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Agroalimentaria**

**EUROMEAT: QUALIFICATIONS TRANSPARENCY
IN THE MEAT INDUSTRY SECTOR IN THE EUROPEAN UNION**

Phase 2

NATIONAL REPORT: ITALY

By Biocert Association



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1. Socio labour situation in the meat Industry in Italy

1.1 Business structure in the country: kinds and sizes of the companies.

The meat sector is an important part of the Italian agro-industry, with 676.000 companies of breeding, beyond 2.000 slaughterhouses, 4.000 meat factory, 13.000 points sale of the modern distribution and nearly 40.000 butcher shops. 72% of the animals are slaughtered in 4 Regions: Lombardia (21,7%), Veneto (19,7%), Emilia-Romagna (18,1%) and Piemonte (12,5%). Only 10 slaughterhouses are placed to industrial levels absorbing 22% of the slaughtering, of this percentage 12% are reported to the Cremonini group.

The greater part of the slaughterhouses of big dimensions (6000 animals per year) are in Emilia Romagna and Veneto regions, in Piemonte region there are a lot of little companies.

Between the 2000 slaughterhouses exist also 440 publics, that worked to ability reduced and in exception to the hygienic and sanitary norms (authorised with the Decree N. 286/94 of the Italian republic President). Only 15% of the slaughterhouses are in possession of the EEC label.

For this reason one previews that many slaughterhouses will close in the next years, although the meat consumption will remain constant. Companies will remain in function will be that able to assure the quality of the productions and their traceability. Factors "shock", such as dioxin and BSE, have conditioned the market and the consumers demand greater guarantees and certifications.

According to the Istat Italian Institute data, in the 2005 the Italians have consumed 89,5 kg of meat per capita (see tables 2-3).

Table N. 1 - Slaughtered animal in Italy

ANNI	CATTLE		PIG		GOAT/SHEEP		HORSE	
	Animal units (000)	Dressed carcase weight (quintals)	Animal units (000)	Dressed carcase weight (quintals)	Animal units (000)	Dressed carcase weight (quintals)	Animal units (000)	Dressed carcase weight (quintals)
1999	4.496	11.648.490	12.992	14.717.043	7.814	734.368	227	504.118
2000	4.433	11.534.033	12.920	14.784.545	7.420	690.511	235	509.726
2001	4.259	11.330.088	13.153	15.096.398	7.170	661.415	281	631.173
2002	4.340	11.347.556	13.267	15.367.130	6.935	628.577	199	456.551
2003	4.216	11.282.205	13.576	15.886.631	6.719	615.752	188	440.934

source: ISTAT

Framework of distributive system

The modern distribution, like the commercial chains such as Iper/Super, Discount, distribute about 35% of the sold meat. This kind of business structure has reduced the operative range of agro-industry firms and farms. The small and very small companies have relevant difficulties to satisfy the needs and issues arising from modern distribution system, because of high service standards needed and the link quality/price. The big distribution system privileges more and more the big firms and farms and the distributors innovatively oriented. The traditional system of retail sell has the 33% of the distribution market, including 40.000 butcher shops. In this context, it appears relevant the confidence between shopkeeper and customer. 6% of the meat production is used by catering organizations, providing schools, hospitals, refectories, and commercial (restaurants, hotels, fast foods, etc.).

Distributors and customers are more and more privileged in the context of the food chain, especially further to the E.U. Policies which have dismissed the direct intervention on the market prices and mechanisms.

A particular care is consequently devoted to:

- more efforts for research and development of new products, able to mix up new services;
- more care to the catering channel, with particular reference to the cow meat, considering the relevant evolution in food market context of extra-house consumptions;
- building up of routes to improve typical products able to link up quality and health care;

- building up of a monitoring and guarantee system on quality of meat, to give the customer adequate safety about the meat sold . That can be realized by means of a transparent system of registration of breeding concerning all the phases of the production and commercialization, also to avoid the use of products to be imported.

The meat consumption for Italy is now close to 90 kg per capita/year, whereas at the beginning of the Sixties was very low (30 kg). The substitution between the main types of meat is going on with same general trends. Beef consumption started its decreasing, as per capita consumption, at the beginning of Nineties in Italy. The share of beef consumption is decreasing in Italy we move from 45% total meat consumption in the Sixties to less than 30% in 1994. Pork consumption has been growing sharply in the last thirty years and it became the most important kind of meat consumed. Pork consumption surpassed beef consumption at the end of the Eighties. Poultry consumption too has been growing but less than that of pork, especially after 1980. It is important to underline that the best performance of pork in domestic consumption is due, at least in part, to the greater differentiation and product innovation with respect to poultry and beef types of meat.

Table n. 2
National consumption of meat
(000 of quintals)

YEARS	CATTLE	PIG	GOAT SHEEP	HORSE	POULTRY	RABBIT AND OTHER	OTHER MEAT
1955	4.485	2.455	412	310	1.176	476	753
1960	6.512	3.587	395	408	2.289	580	951
1965	9.009	4.036	407	400	5.238	739	1.143
1970	13.300	5.731	662	502	6.313	1.034	1.630
1975	12.425	8.594	745	597	8.801	1.673	1.684
1980	14.384	11.919	805	615	10.289	2.082	2.007
1985	14.339	13.547	861	641	10.243	2.203	2.157
1990	15.338	15.555	1.008	746	11.151	2.279	2.213
1995	14.800	18.940	990	730	10.510	2.480	2.310
1996	13.560	20.060	990	740	10.660	2.490	2.290
1997	13.880	19.780	970	740	10.660	2.500	2.150
1998	14.030	21.220	940	690	10.560	2.510	2.150
1999	14.670	20.810	930	680	10.520	2.530	2.320
2000	14.240	21.080	910	690	10.090	2.500	2.240
2001	12.790	21.888	920	860	10.590	2.830	2.240
2002	13.800	22.030	870	680	10.450	2.740	2.230
2003	14.160	22.590	860	650	10.240	2.640	2.320
2004	13.960	22.290	800	480	10.520	2.710	2.330
2005	14.270	21.950	890	560	9.570	3.060	2.210

