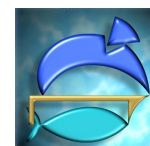


The Road to Becoming a PIRFO Trainer and Assessor

The PIRFO Trainer Development Programme



Background

SPC and FFA have been developing and running a Pacific Islands Regional Fisheries Observer (PIRFO) Trainer Development Programme (PTDP) since 2008. Candidates from Pacific Island countries such as PNG, Solomon Islands, Kiribati, Marshall Islands, FSM and Fiji have been or are involved in the PTDP.

Outline of the PIRFO Trainer Development Programme

The PTDP has the following components:

1. Trainee Trainers attend 6 observer courses as attachments (a course is for a duration of 5 weeks). During attachments the trainee is exposed to progressively more involvement in observer training, as described in the PIRFO Trainee Attachment Programme on page 3
2. Following the attachments (or between attachments if trainee has satisfactorily participated in at least three attachments) the trainee will be invited to join in a recognised (certificate IV level) Train the Trainer course

On satisfactory completion of the six attachments and certificate IV level Train the Trainer workshop a trainee is eligible for certification as a PIRFO Trainer. Attachments are only considered satisfactory if the supervising PIRFO Trainer at that training verifies that the candidate has demonstrated the skills expected of them at that stage of the development programme.

A certified PIRFO Trainer will be eligible for employment alongside other certified PIRFO Trainers to help organise and deliver PIRFO Basic Training. They can also deliver refresher training and other in-house training activities, such as specialist training units that they have been endorsed to deliver¹.

A certified PIRFO Trainer will **NOT** be eligible to supervise PIRFO Basic Training and so cannot deliver a full basic training alone but must work under guidance of a PIRFO Trainer and Assessor.

1. Opportunity to attend a further recognised certificate IV level ‘Train the Assessor’ course will be made to a certified PIRFO Trainer who demonstrates they have the right aptitude and who wishes to upgrade their qualification to become a certified PIRFO Trainer and Assessor.

A PIRFO Trainer and Assessor can be employed to oversee and coordinate the organisation and delivery of PIRFO Basic Training².

SPC and FFA will monitor and supervise trainers for a period of time prior to certification.

¹ Examples could include: Biological sampling, Chain of Custody, Transshipment duties, etc.

² As a PIRFO Trainer and Assessor has significantly more accountability than a PIRFO Trainer this should be reflected in remuneration arrangements.

Prerequisites and Entry Criteria

1. Certified as a PIRFO Debriefing, with experience as a Debriefing
2. Nomination by a recognised PIRFO Provider³
3. SPC and FFA will submit application to CMC⁴ for approval for candidate entry to the PTDP.

Participation

Only two⁵ PIRFO trainee trainers can attend a PIRFO basic training at any one time (rarely three).

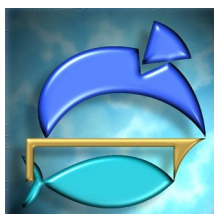
From time to time during the course of their involvement in the PTDP a participating trainee trainer may find themselves in circumstances that prevent them from attending an available basic training. At such times a new trainee trainer may fill their slot and thus enter the programme.

Other factors also affect participation: the different rates of progress by different participants; different circumstances affecting the availability of trainees to take up their attachment opportunities, the subsequent different times that some participants mature out of the programme and new participants are enrolled into the programme; and the frequency of basic training courses available to cater for trainee attachments; all may contribute to the situation that up to three or four trainees may be participating in the PIRFO Trainer Development Programme at any one time.

Funding and duration

The time that it takes to complete the attachment programme will depend on the availability of funds and number of current training opportunities (courses being run to which attachments can be made). Countries prepared to assist in funding their nominee's participation will enable their trainee trainer to complete the process within a shorter time frame.

The SPC travel guidelines for airfares and per diems will normally be used to guide the funding costs of such attachments.



³ Providers are urged to make the best use of this lengthy and extensive programme by carefully selecting their nominees on the basis of: ability to communicate well with their colleagues, particularly junior colleagues; availability to commit to the trainee trainer programme to its conclusion; their likelihood of sticking with the nominating observer provider long enough to contribute to its further development; ready availability for national training when required, unlikely to be hindered by other commitments; and last and least important, likelihood of being available for overseas training work for the region.

⁴ CMC = the PIRFO Certification Management Committee

⁵ From a workload perspective the ideal situation is to have just one trainee trainer in the programme at a time but there is currently a shortage of trainers and so, two attachments will be considered when feasible. Once a useful pool of PIRFO Trainers / and Assessors established the norm will be to include one trainee trainer attachment at PIRFO basic trainings

PIRFO Trainee Attachment Programme

First attachment

Once the nominating PIRFO provider has confirmed that an invited candidate will be able to attend, their first attachment will start at the next observer course venue. At this introductory attachment the PIRFO Trainee Trainer will start collecting training materials, notes, guides, manual and presentations (hard and electronic copies) from throughout the course.

The trainee will be required to deliver a trip report at the end of the first attachment that describes the overall course, materials collected and some of the activities conducted during the observer course.

Second and third attachments

The Trainee Trainer will begin work in the following activities:

1. Basic knowledge of how to use computer – to deliver presentations and to keep records
2. Electronic filing of training materials
3. Developing and maintaining a hard copy of the training folder (to be available every course)
4. Basic use of Microsoft PowerPoint Presentation (PPP) software and design of presentations
5. Lesson plan templates
6. Short deliveries of training materials
7. Understanding PIRFO assessment formats (scenario and identification assessments)
8. Basic biological sampling
9. Tagging and tag recovery

A trip report plus all attachments are required to be submitted at the end of each attachment.

Fourth attachment

1. Deliver training material
2. Develop new lesson plans for subjects delivered
3. Put together new PowerPoint presentation for two new subjects
4. Create 2 new scenario assessments and 2 new species ID assessments (PPPs, answer sheets)
5. Assist with the daily activities throughout the 5 weeks

Lesson plans, PPPs and assessments to be submitted at the end of attachment 4.

Fifth attachment

The trainee trainer is expected to engage in the full delivery of the course.

Two new scenario assessments and identification assessments are required to be submitted.

The supervisor will include the trainee's name on the course timetable and the Trainee Trainer will be required to provide all teaching materials and present the materials.

A full report is required at the end of the attachment.

Final (sixth attachment)

The Trainee Trainer will be required to deliver specifically selected units during the final attachment. The Trainee Trainer will be expected to fully participate in the organising of a full course delivered in an event such as a sub-regional PIRFO Basic Training from the day that course dates are confirmed.

The Trainee Trainer will be required to deliver and submit two new scenarios to the Supervisor.

Lesson plans, PPPs and assessments are to be submitted at the end of the attachment. A full report is required at the end of the attachment.