

# Questionnaire



This document is aligned to the Indigenous Training and Skills Development **Discussion Guide**. Once completed, it may be emailed to [comms@indigenousfisheries.ca](mailto:comms@indigenousfisheries.ca) or uploaded to the Feedback section of our website.

## Careers in the Fisheries and Oceans Sector

**1. Which professionals are on your team?** See page 3 of the Discussion Guide or click to view the **Career Poster**.

---

---

---

**2. Are any of the 'Other Careers' shown on page 3 of the Discussion Guide jobs performed by your staff?** For example:

Are some of your fish harvesters certified divers? **Y / N**

Do your field technicians also work in a lab or hatchery? **Y / N**

Do your g guardians also do search & rescue response? **Y / N**

Other (click to view the **Career Poster** to see if there are other jobs there that your staff do and list below)

---

---

---

**3. Does your team use 'Specialized Equipment' on the job?** Click to view the **Specialized Equipment** background.

Are they 'certified' to use it? **Y / N**

Have you received training from a DFO scientist or another official on any of this (or other) specialized equipment? **Y / N**

If yes, please explain

---

---

---

## Training for Careers in the Fisheries and Oceans Sector

Watch the [Training Paths for Careers in the Fisheries and Oceans Sector video](#) to understand how our career training backgrounders have been set up for the next exercise. Then, click the [career illustrations profiled on our website](#) to review the training path a person may take to build the knowledge, skills and abilities to do this job. Specific courses, certificates and advanced education options are listed on the second page.

**1. Are the training paths and courses generally accurate? Y / N Are any key training elements missing? If so, list.**

---

---

---

**2. Who does your training (e.g. which institutes or experts)?**

---

---

---

Is some of your training done by a DFO scientist or fishery officer or a Canadian Coast Guard officer? **Y/N**

**3. How is your staff training funded?** Check all that apply.

- A DFO program (e.g. Aboriginal Fisheries Strategy)
- An ISET/ASET program center
- Provincial or territorial program (e.g. BC Employer Training Grant)
- Own source revenues
- Other funding source (please name)

---

## Meaningful Employment Opportunities

Watch [The Benefits of Overlaps in Training video](#) to learn more about the advantages to employees and communities when it comes to training overlaps across careers in the fisheries and oceans sector. Then, go back through some of the career training backgrounders on our website to answer the following questions:

**1. Do you employ staff in more than one of these positions? Y/N**

**2. Do you see opportunities to offer longer-term or multi-seasonal jobs to current part-time or seasonal staff by having them fill more than one staff role? Y/N** If yes, please explain:

---

---

---

## Training Tools for Managers

**1. Do you have a training plan in place? Y / N Do you see value in having such a plan? Y / N** Please explain:

---

---

**2. Do you use a database to manage training needs? Y / N**

If not, would you use this tool? **Y / N**

If you do use a database, does it generate reports with non-personal statistics? **Y / N**

**3. Would your community or AAROM department work with a training coordinator or do you think this person would only duplicate the responsibilities of your human resource manager? Y / N**

**4. What would your ideal Online Training and HR Toolbox contain?**

---

---

**5. Do you have any concerns about one or more of these training tools? Are we missing a training tool that you need?**

---

---

## Training Tools for Employees

*Click to flip through a potential [training passport](#).*

**1. Do you prefer a physical (printed document) or an electronic passport (e.g. an app for your phone)? Physical / Electronic**

**2. Do you have a better idea to help people manage their own training and skills development?**

---

---

**3. Have any of the career planning tools on our [website](#) identified opportunities for you to advance or transition to another job in your community, group or business? Y/N** If yes, please explain

---

---

**4. Are we missing any career planning tools that you need? Y / N** If yes, please list

---

---