Introduction:
The Third Essential Ecosystem Approach To Fisheries Management Training (E-EAFM) was held from the 9-14 March 2014 in Johor Bahru, Johor, Malaysia based on the module developed by the Bay of Bengal (Bob LME) Regional Project, US Agency for International Aid (USAID), National Oceanographic and Atmospheric (NOAA), Food and Agriculture Organization (FAO), Asia-Pacific Fishery Commission (APFIC) and IMA International, United Kingdom. The first and the second training course was conducted at Aston Hotel, Nilai, Negeri Sembilan from 7-11 October 2013 and MB Hotel, Tawau, Sabah from 10-15 February 2014 respectively.

The training was successfully conducted by the following trainers and facilitators:

Trainers:
1. Ms. Tan Geik Hong – Department of Fisheries Malaysia
2. Dr. Norasma Dacho – Department of Fisheries Sabah
3. Dr. Connie Fay Komilus – CTI-SAB/ Universiti Sultan Zainal Abidin (UniSZA)

Facilitators:
1. Ms Haryati bt Abdul Wahab, Department of Fisheries Malaysia
2. Mr. Muhammad Abdul Rauf, Department of Fisheries Malaysia
3. Mr. Victor Charlie Andin, WWF-Malaysia
4. Mr. Paul Ceylon, Department of Fisheries Malaysia

A total of 19 trainees (9 females and 10 males) from the Department of Fisheries Malaysia, Department of Fisheries Sabah, Sabah Parks and Department of Marine Parks Malaysia attended this training. The presentations and reading materials as provided are in English. However, the trainers conducted the training course in dual language, mostly in Bahasa Melayu and English to ensure that the trainees have a better understanding on the subject matter.

List of Trainees:
1. Mr. Mohd. Redhvan bin Arif - Department of Marine Parks Malaysia
2. Ms. Nurhuda bt Ibrahim - Department of Fisheries Malaysia
3. Mr. Nik Zakaria bin Nik Abdul Rahman - Department of Fisheries Malaysia
4. Mr. Ling Huen Hiap - Department of Fisheries Malaysia
5. Mr. Khairul Amrie bin Ariffin - Department of Fisheries Malaysia
6. Ms. Cellin Benjamin - Department of Fisheries Sabah
7. Ms. Marina Clement - Department of Fisheries Sabah
8. Ms. Ros Illayahni Bt Sh. Abd. Kadir - Sabah Parks
9. Ms. Ruana Kumpit - Department of Fisheries Sabah
10. Mr. Zainal bin Abidin - Department of Fisheries Sabah
11. Ms. Faizah bt Ismail - Department of Fisheries Malaysia
12. Mr Ahmad Faizul bin Fahmi Mohd. - Department of Fisheries Malaysia
13. Mr Ahmad Redzuan bin Ramli - Department of Fisheries Malaysia
14. Ms Thanaletcemy Chandrasegar - Department of Fisheries Malaysia
15. Mr. Mohd Faizal bin Mohammad Saei - Department of Fisheries Malaysia
16. Mr. Charles Francis - Department of Fisheries Malaysia
17. Mr. Talib bin Hasan - Department of Fisheries Sabah
18. Ms Ivy Cleire Edward - Sabah Parks
19. Ms Noraini bt Hj. Marnos - Department of Fisheries Sabah

Essential Ecosystem Approach To Fisheries Management Training (E-EAFM)
9-14 March 2014, Selesa Hotel, Johor Bahru, Johor, Malaysia

Funding:
The Department of Fisheries Malaysia hosted this training with funding from the Government of Malaysia through respective federal and state government agencies.
Additional Training Module:
The training was conducted based on the module developed by the the Bay of Bengal (BoBLME) Regional Project, US Agency for International Aid (USAID), National Oceanographic and Atmospheric (NOAA), Food and Agriculture Organization (FAO), Asia-Pacific Fishery Commission (APFIC) and IMA International, United Kingdom. However, as conducted in the second training at Tawau, Sabah, the national anthem “Negara Ku” and the E-EAFM Theme Song “Gemuruh” were sung before the daily review session as well as the incorporation of the following three additional topics into the course module namely:
1) Listening Skills;
2) What is a Vision; and
3) Delivering a Presentation.

E-EAFM Quiz Results
The EAFM Quiz was also conducted to evaluate the understanding of the trainees on the EAFM topics introduced throughout the E- EAFM Training course. The average score for the E- EAFM Quiz is 15 and ranges from 10-19 marks.

<table>
<thead>
<tr>
<th>Quiz Marks</th>
<th>No of Trainees</th>
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<tr>
<td>10</td>
<td>1</td>
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<td>12</td>
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<td>18</td>
<td>2</td>
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<tr>
<td>19</td>
<td>1</td>
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<tr>
<td>Total Trainees</td>
<td>19</td>
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Course Evaluation:
Based on average ranking for the course evaluation, all trainees were of the opinion that the course is useful to a large extent. The EAFM process, the EAFM plan and monitoring, evaluating and adapting can be implemented at the ground. All the 19 trainee will share their experience and learning from the training with others. Training methods as well as the secretariat support were ranked as excellent. All trainees were very happy with the delivery of the materials in Bahasa Melayu and for the future EEAFM training they suggested for the materials to be translated into Bahasa Melayu. Similar to the First National E-EAFM training, all trainees commented positively to the energizers, group activities and the high interactive and participatory sessions that were conducted throughout this E-EAFM training.

