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**TRAINING OFFER DETECTION
AND
PROFESSIONAL PROFILES DEFINITION**

Phase 2

INTERNATIONAL REPORT

**EUROMEAT: TRANSPARENCY OF QUALIFICATIONS
IN THE EUROPEAN MEAT INDUSTRY**

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1. SOCIOECONOMIC AND ENTERPRISING CHARACTERISTICS

1.2. Number of enterprises

The meat industry is an important part in the agrifood sector. The number of enterprises in Europe is 282.000, whose 47.700 are from the meat industry, which represent the 17% of the total in the sector.

- In Germany the meat industry has 1.285 enterprises and 107.415 employees. Stand out the predominance of small and medium sized enterprises.
- In Spain, the number of agrifood enterprises is 4.589, which are the 14% of the sector.
- In France, the agrifood sector has 10.562 enterprises, the meat industry is formed by 2.918 enterprises which represent the 28%.
- In Italy the sector enterprises are distributed in 2.000 slaughter house, 4.000 factories, 13.000 distribution points and 40.000 butchers.

Number of meat industry enterprises

Germany	Spain	France	Italy
1.285 enterprises 107.415 employees Small and medium sized enterprises.	32.846 agrifood enterprises 4.589 meat enterprises	10.562 enterprises in the agrifood sector 2.918 enterprises in the meat sector	2.000 slaughterhouses 4.000 factories 13.000 distribution points 40.000 butchers

1.2. Size of enterprises

A characteristic of this sector is the coexistence of industrial big enterprises with small craftwork enterprises. It's observed a trend to small enterprises extinction in favour of the large ones.

The healthy crisis have caused some important transformation in the sector like the close of some slaughterhouse and other small enterprises, which could not have the quality and healthy required levels by authorities.

In the last years, the large commercial surfaces have assumed a part of the productive process and they offer employment in some professional profiles which belong to the meat industry, as for example the trimmer.

By other side, it's observed the increase of the productive process outsourcing and subcontracting to other enterprises, which is even done out of the reference countries.

- **Germany:** predominance of small and medium sized enterprises. Two third of all employees are working in companies with less than 100 persons. However, the majority of work place reductions from 1999 to 2005 (22,000), 72%, affected smaller companies while the number of bigger companies (with 250 employees and more) has remained the same. Big enterprises tend to increasingly outsource functions by contracting workers who hare out of the social security System (submerge employment).
- **Spain:** predominance of small enterprises. Following the statistics of the Enterprise Central Directory, the 95% have less than 49 employees. From 50 to 200 workers are 195 enterprise. There are only 42 enterprises with more than 200 employees.
- **France:** The enterprises in this sector are small. Hardly the 70% have less than 20 employees. The 80% of the workers are concentrated in enterprises of more than 50 workers.
- **Italy:** Only 10 slaughterhouses are placed to industrial levels absorbing 22% of the slaughtering, of this percentage 12% are reported to one Company.

Size of enterprises

Germany	Spain	France	Italy
Small and medium-sized enterprises predominance Large enterprises: outsourcing trend.	Small enterprises predominance	Small enterprises predominance	Small enterprises predominance Presence of a great industrial group.

1.3. Geographical distribution

The sector is formed by small and medium sized enterprises which are scattered by all the European geography. By the opposite, large enterprises, as in other industrial sectors, trend towards concentrating in specific geographical regions.

Germany. The meat industry is mainly located in West Germany. Only 14% of the enterprises are located in East Germany, which encompass 19% of all employees in positions subject to social insurance contributions in Germany.

Spain. Exist an enterprises concentration in five regions, which represent the 40% of the enterprises. Small and medium sized enterprises are scattered around all the country, mainly in the rural lands.

Italy. The slaughterhouse are concentrate in the regions of Emilia Romagna and Veneto. A large number of small enterprises of the sector are concentrated in the region of Piamonte.

Geographical distribution

Germany	Spain	France	Italy
Just 14% of the enterprises are located in East Germany, which encompass 19% of all employees.	There is a concentration of enterprises in five regions, which represent the 40% of the enterprises.		Slaughterer: concentration in Emilia Romagna and Veneto. In Piamonte are concentrated small sized enterprises.

1.4. Importance of the distribution chains

The distribution chains and the large shopping surfaces participate each time in the labour market of the meat sector, specially in the butcher and trimmer positions.

Germany. The market share of discounters has risen considerably in recent years: 2004 it was at 13% for pork and beef, for poultry and sausages it was even at 40%.

Spain. Stand out the large shopping surfaces which assume the part of the productive process of the meat industry, like the ham trimmer.

France. A large number of enterprises distributor/supermarket have trimmer industries.

Italy. The modern distribution, like the commercial chains such as Iper/Super, Discount, distribute about 35% of the sold meat. The traditional system of retail sell has the 33% of the distribution market, including 40.000 butcher shops (see pag 3 of Italian report phase 2)

Importance of the distribution chains

Germany	Spain	France	Italy
The market share of discounters has risen considerably in recent years.	33.268 commercial establishments of feed industry. 5.174 enterprises of the meat industry.	Large number of enterprises distributors/supermarkets have trimmer industries.	35% of the meat is sold by the Great Organized Distribution; 33% by the traditional system of retail.

1.5. Healthy situation

The healthy situation and the need of guarantee the food healthy of the sector have meant the adaptation of the socio-productive structure of the enterprises to carry out with the previewed rules in each country.

- **Germany.** As a result of the BSE-crisis at the end of the 1990s, especially smaller slaughterhouses and meat processing companies have disappeared since 1999; altogether 3,000 of the former 16,263 companies were shut down or merged with bigger companies.
- **Spain.** The healthy situation is basic. To work in the meat industry, it's needed to have the food handle licence. To obtain this qualification, it has to carry out a training course or do an exam which makes the healthy authorities.
- **France.** Importance of the cold application in the meat industry: new products, new trade manners. In the last years many slaughterhouses and the slaughtering in private houses have disappeared. The slaughterhouses are linked to the product manufacture factories.
- **Italy.** From the 2.000 slaughterhouses which exist, 440 are public. There are only a 15% which have a healthy card (EEC label). There is a preview closing of many slaughterhouses which can not be adapted to the healthy requirements.

Healthy situation and its impact on the enterprises

Germany	Spain	France	Italy
Impact of the BSE crisis in the sector led to a close down of enterprises.	Food handle licence compulsory to work in the sector.	Importance of the cold application in the meat industry: new products, new trade manners. In the last years, many slaughterhouses and the slaughtering in private houses has disappeared. The slaughterhouses increases in the production places.	From 2.000 slaughterhouses, just 440 are public. Just a 15% have healthy card (EEC label). Close down previewed of many slaughterhouses meanwhile the consumption will be constant.

1.6. Outsourcing

The outsourcing of productive process or subcontracting is a characteristic very important of the modern productive systems. The meat industry, specially large enterprises, have the trend to decentralize and the contract with other enterprises of some phases of the production process. The decentralization can, sometimes, cross national frontiers.

- **Germany.** Regarding the enlargement of the European Union in 2004, the enterprises established an agreement with foreign firms which caused a reduction

of staff and slaughterhouses. The slaughterhouses' activities are increasingly carried out by workers from East European countries, who usually receive lower wages.

- **Spain.** Delicatessen factories have outsourced the maintenance functions of the cold-store. By other side, there are agreement of the meat industries with large surfaces which includes to the trimmer profile.
- **Italy.** All the phases of production are realized inside of the Country (with local or imported livestock). Only about the labour force the subcontracting is important. it is estimated that the 21% of the work contracts have been outsourced.

