

Examples of HRD Activities Conducted by SPC Programmes in the Region

MARINE RESOURCES DIVISION			
Sector / Clients	Skill Gap / Unmet Need / Capacity	HRD Response by SPC	Programme
Maritime Sector	<ul style="list-style-type: none"> ➤ Upgrading of qualifications of PICT Seafarers to STCW 95 certification under IMO Convention ➤ Upgrade Training for the Region's Maritime Training Schools (MTS) / Maritime Administrations/ Regulators ➤ Updating of Maritime Legislation 	<ul style="list-style-type: none"> ➤ Developed STCW 95 compliant curriculum now delivered in the MTS ➤ Training of Tutors of MTS to deliver new curriculum, and implement quality audits ➤ Training of Maritime Administrators and Regulators on STCW 95 requirements ➤ Capacity building of AG Chambers on Maritime Legislations ➤ Upgrade training of Seafarers 	Regional maritime Programme
Oceanic Fisheries	<ul style="list-style-type: none"> ➤ National fishery database development and maintenance ➤ Port (catch) sampling programmes ➤ Observer programmes ➤ Post-graduate fishery science training ➤ Preparation of national fishery assessments 	<ul style="list-style-type: none"> ➤ Attachment training and in-country visits; distance training via website ➤ Conduct of training courses; ongoing support ➤ Conduct of training courses, provision of training material and ongoing technical support ➤ Supervision of post-graduate degrees and provision of studentships ➤ Attachments during report preparation 	Oceanic Fisheries Programme

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Domestic Food Fisheries	<ul style="list-style-type: none"> • Integration of community and government into local fishery governance systems • Lack of basic information about artisanal and subsistence fishery catches and usage for planning. 	<ul style="list-style-type: none"> • Training of national Fisheries staff on community management work. • Training of community in the formulation of management plans. • Establishment of Marine Reserves. • Development of seafood alternatives. • Encourage participation of all community sectors. 	Community Fisheries Section of the Coastal Fisheries Programme.
Domestic Export Fisheries	<ul style="list-style-type: none"> • Shortage of entrepreneurial skills in the sector • Need to comply with increasingly stringent international seafood trade regulations • Shortage of fishing vessel crews • Insufficient safety-at-sea skills 	<ul style="list-style-type: none"> • Ongoing fisheries enterprise management training at regional level • In-country workshops on seafood quality control and attachment of HACCP consultants • Pre-sea course curriculum developed and assistance given to fisheries training institutions • Ongoing promotion of safety at sea through distribution of training and awareness materials 	Training Section of the Coastal Fisheries Programme

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Domestic Fisheries	<ul style="list-style-type: none"> • Need to assess status of coastal fisheries for development planning and management – • Few Pacific Island specialists in fishery surveys 	<ul style="list-style-type: none"> • Maintaining a regional level of reef fishery science expertise • Residential & in-country Workshops on reef fishery assessment • Production of handbooks & course materials • Including national fishery staff on scientific surveys • Attachment of Pacific Island fishery staff to SPC Noumea reef fisheries assessment projects 	Reef Fisheries Assessment & Management Section of the Coastal Fisheries programme
Domestic Export Fisheries	<ul style="list-style-type: none"> • Pacific Island nations take <10% of the total catch of tuna in the Pacific Islands region <ul style="list-style-type: none"> –constraint: very high investment costs for industrial fishing methods –constraint: vulnerability to world market price swings –constraint: fulfilling trade quality certification requirements –constraint: steep development path for commercial tuna fishing enterprise in small countries –constraint: increasing environmental sensitivity of import markets 	<ul style="list-style-type: none"> • Handbooks & training materials addressing small-scale high-quality end of the tuna market • Placement of expert fishermen/trainers aboard vessels of startup Pacific Island fishing enterprises • Training in upgrading postharvest quality & quality certification procedures • Training Pacific Island fishers in fishing methods which reduce or avoid bycatch 	Fisheries Development Section of the Coastal Fisheries Programme

