaculture trades like electricians, hinders commercial operations. At the same time, high staff turnover and limited funding for extension services weaken government support for fish farmers and communities. To address these challenges, the report proposes a multi-pronged approach:
- i. Enhancing fish farmer knowledge in aquaculture, business, and marketing.
 - ii. Equipping government personnel with technical skills and a broader understanding of aquaculture's significance.
 - iii. Upskilling regional organisations and NGOs for effective project assessment and knowledge dissemination.

In response to these challenges, and upon the request of Regional Fisheries Ministers, SPC FAME initiated consultations in 2023 to develop a **Regional Aquaculture Strategy**.

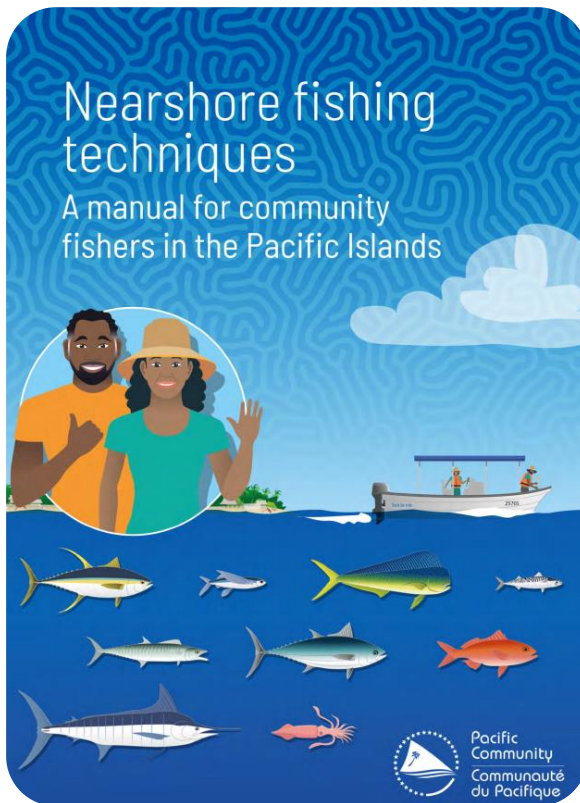


Resilience and sustainability

Objective 6: Identify diverse and sustainable livelihood options for SPC member PICTs.

33. In 2023, 12 PICTs were supported with technical advice relating to fish aggregating devices (FADs), spotter buoy installation, deployment, detachment, and recovery of digital trackers, including:
- Five digital trackers installed on FADs in 2 PICTs (4 in New Caledonia and 1 in Fiji)
 - Ten Spotter, GPS, and echosounder buoys installed on 2 PICTs - 5 in New Caledonia (Mato, Uitoe, Isie, and Ouarai) and 5 in Cook Islands (Aitutaki and Rarotonga)
 - Three Spotter buoys installed in Fiji, Tuvalu, and Kiribati FADs in collaboration with GEM division.
 - Detachments, reinstalments, and recoveries of FAD trackers in the Cook Islands and New Caledonia, identifying reasons for attachment failures.
 - Seven PICTs received advisory support on FAD logistics (FSM, Nauru, Cook Islands, Samoa, Tokelau, Wallis and Futuna, and New Caledonia)
 - Five PICTs were provided with general fishing support (W&F, Tonga, FSM, Cook Islands, Niue)
 - One PICTs received advice on the procurement of fishing and safety gear (Kiribati) for Kiritimati FAD gear acquisition and training planning.
34. In 2023, A Manual for Community Fishers in the Pacific Islands- "Nearshore Fishing Techniques " was developed and launched. This manual focuses on sustainable fishing, targeting more resilient resources, and using widely available fishing gear across the Pacific. This training manual is designed to empower fishers in the region with the knowledge and skills to fish beyond the confines of reefs or lagoons and to diversify their catch. It aims to mitigate food security challenges within communities, which are exacerbated by increasing populations and the consequent reduction in available coastal fish resources. By providing this guidance, the manual seeks to

enhance sustainable fishing practices and support the livelihoods of community fishers across the Pacific Islands.



35. The Benefish² 4 study highlighted that 1.8% of total wage and salary income comes from fishing activities in the region. Additionally, 12.9% of households are involved in subsistence fishing, contributing to their livelihoods. The net monthly value derived from subsistence fishing activities is USD 18 per household.
36. The 2023 Coastal Fisheries Report Card, compiled by SPC FAME, mentioned that 64% of households use hook and line as the most common fishing method, followed by net (35%). The most common fishing location was inshore (66%), followed by nearshore (62%).
37. In 2023, 93 people (36 women, 57 men) from 7 PICTs were trained in diversification of aquaculture production, seafood safety, and quality and value adding. 96% of the participants mentioned increased knowledge and skills as a result of the training in post training survey.

² Gillett R.E., Fong M. 2023. Fisheries in the economies of Pacific Island countries and territories (Benefish Study 4). Noumea, New Caledonia: Pacific Community. 704 p. <https://purl.org/spc/digilib/doc/ppizh>



Capacity and capability

Objective 7: Support the development of national capacity and enhance capabilities in fisheries and aquaculture among PICTs.

38. In 2023, SPC FAME designed and delivered four courses (Cert IV in CFA Compliance, Observer Training, Stock Assessment, and Professional Certificate in Community Fisheries Compliance) that meet regional vocational standards.
39. In 2023, 25 participants were promoted or transitioned to roles higher than their previous positions within the same organisation or elsewhere, attributing their participation in the *Pacific Fisheries Leadership Programme (PFLP)*, implemented by SPC FAME, as a significant factor in their advancement. This achievement surpassed the program's goal of 10 participants. One female participant shared, *"Being part of PFLP was a huge motivator. I've grown so much; securing my first job abroad was a direct result of the confidence I gained from the program, which encouraged me to apply and succeed in an interview. This promotion represents a significant milestone in my career."*
40. A six-month tracer study to follow up with 114 participants from 7 PICTs (Cook Islands, French Polynesia, Kiribati, Samoa, Solomon Islands, Tokelau and Tonga) who participated in Harvest Strategy training and mentoring programs indicated that 99% of respondents (n=114) of participants would use the skills and knowledge learned in their jobs immediately after the training, and **35%** of respondents (n=44) reported that they applied the knowledge and skills acquired from the training in their work six months after the training.
41. 60% of participants for Certificate IV - cohort 4 (2021) and 77% of Certificate IV - Cohort 5 (2022) on Coastal Fisheries Monitoring, Control and Surveillance courses reported in 2023 they have applied skills and knowledge they gained from the course in their work.
42. 100% (n=50) of (n=50) of participants who responded to the six monthly follow up surveys on the courses provided by the Pacific Fisheries Leadership Programme mentioned they applied the knowledge and skills they gained from the training. The training on leadership engaged 93 participants (46 women, 47 men) from 12 PICTs (American Samoa, Cook Islands, Fiji, FSM, Nauru, New Caledonia, Niue, Palau, PNG, Samoa, Solomon Islands and Vanuatu) to strengthen their capacity on leadership in times of uncertainty and leadership for change.
43. SPC FAME enhanced the capacity and capabilities of the fisheries and aquaculture sector by delivering training on **131 topics** to over **1,281 (462 female and 819 male)** to participants from 21 PICTs. The training and mentoring programs covered areas such as leadership enhancement, observer capacity building, data management, gender and human rights, and alternative fishing methods, including the use of fish aggregating devices. The aim was to empower communities with sustainable fishing practices and management strategies, such as catch limits and stock assessment, to preserve marine resources while supporting livelihoods.