

Scottish Seafood Training Network

Open for business!

The Scottish Seafood Training Network is now open for business and this is the first of a regular series of Newsletters to keep you informed of opportunities and issues. The Network will be publishing a set of draft goals for 2016 and conducting its first survey of members and the wider industry in Scotland in the coming weeks.

First, a Word from our Chair, Helen Muir

The Scottish Seafood Training Network has a pivotal role to play in ensuring our industry has the necessary skills to grow and develop. We're here to support the growth of the onshore fish and shellfish sector in Scotland and to promote career opportunities by designing training and skills frameworks to support the people who work in our sector.

Our industry requires a wide range of skills which are necessary to operate at the optimum level and deliver success from fishing to wholesaling, processing, fishmongering and fish frying. Training is an extremely important part of all businesses and I am confident that The Network will add value in this area – *Helen Muir, Network Chair and Dawnfresh Seafoods Ltd.*

Ian Land of Seafood Scotland said "Seafood Scotland has recently carried out a skills and training needs survey of the Scottish seafood industry. That survey has helped the Network identify some short and medium term goals. Our job now is to touch base with our Network members before we get on with the important work of addressing their needs".



L to R: The Steering Group: Lee Cooper - Seafish and the Seafood Training Academy, Ian land – Seafood Scotland, Helen Muir – Dawnfresh Seafoods and Network Chair, Michael Bates – Scottish Seafood Association.

We have also started to plan out the skills initiatives and learning opportunities that will benefit the seafood sector going forward. It is an exciting time for the Skills Network and I believe we are moving forward with considerable industry support and I look forward to working with you all – *Ian Land, Seafood Scotland*

Seafish Training and Learning Resources

There are plenty of opportunities for training that leads towards better jobs and careers in the seafood industry across the UK.

From health and safety certificates to degrees and vocational qualifications, participating in learning and training can give you the knowledge and experience to progress to bigger and better roles in the seafood industry.

Keeping up high standards of training in the seafood industry is important for a number of reasons that benefits all of us. Training ensures that employees are safe at work, that consumers purchase higher-quality products, and that businesses employ skilled, competent and motivated staff.

At Seafish and the Seafood Training Academy, providing training opportunities for everybody in the industry is our top priority. Over the past few years, we have achieved much for our industry:

- More than 1,000 individuals trained each year;
- [Qualifications](#) for all the onshore sectors, from bivalve shellfish to fish and chips;
- Apprenticeship frameworks approved, [apprenticeship providers](#) recognised;
- Conferences attended and employer workshops organised;
- Cost effective training delivered, and when available funding accessed to help employers.

There's never been a better time to find out about a fish and shellfish [training course](#) or apprenticeship. For more information follow the links above, look in our [brochure](#) or email academy@seafish.co.uk - *Lee Cooper, Seafish and the Seafood Training Academy*

Online Learning Boost for the Network

Online learning in food safety is available from Network Trainers thanks to REHIS (The Royal Environmental Health Institute of Scotland) and Seafish. The new REHIS *Intermediate Food Hygiene course by eLearning* programme has recently proven a huge success at Young's Seafood Limited's site in Fraserburgh. Out of a group of 12 trainees they have had a 100% pass rate with three trainees receiving credit passes.

The new online system is responsive, effective and much quicker to complete, and much easier to manage and monitor said Lee Cooper, Seafish's Head of Onshore Training

Jackie McCabe, REHIS's Director of Training had this to say at the recent certificate presentation in Fraserburgh



“It is fantastic to see all the candidates achieve the REHIS Intermediate Food Hygiene certificate by online learning through Seafish. The candidates have worked hard to gain these qualifications and in doing so have registered a real achievement.

REHIS on line learning is an additional method of learning available to our approved Training Centres and we are delighted that the Sea Fish Industry

Authority has introduced this as a further method of learning to support their industry. The programmes are available in three levels; Introduction, Elementary and Intermediate and are all fully interactive, web-based with sound, animation and video clips designed to enhance the learning experience.

