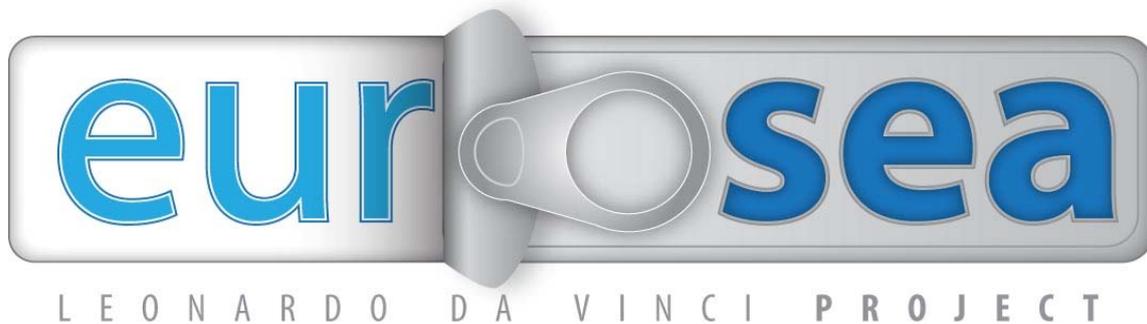


Professional profiles definition and training offer GENERAL REPORT



EUROPEAN REFERENCE OF QUALIFICATIONS IN FISH AND SEAFOOD CANNERY SECTOR

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INTRODUCTION

The aim of WP 3 is to define the existing professional profiles in the fish and seafood cannery sector. In this general report is defined professional profiles and training offer in Europe. This report is based on 5 national reports (Greece, Spain, Portugal, Italy and Finland).

In the first chapter is described the socio-labour situation in fish and seafood sector and access to work in the sector and access to the vocational training in participating countries. In this chapter are compared similarities and differences between countries. In the second chapter are definitions of existing terms and in the third chapter are described professional competences and professional profiles in the fish and seafood cannery sector. In the fourth chapter focus is on training offer of fish and seafood cannery sector in each country.

This general report is based on analysis of existing documents and interviews of companies in the fish and seafood sector and training organisation in Greece, Portugal, Italy, Spain and Finland. The interviews were carried out in each country between July and October. A total of 50 interviews have been carried out at this stage.

Table 1. Interviews in Greece, Italy, Portugal, Spain and Finland

	Greece	Italy	Portugal	Spain	Finland
Companies	2	3	12	5	8
Training organisations	2	1	2	2	2
Trade Unions	2	2	1	1	
Other	2	4	1	3	

During the WP 3 partners reported some difficulties to find companies to interviews. Some reasons for these difficulties were for example the structure of the sector and the size of the companies.

1. SOCIO-LABOUR SITUATION IN THE FISH AND SEAFOOD CANNERY SECTOR IN EUROPE

Fish and seafood cannery sector is a labour-intensive sector. Especially in Finland and Greece companies are small. Structure of age was difficult to find because there were no specific data available. In Italy, Portugal and Spain average age is between 35,5 and 44 years.

There are lot of women working in the fish and seafood cannery sector. In Portugal there are almost 90 % women in the sector. Qualification level is low in all five countries.

Table 2. Socio-labor situation and profile of employees

	Greece	Italy	Portugal	Spain	Finland
Number of companies	76	451 (fish processing)		147 (canning) Around 650 (fish processing)	201
Number of employees	876	451.764 (Food, Tobacco and drink industries)		15 375	841
Age structure/ average	no specific data	35,5	40	44	no specific data
Sex	no specific data	80 % women	89 % women	75 % women	no specific data
Qualification level	low	low	low	low	low

In Italy, Portugal, Spain and Finland there are no specific requirements to access to vocational training in fish and seafood cannery sector. In Greece preconditions depends the subject of training. The idea is that everyone can find access to vocational training system from every pathway he/she might have taken. Everyone can access to vocational training: depending on their educational level they will access to different levels of vocational training.

Table 3. Access to vocational training and work in the fish and seafood cannery sector

	Greece	Italy	Portugal	Spain	Finland
Access to vocational training	Preconditions depends the subject of training	No specific requirements	No specific requirements	Depend on vocational training and level	Compulsory education or at least 16 years old
Access to work in sector	No specific requirements	No specific requirements - secondary school diploma for qualified or specialized operators	No specific requirements	Depend on professional profile	No specific requirements

Collective agreements

In **Greece** Collective Agreement is applicable in the sector of fish and seafood canneries that covers in particular the following professions:

- Sterilizer of canned fish products
- Operators of production machinery
- Clark drivers
- Responsible for packing and stacking fishery products
- Unskilled workers

All other workers and employees in professions other than the above listed, are being covered by the national collective agreement of the corresponding profession that covers workers of various skills at a national level (e.g. secretaries, guards, accountants, etc.)

In **Italy**, if we do not consider the presence of undeclared work, especially in southern Italy, or the case of small family companies that in some cases could offer piecework, generally the employee of the fish processing sector is a generic (unskilled) worker mainly with a dependent employment contract of indefinite term and set, according to the National Collective Agreement for the food industry, in the fourth to fifth level, with a net monthly salary that can circumvent about 800 to 900 euros.

In **Portugal** there is a Collective Agreement for the canned fish industry, updated in March 2010. It is applied in the whole national territory and obliges all the companies that operate in the fish cannery sector (represented by the National Association of the Fish Cannery Industry), as well as the workers within this sector (with the different professional categories represented by their respective labour organizations). This collective agreement covers issues such as professional careers, duration and organization of work time, duties and obligations of both parts, and an appendix regarding the definition of professional categories and concomitant remuneration.

Food industry in **Finland** got new collective agreement in May 2010. This collective agreement is valid 24.5.2010 - 31.3.2014. According this agreement the salaries in food industry (including fish processing industry) are between 8,95 € - 10,86 € per hour. Shift work substitution is between 1,54 € - 3,27 € per hour.

