



**Presentation to the Canadian Supply Chain Food Safety Coalition
April 14, 2023**

For the love of skills



For the love of skills

Workforce development is about people and a love for skills!

At Food Processing Skills Canada, our mission is to make certain that the Canadian food and beverage manufacturing sector is building an empowered and resilient workforce that is primed for growth.

We create industry-driven programs for Canada's 13,000+ food and beverage manufacturing establishments and the sector's 300,000+ people so that businesses and individuals can achieve their goals.

We are passionate about ensuring that Canadians, new immigrants, and temporary foreign workers have the training and confidence to successfully begin an exciting job or advance their career. We also want employers and educators to have the right resources so that they can nurture talent and create the perfect learning environment.

OUR HISTORY

- Began as the National Seafood Sector Council in 1997
- Became the Food Processing Human Resources Council in 2008
- Changed our name to Food Processing Skills Canada in 2019
- Head Office is located in Ottawa, Ontario
- Currently have 27 staff
- Managing 9 Federal and Provincial Contribution Agreements
- Working on International Programs with China and Turkey



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“ FPSC is an international leader in skills and workforce development. If you are involved in the food and beverage manufacturing industry I urge you to get involved. Access our programs, use our tools and share your expertise. ”

Mike Timani, President of Fancy Pokket Corp.





PROFESSIONALIZING
THE FOOD AND BEVERAGE INDUSTRY



Labour Market Information 2021

- FPSC estimates the food and beverage processing industry will need to hire almost **65,000 new employees** – 21,000 for industry growth and 44,000 for replacing workers due to retirement – to meet the target.
- FPSC new Labour Market Information report “*At the Crossroad to Greatness – Key Insights & Labour Market Research About Canada’s Food and Beverage Processing Industry*” is now available. This report quantifies the financial impact of unfilled jobs in the industry, a chronic situation that began prior to the COVID-19 global pandemic and continues today.

Download the full report www.fpsc-ctac.com/reports/



New Stats!

The Canadian food and beverage processing industry is estimated to need to hire and retain over **92,500** additional workers over the 2023 to 2030 forecast period.



Food Processing Skills Canada

Current State of the Food and Beverage Manufacturing Industry

298,660 Workers
make up



1 in 5 jobs
in Canadian Manufacturing.



Almost an equal number of men and women make up the industry's workforce.



The cost of vacancies is

\$3.1B

- employers average 6 vacancies.

32%

of the workforce consists of Immigrants

691

educational programs offered across Canada



Total Sales

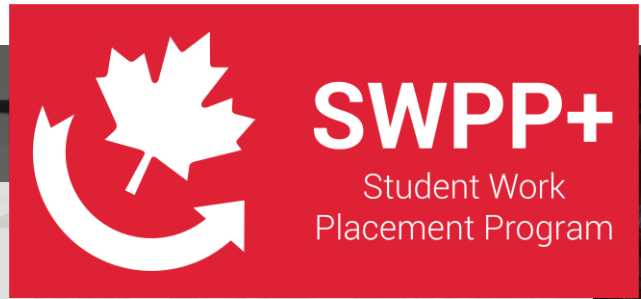
\$122.1B

11 Sub-Sectors



only 1 in 4 Canadians
are familiar with the industry.





Employers can receive a **70% wage subsidy** up to **\$7,000/student**.

Connecting employers with students experienced in all educational categories from food science to business, engineering, and quality assurance.

Register today at www.swpp-fpsc.com



iFood360°

For more information, you can also
contact our Project Manager:



Mark McGowan

iFood360° Project Manager

mmcgowan@fp-sc-ctac.com

Employers registered for the program will receive:

- One or more Oculus Quest 2 Virtual Reality Headsets
- Access to the FPSC LMS including 12 operational/social emotional training courses
- Access to an individualized partner dashboard for tracking student performance
- Chromebook laptop computers

View Videos from our Virtual Reality Activities



Entry Hall



Locker Room



Production Floor



Production Floor



Champions Village



Hall of Fame

<https://ifood360.hrlr.com/employer-application/employer>

LANGUAGES

French
Chinese
Punjabi
Spanish
Russian
Tagalog

Curriculum

1. Digital Literacy
2. Oral Communications
3. Canadian Workplace Cultures
4. Good Manufacturing Practices
5. COVID-19 and Food Processing
6. Sanitation Level 1
7. Workplace & Industrial Safety
8. Lock Out Tag Out
9. Food Spoilage & Food Safety
10. Basics of Standard Operating Procedures (SOPs) and Sanitation Standard Operating Procedures (SSOPs)



