

The Next Wave

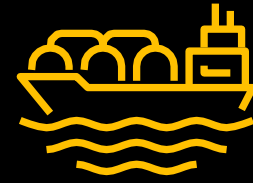
BIM Skills Strategy
for a Sustainable
Seafood Sector



Irish Seafood Sector

€1.3
billion

Estimated GDP of
Irish food industry



1,993

Number of registered
fishing vessels



101

Number of seafood
processors



€385m

Number of aquaculture



15,373

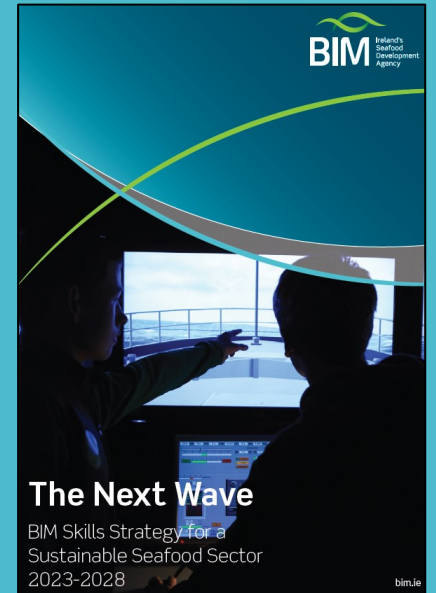
Total number of people
employed

Objectives

New industry challenges means that the skills needed by the seafood sector are evolving significantly

BIM will provide support and services to upskill those who work in - or may enter - the Irish seafood industry

Providing career opportunities to new and existing entrants to the seafood sector, that offers a diverse and rewarding career path - supported by a modern, safe and professional talent pool.



Future Growth

This strategy seeks to attract new people into the sector and showcase the diversity of roles on offer.

The number of new entrants to the sector can be increased via promotion of the opportunities that exist. These can contribute to fulfilling careers, from fishing and aquaculture to engineering and business development.

New industry demand skills include:



technical skills



supply chain management



innovation and business skills

Key Priorities



The skills needed by the Irish seafood sector are evolving significantly.

Although traditional skills remain extremely important and are at the core of the training which BIM provides, new skills are required that reflect new technology, regulations and market demands.



Attracting new entrants into the sector at all points is a key priority.

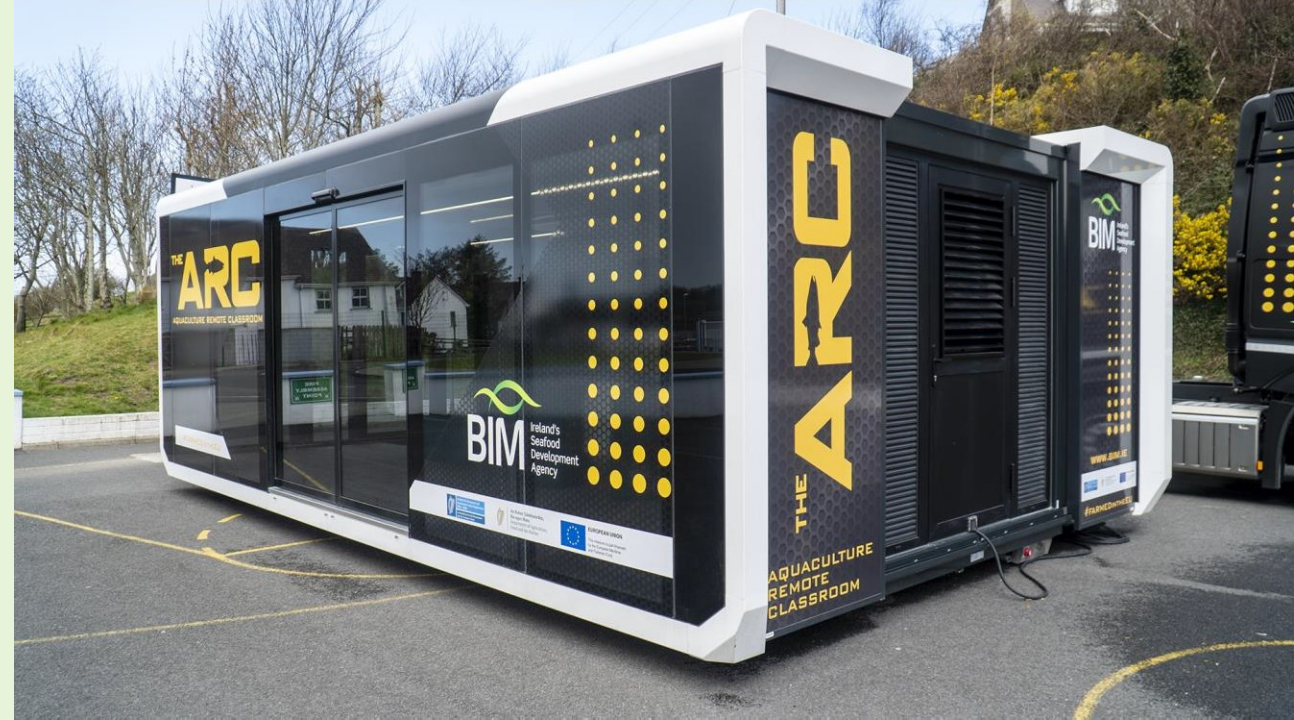
It is our goal to increase the number of new entrants across the sector, through highlighting the opportunities that exist for an exciting and fulfilling career, from fishing and aquaculture to engineering and marketing.