Source: ISTAT/ISMEA

Table n. 3
Consumption per person of meat
(kg)

YEAR	MEAT OF:							
	CATTLE	PIG	GOAT SHEEP	HORSE	POULTRY	RABBIT AND OTHER	OTHER MEAT	TOT.
1938	8,5	5,1	1,1	0,2	1,6	1,3	1,9	19,7
1958	11,4	6,2	0,8	0,7	3,2	1,0	1,7	25,0
1960	13,0	7,1	0,8	0,8	4,6	1,2	1,9	29,4
1965	17,3	7,8	0,8	0,8	10,1	1,4	2,2	40,4
1970	24,8	10,7	1,2	0,9	11,8	1,9	3,0	54,3
1975	22,4	15,5	1,4	1,1	15,9	3,0	3,0	62,3
1980	25,5	21,1	1,4	1,1	18,2	3,7	3,6	74,6
1985	25,1	23,7	1,5	1,1	17,3	3,9	3,8	76,4
1990	26,6	27,0	1,7	1,3	19,3	4,0	3,8	83,7
1995	26,0	33,3	1,7	1,3	18,5	4,4	4,1	89,3
1996	23,8	35,3	1,7	1,3	18,7	4,4	4,1	89,3
1997	24,4	34,8	1,7	1,3	18,7	4,3	3,9	89,1
1998	24,6	37,3	1,7	1,2	18,6	4,4	3,8	91,6
1999	25,8	36,3	1,6	1,1	18,5	4,5	4,1	92,2
2000	25,6	37,0	1,5	1,3	17,7	4,6	3,9	91,0
2001	22,4	38,4	1,6	1,5	18,6	5,1	3,9	91,5
2002	24,1	38,5	1,5	1,2	18,5	4,7	3,9	92,4
2003	21,6	39,2	1,5	1,1	17,8	4,6	4,4	91,3
2004	24,0	38,3	1,4	0,8	18,1	4,7	4,0	91,3
2005	24,3	37,5	1,5	1,0	16,3	5,2	3,8	89,5

Source: ISTAT/ISMEA

1.2 Collective agreements and labour categories: collective agreements and principals references.

The manpower occupied in this field is 10.200 workers, 21% of which is not direct manpower, it has contracts with thirds bodies (externalization). In all the Agro-industry sector there are about 240.000 occupied, of which 60% are working employee with relationship of job to indeterminate time. Approximately 20% of the occupied workers takes part irregularly in the production processes and for short periods in the single companies.

The job relationships are regulated by a collective contract stipulated the 14th July 2003 and valid four years (up to 31st May 2007).

The contract has a duration of four-year for the normative aspects you and biennial for those economic.

The minimal salary varies, on the base of the level and the professional qualification of the workers, from 652,92 to 1.501,67 €/month.

1.3 Training offer description in the country: Educational System, Permanent Training.

The Italian State includes 20 Regions (15 ordinary and 5 with special status), 103 Provinces (2 with special status) and 8.100 municipalities. The State has exclusive legislative power over most of the issues, including education (article 117 of the Constitution)¹.

The main institutions in this field are **MIUR** (Ministry of Education, University and Research) and **MLPS** (Ministry of Labour and Social Policies). The MIUR is responsible for school and university education, rules and manages public education, co-ordinates the activities of regional school offices. Moreover it is responsible for inspecting activities, the regular achievement of school and university titles and of their certification. The MLPS runs and manages 'active labour market policies', among which vocational training plays a relevant role.

The **Regions** have exclusive legislative power over vocational education and training, respecting the limits stemming from the European Union, and parallel legislative power over general education. Moreover they have exclusive responsibility for the programming process. Regions and Provinces with a special status ('autonomous') have a wider level of autonomy, also in the education and vocational training sector.

The **Provinces** and the **Municipalities** take care of school structures and of interventions in the field of adult education and guidance, also in the framework of the Employment Services (SPI). Moreover, currently is under implementation a process of delegation - from Regions to Provinces - concerning management of vocational training activities.

As per the financing of the system, for vocational education activities the MIUR takes care of expenses for salaries and up-dating of teaching and managing personnel of professional institutes, salaries of non-teaching personnel and adult education activities. The Provinces finance the costs related to the functioning and maintenance of the structures (buildings, laboratories, etc.). In future this competence will pass to the Regions. Concerning vocational training and adult education activities, the Regions manage own funds and financing received from the Ministry of Labour (obligatory training, continuing training, etc.) and from the European Social Fund (E.S.F.). The E.S.F. represents an important source of financing especially for vocational training managed at the regional level.

Italy will have to make relevant efforts to be in the position of reaching the goals set by the European Council of Lisbon (European Union that by 2010 get to be the 'knowledge based' economic system more competitive in the world, is characterized by a sustainable economic growth, new and better jobs and more social cohesion. In effect since long time Italy presents, beyond an employment rate lower than the E.U.

¹ This situation has been confirmed also recently by the Constitutional Law nr. 3/02. According to this law the State has exclusive power over the general rules concerning education, set minimum standards for services and manages the relationships with the European Union.

average, education levels lower in comparison with those of other EU member countries.

