



Annual Performance Report 2020

for

The Professional Fish Harvesters Certification Board

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1.0 Message from the Chairperson

On behalf of the Board of Directors of the Professional Fish Harvesters Certification Board (PFHCB), I am pleased to present the Board's Annual Performance Report for 2020, the first year of our 2020-2022 planning cycle. The Board of Directors of the PFHCB remains committed to fulfilling the Board's obligations as a category three public entity under the provincial **Transparency and Accountability Act**. We are accountable for the preparation of this report, and for ensuring that the information presented is a thorough and accurate representation of the Board's operations and activities in 2020.

Again in 2020, as it has since 1997, the Board continued to serve the professional fish harvesters of Newfoundland and Labrador through the implementation of Canada's first professional certification program for commercial fish harvesters. In 2020, despite the challenges posed by the COVID-19 pandemic, the Board was successful in fulfilling its primary mandate and objectives as outlined in the **Professional Fish Harvesters Act**. As detailed throughout this report, the PFHCB had another successful year in carrying out its various activities and initiatives.

The PFHCB operates on a regular calendar year, thus this report presents the work of the Board from January 1, 2020, to December 31, 2020, and includes the achievements and outcomes of the Board's stated objectives, as outlined in our 2020-2022 Activity Plan.

Finally, as Chairperson, my signature below is on behalf of the PFHCB and is indicative of its accountability for the actual results reported on its activities in 2020.

Sincerely,



William Broderick
Chairperson, PFHCB

2.0 Overview

The Professional Fish Harvesters Certification Board (PFHCB) became operational in 1997 following proclamation of the **Professional Fish Harvesters Act** (the Act) by the Newfoundland and Labrador House of Assembly. This legislation, the first of its kind in Canada, recognizes fish harvesting as a professional occupation. The PFHCB is mandated to register and certify commercial fish harvesters in Newfoundland and Labrador. In addition to this primary mandate, the Board is engaged in a wide variety of strategic activities aimed at enhancing the profession of commercial fish harvesting, as outlined in this report.

2.1 Board of Directors, Sub-Committees and Staff

The PFHCB operates under the direction of a 15 member Board of Directors, in accordance with the Act. Members of the Board of Directors are appointed by the Minister of Fisheries, Forestry and Agriculture (the Minister) upon recommendation from the respective organizations identified in section 5 of the Act. Members whose terms of appointment have expired may continue to serve until reappointed or replaced. Although some members have been continuing to serve for an extended period, an appointment process is underway and expected to be completed in the near future. The following is a list of Board members as of December 31, 2020:

Name	Representing	Title	Appointed Date	Expiry Date
Mike Noonan	FFAW	Member	8/12/2019	8/12/2022
George Feltham	FFAW	Vice-Chairperson	8/12/2019	8/12/2022
Mildred Skinner	FFAW	Secretary	8/12/2019	8/12/2022
David Jarvis	FFAW	Member	8/12/2019	8/12/2022
Patricia Williams	Federal	Member	8/12/2019	8/12/2022
Bill Broderick	FFAW	Chairperson	8/12/2019	8/12/2021
Robert Keenan	FFAW	Member	8/12/2019	8/12/2021
Reginald Best	Fishing Cooperative	Member	9/19/2016	12/31/2018
Nicole Rowsell	Provincial, FFA	Member	9/29/2020	9/29/2023
Jennifer Meadus	Provincial, ISL	Member	6/29/2017	6/28/2020
Edward Durnford	Post Secondary Institution	Member	8/12/2019	8/12/2021
Frank Corbett	Federal	Member-at-Large	8/12/2019	8/12/2021
Carl Hedderson	FFAW	Member	8/12/2019	8/12/2021
Dr. Ratana Chuenpagdee	At-large	Member	6/25/2015	6/24/2018
Vacant	Indigenous Issues	Member		

A complete list of current members of the Board of Directors can also be found on the PFHCB's website at www.pfhcb.com. The Board also has three sub-committees that convene, as required, to address specific PFHCB business and arising issues. They are an Executive Committee, Education Committee and Public Relations Committee.

The Board currently has a full-time office staff of four persons, consisting of an Executive Director, a Coordinator of Registration and Certification, a Coordinator of Finance and Administration and a Project Coordinator. In addition to permanent staff members, the PFHCB draws upon a large group of trained fish harvester instructors, assessors and facilitators to assist in the delivery of its programs and initiatives.

2.2 Vision

The PFHCB's vision is a viable Newfoundland and Labrador commercial fishery, sustained by independent professional fish harvesters committed to demonstrating appropriate knowledge, skills and commitment to safely and successfully meet the human resources needs of their industry, from which they can maintain their livelihood with respect and dignity.

2.3 Primary Lines of Business

I. Certification of Newfoundland and Labrador Commercial Fish Harvesters

The PFHCB has been responsible for registering and certifying commercial fish harvesters in Newfoundland and Labrador since 1997. Fish harvesters are required to submit a certification renewal application annually and pay the annual certification fee of \$75.00. New entrants are required to file a new entrant application and pay the annual certification fee of \$75.00. Upon approval of their application for certification, fish harvesters are issued a certification card inscribed with their name, Professional Fish Harvester number, and certification level. The entire application/certification process is conducted in accordance with the Act, the PFHCB certification criteria, and the PFHCB by-laws. Collection of annual certification fees is the PFHCB's primary source of operating revenue. There were 8,608 fish harvesters registered with the PFHCB in 2020.

II. Delivery of Basic Safety Training

Apprentice fish harvesters are required by Board criteria to complete a Basic Safety Training course prior to commencing their second fishing season. In 2002, the Board developed and introduced a Basic Safety Training (Marine Emergency Duties [MED] A3) course for apprentice fish harvesters and new entrants to the fishing industry.

The five-day course includes two days of General Seamanship and Stability, one day of MED A3, and two days of Marine Basic First Aid. This course also meets the Transport Canada (TC) mandatory MED requirement for harvesters on vessels fishing inside 25 miles (less than 150 Gross Registered Tonnage [GRT]). As a result, many Level I and Level II fish harvesters also complete the course in (or near) their communities in order to fulfill this federal requirement. Harvesters also have the option to complete the MED A1 course (or other equivalent safety training) at another Transport Canada authorized training institute, but the course must be completed prior to beginning the fish harvester's second fishing season.

III. Assisting Fish Harvesters with Certification Upgrading and Skills Development

Fish harvesters who wish to upgrade their certification level from Apprentice to Level I, or from Level I to Level II, must complete a minimum number of education credits and full-time fishing years, as per PFHCB criteria. Fish harvesters pursuing certification upgrading and skills development receive a range of information, guidance and advice from PFHCB staff. Board staff members also assess education information provided by harvesters and award credit toward certification upgrading.

While the vast majority of fisheries training is delivered by the Marine Institute (MI), the Board does deliver a Prior Learning Assessment and Recognition (PLAR) program, which enables fish harvesters to acquire credits toward certification upgrading. More information on the PFHCB's PLAR program can be found on the Board's website at www.pfhcb.com. Since 2010, the PFHCB has also been involved in assisting the commercial sealing industry with industry-related skills development and certification. With its sealing industry partners, the PFHCB has successfully delivered information workshops in Humane Harvesting and Quality/Handling/Health to nearly 7,000 commercial sealers, and this activity has now become an annual activity for the Board.

Additionally, it is also worth noting that fish harvesters at all certification levels can enroll in the First Aid component of the PFHCB's community-based Basic Safety Training course to renew their expired Marine Basic First Aid certification in order to maintain provincial and federal regulatory requirements.

IV. Public Relations and Advocacy Initiatives

Through its Committees, and in partnership with other key industry groups such as the Canadian Council of Professional Fish Harvesters (CCPFH), the Board is continually engaged in a variety of activities related to public relations and advocacy on behalf of the professional fish harvesters of Newfoundland and Labrador. Promoting commercial fish harvesting as a professional occupation, including raising awareness about the skill requirements, technological advancements, employment opportunities and economic value of the industry, is central to the Board's overall activity plan. This is achieved through ongoing initiatives utilizing a variety of media sources and outreach activities.

Additionally, the Board plays an advisory role to the Federal and provincial governments in an effort to achieve public policy that is consistent with the overall good of fish harvesters and their industry. Key areas that the Board is currently working on in this regard are fishing industry safety, Fisheries and Oceans Canada (DFO) federal fisheries licensing policy and regulations, federal Transport Canada regulatory requirements, provincial occupational health and safety requirements and fishery skills development.

2.4 Location and Contact Information

To inquire or comment on the contents of this report (alternate formats available) or for additional information about the PFHCB, please contact:

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P.O. Box 8541
St. John's, NL
A1B 3P2
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709-722-8201 (fax)
pfh@pfhcb.com
www.pfhcb.com

2.5 Finances

The PFHCB is a non-profit self-supporting organization created by and operating for the benefit of all Newfoundland and Labrador commercial fish harvesters. The Board's primary revenue is generated from fees paid by certified fish harvesters. Additionally, from time to time the PFHCB receives financial assistance from industry partners such as Canadian Council of Professional Fish Harvesters (CCPFH) and Department of Fisheries, Forestry and Agriculture (FFA) for the delivery of special projects in fulfillment of its mandate and objectives. A full external audit is conducted annually, and the Board's audited financial statements are submitted to the Minister. The Board's audited Financial Statements for 2020 can be found in Appendix A.

Below is a summary of revenue and expenses for the year ending December 31, 2020.

Total Revenue	\$ 1,029,764
Total Expenses	\$ 885,265
Excess of Revenue over Expenses	\$ 144,499

3.0 Highlights and Partnerships

Highlights: In 2020, the PFHCB continued offering its various programs and services to commercial fish harvesters, primarily geared toward fulfilling the Board's objectives as defined in the Act, and addressing the strategic issues outlined in the 2020-2022 Activity Plan. With the onset of the COVID-19 pandemic early in 2020, and the subsequent public health guidelines and restrictions, the annual PFHCB activities and initiatives were adjusted to ensure that staff, certified fish harvesters and the public were protected from the transmission of COVID-19 to the greatest extent possible.

Despite the challenges posed by COVID-19, the PFHCB was able to adapt to a "new normal", and was successful in carrying out all stated lines of business, and made progress toward meeting its short-term and long-term objectives. The specifics of many of the Board's activities throughout 2020, including adjustments and adaptations made for dealing with COVID-19, are described in detail in section 4.0 (1) (Outcomes of Objectives); however, some noteworthy highlights are included below:

- A decision to close the PFHCB office to public access was made on Tuesday, March 17, 2020, and it remained closed to public access until June 15, 2020. Though closed to the public, the PFHCB office remained fully operational during regular business hours, conducting business by telephone, email, fax, and text. In order to comply with recommended best practices of the Chief Medical Officer of Health, from March 18, 2020, until June 15, 2020, the PFHCB staff operated on a rotating “in-office/remote” work schedule in order to manage physical-distancing and avoid cross contamination of office equipment. Staff working from home carried out assigned work, as required.
- During late March and April 2020, the PFHCB worked closely with the Newfoundland and Labrador Fish Harvesting Safety Association, FFAW/Unifor and other stakeholders on the development of COVID-19 Safe Work Practices for fish harvesters. These safe work practices included the recommended use of certain Personal Protective Equipment (PPE) based on recommendations of the Chief Medical Officer and Occupational Health and Safety. Part of the PFHCB’s involvement included sourcing the required PPE for fish harvesters.

