

The fisheries management industry includes activities within freshwater locations (i.e. rivers and reservoirs). Such activities include those having a major involvement in the provision of freshwater angling, conserving and enhancing freshwater fish and habitats and securing sustainable fisheries. This factsheet provides an analysis of data for the fisheries management industry collected by Lantra and taken from official sources.

Overview

The fisheries management industry currently includes:

- Government-funded fisheries research
- Privately funded research (Fishery Trusts)
- Commercial stillwater fisheries
- District Salmon Boards
- Association of Rivers Trusts
- Rivers and Fisheries Trust Scotland
- Association of Scottish Fishery Boards
- Angling Trust
- Fishing guides and ghillies
- Angling clubs.

The industry covers the full spectrum of jobs from research biologists to manual workers.

Data specific to the industry (based on Standard Industrial Classification [SIC] codes) has been sourced from the Office of National Statistics. Data used has been sourced from 'Freshwater Fishing' (SIC 03.12/0) and Experian data for the classification 'River Authorities'.

There has been an observed decline in business and employment figures within the fisheries management industry. This may be related to the recent changes in SIC codes. Data had previously been collected from non-official sources for this industry but as there is now a new code covering freshwater angling, this has allowed us to portray a more accurate and reliable picture of employment within the industry.

Business figures:

- Official statistics estimate that there are 180 fisheries management businesses in the UK¹.

Employment figures:

- Official statistics estimate that there are 900 fisheries management employees in the UK². Of these, almost two-thirds (62%) are in Scotland.

Businesses by size:

- Fisheries management businesses have a much smaller than average business size; 96% have fewer than five members of staff, and 99% have fewer than ten employees compared with 68% and 83% across all businesses in the UK¹.

	Fisheries management UK ¹	All sectors UK ²
0-4 employees	96%	68%
5-9 employees	4%	15%
10-49 employees	<1%	14%
50+ employees	<1%	3%

Size and scope

Nation/Region	Businesses 1,3,4,5		Employment 2,3,4,5	
	UK	180	100%	900
Northern Ireland	<20	3%	<50	<1%
Scotland	60	31%	550	62%
Wales	<20	4%	<50	<1%
England	120	62%	350	38%
East of England	20	13%	50	14%
East Midlands	20	12%	<50	7%
London	20	11%	50	15%
North East	<20	<1%	<50	<1%
North West	20	10%	50	10%
South East	20	16%	50	11%
South West	20	16%	<50	6%
West Midlands	20	10%	50	14%
Yorkshire and the Humber	20	10%	50	22%

Workforce demographics^{4,6}

Gender			
Male	100%	Female	<1%
Age band			
16-24	<1%	45-54	72%
25-34	<1%	55-64	28%
35-44	<1%	65+	<1%
Employment			
Full-time	100%	Part-time	<1%
Ethnicity			
White	100%	Non-white	<1%

Occupations⁷:

- According to the Labour Force Survey (2010-11) 100% of employees in the fisheries management industry work in the 'skilled trades' occupation category such as water bailiffs; fishery enforcement officers; and fisheries management operatives.

Recruitment and training⁶:

In order to meet demands of the industry, the following areas require development:

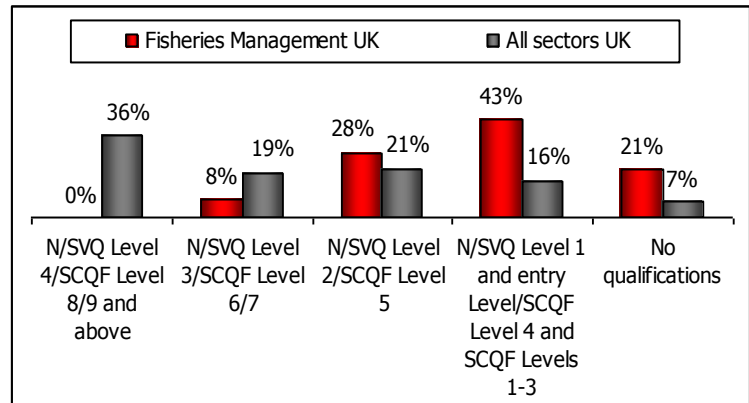
- Young people/new entrants coming from education need to gain considerable work-based experience
- Volunteers to have the same access to learning as employed workforce to acquire necessary skills (often work-based)
- Training in line with legislation
- Continuing professional development (CPD) for all staff to keep management and technical skills up-to-date.