Outsourcing process

Germany	Spain	France	Italy
The outsourcing to other countries is important in the sector.	The outsourcing of functions affect to the industrial cold activities.		The decentralization of production is not diffuse, but 21% of the work contracts are in outsourcing.

1.7. Industrialization

The meat products demand in Europe is high, which has conditioned the step from the handmade industry to large factories with important investments in new technologies:

Germany. There is a trend towards the shut down of smaller enterprises, and concentration and fusion processes with larger enterprises, resulting from competition between enterprises and including a struggle about prices.

France. The industrial development answers to consideration which link the productivity, the consumer needs and the healthy rules. To prove this industrialization increase of the sector can check the increase of the prepared packages to self-service in the shopping surfaces.

Italy. Many small slaughterhouses will close in the next years (see pag 3 of Italian report phase 2) , and the big ones (supplied of modern technology) will concentrate the production.

Sector industrialization process

Germany	Spain	France	Italy
Trend towards the shut down of small enterprises.		Trend towards the industrialization of the consumers demand.	Big slaughterhouses in the next years will concentrate much more the production.

2. WORK SITUATION IN THE SECTOR

2.1. Employment in the sector

The agrifood sector in Europe have 5 millions of working posts, the estimation for the meat industry sector is of 1.115.000 employments which involve the 22.3%. It could be estimated that countries from the Euomeat project can collect the 50.8% of this labour hand.

Some common characteristics which define the employment in the sector are:

- It is a sector which is subject to the economic cycles of each country and to the market demand.
- In the last years the feed sector has been very affected by the healthy crisis in the different meat productions, which have impacted of different way to the enterprises of the sector.
- In the large enterprises is generated the most part of the employment. The investment in new technologies and in the automatization of the productive process is very important in the sector. The evolution of the productive system has had consequences in the employment and professional profiles. The automatization means that enterprises demand a staff less qualified for the posts in factories and production.
- The big meat industries enterprises receive non qualified employees, like the catering trade and the building. This non qualified occupations coexist with ruled professions, which need specialist in some positions: slaughterer, trimmer, butcher, ect. This fact involve the subcontracting creation and the outsourcing of productive process.
- The meat sector has a bad image, this fact impact into the employment and training. The population prefers to work and train in other productive sectors. The enterprises demand professionals and specialists in the activities of slaughter, manufacturing and butchery.

Some employment characteristics by countries are:

- **Germany.** East German Länder were confronted with recent reductions of working places more heavily than their Western counterparts (21% of all work places in this sector were reduced compared to 10% in West Germany; in fact, 35% of all reductions took place in East Germany).
- **Spain.** The unemployment is really low; just a 6% of the active population (5.250 workers) are unemployed. It is stand out that the qualification level is low, the Secondary Compulsory Education is predominated, which means a level till the age of 16 years.
- **France.** In the meat industry sector there are more men (20.750) than women (15.624). The occupational structure of the sector is distributed as follows: 27.760 are workers, which involve the 81%, 2.748 are qualified workers which means the 8% and 3.695 are technician which involve the 11%.

- **Italy.** In a Country with a high level of unemployment, the meat industry is characterized of about 10.200 workers, whose the 21% are outsourced hire and subcontracting.

Work characteristics in the sector

Germany	Spain	France	Italy
There are differences between employment trends in the East and the West of the countries	The unemployment is really low in the sector. The most of the occupations do not require academic training.	There are more men than women. The post which give more employment is the factory worker.	About 10.200 workers are employed in the sector, whose the 21% are outsourced hire and subcontracting.

2.2. Stable employment

Germany. Due to recent processes (merger, close-down of enterprises, reduction of jobs) the employment situation is not very stable in the German meat industry.

Spain. In the small enterprises the employment is familiar and stable. The employment in the rural land/field is an important source of richness and creation of stable employment along all the year.

In the large enterprises the employment behaviour follows there owns guidelines to the employment in the industry. Among it is emphasized the great mobility and rotation in the factory positions. The incomes and outcomes of the sector are doing towards another sectors as the catering trade, agriculture or building.

France : the employment in the agro-food sector is stable

Italy: In a sector where is not diffuse the mobility, the employment is almost stable in small and big enterprises.

Germany	Spain	France	Italy
Due to recent processes (merger, close-down of enterprises, reduction of jobs) the employment situation is not very stable in the German meat industry.	In the rural environment , stable employment is created along all the year.	Employment is stable	The employment is almost stable in small and big enterprises.

2.3. Access to the employment

Germany: The sector has been confronted with a reduction of the number of enterprises and the number of employees. According to the German trade union NGG there is a downwards trend when it comes to recruiting people in positions subject to social insurance contributions. Contractual work is increasing in the sector.

Spain. The access to the employment is although related, by known people or self-presentation in the working place. Vocational training has a few acceptance due to the bad image and the little social recognition of the job in the sector. Enterprises have difficulty to find qualified workers in the positions of butchers and slaughterer.

Italy. The sector has experimented a reduction of number of enterprises and an increase of qualified workers. This concentration is favorable for the specialized workers with knowledge about the traceability of the product. From the healthy crisis of the dioxins and Bse diseases have enlarged to the need of an efficient management in quality and traceability fields. About others profiles the access to the employment, follow the common tendency of other sectors: presentation by known people, by selections, by the temporary employment agencies.

France. The access to the employment is although related, known people, self-presentation .Not although vocational training. Difficulty to find qualified workers: butchers to sale and slaughter-butcher.

Access to the employment in the sector

Germany	Spain	France	Italy
Access to positions that are subject to social insurance contributions becomes more and more difficult while contractual work is increasing. Difficulty to attract youth to become trained as butcher.	The access to the employment is although related, known people, self-presentation .Not although vocational training. Difficulty to find qualified workers: butchers to sale and slaughter-butcher.	The access to the employment is although related, known people, self-presentation .Not although vocational training. Difficulty to find qualified workers: butchers to sale and slaughter-butcher.	In the meat sector, the dynamics for the access to the employment, are similar of other sector: known people, selections, temporary employment agencies..... About qualified profiles (e.g. traceability manager or veterinary assistant) there is a difficulty to find candidates.

2.4. Immigrant workers

Germany. Total numbers are not available but in pork slaughterhouses the number of offers provided to external service providers and contractual workers has increased stronger than in beef slaughterhouses.

Spain. More and more it's more important the presence of immigrant people in the sector. It's emphasized that workers from East countries (Poland and Romania) know the sector and have professional preparation for the occupations.

France: The number of immigrant workers seems not to be meaningful .

Italy. Approximately 20% of the occupied workers takes part irregularly in the production processes and for short periods in the single companies. (see pag 6 of Italian report phase 2). Many of these are regular and irregular immigrant.

Immigrant workers

Germany	Spain	France	Italy
The number of immigrant workers are increasing more and more.	Increased importance of immigration , specially from East countries.	The number of immigrant workers seems not to be meaningful.	Approximately 20% of workers takes part irregularly in the production processes, often they are immigrant.

2.5. Employment trend

Germany. The enterprising situation involve that the sector will loose employment, even in the clerk staff. In spite of the reduction of professionals (slaughterers) is due also to the outsourcing of functions, which tend to be carried out by foreign enterprises.

Spain. The bad image and the social recognition lack of the sector makes that youth have no interest in developing a professional career in this sector. Actually the increase of employment is carried out with immigrant workers.

France : Employment is stable even if it's difficult to interest youth in this sector.