On April 16, 2020, the PFHCB Executive Committee approved a \$25,000 contribution to purchase and distribute PPE (thermometers, non-medical face masks and hand sanitizer) to certified fish harvesters at subsidized rates of approximately 50 per cent of cost. Beginning on April 30, 2020, the PFHCB began taking orders for face masks, non-touch infrared thermometers, digital personal use thermometers and hand sanitizers (8 oz and 1 gallon jugs). In total, the PFHCB distributed more than 2,000 non-medical face masks, 300 infrared thermometers and approximately 100 gallons of hand sanitizer. The response to PPE availability was overwhelmingly positive, since most of these items were not available at local pharmacies or medical supply stores during the 2020 fishing season – and if/when they were available, items were expensive.

- 8,608 fish harvesters were registered with the PFHCB in 2020. While 2020 registrations were down approximately five per cent from 2019, it is not certain if this is reflective of the late start to the 2020 fishery (and general public health concerns) due to COVID-19, or if it represents a permanent reduction in the fisheries labour force. More details will be provided on registration numbers in section 4.0.

New Entrant	Apprentice	Northern Lab. Core	Level I	Level II	TOTAL
330	2,735	8	494	5,041	8,608

- In 2020, similar to 2019 and 2018, approximately 250 fish harvesters received fisheries-related training from Marine Institute (MI). This training was comprised primarily of Fishing Masters (FM IV & III), but also included students completing miscellaneous shorter courses such as MED (DVS/A1), Radio Operation (ROC-MC), Small Vessel Operator Proficiency (SVOP) and First Aid. 169 students were enrolled in FM programs. 47 per cent participated in classroom-based delivery and the other 53 per cent were enrolled in the online delivery program. Due to COVID-19, all in-class delivery was interrupted in mid-March 2020, and students were encouraged to conclude the programs using the online delivery option.

- 252 harvesters were enrolled in the PFHCB's five-day Basic Safety Training course for spring 2020 delivery. 156 students attended 11 classes delivered in communities throughout the province during the weeks of March 2-16, 2020. Unfortunately, in response to Covid-19, six classes were cancelled during the weeks of March 23, 2020, and March 30, 2020, and 96 students had their training postponed until 2021.

An additional 44 Apprentice and Level I fish harvesters took advantage of the Board's Prior Learning Assessment and Recognition (PLAR) program – 219 total PLAR assessments were conducted in 8 different locations. 11 harvester who had their PLAR assessments cancelled between March 23-27, 2020, were able to reschedule and had their assessments completed between November 16, 2020 and December 1, 2020. Approximately 1,600 education credits for PFHCB certification upgrading were awarded to successful PLAR candidates in 2020.

- In total, 121 fish harvesters had their certification level upgraded in 2020; 66 upgraded to Level I, and 55 upgraded to Level II. This number is consistent with 2019, and is very promising considering the disruption from COVID-19 on training programs throughout 2020. It clearly demonstrates that harvesters remain interested in certification upgrading. It is also important to note that the average age of those 121 harvesters is 35.88 years. This is encouraging and important to note, as recruitment and retention of labour is a strategic objective of the PFHCB during this planning cycle.
- Since 2009, the PFHCB has supported the province's sealing industry, through its support of the Canadian Sealers Association (CSA), and the delivery of workshops in the Humane Harvesting and Quality/Health/Handling. In 2020, due to concerns related to COVID-19 transmission, the four sealer training workshops scheduled for the week of March 23, 2020, were cancelled and did not get rescheduled in 2020. PFHCB staff are currently working with DFO to explore the option of online delivery of the Humane Harvesting workshops (a mandatory requirement of DFO). PFHCB staff also continued to assist in maintaining the membership database for the CSA throughout 2020.
- The PFHCB offers an annual \$1,000 scholarship that is awarded to a fish harvester, or dependent of a fish harvester, attending the MI. Due to COVID-19, the in-person scholarship awards at MI were canceled the ceremony was conducted virtually and a video was posted on December 14, 2020. This year's recipient was Andrew Genge, a fourth year Nautical Science student. Andrew is the son of fish harvester Troy Genge of Anchor Point.
- As part of its commitment to recruitment and retention of fish harvesters, the PFHCB has continued its partnership with the CCPFH on a project entitled "Meeting the Labour Supply Challenge in Atlantic Canada's Fish Harvesting Industry". The major output of the project, which began in late 2019, will be a comprehensive strategy for attracting and retaining new labour supply in the fishing industry. As outlined in more detail in section 4.0, as part of this initiative the PFHCB helped organize regional workshops and young harvester forums during the winter of 2020.

Partnerships: Since its inception in 1997, the PFHCB has partnered with outside agencies on initiatives that are consistent with the goals and objectives of fish harvester professionalization. In 2020, the PFHCB continued its important collaborative work related to the advancement of fish harvester professionalization and skills development.

I. Fisheries and Oceans Canada (DFO) – Linkages between PFHCB Certification and DFO’s Regional Licensing Policy

Since its inception in 1997, PFHCB certification has been directly linked to DFO licensing policy in the Newfoundland and Labrador Region. More specifically, DFO policy requires that fish harvesters be certified as a Level II with the PFHCB to be eligible for the reissuance of a federal species licence(s). Furthermore, since 2015, DFO licensing policy requires harvesters to be registered as Level I or Level II to be eligible as a substitute operator of a federal species licence. These linkages are indicative of DFO’s ongoing support for professional certification, and ensures that fishing enterprises in this province continue to be operated by trained, certified professional fish harvesters.

Additionally, since November 30, 2016, DFO requires commercial sealers to obtain an accredited workshop in the Humane Harvesting of Seals. The PFHCB is an authorized deliverer of these workshops, and continues to work closely with DFO staff in to ensure that Newfoundland and Labrador sealers are given an opportunity to avail of the required workshop, and fulfill their licensing requirements. Four workshops scheduled for the week of March 23, 2020, were cancelled due to COVID-19, and did not get rescheduled in 2020. However, throughout the year, PFHCB staff worked with DFO staff on an online delivery option for sealers in 2021. The PFHCB remains committed to its shared commitment of ensuring that Newfoundland and Labrador commercial fish harvesters and sealers are operating in accordance with DFO’s licensing policies. Licensing compliance is a key part of professionalism amongst licensed harvesters.

II. Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA)

In 2020, the PFHCB provided support for the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) in fulfillment of a shared commitment to improve safety in the commercial fishery. The NL-FHSA continues to operate out of the PFHCB offices located at 368 Hamilton Avenue in St. John’s, with administrative support from the PFHCB staff. Throughout the year, the Board worked closely with NL-FHSA staff on safety-related initiatives, and Mark Dolomount, PFHCB’s Executive Director, currently holds the position of Vice-Chair of the NL-FHSA Board of Directors.

The PFHCB remains committed to the long-term success of the NL-FHSA, and will continue collaborating to develop and implement meaningful safety initiatives, and to promote a safer fishing industry. In 2020, the PFHCB worked closely with the NL-FHSA and other industry stakeholder on the development and distribution of COVID-19 Safe Work Practices for fish harvesters. As part of its legislated mandate related to the safety of Newfoundland and Labrador fish harvesters, the Board remains committed to working with the NL-FHSA on its shared commitments, and will continue to support the safety initiatives of the Association.

III. Transport Canada (TC) – Dissemination/Clarification of Information on TC’s Federal Regulatory Requirements.

Since the coming into force of the new **Marine Personnel Regulations** of the **Canada Shipping Act** in 2007, the PFHCB has worked closely with TC to determine the impact of these new federal regulations on Newfoundland and Labrador’s fish harvesters, disseminate information regarding the new regulations to the province’s fish harvesters, and assist harvesters in attaining regulatory compliance. These efforts continued in 2020.

As reported in more detail in section 4.0, the PFHCB continues to work closely with TC, the NL-FHSA, other industry organizations, and certified fish harvesters to achieve maximum federal regulatory compliance. PFHCB staff has been directly involved in consultations surrounding the development of the new TC federal **Fishing Vessel Safety Regulations** that came into force in July 2017, as well as new **Navigation Safety Regulations** that came into force in October 2020. The PFHCB is also actively engaged with DFO on consultations related to proposed amendments to the current **Marine Personnel Regulations** that will impact Newfoundland and Labrador fish harvesters. These federal regulatory amendments that impact training and certification requirements for all Canadian fish harvesters were expected to enter Canada Gazette in late 2020 but have been delayed due to the impact of COVID-19 on the consultation and legal drafting process. The Board remains committed to informing Newfoundland and Labrador fish harvesters on these regulatory requirements and assisting harvesters achieve compliance.

IV. Fisheries and Marine Institute – Promotion and Delivery of Fisheries Training

In 2011, MI established a new centre for Community Based Education Delivery (CBED) under the School of Fisheries. A large part of the mandate of CBED is the promotion, coordination and delivery of community-based fisheries training. The PFHCB has always worked closely with MI in promoting their fisheries training programs, but since the creation of CBED this relationship has been expanded and improved.

Throughout 2020, the PFHCB staff worked closely with MI staff on a number of initiatives related to promoting and supporting community-based fisheries training – both for the purpose of meeting the new federal regulatory requirements and meeting the PFHCB requirements for certification upgrading. One of the key shared commitments is the continued promotion of MI’s new online/computer-based delivery of Fishing Masters IV, which eliminates many accessibility barriers that traditionally make community-based Fishing Masters courses difficult to coordinate, particularly in remote areas of the province.

Other initiatives in support of this shared commitment with MI include strategic planning to improve recruitment to fisheries training, distributing information on MI training opportunities, and supporting students in the registration and tuition assistance process.

V. Appeal Board of the Professional Fish Harvesters Certification Board

The PFHCB has a shared commitment with the PFHCB Appeal Board to ensure that Newfoundland and Labrador fish harvesters have access to an appeal process, whereby appeals are available in a timely manner, and in all regions of the province where appellants reside. The Appeal Board operates as an independent category three public entity, in accordance with sections 14-18 of the Act. The mandate of the Appeal Board is

to provide an independent appeal process for any person who files a notice of appeal with the Executive Director of the PFHCB.

The PFHCB, through its ongoing administrative support of the PFHCB Appeal Board, is committed to assisting the PFHCB Appeal Board fulfill its mandate and stated objectives, as per the PFHCB Appeal Board's 2020-2022 Activity Plan. As outlined in its 2020 Performance Report, the PFHCB Appeal Board was successful in meeting its stated objective, despite the challenges posed by the COVID-19 pandemic. In total, 15 fish harvester appeals were conducted in four locations throughout the province.

