

Food Industry



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Department of
Education
and Training

INDUSTRY AREA COVERAGE

GROUP	CLASS	DESCRIPTION
011	-	Horticulture and Fruit Growing
	0114	Grape Growing (Coverage of Vineyard operation)
211	-	Meat and Meat Product Manufacturing
	2111	Meat Processing
	2112	Poultry Processing
	2113	Bacon, Ham and Smallgood Manufacturing
212	-	Dairy Product Manufacturing
	2121	Milk and Cream Processing
	2122	Ice Cream Manufacturing
	2129	Dairy Product Manufacturing n.e.c.
213	-	Fruit and Vegetable Processing
	2130	Fruit and Vegetable Processing
214	-	Oil and Fat Manufacturing
	2140	Oil & Fat Manufacturing
215	-	Flour Mill and Cereal Food Manufacturing
	2151	Flour Mill Product Manufacturing
	2152	Cereal Food and Baking Mix Manufacturing
216	-	Bakery Product Manufacturing
	2161	Bread Manufacturing
	2162	Cake and Pastry Manufacturing
	2163	Biscuit Manufacturing
217	-	Other Food Manufacturing
	2171	Sugar Manufacturing
	2172	Confectionery Manufacturing
	2173	Seafood Processing
	2174	Prepared Animal and Bird Feed Manufacturing
	2179	Food Manufacturing n.e.c.
218	-	Beverage and Malt Manufacturing
	2181	Soft Drink, Cordial and Syrup Manufacturing
	2182	Beer and Malt Manufacturing
	2183	Wine Manufacturing
	2184	Spirit Manufacturing
219	-	Tobacco Product Manufacturing
	2190	Tobacco Product Manufacturing
254	-	Other Chemical Product Manufacturing
	2543	Medicinal and Pharmaceutical Product Manufacturing
512	-	Specialised Food Retailing
	5121	Fresh Meat, Fish and Poultry Retailing (Coverage of Butchers' shop operation (retail)).
	5124	Bread and Cake Retailing (Coverage of Bread retailing, Cakes retailing).

- * ANZSIC Group - Australian New Zealand Standard Industrial Classification
 ** n.e.c. - not elsewhere classified



WORKSAFE

For the Food Industry, Worksafe identifies the following areas to be addressed in staff induction and training:

- Manual Handling
- Use of electrical equipment, sharp tools, heat, hot liquids
- Noise, cleaning and maintenance of surfaces
- Hazardous materials
- Disposal of waste
- Equipment use, safety and storage
- Personal protective equipment
- Safe work procedures

For Codes of Practice – Manual Handling, please refer to <http://www.safetyline.wa.gov.au/PageBin/codewswa0072.htm>

Repeated exposure to excessive noise will eventually lead to permanent damage. For more information, please refer to <http://www.safetyline.wa.gov.au/PageBin/edcntool0017.htm>

Safety priorities for handling hazardous substances
<http://www.safetyline.wa.gov.au/PageBin/wswagenl0044.htm>

NATIONAL BODIES

- Meat Industry Training Advisory Council (MINTRAC)
- Agri-Food Industry Skills Council
- Australian Seafood Industry Council
- Rural Training Council of Australia
- Wholesale, Retail and Associated Services ITAB

TRAINING PACKAGES

This industry has coverage for the following Training Packages:

Meat – (MTM00)

Food Processing – (FDF03)

Seafood – (SFI04)

MEAT

Meat – (MTM00) - The Training Package is designed to address the training needs of people working in the Meat Industry and includes the Abattoirs, Smallgoods, Food Services and Meat Retailing sectors of the industry. The range of qualifications covered by the Training Package is at Certificates I to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed

Qualifications

Abattoirs

National Code	Qualification Name
MTM20100	Certificate II in Meat Processing (Abattoirs)
MTM30100	Certificate III in Meat Processing (Boning)
MTM30300	Certificate III in Meat Processing (Meat Safety)
MTM30400	Certificate III in Meat Processing (Rendering)
MTM30500	Certificate III in Meat Processing (Slaughtering)
MTM30600	Certificate III in Meat Processing (General)
MTM40200	Certificate IV in Meat Processing (Meat Safety)
MTM40400	Certificate IV in Meat Processing (General)

Food Services

National Code	Qualification Name
MTM20400	Certificate II in Meat Processing (Food Services)
MTM30200	Certificate III in Meat Processing (Food Services)

Meat Retailing


National Code	Qualification Name
MTM10200	Certificate I in Meat Processing (Meat Retailing)
MTM20300	Certificate II in Meat Processing (Meat Retailing)
MTM30800	Certificate III in Meat Processing (Meat Retailing)
MTM50200	Diploma of Meat Processing (Meat Retailing)