A thank you must also go to Lee Cooper of Seafish and Michael Sim who provided the tutor support for the candidates”

Michael Sim, Youngs Fraserburgh, White Fish Director and Seafish Approved Trainer thanked Jackie for presenting the certificates and had this to say in support of the programme and the Network, “The candidates really enjoyed their interactive on-line experience. The 12 modules were well presented and simple to navigate through. I am delighted at the success of all the students.”

For more information and to register for the course please contact [Michael Bates at SSA](#).

Seafood recruitment campaign from Seafish

'The world is your oyster' is a new recruitment campaign from Seafish aimed at highlighting the opportunities for careers in the seafood industry. The first phase targets school leavers and includes a range of assets including a film, case studies, and infographic and social media activity. Seafish will make these tools available to career advisers and industry.

Look out for the campaign over the coming months, starting at the end of November. You can also view Seafish's older Oceans of Opportunity [careers videos](#) on YouTube.

Extra funding now available for taking on a Modern Apprentice

Employers with less than 50 staff can now get up to £3963 from the Scottish Government's Employer Recruitment Incentive if they take on a young person aged 16–24 as a Modern Apprentice.

An additional £500 is also available if the employer pays the Living Wage.

The incentive will be available to use as a contribution to the additional costs of recruiting and sustaining a young person in employment for up to 52 weeks.

It can be used in a number of ways, including additional supervisory costs, training, initial travel to work costs or wages. It is not limited to a specific, single use.

Applications must be approved by 31 March 2016 and limited places are available.

The incentive was set up so that employers would recruit more young people into sustainable employment, including Modern Apprenticeships. All Scotland's 32 local authorities are taking part, so find out more by contacting your council and asking about the Employer Recruitment Incentive, or visit.

www.ourskillsforce.co.uk/funding-for-skills/employer-recruitment-incentive

Network Encourages Collaboration

A word from Michael Bates of the Scottish Seafood Association.

As a recent addition of the UK-wide Network of Seafish approved training in Scotland I'm pleased to see that the network is helping to foster a spirit of cooperation and collaboration amongst providers.

In my role as Training Manager for the Scottish Seafood Association I'm able to deliver food hygiene and HACCP training to Association members and other businesses in Scotland, and as a training provider in the Network I know I can call upon the services of other trainers such as Michael Sim and Sally Moore to help out when I'm unavailable for a course, or when the amount of travel makes delivery impractical. Sally and Michael also know that should they be in a similar position they can rely on my support.

The Network has a number of benefits and one of these is the fostering of closer ties between training providers who are often independent single providers with many conflicting calls on their time and other resources.

If we are to grow the availability of training and provide a better service to more seafood businesses in Scotland then providers need to remain independent but not aloof, and be prepared to work together for the benefit of the seafood industry in Scotland.

It's early days, but there are signs that the Network can make a difference. I also have a role along with Ian Land and Lee Cooper, in supporting the Network Chair, Helen Muir. Ian, Lee and I make up the Network Steering Group and collectively we put together the proposals and programmes that help make up the services available to employers in Scotland.

We are always available to provide advice and guidance on training and development, as well as on other issues so please feel free to get in touch. Our contact details are [available here](#).

Scottish Seafood Training Network makes a splash at the Oban Shellfish Conference - Report from Lee Cooper



Our discussions with various employers may well see several shellfish businesses joining the Network in the coming weeks.

The Scottish Seafood Training Network was well represented at the 2015 Association of Scottish Shellfish Growers annual conference in Oban last month with Michael Bates and Sally Moore attending. Over the two days of the event, conference attendees were able to visit our stand and find out more about training courses and the benefits of membership of the Network.

We were able to hear about the latest developments in shellfish growing technology and shellfish food safety.



To Do List

Read the Network News



Think about how training can benefit my business

Find out about [apprenticeship opportunities](#)

Join the Network? – [look into this more](#)

Check out the [Seafood Academy](#) site

Scottish Training Needs Survey – [how does my business measure up?](#)

Find out [who's who](#) in training

What training courses do we need? – [respond to online survey](#) after 1st December.
