



**2Fish – Inclusion of secondary service
professions within fishery to the formal VET
system**

Progress Report

Public Part

Project information

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Beneficiary organisation: Central Denmark EU Office

Project coordinator: Aase Højlund Nielsen

Project coordinator organisation: Central Denmark EU Office

Project coordinator telephone number: 0032 22 30 87 32

Project coordinator email address: ahn@centraldenmark.eu

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Executive Summary

The 2Fish-project engages the fishery sector and vocational schools and training centres with relation to fishery. Six different fishery schools and training centres have decided to participate in this project. The two most northern partners (the Danish and Norwegian) are working in an industrial environment with large fishing vessels and big industry related to fishery. The Mediterranean partners from Italy and Spain is connected to a different type of fishery with smaller boats and thus including other service professions. The Irish partner has specific knowledge of aqua culture. Due to the specific competences of each of the partners the consortium presents a broad spectrum of European fishing industry, and is targeting different service professions within this sector.

2Fish has four main objectives.

1. Development of at least 5 innovative training modules targeting employees in service professions within the fishery sector.
2. To ensure a closer link between the vocational education sector and the enterprises in order to be able to anticipate future needs.
3. Enhance the level of competences as well as the quality of training of teachers and trainers working in this part of the vocational education sector
4. Prepare the training modules being developed in 2Fish for certification and for an assessment based on European standards – this last aspect will make it possible for educational institutions across Europe to implement the 2Fish-modules directly in their educational programmes.

The 2Fish work plan has been structured in three separate major steps. So far, 2Fish has completed the first step and is well into the second. The first step was an analysis of needs for skills among service professions within the fishery sector, and it has been conducted in all partner countries with involvement of local enterprises.

The analysis of needs for skills provided the basis for the selection of 6 training modules that are now in the process of being developed. The learning outcomes, assessment criteria and evidence aspects of each module will be defined by using a structure that has been invented in the EU-funded project VALLA. The first draft of the training modules has been distributed among the partners for feedback; the second and last draft is to be ready by mid-February 2013.

Concurrent with these first two steps of 2Fish a plan for qualification assessment has been prepared. This also includes aspect of certification procedures which are essential to have in mind in order to have the modules integrated into the educational programmes at the vocational schools and training centres.

All training modules will be available at the project website, www.2fishproject.eu, which was established at the very beginning of the project period. The website compiles all relevant information and is continuously uploaded with new material. The final Report on Needs for Skills is ready for download as well as the two first newsletters, available in several languages.

2Fish will continue with the completion of the training modules and the testing that will take place subsequently. The enterprises that contributed to the first task of identifying needs for skills will be involved in the testing. In addition, preparation for

implementing the training courses into the education and training programmes will be going on.

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1. Project Objectives

The four main objectives of 2Fish comprise four different aspects of providing vocational education and training. Firstly, the project aims at developing at least 5 innovative training modules for service professions within the fishery sector. This specific and highly tangible objective will provide the different vocational schools and training centres with new educational opportunities that can extend the scope of activities. As specialized vocational schools they are highly dependant on possibilities for developing new training offers in order to attract students and learners.

Moreover and also connected to being highly specialised training institutions, they depend on providing the right skills for employment. A close cooperation between the vocational schools/training centres and the enterprises that employ the students/learners later on is essential. Therefore, a second objective is related to supporting the cooperation between these two sectors and to establish closer links.

This objective has been achieved so far by involving local enterprises directly in the first major task of the project, identifying needs for skills among service professions related to fishery. These enterprises will also be involved later on during the testing of the training modules. The enterprises will be asked to define their expectations to the course(s) that their employees will go through, and also later on to give feedback on the outcome of the training.

Another aspect of being able to attract more students/learners is the quality of training/education as well as the competence development that teachers/trainers have access to. By introducing new training modules that follow European standards for training, each vocational school/training centre will be able to improve the competences of the teaching staff and furthermore the quality of training.

In order to ensure applicability on the European level, it is crucial that the certification of the training modules is being initiated and later on accomplished. Therefore, a fourth objective concerns the certification process and the involvement of relevant authorities and certifying associations/departments to be able to complete the implementation of the modules in the educational and training programmes afterwards.

In general terms, 2Fish is expected to have a considerable effect on the development of vocational education and training schools and centres with relation to fishery. The critical review, the discussions and the structure that are employed in the module development all contribute to higher quality within the sector and to provide the basis for potentially attracting students/learners from other countries in the future. The impact is also expected to reach beyond the 2Fish consortium. By providing new educational opportunities and by having established close contact to similar schools and training centres in other European countries each school/training centre provides the local community with new potentials for development. On a longer term, the potential for development is related to the fact that transnational cooperation is necessary in order to carry through a transition towards a sustainable future for communities relying on fishery and fishery related professions.