Qualifications Across Sectors (some or all)

National Code	Qualification Name
MTM40100	Certificate IV in Meat Processing (Leadership)
MTM40300	Certificate IV in Meat Processing (Quality Assurance)
MTM50100	Diploma of Meat Processing
MTM60100	Advanced Diploma of Meat Processing
PML30199	Certificate III in Laboratory Skills

Smallgoods

National Code	Qualification Name
MTM10100	Certificate I in Meat Processing (Smallgoods)
MTM20200	Certificate II in Meat Processing (Smallgoods)
MTM30700	Certificate III in Meat Processing (Smallgoods)



More information on the Meat Industry Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/MTM00>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- Seasonal work features in this sector.
- There are both multi species and single species meat processing premises.
- The sector relates to the seasonal stock availability.
- Increasing export growth with an increasing demand for value added products.
- This sector is highly regulated and the export sector is Governed by strict regulations.
- Employment attracts semi skilled workforce with low percentage of qualifications.
- Employers provide some on-the-job training.
- Requirement for a flexible multiskilled workforce.
- Skills shortages in butchering trades, meat processing workers, meat safety, quality assurance.
- National Hygiene, sanitation legislation is endorsed (food safety standards, hygiene).
- All premises must operate in line with 1-5 Australian Standards (number is dependant on complexity of operations).
- QA, HACCP and environmental processes are now an integral part of the sector.
- Emphasis on clean, green and disease free status and the organic food movement is a growth area.
- Increase in home meal replacement and consumer demands for a variety of further processed value added products.
- The number of portion control establishments are growing.
- Training needs emphasis on flexibility, especially in modular format, delivery may be multishift any time of the day or night.
- New United States Biosecurity requirements will have a significant effect on the export meat and food sectors.
- A major area of National focus is on supply chain principles and soft skills such as supply chain relationships, collaboration and chain learning.
- This sector is at the top of the worst 100 areas identified by worksafe for occupational health and safety.

INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is not exhaustive – a guide only.

- Australasian Meat Industry Employees Union AMIEU
- Commonwealth Public Sector Union
- Australian Quarantine and Inspection Services
- Health Department of WA
- Chamber of Commerce and Industry
- Meat and Livestock Australia
- Small Business Development Corporation of WA
- Unions WA
- Australian Meat Industry Council

LICENSING OR REGULATORY REQUIREMENTS

- No occupational licence requirements identified (though Meat Inspector must have a Certificate III in Meat Safety, Smallgoods makers must also be licensed and have competencies in HACCP).
- Occupational Health and Safety requirements apply.
- Quality assurance systems are mandatory in export establishments and these require effective training processes to be in place and statements of attainment for QA and HACCP units of competence.
- Export establishments must comply with the relevant areas of the Export Control Act 1982.

TRAINING ENVIRONMENT AND ISSUES


- Before an RTO begins training and assessment in a workplace or simulated workplace it is desirable that a 'hazard assessment' is undertaken as part of the determination of capability of the worksite (or simulation) to provide a safe working environment. Areas of concerns should include, correct guarding of machinery such as band saws, mincers; correctly working safety and cut-out switches on equipment such as hock cutters and shears; sufficient work space for a trainee and trainer/assessor; suitable protection against infection from zoonotic diseases, e.g. masks to prevent face splash from blood and appropriate vaccinations.
- Indications that modular, flexibly delivered (on-the-job) training is sought after.

Other Issues

- There are significant numbers of credentials and competency standards in the sector yet little training delivery uptake by industry in public RTO's. Most training in the industry is in the form of enterprise based RTOs and private RTOs. The Industry Training Plan emphasises the need for flexibility.
- Perceived lack of skilled trainers and provider organisations.

HIGH RISK TRAINING CONCERNS

- Food safety and occupational health and safety are entry point competencies for the industry.
- Effective knife sharpening is a critical unit of competency in the meat and sea food industry.
- HACCP is a critical competency area.

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- Trainers and assessors must be competent or have experience in the species they are training or assessing, e.g. bovine, ovine, porcine, caprine and game meat.
 - The training package refers to the Australian Standards.
 - Meat safety training requires participants to demonstrate ability to perform inspection tasks.
 - Trainers and assessors must have relevant industry experience to be creditable.
 - RTOs need to be aware of the differences between export and domestic establishments and requirements and be experienced in both areas of legislation.
 - RTO trainers and assessors must be capable of working in an abattoir environment in terms of both culture and exposure to slaughtering operations.
 - Competencies related to food preservation and temperature control are critical.
 - Adoption and implementation of ROSA (Recognition of Skills and Abilities) in the butcher sector. This provides an alternate pathway for recognition of trade skills.

