

Sipekne'katik First Nation



Fisheries Training Plan

Original - March 14, 2013

Revisions

March 2014	March 2016
September 2019	June 2020
May 2021	May 2022
Sept 2022	Jan 2023

Sipekne'katik First Nation

Sipekne'katik Commercial Fishing Enterprise

337 Meadow Drive,
Indian Brook, NS
B0N 2W0
Tel. (920)758-2049
Fax (902)758-2017

Main Contacts:

John Peter-Paul
Fisheries Director
(902)758-4571
(902)750-0904

Commercial Fisheries Training Plan

With the aid of this Training Plan, Sipekne'katik First Nation Fisheries would like to create and continue full time and seasonal employment in the communal fishing operations for positions such as Deckhands, Mates and Captains as well as shore-based workers such as those required for vessel maintenance, fishing gear construction and maintenance, fishing operations, etc.

Deckhand training and Safety training will also be made available to some Community members to ensure there are trained personnel available on call or for replacement as the need may arise.

Current Situation

The Sipekne'katik First Nation has a long history of involvement in commercial fish harvesting which includes efforts for species such as Lobster, Scallop, Snow Crab, Swordfish and Groundfish from many fishing ports in the Scotia Fundy area of Nova Scotia. It is an important and productive source of employment for as many as 39 Community members on an almost year-round bases.

In 2014, the Sipekne'katik purchased a fishing vessel for the lobster fisheries in Southwest Nova Scotia. Prior to this purchase and until other vessels can be purchased by the Band, the lobster licenses that cannot be fished on the Band owned vessel will be leased to Non-Native vessel owners with conditions that they employ a minimum of 3 Community members as Deckhands. This will provide opportunities for these Fish Harvesters to gain valuable experience in a variety of fishing.

Since that time, Sipekne'katik Fisheries have been able to purchase and build two more fishing vessels.

To date, Sipekne'katik Fisheries have been diligent to ensure the Community's Fish Harvesters are trained in Marine Safety and most have received basic training as Deckhands.

Opportunities for the Future

On December 18, 2012, the Chief and Council of the Sipekne'katik First Nation passed a motion that provides opportunities for the further development of their Commercial Fishing Enterprise. Part of that development must include the building of capacity within the Community to operate and crew Fisheries owned or leased fishing vessels.

Goals and Objectives

The goal of this Fisheries Training Plan is to clearly identify the skills required by the First Nation's fishers and fishery workers. The training plan's main focus is to highlight the skills to be taught and the steps to be taken to assure the community and the fisheries managers have a core group of well trained and competent fishers. This plan will identify the community's fisheries training needs for the next year and beyond. It is also important to build economically sustainable fishery for the benefit of the community and provide as much employment for as many Band members as possible. This plan is not rigid in its composition as the community's needs might change, the plan allows flexibility so it can reflect the changing needs of the community in a dynamic fishery.

Current Licenses

LICENCES	ACTIVE	ZONE	LICENSE #	PORT
Lobster	Yes	LFA 32	110307	
Lobster	Yes	LFA 33	109828	
Lobster	Yes	LFA 33	110122	
Lobster	Yes	LFA 34	109594	
Lobster	Yes	LFA 34	109890	
Lobster	Yes	LFA 34	109991	
Lobster	Yes	LFA 34	110228	
Lobster	Yes	LFA 34	111648	
Lobster	Yes	LFA 34	111657	
Lobster	Yes	LFA 34	111832	
Lobster	Yes	LFA 34	112154	
Lobster	Yes	LFA 34	142247	
Lobster	Yes	LFA 35	109757	
Lobster	Yes	LFA 35	109927	
Lobster	Yes	LFA 35	112317	
Snow Crab	Yes	CFA 24	303701	
Scallop	Yes	Full Bay	107538	leased

LICENCES	ACTIVE	ZONE	LICENSE #	PORT
Groundfish	No	4VN, 4VS, 4W, 4X, 5Y, 5ZE	309866	
Swordfish	No	Scotian Shelf	108295	
Tuna	No	Swordfish bycatch	309468	
Sea Urchin	No	Halifax County	109523	
Sea Urchin	No	Halifax County	109538	
Alewives/Gaspereau	No		142709	
Clams	No	CHA 1	120941, 120942, 122083	
Clams	No	CHA 5	121686	
Herring/Mackerel	No	Bait	142563, ...64, ...65, ...66, ...67, ...68, ...69, ...70, ...71	