Italy. The meat sector have seen a reduction of the number of the enterprises, and the experienced workers can find easily an alternative in the sector. The not qualified workers have problems to substitute the position. The occupied don't leave easily the job, independently of the quality of work.

Employment trend

Germany	Spain	France	Italy
A further decrease of employees is predicted for the sector because of the outsourcing of functions.	Bad image of the employment in the sector. Employment niche for immigrant people: Poland and Romania.	Employment is stable even if it's difficult to interest youth in this sector.	Exist a reduction of the number of the enterprises , with a big employment of low qualified workers.

2.6. Trade union action in the sector

Germany. It's previewed that large enterprises will play an important role in the German industry. The trade union challenge is to ensure a minimum wage for the sector and to improve the social conditions of the workers.

Spain. There is a national collective agreement which control the labour relations in the sector. In vocational training field, employers and trade union have built a tripartite foundation for the employment in the sector.

Italy. Since 2003, there is a collective agreement for the sector, which control the minimum wage regarding the professional qualification of the worker.

Trade union action in the sector

Germany	Spain	France	Italy
In the future, no more than a maximum number of five companies will play a key role in the German meat industry. The trade union's challenge is to ensure a minimum wage in the sector and to improve the social conditions of the workers.	There is a national collective agreement which control all the labour relations of the sector. In vocational training , employers and trade unions have built a tripartite foundation for the employment in the sector.		Since 2003, there is collective agreement for the sector, which control the minimum wage regarding the professional qualification of the worker.

3. EDUCATIONAL AND VOCATIONAL TRAINING SYSTEM CHARACTERISTICS

3.1. Vocational training system in the sector

Germany. The dual system is the main provider of vocational training in the sector. Vocational training is ruled by the National regulation BBIG 2005, where the required knowledge, skills and exams to get a professional certification are specified.

Trainees are trained at the same time in the enterprise and vocational training center. The responsibility of the enterprise is to propose competences and practical knowledge and vocational training centers provide the theoretical knowledge. The apprentices are under a vocational training programmes which includes a trial period from 1 to 4 months; later they develop three years of training. To get the title they have to take a final exam. The average age of the trainees is between 16 and 17 years.

Spain. Actually is pending of important changes in vocational training by the creation of the National Qualifications System and Vocational Training (National regulation 5/2002). Till now the vocational training has been presented in three systems which are independents among them:

- The **Educational and Science Ministry** (MEC) develop the Official Vocational Training. To access to this system it is need to have the graduated title in Compulsory Educational System, which means and obstacle for the professional development in the sector, cause the school failure is very high and the access to the sector is doing more by the labour experience than by VET.

For those workers who do not get the Basic Educational Degree and can not access to the VET can access to the Social Guarantee Programme which consider a VET system which combine theory in VET centres and labour trial period in enterprises.

- **The Working Ministry** is the responsible of the Occupational Vocational Training. This is a more specific training, and it is focussed to the enterprises needs.
- **The social agents** are the responsible of the Long Life Vocational Training of workers in the enterprise. This system has a increase impact in all the productive systems.

France. The vocational training system in France is characterized by the national Degrees which are competences of the Educational and Agriculture Ministry and which are distributed in qualifications levels.

Italy. The educational and vocational training system is an integrated system, where youth and adults can choose the more suitable itineraries regarding their expectations. The creation of itineraries allows a flexible situation to acquire knowledge and professional competences, which can be accumulated and certified. The systems preview commons contents to all the Italy and particulars for each of the regions.

The main institutions for the vocational training are the followings:

- MIUR. Educational, University and Researching Ministry. It's responsible of the public education: from the primary education till the university levels.
- MLPS. Working and Social Policies Ministry. Manage the employment activities. Vocational training is important in this policy.
- Regions have the national regulation power on the education and vocational training. The regions and provinces have a special status and a large autonomous, in education and vocational training. The province and the municipality take care of the educational infrastructure. They have also competences in professional guidance and adults education.

Vocational training system in the sector

Germany	Spain	France	Italy
The dual system is the predominant training provider in Germany. Trainees/ pupils are trained in two places: enterprise and vocational training centre.	Educational Ministry (MEC) Working Ministry : -Occupational Vocational Training for unemployed people. -Long life training for workers.	Vocational training system have a lot of national diploma which are competence of the Educational and Agriculture Ministries.	The main institutions are: MIUR. Educational, University and Researching Ministry. MLPS. Working and Social Policies Ministry. Regions have the national regulation power on the education and vocational training.

3.2. Vocational training trainees/pupils profile

Germany. In the last years the number of trainees in the dual system has been reduced and it's been increased in the alternative training programmes. From 1980, the number of trainees have decreased in the slaughter and packaging worker. In 1985, there were 23.000 pupils. In 1990, 11.000. In 2006 it's been registered 8.700 pupils less. In general, the vocational training demand in this productive sector is lower than in another one else.

Spain. The trainees which participate in the MEC have between 16 and 18 years. There are two cycles of Social Guarantee for pupils who came from school failure. Those who participate in the INEM are unemployed people. The trainees from long life training are occupied population in the sector with different levels of time/antiquity and labour experience.

France. Ages to get a certified or title of level 2 are from 18 to 20 years. For the level 3, required ages are from 17 to 20 years. In the level 4, there are trainees between 21 and 22 years.

In the meat industries it can be found the following levels:

Level 2. the owner of this level have the skill to use tools and techniques and he's qualified to be hired in specifics activities. This level includes mainly a technical training, which can be independent of the working post.

- Educational Ministry: National Diploma: CAP, BEP.
- Agriculture: Professional Diploma.
- Working Ministry . Professional accreditation
- Paritary commission of employment: qualification certified.

Level 3. This level involves a larger theory training. It includes mainly a technical training linked with the work.

- National Diplomas from the Educational and Agriculture Ministries.

Level 4. It includes a high level of training in technology, acquired out of the system. The result cover a large area of knowledge and skills.

- National diplomas from the Agriculture and Educational Ministries.

Italy. People who want to carry out a training itinerary in the meat field, it can keep some training itinerary within the integrated system of vocational training or can request which preview the payment of a tax and which are promoted by enterprises, associations and training centres.

Trainees profile

Germany	Spain	France	Italy
In the last year it's reduced the number of trainees in the dual system, and it's increased in the alternative training programmes.	Trainees which participate in the MEC have between the 16 and 18 years. Trainees which participate in the INEM and long life VET is occupied population in the sector with different levels of loyalty and labour experience.	Age to get the title of certified: Level 2: From 18 to 20 years. Level 3: From 17 to 20 years. Level 4: From 21 to 22.	People who wants to develop a training itinerary in the meat field, cab do it in the vocational training integrated system or in courses which preview the payment of a tax.

3.3. Mobility in the sector

Germany. VET provide to trainees the chance to get a trial period in a foreign country.

Italy. There are not data statistics in reference to mobility. It can be asserted that : the mobility intra sector is frequent toward big enterprises of qualified workers, and is almost inexistent an intersectorial mobility.

Mobility in the sector

Germany	Spain	France	Italy
VET provide trainees the chance to get a trial period in a foreign country.			The mobility intra sector is frequent toward big enterprises of qualified workers, and is almost inexistent an intersectorial mobility.

3.4. Kind of evaluation

Germany. in the dual system people with labour experience but no vocational training background can take the exam and get their VET certified.

Spain. National regulation allows to the professional to access to exams and qualifications recognition test for the educational system and for the professionalism certified.

France. Professionals can have access to get a professional title. It's the vice-chancellor who establish all the access conditions to access to external exams.

Italy. About jobs relatively of high profile, the professional have access to all kind of exams. For the lows profiles the evaluation is very difficult, and various.

