

### **Apprenticeship developments for 'Chef Andy'**

Andy Plumb arrived in the Dawnfresh New Product Development Kitchen with a positive attitude and unending enthusiasm. Having come through our Tasty Jobs Youth Employability Program, this was Andy's first experience of the work place.



Dawnfresh's Modern Apprenticeship Program provides Andy with the opportunity to earn while he learns, putting his formal training at Lanarkshire Catering School into immediate practice in our Development Kitchen. The knife, core cookery and food hygiene skills Andy has gained has allowed him to make a valuable contribution to our Development Team from day one.

Andy has worked hard to learn about the different and exciting ingredients used in the kitchen and the importance of the quality of fish processed in the factory. Andy can now be trusted to collect perfect samples for our kitchen concepts. These concepts are destined for the shelves of the UK's top food retailers and our export customers around the world.

A large part of New Product Development's role is to entertain and liaise with customers. Andy's ability to communicate and be "unfazed" by situations that would overwhelm many people more experienced than him is a constant source of pride for the team. Andy has also demonstrated an ability to cook, present and impress during lunches for customer product developers and buyers who have high expectations.



Dawnfresh's success depends on developing new, innovative products for our customers. Having Andy as Apprentice Development Chef provides Dawnfresh with robust succession planning, building the creativity and technical skill we need in our development kitchen.

Andy is always happy to step outside his comfort zone in order to learn new skills. He has shown both inside and outside work that he is willing to learn and grow so that he can continue to succeed in his career.

Note: Dawnfresh Ltd is a member of the Scottish Seafood Training Network, which is chaired by Helen Muir, HR Director for Dawnfresh Ltd.