Current vessels

NAME	Reg. #	VIN	Year	Length	GT
Treaty Defender	835009		2010	50 ft	57.03 gt
Mama Ain't Happy	826557	106351	2004	50 ft	42.82 gt
Chief Reg Maloney	840932		2017	50 ft	57.85 gt
Chief John Knockwood	839766	108140	2015	50 ft	59.60 gt

Fisheries Employment

OPERATION	MALE	FEMALE	TOTAL	NOTES
Fish Harvesting 2021	40	2	42	
Spare DH	56	3	59	Not all active
Fisheries Management	1	1	2	
Guardians	2	1 Admin.	3	

Training Priorities

Sipekne'katik Fisheries has determined their fisheries training priorities are to focus on skills training that promotes safety on board the fishing vessels and to provide the harvesters with practical knowledge that will be of immediate benefit to themselves, their fellow crew members, the fishing operation and, in turn, to their Community. Based on these requirements the following are the training priorities:

Basic Safety

To train the current harvesters and any new recruits in basic safety training like MED and First Aid is very important to ensure the response necessary for any emergencies that may occur on the vessel.

Seamanship - Fishing Gear Maintenance

To have knowledge in how to properly tie knots, splice rope and to be able to properly moor a vessel is important general seamanship skills that all fish harvesters need to know. Also, and as in maintaining the vessel, proper maintenance of the fishing gear extends the life and ensure the gear is working efficiently and properly. Fishing gear costs also contributes to the overall expenses of the fishing enterprise and will affect the bottom line. As well, to be able to construct fishing gear such as lobster traps will also reduce expenses when it comes to start up or replacing fishing gear.

Navigation Watchkeeping

To have the ability to contribute as a valuable crew member on board a fishing vessel includes being a reliable watch person both while enroute to and from the fishing grounds as well as while engaged in fishing. It is the role of all crew members to be on the lookout for dangers and to understand how to respond to any hazards to navigation.

Vessel Maintenance

Vessel Captains and Mates must have training on the maintenance and winterizing of their fishing vessels to ensure the long term use of the vessel and as a means of minimizing costs for maintenance and repairs.

Quality Fish Handling

Fish Harvesters must understand the role they play in the handling of seafood. They start the harvest on the path from the sea to the dinner plate and it is important the catch be handled and stored ensuring the final product is pleasing to the consumer.

Vessel Operator Certification

To ensure Captains have the necessary skills and knowledge to safely navigate the fishing vessels, training and certification is important to the level of SVOP and/or FMC4. Certification is also required to meet regulatory requirements. Vessel Operators should also have training in the operation of the Marine Radiotelephone and Electronic Navigation Equipment.

At-Sea Mentoring

Mentoring of fish harvesters ensures the knowledge of the experienced harvesters gets passed on and that new Captains are able to conduct the fishery productively and safely. This must complement the in-class training programs.

Fishing Vessel Operation Management

Vessel Captains must understand their role as the Captain and the fact that they are a work place manager. As well, the vessel's operation must be considered an 'enterprise' and the decisions made and corresponding results can have an adverse effect on whether the enterprise is successful or not. If the vessel is part of a fleet of vessels, the vessel's success or failure as an individual enterprise can affect the larger fishing company/enterprise.

Minimum Requirements

The minimum training and certification requirements that is being accepted by Sipekne'katik Fisheries is the requirements of the Canada Shipping Act (CSA). All persons working as fish harvesters for this community must have the minimum training and certification requirements of the CSA in regards to safety training and fishing vessel operators. In order to meet the requirements of the CSA, all fish harvesters must have attended training in MED and First Aid.

The following are the minimum regulatory requirements for training and certification under the Canada Shipping Act. Crew members on fishing vessels must meet or exceed these regulatory requirements.