EAFM Clinic:
The EAFM Clinic was also opened daily after office hours to provide clarification and tutorials to the trainees on topics presented daily. However, none of the trainees visited our EAFM Clinic.
Trainees

This group of trainees very full of enthusiasm and had very high expectations of this course due to the good review given by their peers who had attended the last two E-EAFM course organised by Malaysia, one at Nilai, Negeri Sembilan in October 2013 and the other at Tawau, Sabah in February 2014. The experience of the trainees ranged from 39 years to 1 year and this made up a total of 400 years of experience. The interactive sessions, group discussions and energisers helped in ensuring that trainees are attentive thus makes learning as fun. Reading materials such as the handbook and toolkits were helpful in providing detailed explanations on the topics introduced.

EAFM Plan

The trainees were grouped into four (4) groups for the each Fisheries Management Unit namely:

i. Bombastik – focusing on fish bombing in Kudat, Sabah
ii. Kokol – focusing on sustainable cockle in Beluran, Sabah
iii. Segar – focusing on encroachment in coastal waters in Segari, Perak
iv. Uuudang – focusing on management of Giant freshwater prawn in Sg. Kerian, Perak

Trainees’ Insights

During the last session of the training course, the trainees were requested to give a review of the course, share their experience and comment on the training module and suggestion to improve the training course.

Selected quoted Insights from the trainees (translated from Bahasa Melayu) :

i. Mr. Mohd Faizal bin Mohammad Saei - “I have attended a number of training courses in community based fisheries management which is more relevant to community in situ. EAFM is more extensive and I can understand this course as it is conducted in the Malay language. I do not have the chance to doze off to sleep as there are always energisers to keep us awake. This training course is different from the others”.

ii. Mr. Nik Zakaria bin Abdul Rahman - “I have some knowledge on community based fisheries management but none on EAFM. I have more EAFM knowledge and can express it in one sentence, EAFM is a bigger picture and CBFM is under the umbrella of EAFM.”

iii. Mr. Khairul Amrie bin Ariffin - “I was offered to attend 3 courses at the same time. I chose to attend this course as I was curious to know what is this EAFM. It is a real challenge to me as I have zero knowledge on EAFM. What attracts me to this course was during the first session when we were drawing up the course code and one of the code was casual dressing. This is one of the course that makes me at ease and I am able to absorb what has been taught and this is a new beginning. Other trainees
or now they are my friends contributes ideas. This training has a diversity of trainees who are able to accept new knowledge. EAFM is wide and it covers all. If given a chance, I am interested to attend this course again.”

iv. Ms Cellin Benjamin - “This course is very fun and I will miss this course and we are coming to the end. The importance of stakeholders is the nerve to EAFM. I will remember the 11 steps to realize the EAFM Plan”.

v. Ms. Nurhuda bt Ibrahim - “I previously had attended a training course on Code of Conduct For Responsible Fisheries (CCRF) of which there was a lecture on EAFM. I was attracted to attend this course due to good reviews by other officers who had attended previous course. Fisheries management project implemented is more of conventional management and do not cover into all aspects. I will be implementing a lobster project in Penggerang with the Extension Section and will incorporate the EAFM concept into this project.”

vi. Ms Thanaletchemy Chandrasegar - “I get to know a lot of friends here. Some concept of EAFM is being implemented at the ground level. I can now understand the theory and scope of this course and this has attracted my attention to implement EAFM at the ground level. Initially when I was directed to attend this 5 1/2 days course, I was apprehensive and feel that it is going to be a very long course. Today, I feel that this course is short. There is no feeling of being pressured during this 5 1/2 days course and information can be absorbed within the course period.”

vii. Mr. Ling Huen Hiap – “I have never attended a course like EAFM in JB before. The atmosphere is totally different. A totally new experience for me after so many years working with the Fisheries Department.”

The other trainees also indicated that the course content is very relevant and they will apply their knowledge on EAFM in their daily work and projects.

**Suggestion:**

1. Based on our experience as trainers for the last 3 training courses, we found that the trainees from the 3 courses need more explanation on developing the vision, goals, objectives and management actions. Most of them are still confused. It is suggested that in the new module, more examples should be given to show how to develop the vision and linkages to goals, objectives and management actions. More examples/samples of such vision statement, goals, objectives and management actions for different projects to be provided.

2. The module to be translated to Bahasa Melayu will facilitate and ensure better understanding of the subject matter.
Conclusion:
Based on the feedbacks received, we concluded that the EAFM training sessions has achieved its objectives and we have another produced 19 more EAFM champions for Malaysia. Malaysia has trained a total of 56 EAFM Champions (18 at Nilai, 19 at Tawau, 19 at Johor Bahru). All trainees were invited to register themselves at our Malaysia E-EAFM What App group. In addition to this, the EAFM Malaysia Facebook was launched on the 15 March 2014 with the objective to up-date each other on the status of implementation of EAFM process and their use of this approach in their daily lives at work.

Photo galleries activities are attached.

Getting to Know You - Self Introduction

Forming Straight line of ‘Our Experience’
400 Years of Experience

Group Mapping

Mapping Outcome
‘How familiar are you with….?’

What I bring?  Hopes  Concerns
‘Issues and Threats’

Daily Review

‘Energizer’ - Buaya & Biawak
Workbook Exercise

Listening Skills
5 steps of EAFM

‘Energizer’ - Girl Guide’s Clap
Group work on Venn Diagram and Stakeholder Analysis
“Energizers”
Poster Gallery

Group activity ‘Listening skill and give feedback’
‘Role play’

‘Drawing of Good and Bad Facilitator’
The Mood Metre

EAFM Malaysia Facebook- Comments from Rusty Brainard

SAD BECAUSE THE COURSE HAS ENDED
Happy Birthday Dr. Connie