4.0 Activities

I. Outcomes of Objectives

The strategic issues identified in Board's 2020-2022 Activity Plan reflect the ongoing, and interconnected, skills development and labour supply challenges that continue to face the harvesting sector of Newfoundland and Labrador commercial fishery. In addressing these two issues, the focus of the PFHCB will be placed primarily on meeting the long-term skilled labour supply needs of the industry, and dealing with amendments being made by Transport Canada to the existing **Marine Personnel Regulations (MPR)** of the **Canada Shipping Act (CSA)**. For this planning period, the Board has identified two primary issues and subsequent objectives by which it intends to address each issue. Each objective is accompanied by indicators to assist in monitoring and evaluating success.

As the focus of the PFHCB will remain the same for all three years of the plan, the Board will report on the same objectives and indicators in all three years of this planning cycle.

Issue #1 – Transport Canada Amendments to the Marine Personnel Regulations

The Marine Personnel Regulations of the **Canada Shipping Act** were last amended by Transport Canada in 2007, with new mandatory training and certification requirements for fishing crews phased in over an eight year period (2007-2015). While these new requirements initially created challenges for fish harvesters in understanding their regulatory requirements and achieving compliance, the end result was a positive and significant increase in the level of training and certification held by Newfoundland and Labrador fishing crews.

Thirteen years later, following several years of regulatory consultation and drafting by Transport Canada, amendments to the **MPR** are scheduled to enter the 30-day public consultation of Canada Gazette Part I (the federal regulatory approval process) in fall 2020. The proposed amendments include significant changes to the mandatory training and certification requirements of Canadian fishing crews, including:

- Renaming of all Marine Emergency Duties courses, Fishing Master, and other master and watchkeeping certificates of competency;
- Introducing several new master and watchkeeping certificates valid on fishing vessels;

- Changing/updating the curriculum content of the new master and watchkeeping certificates of competency, and the newly named Marine Emergency Duties courses;
- Changing the validity of the various master and watchkeeping certificates of competency for fishing vessels;
- Changing the process for renewing Transport Canada certificates of competency; and
- Introducing an exchange process for current certificate holders to exchange/transition to the new corresponding certificates of competency.

While deemed to be very positive changes, these proposed amendments to the **MPR** will require significant work by industry organizations, such as the PFHCB, during the consultation, drafting and implementation phases. During the consultation and drafting stages, the issue is gaining a comprehensive understanding of the proposed amendments and ensuring that the newly amended regulations have the maximum positive impact on fish harvester certification and training, and the least negative impact. This requires constant engagement with Transport Canada, other industry organizations, and fish harvesters throughout the consultation and drafting processes prior to the implementation phase. This activity is key to meeting one of the PFHCB's stated objectives – "to provide an advisory role to the federal and provincial governments in the formation of fisheries policies consistent with the common good of fish harvesters".

During the implementation phase, the issue is ensuring that fish harvesters are aware of the regulatory amendments, including any new requirements, and are able to maintain and/or achieve compliance in a timely and efficient way. Overall, the new amended **MPR** will impact all Newfoundland and Labrador fishing vessels in some way; with some parts of the new regulations impacting all vessels, and other elements impacting vessels based on their size and area of operation. Therefore, it is important that provincial fish harvesters stay up-to-date on changes to the **MPR**, any impact on their own certification and/or vessels, and how to ensure regulatory compliance is met.

Regulatory compliance is considered a key part of being a professional fish harvester, and can contribute significantly to improved safety onboard fishing vessels. The PFHCB has always played a necessary role in assisting fish harvesters understand their regulatory requirements, and supported them in achieving and maintaining compliance. Over the next three years, the PFHCB will make every effort possible to meet our objectives on this strategic issue.

Objective #1: By December 31, 2020, the PFHCB will have contributed to the amendment of new federal Marine Personnel Regulations with a goal of maximizing the positive impact on fish harvester certification and training, and prepared for the successful implementation of these new amended regulations in the Newfoundland and Labrador fishing industry.

Indicators: Attained detailed information and a general understanding of the proposed amendments to federal **MPR** requirements.

Made representation to Transport Canada on the amended federal **MPR** during the regulatory consultation, approval and implementation phases.

Disseminated information regarding the federal **MPR** requirements amongst Newfoundland and Labrador fish harvesters.

Assisted individual fish harvesters with maintaining/achieving compliance with the federal **MPR** requirements.

Outcomes for Issue #1

Discussions and consultations regarding necessary amendments to the **Marine Personnel Regulations (MPR)** of the **Canada Shipping Act** began more than a decade ago, shortly after the new regulations came into force in 2007. Throughout that time, the PFHCB attended regular meetings with TC, and staff of the PFHCB have been closely monitoring the progress of proposed amendments to the **MPR** and taking an active role in advising TC on the potential regulatory impact on Newfoundland and Labrador fish harvesters.

Similar to the new **Fishing Vessel Safety Regulations** that came into force in 2017 (and were the focus of our last strategic planning cycle, 2017-2019) amendments to the **MPR** will impact all Canadian fishing vessels, in one way or another. Therefore, it is important for PFHCB staff to obtain detailed information and attain a general understanding of the proposed federal regulatory amendments. By doing so, the PFHCB will be better able to understand the impact of the proposed amendments on Newfoundland and Labrador fish harvesters, make informed representation to TC during the consultation phases of the regulatory reform process, be prepared to disseminate necessary information to fish harvesters, and assist fish harvesters with regulatory compliance. To that end, as highlighted below a main priority of the PFHCB in 2020, was to continue its consultation and communication with TC and other industry organizations and stakeholders on the contents of the current proposed amendments to the **MPR**, their potential impact on fish harvesters, as well as TC's implementation and compliance enforcement strategy.

It is important to note that the amended **MPR** was previously scheduled to enter Canada Gazette Part I in fall 2020. However, TC has reported that legal drafting of the regulation was impacted by the COVID-19 pandemic, and drafting is now scheduled to be completed in early 2021. A draft is expected to be made available to stakeholders in March 2021, and a period of five-six months will be allocated for review and comments. This current schedule has the amended **MPR** entering Canada Gazette Part I in December 2021, and the new regulation coming into force in mid-2022.

These delays caused by the COVID-19 pandemic, will have both negative and positive impacts. Some fish harvesters are optimistically looking forward to certain amendments to the regulations – such as the increased validity of (the current) Fishing Masters IV from the current 100GT, to the proposed 24m. This will take some of the pressure off larger vessel owners to find harvesters with higher level Fishing Master certification, and possibly assist with some of the industry's issues around recruitment of skilled labour. However, these delays will also have positive outcomes, as the stakeholder groups like the PFHCB will have additional time to review current and future drafts of the amended **MPR**, more time to

provide meaningful input during the consultation phases, and additional time to inform fish harvesters of the impending changes.

TC's Canadian Marine Advisory Council (CMAC) sessions remain the most effective way for fishing industry representatives to receive detailed information and clarification regarding the federal regulatory requirements, including regulatory interpretations, impact and implementation. The Atlantic regional CMAC session, held alternately between Newfoundland and Labrador and the Maritimes, fills a similar role on a regional level. Unfortunately, as a result of COVID-19, both the spring and fall 2020 regional CMAC meetings were cancelled. This was a missed opportunity to discuss the regulations with TC and industry representatives from the Atlantic region.

For the same reason, the national spring CMAC session, scheduled to take place in Ottawa from April 15-17, 2020, was cancelled. However, TC organized a virtual fall CMAC session over a three-week period between November 2-17, 2020. PFHCB had representatives participate in all fishing vessel related sessions at this virtual CMAC, including two staff members, one Board member, and two fish harvester representatives. Specifically, the CMAC Standing Committee on Personnel convened virtually on the afternoon of Friday, November 13, 2020. The primary focus was on the drafting of the amended **MPR**, the change in schedule noted above, and an update on the main proposed changes to the current regulations. Although the virtual CMAC format did not allow for the normal level of discussion and participant interaction (during meetings and outside meetings), it was still a valuable exercise to stay current with the regulatory reform process.

With only one formal national TC CMAC session held in 2020, it was important for PFHCB representatives to find alternative ways to keep in contact with TC and other industry organizations on regulatory reform issues. As a result, Board staff were involved in a number of other information sessions with industry organizations and/or TC. Utilizing telephone and online conferencing platforms like Zoom and MS Teams, PFHCB staff were able to maintain our communication with TC and industry representatives throughout 2020, in our ongoing effort to better understand the federal regulations and their implementation. The Board has established a working relationship with key staff at TC, both in the Atlantic Region and in Ottawa, including regular communication with the Director or Seafarer Certification and Manager of Marine Personnel Standards in Ottawa, and the Regional Transformation Coordinator in Dartmouth. The Regional Transformation Coordinator is responsible for TC's "enhanced engagement" initiative with the fishing industry, and is an invaluable source of information on TC regulatory issues, including the amended **MPR**. These established working relationships/contacts are key to the PFHCB's ability to remain informed and on top of the **MPR** regulatory amendment process.

Additionally, PFHCB maintained communication with other industry stakeholder organizations in 2020 on issues related to TC regulatory reform. While no face-to-face meetings took place with stakeholder organizations from outside Newfoundland and Labrador regulator communication took place by telephone and online. Most noteworthy is the regular conference calls and zoom calls with an Ad-hoc Working Group on TC Regulatory Issue that has been established by Atlantic fishing industry stakeholder groups. This group is in regular communication to share information on TC regulatory issues, including the amendments being made to the **MPR**.

Throughout the year, all PFHCB staff continued to review the current, and proposed amendments to, the **MPR**. As outlined in more detail below, a key role of all PFHCB staff is assisting fish harvesters with understanding their certification, training, and other crewing-requirements of the **MPR**, and assisting them with compliance. Therefore, it is important that staff understand the current requirements of the **MPR**, and be aware of any proposed amendments. In addition to the information gathering initiatives detailed above, the PFHCB remains on the email distribution list for all TC correspondence, including TC Ship Safety Bulletins. Despite the COVID-19 related challenges in 2020, PFHCB staff members were successful in attaining all new information related to amendments of the **MPR**, and improved upon their overall general understanding of the current **MPR** requirements, as well as the proposed amendments. As a result, staff are well prepared to assist in raising the awareness of the **MPR** amongst Newfoundland and Labrador fish harvesters and to assist them with achieving compliance.

Having an in depth understanding of the proposed amendments enables the PFHCB to meet its objective of making representation to TC on proposed amendments to the **MPR**. While the in-person consultation opportunities offered by the regional and national CMAC sessions did not proceed in 2020, the PFHCB was still able to find ways to submit recommendations to TC on proposed amendments to the **MPR**.