2. Project Approach

The overall approach of 2Fish is direct involvement of local enterprises in the needs for skills analysis and in testing of training modules. The project maintains a constant focus on the requirements needed in order to ensure certification of the developed modules. This approach determines the methodologies being used and the choices taken during the project period.

The analysis of needs for skills was carried out using a questionnaire addressed to local enterprises and focusing on different needs for skills at different job functions and levels. The approach was thoroughly discussed at the kick-off meeting, and a two-step-procedure was decided, including a questionnaire sent to the enterprises in each partner country, followed by (telephone) interviews. The questionnaire presented a wide range of questions related to different job functions and levels. The questions were mostly related to generic skills – the big differences in the kind of enterprises to be addressed in this survey didn't allow for a more specific approach. Two concepts, quality and safety, were chosen as guidelines for the survey, based on the fact that quality and safety are leading principles in any service profession related to seafood.

The final results of the survey have been presented in a report that stated differences and similarities in needs for skills among the local enterprises in the partner countries. This report was discussed at the second partner meeting and used as the basis for a first selection of the needs to be addressed by training modules.

An important aspect of the discussion concerned the structure of the training modules and how we would be able to ensure certification of each training module later on. A solution was found in the VALLA system, developed through a previously EU-funded project and setting a framework or structure for training courses that fulfils European standards. The choice of this tool was based on a test carried out by one of the partner schools.

At the second thematic meeting, the selection of the needs for skills to be addressed by specific training modules was done, based on relevance and the pedagogical competences existing in each partner organisation or partner area. Six training modules were allocated to the partners and a procedure for the next step was agreed upon.

Generally, the evaluation of work carried out in the 2Fish project is based on the principles of peer-review done via mail and at meetings. A quality plan has been set up at the beginning of the project period, comprising different aspects of formative and summative evaluations. The formative evaluation concerns the process and progress in the project and is mainly based on questionnaires, both internal feedback questionnaires used in relation to meetings, and more in-depth questionnaires used by External Evaluator on assessing the progress at specific periods during the project. So far, feedback forms have been completed by all partners in relation to the meetings, and the External Evaluator has conducted a more in-depth survey of the progress of the project and cooperation among partners.

The summative evaluation concerns the product being delivered during the project period. Internally, each product is validated by all partners through e-mails or at meetings. This concerns all products – reports, newsletters, website, training

modules and smaller products like minutes from meetings. Externally, the main products are evaluated by the External Evaluator who gives a critical review of the quality of selected products. Up until now, the Report on Needs for Skills has been scrutinized by the External Evaluator, and it has been assessed as good and sufficient in relation to the criteria that were presented in the project proposal.

The internal as well as the external evaluation has been used by the Coordinator as a means for improvement, and any suggestion for change has been taken into consideration. Also the feedback and good advices given by the External Evaluator has been used actively to improve the management of the project.

The exploitation strategy of 2Fish is closely connected to the objective concerning certification of the training modules. First of all, a plan for qualification assessment has been produced, and this has established a good foundation. The plan includes a description of the VALLA-tool used by the partners for developing the training modules, and a presentation of some concepts and definitions to be used when developing learning outcomes. By referring to this plan, the development of the training modules will be better in line with European standards for defining learning outcomes, and thus contribute to the sustainability of the developed modules.

The certification process has to be carried out nationally. Consequently, it is not possible to set up a joint certification plan, and the certification procedures included in the qualification assessment plan therefore describes what is required nationally to have this process completed.

2Fish has also prepared an exploitation and sustainability plan that describes how the different activities and outcomes and results of the project will be fully exploited during the project period and later on. This plan includes aspects of relevance to dissemination – for instance how the website is maintained and further developed and how the different dissemination activities will be conducted in order to create short- and long-term visibility of 2Fish. For instance it is planned to use the 2FISH-logo and name as a brand to be linked to all 2Fish products, ensuring a high degree of visibility when being used in different contexts.

The exploitation and sustainability plan also set the scene for future cooperation with other projects and other organisations, for instance in relation to transnational mobility. Contact will be made to other projects during the project period – one such has already been established (MARLEANET) – in order to disseminate and exploit the results of 2Fish, but also to propose future joint initiatives.

The dissemination strategy of 2Fish is based on the website, social media, the 2Fish-leaflet which was produced at the very beginning of the project and the newsletters which are being published biannually. The information channels give general knowledge of project objectives, methodology and progress in the project, and after finalisation of the training modules they will all be uploaded at the website for free access. The social media (Facebook and LinkedIn) present different aspects of 2Fish as well as include other issues of relevance to people involved in the fishery sector. The social media are seen as means to attracting a broader audience to 2Fish.