Kind of evaluation

Germany	Spain	France	Italy
Dual system offers the possibility to take an exam to get a certification.	National regulation allows to access to exam and evaluation test.	External exams in all levels: Educational Ministry-vice-chancellor establish all conditions to access to external exams.	About jobs relatively of high profile, the professional have access to all kind of exams. For the lows profiles the evaluation is very difficult, and various.

3.5. Trend of the systems

Spain. With the promulgation of the National regulation 5/2002, although what it's creating the National Qualifications and Vocational Training System, important changes are waiting in the different VET systems. One of the main changes have relation with the labour experience recognition and their link with the VET systems.

For the meat sector it is been created a qualifications group, which identify the professional needed competences for the fulfillment of a position. To each competences it's assigned a training module which will allow to reach that qualification.

Italy. It has to do great efforts to reach the Lisbon goals 2000. In the last years there have been important achievements, specially with scholar rate and the success of the youngest generations.

One of the most important achievements was to reach the participation in educational activities till the 18 years. In any case, the goal is to guarantee that youth access to the labour market with a professional title.

Trend of the systems

Germany	Spain	France	Italy
Please refer to 3.2	Spain with the National regulation 5/2002 although it was created the National Qualifications and Vocational Training System, important changes are waiting in the different VET systems.		One of the most important achievements was to reach the participation in educational activities till the 18 years.

3.6. Non formal learning

Germany. Professionals with two years of experience in the sector can have access to a professional exam, which means that their qualifications will be recognized.

Spain. Labour experience is very important in the labour market. Enterprises hire to young workers who acquire the professional qualifications in the job without need to accreditation vocational training. With the qualifications national regulation there were established studies bridges between training systems and labour experience.

France : Labour market recognize the acquired learning by labour experience.

Italy. In the meat sector the non formal learning is almost a tradition. Experience on the job, often obtained from familiars, is a very important characteristic to cover a qualified or semi qualified position.

Non formal learning

Germany	Spain	France	Italy
People who can prove a specific amount of years of professional experience can take a professional exam.	Labour market recognize the acquired learning by labour experience.	Labour market recognize the acquired learning by labour experience.	Non formal learning, about qualified positions, is almost a tradition, often it come from familiars.

3.7. Total or partial accreditation of the qualifications

Germany. VET rules allow to the partial or full accreditation for the training period.

Spain. With the new national regulation 5/2002 it's previewed this possibility.

Italy. In a system of learning built on credits obtained, the accreditation of qualifications can be total or partial, in relation with the quantity of credits accumulated.

Germany	Spain	France	Italy
VET rules allow to the partial or full accreditation for the training period.	This possibility is previewed on the national regulation.		The accreditation of qualifications can be total or partial, in relation with the quantity of credits accumulated.

3.8. Long life training

Germany. There are many further training offers in the sector but these are less regulated than vocational training programmes.

Spain. Vocational training will suffer changes due to the workers agreement and the Administration to fusion the OVET with the LLVET, which make easier the access to the workers into the training and avoid the breaking of the training process by the labour situation changes.

Italy. Long life training is destined mainly to adults employed in firms and institutions, or unemployed and regularly registered in the unemployment lists. It is a growing phenomenon nevertheless the willingness of Italian firms to use continuing training is still lower compared to the European average. (see pag 11 of Italian report phase 2) In the meat sector the resource employed are very minimal.

Long life training

Germany	Spain	France	Italy
In opposition to vocational training, further training is less regulated by the state.	Vocational training will suffer changes due to the workers agreement and the Administration to fusion the OVET with the LLVET.		Long life training resources in the meat sector are very minimal. In others sectors is a growing phenomenon, but less compare European average

4. PROFESSIONAL PROFILES AND VOCATIONAL TRAINING

Professional profiles and competences

Profiles	Are profiles and competences suitable to the current European situation?
SLAUGTERING AND RAW MATERIAL PREPARATION	
Slaughterer, cutter and trimmer.	Germany, Spain, France, Italy
Meat product preparer / packer	
Cold store / warehouse worker.	
MEAT PRODUCT PACKER / PREPARER	
Carver	Germany, Spain, France, Italy
Packaging worker	
Pork butcher	
Production machine operator	
Order preparation worker	
FOOD HEALTHY, HEALTHY AND HYGIENE	
Veterinary assistant	Germany, Spain, France, Italy
Quality control expert	
Maintenance technician	
Cleaner-	
Expert in labour risk prevention	Germany, Spain, Italy
Organic production expert	
WHOLESALE TRADE	
Administrative staff (clerk)	Germany, Spain, France, Italy
Logistics expert	
Distributor	
Sales agent	

4.1. Slaughtering and Material Raw preparation.

4.1.1 Lairage worker

Profession	Lairage worker		
Definition	Lairage worker is the responsible for the transport and conditions of the cattle, from the transport unit to the stable, and from it to the slaughter box.		
Area/s	Production	Sub - area	Slaughtering and raw meat preparation.
General Competence	Lairage worker unloads cattle from the transport unit, identifies the animals and control the documents. He leads the animals to the stable and classifies them. He puts aside those animals that are or may be ill. Take care of the animals and their well being. He brings the animals to the slaughter box.		
Specific competence	<ol style="list-style-type: none"> 1. To unload cattle from the transport unit. 2. To identify the animals and control the documents. 3. To lead the animals to the stable and classify them. 4. To put aside those animals those are or may be ill. 5. To take care of the animals and their well - being. 6. To bring the animals to the slaughter box. 		

4.1.2. Slaughterer, Cutter and Trimmer

Profession	Slaughterer, Cutter and Trimmer.		
Definition	<p>Slaughterer (1). He gets the animal at the slaughter box, insensibility and slaught the animal. He bleeds the animal and eliminates the skin; slit open the animal and take out the internal organs / viscera. He cleans, washes and weighs the carcasses.</p> <p>Cutter (1). He gets the carcass and divides it in pieces in accordance to its trade classification. He cleans these pieces of bones, fat, ect.</p> <p>Trimmer (1). He cleans and prepares the remains as legs, stomach, and intestine, skins, fat, ect. and places them in their own containers.</p>		
Area/s	Production	Sub - area	Slaughter and meat preservation.
General competence	Value, slaught and work with different kinds of animals, preparing them for the slaughting. Trim carcasses and get chunk and edible wastes. Classify and store the final product, according to health and technical current rules. Handle devices and their own equipments, care for the cleaning of the installations and instruments.		
Specific Competence	<ol style="list-style-type: none"> 1. To carry out the operations of slaughting the animals, applying, in each situation, the methods of insensibility and bleeding, efficiently and according to health conditions. 2. Separation and classification of the parts of the animal: Shape the carcasses, separating the external parts and 		

	<p>entrails/viscera according to health and technician regulations, preserving the levels of production, quality and health, and making the extraction and identification of SRM (Specific Risk Material).</p> <p>3. Devices Handle: maintenance and handle the equipments and tools of carving, according to the procedures manual and instructions for use, in order to guarantee the production.</p> <p>4. To cut up carcasses to get wastes: to cut up carcasses and get edible wastes for its subsequent industrial utilization or trade in shops, ensuring the quality, hygienic and level of production.</p> <p>5. To apply industrial cold processing: to apply the industrial cold processing to preserve the quality, hygienic and level of production of the chunks.</p> <p>6. Wrapper and packing: to make the wrapper and packing works of the chunks according to the specifications of the final product, preserving the quality, hygienic and level of production.</p> <p>7. To adopt risk prevention measures: Adopt risk prevention measures in different situations to guarantee a safe work. To act according to the rules in safe and emergency plans of the company, carry out the preventives and corrective actions on them.</p>
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4.1.3. Meat product preparer