Succeeding at Work

LANGUAGE STREAM



Dictionary

of Food & Beverage Processing Terms and Expressions



Human Resource & Employment				Человеческие ресурсы и занятость				Recursos Humanos y Empleo			
Word/Phrase	Definition	Слово/Фраза	Определение	Word/Phrase	Definition	Слово/Фраза	Определение	Word/Phrase	Definition	Palabra/Frase	Definición
Absence	The time when an employee is scheduled to be at work, but is unable to attend.	Отсутствие	Время, когда сотрудник должен быть на работе, но не появляется.	Call in	A company, established procedure in which an employee notifies the supervisor prior to a scheduled shift.	Звонок по телефону или в офисе	Временное уведомление сотрудника, что сотрудник отсутствует по уважительной причине.	Absence	Time when an employee is scheduled to be at work, but is unable to attend.	Assencia	Tempo durante o qual um empregado deveria estar trabalhando, porém não aparece no trabalho.
Annual Salary	The total pay given for a particular type of work or service rendered by an employee.	Платная работа	Сумма, выплачиваемая за год за профессиональную работу или предоставление услуг.	Clocking in	A structured, systematic process that helps a person confirm personal and professional growth.	Кликнуть	Структурированный систематический процесс, помогающий подтвердить личностный и профессиональный рост.	Annual Salary	The total pay given for a particular type of work or service rendered by an employee.	Salário anual / Salário anual	Remuneração recebida por um empregado em um determinado período de tempo.
Ask Questions	A person used to clarify or request additional information on a particular subject.	Запросить информацию	Попросить дополнительную информацию о конкретном предмете.	Code of Ethics	A document outlining the values and standards of the business or organization, how employees are expected to behave, and the organization's core values and the standards by which employees will be held.	Документ о этике	Документ, описывающий ценности и стандарты компании, ожидания от сотрудников, принципы, которые определяют поведение сотрудников, стандарты качества и стандарты, которыми будут руководствоваться сотрудники.	Ask Questions	The employee or person who asks for work, information, or clarification regarding a particular subject.	Assistência	Atividade de fazer uma pergunta a alguém para obter informações ou esclarecimentos sobre um assunto específico.
Attendance	The effort of a person who is present for work, information, or clarification regarding a particular subject.	Правильность	Обязательство присутствия, получение информации и разъяснений по конкретному предмету.	Conduct	The manner in which one behaves.	Поведение	Образ поведения человека.	Attendance	The effort of a person who is present for work, information, or clarification regarding a particular subject.	Assistência	Atividade de fazer uma pergunta a alguém para obter informações ou esclarecimentos sobre um assunto específico.
Benefit	A form of payment that may be made to a person under the terms of a pension plan, a collective agreement, or insurance contract or any other similar contract.	Выплата	Вознаграждение, которое может быть выплачено сотруднику в соответствии с условиями пенсионного плана, коллективного соглашения, договора страхования или любого другого подобного контракта.	Culture / Corporate culture	The attitudes, beliefs and values that are a part of a business and its operations.	Культура / корпоративная культура	Совокупность установок, убеждений и ценностей, которые являются частью бизнеса и его операций.	Benefit	A form of payment that may be made to a person under the terms of a pension plan, a collective agreement, or insurance contract or any other similar contract.	Benefício	Forma de pagamento que pode ser feita a uma pessoa em virtude de um plano de previdência, contrato coletivo, contrato de seguro ou qualquer outro contrato similar.

