

FISH AND SHELLFISH MODERN APPRENTICESHIP



FISH AND SHELLFISH PROCESSING SKILLS (SCQF LEVEL 5) FISH AND SHELLFISH INDUSTRY SKILLS (SCQF LEVEL 6)

Modern Apprenticeships are funded by Skills Development Scotland for eligible employees. They enable you to upskill your employees, and quickly and effectively accelerate learning and development within your organisation. Employees appreciate the opportunity to be involved in self-development and to do their job as well as they can.

Your employees can learn their trade or build on their skills on the job while working towards their qualification.

This can help you to:

- ▶ Train and develop your current workforce
- ▶ Attract new recruits
- ▶ Establish a training and development route for new recruits
- ▶ Demonstrate the competence of your team

SPECIALLY CREATED:

- Designed by the National Skills Academy for Food and Drink alongside Seafood
- Extensive input from large and small companies such as Farne Salmon and Trout Ltd and Lunar
- Supported by Skills Development Scotland

WHO IS THIS SUITABLE FOR?

These qualifications are rated at SCQF Level 5 and Level 6. This means they are suitable for anyone working in an operational role.



FOR TEAM MEMBERS EXPERIENCED IN THE INDUSTRY

For those who are in the industry already, this Modern Apprenticeship gives them an opportunity to demonstrate their competencies, as well as develop any skills or knowledge areas where there might be gaps.

We have worked with many experienced team members who have been in an organisation for many years. They have still found the process to be beneficial, and have appreciated the opportunity to complete a recognised qualification.

If they are in a more senior role, a different Modern Apprenticeship might be more suitable and we can talk you through what is available.

FOR TEAM MEMBERS NEW TO THE INDUSTRY

The Modern Apprenticeship is an ideal framework to help you develop your new employees in a supported and structured way, while taking them through the knowledge and skills that they need.

You can integrate the Modern Apprenticeship qualification into your development programme or use it as a basis for developing your new recruits.

Being able to offer Modern Apprenticeships can help you attract and retain new employees. It helps your new employees to feel that they are valued, they can see where they need to develop and where they can focus to become competent.

CAREER AND SUCCESSION PLANNING

Many of our clients choose to build Modern Apprenticeship qualifications into career planning and succession planning.

“The Modern Apprenticeship programmes have given our employees a prime opportunity to expand their knowledge and to have their practical skills assessed to national recognised standards, which demonstrates our confidence in the ability of our staff at all levels.

This will ensure that we will continue to deliver the quality and service that we are renowned for.”

Ros Hall - Training Manager at Farne Salmon & Trout Ltd

DEMONSTRATING COMPETENCE AND PREPARING FOR AUDITS

Modern Apprenticeship qualifications are also a good way to not only develop employees, but also demonstrate their competence. Not only are you investing in your people, upskilling and planning for the future but you are also demonstrating your commitment to quality to your clients and other auditors.



HOW CAN THE MODERN APPRENTICESHIP SUPPORT DIFFERENT JOB ROLES?



Fishing

Fishing is the heart and soul of the seafood industry. Young men and women who want to become a deckhand need to be physically fit and undertake mandatory safety training. There are short courses and training opportunities available, which can prepare you for quick career progression and help you work towards the role of skipper.



Fish Farming

Fish need to be looked after all year round and regularly monitored to keep them healthy. Those involved in the fish and shellfish farming are known as aquaculturists - they breed, rear and harvest various fish and shellfish species for sale. Individuals keen to pursue a career in the industry can apply for specific aquaculture degrees or post-graduate courses. If studying for a degree does not appeal, there are short practical courses to get you started.



Food Service

The foodservice sector offers a clear and rewarding career path for individuals passionate about high-quality seafood and customer service. There are no formal entry requirements, although apprenticeships in hospitality are available. These will help prepare you for a variety of roles in a seafood restaurant.



Fish Frying

Fish friers are the people who cook the fish and chips in your local chippie, but there is more to a fish and chip shop than just serving the food. There are one and two-day training courses available for fish frying skills and three-day courses in management. There is also intermediate and advanced apprenticeships for those interested in a fish frying career.



Fishmongering

Fishmongers are extremely skilled individuals who prepare and sell fish to the public. There are intermediate and advanced level apprenticeships on offer to those interested in a career in fishmongering. Professional qualifications are available for experienced mongers. An interest in fish and seafood and good hand-eye coordination is beneficial.



Processing

The processing sector transforms the fresh fish and shellfish harvested by fishermen and fish farmers into the seafood products that are sent to market. There are a range of roles available including those in food technology, quality assurance and engineering. Most roles require no pre-entry qualifications with on-the-job training provided. Apprenticeships are available for those keen to progress.



Seafood Services

Have you ever considered a career as a marine biologist? What about a role in new product development or packing technology? There are so many sector roles that it is a good idea to speak to your local college or university about the diverse range of HNC, HND and degree-level qualifications available.



Business Services

Every business relies on those who work behind the scenes in jobs ranging from IT and marketing to human resources and finance. These roles ensure that the organisation is run efficiently and effectively. For some positions you may require either a HNC or HND in a related subject, although many roles provide on-the-job training. There are also opportunities for university graduates to join seafood companies as part of a graduate scheme.



WHY POLARIS LEARNING TO SUPPORT YOUR MODERN APPRENTICESHIP IN FISH AND SHELLFISH?

At Polaris Learning, we have worked with over 3000 learners, across 40 companies during the last 20 years. In the Seafish industry, we work closely with Seafish Scotland providing a range of courses on their behalf including HACCP, Fish Filleting, Knife Skills and Food Hygiene.

We also deliver a large number of Modern Apprenticeship programmes with pathways for people working in different job roles, and in all parts of the industry from aquaculture, fish processing through to retail.

“The seafood industry is one of the most diverse and unique industries in the UK, with an almost limitless range of career paths to be considered.”

We're looking forward to working with Skills Development Scotland to engage with schools and employers, encouraging them to consider an apprenticeship in the seafood industry as an alternative to the more traditional further education route”

**Keith Adam - Managing Director
Polaris Learning**

Our experienced team work closely with our clients and their people to make sure that everyone gets the most from the Modern Apprenticeship programme. We provide 1 to 1 training, if that suits the business and individual best, or we can provide training in workshops to bring different people together from across the organisation.

We offer Modern Apprenticeship programmes at Level 2 (SCQF 5) and Level 3 (SCQF 6) which are suitable for different levels of your team to reflect their levels of experience and responsibility. The experience of our team and their knowledge of your industry allows them to adjust their approach depending on what is required, working closely with you to make sure that the requirements of the qualification are met while increasing the knowledge and competence of each individual.

“The course has allowed me to be more aware of the role I play at work and how to handle things differently.”

“The course was helpful in my progression and awareness towards my job and work area, if anyone was to ask me, I would recommend it.”

Learners - Fish and Shellfish Processing Skills

CONTACT US

If you would like any more information, or would like to discuss any of these points further, please get in touch:



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