Profession	Meat product preparer / packer		
Definition	Meat product preparer / packer. The preparer / packer receives the pieces and subdivides them into smaller portions, minces meat, etc. He selects seasoning and additives and mixes the products. He prepares the tripe and packs the minced meat. He closes and hangs the pieces and places them in the cold store.		
Area/s	Production		Slaughter and meta conservation.
General Competence	To carry out the elaboration and packaging and to apply the preservation processing of the meat, vegetables and fish derivative and cooked products according to the established conditions at the quality and processing manuals. Handle the machines and their equipments and do the maintenance at the first level.		
Specifics Competence	<ol style="list-style-type: none"> 1. Stocks check / control: Organize and control the reception, warehouse and expedition of raw materials, auxiliary and final products at the conserved industry. 2. To raw material preparation: Prepare raw material and elaborate the products for its later treatment. 3. To apply conservation processing: Carry out the application of the conservation processing. 4. Wrapper and packing operations: Make and control the wrapper and packing operations of the foodstuff. 5. To apply hygienic and food safety: Apply hygienic and 		

	security rules and control its fulfillment at the feed industry.
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4.1.4. Cold store / warehouse worker

Profession	Cold store / warehouse worker		
Definition	Cold store / warehouse worker. The cold store worker is in charge of putting pieces into the cold store or warehouse and taking them out, of checking the condition of the products, and thawing them, if required. He checks that the cold store is functioning correctly.		
Area/s	Production	Sub - area	Slaughtering and meat preservation.
General Competence	Organize and control the reception, warehousing and expedition of the carcasses and meat products.		
Specifics Competences	<p>1. Stock control. Reception of the raw material, materials and products by the suppliers, checking their correspondence with which was ordered.</p> <p>2. Check the product quality. Check the kinds and qualities of the products comparing them with the specifications ordered.</p> <p>3. Application of the cold processing. Checking of the instruments, control panel, temperature, cold storage room.</p> <p>4. Warehousing and preservation of the merchandises. According to the requirements of the products and optimizing the available resources.</p> <p>5. To carry out the internal suppliers required by the production according to the established programs, doing possible the continuity of the process.</p> <p>6. To prepare external orders and the expedition of the warehoused products according to the specifications agreed with the client.</p> <p>7. To check stocks and made the stocktaking following the established process.</p> <p>8. To apply the hygienic and safety rules and control their fulfillment: control the personal hygienic rules, keep the installations under hygienic standards, the cleaning "in situ", to carry on the collection, purification and tips according to the environment regulation.</p>		

4.2. Meat product preparer / packer.

4.2.1. Carver

Profession :	Carver
Definition	The carver proceeds to the boning and carving of carcasses and chunks of meat . He adapts his work to the products that will be elaborated and their culinary destination.
Area	Meat products elaboration
General competences	the carver works in sawing, cutting, trimming the chunks of meat. He must adapt his work to the kind of raw material (animal) et to its culinary and commercial destination. He plays an important part in the control and detection of anomalies.
Specific competences	<p>identify the type of carcass</p> <p>Identify the culinary and commercial destination</p> <p>Proceed to the boning and carving of the carcass in accordance to the specifications</p> <p>Sorting the pieces once the cutting is done</p> <p>Maintenance of the equipment</p> <p>Carry out controls during the production.</p>

4.2.2. Packaging worker

Profession	Packaging worker
Description	The packaging worker packages pieces of meat or meat-based preparations. He utilizes machines using different processes : show pack tray, vacuum,.....
Area/s	Meat products elaboration
General competence	The packaging worker receives the products and ensures that they comply with standards. He starts his machines and makes the necessary adjustments according to the type of product. He checks permanently that the machines works well and that the products coming out comply with standards.
Specific competences	<ul style="list-style-type: none"> - Receive products - Starts the different elements of the machine - Proceeds to the necessary adjustments depending on the products, their destination and the type of packaging. - Permanently checks that the machine is in good working order and that the products coming out comply with standards. - Keeps the equipment in good working order. - Detects and repairs simple breakdowns.

	- Makes controls during production.
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4.2.4. Pork butcher

Profession	Pork butcher
Description	The pork butcher prepares foodstuffs with the meat obtained after boning. He uses several processes : grinding/chopping, preparation of brine/salting, cooking, drying...
Area/s	Meat products elaboration
General Competence	The pork butcher receives the raw material and proceeds to the transformation. He adapts his work depending on the product and uses several processes : cutting, moulding, grinding/chopping, pushing/embossing, preparation of brine/salting, cooking, drying.
Specific competences	Receive raw material Identify the culinary and commercial destination Proceed to the transformation according to the recipe. Use of the ingredients necessary for the different recipes. Use the machines Maintenance of the equipment Carry out controls during process.

4.2.5. Production machine operator

Profession	Production machine operator
Description	The operator operates a machine or a group of machines thus realising operations of preparation and manufacturing of meat based products.
Area/s	Meat products elaboration
General competence	The operator receives raw material, makes sure they comply with standards. He starts the different elements of the machine and makes the necessary adjustments. He makes sure that the machine works well and that the products coming out comply with standards.
Specific competences	Receive raw material Identify their culinary and commercial destination Start the different elements of the machine Make the adjustments depending on the raw material, its destination and packaging of products coming out. Make sure the machine works well and that the products coming out comply to standards Keep the equipment in good working order Detect and repair simple breakdowns Carry out controls during process

4.2.5. Order preparation worker

Profession	Order preparation worker
Description	He prepares the orders, the identification of the orders, management of the products he is in charge of, classification, weighing, and grouping of products.
Area/s	Meat product elaboration
General competence	The order preparation worker receives the products, makes sure of their compliance and identifies them. He manages the stocks so as to respect the rules. He classifies, weighs and groups the products before they are sent.
Specific competences	<ul style="list-style-type: none"> -Receive products - identify the orders - Prepare the products and respect the rules (FIFO,...) - Make sure all the time the products are available and comply to standards - Prepare the orders - Keep the premises clean - Performs checking

4.3. Wholesale trade

4.3.1. Administrative staff (clerk)

Profession	Administrative staff (clerk)
Definition	The clerk carries out general office and administrative tasks, often (especially in smaller companies) related to commercial and marketing activities, bookkeeping, personnel management, financial and tax issues. (S)he is responsible for internal communication as well as for correspondence with clients. Her/his activities primarily take place in the office, where (s)he carries out the majority of activities using the computer, telephone and fax. At the desk (s)he informs clients. In case of a conference or a meeting, (s)he writes down the minutes, sometimes in a foreign language such as English.
Area / s	Administration and commercialisation
General Competence	The clerk is carries out administration tasks related to various areas such as financial issues, taxes, human resource management, commercialisation and marketing. (S)he has a good command of language(s), including English if the company is working internationally. (S)he knows how to set up official letters and conference minutes and how to communicate with clients (externally) and superiors and colleagues (internally).
Specific	1. Carries out administrative tasks related to financial

competences	<p>issues</p> <ol style="list-style-type: none"> 2. Carries out administrative tasks related to taxes 3. Carries out administrative tasks related to human resource management 4. Carries out administrative tasks related to bookkeeping 5. Carries out administrative tasks related to marketing and commercialisation 6. Is responsible for correspondence (internally) 7. Is responsible for correspondence (with clients) 8. Is responsible for writing and distributing minutes of conferences
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4.3.2. Distributor («Auslieferungsfahrer/in«)