Spanish Collective Agreement 2006-2010 for this sector governs the labour conditions of workers, thus being applicable to all companies and workers who are within the range of it, i.e. canning

industries, semi-preserved, smoked, cooked, dried, processed, salted, oils and meal of fish and seafood.

Therefore, it is important to point out that social dialogue and collective bargaining are governing employment relationships between companies in this sector and their workers. This agreement covers a wide range of issues, from the functional level to the wages and terms regarding the classification of personnel, and requirements for professional groups. Also noteworthy is the existence of the Vocational training clause (Article 12 and fifth additional provision), Health and Safety at Work and the establishment of a Joint Commission (Comisión Paritaria).

The National Agreements of Vocational Training for Employment and the rules governing the professional qualifications, professional certificates and recognition and accreditation of professional skills by different routes of acquisition consider the participation of social organizations: trade unions and employers associations. Therefore, all this is the result of social dialogue.

2. DEFINITION OF EXISTING TERMS

Definition of existing terms based on national reports. These terms are key terms identified in partner countries. Definitions have been chosen by each partners taking into account definitions used in their national context. Common terms (mentioned at least two national reports) in national reports were professional profile, qualification/professional qualification, competences, skills and learning outcomes. Definitions were quite similar impressed by different words:

	Professional profile
Greece	It defines all the basic and individual business functions that make up the outline of a profession or a specialty and the relevant knowledge, skills and abilities required to respond to these functions.
Italy	It describes a job in terms of skills necessary to work processes, defined in relation to outputs which are recognizable to tasks/areas of professional liability.
Portugal	The description of knowledge and skills required to perform a specific professional activity. Knowledge is sub-divided in knowing, skills (know-how-to-do) and competence (know-how-to-be).
Spain	Characteristics that one person should have to develop a job.
Finland	Characteristics and individual know how description what is needed in some profession

	Qualification/Professional qualification
Greece	Recognition of qualifications is realized through all formal, non-formal and in-formal education.

Italy	You get a qualification when a competent body determines that individual's learning has reached a specific standard of knowledge, skills and competence. The standard of learning outcomes is confirmed by an assessment or completion of a course of study. Learning and assessment of a qualification can take place through a course of study and/or experience in the workplace.
Portugal	A formal outcome of an assessment and validation process that is obtained when a competent institution determines that an individual has achieved learning outcomes to given standards.
Spain	The 5 levels of professional qualification are based on the professional competence required for each productive activity taking into account different criteria like knowledge, initiative, autonomy, responsibility and complexity, among others, necessary for the accomplishment of every activity. A professional qualification is a set of professional competences significant in employment which can be acquired through VET modules or any other kind of learning structure as well as through work experience.
Finland	Capacity, knowledge, or skill that matches or suits an occasion, or makes one eligible for a duty, function, office, position, privilege, right, or status by measuring up to a fixed standard of ability, or legal or official requirements.

	Competences
Greece	A set of behaviors that encompasses skills, knowledge, abilities, and personal attributes that, taken together, are critical to successful work accomplishment.
Italy	Structured sets of knowledge, information, principles, practices and theories necessary to the correct execution of the profession. They can be acquired through formal paths (education, vocational education and training) and / or experience.
Portugal	Recognized capacity to mobilize knowledge, skills and attitudes in a context of work, professional development, education and personal development.

Spain	Competence is working and professional activities which require theoretical knowledge and practical capacities, capacity to use particular instruments and techniques and it can be described in several levels.
Finland	Proved ability to use knowledge, skills and personal social and/or methodical capacity in work or learning situations and personal development.

	Skills
Greece	The ability to perform tasks and solve problems
Italy	Sets of procedures and general cognitive processes that determine the ability of performing well the tasks associated with the profession. They are, in particular, processes learned during the time and that allow to effectively transfer the acquired knowledge in the job.
Portugal	Not mentioned in national report
Spain	Not mentioned in national report
Finland	Ability to adapt knowledge and use knowhow to accomplish tasks and to solve problems.

	Learning outcomes
Greece	'Learning outcomes' means statements what a learner knows, understands and can do after completion of a learning process and definitions of knowledge, skills and skills
Italy	Not mentioned in national report
Portugal	Statements of what a learner knows, understands and is able to do on completion of a learning process and which are defined in terms of knowledge, skills and competence
Spain	Not mentioned in national report
Finland	What learner/student knows, understand and be able to do in the end of learning process. Learning outcomes are knowledge, skills and qualifications.

All definitions of existing terms are quite similar on all partner countries. The most significant difference is in the words which were used in description of existing terms.

3. PROFESSIONAL COMPETENCES AND PROFESSIONAL PROFILES

The working process in the fish and seafood processing sector is almost same in all 5 countries. Differences between processes in different countries are mostly level of description. Process flow begins of fish receiving and it ends to packing and storing.

Table 4. Process flow in seafood cannery in Greece, Italy, Portugal, Spain and Finland

	Greece	Italy	Portugal	Spain	Finland
1	Fish receiving	Arrival of raw material	Raw-materials reception	Fish receiving	Fish receiving
2	Storage	Cooking	Brining	Sectioning	Sorting and storage
3	Thawing	Cleaning	Preparation (cutting and cleaning)	Cooking	Cooking
4	Sectioning	Canning and Sealing	Cooking	Cutting and cleaning	Cleaning, cutting
5	Can filling	Sterilization	Canning	Filling and sealing	Filling
6	Precooking - Ingredients addition	Labeling and pakaging	Nailing (riveting)	Sterilizing	Packing
7	Can sealing		Sterilization	Packing and storage	Storage
8	Thermal processing of cans in autoclaves		Packaging/Storing	Mechanical maintenance	Delivery
9	Packaging		Dispatching		

Professional profiles in each country are quite similar and there is a common process in all partner countries. In Finland there are less defined

professional profiles than other countries. The reason to this is that in Finland companies are small and they have very low organization structure. This means that employees have to be multi skilled and participate in all phases of the production process.