The dissemination activities take place locally, nationally and at European level. All partners have communicated project outcomes and results to local stakeholders, including educational institutions and training centres through meetings, and articles in local press and fishery related magazines. A substantial visibility locally was also achieved when the needs for skills analysis was carried out.

At national level, the dissemination of project outcomes and results is carried out through sector specific meetings. This work has only been initiated and will be intensified during the last part of the project, when the training modules are ready for testing. This also concerns dissemination at European level.

Initial contact to other projects working with fishery related issues has been taken. This is a step that is seen to have importance, both in relation to visibility but also to ensure a high exploitation of the 2Fish training modules.

3. Project Outcomes & Results

So far, 2Fish has achieved the first of its three major steps – the survey of needs for skills. This step has resulted in a report outlining the needs for skills in service professions within the fishery sector in five European countries. The survey may not be statistically representative, but it certainly identifies the needs for skills experienced by local enterprises in the areas where the partner organisations are located. The local aspect is very important in relation to the objective of supporting closer links between the vocational schools and enterprises. Furthermore, the analysis provided the necessary platform for conducting the second step of the project – the development of relevant and innovative training modules. The selection of the training modules to be developed is based on skills that have been identified as relevant for local enterprises. The table here beneath presents the modules to be developed (the areas refer to specific skills areas defined in the needs analysis):

Module	Partner responsible for developing of course
General knowledge of regulation and legislation (Area 1)	P2 - DK
Product development - innovation (Area 5)	P5 - IE
Fundraising in relation to product development (Area 5)	P6 - IT
Quality Control (Area 6)	P3 - NO
Traceability (Area 6)	P4 - ES
Fishing tourism and boat carpentry	P7 - ES

The report that presents the results of the analysis of needs for skills can be found at the project website: <http://www.2fishproject.eu/en/?ID1=149>

The immediate impact of the analysis of needs for skills is the visibility of the project it has created among local enterprises. But a more long-term impact on the relation between enterprises in the local area and the vocational schools and training institutions is also expected. When local enterprises in the future identify skills they need training for, it is expected that it will be easier for them to address the local training centres and schools in order to request the training they need.

A second major achievement so far has been the plan for competence and qualification assessment. This plan actually is part of the project's exploitation activities, and it is meant to support the certification of the training modules after their completion.

Other outcomes of the project have been the creation of a website that contains all relevant information about the project and its results, including different materials that are being developed in this project. A 2Fish leaflet has been produced; also two newsletters to far. Both the leaflet and the newsletters are available at the website in most partner languages. Profiles on the social media Facebook and LinkedIn have been established to promote the project to people who have a broader interest in fishery and education and training related to the fishery sector. The LinkedIn group has further been used for EU-related information of relevance to people within these sectors, beyond information about 2Fish.

4. Partnerships

Vocational schools and training centres specifically dedicated to training and educating for jobs within the fishery sector are not widespread over Europe. Mostly, only one or a few of these schools can be found in each country. Moreover, most of them are highly specialised within certain areas, closely related to the way fishery in their local area has been carried out during generations. These aspects make it highly relevant for all of them to cooperate internationally in relation to developing new training courses and educational possibilities. Especially, when it is taken into consideration that the fishery sector and the service professions linked to this sector is highly regulated at European level, and is also facing transition requirements in order to make fishery more sustainable. Furthermore, these schools are typically located in remote areas highly dependent on their existence. The schools and training centres have an important role in relation to ensuring that present and future employees at enterprises within the fishery sector achieve the right skills, but also in more general terms to contributing to continuously developing the local communities.

Each of the partners in 2Fish has specific competences and experiences that, when being brought together, present good opportunities for development beyond what would have been feasible if the training courses were developed within one organisation. The Danish partner's, Fiskeriskolen's, specialised knowledge in safety issues is to the benefit of all the training courses that the project develops because of the feedback that Fiskeriskolen can provide. Likewise the other partners – the Norwegian partner, for instance, has knowledge of traceability issues because of the importance that is appointed to this aspect when working with quality control. This gives them the background for advising the Spanish partner who has been assigned to develop a training course in traceability. Another example is the knowledge of product development that the Spanish partners possess – this will be to the benefit of the Irish partner in assessing the training course they are developing on product development.

In more general terms, the different competences and experiences that the consortium represents provide the discussions and internal exchanges of views with an extended basis for reflection. Furthermore, it brings inspiration and different aspects to the discussion which, in total, raises the quality of the outcomes.