Profession	Distributor («Auslieferungsfahrer/in«)
Definition	The distributor distributes - and if necessary collects - the meat with a motor vehicle. Besides the core activity of distributing the ware, (s)he may also be in charge of routing the tours, assembling, loading and unloading the ware and taking new orders. Additionally, the distributor is often also in charge of the collection procedure.
Area / s	Administration and commercialisation
General Competence	The distributor transports the ware in an adequate vehicles (in case of simple distribution trips, (s)he transports the ware in a passenger car, in case of bigger transportations, (s)he rides a lorry). Besides knowing the respective type of vehicle and the street and transport regulations, the distributor needs to know how to repair or fix things in the vehicle as well as how to clean and maintain it. Furthermore, (s)he knows the geographical surrounding, is able to plan tours independently, drives in a safe manner and is willing to have irregular working hours. Also, (s)he also should have good manners, be reliable, punctual and service-oriented as regards the relationship to the clients. In some cases the distributor needs to know how to deal with the till and know about the collection procedure.
Specific competences	<ul style="list-style-type: none"> - Transportation of the ware in a vehicle - Cleaning and maintaining the vehicle - (Potentially) of routing the tours - (Potentially) assembling, loading and unloading the ware - (Potentially) taking new orders - (Potentially) working with the till

4.3.3. Logistics' expert

Profession	Logistics' expert
Definition	The logistics' expert is responsible for the organisation and distribution of ware and information streams. Particular areas of activity include acquisition, production, distribution, disposal and information management.
Area / s	Administration and commercialisation
General Competence	<p>The logistics' expert analyses existing procedures and activity chains, improves them if needed and calculates whether they are economically efficient.</p> <p>One of the main tasks is the analysis of the transportation route of the ware and the development of concepts to bundle the carriers and combine them the best. In large-scale enterprises logistics experts should be able to plan "just-in-time" and "just-in-sequence" procedures. They consider, how the goods can be delivered not only from a time-perspective in the sense of the needs ("just-in-time") but also in respect to the order of the production or the packing wishes ("just-in-sequence").</p> <p>Furthermore, the activities of the logistics' expert can include solving complex sub-tasks such as storing, handling of custom issues. Moreover, the logistics' expert is able to carry out calculations of the manpower required. The internationalisation and globalisation of the markets strengthens the role of the logistics experts which is why knowledge of English or French is more and more an asset or even a prerequisite for the position as logistics' expert.</p>
Specific competences	<ol style="list-style-type: none"> 7. Analysis of the transportation route of the ware 8. Development of concepts to bundle the single carriers and combine them the best 9. Handling of custom issues 10. Carrying out calculations of the manpower required 11. (Potentially dealing with clients in English and/or French)

4.3.4. Sales agent

Profession	Sales agent
Definition	The sales agent is in charge of selling meet and sausages. (S)he serves and informs the clients, presents - and sometimes also prepares - the ware and keeps the sales room clean.
Area / s	Administration and commercialisation
General Competence	The sales agent prepares the meat and sausages and sells them to the clients, whom (s)he also informs about the ware and the ways of preparing the food (on request). If a kitchen is connected to the butcher's shop, (s)he prepares drinks and small dishes. The sales agent mostly works in the sales room or

	on the market if the butchery is represented there. (S)he takes new meat from the stock room and the cold storage room and brings them to the sales room. Before the end of the working hours, (s)he cleans the sales room and (when the shop closes) brings the ware back to the stock room and the cold storage room.
Specific competences	<ol style="list-style-type: none"> 12. To take the meat and sausages from the stock room and the cold storage room and bring them to the sales room. 13. To prepare (e.g. cut into slices) the ware 14. To arrange the ware on the sales counter 15. To sell the ware to clients 16. To be able to explain the composition and production process of products 17. To consider the types and attributes of food, especially its' reciprocal interference in storage 18. To (potentially) inform clients on the ware and the way of preparing dishes with them 19. To clean the butcher's shop at the end of the working hours 20. To bring the ware back to the stock room and the cold storage room

4.4. Food healthy, healthy and hygiene

4.4.1. Veterinary assistant

Profession	Veterinary assistant
Definition	The veterinary assistance is responsible of the data collection for the sanitary inspections in the meat industry. He assure compliance with regulations in safety and food hygiene in all its different aspects (animal welfare, sanitary inspections, control of contaminant factors, etc.) .
Area / s	Safety, quality and labour risk prevention
General Competence	The veterinary assistant collects and analyses data on farms and slaughterhouses for ante and post-mortem inspections. He controls the hygiene conditions of the stored product, hygiene measures and risk prevention. He plays an important role in the control and detection of meat anomalies.
Specific competences	<ol style="list-style-type: none"> 1. To collect and critically analyse data on farms 2. To collect data on slaughterhouses 3. To assess the absence of contamination (in particular GMO)

	<ol style="list-style-type: none"> 4. To control the hygiene conditions of the stored product 5. To control the hygiene measures and risk prevention 6. To assess the animal well-being on farms and on slaughterhouses
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4.4.2. Maintenance technician

Profession	Maintenance technician
Definition	The Maintenance technician is responsible for the maintenance of all the equipments and the instruments present in the meat industry. He analyses existing equipments and assures their efficiency.
Area / s	Safety, quality and labour risk prevention
General Competence	The Maintenance technician guarantees the efficiency of the industrial equipments, through their every day maintenance.
Specific competences	<ol style="list-style-type: none"> 1. To elaborate the maintenance plan 2. To use the precision measuring instruments 3. To use the tools and equipment within the scope of maintenance.

4.4.3. Cleaner

Profession	Cleaner
Definition	The Cleaner is responsible to maintain the highest levels of cleanliness, using in adequate way products that don't contaminate the meats and the environment.
Area / s	Safety, quality and labour risk prevention
General Competence	The Cleaner must maintain the highest levels of cleanliness, using in adequate way products that don't contaminate the meats and the environment.

Specific competences	<ol style="list-style-type: none"> 1. To maintain the highest levels of cleanliness 2. To use adequate products 3. To hold the maintenance of the tools
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4.4.4. Expert in labour risk prevention

Profession	Expert in labour risk prevention
Definition	The expert in labour risk prevention is responsible for the identification of the specific risk factors and their prevention, guaranteeing the respect of the enforced national regulation .
Area / s	Safety, quality and labour risk prevention
General Competence	The expert in labour risk elaborates the plans for risk prevention and emergencies, chooses the personal protective equipment, control the respect of the enforced national regulation .
Specific competences	<ol style="list-style-type: none"> 1. To elaborate the plans for risk prevention and emergencies 2. To chose the personal protective equipment 3. To control respect of the enforced national regulation
Profession	Organic production expert
Definition	The organic production expert is responsible for the change over and maintenance of organic agriculture method in the meat industry, guaranteeing the respect of the enforced national regulation .
Area / s	Safety, quality and labour risk prevention
General Competence	The organic production expert will have to be basically aimed at the change over and maintenance of organic agriculture method in the meat industry. He will be able to follow in the best way an appropriate fulfilment of rules and national regulation s at local and international level, which are more and more in evolution.
Specific	<ol style="list-style-type: none"> 1. To identify the process modifications to bring the production

competences	in organic. 2. To collect data for the official "notification" of production by organic method. 3. To compile the official documents for the certification 4. To hold the relationships with the certification Agency.
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5. VOCATIONAL TRAINING

To continue, it is showed the training offer related to every one of the proposed professional profiles.

As it can be checked the showed training offer is linked to every one of the participants countries in the Euomeat project.