Table 5. Defined professional profiles

Greece	Italy	Portugal	Spain	Finland
Receiver and handler of raw fish	Raw material receiver	Canning preparer	Receiver and handler	Production worker
Cleaner and sanitizer of fish processing areas	Processing operator	Master	Fork-lift operator	Quality controller
Machinery and Equipment Operator	Sterilizer operator	Quality technician	Quality controller	Stock worker
Can filling and seaming operator	Labeling and packaging operator	Fork-lift operator	Fish processing manufacturer	Supervisor (production worker)
Sterilizer of canned fish products	Production manager- head department	Production worker	Cook	Administration
Responsible for packing and stacking fishery products	Quality product and HACCP controller	Head of department	Fish gutting and cleaning manufacturer	Management/ managers
Quality manager is fish processing	Buying and selling clerk	Machine supervisor	Filling and sealing controller	
Production supervisor	Administrator Administration manager	Warehouse cashier	Sterilizer operative	
HACCP system officer			Sterilization controller	
			Packaging operator	
			Sealing mechanic	
			Head of production	

Professional profiles are quite similar in all partner countries. Professional profiles are nearly connected to the processes in fish and seafood cannery sector. Quality controller is one which is similar in all countries. In Spain professional profile is described more detailed than other countries. Instead in Finland professional profile is simpler because of structure on industry.

Table 6. Summary of professions and competences

N°	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
1	Receiver and handler	<p>Receiving, sorting, grading and handling of different raw fishes prior to processing.</p> <p>The operator receives the raw material or semifinished products and adopts its storage and conservation.</p> <p>Quality control of receiving raw material</p>	Fish receiving, warehouse,	<p>Maintain workplace health and safety in handling raw fish operations</p> <p>Prepare, move and re-locate raw fish.</p> <p>Receive raw fish</p> <p>Sort and grade raw fish</p> <p>Handle raw fish</p> <p>Control and selection of raw materials and semi-finished products as specified in the production program.</p> <p>Check orders</p>	<p>Preparing for receiving the order.</p> <p>Checking the conditions of the order.</p>	1 (Spain) "Unskilled worker" V level (Italy)	Spain Italy Greece
2	Fork-lift operator	Lifting, moving and handling raw fish with a fork-lift truck.	Fish receiving	Lift and handle raw fish safely when receiving.	<p>Assess risks to self and others when moving and handling load.</p> <p>Use the specified lifting and handling techniques</p> <p>Ensure that handling equipment is fit for use</p> <p>Use the specified transport routes for moving load.</p>	"Maintenance and internal transport in food industry" Level 1, NOF. (Spain)	Spain Portugal

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
3	Production worker, Processing operator, Fish processing manufacturer	Fish receiving Sorting and storage Preliminary preparations Cooking Cleaning and cutting Filling Manufacturing fish products Packing Storage The operator is in charge of the processing of raw materials and semi-finished products. He provides the first boiling, manual cleaning, smoking, salting, drying and dosing of raw materials during the different phases of production Process fish by hands	Production Sectioning Production line Packaging	Handle fish Prepare raw fish products (cubes, slices) Pack fish products storage fish products Work economically and rapid Can check up on waste Can freeze, smoke, salt and marinate fish products Can prepare canned fish products Can defreeze fish can storage products and knows temperature of storage Knows risks of refined fish Process fish by hand or using machinery. Maintain workplace health and safety in food operations Know the techniques, mostly manuals, and the equipment needed for the different operations and product preparations. To protect and preserve the deterioration of the product using the sealing machinery and tools	Social skills Teamwork Various tasks Prepare work-station to ensure conditions are suitable Sharpen knives into a condition suitable for achieving process specification. Grade fish by band or by machine. Cut fish according to specifications and, ensuring safety while using cutting devices. Make sure the product is transferred to the next stage in the process Food production cycle: phases, activities and technologies. Material and nutritional properties of food. Techniques for food preparation and storage. Technologies for products canning	1 2 3 4 "Generic Worker"	Italy Portugal Spain Finland

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
4	Quality controller HACCP system officer	<p>Maintain quality Management system HACCP</p> <p>In house trainer</p> <p>Operating necessary control sequences according to procedures</p> <p>The technical operator checks the quality of raw materials, of semi-finished products, of final products and manufacturing process, during and after the cycle, according to criteria and parameters set; he evaluates the compliance of the control of the entire system , identifying deviations from the norm or standard, evaluating the efficiency and effectiveness of measures taken in relation to targets set for a continuous improvement of processes</p>	All	<p>Knows quality management systems</p> <p>Knows HACCP</p> <p>Can use quality techniques</p> <p>Maintain product quality in food operations</p> <p>Be able to use central control systems.</p> <p>Be able to overcome problems using control systems</p> <p>Quality Management</p> <p>Maintain operational targets</p> <p>Achieve product specifications and operational targets</p>	<p>Training skills</p> <p>Report discrepancies between the order and received fish.</p> <p>Control size</p> <p>Control quality</p> <p>Assure the quality control during production, both in terms of internal and legal requirements</p> <p>Pinciples, aims and scope of the HACCP</p> <p>Provisions to ensure safety in the work environment</p> <p>Legislation on food hygiene control</p>	4 "Fish and aquaculture products industry" Level 3, NQF. "Specialized worker", III level	Finland Spain Portugal Italy Greece