Economic data from national agencies:

- The Environment Agency (England and Wales) reported that during 2005-06:
 - 1.3 million rod licences were issued
 - Gross freshwater angler expenditure was around £1.2 billion
- In 2005, The Department of Culture, Arts and Leisure estimated angling to be worth £18.2 million (from residents and tourists) in Northern Ireland
- The Scottish Executive Environment and Rural Affairs Department (SEERAD) reported that angling contributed £113 million to the Scottish economy in 2004.

Qualifications^{4,7,8}

- Official statistics show that workers within this industry are often highly skilled but lack formal qualifications
- 21% of the workforce have no qualifications, treble the UK average
- Just over two-fifths of the workforce are qualified at N/SVQ Level 1 or SCQF Level 4
- 28% are qualified at N/SVQ Level 2 or SCQF Level 5, slightly higher than the UK average
- 8% are qualified at N/SVQ Level 3 or SCQF Level 6/7, and <1% at N/SVQ Level 4 or SCQF Level 8 plus and above, both much lower than the UK



Learning supply

- Approximately 370 learners enrolled on qualifications or courses delivered by Further Education colleges/work-based learning in fisheries management related subjects in the UK in 2008-09⁹
- There are various entry routes into the fisheries management industry through college, university or by following a vocational route in the workplace.



Employment projections 2010-20^{3,12}

- In the next ten years (2010 to 2020) the sector will need a minimum of 400 more people
- The largest need for people is expected to be for skilled trades (70), managerial (70) and customer service occupations (70)
- Over the period 2010–20, the following amount of people will be needed:
 - <20 at qualification N/SVQ Level 5/SCQF Level 11
 - Around 70 people at N/SVQ Level 4/SCQF Level 8/9
 - Around 90 people at N/SVQ Level 3/SCQF Level 6/7
 - Around 90 people at N/SVQ Level 2/SCQF Level 5
 - Around 80 people at N/SVQ Level 1/SCQF Level 4
- Forecasts suggest that approximately 50 people without qualifications will be needed.

Skills gaps⁶

The following were identified as skill gaps affecting current staff:

- Managers – IT, technical/specific, environmental knowledge, HR skills, communication and financial management, skills to compete in the global market
- Other occupations – customer service (e.g. ghillies and guides), coaching certificates in freshwater angling, project management and technical/specific skills.

More about fisheries management

- Fisheries management in the UK works under three fundamentally different legislative and management systems which correspond to Scotland, England/Wales and Northern Ireland
- More people in England and Wales go fishing than take part in any other sport
- Scotland's freshwater fish populations and communities are of international natural heritage value, being the basis for fisheries of global renown
- The majority of employers within fisheries management have other business activities outside of fisheries management (e.g. large estates) and often overlap with the environmental conservation industry
- The industry is a magnet for tourism but also has a role to play in local communities through social inclusion schemes (e.g. fishing schemes for children and young offenders) and the voluntary sector
- There is an apparent lack of young people coming into the sector and this is a matter of concern
- Many people enter fisheries management through environmental aspects such as volunteering
- There are a high number of people with PhDs in the sector as it is a requirement for certain jobs, especially those at biologist level.

Drivers for change

Policy and legislation

- Strategic framework for freshwater fisheries (2008)
- Education – keeping the workforce up-to-date; creating flexible, bite-sized learning opportunities that reflect industry needs (e.g. risk assessment)
- Employment law, health and safety and working with children (i.e. volunteers, disclosure Scotland)
- Education policy, child protection training and disclosure
- Environmental (e.g. Water Environment and Water Services Act, Water Framework Directive, new Fisheries Bill 2006-07).