It is, however, a fact that the fishery sector in Northern Europe is extremely different from the same sector in Southern Europe. While big vessels and industrial-like productions methods characterize the sector in the North, the Southern sector is still dominated by smaller vessels, but in some sense also characterized by a more sustainable and inclusive approach to fishery. These variations highly reflect differences in the services professions related to fishery, and even though they have inspired the discussions in the consortium and widened up the partners' horizon, they also form one of the more basic challenges in the project. The big differences in relation to business structures and to the kind of skills that each type of business structure require, have inflicted the type of training modules that the consortium has been able to agree upon. Therefore, the skills that will be addressed in the developed training modules are of a more generic type than would have been expected if the partners were part of an identical business structure.

Another challenge felt to the consortium is of a more general kind relating to cross-border cooperation among educational institutions. As the educational systems in the partner countries are quite different, particularly in relation to how training courses can be implemented in the educational systems, it is a constant challenge to come up with solutions which at the same time are applicable in more countries and at the same time correspond with each country's specific conditions.

The business structure within the sector of service professions relating to fishery plays in this project an important role as the project is closely linked to the needs for skills in local enterprises. The analysis of needs for skills was done by involving these enterprises of which some of them have been identified and listed as associated partners to this project at the application stage. The cooperation will be continued when the training modules are going to be tested, and the initial cooperation as well as the cooperation in relation to testing strengthens the links between the educational sector and the enterprises. The benefit for this group of end-users is clear in relation to the possibility of reaction to future needs for skills, but also in relation to the prospects of life long learning opportunities that the vocational schools and training centres in this project are able to present.

5. Plans for the Future

At this stage of the project, a first draft of the training courses has been developed. The courses will be finalised at the next partner meeting in mid-March 2013. By then, a draft version of all training modules, including examples of teaching material, must be ready for testing. Also translation to all partner languages will be initiated

The testing is planned to be carried out in three stages. The first stage involves the enterprises participating in the analysis phase. Meetings will be set up locally to inform the enterprises, and they will be confronted with the training courses for local testing and feedback in relation to expectations.

Next testing stage involves students at the vocational schools/training centres as well as employees appointed by the local employers. The students/employees will be asked to feedback on expectations before the testing and to evaluate the course after the testing.

Finally, a third testing stage involves once again the enterprises, asking them to feedback on how they assess the outcome of their employees' training.

The feedback from the second and third testing stage will form the basic part of the testing report and each training course will be adapted according to the recommendations and points of reflections that the feedback has provided the partners with.

After finalizing the training modules each will be translated and uploaded at the website for free access.

The training courses will be available as a basic structuring and requires further adaptation with local/national teaching material. This additional preparation of each training module will be done by the individual partner and with specific relation to the training module that this partner will be testing.

2Fish has also prepared for a fourth and final stage of the testing which will be conducted by the partners after the project period has ended. This testing will address the long-term benefit that the enterprises have experienced through the training of employees, and is planned to take part one year after the finalization of the project.

This final testing stage is part of the exploitation plans for 2Fish and is not covered by EU-funding. Both exploitation and dissemination will be core features of 2Fish in the second part of the project period. Part of these activities is the preparation for certification of the developed training courses and the monitoring of the cooperation between enterprises and education and training schools in order to present recommendations for future cooperation in other sectors.

Dissemination will be done according to the dissemination plan but with specific attention paid to the final conference which is being planned to take place in the framework of an existing major event of relevance to the fishery sector.

Dissemination of the project results and outcomes will also be intensified in relation to local, regional and national associations and organisations in each partner country, and in addition, the alignment with European organisations and projects will be further explored. Activities in each of these areas have already been initiated but will be further progressed concurrently with the finalization of the coming work tasks. This

also includes contact to other projects, which have been initiated but needs further development. 2Fish is for instance in contact with MARLEANET, which is funded through the European Regional Development Fund.

6. Contribution to EU policies

With its clear focus on cooperation between vocational education and training institutions and enterprises 2Fish contributes to a specific dimension of European key policies within the educational area. In 2008, an initiative from the European Commission was presented, pointing to the need for identifying 'New Skills for New Jobs'. This initiative has later on been integrated in the flagship 'An agenda for new skills and jobs' which is one of seven flagships of the Europe 2020 strategy. Basically, this initiative points to the need for a transformation of the labour market and a closer cooperation between the education sector and the labour market. In order to be able to transform and adjust to new needs for skills, the cooperation between these two sectors is seen as a prerequisite for a successful transformation of the European Union into a competitive and flexible economy. 2Fish's objective and methodology contributes to this ambition.

2Fish also contributes to the life long learning possibilities that have been identified as another issue of high importance at European level. The courses that 2Fish develops are designed for life long learning, and by combining different units within each course, a very flexible and easy accessible life long learning opportunity will be created.

Finally, fishery is a policy area where the EU has full competence in legislative matters. International cooperation is essential to ensure survival of the sector providing consumers with high quality food with high nutritional value. Behind this objective runs a constant need for education and training of a high quality providing the sector with employees with the necessary skills and competences for a future with sustainable fishery.

