Blue Workbased Learning

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Guri Kunna VET school

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Norway

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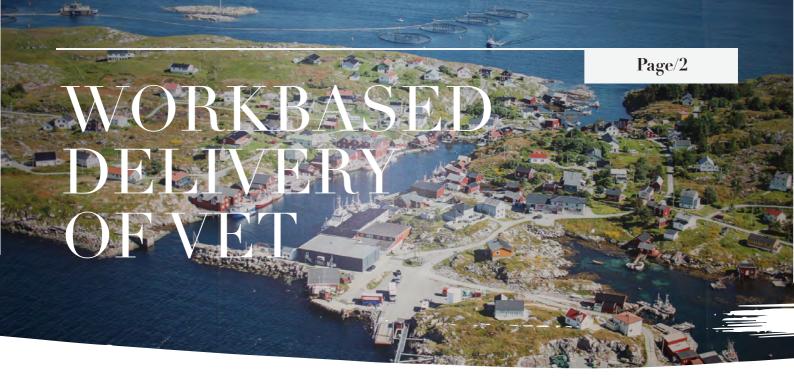**Guri Kunna**
videregående skole

CHALLENGES

To realize the ambitious growth targets set by major fish producing country in northern Europe will require a flexible and mobile work force with the skills and knowledge to implement the new production methods and technologies deployed by the leading multinational fish producing and supplying companies. This growth in fish production must be achieved efficiently, alongside high standards of fish welfare and the mitigation of environmental impact.

This necessitates an upgrading of. workforce skills and qualifications through the deployment of more innovative and accessible work-based learning. systems that can fully motivate and support staff development and the attainment of nationally recognized qualifications that are respected by industry.

Whilst there are some effective VET systems to support youth development, most notably in Norway, mature entrants are not so well served. They currently lack structured in-company mentor support during work-based training activities and practice, including support from mentors during learning and implementation of theory at farms that may be located far away from the VET schools. At the same time too many staff with strong practical skills face learning and writing disabilities, while other experience challenges related to the young school leavers. In some countries like Iceland, once in employment, formal VET pathways leading to the completion of a National Qualifications (NQs) in fin-fish aquaculture are not well supported.   Approximately 45 % of the workforce lacks NQ in Norway. Therefore, most of the workforce remains un-qualified and highly dependent on in house training (non-formal VET) provided by the companies themselves.

WORKBASED DELIVERY OF VET

There is currently a gap between the ambitions of the industry, and the current training methods which do not take into account how many staff that are champions in problem solving, while they at the same time avoid and fears the required theoretical training.

Our goal goal is to develop a new mentoring supported workbased learning process within fin-fish aquaculture VET that improves the conditions for learning theory for husbandry staff with strong practical skills, but which at the same time are challenged with learning and writing disabilities or has experienced to be a school leaver. It enables individual's informal competences and skills to become recognized and accepted, within fin-fish aquaculture NQ and built on through individualized and group learning supported processes.

Our partnership will develop and pilot a system for the delivery of innovative 'individualized' work-based learning practices supported by in-company mentors. The pre-requisite processes recognizing prior learning and flexible learning resources will be aligned to a shared framework of industry endorsed learning outcomes. The continuous assessment of practical competence at the workplace will involve employers and inform NQ assessment results that are understood by the main fish producing companies in northern Europe. Consequently, work-based VET pathways and qualifications will gain parity of esteem and learner mobility will be promoted, aided by European tools, including EQF and ECVET. The northern European industry's aim of promoting knowledge exchange between the main fish producing countries and collective problem solving will be synergised by the shared learning system.

Workbased Aquaculture Vocational Education and Training (VET)

INNOVATION IN AQUA VET DEVELOPMENT

will be resolved by developing:

Innovative VET that will help improving the aquaculture VET system for staff working in farming industry. The new in-company mentoring system will target this area, thus offering a system solution .

The overall mission is to improve the accessibility and quality of work-based learning and start preparing for 'harmonisation" of industry endorsed NQ, hereby promoting learner and skilled labour mobility, standardized and harmonized methods for support during the theoretical training phases and in particular the workbased training to be organized at farms that may be located in remotely geographical areas.

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A common framework of learning outcomes for north European fin-fish cage farming developed.

New work-based learning and assessment delivery systems and resources that increase capacity for mentoring, farm-based skills instruction and contribute to a quality assured assessment and

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formal VET delivery system, supported by their VET provider.

National work-based learning delivery partnerships and support teams that will update aquaculture VET resources, shared by the VET provider network, and the industry associated partners.

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Piloting the delivery of aqua-culture NQs to work-based learners utilizing shared resources and evaluating the learners' experiences, to inform the development of improved mentoring supported VET learning systems.

NEW!

Improved workbased
learning processes

FISH FARMING

Workbased VET

PROGRESSIVE AQUA VET

Our aquaculture VET mentoring initiative is unique and progressive in several ways:

The formalization of a north European fin-fish aquaculture VET provider network composed of nationally respected VET providers.

The development of the capacity within aquaculture companies for mentoring, farm-based skills instruction and contribution to a quality assured assessment and formal VET