FOOD PROCESSING

Food Processing – (FDF03) - The Training Package is designed to address the training needs of the food processing industry and includes sectors such as Aerated Waters, Biscuits, Confectionery, Dairy Processing, Edible Oils and Fats, Flour Milling, Fruit and Vegetable, General Foods, Pastry, Pet Food, Pharmaceutical Manufacturing, Plant Baking, Poultry, Retail Baking, Stockfeed Milling, and Tea and Coffee sectors. There is also major sector coverage of wine industry specialist skills across wine-grape growing, cellar operations, laboratory, bottling and packaging, and cellar door sales. The range of qualifications covered by the Training Package is at Certificates I to III and will provide comprehensive and integrated training for new entrants and existing workers. The retail baking and plant baking sectors have been separated because most plant baking operations would not be able to offer employees sufficient competencies to undertake the retail apprenticeship. The main target group for the new sales qualification is cottage/tourist type food processors and franchises although the qualification is not exclusive to this target group.

Status- Endorsed

Qualifications

Food Processing (Plant Baking)	
National Code	Qualification Name
FDF10303	Certificate I in Food Processing (Plant Baking)
FDF20303	Certificate II in Food Processing (Plant Baking)
FDF30303	Certificate III in Food Processing (Plant Baking)
Food Processing (Retail Baking)	
National Code	Qualification Name
FDF10803	Certificate I in Food Processing (Retail Baking)
FDF30503	Certificate III in Food Processing (Retail Baking) Cake and Pastry
FDF30603	Certificate III in Food Processing (Retail Baking) Bread
FDF30703	Certificate III in Food Processing (Retail Baking) Combined
Food Processing (Sales)	
National Code	Qualification Name
FDF10903	Certificate I in Food Processing (Sales)
FDF20903	Certificate II in Food Processing (Sales)
FDF30903	Certificate III in Food Processing (Sales)
Food Processing Industry	
National Code	Qualification Name
FDF10103	Certificate I in Food Processing
FDF20103	Certificate II in Food Processing
FDF30103	Certificate III in Food Processing
FDF40103	Certificate IV in Food Processing
FDF50103	Diploma of Food Processing
Pharmaceutical Manufacturing	
National Code	Qualification Name
FDF10203	Certificate I in Pharmaceutical Manufacturing
FDF20203	Certificate II in Pharmaceutical Manufacturing
FDF30203	Certificate III in Pharmaceutical Manufacturing
Wine	
National Code	Qualification Name

FDF10403	Certificate I in Food Processing (Wine)
FDF20403	Certificate II in Food Processing (Wine)
FDF30403	Certificate III in Food Processing (Wine)

More information on the Food Processing Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/FDF03>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- Some sectors feature seasonal work, such as the wine sectors.
- Most food sectors relate to the seasonal eating patterns of consumers and festive or traditional seasons such as Easter and Christmas are peak production periods.
- Increasing export growth with an increasing demand for value added products.
- Products that are being manufactured are becoming more complex and requiring greater technology and understanding of food and ingredients.
- The industry seems to attract a semi skilled workforce with low percentage of qualifications.
- Employers provide some on-the-job training.
- Requirement for a flexible multi-skilled workforce.
- Skills shortages in retail bread and pastry cook baking.
- National Hygiene, sanitation legislation is endorsed (food safety standards, hygiene).
- QA and HACCP processes are now an integral part of the food and beverage industry and vendor quality programs are critical to market access.
- Quality assurance systems are now mandatory to most customers.
- Emphasis on clean, green and disease free status and the organic food movement is a growth area.
- Increase in home meal replacement and consumer demands for a variety of further processed value added products.
- Training needs emphasis on flexibility, especially in modular format, delivery may be multi-shift any time of the day or night.
- New United States Biosecurity requirements will have a significant effect on the export meat and food sectors.
- A major area of National focus is on supply chain principles and soft skills such as supply chain relationships, collaboration and chain learning.

INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is not exhaustive – a guide only.

