

Boost for Training in Scotland

Facilities for fish and shellfish training have been given a boost this year thanks to support from the Scottish Seafood Association (SSA) and Seafish.

SSA are about to take delivery of a new AFOS micro kiln which they will use to deliver training programmes in Scotland. The new micro kiln will be based in Peterhead initially, but as it is portable it can be used to deliver training courses throughout Scotland. Seafish will be supporting the delivery of smoking training courses through the Scottish Seafood Training Network, in collaboration with Network co-founder SSA.

A range of training courses have been developed by Seafish for delivery using a micro kiln and these programmes will be available in Scotland later in 2016 from Seafish approved trainers.



The AFOS micro kiln, can be seen here being inspected by Lee Cooper of Seafish before delivery from AFOS (Hull) Ltd to SSA .

“The kiln is a fully functional mechanical kiln that can be used to train operators in the art of kiln management. The kiln is at the heart of the training courses developed by Seafish and scheduled to be rolled out in Scotland as soon as possible” said Lee Cooper who helped AFOS with the design the original micro kiln.

Michael Bates, Development Officer at Scottish Seafood Association said “We are delighted to take delivery of the AFOS Micro kiln and have the opportunity to provide training courses in Scotland. This equipment will make it easier to access this kind of training in Scotland.”



“Introductory and Basic fish smoking courses have been delivered to groups in South and North Wales, Grimsby and London so far in 2016, and we looking forward to delivering these courses in Scotland soon and our first Advanced smoking course somewhere in the UK in 2016” said Lee Cooper of Seafish.

Pictured here: Ivan Jaines White, Seafish approved fish smoking trainer.

Fish Filleting Training has also received a boost from the delivery of 10 portable filleting training benches. The benches will be managed by the SSA on behalf of the Scottish Seafood Training Network and will be used by SSA and other Seafish approved trainers in Scotland to deliver knife skills and filleting training at a variety of venues.

The filleting benches, designed by the National Federation of Fishmongers and the same type as those used in their National Craft Competitions are a good compromise between portability and functionality. They were built by Chambers Engineering in Dublin.

Individuals and businesses interested in undertaking in training should contact Michael Bates at SSA in Peterhead or Ian Land at Seafish Scotland.

Anyone interested in becoming a Seafish approved trainer should contact Lee Cooper at Seafish in Hull.

All contact details available via the weblink at the end of the newsletter

Record Year for Apprenticeship registrations

2015 saw more than 550 registrations for fish and shellfish apprenticeships across the UK, mostly with small and medium sized businesses.

Businesses in Scotland were active with apprentices registering and completing their programmes and several businesses were recognised for their efforts with one small business even winning an award.

Here is a report from Polaris Learning on Modern Apprenticeships in Scotland who can deliver apprenticeships to fish friers, processors and mongers.

Modern Apprenticeships in Scotland

Modern Apprenticeships in Scotland mix industry-recognised qualifications with on-the-job training to give your staff the skills they need in everything from production and operations to more technical and commercial areas. Modern Apprenticeships include a SVQ Qualification.

Not only are they nationally recognised, but they are also government-backed, work-based training programmes which are specifically tailored to meet the skill needs of employers.

Whether you work in **fish processing**, a **fish mongers** or **fish frying**, there is always a pathway to fit your needs within the Modern Apprenticeship programme.

Case Studies

A Fresh Approach to Modern Apprenticeships at Dawnfresh Seafood's Ltd

In 2012, Dawnfresh started working with Polaris Learning and together we have built a Modern Apprenticeship programme that covers over 250



Modern Apprentices on multiple pathways across every single part of the Dawnfresh Group.

Dawnfresh wanted to try and move their Quality team to a higher level, shifting from quality control to quality assurance. We joined forces and agreed it would be best to build a series of technical workshops to include HACCP, Microbiology and Document Process Control. These workshops were held at the start of the Level 3 Food and Drink Operations MA pathway for the Dawnfresh team.

The employees are based at sites all over Scotland and travel to the Uddingston site to complete the workshops. Some of these employees have progressed from the Level 2 Modern Apprenticeship Qualification to the Level 3 Modern Apprenticeship Qualification.

On completion of the Level 3 Modern Apprenticeship, the candidates will be in a strong position to progress to a range of specialised technical roles across the business.

Celebrating success in Moray with Fochabers Fish Bar

Off the back of their success at the Modern Apprenticeship Awards in November 2015, Fochabers Fish Bar, winners of the Modern Apprenticeship Micro Employer of the Year, welcomed Richard Lohead MSP (and at the time) Minister of Fisheries to their fish and chip shop. Richard wanted to show appreciation for the hard work and determination that owner Darren Fochaber has put into the sector since taking over at the shop in 2013 and of course to congratulate him on his Modern Apprenticeship success.



