

## Why read this leaflet?

If you are interested in fish and shellfish qualifications as a means of developing the skills and knowledge of your existing employees, or in apprenticeships as a means of recruiting enthusiastic individuals eager to learn and develop their skills, then *fish and shellfish industry skills* could be just the tonic your business needs.

## Summary

Fish and Shellfish Industry Skills is a set of qualifications designed by Seafish for businesses and employees in the fish and shellfish industry. These qualifications are available as certificates and diplomas, and at Levels 2 and 3. They offer employees a way of demonstrating proficiency in a wide range of industry skills and knowledge, and provides an opportunity to acquire a qualification that is closely matched to business and employee needs.

The qualifications are flexible enough to suit the needs of operatives, team leaders, supervisors and managers working in fish and shellfish retail whether in a high street fishmongers, mobile fish van or major supermarket chain.

## Level 2 and 3

The Level 2 qualification can be taken by both the fishmonger and their assistants. There are both Level 2 and Level 3 units available in the framework, so it's possible to mix and match units to make up a qualification that has just Level 2 units in it, or some Level 3 units as well.

The Level 3 qualification can be taken on it's own, or as a natural progression for someone who has completed the Level 2 and wants to develop their skills even more.



## Other Qualifications

The fish and shellfish industry skills (FSIS) qualifications are only available in England, Wales and Northern Ireland. Scotland has a similar Level 2 SVQ called fish and shellfish processing skills. This qualification is not as flexible as FSIS, is only available at Level 2. Seafish are working to establish a Level 3 FSIS qualification for Scotland in early 2014.

Other related qualifications such as food industry skills and food manufacturing excellence are not really suitable for fishmongers.

# A Level 2 qualification for

## 1. Assistant Fishmonger with limited experience

The make-up of the qualification will focus on the practical skills of processing fish and shellfish, assisting with intake, storage and display, as well as the generic issues of food safety, cleaning and H&S. For example ....

<p><b>Fish and Shellfish Units</b>            Intake fish and shellfish            Process fish by hand            Gut and clean fish by hand            Extract shellfish meat by hand            Display fish and shellfish in a sales environment</p>	<p>Understand how to use fish quality assessment methods</p> <p><b>Generic Units</b>            Maintain workplace health and safety            Control hygiene cleaning in food operations            Contribute to the effectiveness of food retail operations</p>
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## 2. An experienced Assistant Fishmonger

The make-up of the qualification will also include practical skills of processing fish and shellfish, as well as more customer focussed activities. For example....

<p><b>Fish and Shellfish Units</b>            Intake fish and shellfish            Process fish by hand            Display fish and shellfish in a sales environment</p>	<p>Understand how to use fish quality assessment methods            Principles of fish quality assessment (L3)</p> <p><b>Generic Units</b>            Sell products in a retail environment            Maximise sales in a food retail environment (L3)            Maintain workplace health and safety</p>
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## 3. The Fishmonger

The make-up of the fishmongers Level 2 qualification will also include some practical skills of processing fish and shellfish, but will be more focused on management and the Level 3 (L3) fish and shellfish units. For example ....

<p><b>Fish and Shellfish Units</b>            Process fish by hand            Display fish and shellfish in a sales environment            Understand how to use fish quality assessment methods            Principles of fish quality assessment (L3)            Principles of Marine Finfish Product Knowledge (L3)</p>	<p><b>Generic Units</b>            Maximise sales in a food retail environment (L3)            Monitor quality in food operations (L3)            Monitor and maintain storage conditions in food operations (L3)</p>
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If the Fishmonger then decided to undertake the Level 3 qualification at a later date, then they could add to their (L3) selection above new units from the Level 3 framework. These units could include: *principles of fishmonger industry; monitor and evaluate customer service; principles of fishmonger practice; etc.*

# A Level 3 qualification in fishmongering

## 1. Certificate or Diploma?

The certificate in fish and shellfish industry skills for a master fishmonger will have units that add up to at least 27 credits and can go up to as many as 36 credits, while a Diploma has at least 37 credits.

<p><b>Fish and Shellfish Underpinning Knowledge Units</b></p> <p>Principles of fish quality assessment Principles of seafood quality science Principles of marine finfish product knowledge Principles of shellfish product knowledge Principles of fishmonger industry Principles of fishmonger practice Principles of displaying fish and shellfish</p> <p>Certificates are limited to 10 credits from this group of units, while Diplomas must have between 7 and 15 credits. The units shown here add up to 25 credits.</p>	<p><b>Fish and Shellfish</b></p> <p>Manage fish/shellfish Operations Monitor fish/shellfish operations</p>
	<p><b>Generic Units</b></p> <p>Set up and maintain food retail operations Maximise sales in food retail Monitor product quality in food operations Monitor and maintain storage conditions</p> <p>The fish and generic units above add up to a further 36 credits.</p>

It is easy to see that there are more than enough Units for the fishmonger to choose from, and in part this is due to the wide range of tasks that a small independent fishmonger business has to carry out. While there are no finance or personnel units available in the FSIS framework, there are units covering staff training, food safety, health & safety, waste, efficiency and team working.

## Apprenticeships

The Level 2 Certificate (and Level 2 SVQ) can form the core of an Intermediate apprenticeship (Modern Apprenticeship in Scotland) in fish and shellfish. This apprenticeship is a pathway in the food and drink apprenticeship programme.

At this time (June 2013) there is no fish and shellfish pathway in the advanced apprenticeship programme although Seafish are working hard to achieve this as quickly as possible. Nor is there a Level 3 fish and shellfish SVQ although Seafish is also working on that.

Seafish expects to have an advanced apprenticeship available by late 2013 and a Level 3 SVQ before mid-2014.

For more information, and a free diagnostic from a Seafish recognised provider, contact Seafish by email or telephone. [academy@seafish.co.uk](mailto:academy@seafish.co.uk) or 01482 486482