French
Bienvenue

Spanish
Bienvenido

Punjabi
ਆਇਆਂ ਨੂੰ

Chinese
欢迎信

Russian
Добро пожаловать

Vietnamese
Chào mừng

Tagalog
MALIGAYANG PAGDATING

ON-FARM AND POST-FARM FOOD SAFETY PROGRAMS

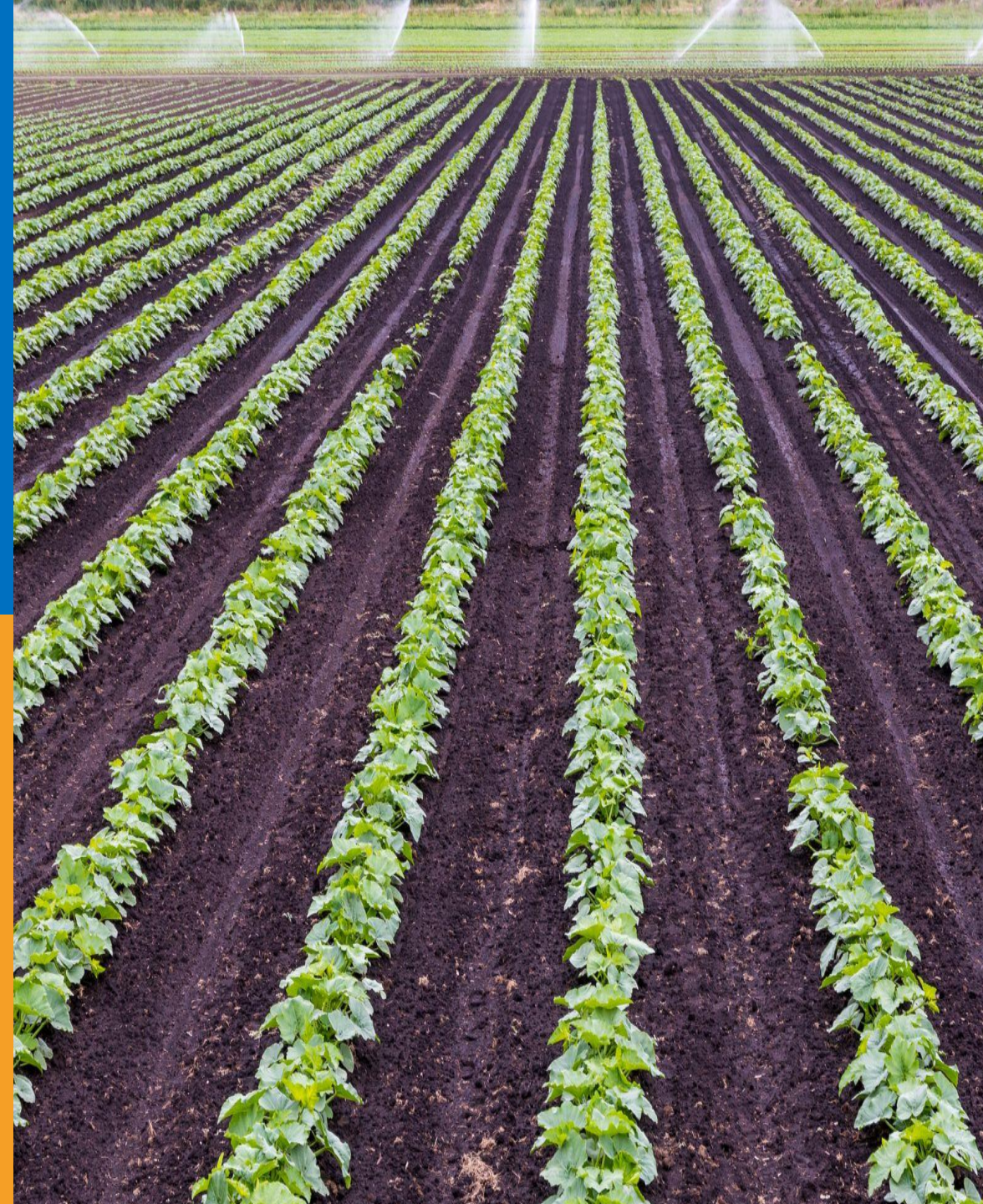


PROJECT TERMS

DURATION: 2018 - MAR 2023

ON-FARM BUDGET - \$2M

POST- FARM BUDGET - \$3.375M



OUR VISION

Achieve world class level of food safety in BC through farmers and food & beverage processors



Identify



Mitigate



Certify



Up to **\$10,000** in funding toward the implementation of food safety activities for:

Farmers
Producers
Packers
Ranchers



Up to **\$20,000** in funding toward the implementation of food safety activities for:

Food and Beverage Processing Facilities.