Fishery	Vessel Size	Minimum Training and Certification		
		Captain	Mate/Deckhand	Deckhand
Snow Crab Shrimp Groundfish	Greater than 100 gt,	FMC3, MED A1, MBFA, ROC-MC	FMC4 or WKM-FV, MED A1, MBFA ROC-MC	MED A1
	Greater than 15 gt, Less than 100 gt.	FMC4, MED A1, MBFA, ROC-MC	WKM-FV, MED A1, MBFA ROC-MC	MED A1
Lobster Other inshore fisheries	Greater than 15 gt,	FMC4, MED A1, MBFA, ROC-MC	WKM-FV, MED A1, MBFA, ROC-MC	MED A1

Fishery	Vessel Size	Minimum Training and Certification		
		Captain	Mate/Deckhand	Deckhand
	Less than 15 gt.	SVOP, MED A3, MBFA, ROC-M	SVOP, MED A3	MED A3
FMC3 - Fishing Master Class 3 FMC4 - Fishing Master Class 4 WKM-FV - Watchkeeping Mate of a Fishing Vessel SVOP - Small Vessel Operator Proficiency		MED - Marine Emergency Duties MBFA - Marine Basic First Aid ROC-M - Radiotelephone Operator Certificate - Marine ROC-MC - Radiotelephone Operator Certificate - Maritime Commercial		

Training Completed to Date

As result of this training plan, the following training has been completed to date:

Fisheries Enterprise Management

Modules		Managers - Supervisors		
		Brandon Maloney	Denise McDonald	John Peter-Paul
1.	Informed Decision Making	Nov 30-Dec 3, 2015	Nov 30-Dec 3, 2015	
2.	Intro to Financial Management			Nov. 16-20, 2020
3.	Fisheries Operation Management	Nov 28-Dec 1, 2016		Jan 16-19, 2023
4.	Strategic Business Planning		Nov 22-26, 2021	Nov 22-26, 2021
5.	Project Management	Jan. 11 - 14, 2016	Jan. 11 - 14, 2016	Jan 17-21, 2022
6.	Human Resources Management		Jan. 16 - 19, 2017	
NSSC Certificate Issued				

Fish Harvesters

Training Course	No. of Trainees	Completion Date
Marine Advanced First Aid	3	Jan. 11, 2013
Fishing Master Class 4	6	Mar. 15, 2013
Radiotelephone ROC-MC	6	Mar. 20, 2013
Watchkeeping Mate for Fishing Vessels	6	March, 2015
Marine Basic First Aid	7	February, 2015
Marine Advanced First Aid	3	January, 2015
FMC4 Modules	3	March, 2015
FMC4 All Classroom modules	1	March, 2016
MED-DVS	8	February 2017

MED-DVS	11	August, 2017
MED-DVS	10	January, 2018
FMC4 (Chartwork)	6	March, 2018
FMC4 (Stability)	6	March, 2018
FMC4 (ROC-MC)	7	February, 2019
FMC4 (Marine Advanced First Aid)	5	February, 2019
FMC4 (SEN-L)	6	February, 2019
FMC4 (Navigation Safety)	6	February, 2019
FMC4 Orals	6	March, 2019
MED-DVS	12	November, 2019
SVOP	10	February, 2020
ROC-MC	10	February, 2021
MED-DVS	10	March, 2021
FMC4 (all modules)	6	May, 2021
Marine Advanced First Aid	6	April, 2021
SVOP	11	June 2021
Marine Basic First Aid	10	Jan 2023

Identified Training Needs

The following are specified training needs of the First Nation Fisheries at this time:

1. MED A1 for all untrained Fish Harvesters
2. Marine Basic First Aid for all untrained Fish Harvesters
3. Safest Catch program for crews on fishing vessels
4. Deckhand/Seamanship training for inexperienced harvesters
5. Fishing Gear Maintenance training for inexperienced harvesters
6. Navigation Watchkeeping training for all Deckhands
7. Vessel Systems Maintenance and Vessel Winterization
8. Diesel Engine Maintenance
9. Fishing Master Class 4 for vessel operators (captains and mates)
10. Marine Advanced First Aid training for FM4 candidates
11. Radiotelephone ROC-MC training for radio operators
12. Fishing Vessel Management / Business Management training
13. Simulated Navigation (SEN-L) for FV operators
14. Basic Essential Skills training for harvesters with identified need
15. On-board vessel Quality Fish Handling training program for all species
16. Responding to Emergencies (Emergency Drill Training)

On-Going Tasks

- Maintain up to date Training Plan
- Prioritize in-class training needs
- Select qualified candidates for in-class training
- Select training institution /in-class training provider
- Schedule / coordinate in-class training
- Monitor training results
- Deploy trainees in the fishing seasons
- Prioritize at-sea mentoring needs
- Analyze results of training and mentoring