Attracting new entrants

A dynamic transition year careers in seafood programme

A mobile 'Careers in Seafood' fair for third level students visiting third level institutions each year.

An innovative "careers in seafood" mobile unit will be developed to promote careers in all areas of seafood from diving and aquaculture, fishing and engineering to software design, photography and sustainable food systems.



Developing Career Pathways In the Seafood sector

Key actions:

Work with the Marine Safety Office (MSO) and third level accreditation bodies to promote progressive career paths

Develop a seafood industry apprenticeship

Create a transfer of qualifications model

Develop a 'passport' for the fishing sector recording fishers employment history, skills and qualifications



Skills to Drive a Sustainable Irish Seafood Sector

A diagnostic tool that will quickly and accurately assess company training needs and then give them access to a framework of training providers to deliver that training.

BIM commits to delivering an advisory service of clients that will equip industry to optimise recruitment & retention of staff.



Skills to Drive a Sustainable Irish Seafood Sector



An advisory service to clients providing them with practical tools to optimise their **recruitment and retention of staff**



BIM will deliver more courses digitally with new learning content and flexible design tools, that facilitate **modern engaging experiences for students**.

We will offer **micro credential delivery** across BIM's skills services.



We will develop a range of **sustainability programmes and modules** across BIM's training and client services, to promote the development of sustainability skills, knowledge, and insights.

We will provide tailor-made training programmes to all client businesses and complete a resourcing plan for the aquaculture sector.



Complementary Skills Training

We are developing a suite of **complementary skills training for families supporting seafood businesses.**

This will include a range of basic and useful business skills but also cover areas such as pension and succession planning advice.

As a QFI approved training provider, BIM is developing programmes that are **transferrable, recognised internationally and will support career progression.**





Supporting Inclusion and Accessibility

BIM is committed to **supporting increased diversity, accessibility and inclusion** in the seafood sector, by ensuring our supports are inclusive and meet the needs of a diverse range of learners.

We are committed to adhering to best practice so that all students and clients are treated equally, and with respect, at all stages of engagement with BIM.

We will provide **financial supports for learners**, and we will deliver training in **accessible formats** aimed at increasing the diversity of our learners.

BIM will provide reasonable accommodation within programmes for all students, so that they have an equal opportunity to successfully complete a BIM training programme.

Building Strategic Partnerships for Growth

BIM has professional training facilities, significant experience and a strong well-established reputation for delivery of training.

We work as part of a wide national network of training providers, from government agencies to private industry and other marine based training organisations.

This can be further enhanced by **building & developing strategic partnerships with the wider skills sector** - both nationally and internationally - to position BIM as a professional resource and expert in the maritime training sector.

We will **deliver additional training partnerships to further collaborative training programmes and client services**, to expand BIM's participation in the EU and international maritime education and training sectors.



The poster features the BIM logo (Ireland's Maritime Development Agency) and the RNLI logo. The title is 'BIM/RNLI Man Overboard Experience'. A photograph shows a person in a yellow life jacket in the water. A green circle says 'Free to Attend'. The text describes the experience of falling overboard and learning survival techniques. It lists course dates and locations: Errigal Training Centre, Falcarragh, Co. Donegal (Friday 20 January, Saturday 21 January) and National Maritime College of Ireland, Ringaskiddy, Co. Cork (Friday 3 February, Saturday 4 February). It includes contact information for Lisa Hollingum and a note that spaces are limited.

BIM Ireland's Maritime Development Agency **Lifeboats**

BIM/RNLI Man Overboard Experience

Free to Attend

Experience first-hand the challenges of falling overboard at sea and learn how to improve your chances of survival.

This event will put fishers through a variety of different scenarios in a safe and controlled environment. The participants will be able to compare the differences of being in the water with and without a Personal Floatation Device.

Running in January 2023 at the Errigal Training Centre, Falcarragh, Co. Donegal.

Spaces are limited so book now!

More information can be found at:
www.bim.ie/news/manoverboard-bim-rnli
www.rnli.org/manoverboard

Course dates:	Time:
Errigal Training Centre, Falcarragh, Co. Donegal	9.00am - 4.30pm
Friday 20 January	
Saturday 21 January	
National Maritime College of Ireland, Ringaskiddy, Co. Cork	
Friday 3 February	
Saturday 4 February	

Secure your place by sending your name and details to:

Lisa Hollingum
E: Lisa_Hollingum@rnli.org.uk
M: +353 87 1138126

Fishers must have completed BIM's Mandatory Safety Training. Minimum age 16 years.