



By consulting closely with seafood employers, we have been able to develop a qualification which is flexible enough to raise the skills and performance of employees across the entire seafood industry.

The new fish and shellfish qualifications have been designed to meet the needs of employers now and to produce the technicians and managers of tomorrow.

-Lee Cooper, Seafish.

Proficiency Qualifications

Proficiency qualifications (formally known as NVQs) are based on national standards.

These standards describe what competent people in a particular occupation are expected to be able to do. The assessment of these qualifications is designed to cause minimal disruption to business operations and, within reason, do not have to be completed in a specified amount of time. So assessments can fit around individual and business needs. There is no age limit and no special entry requirements, making them accessible to all.

Proficiency qualifications provide employers with an open and rigorous training structure as well as a transparent basis for judging the suitability of learners for employment and promotion.

A Level 2 proficiency qualification is generally aimed at operative or craft personnel who typically report to, and are supervised by team leaders and supervisors. A Level 3 proficiency qualification is generally aimed at supervisors and managers.

- Food and Drink Qualifications Ltd

Fish and Shellfish Proficiency Skills

These qualifications are designed for learners who are working in the fish and shellfish processing, wholesale, retail sales and food service sectors of our industry. They offer work-based learners the opportunity to develop skills and knowledge required to prove competence at work.

For the first time, these qualifications offer the fish and shellfish industry a unique mix of occupational skills and knowledge units covering processing, sales, food service or support activities within the UK fish and shellfish industry, combined with the detailed fish and shellfish technical knowledge units relevant to all roles.

Qualification Structure

The fish and shellfish proficiency qualifications are made up of three types of fish and shellfish units and can include other units from support operations (food safety etc) and common operations units (heat treatment, sauce preparation etc).

The fish and shellfish units include both skills and workplace knowledge units, as well as a underpinning knowledge units covering the underlying principles of processing, sales and even frying fish and chips.

Level 2 Fish and Shellfish framework

- 23 Level 2 fish & shellfish skills units;
- 23 Level 2 fish & shellfish workplace knowledge Units;
- 8 fish and shellfish underpinning knowledge units;
- 138 units in total to pick from.

Level 3 Fish and Shellfish framework

- 11 Level 3 fish & shellfish skills units;
- 10 Level 3 fish & shellfish workplace knowledge Units;
- 13 fish and shellfish underpinning knowledge units;
- 107 units in total to pick from.

Individual units are assigned a credit value based on how long they should take to complete. Units vary from 1 to 5 credits.

- Level 2 and 3 **Certificates** require between 27 and 36 Credits. This can be as few as 8 Units;
- Level 2 and 3 **Diplomas** require more than 37 Credits. This can be a few as 11 Units;

Level 2 Certificates form the basis of Intermediate Apprenticeship programmes while Level 3 Certificates form the basis of the Advanced Apprenticeship programmes.

As Apprenticeship Programmes are usually about the development of new entrants to the industry, it is right that they should not be rushed and should take 12-18 months to complete. Existing experienced staff may well complete their IPQ in much less time than this.

What does this mean for fish and shellfish employers?

The new fish and shellfish proficiency qualifications represent a major opportunity for employers who want to implement work based training and qualifications schemes for their businesses.

The change from NVQ to IPQ has brought about many more units of competence in fish and shellfish. Combine this with the ability for employers to separate skills units from knowledge



units along with the introduction of Certificates and Diplomas and you have a qualifications system that is:

- Flexible;
- Responsive;
- Fit for purpose;
- Comprehensive, and
- Yes, a little daunting and possibly confusing on the face of it.

These new qualifications represent such a great opportunity for employers that they should not be put off by the apparent complexity. Seafish advisers and Seafish recognised apprenticeship providers are available to guide employers through this apparent complexity towards a simple solution that meets the needs of:

- The business;
- Individual groups or roles within the business, and;
- The needs of individual staff members.

The new qualifications have thrown out the adage of one size fits all, and brought in a new range of bespoke and tailored qualifications.

Apprenticeships and Professional Qualifications

Intermediate and Advanced Apprenticeships are available to our industry, and are underpinned by these Level 2 and 3 qualifications. Managers and experts in the seafood industry are starting to turn towards the Level 3 fish and shellfish Diploma as creditable professional qualification, either on it's own or as part of a funded Advanced Apprenticeship programme.

More and more businesses are using these qualifications and apprenticeship programmes as recruitment tools for new talented staff, or as a means of rewarding existing staff with a qualification that reflects their expertise and commitment to high standards of performance.

Seafish has recognised a number of Apprenticeship Providers across the UK, and with support from Seafish and the Seafood Training Academy, these providers are able to support you, your employees and your business.

These are exciting times for all of us as employers rise to the challenge of using these new programmes, standards and support to raise the capabilities of themselves, their employees and their businesses.

So what will it be?

- Level 2 Certificate or Diploma;
- Intermediate Apprenticeship;
- Level 3 Certificate;
- Advanced Apprenticeship;
- Level 3 Diploma;

What next?

Contact Seafish for further information and guidance on how fish and shellfish proficiency qualifications can make a difference for your business.

Other leaflets in the range cover apprenticeships and Levels 2 and 3 in more detail, and provide a range of employer guides for individual sub sectors.

See the Seafood Training Academy website for key information on:

- *Working With* – recognised Apprenticeship Providers;
- *News and Updates* – Information Leaflets, News for Fish Friers, News for Fishmongers;
- *Qualifications and Apprenticeships* – Managers, Operatives, Scotland, England, Wales and Northern Ireland;
- *Online Learning Resources* – Youtube videos, Study Guides for friers and mongers;
- *Seafood Guide*;
- *Library*;
- *Regions and Sectors*.

Key contacts will include:

- Seafish;
- The Seafood Training Academy partnership;
- The National Federation of Fish Friers;
- Seafish approved trainers;
- Seafish recognised Apprenticeship Providers;
- The National Apprenticeship Service

Start with- www.seafoodacademy.org/Section_working_with.htm

Or use this QR code on your smartphone



Onshore Training Enquires

Administration

training@seafish.co.uk

Tel: D Day - 01472 252302

Training Programmes and Qualifications

academy@seafish.co.uk

Tel: L Cooper – 01482 486482

