**Roundtable 1** (Summarizing Nova Scotia’s industry needs and challenges; and discussion about whether skills qualifications such as certificates, diplomas should be introduced in Nova Scotia):

Discussion was wide-ranging, and included the following points -

* The need for someone/some organization to take the lead on setting up any skills qualification program – “a champion” for it; start with something manageable “an easy win”
* Marketing/education needed on the types and variety of careers in the seafood sector
* The need for HR support in identifying the gaps that exist in training
* Greater collaboration and cooperation needs to be fostered between training institutions
* Company buy-in identified as being crucial to the success of any training program – the value of it and return on investment needs to be clear for companies to give time, resources to it.
* Companies need help training people in a variety of positions. A number of options were discussed – providing training for a trainer, identifying an in-house trainer, having certain staff members train all staff, having a roster of trainers that could move from company to company to do on-site training
* Time constraints of training need to be considered
* Sector council could have a role to play, getting the right partners around the table
* The challenges of staff retention given the challenges in the sector as a whole – limited hours and season for employees
* An industry-wide challenge is finding the right markets for the right products
* Critical bottlenecks across the sector need to be identified – examples being the demand for skilled and properly trained employees for filleting, fork lift operation
* Fork lift operation identified as a problem. People with one-day ticket certification aren’t coming in properly trained to actually operate a fork lift, they need practical/on-the-job training component
* Overall Seafood Plant Basic qualifications to include:
* 1)      Forklift operations(more than the ticket)
* 2)      HACCP
* 3)      Food safety CFIA
* 4)      Regulatory Requirements
* 5)      Manufacturing processes
* 6)      Proper quality and handling
* Independent Monitors on the docks for inspecting seafood loads coming in as in NFLD. Government controlled but independent monitors. This would help with quality and safe practices.
* Possibility of a Process Mechanic apprenticeship.

## Employees

* That are reliable, trained (increases reliability) and engaged.

## Training

* + Areas of training needed include:
* Safety
* Quality Control
* Skills
* Management (for succession planning efforts. Planning for shop floor workers to move into management positions)

Also noted that more training providers are also needed.

## Certificate, Diplomas, and Apprenticeships

* This could be used as a recruitment and **engagement** tool; attracting workers to positions that offer an opportunity to develop their education, and consequently earn higher wages.
* This would not be used as a selection tool. Candidates with Certificates, Diplomas, or Apprenticeship experience would not gain an advantage over other applicants, because there are not enough applicants in the candidate pool to select new hires based on education levels.