

**Partners Meeting, Glasgow, 31st January 2019
Glasgow City College**

Attendance and Apologies:

Apologies received from Donna Maver, Jimmy Buchan and Colin Cromar.

Partners at the meeting were Helen Muir, Linda Hope, Gordon Gibb, Gerry McBride, Michael Sim, Ian Land, Lee Cooper, Patrick Hughes

Partner updates:

Seafish: World is your oyster careers map is being reprinted, Seafish Onshore Training has new additional member of staff, Seafish now publish a monthly seafood Training Newsletter, Scottish Seafood Summit in March, in Aberdeen.

Actions:

Supply a 2nd, updated WIYO pop up stand for use in Scotland: Lee.

All Partners receive newsletter and will promote it to others: All

Network to have joint stand with WIYO at seafood summit: Lee, Ian and Seafish (CB/NH).

Other Partners welcome to use this stand or have their own – contact

N.Hawkins@seafish.co.uk to discuss space requirements.

Skills Development Scotland (SDS): SDS publishes a range of sector specific skills action plans as well as other more generic action plans such as the Rural Skills Action Plan. The Seafood Skills Action Plan (SSAP) is the main focus for the Scottish seafood industry.

NESCOL: Introduction of knives skills training to 3 week new entrant fishermen's training course. NESCOL now host the SSA Micro Smoking Kiln on their Fraserburgh campus.

Seafood Scotland: Seafood Skills Action Plan to be published/launched ???when???. Leadership and succession planning project. Strategy to be developed. Engaged with Seafish and Food & Drink Scotland on this.

Training Coordinator's Report:

Michael Sim: Provided a background to employment with SSA and role in supporting SSTN. Seafood Quality Standard published and implementation underway with 8 companies. Aberdeenshire Council funding secured. Significant (up to 200) training outcomes anticipated. Further funding to be sought to support businesses outwith Aberdeenshire area.

Actions:

- Approach Scottish FLAG network for support; Patrick, Ian, Michael.
- Coordinator to seek professional development in Auditing.
 - Seafish to provide cost contribution via CPD funding support.

See coordinator's report for details.

Seafood Skills Action Plan:

SDS provided background to generic skills action planning process (see slides) as well as the SSAP which engaged with 15% of the 245 seafood businesses in Scotland (representing 25% of workforce at the time). The Scottish Seafood Training Network Partners agreed to accept responsibility for monitoring the progress of the SSAP and where possible providing more direct support for individual actions.

Details Discussions on the SSAP followed.

Theme 1: Improving the Industry Image and Attracting Talent

Action 1 – Develop resources. Engage with others at 4th February DYW event, and with Seafish to encourage coordinated progress on careers: Patrick and Ian.

Action 2 – Produce careers routemap. Done for UK wide industry, but specific “next step?” guidance needed: Patrick, Gerry and Ian.

Action 3 – Skills Ambassadors. Coordination required between other ambassador type initiatives and Seafish’s Seafood Ambassadors programme. Possible improvements/adoption of best practices. Possible delivery of programme in Scotland. Ian and NH (Seafish).

Theme 2: Specialised Seafood Skills

Action 1- Engineering Provision. Explore (with ESP) potential to develop seafood specific engineering provision. Provision to including fishing engineer roles. Gerry to engage with ESP etc and develop proposal for consideration by SSTN.

Action 2- Apprenticeship promotion: Lee, Gerry and Gordon to coordinate with Seafish (and also F&DNSA) materials and campaign.

Action 3 - Centre of Excellence. Revisit wording of this and develop clarity re COE and the role of SSTN¹ and training centres such as Peterhead Fishmarket: Patrick.

Action 4 – development of resources. This action completed.

New Action – reword action 4 so that it aims to implement and deliver the developed programmes;

- Ian and Gerry (rewording),
- Linda, Gordon and Michael (marketing materials for programmes to include dates of courses).

Theme 3: Compliance

Action 1 – Improve auditing skills within industry

- Consider SQA mini award based on Food & Drink standards: Gordon (Michael and Lee)
- Approach REHIS re potential joint award “monitoring and maintaining seafood industry quality and safety standards”: Lee (Michael and Gordon)
- Change this action to # 3 within this theme: Ian

Action 2 – Develop an industry standard resource.

- Done – SSA standard provides a necessary compliance standard.
- Change this action to #1 in this theme: Ian

New Action – Support implementation of compliance standard

- Suitably worded this new action will be #2 in this theme: Ian

Theme 4: Management and Leadership

Action 1 – support capability. Consider wording and revise if needed to accommodate current activities within and outwith Scotland: Patrick (Ian and Gerry).

Theme 5: Skills for Growth

¹ Including training provider members and employer partners.

Action 1 – promote business support products. Clarify the range of products and how this information can be provided to advisors and clients. How will it be maintained? Patrick (Lee, Ian and Gerry)

Apprenticeships:

Polaris reported on the delivery of 326 apprenticeships to seafood businesses in 2018 (Jan-Dec). This included 97 Level 2 fish and shellfish apprentices and 43 Level 3 fish and shellfish apprentices. Issues reported – inability for fish friers to fully access these standards. Lack of takeup of foundation Apprenticeship opportunities. Dawnfresh reported they had registered their first Foundation Apprentice.

Employer Engagement:

Discussed potential for a SSTN Facebook page and how the UK Network Partners can share experiences and practices.

Actions:

- Seafish to support Seafood Training Network for Wales to develop a Facebook page with which to engage with employers: Lee
- Seafish to explore potential LinkedIn Group page for all Network Partners: Lee et al.
- Employers Perceptions of Training Needs survey to be beta tested with Network partners and some employers. Consider possible links to Network specific additional questions: Lee and RW (Seafish)
- Newsletter – Partners to promote opting in for newsletter, provide feedback and content as appropriate: All

Any Other Business:

The Partners present signed the 2018 Terms of Reference. Absent Partners to sign and Seafish to circulate copy to all: Lee

Date of Next Meeting:

Late April 2019. Venue to be decided once date agreed. Consult partners via Doodle Poll: Lee (and all partners)