2021-22 REVIEW

ON - FARM



98 Farms funded

Exceeded original DP budget by 14%

94% of revised budget

Exceeded targets for Food Safety
Improvements and 3rd Party Certifications

78 Food & Beverage Processors funded

Exceeded original DP budget by 6%

98% of revised budget

Exceeded targets for Food Safety
Improvements and 3rd Party
Certifications



POST-FARM





Achieving Our Workforce Destination

Qualified People, Successful Careers & Competitive Business

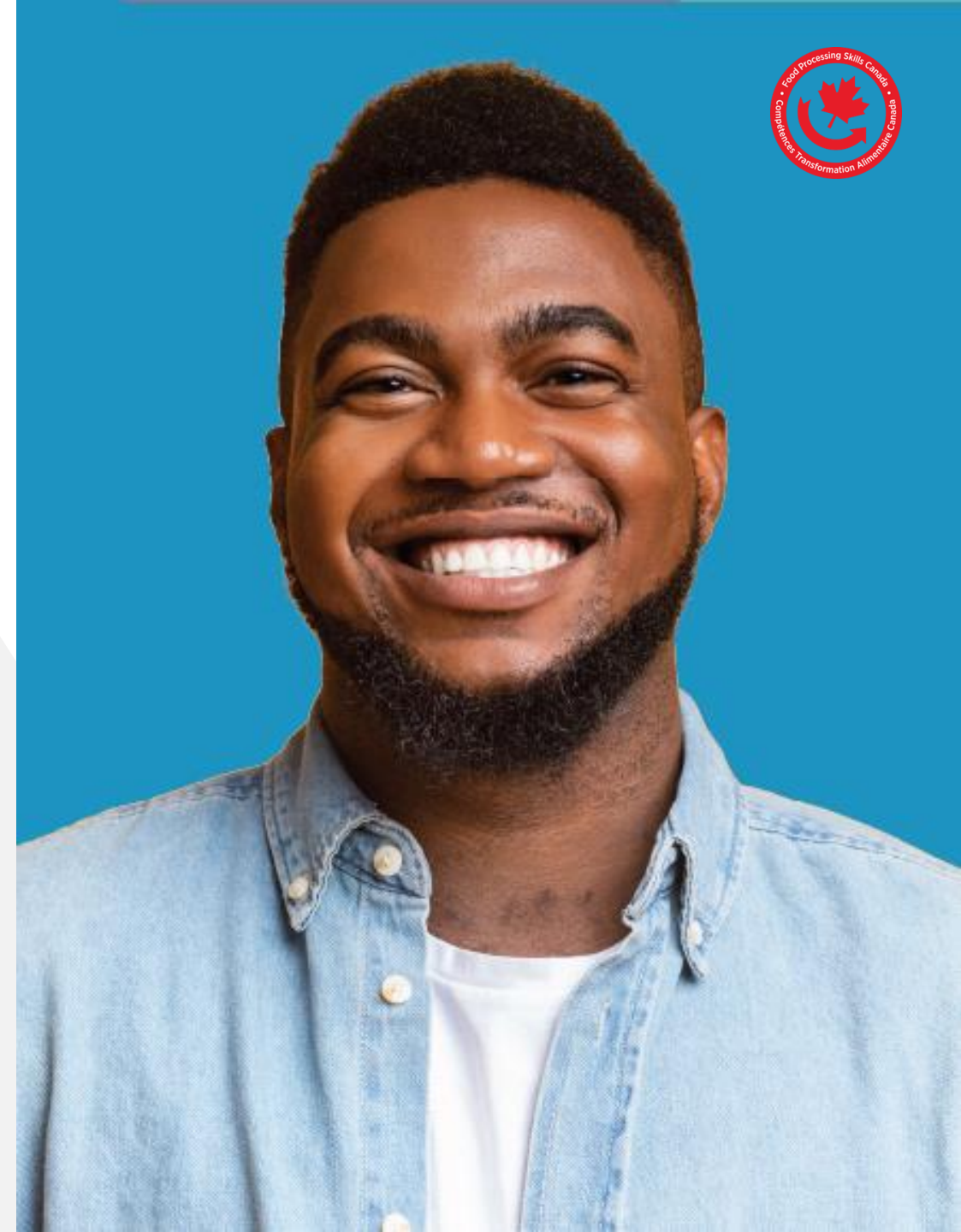
New Program 2023!