Anyway during the last decades this gap has been getting narrower, especially in relation with schooling rate and school success of younger generations. For example during the last decade the attendance rate in high-secondary school passed from 68,3% to 86% and the percentage of young people that has achieved high-secondary school diploma passed from 51,7% to 72,7%. Moreover, the percentage of graduates enrolling to University grew from 30,6% to 49,5% and the percentage of university graduates almost doubled (from 9,4% to 18,2%). More in general during the 1991-2001 period the share of population without education titles or maximum ISCED 1 titles decreased (from 40% to 30,9%) as well as the share with education titles ISCED 2 (from 35,3% to 32,8%). Increased instead the share with ISCED 3 titles (from 20,6% to 29,1%) and that with ISCED 5 titles (from 4,2% to 7,2%).²

In effect, since several years Italy has undertaken reforms in order to support this trends and to bring the national education and training system closer to those of the other advanced countries³. Among the recent changes the introduction of new channels in the education/training system (e.g. IFTS 'Higher technical education and training') and the strengthening of channels already existing (e.g. apprenticeship, adult education). Moreover also innovative practices have been introduced (e.g. certification⁴), trying to involve also the social parts.

Then fundamental was introduction in 1999 of the obligation for all young people under the age of 18 to take part in education and training schemes, obligation recently confirmed as the 'right/duty' to participate in education and vocational training for at least 12 years (*'obbligo formativo'*).

It is to mention that during this process also the level of autonomy and responsibility of schools and universities has been increased⁵.

Among the most recent developments in the education and training sector the reform designed by the current Ministry of Public Education, Ms. Letizia Moratti (Law nr. 53 of 28 march 2003 and further enacting decrees)⁶.

² Figures from: CEDEFOP, The vocational education and training system in Italy, 2003. This document has been prepared by ISFOL on whose web site is possible to find several researches and publications for further information about the Italian education and vocational training system.

³ Among the most important legislative measures in this field:

- Law 388/00 (revised by Law 289/02), concerning the establishment of 'Fondi interprofessionali' (multi-sectoral funds) for continuing training;
- Law 53/00 (introduction of the right for workers to take 'training leaves');
- Law 144/99 (introduction of the *'obbligo formativo'*, that is the obligation to attend one of the three strands of the education system until the age of 18);
- Law 196/97 (identification of requirements for the accreditation of training providers; new impetus to apprenticeship; promotion of system for skills' certification of recognition of learning credits);
- Law 236/93 (continuing training).

⁴ The 'Agreement State – Regions and Local autonomies' (February 2000) and the Decree nr. 174/01 set some key elements for the new certification system: to focus on skills in order to guarantee transparency to individual training path; to give value to individual experiences and training credits; to define minimum standards for skills; to define tools for the system (e.g. certificates, procedures for prior learning/experience validation; 'training book' of the citizen).

⁵ In this context it is necessary to consider also the recent reform of the labour market (Law nr. 30/03 and Decree nr. 276/2003) that, among other things, considerably modifies the existing tools for promoting labour insertion. Among the main innovations: introduction of new and more flexible types of contracts and reform of the Employment Services (*Servizi per l'impiego - SPI*) and of all the instruments for the matching of demand/supply of labour. In particular the SPI, through operational structures at the local level (C.P.I. – Employment centres, C.O.L. – Job guidance centres), are competent for providing information and guidance services and for monitoring the paths of young people under compulsory education/training.

⁶ Government's objectives and priorities in the field of employment and education have been described in the 'White book on labour market in Italy' (October 2001). Government's general objective is to reach by 2010 a 70% employment rate (currently this rate stands around 56%). Among the other programming documents in this field we can remember the 'Pact for Italy' of July 2002 (agreed by the Government and the main trade unions and entrepreneurs' organisations) and the 'National Action Plan 2003' (document where the Government specifies how to implement in Italy the European Employment Strategy).

The basic principle of the reform is to guarantee to anybody the 'right-duty' to education and training for at least 12 years and, in any case, until the attainment of a qualification before the age of 18⁷. Anyway, the attainment of a vocational qualification permits to fulfil the right-duty to education and vocational training. The aim is to guarantee that every young people get an education title or a vocational qualification before entering the labour market. That implies unifying two strands of the education system traditionally conceived as separated and – at the same time – the reevaluation of vocational training courses. In effect Law 53/03 unifies in a unique system the two channels, education and vocational training. They are considered of 'equal dignity' and both able to contribute, with their specific features, to the development of people. More in general, the reform aims at promoting *Lifelong Learning* and to guarantee to anybody the possibility to reach high cultural levels and to develop knowledge and skills, both general and specific.

The reform intends to focus on other important topics like: to personalize training paths (e.g. optional subjects and laboratories, according to the cultural and professional project of each individual); to support training paths through guidance activities; to guarantee national and European validity to education titles through a national service for assessing the quality of learning and the system in general; to favour the possibility of choice between education and vocational training paths allowing alternation between them; to give value to teachers' training.

The structural system to achieve these objectives consists of phases that contribute to the development of different aspects of the personality of an individual and to learning in different areas. Hence the Italian education and training system consists of an integrated system of training offers (education, vocational training, apprenticeship) where young and adults can choose to develop learning paths coherent with individual needs and with the needs of the economic system. One of the main features of the integrated training system is the acknowledgment of 'equal dignity' of all the subjects, public and private, that form the system (schools, vocational training centres, universities, firms, associations, etc.). The architecture of the system permits the construction of flexible paths (methods and contents) aimed at the acquisition of knowledge and skills (that can be capitalized and certified) and at the definition and certification of training credits (in relation with standards agreed upon by schools, vocational training centres, universities, the world of firms and professions).

Moreover the system foresees that training plans have to include a core area (homogeneous over the national territory and reflecting the culture, traditions and the national identity) and an area reserved to the Regions (more linked to the specific interests of local realities).

Hence from the institutional point of view it is confirmed from on side the need of a national framework, necessary to organize and manage the system (training paths, minimal contents, standards, certification, etc.) and, from the other side, the importance of distributing competencies and responsibilities among the different institutional subjects (Municipalities, Provinces, Metropolitan areas, Regions and the State).

