

“While Māori have many potential assets at our disposal (land, fish, forests, settlements) our biggest asset moving forward is our people.”

Sir Paul Reeves
Hui Taumata 2005

What does SITO do?

The Seafood Industry Training Organisation has been set up under the Industry Training Act 1992 to facilitate training in the seafood industry. It is funded by the Tertiary Education Commission and the Seafood Industry Council.

The role of SITO is to:

- support, facilitate and quality assure training and assessment processes
- provide learning and assessment material for trainers
- train assessors and trainers
- develop and review unit standards and national qualifications in the seafood sector

SITO works in consultation with industry advisory groups in the following five sectors: wholesale and retail, seafood processing, aquaculture, vessel operations and Māori.

The Māori Sector Manager can provide you with detailed information about the Iwi Capability Programme and the customary fishing qualifications. He can also link you up with all the other sectors that provide seafood industry training.



For further information, visit the SITO website at www.sito.co.nz or contact the Māori Sector Manager, Ngāhiwi Apanui on 04 385 3005 or apanuin@seafood.co.nz

SITO | Whaia te iti kahurangi

Iwi capability programme



SITO | Whaia te iti kahurangi

*E ngā maunga, e ngā awa, e ngā iwi
o ngā hau e whā, tēnā tātau.
Tēnā tātau i ō tātau tini aituā.
Otirā, te hunga mate ki te hunga mate.
Tātau te hunga ora – tihei mauri ora!*

Developing the people who manage fisheries assets on behalf of Māori is what the Iwi Capability Programme: Te Whakarei Āheinga ā-iwi is all about.

The Seafood Industry Training Organisation (SITO) recognises that Māori have a unique and significant role to play in the future of the New Zealand seafood industry. The Iwi Capability Programme is one way of meeting the specific training requirements of iwi and enhancing industry capability.

Who developed the Iwi Capability Programme?

SITO initiated this project in partnership with Te Ohu Kaimoana – the organisation responsible for allocating and transferring more than \$350-million worth of fisheries assets to iwi over the next five years.

The programme has been developed with advice from Māori industry experts, under the umbrella of SITO's Māori Industry Advisory Group.

What is the role of Te Ohu Kaimoana?

SITO has developed this programme to support the allocation and transfer of fisheries assets to iwi organisations.

At the inception of this project, Te Ohu Kaimoana signed a partnership agreement with SITO to show their support for the Iwi Capability Programme. Te Ohu staff have provided invaluable advice and participated in the industry advisory groups.

SITO and Te Ohu Kaimoana have a vested interest in ensuring that fisheries assets owned by iwi organisations are retained and developed.

What does the programme cover?

SITO will ensure that a needs analysis is completed before any training is organised.

The Iwi Capacity Programme provides a general overview of the seafood industry and delivers unit standards in the following four areas:

- Regulatory compliance
- Administration
- Management
- Governance

While many organisations offer generic management and governance training to Māori organisations – this training is specific to the seafood industry.

E.g. Directors of an iwi seafood company need to understand how the quota management system operates and what their responsibilities are regarding regulatory compliance.

At the end of the training, participants will be assessed against the relevant unit standards. Trainees that meet the standards will earn credits towards national qualifications.



Who is this programme for?

SITO will work with any iwi organisation that has an interest in increasing their knowledge and skills around the management of fisheries assets.

People that will gain the most benefit from the Iwi Capability Programme include company directors, iwi trustees, managers, administrators, fishing vessel skippers and crew.

The programme will also appeal to people who want to achieve national qualifications in seafood, management or business administration.

What do iwi think of the programme?

SITO has already trialled all components of the Iwi Capability Programme with iwi trustees, company directors, skippers, administrators and managers from around the country.

Trials have been held on marae, iwi offices and local tertiary institutions by training providers who have a successful track record in delivering to Māori.

The feedback from the trials has been extremely positive.

“They were awesome trainers and I liked the atmosphere of the training.”

“It was very professional and they had excellent methods of delivery.”

“I learnt a lot and I’m keen to learn more.”

Participants at the Gisborne trial, May 2005

How do I access this programme?

You need to contact the SITO Māori Sector Manager who can:

- assess your specific iwi capability training needs first
- organise training with an appropriate training provider at a time and a place that suits

SITO will also subsidise up to 70 percent of the training costs as long as the programme is unit standards based and a minimum number of people are available to attend.