- ALHMWU
- National Union of Workers
- Brewery Employees Union of Workers
- Australian Quarantine and Inspection Services
- Health Department of WA
- Chamber of Commerce and Industry
- Food Preservers Union
- Organic Retailers and Growers Association Australia
- Baking Industry Employer's Association
- Wine Industry Association Western Australia
- Small Business Development Corporation of WA
- The Catering Institute of WA
- Unions WA
- Australian Dairy Corporation
- Australian Dairy Products Federation
- Australian Institute of Food Science Technology
- Dairy Industry Authority
- Great Southern Wine Producers
- Margaret River Wine Growers Association
- Margaret River Primary Producer's Association
- National Flour Mill Owners Association
- WA Country Bakers

LICENSING OR REGULATORY REQUIREMENTS


- Occupational Health and Safety requirements apply.
- Quality assurance systems are mandatory in export establishments in most sectors and these require effective training processes to be in place
- Most areas require business licence eg Bakehouse Licence, Dairy Product Factory Licence etc.
- New Food Regulations as a result of recent review of ANZFA Act 1991.
- The Liquor Licensing Act defines minimum age requirements for staff serving alcohol which is relevant to cellar door sales from wineries
- Export establishments must comply with the relevant areas of the Export Control Act 1982.

TRAINING ENVIRONMENT AND ISSUES

- Before an RTO begins training and assessment in a workplace or simulated workplace it is desirable that a 'hazard assessment' is undertaken as part of the determination of capability of the worksite (or simulation) to provide a safe working environment. Areas of concerns should include, correct guarding of machinery such as packing machines and conveyers; correctly working safety and cut-out switches on equipment such as high speed wrappers; sufficient work space for a trainee and trainer/assessor.
- Indications that modular, flexibly delivered (on-the-job) training is sought after.

Other issues

- There are significant numbers of credentials and competency standards in the sector yet little training delivery uptake by industry in public RTO's. Most training in the industry is in the form of



enterprise based RTO's and private RTOs. The Industry Training Plan emphasises need for flexibility.

- Perceived lack of skilled trainers and provider organisations.
- There are a number of university qualified Food Technologists employed in the industry. The Food Technologist develop the production operations and product designs and when present are responsible for product realisation from concept to production. As a result Food Technologists may have the ideal range of experience to provide comprehensive work place training.

HIGH RISK TRAINING CONCERNS

- Food safety and occupational health and safety are entry point competencies for the industry.
- Trainers and assessors must be competent in the sector they area working or have general food technology qualifications or experience.
- The training package refers to the 'Food Safety Programs' these are HACCP based and need to be in place to deliver many of the units of competency. HACCP is a critical competency area.
- RTOs need to be aware of the differences between export and domestic establishments and requirements and be experienced in both areas of legislation.
- Competencies related to food preservation and temperature control are critical.
- RTO staff need to be knowledgeable of the different categories of food safety and where different food commodities reside within these categories because this will change the context and relevance of core unit delivery.
- Adoption and implementation of ROSA (Recognition of Skills and Abilities) in the baking retail sector. This provides an alternate pathway for recognition of trade skills.

SEAFOOD INDUSTRY

Seafood Industry – (SFI04) - The Training Package is designed to address the training needs of the Seafood industry and includes aquaculture, fisheries compliance, fishing charter, fishing operations, processing and sales and distribution.

Status- Endorsed

Qualifications

Aquaculture

National Code	Qualification Name
SFI10104	Certificate I in Seafood Industry (Aquaculture)
SFI20104	Certificate II in Seafood Industry (Aquaculture)
SFI30104	Certificate III in Seafood Industry (Aquaculture)
SFI40104	Certificate IV in Seafood Industry (Aquaculture)
SFI50104	Diploma of Seafood Industry (Aquaculture)

Fisheries Compliance

National Code	Qualification Name
SFI20404	Certificate II in Seafood Industry (Fisheries Compliance Support)
SFI30404	Certificate III in Seafood Industry (Fisheries Compliance)
SFI40404	Certificate IV in Seafood Industry (Fisheries Compliance)
SFI50404	Diploma of Seafood Industry (Fisheries Compliance)

Fishing Charter Operations

National Code	Qualification Name
SFI30304	Certificate III in Seafood Industry (Fishing Charter Operations)
SFI50304	Diploma of Seafood Industry (Fishing Charter Operations)

Fishing Operations


National Code	Qualification Name
SFI10204	Certificate I in Seafood Industry (Fishing Operations)
SFI20204	Certificate II in Seafood Industry (Fishing Operations)
SFI31204	Certificate III in Seafood Industry (Fishing Operations)
SFI32204	Certificate III in Seafood Industry (Fishing Operations - Marine Engine Driver II)
SFI33204	Certificate III in Seafood Industry (Fishing Operations - Master 5/Skipper 3)
SFI41204	Certificate IV in Seafood Industry (Fishing Operations)
SFI42204	Certificate IV in Seafood Industry (Fishing Operations - Marine Engine Driver I)
SFI50204	Diploma of Seafood Industry (Fishing Operations)