ARTICULATION OF THE SYSTEM

Under the new system the school paths include a pre-primary school (**scuola dell'infanzia**, 3 years) and two subsequent cycles. The **first cycle** includes a primary school (5 years) and a lower secondary school (3 years). The **second cycle** will be articulated in two channels: the system of 'licei' (lycées, 5 years), under the State responsibility and with a final state examination paving the way for university entrance. The other channel is represented by vocational education and training (at least 3 years), under the responsibility of the Regions and leading to the award of qualifications recognized at national level and across Europe. These vocational qualifications are useful to enter the labour market, to enter other post-qualification

⁷ This implies the overcoming of the distinction, valid until now, between the duty to stay inside the education system until the age of 15 (obbligo scolastico, Law 9/99) and the duty to partake training activities until the age of 18 (obbligo formativo).

courses and, after a supplementary year, to enrol to university. This channel includes vocational training, school-work alternance and apprenticeship.

Finally the system foresees a **tertiary education** level, including university studies and those in the framework of higher vocational education and training (IFTS).

In the following pages we describe the articulation of the Italian educational and vocational training system, highlighting the main innovations foreseen by the 'Ms. Moratti reform'⁸. Moreover, in appendix are attached two diagrams representing the system, before and after the reform, and a list of the main subjects of the system.

A. FIRST CYCLE

Lasting in total 8 years and including:

Pre-primary school

Established by Law nr. 44/68, it is optional and destined to children from 3 to 6 years (entrance is possible up to 8 months before reaching the age).

Primary School

Lasting 5 years, it is obligatory and destined to children from 6 to 11 years (entrance is possible up to 8 months before reaching the age). The new system foresees the introduction of a foreign language, computer science and the abolishment of the final state examination.

Lower secondary school

Lasting 3 years, it is obligatory and destined to children from 11 to 14 years (entrance is possible up to 8 months before reaching the age). The new system foresees the teaching of a second foreign language, deepening of computer science study and the introduction of a single exam closing the first cycle.

B. SECOND CYCLE (*obbligo formativo*)

It includes the **licèe system** (5 years, competence of the State) and the **vocational education and training system** (3 years at least, under the responsibility of the Regions) that permits to enter the labour market or higher technical education.

This cycle foresees the final attainment of a diploma or a vocational qualification that, starting from the age of 15, can be achieved through full time study, school-work alternation or through apprenticeship or mixed working contracts by which the firm, beside real working, engage itself to provide apprentices with training (inside or outside the work place) necessary to get a specific qualification or a professional skill.

Strong links among these segments are foreseen, as well as with the production system and the working world. The possibility to choose among licèes, vocational training, apprenticeship, school-work alternation, and to change channels, is guaranteed and supported by specific didactic activities aimed at providing students with adequate preparation for new choices. In fact the positive attendance to any channel of the second cycle permits to acquire certified credits (education and training) that can be used to pass thorough the different channels and also to continue studies eventually interrupted. Practices, training experiences and internships carried out in Italy or abroad are recognized with specific certifications of skill, awarded by schools and vocational training institutions.

Considering the different duration of education and vocational training, students accessing the minimum vocational training path (three year) get a first qualification useful to enter the labour market and recognized at national and European level. Then they have the possibility to attain further qualifications, to approach the labour market and to enter higher vocational training. With four-year vocational training qualifications, and after attending a supplementary year to prepare for the state examination, they can enter higher technical training (IFTS) to achieve further qualifications.

Under the new system the following **Licèes** are foreseen: arts, classical, economics, foreign languages, musical, scientific, technological, human science. All of them last

⁸ The reform is still completing its implementation path. In the Italian Official Journal nr. 51 of 2 march 2004 has been published the first enacting decree (D. L. nr. 59 of 19 february 2004, *Definition of general rules concerning pre-primary school and the first cycle of education, according to article 1 of Law nr. 53 of 28 march 2003*. More recently (21 may 2004) the Council of Ministries approved a preliminary version of two other decrees, one concerning the elevation of the school duty up to the age of 18 and another regarding school-work alternance.

five years and permit to enter the University. In the lycées the didactical activities are developed in two biennial periods plus a fifth year for a disciplinary deepening (main knowledge and skills of the path) and guidance (to choose a university path, choice depending anyway on overcoming the state examination).

In the new system the maximum duration of **Apprenticeship** is elevated up to 6 year. Moreover it is divided in the following typologies: apprenticeship to fulfil the right-duty to vocational education and training (young aged between 15 and 18 years); professional apprenticeship (young aged between 18 and 29 years); apprenticeship to get a diploma (permits to achieve a title at secondary or university level).

As already mentioned, the **Vocational training** segment is placed inside the second cycle of the system with equal dignity, especially in the light of recent legislative measures that redesigned its role and operational functioning with respect to basic laws in the field (*Law 845/78 "Framework law for vocational training*). In effect this segment is acquiring a growing relevance because it seems more and more able to meet the needs of the firms and the needs of young people to acquire useful skills, to enter the labour market, to improve their professional position and keep up-dated to the continuous changes of the labour market.

Vocational training is under the responsibility of the Regions and is based mainly on public sources of financing. One of the main sources is the European Social Fund that co-finances, with Regions and Provinces, vocational training course. These courses, mainly free for trainees, are organized at any level: post-obligatory school, post-higher secondary diploma e post-laurea. It is to be underlined the level of attendance to these type of courses is remarkable.

Passing to the subjects that provide vocational training courses, figures related to the period 1999-2002 show about 800 subjects and 1.500 operational sites responsible for training services provision. Prevail subjects with vocational training as main area of activity (training agencies and consortium among them, associations, co-operatives, no profit subjects, public bodies and agencies linked with social parts, schools and universities). A growing number of these training providers have an ISO quality certification (46%) and even more have accreditation (61%). From this last point of view at the national level⁹ have been defined minimum requirements that training agencies have to respect in order to guarantee the quality of the services provided (not only training services but also information, guidance, consulting services, etc.)¹⁰.