On February 10, 2020, PFHCB staff attended a full-time TC session in St. John's, Newfoundland and Labrador, on fatigue management, attended by TC's Director of Seafarer Certification and Manager of Certification Standards, both from TC headquarters in Ottawa. This was a unique opportunity to consult with TC on their proposed ways to manage/regulate crew fatigue onboard fishing vessels, and make recommendations to mitigate possible negative impacts on Newfoundland and Labrador fishing crews. As a result of established relationships with TC personnel in Ottawa, in 2020 the PFHCB was consulted with on several specific components of the **MPR** that impact fish harvester training and certification. Specifically, the PFHCB made recommendations to TC on the validity and curriculum requirements of two proposed new fishing master certificates (FM14m Domestic and FM24m Domestic). PFHCB also made representation to TC on a section of the **MPR** that specifies the level of certification required for watchkeeping duties onboard fishing vessels. Finally, during the virtual national CMAC Standing Committee on Personnel, PFHCB staff had an opportunity to have input on the draft amended **MPR** – not only the content of the draft amended regulations, but also the implementation process.

As a result of these, and other industry organization recommendations to TC, there is overall support by industry organizations for the proposed amendments to the **MPR**, as currently drafted. The PFHCB assessment of the proposed amendments is that they will have numerous positive outcomes for Newfoundland and Labrador fishing crews, and little or no negative outcomes. These positive changes to the **MPR**, specifically related to crewing requirements for fishing vessels, will potentially have positive outcomes to address some of the looming labour supply issues facing the fishing industry, as explained under Issue #2.

It is also worth noting that in addition to these ongoing consultative activities with TC, in 2020 PFHCB Executive Director, Mark Dolomont, continued in his role as an industry

delegate on the Canadian Delegation participating in International Maritime Organization (IMO) negotiations on the international convention of Standards of Training, Certification and Watchkeeping for the fishing industry (STCW-F). This included participation in an international correspondence group on issues related to training and certification of fish harvesters. This ongoing work is another unique opportunity to have input into fish harvester regulatory training requirements, as well as an opportunity to strengthen the working relationship between the PFHCB and senior TC representatives responsible for implementing fisheries safety regulations.

The PFHCB, utilizing staff's in-depth knowledge on the current proposed amendments to the **MPR**, will continue to review future drafts when circulated in 2021, and make further representation to TC on behalf of Newfoundland and Labrador fish harvesters, if/as necessary. This process of monitoring the regulatory drafts and making appropriate representation will continue throughout the Canada Gazette process, until the new regulation becomes law.

Disseminating information in an effort to raise awareness of TC regulatory requirements amongst Newfoundland and Labrador fish harvesters continued as a priority of PFHCB staff throughout 2020. Since its inception in 1997, the PFHCB has been a source of information and support for fish harvesters pursuing TC certification and attaining regulatory compliance. In particular, assisting fish harvesters with the training and certification requirements of the **MPR** is a daily activity of PFHCB staff, as outlined in section 3.0(III). The PFHCB continues to be a valuable source of information for fish harvesters inquiring about federal regulatory requirements, including the **MPR**, and the Board maintains a thorough file of information and resources relevant to all federal regulatory requirements. This is shared with our Board members, Appeal Board members, Basic Safety Training (BST) instructors, Seal Workshop instructors and PLAR assessors – in order to maximize the dissemination of information to fish harvesters.

Since the coming into force of the current **MPR** in November 2007, the PFHCB has been actively acquiring and distributing information to fish harvesters on the regulatory requirements. This activity and commitment continued in 2020, as the knowledge and information gathered by the PFHCB was disseminated to fish harvesters in a variety of ways. The overall emphasis of this activity is to inform harvesters of TC's training and certification requirements, raise awareness of the regulatory requirements and promote compliance. Throughout 2020, as highlighted below, the PFHCB utilized its annual activities, and database of certified fish harvesters, in order to assist fish harvesters with understanding the regulatory requirements of the current **MPR** (and when applicable, any proposed amendments) on themselves and/or their fishing enterprise.

In 2020, the PFHCB continued to communicate the federal regulatory requirements to fish harvesters in a variety of ways, including email distributions, information distribution directly from the PFHCB office, by utilizing media outlets like CBC's **The Broadcast**, and using print media such as the FFAW/Unifor **Union Forum** magazine. Broad dissemination of TC regulatory related information was also achieved in 2020 by utilizing PFHCB field staff, including MED instructors, first aid instructors, and PLAR assessors, who met face-to-face with approximately 250 fish harvesters at the community level throughout the province. The PFHCB also distributed information on TC regulatory requirements to the Inshore Council of the FFAW/Unifor during two meetings held on February 20-21, 2020

and October 27-28, 2020. This elected body of 30 fish harvester leaders is an effective network for disseminating information to owner/operators and crewmembers throughout the province.

The PFHCB also worked closely with the NL-FHSA to distribute relevant information to fish harvesters during the NL-FHSA's annual community outreach activities in 2020, including the distribution of a Safety Logbook, designed specifically for Newfoundland and Labrador fish harvesters – owner operators and crew members. One of the intended objectives of this logbook is specifically raise awareness regarding TC regulatory requirements, including the training and certification requirements of the **MPR**. The logbook was completed in 2019, and the PFHCB is pleased to be assisting with the distribution to fish harvesters throughout the province.

Through these various means, the PFHCB reached thousands of fish harvesters with valuable information on the current and draft amended requirements of the **MPR**. The Board is confident that its efforts on this issue throughout the year has resulted in fish harvesters being increasingly aware of the federal certification, training and other crewing requirements, and has contributed significantly to harvesters having a better understanding of their respective regulatory requirements, and how to achieve compliance. As noted in the PFHCB's current 2020-2022 Activity Plan, the Board will continue to gather and disseminate information to certified fish harvesters on federal regulatory requirements, including any amendments to the **MPR**, as regulatory compliance is an underlying and important objective of professional certification.

The primary focus of this strategic issue are the amendments being made to the federal **MPR**, and ensuring that Newfoundland and Labrador fish harvesters understand their respective regulatory requirements, and achieve compliance. However, since the draft amendments to the **MPR** have not yet entered the Canada Gazette process, and are therefore not yet in force, the PFHCB is not currently able to assist harvesters with achieving compliance with the “new” federal **MPR** requirements. For this reason, the Board's focus in 2020 remained on assisting harvesters achieve/maintain compliance with the current requirements of the **MPR**, and advise them of the proposed amendments and how they may have an impact on their regulatory compliance in future.

Throughout 2020, PFHCB staff members, Board members, BST Instructors and PLAR Assessors worked directly with individuals and groups of fish harvesters in fulfillment of our objective to advise Newfoundland and Labrador fish harvesters on how to achieve compliance with the federal regulatory requirements, including the **MPR**. The PFHCB also worked closely with its industry partners on this indicator – namely MI, NL-FHSA and FFAW/Unifor. During their outreach activities, they also inform fish harvesters of their TC certification and training requirements, and direct harvesters to call the PFHCB and/or TC for further information or assistance with compliance.

Since the coming into force of these regulations in 2007, the PFHCB has been assisting harvesters on an ongoing basis, and has established itself as a main source of information regarding the federal certification and training requirements of the **MPR**. Therefore, as fish harvesters become more aware of the regulatory requirements, the PFHCB has subsequently been receiving an increased number of inquiries from harvesters seeking

advice and guidance on achieving regulatory compliance. This is evidenced by the influx of calls received at the PFHCB office regarding TC regulations following the annual delivery of the PFHCB community-based education initiatives such as BST courses, Sealer workshops, and PLAR assessments, as well as during/following the industry outreach activities of our partners noted above

The greatest amount of activity on this portion of the objective comes from calls and visits to the PFHCB office. Calls and visits from fish harvesters seeking information and advice on TC regulatory compliance were a regular occurrence throughout 2020. However, the highest frequency of inquiries occurred from January 2020 until the interruptions caused by the onset of the COVID-19 pandemic in mid-march 2020. Unfortunately, many of the training programs (MED, Fishing Masters, ROC-MC, First Aid) were cut short due to COVID-19 restrictions, and many fish harvesters were unable to complete the training programs they started. The PFHCB will continue to work with the Marine Institute and TC to ensure that these students are provided an opportunity to complete their training, at the earliest possible time in future.

During the winter of 2020, Board staff assisted harvesters, both owner/operators and crewmembers, with the registration process for fisheries training at MI. This included the distribution of Marine Emergency Duties (MED) applications on behalf of MI, and a letter to all 2019 new entrants notifying them of the MED requirement, and the process for registration at MI and PFHCB. PFHCB staff also assisted MI in compiling lists of fish harvesters interested in arranging mandatory training courses (MED, ROC-MC, Fishing Masters). The Board continues to maintain a strong working relationship with the Marine Institute School of Fisheries, and the Community Based Education Delivery (CBED) unit, as part of the Board's shared commitment with MI to promote and deliver fisheries training and assisting fish harvesters with regulatory compliance.

Again in 2020, the PFHCB staff utilized its email database to forward electronic training information brochures to fish harvesters on behalf of MI. Fish harvesters were sent email information pertaining to MI fisheries-related course offerings. The PFHCB also displays and distributes MI course information at its office at 368 Hamilton Avenue, St. John's, and regularly assists harvesters with questions related to that material. With the assistance of the PFHCB, MI was successful in delivering fisheries training (Fishing Masters, MED, ROC-MC), both at main campus and through community-based delivery, to approximately 200 fish harvesters 2020.

In 2020, the PFHCB also delivered MED training to fish harvesters, in a continued effort to enable Newfoundland and Labrador fish harvesters to reach compliance with TC's mandatory MED training requirement. 252 harvesters were enrolled in the PFHCB's five-day Basic Safety Training course for spring 2020 delivery. In total, 156 students attended 11 classes delivered in communities throughout the province during the weeks of March 2-16, 2020. Unfortunately, in response to COVID-19, six classes were cancelled during the weeks of March 23, 2020, and March 30, 2020, and 96 students had their training postponed until 2021.

In order for fish harvesters to reach regulatory compliance, a critical first step is to fully understand the requirements of their individual vessels. By gaining an understanding of the **MPR**, making appropriate representation to TC on proposed amendments to the MPR,

disseminating information about these regulations among Newfoundland and Labrador fish harvesters, and assisting harvesters with attaining/maintaining regulatory compliance, we are confident that through its 2020 activities the PFHCB has made a valuable contribution toward addressing this strategic issue.

Issue #2 – Recruitment and Retention of a Skilled Fisheries Labour Force

Recruitment and retention of skilled labour in the harvesting sector of the Newfoundland and Labrador fishery remains a priority for the PFHCB through the 2020-2022 planning period. The most recent updated **Provincial Labour Market Outlook** prepared by the Department of Finance continues to identify “Fishing vessel masters and fishermen/women” as an occupation with one of the highest job demands/prospects. Overall, in the 2019-2028 labour market projections, it ranks second highest out of 180 occupational categories, and has an occupational rating of 4 (scale of 1-4) in 2024, 2025 and 2027, defined as:

“Projected labour supply is expected to lag projected job openings; competition for qualified labour will be strong.”

While progress has been made over the past several years, and aging trends appear to be levelling, the aging fish harvester population remains a key issue of the PFHCB and the industry generally. More than 50 per cent of all federal Core species licence holders in the Newfoundland and Labrador commercial fishery are over the age of 55. Comparatively, less than 20 per cent of Level II fish harvesters (those eligible to receive the transfer of a federal Core licence) are 45 years of age or younger. Clearly, these demographics are driving the labour market projections noted above. If the issues of recruitment and retention of skilled labour do not remain a priority of the fishing industry, including the PFHCB, a skilled labour shortage will likely develop over the coming decade.