Achieving Our Workforce Destination

Food Processing Skills Canada has been awarded funding to develop and deliver a suite of new workforce resources for Canada's food and beverage processing industry.

Collaboration with industry associations is a key success factor for this initiative.





Project Objectives

Encourage the rejuvenation of the food and beverage processing sector.

Enhance the skills, employability, and engagement of participants.

Improve employers' capacity to fill identified skill gaps in their workforces through recruitment, onboarding and retention practices.

Increase the number of participants with transferrable skills to satisfy the needs of the sector.

Project Details



1. Rapid Results

Real-time labour market data collection and results sharing across Canada. Rounding out Labour Market Research.

2. Skills Training Across Canada

Micro-credential training for Supervisors.

3. Emotional Intelligence

Leadership Training for Managers

Senior-level emotional intelligence strategies for individuals in SME management roles.

4. HR Ready

Resource-packed employer portal.

5. Speaking Food

Employer webinar series designed for education and inspiration.

6. FoodCert Professional Certifications

Recognizing Food Production Supervisors, Quality Assurance Managers, Meat Cutting Professionals, and Fish and Seafood Personnel.

7. Learning and Recognition

Framework & Accreditation Strategy

New accreditation process for post-secondary schools, employers, and private trainers.

8. Career Pathways

Providing a series of connected training opportunities which align with industry-relevant credentials.

9. Update to the Food Skills Library

Add new competencies and enhance the user-experience for employers, job seekers, educators, newcomers, and students.



01



rapid results

A new national industry panel to collect real-time labour market data on key questions relevant to business challenges, talent attraction, recruitment and retention. Results will be shared across Canada. Looking to recruit hundreds of CEOs, VPs, owners & management.



Brought to you by Food Skills Processing Canada

rapidresults.ca

DATA IN YOUR FOOD



ADDITIONAL LABOUR MARKET RESEARCH



1. Supply Chain Modeling

- Examine the supply chain from farm to retail to better understand how changes in transportation costs or labour availability impacts the food supply chain.

2. Forecasting Labour

3. Understanding Diversity in the Sector

4. LMI for 3 Subsectors

- NAICS 3112 Grain and oilseed milling
- NAICS 3113 Sugar and Confectionery
- NAICS 3114 Fruit and Vegetable

Our solution to upskilling industry Supervisors

Comprehensive, online training through a blended learning approach that includes onboarding, regular check-ins, goal-driven content, coaching, gamification, and self-directed technical and social emotional learning.

Training available for up to 700 participants and 100 companies across Canada.



