

KAGUM MANUAL
TRAINING FISHING GUIDES
FOR
COMMUNITY-BASED
FISH CONSERVATION PROGRAM

KAGUM
OCTOBER 2006

OBJECTIVES OF MANUAL

- **Capability development of fishing guides**
- **Ensuring excellent customer service to visiting anglers**
- **Ensuring that conservation ethics are maintained for the community-based fish conservation program**

TERMS OF REFERENCE

- **TRAINER**
 - KAGUM member or other appointed trainer (Operator/Owner/Sponsor)
 - Aspires to train the fishing guides based on conservation ethics and customer service excellence.
- **TRAINEES**
 - Selected from local community, based on suitable attitudes and aptitudes
- **LOCAL COMMUNITY**
 - Community adjacent to fish conservation program site
- **PROGRAM OWNER**
 - Local authority which has jurisdiction over the site / program
- **PROGRAM MANAGER / Operator**
 - Where applicable, a party or individual appointed to manage the program/site
- **PROGRAM SPONSOR**
 - Donor to the program. Management or direction setting authority based on prior agreement.
- **TRAINING PROGRAM**
 - Established and agreed training program that include contents, schedule, performance measures, reporting format, review process

SELECTION OF FISHING GUIDES

- **Guides should preferably be selected from among the local community**
- **Guides from outside the community may be selected to implant new values and behaviour among local guides**
- **Selection of guides should be based on set attributes, with particular focus to attitudes and aptitudes**
 - **Preferred attitudes and aptitudes must be a given for any trainee guide. Training is given on knowledge and skills**
 - **Motivation should be given by trainers/owners/operators to hone the guide's attitudes.**

PREFERRED ATTRIBUTES OF FISHING GUIDES

- **KNOWLEDGE**

Intimate knowledge of

- Local fishes and their behaviour, linked to the environment and weather
- The surrounding environment: flora and fauna; the water body (lake or river)
- The weather and seasons
- Jungle and water safety

- **SKILLS**

- Language skills: Oral and written Malay and passable oral English
- Fishing skills: tackle, casting, knot tying, fish handling, catch-and-release
- Boating skills
- Jungle trekking / camping / jungle survival

- **ATTITUDES**

- Customer focused
- Safety and health focused
- Care for equipment and general cleanliness (personal and equipment)
- Honesty and loyalty to the project
- Conservation-focused

- **APTITUDES**

- People-oriented: friendly
- Likes the outdoors
- Believes in the philosophy and objectives of the Fish Conservation Program

SUPERVISION OF FISHING GUIDES

- **All guides will need to be placed under the supervision of a Head Guide**
- **The Head Guide should be an experienced fishing guide with exemplary qualities (knowledge, skills, attitude, aptitude) so that he/she can be a role model for the 'younger' guides**
- **The Head Guide will report to the Manager/Operator on a daily basis**

FISHING GUIDE KNOWLEDGE

- **Local fishes and their behaviour, linked to the environment and weather**
 - Knowledge of sebarau, toman, kelah, lampam sungai, jelawat, temoleh, baung, tapah, tengas/kejur, kalui, ketutu, tengalan, terbol, toman bunga, haruan, bujuk, keli, patin, kenderak, gerahak, kelulang. Guides need to know these fishes regardless of whether they are available locally. Anglers may be interested in these species.
 - Need to understand each species' features, behaviour, spawning periods, average and record sizes, methods and baits/lures, effect of weather /season
- **The surrounding environment: flora and fauna; the water body (lake or river)**
 - Intimate knowledge of flora and fauna that may be of interest to anglers
 - Seasonal changes of water body: rainfall, dry season, rise and fall of impoundment level and how they relate to fish behaviour
- **The weather and seasons**
 - Impact of changes in weather / season water body and fish behaviour
- **Jungle and water safety**
 - Dangers of the jungle: flora and fauna
 - Jungle trek dangers; proper trekking procedure
 - River / lake dangers
 - The need to use proper clothing, life jackets
 - Boating safety; proper boating procedure