Fish Harvesters

Name	D of B D/M/Y	CDN	Pos'n	MED Year taken	First Aid Year taken	Radio Level & year	Fishing Gear Year taken	Mech. Main.	Nav. Cert. Year Rec'd	Other
Denise McDonald			FC	2017						
John Peter-Paul	05/05/83		FM	A2-2005	MA-2021/MB 2023	ROC-MC 2021			FMC4 2021	
Matthew Maloney	18/05/81		Gdn	A2-2005	MB-2023				SVOP 2018	
Ryan Hamilton			Gdn						SVOP 2021	
John Michael			Gdn							
Ronnie Augustine	10/02/80	176419S		yes	MA-2019	ROC-MC 2019			FMC4 2019	
Terrance Augustine	16/09/83			2008		ROC-MC 2006			FMC4 2014	
Lance Bernard	11/09/88	153409H	DH	2012	MA-2019	ROC-MC 2019			SVOP 2020	
Jordan Chasse	28/05/92			2017	MA-2021	ROC-MC 2021			FMC4 2021	
Levi Francis-Toney				2017					SVOP 2021	
Duane J. Googoo	23/10/85	153505Y	DH	2012	MA-2015	ROC-MC 2013			FMC4 2015	
Ernest J. Howe	20/11/79	159395S	DH	2005	MB-2023	ROC-MC 2013	DH2005	DH2005	FMC4 2015	
Arvin Knockwood				2018					SVOP 2020	
Leon Knockwood				2017					SVOP 2020	
Joseph N. Levi						ROC-MC 2021			SVOP 2020	
Wekatesk Levi	20/11/94	176031V		2014	MA-2019	ROC-MC 2019			SVOP 2021	SEN-L, NS1
Conrad Maloney				2018						
Jerry Levi Maloney	06/10/82			DVS '19	MA-2021	ROC-MC 2021			FMC4 2021	
Roderick Marble	12/02/69		DH	2004	MB- 2006					
Daniel McDonald				2017	MB-2023					
Carmen Michael	24/08/77	177180Y	DH	2006	MB-2015	ROC-MC 2015				
Gavin Michael	24/08/84	177179Z	DH	2005	MB-2015	ROC-MC 2015	DH2005	DH2005	SVOP 2021	
Garrett Michael				2018					SVOP 2020	
Troy Michael	17/08/75		DH	2006					SVOP 2021	
Francis (Frank) Nevin	06/01/78			yes	MA 2021	ROC-MC 2021			FMC4 2021	

Sipekne'katik First Nation
Fisheries Training Plan

Name	D of B D/M/Y	CDN	Pos'n	MED Year taken	First Aid Year taken	Radio Level & year	Fishing Gear Year taken	Mech. Main.	Nav. Cert. Year Rec'd	Other
James Nevin	08/08/84		DH	2005		ROC-MC 2021				
Amanda Paul	06/09/69		SDH	2005	MA 2021	ROC-MC 2021			FMC4 2021	
Levi Paul Sr.	26/10/82								CPI	
Carl (CJ) Sack	06/05/85		C	A2 2005	MA 2021	ROC-MC 2021	DH2005		FMC4 2021	
Keigan Sack				2017					SVOP 2021	
Keyan Sack				2016						
Robert Sack	10/01/78		C	2005	MA- 2013	ROC-MC 2013	DH2005	DH2005	FMC4 2013	
Roman Sack				2016					SVOP 2020	
Scott Sack	12/03/87	164036B	DH	2017	MA-2019	ROC-MC 2015			FMC4 2019	
Jeremy Syliboy	31/08/82		DH	2005		ROC-MC 2021	DH2005	DH2005		
Robert Syliboy	02/25/72			2017					CPI '21	
Kyle Tuplin	26/12/88	166871Y		2013	MB-2015	ROC-MC 2015				
Michael Willis	25/06/98			2017					CPI '21	
Colton Willis-Brooks	22/02/92	159248V	DH	2013	MA-2019	ROC-MC 2019			FMC4 2019	
SPARE DECKHANDS										
Frances Bignell				2018						
Mitchell Bryan Busby									SVOP 2021	
Thomas J. Howe				2017						
Riley Sheldon Howe				DVS '19						
Shane Howe	19/09/94	175215 M	DH	2014						
Joseph R Jackson				DVS '21						
Eli Johnson	06/05/85		SDH	2012						
Michaea Julian				DVS '19						
Dakota Knockwood				2017					SVOP 2021	
Dallas Knockwood				2017						
Brandon Maloney	21/03/86	157967H	FC	2009	MA- 2019	ROC-MC 2013			FMC4 2013	
Leon Michael	07/07/74		SDH	2005						