The licées and the training institutions inside the education and vocational training system (in accordance respectively with universities, academic institutions and with the higher technical training system) with reference with the last year of the training path set specific modalities to deepen knowledge and skills required to enter university courses, higher education and higher technical education and training.

C. TERTIARY EDUCATION

It represents the higher level in the national education and vocational training system. It is accessible after the state examination of the second cycle and includes a university path or a technical path with a high level of specialisation.

As per the university path, the options are¹¹:

First degree (or first level degree or "laurea triennale"), lasts three years (corresponding to 180 credits – 4500 hours) and aims at providing a basic theoretical preparation.

⁹ The main legislative acts concerning accreditation are: Law nr. 196/97 art. 17; Decree 112/98; Agreement State – Regions of 18/02/2000.

¹⁰ These requirements refer to the logistic and managerial capacity of the training agencies, economic standing, availability of adequate human resources and of links with the socio-economic system of reference. The possession of these requirements, and maintenance over time, is verified with periodical audits that assess also the level of efficiency/efficacy of the activities carried out. Basically, the aim of the accreditation system is that this operational training sites get to be not only training places but also agencies able to provide integrated services (e.g. research, needs' analysis, training paths design, guidance, counselling, tutoring, etc.) not only to students but to the whole socio-economic system where they operate.

¹¹ Also the university system has been object of a recent reform (Decree nr. 509/99).

Specialist degree (or second level degree or "laurea magistrale"), lasts five years (corresponding to 300 credits – 7500 hours) and can be achieved continuing for two years the first-degree course (3+2 year). It provides specialist knowledge and skills for highly qualified professions.

At a higher level other courses post-lauream are: **Master** (1 year), **Specialisation school** (minimum 3 years), **Research doctorate** (3-4 years, accessible after the specialist degree).

The other route is **Higher technical education and training (IFTS)**, established by Law 144/1999. It includes courses destined to young and adults (employed and unemployed) that after achieving a diploma want to specialise themselves for a prompt professional insertion. The courses last from 2 to 4 semesters (from 1.200 to 2.400 hours) and provide both basic skills (legal, language, scientific, computer science) and transversal and technical skills (industry, handicraft, trade, tourism, services, etc.) in order to create professional profiles with high employability in the labour market. IFTS courses are designed and managed by universities, vocational training agencies, high schools and firms, also in association among them. They are organized by the Regions, respecting national standards and according to the specific local needs. Experts and professionals are involved for half of the lessons; also internships and experiences on the work place are foreseen and amount for at least 30% of the training path. At the end of the courses is awarded a certificate of specialisation, valid at national level, containing the training credits acquired in case the trainee wish to continue the studies.

OTHER COMPONENTS OF THE SYSTEM

Other segments like adult education and continuing training have to be mentioned to complete the overall picture of the Italian education and vocational training system.

In **adult education** an important role is played by C.T.P. (Permanent regional centres for adult education). They depend on MIUR and during the school year 2000-01 they were 516, realized 16.000 courses and involved more than 38.000 adults, also foreigners.

As far as **continuing education** is concerned, this is destined mainly to adults employed in firms and institutions, or unemployed and regularly registered in the unemployment lists. On this regard there is a national system ruled by Law 236/93 and further regulatory acts. This system foresees that the Ministry of Labour, Regions, autonomous Provinces and firms can finance training paths, also for single employees, through a system of training or firm vouchers aimed at widening employees' skills, even if they do not coincide with the needs of the firm.

In order to support the development of continuing vocational training recently, with some agreements among the more representative trade unions and employers' organisations, has been foreseen the establishment of *Funds for Managers* and *Interprofessional national funds for continuing training* in sectors like industry, agriculture, handicraft, services. The aim of these funds is to promote both firms' competitiveness and workers' employability.

Moreover a great part of continuing training is financed by the E.S.F. and is provided by firms and training centres as an important tool to improve the adaptability of workers, especially those at risk of unemployment because of continuous changes in the production systems¹².