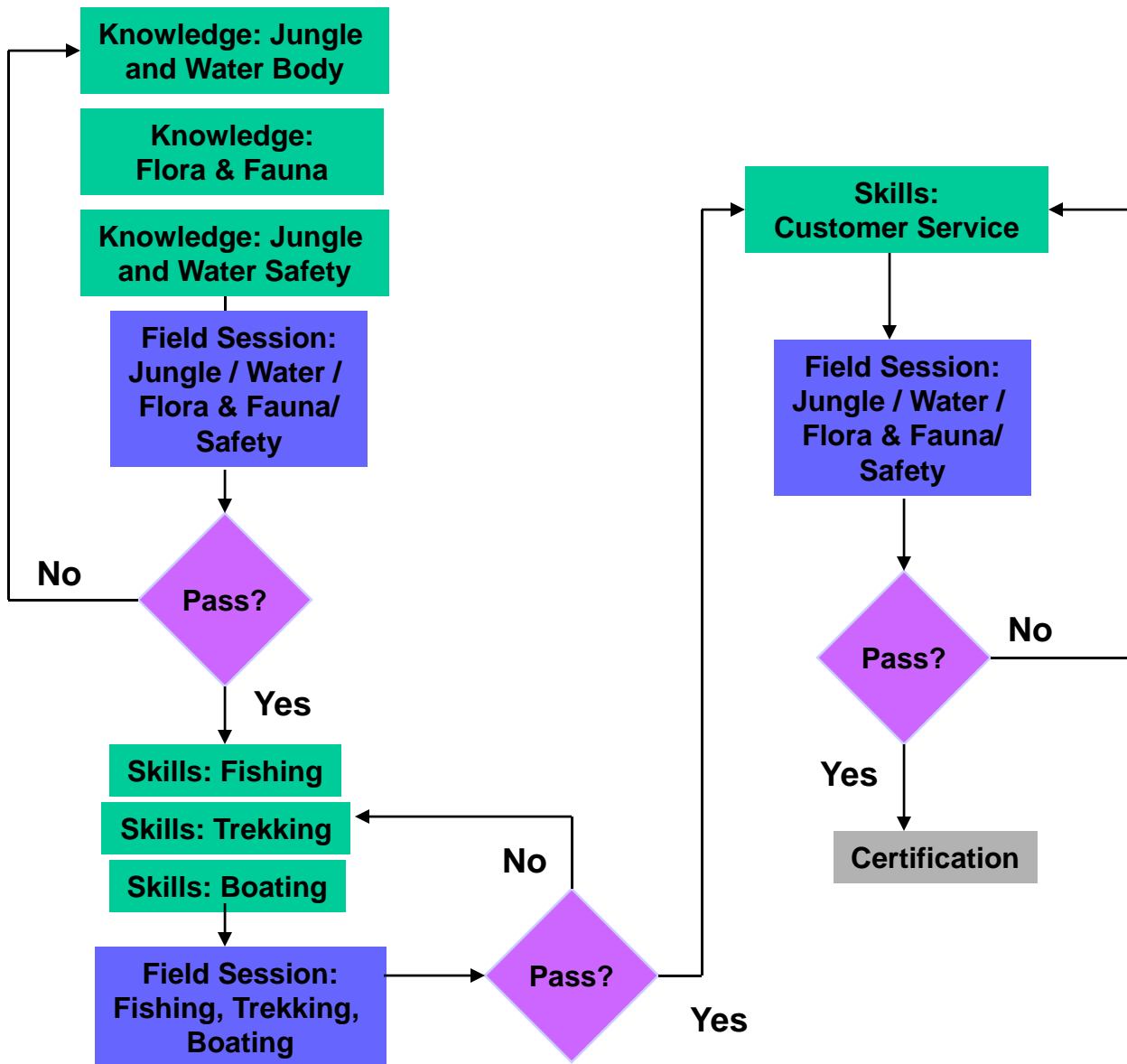
FISHING GUIDE SKILLS

- **Boating skills**
 - Paddling
 - Wearing of life jackets
 - Handling capsizes
 - Engine handling/steering
 - Boat stability
 - Portaging and handling rapids and shallow river runs
- **Fishing skills**
 - Setting up tackle
 - Fish locating
 - Hook sharpening
 - Landing fish
 - Casting
 - Setting up baits/lure
 - Line maintenance
 - Catch-and-release skills
- **Trekking skills**
 - Trekking procedure
 - Back-packing
- **Camping skills**
 - Campsite selection
 - Campfire
 - Erecting tents
 - Safety features
- **Customer service**
 - Salutation
 - Advisory
 - Information giving
 - Interpretive display
 - Meals
 - Teaching
 - Relationship building

TRAINING METHODOLOGY

- **Group sharing sessions: Trainer leads the group of trainees on brainstorming session on the selected topic**
 - Knowledge of fish behaviour; Environment, Weather/season; Flora & Fauna; Water body; Jungle and Water Safety
- **Instruction training: Trainer leads demonstrative training:**
 - All skills training
- **Simulation training**
 - Rehearsal training for guides, with mock-customers

SUGGESTED TRAINING PROCESS



MOTIVATIONAL FACTORS

- **Some training contents will be very alien to the local trainee, especially in the case of Orang Asli. Thus, training demands patience and persistence on the part of the trainer.**
- **A positive training environment should be developed, with small tokens of recognition / rewards given out for even minor achievements**
- **Formal certification ceremony can be held for passing guides, with issuance of standard uniforms (T shirt; cap etc)**

END