Casual and Seasonal work is very much a feature of the Australian Food, Beverage and Pharmaceutical industry.

Research indicates that unless casual and seasonal workers are included in the Vocational Education and Training system, significant skills shortages may emerge in operator level positions. These shortages have the potential to act as barriers to the implementation of workplace change and the overall development of companies.

It is important that casual and seasonal workers are able to participate in training and receive recognition for their skills. Casual and seasonal workers need to be included in workplace reform initiatives which are providing skills based classification structures and career paths for full time and permanent industry employees.

Employers are urged to encourage their casual and seasonal workers to participate in skills development programs, with an expectation that this will result in:

- improvements to enterprise level productivity
- enhanced awareness of occupational health and safety issues
- greater appreciation of quality assurance processes on site
- worker loyalty to the enterprise
- clear and more effective communication in the workplace
- workers who have a better understanding of the workplace “big picture”

Casual and seasonal workers are an integral part of many food industry companies. By providing access to training and skills recognition for these workers, a company supports its continued growth and efficiency.
The NFITC has recently developed resources to support casual and seasonal worker training in the Certificates in Food Processing.

These resources are:

1. **Project Report - Training for Casual and Seasonal Workers in the Food Industry**  
   *A Report on the findings of the NFITC National Workplace English Language and Literacy Program Stage 4 - Casual and Seasonal Workers Project, February 1995.*

   This report is for training agencies, Industry Training Advisory Bodies (ITABs) and other organisations with an interest in casual and seasonal worker training, especially in the food industry.

2. **It’s Your Job - a Career for Casual and Seasonal Workers in the Australian Food, Beverage and Pharmaceutical Manufacturing Industry**

   An Information booklet for casual and seasonal workers on how to access training associated with the Certificates in Food Processing. The booklet will be useful in workplace induction programs.

3. **Competency Record Book**  
   *A system for recording the achievements of Casual and Seasonal Food, Beverage and Pharmaceutical Industry Workers against Food Industry Competency Standards and the Certificates in Food Processing.*

   The Competency Record Book is for casual and seasonal workers and is of interest to both training providers and employers. The Competency Record Book has been designed to record the competencies of individual casual and seasonal workers, as demonstrated through training or workplace experience.

These resources are available from the National Food Industry Training Council.