Catriona Sloan, Consultant at Polaris Learning and Joan Scott, National Training Programmes Contract Manager for Modern Apprenticeships at Skills Development Scotland were on hand to answer Richard's questions on Modern Apprenticeship qualifications and funding.

Scottish Seafood Association Training Successes



Above: staff at Laeso Fish Ltd, Peterhead receiving their Seafish/REHIS Introductory Food Hygiene certificates.

The Scottish Seafood Association has been actively delivering training and courses to both members and non-members throughout the North East of Scotland with more than 300 trainees either completing or registered on courses since the start of the year.



Since January 2016 159 candidates have successfully completed Introductory Food Hygiene in the Seafood Industry courses delivered by Michael Bates, seen here on the left, along with Gary Buchan, skipper of the Evening Star receiving Introductory Food Hygiene certificates on behalf of three crew members.

This nationally recognised qualification was developed by Seafish and REHIS specifically for the seafood industry.

There are a further 66 candidates registered through SSA for Introductory Food Hygiene training as of 1st June 2016.

Four candidates have successfully achieved the REHIS 3 Intermediate Food Hygiene Award this year following the successful relaunch of this eLearning programme in 2015.

The intermediate food hygiene by eLearning programme is a convenient and cost effective route to achieving a substantial food safety qualification and is ideal for managers and supervisors who are too busy to attend the standard three day training course.

Other training courses delivered by SSA

have seen 10 candidates receive Fork Lift Driving qualifications, nine candidates complete Manual Handling training and two candidates receive their Basic First Aid Award, and two candidates have successfully achieved their Intermediate HACCP Award.

Other training delivered through the SSA include five HACCP training courses delivered by Seafish approved trainer Michael Sim who trained a total of 56 candidates during April and May 2016 in the Seafish/REHIS course *Introduction to HACCP in the Seafood Industry*.

The Scottish Seafood Association also supports the Seafish Open Learning programmes for Level 2 Food Safety and also Level 2 Health & Safety.

These programmes are ideal for candidates unable to attend formal classroom courses and have proved very popular with both candidates and the employers with more than 10,000 food safety qualifications awarded to date in the UK through the Seafish hygiene open learning programme.

New Careers Map to be developed

There is a wealth of careers opportunities in the UK fish and shellfish industry, in fact, more opportunities than you can shake a haddock at. Seafish are looking to develop a new map showing as many of these careers opportunities as possible, to encourage young and talented people to consider fish and shellfish as a serious career choice.

The new map will complement existing careers promotional materials available from Seafish and others, such as the acclaimed careers video *the world is your oyster* available on Seafish's Youtube channel.



It's Time for you to have your say

The Scottish Seafood Training Network is here to serve the fish and shellfish businesses in Scotland by delivering cost-effective high quality training.

Over the next few weeks we will ask as many businesses as possible in Scotland to tell us what training they want to see offered by the Network and where they want that training to be delivered.

Keep a look out for the Scottish Seafood Network Training Survey and when you get the email please go online and tell us what you need.

News from around the Networks



The Seafood Training Network for Wales delivered two fish smoking courses and three fish filleting courses in North and South Wales in early 2016 supported by both Seafish and Welsh Government funding.

The Network will be considering a programme of other events and activities to be announced shortly.

The Seafood Training Network for Northern Ireland also delivered two fish filleting training programmes in Northern Ireland in early 2016.

Quality Assessment Training

In addition to smoking and filleting training, there seems to be a growing demand for fish quality assessment training in Scotland. This year we would like to deliver a five day advanced fish quality assessment course as well as several one day introductory courses. If this is something that is of interest to you then please contact Michael Bates at the Scottish Seafood Association.



Other Training News

Network Membership is open to all businesses

The Scottish Seafood Training Network is looking for additional onshore fish and shellfish businesses to become members of the Network.

In particular we are looking for new members from the fishmongering and shellfish sectors in Scotland to ensure that we have employers from all parts of the onshore industry.

As an employer member we will occasionally ask for your views on our plans, and in return we will feature your business on our internet home page.

We're also interested in having more training providers join the Network. If you are delivering fish or shellfish specific training to businesses in Scotland then you may well be eligible for membership.

It's free and more information can be found on the website (see below).

How to find out more

The Scottish Network has webpages on the Seafood Training Academy site. Links to training courses, contact details for trainers and supplementary information on the articles in this Newsletter can be found at this address:

www.seafoodacademy.org/ScottishSeafoodNetworkNews.htm

Wanted - Trainers

We need trainers who can deliver a variety of courses to fish and shellfish businesses in Scotland. If you are interested than please email academy@seafish.co.uk

Skilled individuals and training providers welcome to apply.

or via this QR Code



The Scottish Seafood Training Network is Chaired by Helen Muir of Dawnfresh Seafoods Ltd and supported by Seafish, Scottish Seafood Association and the Seafood Training Academy.