5.1. Slaughtering and raw material preparation (Spain)

Target Group	Training Offer
All workers	FTFE. Food handle course Compulsory training for the job
Meat product preparer / packer	INEM. Meal product preparer. Course for the insertion of unemployed people. No special requirements to do them.
Slaughterer, cutter and trimmer.	FTFE. Times measurements. Course of adaptation to the job favoured by the automatization.
Slaughterer, cutter and trimmer.	INEM. Slaughter. Course for the unemployed labour insertion.
Slaughterer, cutter and trimmer.	INEM. Butcher. Course for the unemployed labour insertion.
Cold store / warehouse worker.	MEC. Slaughterer and butcher-delicatessen. Long time cycle with trial period.
Meat product preparer / packer	MEC. Vegetal, meat and fish tinned food. Long time course with trial period. Food sector.
Slaughterer, cutter and trimmer.	MEC. Slaughterer and butcher-delicatessen. Long time cycle with trial period in enterprises.

5.2. Meat product preparer / packer (France)

Target Group	Training Offer
Carver	CAP. Boucher (butcher)
	CAP. Charcutier-Traiteur (pork butcher, caterer)
	CAP IAA. Ouvrier Polyvalent de Fabrication de Produits Alimentaires (polyvalent worker for the preparation of food products)
	CAP IAA Ouvrier Polyvalent de Travail Industriel des Viandes (polyvalent worker for industrial meat work)
	BEPA Transformation Spécialité industries agroalimentaires (transformation, food related specialty)

	BAC PRO Métiers de l'Alimentation (Food related jobs)
	CQP Ouvrier Qualifié (qualified worker)
Machine operator, Conditioning line	CAP IAA Ouvrier de Conduite de Machine automatisée de Conditionnement (machine operator)
	BEPA Transformation Spécialité industries agroalimentaires (transformation, food related industries)
	BAC PRO Bio Industrie de Transformation (transformation industries)
	BP Industries Agroalimentaires (food related industries)
	BTS IAA Transformation des produits carnés (Meat products transformation)
	CQP Conducteur de machine (machine operator)
	CQP Conducteur de ligne (Line operator)
Workshop manager	BTS IAA Transformation des produits carnés Meat products transformation)
	Licence professionnelle (professional licence)
	Ingénieur agroalimentaire (Engineer)
	CQP Responsable d'Atelier (Workshop Manager)
All workers	Hygiene
	Quality
	Knowledge of machines and materials
	Hygiène
	Quality
	Sécurité
	Product/ Process
	Tools/installation
Communication	

5.3. Whole sale trade (Germany)

Target Group	Training Offer
Clerk	Vocational training as "clerk" ("Ausbildungsberuf Bürokaufmann/Bürokauffrau"). FIRMS
	Vocational training as "business(wo)man engaged in wholesale and export trades" ("Ausbildungsberuf "Kaufmann im Groß- und Außenhandel/Kauffrau im Groß- und Außenhandel"). FIRMS, AND VOCATIONAL SCHOOLS
	Vocational training as "forwarding merchant" ("Kaufmann/-frau für Spedition und Logistikdienstleistung") In firms where the in-firm training is provided as well as vocational schools (full time)

	Business(wo)man engaged in wholesale and export trades ("Diplom-Kaufmann/-frau (FH)") University of applied sciences
	Skilled labour engaged in trade ("Handelsfachwirt/Handelsfachwirtin IHK") Private training institutions
Distributor	Ausbildungsberuf "Berufskraftfahrer/in" (vocational training as "Logistics' expert") Firms where the in-firm training is provided as well as vocational schools
	Ausbildungsberuf "service driver" ("Servicefahrer/innen"). Firms and Vocational Schols. Chambers of commerce.
Logistics experts	Vocational training "Skilled personnell in logistics" (Ausbildungsberuf "Fachkraft für Lagerlogistik")
	Fachkraft für Logistik. Private training institutions and chambers of commerce
Sales agent	Ausbildungsberuf „Fachverkäufer/in - Lebensmittelhandwerk (Fleischerei)" (vocational training as „sales agent in the butcher’s shop") The training is provided in a butchery’s shop and a vocational school. An examination committee evaluated the results. It is composed of 1 employer representative, 1 employee representative and 1 trainer of the vocational school where the training was undertaken.
	Public examination authorities located at the chambers of crafts

5.4. Food healthy, healthy and hygiene (Italy)

Target Group	Training Offer
Veterinary assistant	Laurea 1° Livello in Scienze e Tecnologie Zootecniche (certificate of completion of coursework at the first level of University, in sciences and Zootechniques Technologies). MIUR (Italyn Ministry of Education, University and Research)
Quality control expert	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). MIUR (Italian Ministry of Education, University and Research)
Quality control expert	Diploma di "Operatore Agro-Industriale" (three years of the upper secondary vocational school, area Agrarian) MIUR (Italian Ministry of Education, University and Research)
Quality control expert	Quality Control Course in Agro-Industrial field.Private Certification Bodies
Maintenance technician	Diploma di "Operatore Meccanico" (three years of the upper secondary vocational school, area Mechanics). MIUR (Italian Ministry of Education, University and Research)
Maintenance technician	Maintenance Technician Apprentice. Ministry of Labour in agreement with Industries
Cleaner	Cleaner Apprentice. Ministry of Labour in

	agreement with Industries. Ministry of Labour in agreement with Industries
Expert in labour risk prevention	Diploma di "Operatore Gestione Aziendale" (three years of the upper secondary vocational school, area Managerial). MIUR (Italian Ministry of Education, University and Research)
Expert in labour risk prevention	Labour Risk Prevention course. Private Certification Bodies. Permanent Vocational Training
Organic production expert	Diploma di "Perito Agrario" (upper secondary school, area Agricultural MIUR) (Italian Ministry of Education, University and Research). Initial Vocational Training
Organic production expert	Diploma di "Operatore Agro-Industriale" (upper secondary <u>vocational</u> school, area Agricultural) MIUR (Italian Ministry of Education, University and Research) Initial Vocational Training
Organic production expert	E-learning course for "Organic Production Technician". AIAB – Associazione Italiana per l'Agricoltura Biologica. Permanent Vocational Training

6. VOCATIONAL TRAINING RELATED TO EQF LEVELS

To continue it is showed the training offer from the point 5 linked to the EQF levels which are linked in the document of the European Commission "proposal for a recommendation of the European parliament and of the council on the establishment of the European Qualifications Framework for lifelong learning".¹

To make an approximation of the training offer in the meat sector to the EQF levels have been used two references of the finished researched and the next criteria have:

- Level 1 to 2: related to secondary school.
- Level 3. High Secondary Education
- Level 4. High Technical Education
- Levels 5 to 8: University Education

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 1</p> <p>Knowledge: basic general knowledge.</p> <p>Skills: basic skills required to carry out simple Tasks.</p> <p>Competences: work or study under direct supervision in a structured context.</p>	<p>Food Handle Worker (Spain)</p>	<p>Depending of the Region: 2 – 12 hours</p>	<p>Permanent</p>

¹ European Commission2006."Proposal for a recommendation of the European parliament and of the council on the establishment of the European Qualifications Framework for lifelong learning". www.europa.eu.int

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 2</p> <p>Knowledge: basic factual knowledge of a field of work or study.</p> <p>Skills: basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools.</p> <p>Competences: work or study under supervision with some autonomy.</p>	<p>Time measurer (Spain).</p> <p>Slaughterer Operator. Garantía social. (Spain)</p>	30 hours.	Permanent.
	<p>-Carver (Butcher. Polyvalent Worker. Meat Worker. Machine Operator.) CAP Degree. (France)</p>	2/3 years.	Initial.
	<p>-Machine operator. BEPA. (France)</p> <p>-Qualified worker in meat sector. CQP. (France)</p>	2/3 years.	Initial.
		2/3 years.	Permanent.