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
5	Sterilizer operative	<p>Process canned fish and seafood using sterilization machinery.</p> <p>The operator makes a second cooking of the product by a sterilization at high temperatures and pressure; identifies machineries and equipments to adjust for the different stages of production and sets their operating parameters</p>	Sterilization	<p>Process canned fish and seafood using sterilization machinery.</p> <p>Maintain workplace health and safety in food operations.</p> <p>To know the sterilization techniques, machineries and equipments, their design, their use, their maintenance.</p> <p>To maintain safety and hygiene of the production facilities and machineries.</p> <p>To perform routine maintenance on equipments and determine when and what kind of maintenance is needed</p> <p>Describe sterilization</p> <p>Prepare to sterilise canned fish</p> <p>Sterilise cans or in a retort</p> <p>Perform end of the sterilization procedures</p>	<p>Control pressure treatments.</p> <p>Be able to set up pressure treatments.</p> <p>Be able to identify problems while sterilization operation.</p> <p>Types and mechanisms of functioning of major machineries and equipments for processing and storage of the product, in particular boilers and autoclaves.</p> <p>Obtaining of an obligatory "license" as a result of attending a training course.</p>	"Fishery and aquaculture and fish manufacture products", Level 2, NQF. "Qualified worker" - III level	Spain Italy Greece
6	Sterilization controller	Controlling sterilization process.	Sterilization	<p>Control sterilization operation.</p> <p>Maintain workplace health and safety in food operations.</p>	<p>Be able to use sterilization control systems.</p> <p>Be able to communicate problems while sterilization operation.</p>	"Fishery and aquaculture and fish manufacture products", Level 2, NQF.	Spain

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
7	Filling and sealing operator, Canning preparer	<p>Prepare can filling and seaming equipments</p> <p>Prepare to can fish</p> <p>Can fish</p> <p>Perform post seaming procedures</p>	Filling and seaming	<p>Ability to identify the major components of the equipment and their functions</p> <p>Competent in setting the correct process parameters in can filling and seaming</p> <p>Competent to operate and supervise operation of the equipment</p> <p>Competent in conducting or overseeing the daily equipment check and start-up procedures</p> <p>Ability to interpret the production schedule</p> <p>Competent in observing and enforcing food safety and quality control practices</p> <p>Ability to check packing material and ingredients for conformance</p> <p>Skill to monitor and record canning parameters</p> <p>Ability to identify if the parameters are within the target range</p> <p>Competent in supervising the equipment cleaning process</p>			Greece Portugal

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
8	Filling and sealing controller	Controlling filling and sealing fish process.	Filling and sealing.	Control sealing operation Maintain workplace health and safety in food operations.	Be able to use sealing control systems. Be able to communicate problems while sealing operation.	"Food industry auxiliary operations", Level 1, NQF.	Spain
9	Machinery and equipment operator, machine supervisor Sealing mechanic	Prepare to operate machinery/equipments Operate common fish processing machinery and equipment Shutdown machinery and equipment Attend minor maintenance of machinery and equipment Maintenance of equipment and machines Setting up and controlling sealing machinery running.	Production Packaging Mechanical maintenance	Ability to identify and explain the functions of major components Skills to identify and set correct working of the machinery/ equipment Undertake daily machine/ equipment checks Competent in starting up and shutting down machinery/ equipment Ability to operate machine/ equipment within the set process parameters Competent in monitoring process conditions and take corrective actions in case of deviations Ability to complete and maintain record forms Ability to observe food safety and health and safety requirements Locksmith Bring into operation and maintain sealing machinery running.	Fine the machinery; perform its maintenance Start up sealing machinery. Set up sealing machinery according to adequate sealing criteria. Be able to identify problems while running sealing machinery. Be able to solve failures occurred while running sealing machinery.	"Fishery and aquaculture and fish manufacture products", Level 2, NQF.	Spain Portugal Greece

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
10	Supervisor, Head of production, Production manager, Master	T eam leader H e evaluates the safety and compliance of the production process along the entire food chain, identifies methods and procedures for the use and maintenance of tools and equipment for food production, in order to assess their quality I ndustrial supervisor	Production Packaging Dispatching	S ame as production worker T o coordinate his actions to the ones of the different operators. T o determine how a system should work (i.e. machineries, organization of work, environment) and how environmental changes, or operational situation, may affect its performance. P roduction management P rovide information and performance expectations P rovide instructions and support M anage performance issues M anage disciplinary issues	S ocial skills T eam building A bility to motivate M ain productive and working processes T echniques of process analysis and representation. T ools and techniques for food qualitative analysis. T ools for the management of periodic reporting P lan production, supervise productivity. S kill to communicate update information on company policies and procedures, targets C ompetent to convey information on job roles and associated expectations A bility to share information and skills and answer questions A bility to identify and investigate reasons for poor performance C ompetent in monitoring poor performance A bility to identify and investigate	3, 4 "Specialized worker" – III level, according to the experience gained on the job.	Finland Spain Portugal Greece Italy

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
11	Packaging operator	<p>Handling, packing and storing canned fish and seafood.</p> <p>The operator performs the labeling and packaging of the canned product - thoroughly cleaned of any residues of oil, salt and water – according to the standards set</p> <p>Prepare to undertake packing and labelling of fishery products</p> <p>pack fishery products into boxes</p> <p>Label fishery products</p>	Packing and storage.	<p>Process canned fish and seafood.</p> <p>Maintain workplace health and safety in food operations.</p> <p>To know identification and automatic codification modalities</p> <p>Undertake packaging and labelling of products to meet the specifications</p> <p>Ability to select the packaging intended for a particular product</p> <p>Skil to select and form box or other material for packaging</p> <p>Competent in preparing for cooking, smoking and drying</p> <p>Ability to adjust weighing scale correctly</p> <p>Undertake weighing accurately</p> <p>Competent in taking correct actions or referring problem to the relevant person for deviations from the specifications</p> <p>Ability to fill and maintain associated records</p>	<p>Control wrapping in fish canning.</p> <p>Pack and prepare orders for despatch</p> <p>Store goods.</p>	<p>"Food industry auxiliary operations", Level 1, NQF.</p> <p>"Generic worker" - level IV or V, according to the experience gained on the job.</p>	Spain Greece Italy

