

FSM Fisheries and Maritime Institute (FSM FMI)
Evaluation Report
March 2008

Executive Summary

Purpose of Evaluation

This evaluation of the FSM FMI is to provide a number of functions:

- Provide information on the quality of program implementation
- Provide information on impact of program on the maritime and fisheries sector
- Provide information for development of a FSM – FMI sub plan for the strategic plan

The focus of the evaluation is on understanding the current status of FMI to assist in identifying the future direction and FMI to better serve the state and nation.

The evaluation report does not address, and was not intended to address, the broader issue of the absolute level of funding for FSM FMI or if FMI should continue in its current format. These are issues, more appropriately, to be addressed by the FSM Government. However, a significant amount of the data and analysis provides background on these the broader issues of maritime and fisheries training needs in the FSM.

Evaluation Design

The evaluation was designed to answer four major questions:

1. Are FMI graduates being employed in the maritime/fisheries industry?
2. Is the FMI meeting stakeholder expectations?
3. Is FMI responsive to the needs of the FSM and its individual island communities in the maritime/fisheries area?
4. Do the training programs provided meet or exceed expectations?

The body of the report is broken down into four sections – one section for each of the evaluation questions. Included in the report is a summary of the data collected and analysis followed by recommendations to improve unit services. A series of attachments are included that provide the data and evidence to support the analysis and recommendations.

Summary of Major Findings

- The FSM FMI has been found by the Secretariat of the Pacific community Regional Maritime Programme to comply with the STCW 95 code for the level of courses offered by the Institute; however there are system improvements that need to be addressed in the areas of the quality management system and documentation.
- The condition of the marine/fisheries sector of the FSM economy has seen significant changes since the Memorandum of Understanding was negotiated between the FSM and the College of Micronesia – FSM. There has been a downturn in the sector with limited or no job creation occurring. For example, in 1997 fishing represented 2.66% of the overall employment in the

FSM; in 2006 it was down to 0.8%. Concern was also raised by a number of individuals regarding the perceived values of fisheries and maritime as promoting quality employment.

- There are differences in expectations regarding the role and function of the FMI in the Fisheries and Maritime Sector. FMI was designed as a training institute to meet the needs of the Fisheries/Maritime sector of the FSM economy, but there now appears to be expectations that it will help drive the development of the sector instead of ensuring adequate personnel are available to meet employer's needs.
- Cost per student is high with an average of somewhat over \$21,500 and enrollment and graduate figures are not reflective of the overall population distribution in the FSM.

Summary of Major Recommendations

- FSM FMI must continue to provide quality training programs that meet the requirements of the STCW95.
- FSM FMI in cooperation with state and national agencies in the fisheries/maritime sector must develop a recruitment, retention, and placement (graduates) plan that:
 - Identifies roles and responsibilities for FMI and state, national and community leaders in the fisheries/maritime sector for recruitment of students and placement of graduates
 - Set specific goals for recruitment, retention and graduation
 - Identifies employment opportunities both in the FSM and international
- FSM FMI in cooperation with state and national agencies in the fisheries/maritime sector seek external funding to support both improvement of the institute and its operations. Day to day financial needs of students should also be a consideration.
- FSM FMI in cooperation with appropriate state, national and community agencies and under the leadership of the FSM government must seek to improve the communities understanding of the importance and values of the fisheries/maritime sector and employment in the sector.
- FSM FMI must review, development and implement plans for improvement of services to students that focuses on developing a student and learning centered institution that promotes continuous improvement in instruction, student support services and facilities (including Internet Access).
- FSM FMI should request periodic updates from appropriate state, national and community agencies regarding development plans for the fisheries/maritime sector with emphasis on trends in job creation and incorporate that data into plans for recruitment, retention and placement as well as systems improvement.
- FSM FMI in cooperation with the college and appropriate agencies must develop a long term strategic plan as part of the overall strategic plan of the college. The FMI strategic plan should identify appropriate areas for FMI to address in addition to training to meet STCW95 requirements.

Details of the Evaluation

The following section provides the data sources, analysis and specific recommendations for improvement of the FSM FMI. The evaluation design is included in Appendix A.