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 3</p> <p>Knowledge: knowledge of facts, principles, processes and general concepts, in a field of work or study.</p> <p>Skills: a range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information.</p> <p>Competences: take responsibility for completion of tasks in work or study adapt own behaviour to circumstances in solving problems.</p>	<p>-Food related jobs. BAC-PRO Carver. (France)</p>	<p>3 years.</p>	<p>Initial.</p>
	<p>-Machine Operator. (BAC-PRO). (France)</p>	<p>3 years.</p>	<p>Initial.</p>
	<p>-Food related activities/Machine Operator. (BP). (France)</p>	<p>3 years.</p>	<p>Initial.</p>
	<p>-Machine Operator. Line operator.(CQP). (France)</p>	<p>3 years.</p>	<p>Permanent.</p>
	<p>Slaughterer, cutter and Trimmer (Spain).</p>	<p>2.000 hours.</p>	<p>Initial.</p>
	<p>Butcher / delicatessen worker(Spain).</p>	<p>800 hours.</p>	<p>Initial.</p>
	<p>Meat produce preparer/packer (Spain)</p>	<p>2.000 hours</p>	<p>Initial</p>

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 3</p> <p>Knowledge: knowledge of facts, principles, processes and general concepts, in a field of work or study.</p> <p>Skills: a range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information.</p> <p>Competences: take responsibility for completion of tasks in work or study adapt own behaviour to circumstances in solving problems.</p>	-Maintenance Technician Apprenticeship (Italy).	120 hours	Initial
	-Cleaner Apprenticeship (Italy)..	120 hours	Initial
	-Expert in a)labour risk prevention, secondary (upper) vocational school.	3 years	Initial
	b)private courses. -Organic Production	3 years	Permanent
	Expert: a)Upper Secondary School. (Italy).	5 years	Initial

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 3</p> <p>Knowledge: knowledge of facts, principles, processes and general concepts, in a field of work or study.</p> <p>Skills: a range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information.</p> <p>Competences: take responsibility for completion of tasks in work or study adapt own behaviour to circumstances in solving problems.</p>	-Clerk. (Germany)	3 years / 2.700 h.	Initial.
	-Business (wo)man (Clerk). (Germany)	3 years / 2.700 h.	Initial.
	-Forwarding Merchant (Clerk). (Germany)	3 years / 2.700 h.	Initial.
	-Handelsfachwirt (Skilled labour engaged in trade. Clerk.) (Germany)	1 year / 900 h.	Permanent.
	- Distributor (Berufskraftfahrer / in . Logistics' Expert). (Germany)	3 years / 2.700 h.	Initial.
	-Distributor (Servicehahrer /innen , Driver service). (Germany)	3 years / 2.700 h.	Initial.
	- Logistics Experts (Fachkraft für Lagerlog). (Germany)	3 years / 2.700 h.	Initial.
	-Logistics Experts (Fachkraft für Lagerlog, private training institutions and chambers of commerce) (Germany)	1 year / 900 h.	Permanent.
-Sales Agent(Germany) (Fachverkäufer/in)	3 years / 2.700 h.	Initial	

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 4</p> <p>Knowledge: factual and theoretical knowledge in broad contexts within a field of work or study.</p> <p>Skills: a range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study.</p> <p>Competences: exercise self-management within the guidelines of work or study contexts that are usually predictable, but are subject to change supervise the routine work of others, taking some responsibility for the evaluation and improvement of work or study activities.</p>			
	Superior Technician in Food Industries (Spain)	2.000 hours	Initial
	-Meat transformation / Line operator (BTS). (France)	2 years.	Initial.
	-Meat transformation/workshop manager (BTS). (France) -Lic Prof. Workshop manager. (France) - Workshop manager. (France)	2 years. 2 years. 2 years. 3 years.	Initial. Initial. Initial. Permanent.

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 4</p> <p>Knowledge: factual and theoretical knowledge in broad contexts within a field of work or study.</p> <p>Skills: a range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study.</p> <p>Competences: exercise self-management within the guidelines of work or study contexts that are usually predictable, but are subject to change supervise the routine work of others, taking some responsibility for the evaluation and improvement of work or study activities.</p>	<p>-Organic Production Expert: b)Vocational Training Course. (Italy)</p> <p>-Quality Control Expert: b)Vocational School private courses (Italy)</p>	<p>120 hours</p> <p>40 hours</p>	<p>Permanent</p> <p>Permanent</p>

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT , INITIAL
<p>Level 5</p> <p>Knowledge: comprehensive, specialised, factual and theoretical knowledge within a field of work or study and an awareness of the boundaries of that knowledge.</p> <p>Skills: a comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems.</p> <p>Competences: exercise management and supervision in contexts of work or study activities where there is unpredictable change review and develop performance of self and others.</p>	<p>-Veterinary Assistant (1st level degree).</p> <p>-Quality Control Expert: a)1st level degree.</p>	<p>3 years</p> <p>3 years</p>	<p>Initial</p> <p>Initial</p>

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 6</p> <p>Knowledge: advanced knowledge of a field of work or study, involving a critical understanding of theories and principles.</p> <p>Skills: advanced skills, demonstrating mastery and innovation, required to solve complex and unpredictable problems in a specialised field of work or study.</p> <p>Competences: manage complex technical or professional activities or projects, taking responsibility for decision-making in unpredictable work or study contexts take responsibility for managing professional development of individuals and groups.</p>	<p>-Engineer Agrofood and Biology . Workshop manager / plant manager (France).</p>	<p>5 years.</p>	<p>Permanent.</p>

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT, INITIAL
<p>Level 7</p> <p>Knowledge: highly specialised knowledge, some of which is at the forefront of knowledge in a field of work or study, as the basis for original thinking critical awareness of knowledge issues in a field and at the interface between different fields.</p> <p>Skills: specialised problem-solving skills required in research and/or innovation in order to develop new knowledge and procedures and to integrate knowledge from different fields.</p> <p>Competences: manage and transform work or study contexts that are complex, unpredictable and require new strategic approaches take responsibility for contributing to professional knowledge and practice and/or for reviewing the strategic performance of teams.</p>			

LEVEL	TRAINING OFFER	LENGTH	KIND: PERMANENT , INITIAL
<p>Level 8</p> <p>Knowledge: knowledge at the most advanced frontier of a field of work or study and at the interface between fields.</p> <p>Skills: the most advanced and specialised skills and techniques, including synthesis and evaluation, required to solve critical problems in research and/or innovation and to extend and redefine existing knowledge or professional practice</p> <p>Competences: demonstrate substantial authority, innovation, autonomy, scholarly and professional integrity and sustained commitment to the development of new ideas or processes at the forefront of work or study contexts including research.</p>			

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- CEDEFOP : Certification in the EU member states
- CIV : Centre d'information des viandes (Meat information center)
- FICT : Fédération Française des Industriels Charcutiers, traiteurs, transformateurs de Viandes (French pork butchers, caterers and meat transformers federation)
- FNICGV : Fédération Nationale des Industrie du Commerce en Gros des Viandes (Wholesale meat trade federation)
- AGEFAFORIA : Association de gestion des Fonds Formation de l'Industrie Alimentaire (Association for the management of training funds for the food industry)

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www.isfol.it
- **PNR ITALY**
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