In an effort to continue certifying and retaining an adequate skilled labour force to meet the future industry demands (including adequate numbers of Level II fish harvesters to receive the intergenerational transfer of licences from retiring enterprise owners), the PFHCB has set the following objective for this planning cycle. Success on this strategic issue remains critical to the PFHCB’s vision and long-term objectives and, over the next three years, the PFHCB will make every effort possible to meet our objectives on this strategic issue.

Objective #1: By December 31, 2020, the PFHCB will have recruited and supported fish harvesters to attain PFHCB certification and pursue Level I and Level II professional certification upgrading.

Indicators: Promoted fish harvesting a viable career option and/or employment opportunity.

Identified Apprentice and Level I fish harvesters in the PFHCB’s registry/database who would be candidates for certification upgrading.

Maintained support mechanisms to assist Apprentice and Level I fish harvesters interested in pursuing certification upgrading.

Outcomes for Issue #2

The Board's commitment to the recruitment and retention of younger fish harvesters, in an effort to ensure an adequate skilled labour force to meet future industry needs, has been ongoing since the PFHCB was established in 1997. However, over the past 20 years the demographic of our province and its fishing industry's labour force has continued to change. The abundance of labour available in the late 1990's is no longer present, and the age of the current fisheries labour force has increased significantly over that 20-year period. This trend is not unique to the fishing industry, and many other industries are facing similar labour challenges. For this reason, the fish harvesting sector finds itself competing against other sectors for the limited labour supply currently available in our province. For these reasons, the PFHCB has identified this issue as a priority in this strategic planning cycle. With less people available, coupled with an aging provincial labour force, the fish harvesting sector must be more diligent and creative in attracting new workers.

The PFHCB's work in the area of recruitment and retention of labour in the Newfoundland and Labrador inshore fishery, is a shared commitment with other industry stakeholders, including: The provincial departments of Fisheries, Forestry and Agriculture and Immigration, Skills and Labour, DFO, TC, MI, FFAW/Unifor, NL-FHSA, and CCPFH. However, it is important to note that the PFHCB holds the database of all registered fish harvesters in the province – both owner operator and crew members. Consequently, the PFHCB is the only agency capable of producing a full demographic profile of the Newfoundland and Labrador fish harvesting sector. During the previous planning cycle, as a first step in addressing this issue, the PFHCB conducted a full demographic assessment of the PFHCB's database of certified fish harvesters. Assessing the demographic composition of the current labour force, particularly age and certification level of licence holders and crew members, is key to developing short-term and long-term strategies to attract and retain labour in the fishing industry.

Understanding the issue of recruitment to the fishing industry requires some understanding of the division of labour in the industry, the reasons why new entrants chose to enter, and the employment opportunities offered within the industry. In terms of the number of species landed, the various size of vessels utilized, the number/composition/value of Core enterprises, the various regulatory frameworks, the incomes derived from the industry, and the vast geography of the province, the provincial fishing industry is extremely diverse. For these reasons, the industry is extremely complex, the task of recruiting and retaining a stable labour force can appear formidable. But ultimately, the industry's labour supply needs can be broken down into two categories:

1. An adequate number of Level II professional fish harvesters, eligible to hold/receive the transfer of the 2,900 Core fishing enterprises in the province.
2. An adequate number of dedicated crew members to fulfill the crewing needs of the 2,900 Core fishing enterprises and 505 Non-Core enterprises. This would include Apprentice fish harvesters, as well as Level I and Level II harvesters eligible to be designated as substitute operators of Core enterprises.

It is equally important to understand the entry requirements for those choosing to enter the industry. PFHCB staff often hear statements like “it is impossible to get into the fishery”. The reality is that there are currently no restrictions or barriers to any individual wanting to enter the fishery in Newfoundland and Labrador as a crew member. The only requirement is that a new entrant must be sponsored by the owner/operator of the vessel on which they will be employed, and (as per provincial and federal requirements) complete a Basic Safety Course prior to their second fishing season.

Becoming the owner/operator of a Core fishing enterprise requires additional experience and training. As per PFHCB criteria, new entrants require five years of full-time fishing, and 120 education credits in order to achieve Level II certification – which is the eligibility criteria to hold a federal Core fishing enterprise in Newfoundland and Labrador, as explained under Partnerships (I) on page 8. These linkages between DFO regional licencing policy and PFHCB certification are key to ensuring that Core fishing enterprises are operated by skilled, full-time fish harvesters. It also promotes a safe, professional and stable fisheries labour force. The DFO requirement for substitute operators to hold Level I or Level II certification is intended to achieve the same outcomes.

The PFHCB’s work on this strategic issue is, therefore, divided into two primary areas of focus, as highlighted in the indicators of this objective:

1. To promote fish harvesting as a viable career option and/or employment opportunity, in a short-term and long-term goal of attracting new recruits to the fishing industry.
2. To identify Apprentice and Level I fish harvesters who are candidates/interested in pursuing certification upgrading, and maintaining support mechanisms to assist them in achieving certification upgrading

The demographic analysis carried out by PFHCB staff during the past planning cycle, clearly illustrates the need for recruitment and retention of younger fish harvesters. However, while the demographics confirm an underlying “age issue” in the current fish harvester labour force, there were also positive indicators. For example, the number of certified fish harvesters, including the number of Level II harvesters, has remained stable in comparison to the number of fishing enterprises.

The table below is an historical analysis of the average number of certified fish harvesters in comparison to the number of fishing enterprises in the province. If we were to look only at the total number of registered fish harvesters, or the total number of fish harvester registered with the PFHCB for the twenty-year period from 1997-2019, it would provide a misleading indication of the true state of the fisheries labour force. For example, if you were to compare the total number of certified harvesters in 1999 (16,413) to the total number certified in 2019 (9,107), you could conclude that the number of harvesters has fallen by 45 per cent. Likewise, you could conclude that the total number of Level II fish harvesters (9,288 in 1999 compared to 5,310 in 2019) has dropped by 43 per cent. Out of context, this would appear to be an alarming labour force contraction.

However, despite the underlying looming “age issue”, the table below illustrates how the number of certified fish harvester has actually stayed remarkably constant in comparison to the number of fishing enterprises in the province. The first rows show that the total number of certified fish harvesters per fishing enterprise is exactly the same in 2019 as it was in 1999 – 2.67 harvesters per enterprise. The second rows show that the average number of Level II fish harvesters per fishing enterprise has also remained stable – 1.51 Level II harvesters per enterprise in 1999 compared to 1.56 in 2019. Finally, the third rows illustrate how the percentage of certified fish harvesters holding Level II certification has also remained relative constant over that time period – 57 per cent in 1999 compared to 58 per cent in 2019.

Analysis of Fish Harvester Numbers/Rates (1999-2019)

	<u>1999</u>	<u>2000</u>	<u>2002</u>	<u>2004</u>	<u>2006</u>	<u>2008</u>	<u>2010</u>	<u>2012</u>	<u>2014</u>	<u>2016</u>	<u>2018</u>	<u>2019</u>
Total Enterprises (C&N)	6138	5410	5015	4987	4927	4820	4594	4248	3845	3620	3497	3409
Total Registered Harvesters	16413	16217	14990	14647	13198	12440	11059	10473	9538	9464	9214	9107
# Registered Harvesters/Enterprise	2.67	3.00	2.99	2.94	2.68	2.58	2.41	2.47	2.48	2.61	2.63	2.67
Total Enterprises (C&N)	6138	5410	5015	4987	4927	4820	4594	4248	3845	3620	3497	3409
Level II Harvesters	9288	8702	7999	8092	7823	7439	7053	6628	6157	5732	5410	5310
# Level II Harvesters/Enterprise	1.51	1.61	1.60	1.62	1.59	1.54	1.54	1.56	1.60	1.58	1.55	1.56
Total Registered Harvesters	16413	16217	14990	14647	13198	12440	11059	10473	9538	9464	9214	9107
Level II Harvesters	9288	8702	7999	8092	7823	7439	7053	6610	6157	5732	5410	5310
Level II's as % of Total Harvesters	56.59%	53.66%	53.36%	55.25%	59.27%	59.80%	63.78%	63.11%	64.55%	60.57%	58.71%	58.31%

This analysis is a positive indicator for two main reasons. First, it is a very strong indicator that the fisheries labour force has adapted to the labour needs of the industry throughout the past two decades. Secondly, it confirms that while we know our fisheries population is aging (61 per cent over the age of 50 in 2019 versus only 17 per cent over 50 in 2001), we are not in a crisis situation just yet. That said, it is imperative to the future of the industry that new entrants continue to enter, and both existing harvesters and new entrants upgrade their certification levels to Level I and/or Level II.

Many of the activities of the PFHCB serve a dual purpose of promoting recruitment/retention of fish harvesters and certification upgrading. However, in 2020 the Board had several initiatives aimed specifically at recruitment to the fishing industry. A professional certification ad was developed and distributed through various means, including email, social media, FFAW Union Forum and the Navigator Magazine.



Additionally, in fulfillment of our objectives on this strategic issue, the PFHCB organized a series of regional young harvester workshop in 2020. These Workshops were part of a project delivered through the Canadian Council of Professional Fish Harvesters and funded by ACOA and provincial ISL and FFA. The young harvester workshops were specifically focused on getting input from a younger fisheries demographic on their decisions to enter the fishing industry and challenges they face as young harvesters pursuing a career in fish harvesting. The information gathered in these sessions will help form short-term and long-term strategies regarding recruitment of new entrants.

These young harvester workshops were held in tandem with industry-wide stakeholder workshops, facilitated by CCPFH research director Rick Williams, which gathered a cross section of fish harvesters, government representatives, training institutions and industry representatives to discuss human resource issues within the fishery. The recruitment and retention of a viable fisheries labour force was also the subject of discussion in these sessions.

There were three regional workshops (which each included a young harvester workshop) held in Newfoundland and Labrador. Originally scheduled for late January, two of the workshops were affected by the State of Emergency during January. The dates for each of the Workshops were: Bay Roberts, January 24, 2020, Deer Lake February 26, 2020, and Gander February 27, 2020. All three were well attended and provided good discussion. More than 100 fish harvester and industry stakeholders attended. In addition to fish harvesters, representatives from DFO, Community Business Development Corporation, Department of Immigration, Skills and Labour, College of the North Atlantic, MI, PFHCB, FFAW/Unifor and NL-FHSA.

These regional meetings were used to gather information which would then be used for discussion at an Atlantic-wide conference scheduled for Halifax in late March 2020 (due to the COVID-19 pandemic, this meeting had to be cancelled with the hope of being, rescheduled when COVID-19 public health measures permit). Discussions centered around the challenges related to recruiting new entrants to the fishery, and challenges for harvesters to access capital, quality improvement and the importance of science, the importance of building capacities for value chain collaborations, strengthening professionalization with respect to education and training, and the need for labour market information/requirements. The attendees of all three workshops highlighted the importance of eliminating controlling agreements as a way to promote recruitment and maintaining a stable professional labour force in an owner/operator-based fishery.

