



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Alaska Fisheries Science Center
Fisheries Monitoring and Analysis Division

North Pacific Groundfish Observer Three Week Training Standards

Welcome to the National Marine Fisheries Service's (NMFS) North Pacific Groundfish Observer Program's (NPGOP) three-week observer training.

This three week job training course is designed to prepare you to collect fisheries management data for the North Pacific Groundfish Observer Program. Successful completion of this course is required to become a NMFS-certified observer. You will be evaluated on your ability to demonstrate all concepts and skills involved in observing aboard commercial fishing vessels and at shoreside processing facilities, with exams and homework assignments as the primary assessment tools. Successful trainees must also demonstrate professionalism and the ability to work competently without supervision.

Certification is incumbent upon successful completion of this job training. Individuals who meet all the standards listed below and who demonstrate through written exercises, exams or other documented means, their understanding of the concepts, sampling protocols and skills required to be a NMFS groundfish observer will be certified.

All participants must abide by the standards of conduct listed in the Groundfish Observer Program regulations at 50 CFR 679.50. These can be found on page 2-2 of the Observer Sampling Manual. In addition to abiding by the standards of conduct, behavior throughout the training must be professional and courteous in order to be certified.

During the training the following standards must be met. Participants who do not meet these standards will not be certified.

Attendance and Participation Standards

1. Attendance is mandatory for the entirety of each day of training.
2. You must arrive on time to all training sessions.
3. You must participate in discussions and exercises.
4. All training facility rules must be followed. All actions while in the training facilities must be conducted in a safe and professional manner.

Performance Standards

1. You must pass all exams with a score of 80% or better.
2. All exercises must be turned in when due.
3. All exercises and exams must be completed on your own and submitted on time in an organized and legible format.
4. Exercises must be corrected at the trainer's direction and resubmitted on time and in accordance with the trainer's instruction. Completed exercises must show a proficiency level expected of a certified observer.



Physical Standards

1. You must demonstrate the ability to don an immersion suit in 60 seconds or less.
2. While wearing an immersion suit, you must demonstrate the proper procedures for jumping into water, entering and exiting a liferaft and perform required swimming exercises (chain swim, HUDDLE, HELP, etc.). You must also be able to climb ladders while wearing an immersion suit.
3. You must be able to demonstrate the ability to properly and repeatedly lift at least 25 kilograms.

Conduct Standards

1. No participant will be allowed in a training while under the influence of alcohol or illegal drugs. The Observer Program’s Drug and Alcohol Policy for observers on duty applies to trainees.
2. Sleeping during training or briefing sessions will not be tolerated and is cause for dismissal and denial of certification.
3. Communications with trainers, staff, and participants must be conducted in a professional manner, without argument, accusations or lack of respect.
4. Participants must refrain from engaging in illegal actions and demonstrate professional behavior at all times.
5. Rules of confidentiality and conflict of interest for observers in the field apply to participants of the three-week training and can be found in 50 CFR 679.50 and in the Observer Program Manual.

If you determine that you will not be able to meet these standards, you may drop out of the training with no penalty from NMFS. You must be in a passing status to exercise this option. All NMFS-issued training materials, including written homework assignments, must be submitted to training staff prior to leaving the course for any reason. If you choose to leave the training, you must retake the course in its entirety and meet all standards in order to be certified.

Please sign and submit this written policy statement concerning performance, attendance, and conduct standards. You may make a copy for yourself.

I have read and understand these policies and agree to abide by them while in this 3 week observer training.

Signed _____ Date _____

Print Name _____

Observer Provider Company _____