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
12	Cook	Controlling fish and seafood cooking process.	Cooking	Maintain workplace health and safety in food operations	Control heat treatment. Prepare sauces and marinades.		Spain
13	Fish gutting and cleaning manufacturer	Process fish by hand.	Gutting and cleaning	Process fish by hand or using machinery. Contribute to workplace environmental safety Maintain workplace health and safety in food operations	Gut, clean and skin fish by hand Control fish gutting and skinning operations Make sure the product is transferred to the next stage in the process	"Food industry auxiliary operations", Level 1, NOF.	Spain
14	Administration, Administrator, Administration manager	Marketing, selling, invoicing, financial administration, HRM the policies and strategies of the organization, coordinating human resources, managing or controlling accounting, monitoring economic performance and financial position, planning work and internal activities	Administration	Bookkeeping Marketing communication After-sales service HRD To know principles and methods for the governance of a company and its management, regarding: - strategic planning, - allocation of human, financial and material resources, - control techniques, - methods of production and coordination of people and resources.	Social skills Carefulness Assessment of costs and benefits of potential actions to choose the most appropriate; Critical sense: use of logic to identify the strengths and weaknesses of solutions, conclusions or alternative approaches to problems. Identifying complex problems and collecting useful information to explore possible options and solutions.	4, 5, 6 "Entrepreneur" or "manager."	Finland Italy

No	Profession	Definition	Area/s	General competence	Specific competences	Qualifications	Country
15	Stock worker	Fish receiving packing storage delivery	Stock room	A udit of receiving raw material P acking S torage		2,3	Finland Portugal
16	Buying and selling clerk	The employee plans sales strategies and manages the purchase and sale of the company taking care also of the export activity - if the company provides it	Administration	T o know how to provide services to customers and people. T o assess customer needs and satisfaction and the achievement of quality standards	K nowledge of the principles and methods to introduce, promote and sell products or services. U nderstanding and definition of marketing strategies and tactics, and their presentation and sales techniques	"Employee" - II level.	Italy
17	Cleaner and sanitizer of fish processing areas	P repare to clean and sanitize fish areas and equipment C lean and sanitise fish areas and equipment C leaning chemicals and equipment	Production	A pply methods for cleaning and sanitizing of equipment and work areas C apable in communicating basic terminology C ompetent to work according to relevant regulations. C ompetent to clean and sanitize work areas and equipment A bility to prepare chemicals for cleaning and sanitation A bility to safely handle and store cleaning and sanitizing chemicals			Greece

After presentation of summary of professions and competences partners decided to choose “fish canning operator” and “seamer mechanic” for closer examine in WP 4.

4. TRAINING OFFER

In all countries except Italy has specific training related to the fish and seafood sector. Training is provided by different actors like training organisations, consultants, trade unions etc. One of the most important ways to provide training is training at workplace. This training is taylormade for needs of the company and reasults are very good.

Table 7. Training producers in different countries

	Greece	Italy	Portugal	Spain	Finland
Training organisations, vocational schools (VET)	X	X	X	X	X
Ubiversity of Applied Sciences					X
University	X			X	
Trade Union			X	X	
Consultants				X	X
Associations of the sector			X	X	
Technology Centers				X	
Projects (ESF, others)	X	X			X
In house training	X	X	X	X	X

Common feature in all countries is that there are not lot of organisations which offer training for fish and seafood cannery sector. In Spain training offer has increased in recent years. In Finland training offer has been at same level for many years and the main problem is that training in this sector is not very tempting.

In all countries access to vocational training is very easy and there are no specific requirements for applicants.

Training offer is introduced in appendix 1.

5. GLOSSARY OF KEY TERMS

Certificate of Professional Standards (Spain)

A Certificate of Professional Standards is the official accreditation instrument for the professional qualifications of the National Catalogue of Professionals Qualifications in the Labour Administration. The certificate accredits the capacity for the development of a working activity with significance in employment and ensures the training in the framework of VET for employment. One Certificate of Professional Standards shapes a professional profile as a set of professional competences identified in the productive system, recognized and valued in the labour world.

Competence unit (Spain)

The competence unit is the minimum set of professional qualifications which can be partially recognized and accredited as laid down by Article 8.3 of the Organic Act 5/2002 of 19 June 2002 on Qualifications and Vocational Education and Training.

General competence (Spain)

Brief description of one worker's essential tasks and functions.

Learning module (Spain)

The learning Module is a coherent education and training block related to each of the competence units which form a professional qualification. It is the minimum creditable vocational education and training unit to establish

learning programs leading to an official diploma on vocational education and training (VET) or an Occupational Aptitude Certificate.

Learning specifications (Spain)

They are defined as capabilities with their corresponding assessment criteria as well as the contents leading to the acquisition of those capabilities. The capabilities, whose acquisition must be completed in a real working environment, will be identified. The capabilities will convey the basic requirements of the learning context in order to achieve a quality learning.

Modular Catalogue of Vocational Education and Training (Spain)

It is a set of learning modules related to the different competence units which form a professional qualification. The Modular Catalogue provides a common reference for the integration of the existing programs on vocational education and training in order to allow the capitalization of learning and the promotion of lifelong learning.

National Catalogue of Professional Qualifications (Spain)

It is an instrument of the Spanish National System for Qualifications and Vocational Training (SNCFP) which arranges the professional qualifications (likely to be recognized and accredited) identified in the productive system according to competences appropriate for an occupational performance.

National System for Qualifications and Vocational Education and Training (Spain)

It is a set of instruments and actions which are necessary to promote and develop the integration of vocational education and training, through the National Catalogue of Professional Qualifications, as well as to assess and accredit the related professional competences in order to encourage the

professional and social development of people and to meet the demands of the productive system.

Performance criteria (CR in Spanish) (Spain)

They express the acceptable level of one professional performance to meet the productive organizations' targets and they are a reference guide for the assessment of professional competences.

Professional competence (Spain, Portugal, Greece, Finland)

It is a combination of knowledge and capabilities which allow the performance of an occupation according to the demands of production and employment.