The workshops were extremely successful and provided an opportunity for valuable discussions to help with development of a comprehensive strategy for attracting and retaining new labour supply in the fishing industry. When the COVID-19 travel restrictions are lifted, we are hopeful the discussions will continue, strategies will be developed, and implementation started in Newfoundland and Labrador.

With regard to retention of labour, and promoting/supporting certification upgrading, the PFHCB had many activities in 2020. The demographic assessment noted above helped identify Apprentice and Level I fish harvesters in the PFHCB's registry/database who

would be candidates for certification upgrading. For example, it identified younger fish harvesters (under the age of 45) in the Apprentice and Level I categories, who currently do not hold a federal species licence. This group of nearly 2,000 represents a large pool of candidates for certification upgrading, and potential recipients of the intergenerational transfer of federal fishing enterprises. In 2020, the PFHCB continued to focus on this group of certified fish harvesters, combined with all 2019 and 2020 new entrants. All these harvesters were contacted by email and mail in an effort to gauge their interest in certification upgrading, and offer support for them in that pursuit.

Additionally, in order to further identify fish harvesters that are strong candidates for certification upgrading, the PFHCB staff maintained its contacts with Apprentice and Level I fish harvesters who have already reached out to the PFHCB regarding upgrading, and who already begun accumulating education credits and fulltime fishing years. This group of fish harvesters who have taken the first step toward certification upgrading, are the most likely to take advantage of PFHCB resources and support. As noted in the highlights section, the number of harvesters who upgraded to Level I and Level II, and the numbers of young harvesters pursuing Fishing Masters and other fisheries training in 2020, indicates that there remains strong interest in certification upgrading. Though many training courses were cut short due the COVID-19 interruptions, interest in fisheries training, particularly Fishing Masters, remains very high.

As mentioned above, part of the PFHCB's annual work to promote upgrading is to contact all new entrants. It is worth noting that the number of new entrants dropped by nearly 30 per cent in 2020 – with only 330 new entrants compared to 468 in 2019 and 452 in 2018. We are hopeful this is an anomaly that can be attributed to the late start, and overall disruption of the 2020 fishing season, caused by the onset of the COVID-19 pandemic. Regardless of the number, this group of young 2020 new entrants, with an average age of 36 (60 per cent under the age of 40) was identified as a primary group of candidates for future certification upgrading and PFHCB recruitment/retention efforts. Similar to recent year, the 2020 new entrants were comprised of 36 per cent females. This is very positive, as it is accepted that in order to meet the labour supply needs of the future, female harvesters will have to fill a larger percentage of the position – both as crewmembers and owner/operators. Combined with the groups noted above, these 330 new entrant harvesters were the focus of the PFHCB's 2020 efforts to promote certification upgrading, and establish support mechanisms to assist them achieve their goals.

Building on the work begun in the previous planning cycle, in 2020 the PFHCB utilized a variety of support mechanisms to encourage and assist fish harvester to achieve certification upgrading. The most basic, but most effective way to generate requests for assistance with certification upgrading, has proven to be the distribution of clear and detailed information and promotional materials on PFHCB certification and the upgrading criteria/process.

The Board's **Professional Certification & Certification Upgrading** brochure, recently updated in 2019 featuring photos of young harvesters, and including information specific to clarifying the certification upgrading process, was distributed widely in 2020. This brochure, in addition to outlining the certification criteria, is intended to



specifically promote certification upgrading and encourage younger harvesters to access the resources and support available from the PFHCB.

During the 2020 certification renewal process, the **Professional Certification & Certification Upgrading** brochure, accompanied by a personalized letter, was sent to all Apprentice and Level I fish harvesters. The letter introduces the PFHCB, promotes the benefits of professional certification, and encourages harvesters to contact the PFHCB with any requests or inquires related to certification or certification upgrading. Additionally, throughout 2020 the brochure accompanied by a personalized letter was mailed to all 2020 new entrants. Similar to the letter sent to all Apprentices and Level I harvesters, the letter sent to new entrants congratulates them on their decision to enter the fisheries labour force, explains the importance of professional certification, outlines the certification upgrading process, and encourages new entrants to consider the benefits of upgrading to Level I and/or Level II.

Throughout the year, additional information on certification upgrading was distributed to fish harvesters utilizing a variety of mediums. Information on certification and certification upgrading was sent by mail and email, promoted on the PFHCB webpage, and shared on social media. Information on PFHCB certification was also included in the FFAW/Unifor **Union Forum** magazine, as well as **The Navigator** magazine. Information was also disseminated by staff at the PFHCB office, as well as by PFHCB instructors and PLAR assessors during the delivery of community-based initiatives. Print ads aimed at promoting and encouraging professional certification were also distributed by our industry partners using email, webpages, newsletters and other industry publications.

These activities were intended to serve the dual purpose of recruiting/retaining fish harvesters as well as encouraging and supporting certification upgrading, and are part of a commitment of the PFHCB to provide fish harvesters with clear, informative and more frequent information on the requirements and opportunities for certification upgrading. All information and correspondence include an open invitation and encouragement for fish harvesters to contact the PFHCB office for additional information, clarification, guidance and/or support in their efforts to achieve certification upgrading.

During the 2017-2019 planning cycle the PFHCB implemented a procedural tracking system for the specific purpose of supporting fish harvesters pursuing certification upgrading. PFHCB staff record all fish harvesters who inquire about, or express interest in certification upgrading. The purpose is to have PFHCB staff continue following up with these individuals to ensure that they are provided all information and assistance required to achieve their desired certification goal. When following up with these individuals, the goal is to provide a clear and concise “personalized road map” to ensure they understand the certification requirements, how best to meet their requirements, and what assistance and support is available to assist along the way.

Additionally, in order to continue and improve the Board’s work in meeting the objectives of this strategic issue, the PFHCB maintains a full staff position, assigned duties related to recruitment, retention and supporting harvesters working toward certification upgrading. Along with the other three fulltime PFHCB staff members, harvesters requesting help with certification upgrading will get the assistance support they require.

PLAR continues to be one of the most effective support mechanisms that the PFHCB has in place for fish harvesters pursuing certification upgrading. While most education credits for certification upgrading come from formal training delivered by the Marine Institute and other training institutions, the Board does deliver a PLAR program, which enables fish harvesters to acquire education credits from hands-on informal learning. PLAR allows harvesters to demonstrate their prior learned skills through an assessment by a trained Level II professional fish harvester. Education credits (5 or 10 credits per assessment, depending on the specific assessment) can be attained if an individual successfully challenges and passes a PLAR assessment. A full review and expansion of the PFHCB PLAR program was completed in 2020, as part of its ongoing commitment to addressing this strategic issue of recruitment and retention of a skilled labour force. The significance of the PLAR expansion is that it broadens the skill assessment subjects available to harvesters, and increases the number of PLAR credits available to 85.

Another activity of the PFHCB that has a direct impact on recruitment and retention of labour, is the annual delivery of Humane Harvesting and Quality/Handling/Health workshops for commercial sealers. In 2016, DFO made the Humane Harvesting workshop a mandatory requirement for all commercial sealers to renew their seal licences. And it is now a mandatory prerequisite for new entrants to receive an Assistant Seal licence from DFO. The PFHCB is the authorized delivery agent of this training in the Newfoundland and Labrador Region, therefore making a significant contribution to recruitment to the commercial seal fishery. The annual delivery of these workshops (100's of workshops delivered to nearly 7,000 sealers throughout the province since 2010) is also an opportunity for PFHCB staff and/or seal harvester instructor to answer questions regarding PFHCB certification, certification upgrading, or general employment opportunities in the fishing industry.

Distributing information and assisting fish harvesters with information related to certification upgrading has become an integral part of the PFHCB's day to day operations and lines of business. Throughout 2020, the PFHCB staff members, Board members, BST Instructors, Seal Workshop facilitators and PLAR Assessors used their various contacts and interactions with fish harvesters throughout the province to promote professional certification and to advise harvesters on the certification criteria. For example, PFHCB's annual delivery of Basic Safety Training courses to apprentice fish harvesters throughout the province is an opportune setting in which to explain the importance of certification upgrading, and the certification criteria, to new entrant apprentice fish harvesters in a formal training environment. In 2020, courses were delivered in 11 communities throughout the province, with more than 150 participants. These participants are primarily new entrant Apprentices, and the PFHCB instructors are able to introduce the PFHCB, the certification structure, and the benefits and process of certification upgrading. The week-long course provides many opportunities for the instructors to educate young harvesters about the PFHCB and opportunities in the fishing industry, and helps fulfill the Board's objectives to recruit and support harvesters to pursue certification upgrading.

Another PFHCB initiative specifically aimed at supporting recruitment and retention of skilled labour, and promoting certification upgrading, is the PFHCB's CrewFinder. This free service, aimed at connecting certified fish harvesters (and new recruits) with owner/operators who have crew positions available, was continued and promoted

throughout 2020. Given the geographic diversity of the province's fishing industry, it can be difficult for unemployed fish harvesters or new entrants to find owner/operators looking to fill crew positions – and vice versa. The CrewFinder service functions in a dual purpose of supplying owner/operator with a source of available labour, and retaining certified fish harvesters that may otherwise leave the industry in search of work elsewhere. Additionally, PFHCB staff utilize CrewFinder as a means to identify Apprentice and Level I fish harvesters who may be interested in skills certification upgrading in order to improve their employability in the industry.



The PFHCB's continued work on the development of the amended **MPR**, also has potential future benefits for recruitment and retention of a skilled fish harvesters labour force. The PFHCB made several recommendations to TC that are included in the draft amended **MPR**. For example, changes to the validity of Fishing Masters certificates, once the new regulations come into force, will make it less difficult for many larger vessel owners (over 100GT) to fill Master/Mate positions. Additionally, the PFHCB led an industry proposal to introduce a new Fishing Masters (FM 14m) certificate for fishing vessels less than 14 meters in length that currently require a FMIV in order to operate. This certificate is more suitable to the small boat fleet, takes less time to complete, and will benefit owners in the smaller boat fleets. Fisheries training that is more relevant to individual vessel size and area of operation, and more accessible/attainable will have positive benefits for recruitment and retention of labour in the fishing industry.

2020 was the first year of this 2020-2022 planning cycle, and the onset of the COVID-19 pandemic in March made it a challenging year on many levels. However, the PFHCB adapted and carried out all lines of business, including initiatives specific to recruitment and retention of labour. The Board is extremely encouraged by the success achieved in meeting the objectives of this very important strategic issue in 2020. We look forward to continuing these initiatives through the remainder of this planning cycle, and growing the numbers of fish harvesters recruited and retained, as we strive to ensure an adequate supply of skilled labour in our province's fish harvesting sector.