Seafood Processing

National Code	Qualification Name
SFI10504	Certificate I in Seafood Industry (Seafood Processing)
SFI20504	Certificate II in Seafood Industry (Seafood Processing)
SFI30504	Certificate III in Seafood Industry (Seafood Processing)
SFI40504	Certificate IV in Seafood Industry (Seafood Processing)
SFI50504	Diploma of Seafood Industry (Seafood Processing)

Seafood Sales and Distribution

National Code	Qualification Name
SFI20604	Certificate II in Seafood Industry (Seafood Sales and Distribution)
SFI30604	Certificate III in Seafood Industry (Seafood Sales and Distribution)
SFI40604	Certificate IV in Seafood Industry (Seafood Sales and Distribution)



More information on the Seafood Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/SFI04>

Implementation Kits for Training Packages can be found on the following website:-

<http://www.training.wa.gov.au/training/content-training-packages.asp>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- The seafood industry operates in a number of high profit markets that are both catch dependant and subject to strong influences from international markets. The aquaculture sector is experience strong growth and is becoming a profitable part of the seafood industry.
- Some sectors feature seasonal work and there is a high proportion of owner operators in the fisheries areas.
- Fluctuations in export markets cause a rise and fall in employment levels.
- Certain sectors of the market are finding difficult competition from imported fish, shellfish and crustaceans.
- Seafood is gaining increased shelf space in supermarkets and large retailers.
- Increasing demand for value added products.
- The industry seems to attract a semi skilled workforce with low percentage of qualifications.
- Employers provide some on-the-job training.
- Requirement for a flexible multiskilled workforce.
- National Hygiene, sanitation legislation endorsed (food safety standards, hygiene).
- QA and HACCP processes are now an integral part of the seafood industry and is a requirement for export registration.
- There is a steady shift from ocean catch to aquaculture in both fin fish and shellfish.
- Increase in home meal replacement and consumer demands for a variety of further processed value added products.
- Consumers are becoming more sophisticated in their consumption and selection of seafood.
- Training needs emphasis on flexibility, especially in modular format, delivery may be multishift any time of the day or night.
- RTOs will encounter difficulties where training relates to ocean going vessels.
- New United States Biosecurity requirements will have a significant effect on the export meat and food sectors.
- A major area of National focus is on supply chain principles and soft skills such as supply chain relationships, collaboration and chain learning.



INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is not exhaustive – a guide only.

- Aquaculture Council of Western Australia
- ALHMWU
- National Union of Workers
- Australian Quarantine and Inspection Services
- Health Department of WA
- Chamber of Commerce and Industry
- Food Preservers Union
- Trades and Labour Council
- Australian Institute of Food Science Technology
- Australian Seafood Industry Council
- AGRI Food Council

LICENSING OR REGULATORY REQUIREMENTS


- Occupational Health and Safety requirements apply.
- Quality assurance systems are mandatory in export establishments and these require effective training processes to be in place.
- Most areas require business licence eg fishing and charter operations.
- New Food Regulations as a result of recent review of ANZFA Act 1991.
- Export establishments must comply with the relevant areas of the Export Control Act 1982.

TRAINING ENVIRONMENT AND ISSUES

- All sea going vessels must be seaworthy and have all appropriate safety and survival equipment.
- All diving equipment must be safety checked prior to use by a trainee.
- Before an RTO begins training and assessment in a workplace or simulated workplace it is desirable that a 'hazard assessment' is undertaken as part of the determination of capability of the worksite (or simulation) to provide a safe working environment. Areas of concerns should include, correct guarding of machinery such as winches; correctly working safety and cut-out switches on equipment such as conveyers; sufficient work space for a trainee and trainer/assessor.

HIGH RISK TRAINING CONCERNS

- Food safety and occupational health and safety are entry point competencies for the industry.
- Effective knife sharpening is a critical unit of competency in the sea food industry.
- HACCP is a critical competency area.
- Navigation and survival competencies are critical in ocean going vessels.
- Preservation of the catch is critical.

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- Diving and decompression units of competency.
 - It is critical that RTOs have the capability to deliver units of competency in a safe environment yet still prepare learners for the extreme conditions experienced off shore
 - This training package covers all aspects of the seafood supply chain from catching to retailing. Each qualification set can be extremely diverse and different from others, e.g. seafood processing and fishing operations and also within a qualification, e.g. aquaculture for muscled and aquaculture for crocodiles. It is essential that courses comprise the relevant species specific training and that the RTO has or can access the species specific knowledge and work environments or simulated environments.