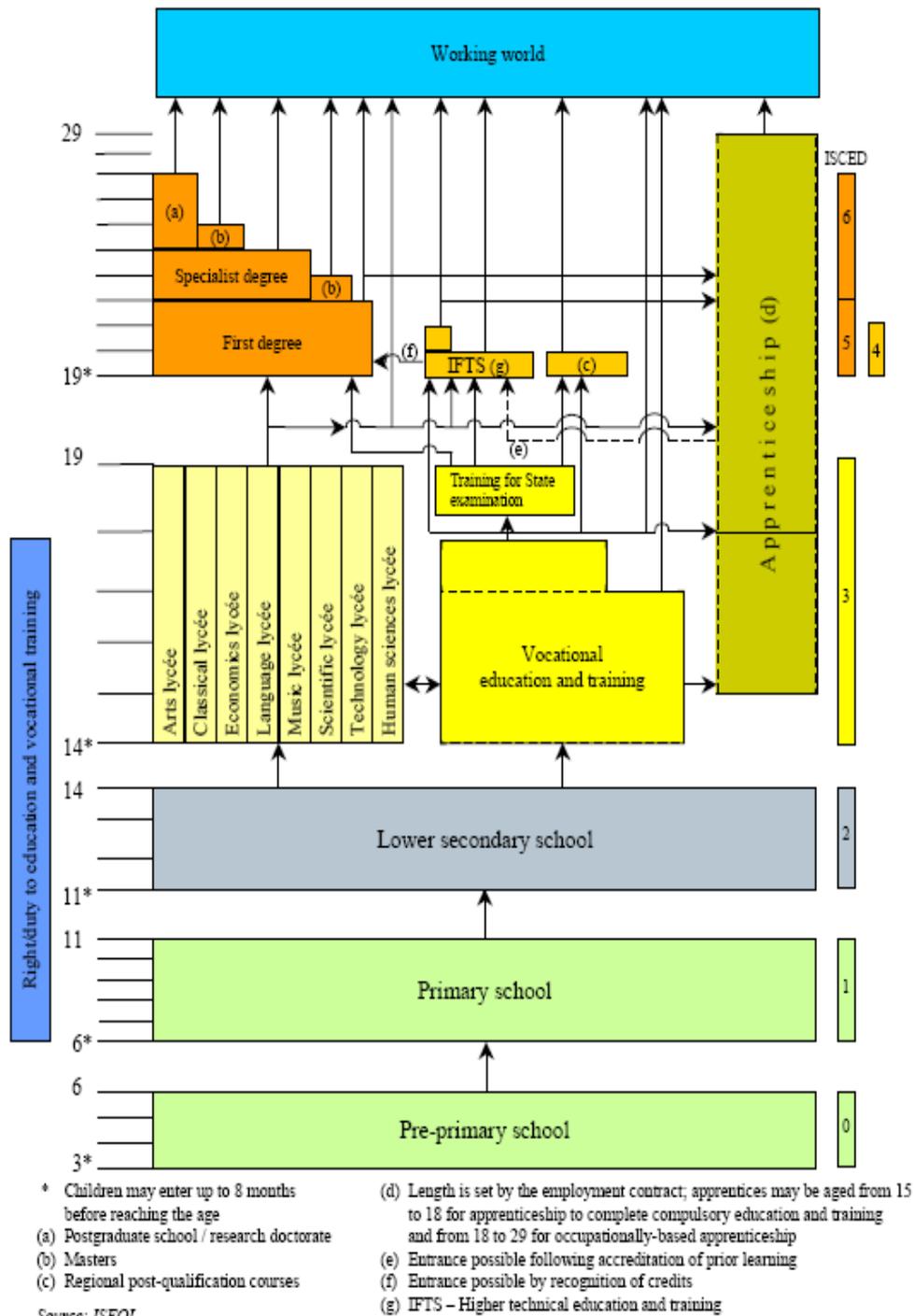
It is a growing phenomenon¹³ nevertheless the willingness of Italian firms to use continuing training is still lower with respect to the European average. It is known that the tendency to use training as a competitive lever grows proportionally with firm's dimension, hence the phenomenon is explained basically with the strong prevalence of small and micro enterprises in the Italian economic system.

¹² In the framework of ESF programming for the period 2000-06, specific measures inside the Operational Programmes, national and regional, are destined to continuing training and to training for public administration officers.

¹³ According to ISTAT – CVTS2 survey (Continuing Vocational Training Survey), in the period 1993-1999 the percentage of Italian firms with 10 or more employees which ran training schemes increased from 15% to 24%.

To sum up, currently the Italian education and vocational training system is in evolution and tries to adhere more and more to the guidelines coming from the European Union.¹⁴ For example, with a view to develop an information society, we can notice a growing attention - and a presence transversal to almost any level of the national education system - for the use of new training methodologies (e.g. e-learning) along with traditional training tools. The current reform in the sector, as well as the one concerning labour market, takes into great consideration the indications coming from the European Commission in relation with growth and development objectives of the European Union.

**ANNEX:
The Italian education and training system as reformed**



¹⁴ On this regard very useful, for their mainstreaming potential (horizontal and vertical), the experimentations, pilot projects, exchange of experiences and good practices, creation of networks and partnerships, carried out by Italian subjects in the framework of E.U. programmes.

1.4 Access to Vocational Training in the meat industry.

In the Italian context, the persons willing to access to vocational training in the area of meat Agro-industry, can follow the following routes:

- to submit their application to the Bodies accredited at regional level, managing courses appointed and granted by the Regions (Region Emilia-Romagna is particularly active in this field),
- to enrol in a course (which usually foresee a payment of a fee) promoted by firms, associations, training Bodies,
- to start an apprenticeship route within a company of the area of interest.

In point 2 of the present Report one can find more information about Italian formative framework.

1.5 Access to work in the sector.

The meat sector is the only field of Agro-industry to have seen a reduction of the number of the enterprises and an increase of the number of workers. This concentration is favourable for the access to the work of the specialized workers, with certificated new competences, in particular in the quality and traceability aspects.

In particular, the emergency arising from dioxin and BSE have amplified the need for the farms to adopt management systems able to assure quality and traceability of the productions. Consequently, it arose the demand for workers having appropriate skills related to the new working context.

2. Training offer and professional competences in the meat industry

2.1. Field of Food safety, hygienic and security

2.1.a Veterinary assistant

Training offer

Profession	Veterinary assistant	Country	Italy
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Initial Vocational Training

Denomination	Laurea 1° Livello in Scienze e Tecnologie Zootecniche (certificate of completion of coursework at the first level of University, in sciences and Zootechniques Technologies)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years, corresponding to 180 credits (4500 hours)	ISCED Level	5
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action)			
1. To collect data on farms	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To collect data on slaughterhouses	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To assess the absence of contamination (in particular GMO)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. To control the hygiene conditions of the stored product	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To control the hygiene measures and risk prevention	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. To assess the animal well-being on farms and on slaughterhouses	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

2.1.b Quality control expert

Training offer

Profession	Quality control expert	Country	Italy
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Initial Vocational Training

Denomination	Laurea 1° Livello in Scienze e Tecnologie Agroindustriali (certificate of completion of coursework at the first level of University, in Sciences and Agro-Industrial Technologies)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years, corresponding to 180 credits (4500 hours)	ISCED Level	5
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action)			
1. To control the quality of raw materials	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To control the quality in all the production processes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To control the quality of the final products	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. To control the traceability system	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To control the critical control point analyses programmes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Training offer

