



"Strengthening Circular Economy
and Valorisation of side-streams
in RAS Aquaculture"
AQUALOOP International Conference

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South Baltic

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Training and Capacity Building in Circular Economy

Employer's perspective – skills in demand

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Skills in demand

History – a look back

- Still an industry that is perceived as "new"
- Sometimes too narrow a view of what is included in aquaculture
- Strong technological development in recent decades
- Environmental and sustainability issues remain highly topical but need to be highlighted and constantly reminded of

Skills in demand

Skills required - a wide range

- Technical skills combined with biological knowledge and understanding of the need for fish welfare and biosafety
- Partly a physical job that requires good physique and endurance, even if machines and technology partly do the job
- Qualities such as empathy, attention and understanding, being alert to behavior and needs
- Passion for sustainability, the environment and development - improves the quality of work and thus the company's ability to drive long-term growth
- Understanding and knowledge of regulations and permit processes also poses a challenge

Skills in demand

Environment, sustainability & food supply

- It is important to continue to explain and demonstrate how aquaculture can reduce climate impact
- An area that has emerged as more important is the possibility of increasing the degree of self-sufficiency in food production. This topic is therefore important to include in education, skills development and workforce building in aquaculture.
- Keeping the flame alive when it comes to the environment and sustainability is not obvious and the subject must not be forgotten or minimized during education.

Skills in demand

Daily running of our farm

In short, we work daily with personnel challenges, skills development, learning and all other issues that arise in companies, just like in most industries.

Unique to some extent is the breadth of our own business model, which we talked about earlier today, which means that we need to combine personnel in genetics, fish production, slaughter and food production.

This results in many angles to take into account and often expertise from several different countries, with cultural differences as a given challenge

→ Overall an existing challenge that we take on with positivity, passion and energy!

Skills in demand

Students, future and collaboration

- The importance of education and interest
- Companies need to understand how we can retain employees and allow them to develop internally → building on story, opportunities and the ability to influence
- Work on site (not from home)
- Highly regulated industry and there is a need for cooperation between industry, academia and authorities

Skills in demand

Students, future and collaboration

- Currently ongoing dialogues with LO / Svenskt Näringsliv (unions and employer organization) about reduction of working hours with maintained salary – a risk of reducing competitiveness, and increasing costs and therefore worsen an already difficult situation with a skills shortage
- Salaries in aquaculture – specifically employments within animal keeping are still low. For example a notable different compared to for example salaries in food processing industry.

Skills in demand

Final words

- From Gårdsfisk perspective, the past 15 years working with aquaculture in Sweden the concept has developed vastly and the understanding increased with regards to authorities
- With regards to labour - we believe in continued employee engagement but are also vulnerable given the geographical location and the discussion about changes in labor conditions
- Formed an industry platform – slaughter methods, animal welfare, legislation around environmental permits, certifications for sustainable fish farming (IP Sigill).
We believe this concept has the possibility to make EU self sufficient on fish - the strengt in our farmer approach (using existing infratructure and knowledge within animal keeping)



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