Professional context (Spain)

It is a guiding description of means of production, products and results of work, used or generated information, and any other analogue element considered to be necessary to set a professional performance.

Professional environment (Spain)

It is a guiding description of the professional field, the productive sectors and related occupations or positions.

Professional family (Spain)

The National Catalogue of Professional Qualifications is made up of professional families. A professional family is a set of professional qualifications arranged under the same family because of their affinity.

Professional performance (RP in Spanish) (Spain)

It is an element of the competence which establishes the expected behaviour of one person, that's to say, the expected consequences or results of the activities performed by that person.

Professional qualification (Spain, Portugal)

It is a set of professional competences significant for employment which can be acquired through vocational education and training (VET) modules or any other kind of learning structure as well as through work experience.

Professional qualification levels (Spain)

The levels are based on the professional competence required for each productive activity taking into account different criteria like knowledge, initiative, autonomy, responsibility and complexity. The levels rank from 1 to 5, level1 being the most basic and level 5 the one requiring the biggest degree of qualification in one person.

Certification of skills (Italy)

The National System of Skills Certification in vocational training intends to ensure the transparency of the training paths and to allow the construction of "bridges" between the different systems. In 2002 it was established at ISFOL the National Reference Point in Italy on certification, as required by the European Commission in all Member States.

Permanent Education (Italy)

Training system for employed people aimed at upgrading and developing professional knowledge and skills, in close connection with the technological and organizational innovation in the production process and in relation to the changing of the work world.

Training credits (Italy)

Set of learning experiences, informal or formal and / or of work "capitalization" in pursuit of diplomas, certificates or certifications or re-entry in training or in school.

Vocational Training Centre (Italy)

Operative centre, with human and structural resources, which provides educational and vocational services aimed to recognize a vocational qualification, by young people and adults.

Voucher (Italy)

Training bonuses, issued to individual workers or citizens, usually on presentation of individual projects, to participate in training activities usually organized through the form of the catalogue.

Within the European Social Fund (ESF) it was also tested the business voucher. Also in this case the voucher is assigned to individual workers but is provided by the owner of the company because this contribution will fund the workers' participation in training activities.

Competence (Portugal, Finland)

The ability to apply learning outcomes adequately in a defined context (education, work, personal or professional development).

Learning pathway (Greece)

The sum of learning sequences followed by an individual to acquire knowledge, skills and competences.

Skills (Greece, Portugal, Finland)

The ability to perform tasks and solve problems.

Qualifications (Portugal, Greece, Finland) **

The term qualification covers different aspects;

- (a) Formal qualification: the formal outcome (certificate, diploma or title) of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards and/or possesses the necessary competence to do a job in a specific area of work. A qualification confers official recognition of the value of learning outcomes in the labour market and in education and training. A qualification can be legal entitlement to practice a trade.

- (b) Job requirements: the knowledge, aptitudes and skills required to perform the specific tasks attached to a particular position

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Appendix 1

TRAINING OFFER

PORTUGAL

Initial Vocational Training

Country	PORTUGAL
Profession	Fish prepararer
Denomination	Fish preparation
Responsible body	FOR-MAR
Duration in hours	980
ISCED Level	Level I
Entry conditions (Previous diploma)	4 years of school (1)
Minimum age Entry	Young people, until 25 years
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences; acquirement of qualifications for the handling, preparation, conservation, transformation, presentation and commercialization of fish.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Fish transforming operator
Denomination	Fish transforming operator
Responsible body	FOR-MAR
Duration in hours	3000
ISCED Level	Level II (with scholar equivalence)
Entry conditions (Previous diploma)	6 years of school (1)
Minimum age Entry	Young people, until 25 years
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences; acquirement of qualifications for the handling, preparation, conservation, transformation, presentation and commercialization of fish.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Fish transforming operator
Denomination	Fish transforming operator
Responsible body	FOR-MAR
Duration in hours	800
ISCED Level	Level II
Entry conditions (Previous diploma)	9 years of school (level I)

Minimum age Entry	Active or unemployed
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences; acquirement of qualifications for the handling, preparation, conservation, transformation, presentation and commercialization of fish.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Fish transforming operator
Denomination	Fish transforming operator
Responsible body	FOR-MAR
Duration in hours	Between 800 and 1760
ISCED Level	Level II (with scholar equivalence)
Entry conditions (Previous diploma)	Without obligatory school
Minimum age Entry	Active or unemployed
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences; acquirement of qualifications for the handling, preparation, conservation, transformation, presentation and commercialization of fish.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Fish transforming technician
Denomination	Fish transforming technician
Responsible body	FOR-MAR
Duration in hours	4000
ISCED Level	Level III (with scholar equivalence)
Entry conditions (Previous diploma)	6 years of school (1)
Minimum age Entry	Young people, until 25 years
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences inherent to the coordination and operation in processes of preparation, transformation and commercialization of fish products, quality control and production management.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Fish transforming technician
Denomination	Fish transforming technician
Responsible body	FOR-MAR
Duration in hours	1275
ISCED Level	Level III

Entry conditions (Previous diploma)	9 years of school (level I)
Minimum age Entry	Young people, until 25 years
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences inherent to the coordination and operation in processes of preparation, transformation and commercialization of fish products, quality control and production management.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Fish transforming technician
Denomination	Fish transforming technician
Responsible body	FOR-MAR
Duration in hours	2485
ISCED Level	Level III (with scholar equivalence)
Entry conditions (Previous diploma)	Without obligatory school
Minimum age Entry	Young people, until 25 years
Competences covered (describe which one of the competences are covered by this training action)	Development of personal, social and professional competences inherent to the coordination and operation in processes of preparation, transformation and commercialization of fish products, quality control and production management.
Is the completion of this training action a formal condition for getting a job in this profession	

Continuous Vocational Training for the fish and seafood cannery sector in Portugal

