

A Guide to Fish and Shellfish Apprenticeships in Fishmongering

This leaflet explains how fish and shellfish Apprenticeships are being used by businesses in the fishmongering sector to develop highly professional, competent and qualified staff at management, supervisory and operative levels.

The *fish and shellfish industry skills* framework of qualifications underpins the Intermediate and Advanced Apprenticeship programmes supported and promoted

by Seafish, the Seafood Training Academy and the National Federation of Fishmongers.



It is this new Apprenticeship programme that is being enthusiastically taken up by employers across the UK for both new entrants and established employees, young and older workers, and also by owner/managers.

What are the general benefits of an Apprenticeship?

- They can help you recruit and keep young, talented staff:
 - Apprenticeships can be that key benefit that attracts and helps retain the employee(s) you need for business success;
 - Apprentices have been shown to be more loyal to their employers;
- Apprenticeships can deliver real bottom line benefits:
 - Training an apprentice can be more cost effective than hiring trained staff;
 - Apprentices can develop specialist skills to help your business;
 - The general workforce can benefit from the training activity that apprentices bring into the business;
- Most employers with Apprenticeship programmes believe that:
 - Apprenticeships make them more competitive and productive;
 - Apprenticeships reduce staff turnover;
 - Apprenticeships help fill vacancies quicker;
 - Training is more cost effective and efficient;

Funding For Apprenticeships

Funding for Apprenticeships is available, but varies within the UK and often depends on the age of the prospective apprentice as well as the level of Apprenticeship they take.

A young person taking the intermediate Apprenticeship should be able to receive full funding, and funding is also available for older employees and for those taking the advanced Apprenticeship.

Some business owners who cannot qualify for the funding for themselves have elected to use a *Learner Loan* to fund their training and qualification because they can see the real business and personal benefits of the programme for themselves.

Our advice is to speak to Seafish or one of their recognised Apprenticeship providers to find out how the programme and funding can be tailored to your own specific needs. There may even be other types of funding you can use to support this, so why not get in touch?

What is the Apprenticeship exactly?

The Apprenticeship is made up of two parts, one part is a number of general topics that are common to all Apprenticeships in the UK, and which every apprentice has to do.

The second part is either a Level 2 fish and shellfish industry skills certificate or a Level 3 fish and shellfish certificate.

Most people will complete the Level 2 certificate as part of their intermediate Apprenticeship, while some will do an advanced Apprenticeship and will complete the Level 3 certificate.

Intermediate Apprenticeship units – apprentices will get an opportunity to complete units on fish and shellfish preparation, displays, storage, product knowledge, quality assessment and customer service, as well as more general units covering food safety etc.

Advanced Apprenticeship units – for supervisors and managers, we have a selection of units covering fishmonger practices, the fishmonger industry, displays, merchandising, quality, product knowledge, plus more general units on maximising sales, setting up and managing a food retail operation.

The simple fact is that we will have the right mix of units to make up a qualification that suits almost anyone who works in your business.

Next Steps

To find out more please view other information leaflets in this series, speak to the NFFF or email academy@seafish.co.uk, telephone Lee Cooper on 01482 486482 or contact your nearest [Recognised Apprenticeship Provider](#) as shown on the Seafood Training Academy website.