Profession	Quality control expert	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Agro-Industriale" (three years of the upper secondary vocational school, area Agrarian)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action)			
1. To control the quality of raw materials	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To control the quality in all the production processes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To control the quality of the final products	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. To control the traceability system	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To control the critical control point analyses programmes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	Quality Control Course in Agro-Industrial field		
Responsible body	Private Certification Bodies		
Duration in hours	40	ISCED Level	4
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. To control the quality of raw materials	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
2. To control the quality in all the production processes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To control the quality of the final products	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. To control the traceability system	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To control the critical control point analyses programmes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.1.c Maintenance technician

Training offer

Profession	Maintenance technician	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Meccanico" (three years of the upper secondary vocational school, area Mechanics)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. To elaborate the maintenance plan	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To use the precision measuring instruments	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
3. To use the tools and equipment within the scope of maintenance	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Initial Vocational Training

Denomination	Maintenance Technician Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. To elaborate the maintenance plan	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
2. To use the precision measuring instruments	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To use the tools and equipment within the scope of maintenance	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.1.d Cleaner

Training offer

Profession	Cleaner	Country	Italy
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Initial Vocational Training

Denomination	Cleaner Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. To maintain the highest levels of cleanliness	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To use adequate products	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To hold the maintenance of the tools	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.1.e Expert in labour risk prevention

Training offer

Profession	Expert in labour risk prevention	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Gestione Aziendale" (three years of the upper secondary vocational school, area Managerial)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. To elaborate the plans for risk prevention and emergencies	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To chose the personal protective equipment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To control respect of the enforced law	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	Labour Risk Prevention course		
Responsible body	Private Certification Bodies		
Duration in hours	40	ISCED Level	4
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. To elaborate the plans for risk prevention and emergencies	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To chose the personal protective equipment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To control respect of the enforced law	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.1.f Organic production expert

Training offer

Profession	Organic production expert	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Perito Agrario" (upper secondary school, area Agricultural)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	5 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. To identify the process modifications to bring the production in organic	Yes <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>	
2. To collect data for the official "notification" of production by organic method	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
3. To compile the official documents for the certification	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
4. To hold the relationships with the certification Agency	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Initial Vocational Training

Denomination	Diploma di "Operatore Agro-Industriale" (upper secondary <u>vocational</u> school, area Agricultural)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. To identify the process modifications to bring the production in organic	Yes <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>	
2. To collect data for the official "notification" of production by organic method	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
3. To compile the official documents for the certification	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
4. To hold the relationships with the certification Agency	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	E-learning course for "Organic Production Technician"		
Responsible body	AIAB – Associazione Italiana per l'Agricoltura Biologica		
Duration in hours	120	ISCED Level	4
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. To identify the process modifications to bring the production in organic	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To collect data for the official "notification" of production by organic method	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To compile the official documents for the certification	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. To hold the relationships with the certification Agency	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.2. Training offer and professional competences in the field of Slaughtering and raw meat preparation

2.2.a Slaughterer, Cutter and Trimmer

Training offer

Profession	Slaughterer, Cutter and Trimmer	Country	Italy
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Initial Vocational Training

Denomination	Slaughterer Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Slaughtering operations of the cattle	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Separation and classification of the different parts of the animal	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Devices Handle	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. To cut up carcasses to get edible waste	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To apply industrial cold processing	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. To adopt risk prevention measures	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.2.b Meat preparer / packer

Training offer

Profession	Meat product preparer / packer	Country	Italy
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Initial Vocational Training

Denomination	Food Handling Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Stocks check / control	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To raw material preparation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To apply conservation processing	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Wrapper and packing operations	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To apply hygienic and food safety	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.2.c Cold store / warehouse worker

Training offer

Profession	Cold store / warehouse worker	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Agro-Industriale" (upper secondary vocational school, area Agrarian)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. Stocks control	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Check the product quality	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Application of the cold processing	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Warehousing and preservation of the merchandises	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To carry out the internal suppliers required	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. To prepare external orders	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. To check stocks	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
8. To apply the hygienic and safety rules	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	Course for warehouse worker		
Responsible body	Private Certification Bodies		
Duration in hours	40	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. Stocks check / control	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. To raw material preparation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. To apply conservation processing	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Wrapper and packing operations	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To apply hygienic and food safety	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.3. Training offer and professional competences in the field of Meat products elaboration

2.3.a Raw meat product preparer (carver)

Training offer

Profession	Raw meat product preparer (carver)	Country	Italy
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Initial Vocational Training

Denomination	Carver Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Identify the type of carcass	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Identify the culinary and commercial destination	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Proceed to the boning and cutting of the carcass according to specifications	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Sort the pieces after carving	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Maintenance of the equipment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Carry out controls during production	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.3.b Meat product preparer (butcher)

Training offer

Profession	Meat product preparer	Country	Italy
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Initial Vocational Training

Denomination	Food Handling Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Receive raw material	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Identify the culinary and commercial destination	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Proceed to the transformation according to recipe	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Use of the ingredients	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Use of the machines	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Maintenance of equipment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Carrying out controls	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.3.c Meat industry machine tender Training offer

Profession	Production machine operator	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Agro-Industriale" (three years of the upper secondary vocational school, area Agricultural)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. Receive raw material	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Identify the culinary and commercial destination	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Start the different elements of the machine	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Proceed to adjustments depending on the raw material, its destination and packaging	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Make sure the machine works well and the products comply with standards	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Keep the equipment in good working order	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Detect and repairs simple breakdowns	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
8. Carry out controls during process	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	Production Machine Operator Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Receive raw material	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
2. Identify the culinary and commercial destination	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
3. Start the different elements of the machine	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
4. Proceed to adjustments depending on the raw material, its destination and packaging	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
5. Make sure the machine works well and the products comply with standards	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
6. Keep the equipment in good working order	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
7. Detect and repairs simple breakdowns	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
8. Carry out controls during process	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