II. Objectives for 2021 (Year 2 of the Board's 2020-2022 Activity Plan)

Issue #1 – Transport Canada Amendments to the Marine Personnel Regulations

The Marine Personnel Regulations of the **Canada Shipping Act** were last amended by Transport Canada in 2007, with new mandatory training and certification requirements for fishing crews phased in over an eight year period (2007-2015). While these new requirements initially created challenges for fish harvesters in understanding their regulatory requirements and achieving compliance, the end result was a positive and significant increase in the level of training and certification held by Newfoundland and Labrador fishing crews.

Thirteen years later, following several years of regulatory consultation and drafting by Transport Canada, amendments to the MPR are scheduled to enter the 30-day public consultation of Canada Gazette Part I (the federal regulatory approval process) in fall 2020. The proposed amendments include significant changes to the mandatory training and certification requirements of Canadian fishing crews, including:

- Renaming of all Marine Emergency Duties courses, Fishing Master, and other master and watchkeeping certificates of competency;
- Introducing several new master and watchkeeping certificates valid on fishing vessels;
- Changing/updating the curriculum content of the new master and watchkeeping certificates of competency, and the newly named Marine Emergency Duties courses;
- Changing the validity of the various master and watchkeeping certificates of competency for fishing vessels;
- Changing the process for renewing Transport Canada certificates of competency; and
- Introducing an exchange process for current certificate holders to exchange/transition to the new corresponding certificates of competency.

While deemed to be very positive changes, these proposed amendments to the MPR will require significant work by industry organizations, such as the PFHCB, during the consultation, drafting and implementation phases. During the consultation and drafting stages, the issue is gaining a comprehensive understanding of the proposed amendments and ensuring that the newly amended regulations have the maximum positive impact on fish harvester certification and training, and the least negative impact. This requires constant engagement with Transport Canada, other industry organizations, and fish harvesters throughout the consultation and drafting processes prior to the implementation phase. This activity is key to meeting one of the PFHCB's stated objectives – "to provide an advisory role to the federal and provincial governments in the formation of fisheries policies consistent with the common good of fish harvesters".

During the implementation phase, the issue is ensuring that fish harvesters are aware of the regulatory amendments, including any new requirements, and are able to maintain and/or achieve compliance in a timely and efficient way. Overall, the new amended MPR will impact all Newfoundland and Labrador fishing vessels in some way; with some parts of the new regulations impacting all vessels, and other elements impacting vessels based on their size and area of operation. Therefore, it is important that provincial fish harvesters stay up-to-date on changes to the MPR, any impact on their own certification and/or vessels, and how to ensure regulatory compliance is met.

Regulatory compliance is considered a key part of being a professional fish harvester, and can contribute significantly to improved safety onboard fishing vessels. The PFHCB has always played a necessary role in assisting fish harvesters understand their regulatory requirements, and supported them in achieving and maintaining compliance. Over the next three years, the PFHCB will make every effort possible to meet our objectives on this strategic issue.

Objective #1: By December 31, 2021, the PFHCB will have contributed to the amendment of new federal Marine Personnel Regulations with a goal of maximizing the positive impact on fish harvester certification and training, and prepared for the successful implementation of these new amended regulations in the Newfoundland and Labrador fishing industry.

Indicators: Attained detailed information and a general understanding of the proposed amendments to federal MPR requirements.

Made representation to Transport Canada on the amended federal MPR during the regulatory consultation, approval and implementation phases.

Disseminated information regarding the federal MPR requirements amongst Newfoundland and Labrador fish harvesters.

Assisted individual fish harvesters with maintaining/achieving compliance with the federal MPR requirements.

Issue #2 – Recruitment and Retention of a Skilled Fisheries Labour Force

Recruitment and retention of skilled labour in the harvesting sector of the Newfoundland and Labrador fishery remains a priority for the PFHCB through the 2020-2022 planning period. The most recent updated **Provincial Labour Market Outlook** prepared by the Department of Finance continues to identify “Fishing vessel masters and fishermen/women” as an occupation with one of the highest job demands/prospects. Overall, in the 2019-2028 labour market projections, it ranks second highest out of 180 occupational categories, and has an occupational rating of 4 (scale of 1-4) in 2024, 2025 and 2027, defined as:

“Projected labour supply is expected to lag projected job openings; competition for qualified labour will be strong.”

While progress has been made over the past several years, and aging trends appear to be levelling, the aging fish harvester population remains a key issue of the PFHCB and the industry generally. More than 50 per cent of all federal Core species licence holders in the Newfoundland and Labrador commercial fishery are over the age of 55. Comparatively, less than 20 per cent of Level II fish harvesters (those eligible to receive the transfer of a federal Core licence) are 45 years of age or younger. Clearly, these demographics are driving the labour market projections noted above. If the issues of recruitment and retention of skilled labour do not remain a priority of the fishing industry, including the PFHCB, a skilled labour shortage will likely develop over the coming decade.

In an effort to continue certifying and retaining an adequate skilled labour force to meet the future industry demands (including adequate numbers of Level II fish harvesters to receive the intergenerational transfer of licences from retiring enterprise owners), the PFHCB has set the following objective for this planning cycle. Success on this strategic issue remains critical to the PFHCB’s vision and long-term objectives and, over the next three years, the PFHCB will make every effort possible to meet our objectives on this strategic issue.

Objective #1: By December 31, 2021, the PFHCB will have recruited and supported fish harvesters to attain PFHCB certification and pursue Level I and Level II professional certification upgrading.

Indicators: Promoted fish harvesting a viable career option and/or employment opportunity.

Identified Apprentice and Level I fish harvesters in the PFHCB's registry/database who would be candidates for certification upgrading.

Maintained support mechanisms to assist Apprentice and Level I fish harvesters interested in pursuing certification upgrading.

5.0 Opportunities and Challenges

As anticipated, and outlined in our new 2020-2022 Activity Plan, 2020 brought some new opportunities for the PFHCB. Also, while the underlying challenges to the Board have remained consistent in recent years, 2020 brought some new unanticipated challenges to PFHCB operations and service delivery. The challenges and opportunities outlined in this 2020 Performance Report are expected to remain consistent through 2021, including the challenges presented by the COVID-19 pandemic. Additionally, the ongoing labour supply issues, as well as the continued changes to federal TC regulatory requirements, create many challenges for our province's fishing industry, including challenges for the PFHCB.

As it has since 1997, the PFHCB will continue to explore and maximize all available new opportunities, while addressing these identified challenges to largest extent possible. The PFHCB identifies the following challenges and opportunities for 2021.

Challenges:

It appears the COVID-19 pandemic, and resulting public health measures and restrictions will remain with us into 2021. As a result, the activities of the PFHCB for the foreseeable future will continue to be impacted by COVID-19, which may represent significant challenges for the Board in the delivery of its programs and initiatives. Decisions related to program delivery such as Basic Safety Training, Marine First Aid courses, Sealer Workshops and PLAR assessments, including delivery protocols, selection of locations and timing of delivery, will all have to be made with COVID-19 public health measures in mind. The PFHCB will take all necessary precautions, and operational adjustments, to ensure that the Board continues to meet its stated objectives while dealing with the challenges of the COVID-19 pandemic.

The recruitment and retention of young fish harvesters remains critical to meeting the long-term human resource needs of the fishing industry, and remains a primary challenge and strategic issue of the PFHCB. The last two decades have been a period of industry rationalization, during which time considerable efforts have been made to reduce the number of fish harvesters and fishing enterprises through licence buy-backs, enterprise combining, buddy-up arrangements and other means. During that same period of time,

the cost to purchase fishing enterprises has increased dramatically, and demographic trends resulted in labour challenges in most employment sectors in our province.

Therefore, it remains a challenge for the PFHCB, and other industry stakeholders, to attract adequate numbers of certified fish harvesters to meet the ongoing labour demands of the industry. This challenge is two-fold – the industry needs an adequate number of certified Level II fish harvesters eligible to receive the transfer of core federal species licences, but equally important is the need to recruit and retain an adequate number of harvesters to meet the crewing requirements of fishing vessels.

Finally, as outlined in our 2020-2022 Activity Plan, the introduction of new and amended federal Transport Canada regulations impacting the fishing industry also remains an ongoing challenge of the PFHCB. Since its inception in 1997, the PFHCB has assumed a key role in disseminating information to Newfoundland and Labrador fish harvesters on key federal regulatory requirements, while encouraging and supporting compliance. Since the federal **Fishing Vessel Safety Regulations** of the **Canada Shipping Act** came into force in July, 2017, these new regulations have had an impact on provincial fishing enterprises, as owner operators familiarize themselves with the regulatory requirement and work toward compliance.

Similarly, new **Navigation Safety Regulations** that came into force in October 2020, and the amended federal **Marine Personnel Regulations**, due to enter Canada Gazette I in 2021, will result in significant changes to the current requirements for Canadian fish harvesters. For example, the existing Fishing Masters certificate regime, and other master/mate certification, will see changes to certificate names, curriculum, and validity. These amendments represent a challenge to the PFHCB, as Board staff work with TC to understand the changes, determine their impact on Newfoundland and Labrador harvesters, disseminate information to certified fish harvesters, and assist harvesters with regulatory compliance.

Opportunities:

Amendments to certain regulations made under the **Fisheries Act (Atlantic Fishery Regulations, 1985, the Maritime Provinces Fishery Regulations and the Fishery (General) Regulations)** came into force on December 9, 2020. These new amended regulations formally recognize certification from provincial and territorial boards, where they exist, in lieu of obtaining a Fisher Registration Card (FRC) from DFO. These changes align DFO regulations with the current practice in Newfoundland and Labrador, where regional policy has recognized the PFHCB as the sole organization for registering fish harvesters since 1997. DFO's decision to move forward with these amendments represents a significant opportunity to strengthen DFO's commitment to professional certification, and achieve its intended purpose of recognizing provincial/territorial certification Boards, and their linkages with DFO regional licencing policies. The regulatory amendments also allow the department's Conservation and Protection Branch to enforce provincial/territorial certification in Regions where such systems are recognized in licencing policy.

The three federal regulations previously identified, while creating challenges for the industry and the PFHCB, also represent continued opportunities to increase the competency of fish harvesters and advance safety in the fishing industry – both in terms of increasing education and certification levels of commercial fish harvesters, more and improved lifesaving equipment on fishing vessels, as well as improving occupational health and safety practices amongst fish harvesters. In partnership with the NL-FHSA and other industry partners, the PFHCB will maximize these opportunities by working with fish harvesters to increase awareness of the new requirements, and to achieve and maintain federal regulatory compliance. This represents an opportunity for the PFHCB to contribute to advancing the overall safety culture in the fishing industry.

There are significant challenges identified with recruitment and retention of labour, as outlined in this report, but there are also some positive indicators regarding the number of new entrants, the number of young harvesters enrolled in fisheries training, and the number of young harvesters expressing interest in certification upgrading. Additionally, the 25-year trend of an aging fish harvester population showing signs of stabilizing is a positive indicator. As noted in the Board's 2020-2022 Activity Plan, the PFHCB will continue to maximize these opportunities and work with other industry organizations to ensure that the present and future labour supply needs of the industry are met.

