

IFES: Profiles and competences in slaughtering and raw meat preparation

Interim meeting
Dijon.
20th and 21st
November 2006



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Current situation in Spain

- Meat industry collective agreement
- Training offer
- Qualifications and certificates
- Access to Vocational Training
- Access to work

Profiles and competences in slaughtering and raw meat preparation

- Slaughterer, Cutter, Trimmer
- Meat product preparer / packer
- Cold store / warehouse worker



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Meat industry collective agreement

- The professional categories of the meat industry agreement in Spain get the next specific sector categories.
 - Slaughter
 - Cutter
 - Butcher
 - Glutton or greedy
 - Trimmer
 - Machine worker



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Training offer

Initial training. MEC (Science and Education Ministry)

- Medium qualification course for Meat, vegetable and fish tinned industry.(1400 H)
- Medium qualification course for Slaughtering, delicatessen and butchery.(1400 H)
- High qualification course for Food Industry (2000H)

Occupational Training, aimed to unemployed people (SPEE)

- Slaughter (320 H)
- Meat product preparer / packer (710H)

Continuous Training FTFE with Social Agents

- Food service worker. Professional licence.



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Difficult coverage jobs

- In according to the INEM / SPEE statistic these jobs are difficult of being covered. It's considered to be covered by immigrant people or workers without qualification.



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Access to the vocational training

MEC Initial Training

- Only with Secondary Education passed
- 16 years
- Length 2 years
- The vocational training has a little success in Spain: long length, tradition to learn the job meanwhile working.

INEM / SPEE (Spanish Employment Public Service)

- No requirement to access
- More popular o success

Continuous training

- Food handling licence (VIP).R.D 202/2000



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Access the work

- In this sector there are many dispersed little enterprises, most of them are familiars, against a few big powerful firms .
- As in the rest of productive sectors, the vocational training has a few impact on firms. Workers access to this sector as labourer and they get the qualification working for years.
- It's really difficult to find qualified workers. Exist a big rotation because of sick leave.
- Prototype profile: 25 to 40 years, doing qualified tasks, indefinite engage, secondary school level.



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Slaughtering and raw meat preparation professional profiles

The profiles are:

- Lairage worker
- Slaughterer, Cutter, Trimmer
- Meat product preparer / packer
- Cold store / warehouse worker



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Slaughterer, Cutter, Trimmer

Professional competences:

1. Slaughtering operations of the cattle
2. Separation and classification of the different parts of the animal
3. Devices handle
4. To cut up carcasses to get edible waste
5. To apply industrial cold processing
6. To adopt risk prevention measures



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Meat product preparer / packer

Competences:

- Stocks check / control
- Raw material preparation
- To apply conservation processing
- Wrapper and packing operations
- To apply hygienic and food safety



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Cold store / warehouse worker

- 1. Stock control
- 2. Check the product quality
- 3. Application of the cold processing
- 4. Warehousing and preservation of the merchandises
- 5. To carry out the internal suppliers required
- 6. To prepare external orders
- 7. To check stocks
- 8. To apply the hygienic and safety rules



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Food handling licence course

THE FOOD

- The Food
- Food contamination / pollution
- Food origin illness

FOOD HYGIENIC AND MANIPULATION

- Warehousing and preservation
- Hygienic and personal healthy
- Hygienic consideration in locals, equipments and tools or instruments
- Hygienic general plans

CURRENT FOOD REGULATION

- Regulation
- Dangerous Analysis Systems and Critical Points Controls (APPC)

PRACTICE APPLICATION IN THE SECTOR

- Specific dangerous
- APPC application



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Vegetal, meat and fish tinned medium qualification. 1400 h.

PROFESSIONALS MODULES ASOCIATED TO A COMPETENCE 640 h

- Operations and warehouse control. 65h
- Basic operations of tinned food production. 225h
- Preservations finals processing. 160h
- Packing and package. 95h
- Hygienic and safety in meat industry. 95h

BASIC OR TRANSVERSAL PROFESSINALS MODULES. 255h

- Raw materials, processing and products in the meat and tinned food industry. 160h
- Auxiliary and control system of the process. 95h

PROFESSIONAL MODULE IN PRACTICE OR WORKING CENTRE TRAINING . 440h

PROFESSIONAL MODULE IN LABOUR GUIDANCE AND TRAINING 65h



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Slaughter, butcher and delicatessen medium qualification. 1400H

PROFESSIONALS MODULES ASOCIATED TO A COMPETENCE . 800 h

- Evaluation, sacrificed and work operations of animals and carcasses.95h
- Cutter and butchery. 225h.
- Delicatessen. 225.
- Operations and warehouse control. 65 h
- Hygienic and safety food industry. 95
- Administration, management and trade in small enterprise 95h.

BASIC OR TRANSVERSAL PROFESSIONALS MODULES. 95h

- Meat technology. 95 h

PROFESSIONAL MODULE IN PRACTICE TRAINING (IN WORKING CENTER). 440h

PROFESSIONAL MODULE IN LABOUR GUIDANCE AND TRAINING 65h



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Changes in the professional competences

Perfiles profesionales	Food Safety	Production Quality	Labour risk prevention	New Technologies
Lairage worker	X	x	X	X
Slaughterer	X	x	X	X
Cutter	X	X	X	X
Meat product preparer / packer	X	X	X	X
Trimmer	X	X	X	X
Cold store / warehouse worker	X	X	X	X

Changes in competences (1)

- **T.I.C. New Technologies:**
 - jobs have developed automatic tasks and these posts are very repetitive.
 - tasks or professions, which can not be automatic, requires of a very qualified people, with skills and specific acknowledges which are difficult to find at the working market.
- **Food safety:**
 - food handling license is compulsory or required to work on this.
 - Immigrants workers who start in the meat sector (no language knowledge).

Changes in competences (2)

- **Work safety and hygienic:**
 - high index of sick leave in Spain
 - to redouble the efforts on this matter