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Employability and Career Development Component 2

Task 1: Compare Job Adverts

Four Fish Filleter job adverts were selected from UK sites like Reed.co.uk and Totaljobs.com, targeting full-time permanent roles suitable for someone with six years' experience in seafood processing. These include positions at Fresh Fish Company (Portsmouth/Wimborne), Shoal Seafood (Waltham Cross), Blockman Seafood Wholesaler (Sevenoaks), and Marrfish (Scotland).

Key skills across the adverts emphasize expert knife handling for hand-filleting various fish species with precision and minimal waste. All require maintaining high quality standards, working effectively in small teams, and adhering to food safety/hygiene protocols. Knowledge areas commonly highlighted involve recognizing fresh fish quality, efficient trimming to reduce waste, and reliability under varying shifts (day or night).

Common threads include no formal degree requirement prioritizing practical experience (e.g., 2+ years in Sevenoaks) and a focus on professionalism in fast-paced yet quality-driven environments supplying restaurants/hotels. Differences appear in salaries (£28,000–£65,000), training (Marrfish offers Level 2 Food Hygiene certification), and perks like visa support (Portsmouth). These align with core employability demands in seafood processing, valuing hands-on expertise over credentials.

Task 2: Self-Assessment and Evidence of Readiness

SWOT Analysis

Strengths: Expert knife skills for filleting all fish types (cod, salmon, haddock) quickly, cleanly, and with low waste; proven reliability in busy teams; food safety adherence; customer-facing experience via FreshFillet business.

Weaknesses: Lacks Level 2 Food Hygiene certificate; limited formal training in advanced hygiene protocols.

Opportunities: Certification training offered in roles like Marrfish; progression to team leader; expanding FreshFillet with UK visa stability.

Threats: Competitive job market favoring certified candidates; shift work demands without certification backup.

This self-assessment reveals strong practical skills from six years' full-time experience but highlights certification as a development gap, aligning with module tools for employability readiness.

Evidence of Readiness

Academic and professional achievements demonstrate preparedness: Completed filleting training at New England Seafood (2018–2023), advancing to mentor new staff on knife safety; current role at Shield Foods (2024–present) involves daily high-volume processing with zero waste incidents reported. Extracurricular evidence includes owning FreshFillet, a London-based side business filleting/delivering sustainable fish to restaurants, building client relationships and ensuring same-day quality mirroring job advert demands.

Workplace example: At Shield Foods, identified sub-optimal fish delivery, halted processing, isolated items, and salvaged most stock with supervisor approval, maintaining targets and minimizing loss showcasing problem-solving and hygiene focus. Mentor feedback from New England implies reliability, as I trained juniors; peer teamwork sustained output in cold-room shifts. These align with common job skills like precision, safety, and collaboration, positioning me for advancement in fish processing.

Task 3: Employment Goals and Personal Development Plan

Employment Goals

Short-term (6–12 months): Secure a Fish Filleter role like Portsmouth (£28,000–£33,400), obtaining Level 2 Food Hygiene certification to address SWOT weakness. This matters for immediate stability, visa support, and matching my quality-focused craft to family-run cultures over factory pace. Long-term (2–5 years): Advance to Team Leader/Supervisor, expanding FreshFillet into a full operation supplying South UK venues. These goals align with aspirations for leadership in sustainable seafood, leveraging six years' expertise for financial growth (£45,000+).

Personal Development Plan

Weakness	Actions	Timeline	Resources	Progress Measure
No Level 2 Food Hygiene certificate	Enroll in online Level 2 course (e.g., Highfield/CIPD-approved); complete practical assessment at current job.	Jan–Mar 2026 (complete by Apr)	£50 course fee; employer time-off; free module workshops.	Certificate awarded; apply to 5 jobs post-certification.
Limited leadership exposure	Shadow supervisor at Shield Foods; volunteer for junior training shifts; complete free LinkedIn Learning "Team Leadership" module.	Apr–Dec 2026	Workplace supervisor; free online platform.	Train 2 juniors successfully; positive feedback log.
Networking gaps	Attend 2 seafood industry events (e.g., Seafood Expo Global); grow FreshFillet clients by 20%.	Ongoing, review quarterly	Event fees (£100); LinkedIn Premium trial.	10 new contacts; client revenue up 20%.