2.3.d Meat product packer

Training offer

Profession	Packaging worker	Country	Italy
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Initial Vocational Training

Denomination	Packaging worker Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Receive products	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Starts the different elements of the machine	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Makes the necessary adjustments according to the type of product, its destination and packaging	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Makes sure the machine works well and the products coming out comply with standards	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Keeps the equipment in good working order	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Detects and repairs simple breakdown	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Makes controls during production	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.3.e Cold store / warehouse worker

Training offer

Profession	Order preparation worker	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Agro-Industriale" (three years of the upper secondary vocational school, area Agricultural)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. Receive raw material	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Identify the orders	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Start the different elements of the machine	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Prepare the products and respect the rules	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Make sure all the time the products are available and comply to standards	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Prepare the orders	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Keep the premises clean	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
8. Performs checking	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

Permanent Vocational Training

Denomination	Course for warehouse worker		
Responsible body	Private Bodies		
Duration in hours	40	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. Receive raw material	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Identify the orders	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Start the different elements of the machine	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Prepare the products and respect the rules	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Make sure all the time the products are available and comply to standards	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Prepare the orders	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Keep the premises clean	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
8. Performs checking	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.4. Training offer and professional competences in the field of Administration and commercialisation

2.4.a Administrative worker (clerk)

Training offer

Profession	Clerk	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Ragioniere" (upper secondary school, area Economics)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	5 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. Carries out administrative tasks related to financial issues	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Carries out administrative tasks related to taxes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Carries out administrative tasks related to human resource management	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Carries out administrative tasks related to bookkeeping	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Carries out administrative tasks related to marketing and commercialisation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Is responsible for correspondence (internally)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Is responsible for correspondence (with clients)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
8. Is responsible for writing and distributing minutes of conferences	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	Courses for administration		
Responsible body	Private and Social Bodies		
Duration in hours	40	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. Carries out administrative tasks related to financial issues	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Carries out administrative tasks related to taxes	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Carries out administrative tasks related to human resource management	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Carries out administrative tasks related to bookkeeping	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Carries out administrative tasks related to marketing and commercialisation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. Is responsible for correspondence (internally)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. Is responsible for correspondence (with clients)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
8. Is responsible for writing and distributing minutes of conferences	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

2.4.b Logistics expert

Training offer

Profession	Logistics expert	Country	Italy
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Initial Vocational Training

Denomination	Diploma di "Operatore Gestione Aziendale" (upper Economic secondary vocational school)		
Responsible body	MIUR (Italian Ministry of Education, University and Research)		
Duration in hours	3 years	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	14		
Competences covered by this training action			
1. Analysis of the transportation route of the ware	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Development of concepts to bundle the single carriers and combine them the best	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Handling of custom issues	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Carrying out calculations of the manpower required	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Potentially dealing with clients in English and/or French	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Permanent Vocational Training

Denomination	Course for Logistics		
Responsible body	Private Bodies		
Duration in hours	40	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. Analysis of the transportation route of the ware	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
2. Development of concepts to bundle the single carriers and combine them the best	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. Handling of custom issues	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. Carrying out calculations of the manpower required	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. Potentially dealing with clients in English and/or French	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

2.4.c Distributor Training offer

Profession	Distributor	Country	Italy
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Initial Vocational Training

Denomination	Distributor Apprentice		
Responsible body	Ministry of Labour in agreement with Industries		
Duration in hours	Minimum 120	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di Licenza Media (Certificate of completion of the lower secondary school course)		
Minimum age Entry	15		
Competences covered by this training action			
1. Transportation of the ware in a vehicle	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
2. Cleaning and maintaining the vehicle	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
3. (Potentially) of routing the tours	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
4. (Potentially) assembling, loading and unloading the ware	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. (Potentially taking new orders	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. (Potentially) working with the till	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

2.4.d Sales agent Training offer

Profession	Sales agent	Country	Italy
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Permanent Vocational Training

Denomination	Marketing for Front Line people		
Responsible body	Private and Social Bodies		
Duration in hours	40	ISCED Level	3
Entry conditions (Previous diploma)	Diploma di scuola superiore (Certificate of completion of courses of study at the level of upper secondary school)		
Minimum age Entry	17		
Competences covered by this training action			
1. To take the meat and sausages from the stock room and the cold storage room and bring them to the sales room.	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
2. To prepare (e.g. cut into slices) the ware	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
3. To arrange the ware on the sales counter	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
4. To sell the ware to clients	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
5. To be able to explain the composition and production process of products	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
6. To consider the types and attributes of food, especially its' reciprocal interference in storage	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
7. To (potentially) inform clients on the ware and the ways of preparing dishes with them	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
8. To clean the butcher's shop at the end of the working hours	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
9. To bring the ware back to the stock room and the cold storage room	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Is the completion of this training action a formal condition for getting a job in this profession?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

3. Bibliography and documentation

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Via XX Settembre, 20
00187 Roma
www.politicheagricole.it
- **ISFOL** - Istituto per lo Sviluppo e la Formazione Professionale dei Lavoratori
Via G.B. Morgagni 33
00161 Roma
www.isfol.it
- **PNR ITALIA**
Punto Nazionale di Riferimento – Certificazioni formazione professionale
Via G. Balivi, 6
00161 Roma
- **Associazione Italiana Allevatori**
Via Tomassetti, 9
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www.aia.it
- **ISMEA**
Istituto di Servizi per il Mercato Agricolo Alimentare
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www.ismea.it

- **Associazione Italiana per l'Agricoltura Biologica**
Via Piave, 14
00187 - ROMA
www.aiab.it
- **FAI - CISL**
Federazione Agricola Alimentare Ambientale Industriale
Via Tevere, 20
00198 Roma
www.fai.cisl.it
- **FLAI - CGIL**
Federazione Lavoratori Agro Industria
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- **UILA**
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