Finally, despite the unanticipated challenges posed by the COVID-19 pandemic, there are also some resulting opportunities for the PFHCB. The implementation of public health guidelines and recommended best practices, has necessitated that the Board adjust its operations and program delivery. The onset of the pandemic allowed the PFHCB to help fish harvesters prepare to operate in the new COVID-19 environment, by providing access to discounted PPE and assisting with the development and distribution of COVID-19 safe work practices. The pandemic has also resulted in the PFHCB exploring innovative ways to conduct business virtually and deliver programs online - presenting opportunities to operate more efficiently and cost effectively in future.

The PFHCB remains well positioned to make a significant contribution to addressing these challenges, and to maximize these identified opportunities. The Board of Directors and staff of the PFHCB remain committed to dealing with these and other issues, and fulfilling the objectives outlined in the Board's 2020-22 Activity Plan.

Appendix A

2020 Audited Financial Statements

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD

Financial Statements

Year Ended December 31, 2020

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD
Index to Financial Statements
Year Ended December 31, 2020

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QUINLAN BOLAND BARRETT
CPA PROFESSIONAL CORPORATION

INDEPENDENT AUDITOR'S REPORT

To the Members of Professional Fish Harvesters Certification Board

Opinion

We have audited the financial statements of Professional Fish Harvesters Certification Board (the company), which comprise the statement of financial position as at December 31, 2020, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the company as at December 31, 2020, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements for the year ended December 31, 2019 were audited by another auditor who expressed an unmodified opinion on those financial statements on July 20, 2020.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company's financial reporting process.

(continues)

Independent Auditor's Report to the Members of Professional Fish Harvesters Certification Board *(continued)*

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


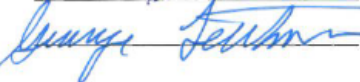
St. John's, Newfoundland and Labrador
June 17, 2021

Quirley Beland Barrett
CHARTERED PROFESSIONAL ACCOUNTANTS

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD
Statement of Financial Position
December 31, 2020

	2020	2019
ASSETS		
Current		
Cash	\$ 56,038	\$ 32,600
Term deposits	1,331,844	1,295,626
Accounts receivable	121,810	50,572
Prepaid expenses	23,324	11,936
	<u>1,533,016</u>	<u>1,390,734</u>
Property, plant and equipment <i>(Note 4)</i>	<u>1,343,459</u>	<u>1,374,044</u>
	<u>\$ 2,876,475</u>	<u>\$ 2,764,778</u>
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 137,943	\$ 116,475
Harmonized sales tax payable	1,030	5,028
Unearned revenue	35,520	36,540
Current portion of long term debt <i>(Note 5)</i>	50,450	48,450
	<u>224,943</u>	<u>206,493</u>
Long term debt <i>(Note 5)</i>	<u>223,624</u>	<u>274,053</u>
Accrued severance pay <i>(Note 6)</i>	<u>92,856</u>	<u>90,813</u>
	<u>541,423</u>	<u>571,359</u>
Net assets		
Unrestricted fund	1,022,617	834,523
Invested in capital assets	1,312,435	1,358,896
	<u>2,335,052</u>	<u>2,193,419</u>
	<u>\$ 2,876,475</u>	<u>\$ 2,764,778</u>

ON BEHALF OF THE BOARD

 Director
 Director

See accompanying notes

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD
Statement of Revenues and Expenditures
Year Ended December 31, 2020

	2020	2019
Revenues		
Registration fees	\$ 648,600	\$ 700,320
Basic safety training	57,270	68,790
Rental revenue	49,500	49,500
Other revenue	42,648	42,185
Interest income	40,342	40,056
CCPFH project	31,612	-
Personal protective equipment	24,873	-
Prior learning assessment and recognition	8,717	12,065
Sealer workshop funding	1,525	7,756
Canada emergency wage subsidy	124,677	-
	1,029,764	920,672
Expenses		
Advertising and promotional material	6,080	7,692
Amortization	46,461	46,505
Appeals	12,063	12,259
Building operations	65,684	64,910
Business tax	12,851	12,851
CCPFH project	24,211	-
Communications	7,978	7,749
Insurance	6,228	6,091
Interest and bank charges	11,863	12,207
Interest on long term debt	12,082	13,284
Meetings - board and other	12,966	32,710
Membership fees	42,515	44,265
Office and computer supplies	44,511	33,510
Personal protective equipment	50,758	-
Postage	22,135	21,675
Prior learning assessment and recognition project	25,856	20,152
Professional fees	27,033	37,007
Public relations initiatives	-	5,753
Safety training	60,526	61,709
Sealer workshop expenses	450	4,721
Wages and employee benefits	393,014	411,934
	885,265	856,984
Excess of revenues over expenses from operations	144,499	63,688
Other income		
Loss on disposal of property, plant and equipment	(2,866)	-
Excess of revenues over expenses for the year	\$ 141,633	\$ 63,688

See accompanying notes

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD
Statement of Changes in Net Assets
Year Ended December 31, 2020

	Unrestricted Fund	Invested in Capital Assets	2020	2019
Net assets - beginning of year	\$ 834,523	\$ 1,358,896	\$ 2,193,419	\$ 2,129,731
Excess of revenues over expenses	188,094	(46,461)	141,633	63,688
Net assets - end of year	\$ 1,022,617	\$ 1,312,435	\$ 2,335,052	\$ 2,193,419

See accompanying notes

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD
Statement of Cash Flows
Year Ended December 31, 2020

	2020	2019
Operating activities		
Excess of revenues over expenses	\$ 141,633	\$ 63,688
Items not affecting cash:		
Amortization of property, plant and equipment	46,461	46,505
Loss on disposal of property, plant and equipment	2,866	-
	190,960	110,193
Changes in non-cash working capital	(64,133)	4,048
Cash flow from operating activities	126,827	114,241
Investing activity		
Purchase of property, plant and equipment	(18,743)	-
Cash flows from financing activities		
Advances from related parties	-	62,688
Repayment of long term debt	(48,428)	(65,905)
Cash flows from financing activities	(48,428)	(3,217)
Increase in cash flow	59,656	111,024
Cash - beginning of year	1,328,226	1,217,202
Cash - end of year	\$ 1,387,882	\$ 1,328,226
Cash flows supplementary information		
Interest received	\$ (40,342)	\$ (40,056)
Interest paid	\$ 23,945	\$ 25,491
Cash consists of:		
Cash	\$ 56,038	\$ 32,600
Term deposits	1,331,844	1,295,626
	\$ 1,387,882	\$ 1,328,226

See accompanying notes

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD
Notes to Financial Statements
Year Ended December 31, 2020

1. DESCRIPTION OF OPERATIONS

The Professional Fish Harvesters Certification Board (the "Board") is a not-for-profit organization, enacted in June, 1996 under the Newfoundland act entitled "Professional Fish Harvesters Act." The Board commenced active operations in February, 1997. The Board has a number of objectives including the promotion of the interest of fish harvesters as a professional group, defining standards for professionalism and acting in an advisory role to the federal and provincial governments. The company is exempt from income taxes in accordance with Section 149(1) of the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Cash and Cash Equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in term deposits and are valued at cost plus accrued interest. The carrying amounts approximate fair value.

Revenue Recognition

Registration fees are recognized as revenue on an accrual basis of accounting.

The Board follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable.

Contributed Services

Contributed services are recognized in the financial statements when the fair value of such services may be reasonably determined.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Property, plant and equipment

Property, plant and equipment is stated at cost or deemed cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Land improvements	10%	declining balance method
Building	40 years	straight-line method
Equipment	20%	declining balance method
Computer equipment	20%	declining balance method
Signs and logo	30%	declining balance method

The company regularly reviews its property, plant and equipment to eliminate obsolete items. Government grants are treated as a reduction of property, plant and equipment cost.

Property, plant and equipment acquired during the year but not placed into use are not amortized until they are placed into use.

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3. RELATED PARTIES

The following is a summary of the company's related party transactions:

	2020	2019
<u>Related party transactions</u>		
Newfoundland and Labrador Fish Harvesting Safety Association Incorporated (Overlapping directors)		
Administrative assistance	\$ 21,739	\$ 21,739
Office space	17,391	17,391
	\$ 39,130	\$ 39,130

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

4. PROPERTY, PLANT AND EQUIPMENT

	Cost	Accumulated amortization	2020 Net book value
Land	\$ 150,000	\$ -	\$ 150,000
Land improvements	51,525	34,460	17,065
Building	1,551,190	407,187	1,144,003
Equipment	46,136	34,708	11,428
Computer equipment	31,970	11,177	20,793
Signs and logo	7,077	6,907	170
	\$ 1,837,898	\$ 494,439	\$ 1,343,459

	Cost	Accumulated amortization	2019 Net book value
Land	\$ 150,000	\$ -	\$ 150,000
Land improvements	51,525	32,563	18,962
Building	1,551,190	368,408	1,182,782
Equipment	125,642	110,530	15,112
Computer equipment	132,390	125,445	6,945
Signs and logo	7,077	6,834	243
	\$ 2,017,824	\$ 643,780	\$ 1,374,044

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5. LONG TERM DEBT	2020	2019
The Toronto Dominion Bank loan bearing interest at 4.01% per annum, repayable in monthly blended payments of \$5,043. The loan matures on December 23, 2024 and is secured by land and building at 368 Hamilton Avenue, St. John's, NL which has a carrying value of \$1,311,070.	\$ 274,074	\$ 322,503
Amounts payable within one year	(50,450)	(48,450)
	<u>\$ 223,624</u>	<u>\$ 274,053</u>

Principal repayment terms are approximately:

2021	\$ 50,450
2022	52,500
2023	54,650
2024	116,474
	<u>\$ 274,074</u>

The above mortgage with the Toronto Dominion Bank is entered into jointly with Fish, Food and Allied Workers (FFAW-Unifor). The original mortgage amount was \$1,800,000.

6. ACCRUED SEVERANCE PAY

The Board has established retirement benefits for its employees. The cost is accrued annually in accordance with the established guidelines and policies.

7. FINANCIAL INSTRUMENTS

The company is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the company's risk exposure and concentration as of December 31, 2020.

(a) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the company manages exposure through its normal operating and financing activities. The company is exposed to interest rate risk primarily through its floating interest rate bank indebtedness and credit facilities.

Unless otherwise noted, it is management's opinion that the company is not exposed to significant other price risks arising from these financial instruments.

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8. COVID-19

In March 2020, the World Health Organization declared a global pandemic due to the novel coronavirus (COVID-19). The situation is constantly evolving and the measures put in place are having multiple impacts on local, provincial, national and global economies.

Management is uncertain of the effects of these changes on its financial statements and believes that any disturbance may be temporary; however, there is uncertainty about the length and potential impact of the disturbance.

As a result, we are unable to estimate the potential impact on the company's operations as at the date of these financial statements

9. SUBSEQUENT EVENTS

On April 4, 2021 the building in which the Board is located had a minor fire and the offices suffered water damage. The extent of the damage and the necessary repairs are currently unknown.