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Demography/Population (Population Data)	Shortage of expertise in collection, management, analysis, interpretation and utilisation of population data in Pacific statistics and planning offices	<p><i>Activities in 2001</i></p> <ul style="list-style-type: none"> • Advised on census preparations (Nauru, Tokelau, Tuvalu) • Coordinated census field operations (Tokelau) • Provide training in census data management (Samoa, Tokelau) • Provided training in demographic analysis (Kiribati and Vanuatu) • Organised Population and Development Seminar (all countries, to raise planners' awareness of population issues) • Disseminated population information 	Demography Programme
Statistics (Social and Economic Data)	Deficiencies in the range and quality of official statistics used for decision making in PICTs.	<p>Human Resources Development through training, skills transfer and capacity building</p> <p>Training is a key strategic activity:</p> <p>1. Courses & Workshops</p> <ul style="list-style-type: none"> – Survey operations and procedures course (5 weeks, Tuvalu) – Data Analysis and Report Writing (4 weeks, Vanuatu) – Economic Statistics (2 weeks, Samoa) – Management of Statistics Offices (1 week, Polynesia & Melanesia) – Indicators for Gender and Development (at request of PWB, 2 weeks, Cook Islands) 	Statistics Programme

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Statistics (Social and Economic Data)	Deficiencies in the range and quality of official statistics used for decision making in PICTs	2. Training attachments – Advanced Access Training (2 weeks, Cook Islands) – Business survey / National Accounts (3 weeks, Samoa)	Statistics Programme
		3. Technical assistance with counterparts – Poverty analysis (Vanuatu) – National accounts (Samoa) – Household Income and Expenditure Survey (HIES) database design (Tonga) – HIES design (PNG) – HIES design (Fiji)	
Youth and Young People	Need Training in Leadership Skills	Developed and implementing a certificate course in Leadership.	Youth Resources Bureau
Pacific Women	Need for multi-skill and competency training that would enhance the capacity of women to contribute more effectively to the socio-economic development of their communities and countries and territories	Provide a broad based multi-skilling training programme covering home economics, gender, fisheries, farming, health and nutrition, environment, multi-media, project development and implementation, leadership and management	CETC

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Reproductive health	Need for more information and awareness about population reproductive health issues.	<ul style="list-style-type: none"> ➤ Training in population advocacy ➤ Training in Reproductive Health Counselling ➤ Training in Reproductive Health research ➤ Training in IEC materials Development 	Population Advocacy & Reproductive Health
Government ministries, Training institutions, Media Industry, Communities	<p>Lack of skills in using, producing good media material for education or information purpose.</p> <p>Need to upgrade skills in Radio broadcast, graphic design and desktop publishing, television and video production.</p> <p>Need for formal media training programmes</p>	<p>Conduct of capacity building training workshops at in-country, sub-regional, regional level for different client groups on the production of media packages.</p> <p>Develop specific skills for clients on design, broadcast and television video.</p>	RMC
Renewable Energy	<ul style="list-style-type: none"> ➤ Upgrading PICT capacity to appreciate the potential of their renewable energy resources to support their sustainable socio-economic development ➤ Improving the PICT capacity to run and manage renewable energy projects in a financially and environmentally sustainable manner 	<ul style="list-style-type: none"> ➤ Hands-on training for govt officials, project managers, community leaders, the private sector and the recipient communities in the technical, financial and management aspects of RE through the collaborative implementation of demonstration projects. 	PREFACE

LAND RESOURCES DIVISION – Due to time Constraints these are just a few examples of many HRD activities conducted by Agriculture and Forestry			
Sector / Clients	Skill Gap / Unmet Need / Capacity	HRD Response by SPC	Programme
Livestock Sector	Disease transmission from livestock to humans Lack of qualified veterinarians in the pacific	Developed and currently pilot testing a distance education package for Paravets.	Animal Health and Production Services
Plant Protection Sector	Destruction of plants by pests Dated quarantine laws and regulations International standards on imports Pest incursions	<ul style="list-style-type: none"> ➤ Development of a certificate quarantine training programme and implementation of programme ➤ Training in Import Risk Assessment methods ➤ Training in Emergency response to Pest incursions. Training in production of extension materials	Plant Protection Services
Crop Improvement and Production	Need to develop skills in plant genetic resources and tissue culture	Training in practice and management of tissue culture	Crop Improvement Services
Forest Extension services	Need to update knowledge on application of <ul style="list-style-type: none"> - Sustainable Forest management practices - Sustainable Use of Forest products - Agroforestry - Code of Logging Practice - Forest & Timber Certification - Establishment of Nursery pools 	Develop and conduct both Train the Trainers and Train the clients workshops at the country / sub-regional/regional levels.	Forestry programme
Forest Resource Owners	Lack of knowledge on value of their resources and how to manage it sustainably	Conduct in-country training workshops for land owners and resources owners on pre-harvest inventory, forest planing, sustainable forest harvest practice, tree felling and water-shed management and saw milling techniques.	Forestry Programme