Program Benefits

Digital Credentials

Food Production Supervisor Certification

Onboarding Packages

Chromebooks

Child Care Costs

Completion Bonuses

1-on-1 Coaching

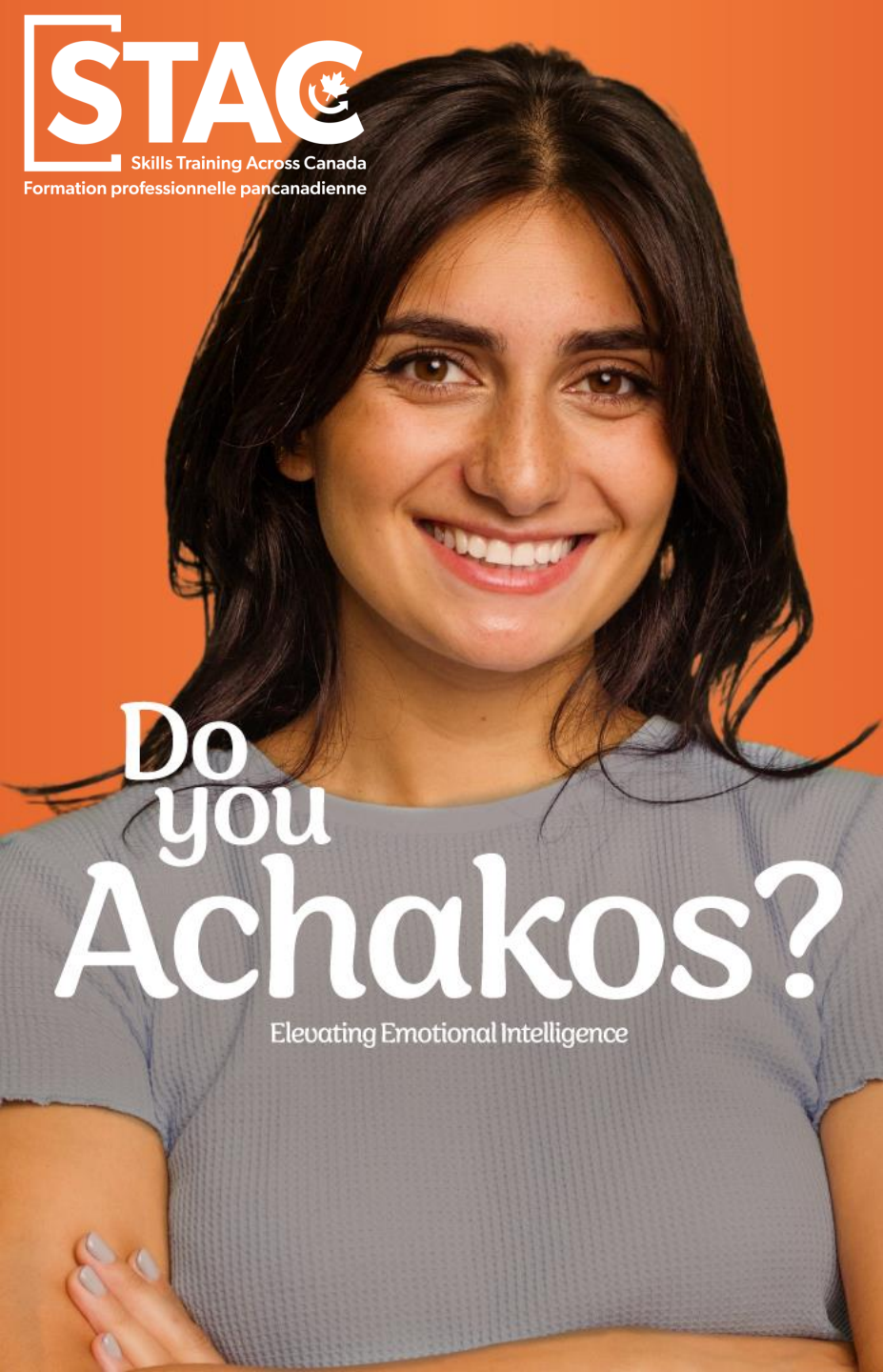
Social Emotional Learning

Diversity and Inclusion Courses

Employer & Employee Dashboards

Special HR Coaching Workshops

Swag and Graduation Packages

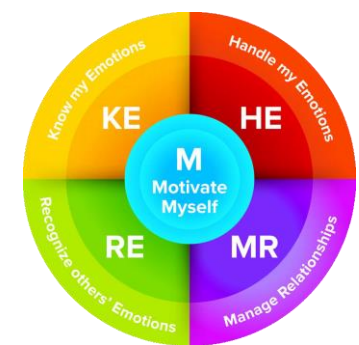


Do
you
Achakos?
Elevating Emotional Intelligence



Coaching for Success & Achakos Training

Proven social emotional skills training leadership development, adaptability, interpersonal relationships, empathy, and positive attitudes with Achakos.





03

Leading with Emotional Intelligence Training for Managers



A four-month program that provides senior level emotional intelligence strategies for individuals in SME management roles. A Micro-Credential for 50 people.

- Advanced EI knowledge assessment/report
- 12 EI Leadership Modules (e.g. leading self, leading organization, leading change, resilient leader)
- 1-on-1 Coaching plus group webinars
- Enhanced problem solving based on EI skills and deployed using OKR methodology
- Project Challenge
- Online Portal
- In-Person Graduation Ceremony



04

HR Ready for Employers

An employer resource portal with interactive micro-learning, assessment tools, downloadable training packages, reports, templates and more for companies to update their workforce hiring and retention practices, and workplace culture.





