

A Guide to Fish and Shellfish Apprenticeships in Fish Frying

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

The fish and shellfish framework of qualifications underpins the *intermediate* and *advanced* Apprenticeship programmes supported and promoted by Seafish, the



Seafood Training Academy and the National Federation of Fish Friers.

It is this truly modern 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 even by more than the occasional owner manager.

What are the 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.

Young persons taking the intermediate Apprenticeship should be able to receive the maximum level of 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 one of our 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 customer service, selling food, take-away and counter service operations, fish frying as well as more general units covering food safety etc. Counter and table service staff will have a mix of units that complements their roles, while fish friers can pick a set of units to suit their role in food production.

Advanced Apprenticeship units for supervisors and managers - we have a selection of units covering frying, oil management, planning, customer service, and food service operations.

The simple fact is that we probably have the 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.