Name	D of B D/M/Y	CDN	Pos'n	MED Year taken	First Aid Year taken	Radio Level & year	Fishing Gear Year taken	Mech. Main.	Nav. Cert. Year Rec'd	Other
Dorrian J. Paul				DVS '19						
Jared Paul				2017						
Robert R. Simon				DVS '21						



Current Captains and Mates and Candidates (as of the TP date):

Name	D of B	CDN	MED	Valid First Aid	Radio ROC-MC	SEN-L 020	WKM	CP1 040	SCS1	NS1 061	Cert.
Brandon Maloney	21/03/86	157967H	2009	MA-2013	ROC-MC 2013	2013	--	2013	2013	2013	FMC4 2013
Robert Sack	10/01/78	158705X	2005	MA-2013	ROC-MC 2013	2013	--	2013	2013	2013	FMC4 2013
Timothy Toney	28/05/79	158771S	2003	MA-2013	ROC-MC 2013	2013	--	2013	2013	2013	FMC4 2014
Duane J. Googoo	23/10/85	153505Y	2012	MA-2015	ROC-MC 2013	2013	--	2013	2015	2013	FMC4 2015
Ernest J. Howe	20/11/79	159395S	2005	MA-2015	ROC-MC 2013	2013	--	2013	2015	2015	FMC4 2015
Ronnie Augustine	10/02/80	176419S	YES	MA-2019	ROC-MC 2019	2019	--	2018	2018	2019	FMC4 2019
Scott Sack	12/03/87	164036B	2017	MA-2019	ROC-MC 2015	2015	Part 1	2018	2018	2019	FMC4 2019
Colton Willis-Brooks	22/02/92	159248V	2013	MA-2019	ROC-MC 2019	2019	--	2018	2018	2019	FMC4 2019
Lance Bernard	11/09/88	153409H	2012	MA-2019	ROC-MC 2019	2019	--	2018	2018		
Jordan A. Chase	28/05/92		2017	MA-2021	2021	2021	--	2021	2021	2021	FMC4 2021
Wekatesk Levi	20/11/94	176031V	2014	MA-2019	ROC-MC 2019	2019				2019	
Jerry Levi Maloney	06/10/82		DVS '19	MA-2021	2021	2021	--	2021	2021	2021	FMC4 2021
Carmen Michael	24/08/77	177180Y	2006	MB-2015	ROC-MC 2015	2015	Part 1	2018	NS		
Gavin Michael	24/08/84	177179Z	2005	MB-2015	ROC-MC 2015	2015	Part 1	2016	2016	2016	
Francis (Frank) W. Nevin	06/01/78		yes	MA-2021	2021	2021		2021	2021	2021	FMC4 2021
James W.S. Nevin	08/08/84		A1 2005		2021			2021		F	
Amanda Paul	06/09/69		A2 2005	MA 2021	2021	2021	--	2021	2021	2021	FMC4 2021

Name	D of B	CDN	MED	Valid First Aid	Radio ROC-MC	SEN-L 020	WKM	CP1 040	SCS1	NS1 061	Cert.
Levi Paul Sr.	26/10/82							2021		F	
John Peter-Paul	05/05/83		A2 2005	MA 2021	2021	2021	--	2021	2021	2021	FMC4 2021
Carl (CJ) Sack	06/05/85		A2 2005	MA 2021	2021	2021	--	2021	2021	2021	FMC4 2021
Jeremy Syliboy	31/08/82				2021					F	
Robert Syliboy	02/25/72		A1 2017					2021			
Kyle Tuplin	26/12/88	166871Y	2013	MB-2015	ROC-MC 2015			F	NS		
Michael Willis Jr.	25/06/98		A1 2017					2021		F	

SVOP = Small Vessel Operator Proficiency

SEN-L = Simulated Electronic Navigation, Limited

WKM = Watchkeeping Mate for a Fishing Vessel of less than 24 m LOA

CP1 040 = Chartwork for Fishing Master Class 4

NS1 061 = Navigation Safety (Rules) for Fishing Master Class 4

SCS1 = Stability for Fishing Master Class 4



