

## EVALUATION BRIEF

### EVALUATION OF THE PACIFIC FISHERIES TRAINING PROGRAMME (PFTP)

#### KEY FINDINGS FROM THE EVALUATION

- Learning outcomes from the training were generally high with application of learning being applied in the workplace.
- Trainers were committed to improving fisheries outcomes in the Pacific and they had an excellent understanding of the trainee's context.
- Though the training met the needs of trainees, it made a limited contribution to PFTP outcomes. This was due to Programme design not targeting the stakeholders needed to achieve these outcomes.
- There was not enough attention given to sustainability and gender. Consequently, there was a lack of evidence about whether the Programme contributed to positive gender outcomes.



#### ABOUT THE ACTIVITY AND EVALUATION

The Pacific Fisheries Training Programme (PFTP) was introduced to ensure a greater contribution from the seafood sector in the Pacific. To achieve this, over 700 men and women were trained in fisheries including business development and seafood safety and handling. Training took place in-country, regionally and, through scholarships, in New Zealand.

This was an end-of-programme evaluation covering March 2013 to December 2017. Three stakeholder case studies were investigated:

- private industry
- public sector and
- community.

The findings will be used by MFAT and stakeholders to assess programme effectiveness and relevance, and to inform decisions about a second phase of PFTP.

#### WHAT RECOMMENDATIONS WERE MADE?

The evaluation recommended that MFAT determine the objective of its support for fisheries and training and undertake a training needs analysis. This would ensure that training contributes to any objectives identified. It was also recommended that a gender analysis be completed to inform prioritisation and content of training going forward.

It was recommended that the training not continue in its current state and it should be re-designed, reviewed and revised. A monitoring framework for any new fisheries training should be established which includes monitoring application of learning.

#### WHAT HAPPENS NEXT?

MFAT acknowledges the importance of training in the fisheries sector and is considering the findings from the report as part of scoping work in this area.

#### DETAILS ABOUT THE EVALUATION

Completed by: **Dr Fiona Kotvojs, Geoff Dews and Mardi Trompj** for the Ministry of Foreign Affairs and Trade

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## FINDINGS FROM THE EVALUATION

### WHAT HAS WORKED WELL?

Learning outcomes from the training were generally high. The training was relevant to its context and the role of trainees. Most participants had applied learning in their workplace. The level of behavioural change to which PFTP has contributed is amongst the highest witnessed by the evaluation team.

The application of learning from the training had significant impact on the lives of community fishers and the performance of fisheries officers in the workplace.

The commitment of trainers to improving fisheries outcomes in the Pacific and their understanding of the realities of the context in which trainees' work, were both significant factors leading to this high level of application of learning.

The training was also cost efficient for all the courses. While locally based training was cheaper, the different types of training brought specific benefits and disadvantages to achievement of the course and programme objectives (for example, establishment of collegial relationships between national fisheries agencies or public-sector agencies, opportunity to observe good practice).

The extent to which training participants had applied learnings from the training indicates that it met a need among stakeholders.

### WHAT IMPROVEMENTS COULD BE MADE?

Though it met the needs of those who took part, the training made little contribution to the programme outcomes. This was a consequence of programme design rather than implementation of the training. The programme logic was flawed and courses will not contribute to medium and long-term outcomes.

There was also not enough attention given to sustainability in design or implementation. However, because the training was relevant, benefits will be sustained for those who took part. However, there is no evidence that activities funded under the Programme will be sustained without ongoing donor support.

The evaluation team were not able to determine whether the training met the sector's priority needs or whether the training addressed the main constraints identified to seafood sector activity; catch, employment and exports.

There remains an ongoing need for this training (and in the case of the training targeting community fishers, the demand is something of a bottomless pit). However, this evaluation did not identify whether this would be the priority training to address constraints to the sector.

EVALUATION INFORMATION IS AVAILABLE FROM THE MFAT WEBSITE: [WWW.MFAT.GOV.TZ.NZ](http://WWW.MFAT.GOV.TZ.NZ)

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