Country	PORTUGAL
Profession	Professional with competences in HACCP
Denomination	HACCP system
Responsible body	FOR-MAR
Duration in hours	50
ISCED Level	None
Entry conditions (Previous diploma)	Basic education level (9 years)
Minimum age Entry	
Competences covered (describe which one of the competences are covered by this training action)	Actualization, recycling and technical improvements in the analysis and critical control points in food industry.
Is the completion of this training action a formal condition for getting a job in this profession	

Country	PORTUGAL
Profession	Professional with competences in hygiene, security and food quality
Denomination	Hygiene, security and food quality
Responsible body	FOR-MAR
Duration in hours	25
ISCED Level	None
Entry conditions (Previous diploma)	Basic education level (9 years)
Minimum age Entry	
Competences covered (describe which one of the competences are covered by this training action)	Actualization, recycling and technical improvements in the analysis and critical control points in food industry.
Is the completion of this training action a formal condition for getting a job in this profession	

SPAIN

Initial Vocational Training

Country	SPAIN
Profession	Quality controller Filling and sealing controller Sterilization controller
Denomination	Senior technician in food industry
Responsible body	MINISTRY OF EDUCATION, SOCIAL POLICY AND SPORTS + AUTONOMOUS COMMUNITIES
Duration in hours	2.000 hours
ISCED Level	5B
Entry conditions (Previous diploma)	Direct access with: <ul style="list-style-type: none"> • Bacalaureate certificate • Higher technical diploma (Higher level of VET). • Have passed the course to access to university. • Equivalent university studies. Or pass a previous exam
Minimum age Entry	18 / 19 years
Competences covered (describe which one of the competences are covered by this training action)	<ul style="list-style-type: none"> • Manage supplies, warehouse and shipment in the food industry. • Develop the processes and determine the operating procedures for production. • Program, manage and control the production in the food industry. • Monitor the implementation of quality plan in the food industry. • Manage environmental protection systems in the food industry.

	<ul style="list-style-type: none"> • Make buying and selling operations and support activities to the commercialization of food products.
Is the completion of this training action a formal condition for getting a job in this profession	yes

Country	SPAIN
Profession	<ul style="list-style-type: none"> • Receiver and handler • Fish processing manufacturer • Filling and sealing controller • Cook • Packaging operator • Sealing mechanic • Machinery mechanic
Denomination	Technician of elaboration of food products
Responsible body	MINISTRY OF EDUCATION, SOCIAL POLICY AND SPORTS + AUTONOMOUS COMMUNITIES
Duration in hours	2.000 hours
ISCED Level	3C
Entry conditions (Previous diploma)	Direct access with: <ul style="list-style-type: none"> • Certificate in Basic Secondary Education. • Technical Certificate or Technical Assistant (intermediate VET). • Diploma in Higher Secondary Education • Equivalent studies. Or pass a previous exam
Minimum age Entry	16 / 17 years
Competences covered (describe which one of the competences are covered by this training action)	<ul style="list-style-type: none"> • Procure and store raw and auxiliary materials, according to the characteristics of the product. • Regulate equipment and production systems based on the requirements of the production process. • Prepare food control operations according to the manual of procedures. • Apply preservative treatment in accordance with the requirements of each product. • Packaging and labeling of finished products, ensuring their integrity in the distribution and commercialization. • Store the finished products by verifying inventory control and shipment. • Prepare and maintain equipment and facilities ensuring the functioning and health in terms of quality, safety and efficiency. • Complete records of incidences, using quality procedures.
Is the completion of this	yes

training action a formal condition for getting a job in this profession	
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Country	SPAIN
Profession	Cook Packaging operator Receiver and handler
Denomination	Technician of vegetables, meat and fish canning
Responsible body	MINISTRY OF EDUCATION, SOCIAL POLICY AND SPORTS + AUTONOMOUS COMMUNITIES
Duration in hours	1.400 hours
ISCED Level	3C
Entry conditions (Previous diploma)	Direct access with: <ul style="list-style-type: none"> • Certificate in Basic Secondary Education. • Technical Certificate or Technical Assistant (intermediate VET). • Diploma in Higher Secondary Education • Equivalent studies. Or pass a previous exam
Minimum age Entry	16 / 17 years
Competences covered (describe which one of the competences are covered by this training action)	<ul style="list-style-type: none"> • Organize and control the receipt, storage and shipment of raw materials, auxiliaries and finished products in the canned food industry. • Prepare raw materials and manufacture the products for further processing. • Lead the implementation of conservation treatments. • Conduct and control the wrapping and packaging of food products. • Apply health and safety standards and control its compliance in the food industry.
Is the completion of this training action a formal condition for getting a job in this profession	yes

Country	SPAIN
Profession	Fish gutting and cleaning manufacturer
Denomination	Auxiliary agriculture and food processing operations
Responsible body	MINISTRY OF EDUCATION, SOCIAL POLICY AND SPORTS + AUTONOMOUS COMMUNITIES
Duration in hours	630 hours
ISCED Level	2C
Entry conditions (Previous diploma)	Addressed to students over sixteen years who have not obtained the Certificate in Basic Secondary Education.
Minimum age Entry	16 years
Competences covered (describe which one of the competences are covered by	Basic operations of conditioning agri-food raw materials.

this training action)	
Is the completion of this training action a formal condition for getting a job in this profession	yes

Permanent Vocational Training

Country	SPAIN
Profession	<ul style="list-style-type: none"> Receiver and handler Fish processing manufacturer Filling and sealing controller Cook Packaging operator Sealing mechanic
Denomination	Producer of canned fishery products
Responsible body	Ministry of Labour and Immigration
Duration in hours	600 hours
ISCED Level	3C
Entry conditions (Previous diploma)	<p>It is necessary to be registered at the National Employment Service or employment offices of the Autonomous Communities.</p> <p>Certificate in Basic Secondary Education or technical Certificate or Technical Assistant (intermediate VET) is recommended.</p>
Minimum age Entry	16 years
Competences covered (describe which one of the competences are covered by this training action)	<ul style="list-style-type: none"> Maintain the safety and hygiene in fishery products industries. Reception and selection of raw materials and auxiliary products. Basic operations in the elaboration of canned fish and seafood. Canning processes of fishery products. Semi-canning processes of fish. Packaging and storage of fishery products.
Is the completion of this training action a formal condition for getting a job in this profession	yes