05

Speaking Food

FPSC'S NEWLUNCH & LEARN SERIES

An exciting and informative webinar series engaging thought leaders and experts from several sectors to grapple with industry labour challenges, discuss hot topics, design new solutions, and create a better future.

*feeding the **conversation***





06

FoodCert Certification of Professionals



Recognize the experience and talents of: - -
Food Production Supervisors (250)
- Quality Assurance Managers (25)
- Meat Cutting Professionals (25)and
- Fish and Seafood Personnel (25)

Includes:

- Study Materials
- Proctored Exams
- Performance Assessments
- Evaluator Training
- GoPro Cameras



Canadian Certified Food Safety & Quality Assurance Manager:

Promote an effective culture of recognition with your employees

Increase the standards your business & facility operations and performance



FSQAM Certification Process:



- Identify your experienced Candidates:
 - Food Safety, Leadership, and Communication will be tested
- Candidates complete an online proctored Knowledge Exam - Approximately 150 questions
- Candidates complete Portfolio Submission (TBD)
- Candidates obtain Certification



Resources available:

Candidates:

Practice Exam

Handbook

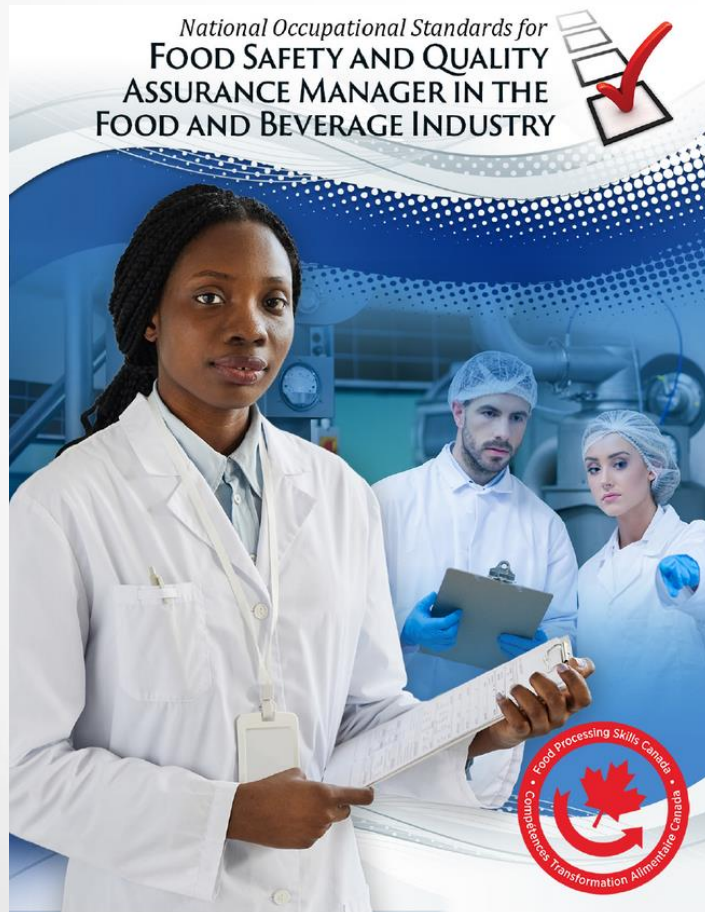
Study Guide

Organization Admins:

Onboarding your employees



Built using the **FSQAM** National Occupational Standard (NOS)



Job Competency
A2.4 Verify process flow and plant schematic
Reference Number: 2868

Purpose of the Task

Comparing the process flow and current practices to legislated and company requirements is important for developing an effective food safety management plan.