Impact on skills

- Knowledge around keeping abreast of legislation and how to comply with it
- Workshops on specific aspects of legislation could be built into CPD programmes
- Child protection
- Risk assessment
- Record keeping
- Managing conflict
- First aid and health and safety training.

Environmental issues

- The protection of natural resources
- Protecting and improving habitat
- Catchment sensitive farming
- The control of invertebrate pests particularly with regard to the Marine (Scotland) Act
- Monitoring and controlling strategies (e.g. fish farms/ sea lice, agricultural pollution, afforestation and acidification)
- Bio-security – the control of pests and alien species (e.g. American signal crayfish; killer shrimp) is a critical issue effecting freshwater fish stocks. The effect of climate change is likely to increase spread and incidence of pests and biological contaminants.

Impact on skills

- Environmental management
- Practical and technical skills
- Managing volunteers
- Project management
- Record keeping
- Predation management
- Improve understanding of sea lice recording.



Resource development/management

- Creating sustainable fisheries
- Developing fisheries for non-salmonid species
- Monitoring of fish stocks and habitats
- Fish husbandry for wild fish hatcheries.

Impact on skills

- Where to source business advice and guidance
- General management training to provide the skills needed to develop procedures relevant to business
- Fisheries management and fish husbandry.

Disease prevention and management

- Serious diseases through biosecurity
- Concerns about cross-contamination with farmed salmon due to escapes
- Sea lice.

Impact on skills

- Increased awareness/knowledge of diseases and disease prevention/management
- Industry applying appropriate management practices and biosecurity in order to mitigate exposure.

Technology change and knowledge transfer

- Increased need to acquire technical knowledge in order to utilise monitoring techniques and equipment
- Research and development strategies being encouraged.

Impact on skills

- ICT skills and training
- Skills training for new technology and equipment.

Global competition

- UK industry is now competing with international fisheries resources on a global scale – Norway etc.

Impact on skills

- Leadership and management
- Business development
- Global marketing and positioning.

Contingency planning and customer demand

- Good quality service
- Certificated angling coaches
- Angling guides
- Need for contingency planning for *Gyrodactylus salaris*, controlling the movement of fish and dealing with alien species, such as Japanese knotweed.

Impact on skills

- Business planning and management
- Crisis and risk management
- Customer care and relationship management
- Quality assurance.

Social agenda

- Internal and external tourism
- Community involvement through social inclusion schemes (e.g. fishing schemes for children and young offenders)
- Closer links with voluntary sector
- Engagement with schemes such as environmental education projects.

Impact on skills

- Presentation skills
- Record keeping
- Volunteer management and development
- Marketing and tourism
- Leisure management.

Sources and information

- 1 Inter-Departmental Business Register (IDBR) 2010 and Experian National Database 2010
- 2 Labour Force Survey (LFS) 2009-10 and Experian National Database 2010
- 3 Figures have been rounded to the nearest ten. Figures may not add up to the total due to the rounding of percentages used when calculating figures. Figures quoted for the nine English regions make up the England total
- 4 Percentages may not add up to 100% due to rounding.
- 5 Although the number of businesses is low, many employees will work for large estates or syndicates that have rivers or beats. These will be registered elsewhere, for example, under agriculture
- 6 Fisheries Management Sector Skills Agreement (SSA) 2007, Lantra
- 7 Labour Force Survey (LFS) 2009-10
- 8 See Employment Projections for equivalent SCQF Levels
- 9 Data Service (England), DEL (Northern Ireland), Scottish Funding Council (Scotland), no publicly funded provision in Wales
- 10 Institute of Fisheries Management
- 11 www.fisheriesaccreditation.co.uk
- 12 Lantra Model for Employment Forecasting (LMEF) 2010. Figures represent estimates of minimum job openings to satisfy replacement and expansionary demand. This may be higher or lower depending on future conditions

Lantra website

More information about Lantra research can be found at: www.lantra.co.uk/research

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