Country	SPAIN
Profession	<p>Common profiles: managers and middle managers in the sector</p> <p>General manager</p> <p>Production manager</p> <p>Quality manager</p> <p>Environmental manager</p>
Denomination	Master in science and technology for preservation of fishery products
Responsible body	Vigo University and ANFACO
Duration in hours	60 ECTS (1.800 hours approximately)
ISCED Level	5A

Entry conditions (Previous diploma)	University degree
Minimum age Entry	20 years
Competences covered (describe which one of the competences are covered by this training action)	Manage the companies and the main processes in the canned fish and seafood sector: freeze and refrigeration, canning and semi-canning, according to the environmental and technical aspects.
Is the completion of this training action a formal condition for getting a job in this profession	no

Country	SPAIN
Profession	Receiver and handler Fish processing manufacturer Cook Fish gutting and cleaning manufacturer Fish processing manufacturer
Denomination	Food handler Cleaning and disinfection in food industry General hygiene in food industry Traceability in the food industry Methods of food preservation Industrial refrigeration Chain production processes in the elaboration of canned products Food microbiology
Profession	Filling and sealing controller Sealing mechanic Machinery mechanic
Denomination	Sealing mechanic Boiler Operator Welding Industrial Maintenance
Profession	Packaging operator:
Denomination	Food labelling
Profession	Fork lift operator:
Denomination	Fork lift operator course Labour risk prevention
Profession	Quality controller. Common profiles: General manager, production manager, quality manager, environmental manager
Denomination	Safety and environmental management Waste management Lifesaving and first aid ISO 14001

	Implementation of HACCP systems
Profession	Common profile (administrative staff, human resources, sales, etc.)
Denomination	Microsoft Office Creating web pages English
Responsible body	Trade-union FTA-UGT, ANFACO, other associations, technological centers.
Duration in hours	From 25 to 270 hours
ISCED Level	
Entry conditions (Previous diploma)	None
Minimum age Entry	16 years
Competences covered (describe which one of the competences are covered by this training action)	
Is the completion of this training action a formal condition for getting a job in this profession	No

ITALY

Initial Vocational Training

Country	ITALY
Profession	Food production
Denomination	Processing Operator
Responsible body	Emilia Romagna Region
Duration in hours	1.800 hours (2 different cycles of 900 hours each) for young people who have to finish their compulsory education path (traineeship from 25 to 35% of the total amount of hours); 600 hours for young unemployed people who have finished their compulsory education path (traineeship from 30 to 40% of the total amount of hours); 600 hours for adult unemployed (compulsory traineeship from 30 to 40% of the total amount of hours)
ISCED Level	5B
Entry conditions (Previous diploma)	Depending on the kind of course: no requirements or diploma of secondary school
Minimum age Entry	18 years
Competences covered (describe which one of the competences are covered by	<ul style="list-style-type: none"> ▪ Predisposition and regulation of machinery and equipment ▪ Raw materials and semi-finished products

this training action)	<p>treatment</p> <ul style="list-style-type: none"> ▪ Processing and conservation of food products ▪ Quality control
Is the completion of this training action a formal condition for getting a job in this profession	no

FINLAND

Initial Vocational Training

Country	FINLAND
Profession	
Denomination	Basic qualification of fishing industry
Responsible body	Training institutes mentioned before Ministry of Education
Duration in hours	120 studie weeks = 4800 hours 80 studie weeks if matriculation examination = 3200 hours
ISCED Level	3
Entry conditions (Previous diploma)	No
Minimum age Entry	16
Competences covered (describe which one of the competences are covered by this training action)	Water and fishing research: Collecting an using of scientific studies Fishing and building of fishing equipments Handling an production of fish products Hydroponics Fish processing
Is the completion of this training action a formal condition for getting a job in this profession	No

Country	FINLAND
Profession	
Denomination	Further Vocational Qualification
Responsible body	Training institutes mentioned before Ministry of Education
Duration in hours	4 months
ISCED Level	3
Entry conditions (Previous diploma)	Work experience
Minimum age Entry	Adult eucation

<p>Competences covered (describe which one of the competences are covered by this training action)</p>	<p>Fishing industry and raw materials of fish processing</p> <ul style="list-style-type: none"> - awareness of raw materials in fish processing - awareness of fishing and methods of production - quality of food and fish products - primary production of fishing products: laws and regulations - handling, classifying, packaging and storing of fish products - hygiene - trade of fish products, branch - development - environmental protection - handling of waste water and waste <p>Processing of fish</p> <ul style="list-style-type: none"> - fillet and production of raw products - refined fish products - demands for production facilities - maintenance and repair of equipments, machines and devices - safety at work - HACCP - other quality systems - product development - waste handling
<p>Is the completion of this training action a formal condition for getting a job in this profession</p>	<p>No</p>

Further vocational training offers broad professional skills and knowing how

GREECE

WORKERS

Relevant seminars

- Cleaning and Sanitizing
- Employee Personal Hygiene

MACHINES & EQUIPMENT OPERATOR - STERILIZATION MACHINE OPERATOR

Relevant seminars

- Machinery operation
- Machinery cleaning and disinfection
- Machinery troubleshooting
- Basic machinery maintenance

PRODUCTION SUPERVISOR

Relevant seminars

- Production planning and control
- Motivating and praising
- Food safety and HACCP
- Delivering criticism and discipline
- Working under pressure
- Meeting tight deadlines
- Training new employees
- Human relations