Performance

1. Compare process flow diagram and plant schematic to daily operations:
 - compare designated use of spaces with actual use
 - observe processes and employee movements and compare to diagram and schematic
 - check diagram and schematic over different plant operations shifts to identify variations
2. Compare current internal practices to requirements
3. Identify variations or gaps and revisions needed

Knowledge

1. Good Manufacturing Practices (GMP)
2. Lean Manufacturing
3. Standard Operating Procedures (SOPs)
4. Cross-contamination risks
5. Production processes and product flow
6. Facility blueprints or floor plan
7. Personnel practices, flow and variations
8. Products and waste products produced
9. Applicable regulations, industry standards and industry best practices, e.g. national and international
10. Company culture and organizational standards
11. Basic food science
12. Food safety practices
13. Available training and resources, internally and externally

Variables, Range of Context

1. Shift and schedules will affect personnel practices
2. Seasonality, e.g. products being handled at different times
3. Substantial changes in number of staff, e.g. flow will differ during peak season
4. New industry standards and regulations

Glossary

- Cross-contamination: the passing of bacteria, microorganisms, or other potentially harmful substances indirectly from one person or product to another through the use of improper or unsterile equipment, procedures, or products. Cross-contamination can occur when raw food is touched by hands or in contact with food contact surfaces, such as cloth towels, cutting boards, sponges, utensils that have not been cleaned and then touch ready to eat foods.

Level of Complexity | Bloom's Taxonomy

Recall, Remember	Understand	Apply	Analyze	Evaluate	Create, Transform	Autonomy
		X				

Canadian Certified HACCP Professional

Canada's first certifiable online exam for the position of **HACCP** Professional.

Eligible applicants have **3 years experience in a HACCP role**. Your at work experience is the key to success!

Showcase your **skills** and **expertise** to the industry with this designation!

CCHP Designation: **\$250** | Practice Exam:
FREE





Canadian Certified Industrial Meat Cutter: Level 1

Promote an effective culture of recognition
with your employees

Increase the standards your business &
facility operations and performance

50 **Free** seats valued at **\$375** each



Food Safety and Meat Processing 101

An interactive, online course covering the foundations of Food Safety and Meat Processing.

- 9 hours to complete
- Offering **FREE** seats valued at **\$399**
- An excellent resource for New Hires and Internationally Educated Professionals



Canadian Food
Processors Institute
FOOD PROCESSING SKILLS CANADA

Modules focus on:

- Industry Legislation & Regulation,
- Workplace Policies & Procedures,
- Food Processing Equipment,
- Workplace Health & Safety,
- Meat Types and Cuts 101,
- Knife Sharpening,
- Food Safety,
- Cleaning and sanitation including waste,
- Product Quality, Food Traceability
- Communication & Leadership Skills.



think **inside** the boxes



07

a **framework** built for you.

Learning & Recognition Framework - A groundbreaking Canadian initiative that will standardize and simplify education - career pathways.

Your growth is on the move - visit lrf-fpsc.com today.



Learning and Recognition Framework & Accreditation

Further development of the LRF and launch of the first industry-driven accreditation process for post-secondary schools, employers, and private trainers to compare training with competency-based learning objectives across four levels — Workplace Essentials, Occupational Supervisory and Managerial.

level **3** supervisor



Supervisor specializing in food and beverage prod

08

Career Pathways Integrated with micro- learning

FUNCTION-SPECIFIC ELECTIVES Choose at least one food safety option (bordered in orange)

Sales and Marketing

Intro to Marketing in Food Processing

(domestic and international markets/end consumers, basics of pricing, how to reach market, connection to customer, marketing trends, whole process for product develop, processing, labelling, consumer sales plan, handle customer concerns and complaints)

Sell Products and Services

(qualify customer, conduct sales calls and presentations, overcome objections, develop quotes, close sales, process sales, follow up on sales, monitor sales plan, handle customer concerns and complaints)

Oversee Marketing Activities

(monitor implementation of marketing strategy, provide info about products and services, advertise)

Develop Promotional Events and Contests

(develop marketing/ promotional events, oversee promotional events, participate in industry shows, develop trade sales promotions)

Execute Online Marketing

(develop online presence)

Execute Public Relations and Media Activities

(conduct public relations activities)

Workforce Management

Logistics and Purchasing

Three career pathways will be developed:

- 1) Food Safety Careers
- 2) Sanitation Careers
- 3) Supervisor Careers

The career pathways will combine work experience with formal learning to ensure that adult workers have the right skills and certifications to succeed in the industry.

Career pathways will provide a series of connected training opportunities which align with industry-relevant credentials.

09



Updated Food Skills Library

Improving the user-experience for employers, job seekers, educators, newcomers, and students.



Thank you!

Jennefer Griffith

Executive Director

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www.fpsc-ctac.com