

# FOOD PROCESSING SKILLS CANADA



[fpsc-ctac.com](http://fpsc-ctac.com)

# ABOUT US

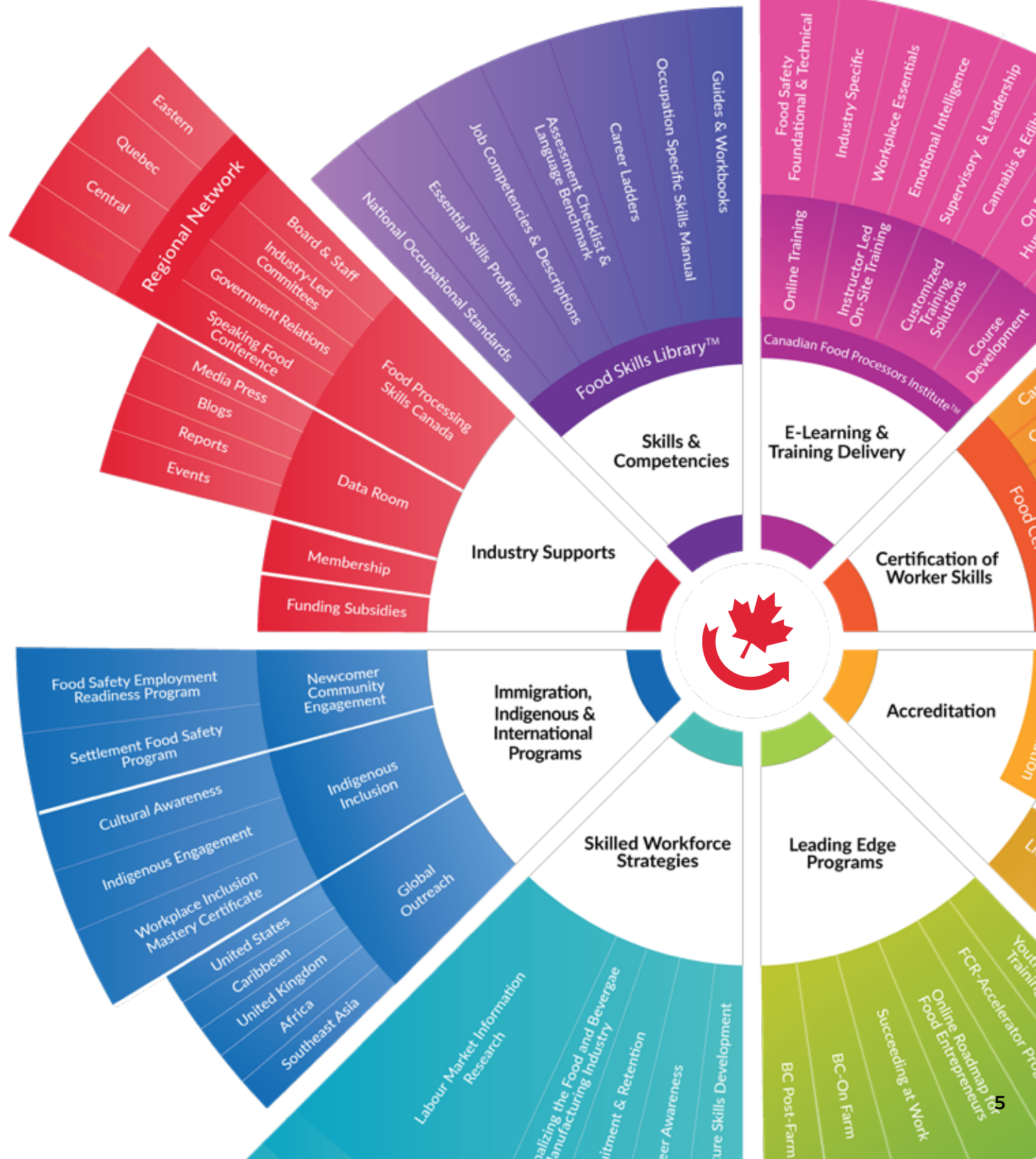
**Food Processing Skills Canada (FPSC)** is the food and beverage manufacturing industry's workforce development organization. As a non-profit, located in Ottawa with representatives across Canada, we support food and beverage manufacturing businesses from coast to coast in developing skilled and professional employees and workplace environments.

Our work directly and positively impacts industry talent attraction, workforce retention and employment culture. We care about assisting the industry in finding, training and retaining the very best people for the job. Through our partnerships with industry, associations, educators and all levels of governments in Canada, FPSC has developed exceptional resources for the sector including the **Food Skills Library™**, **Canadian Food Processors Institute™**, **FoodCert™** and Labour Market Information Reports.

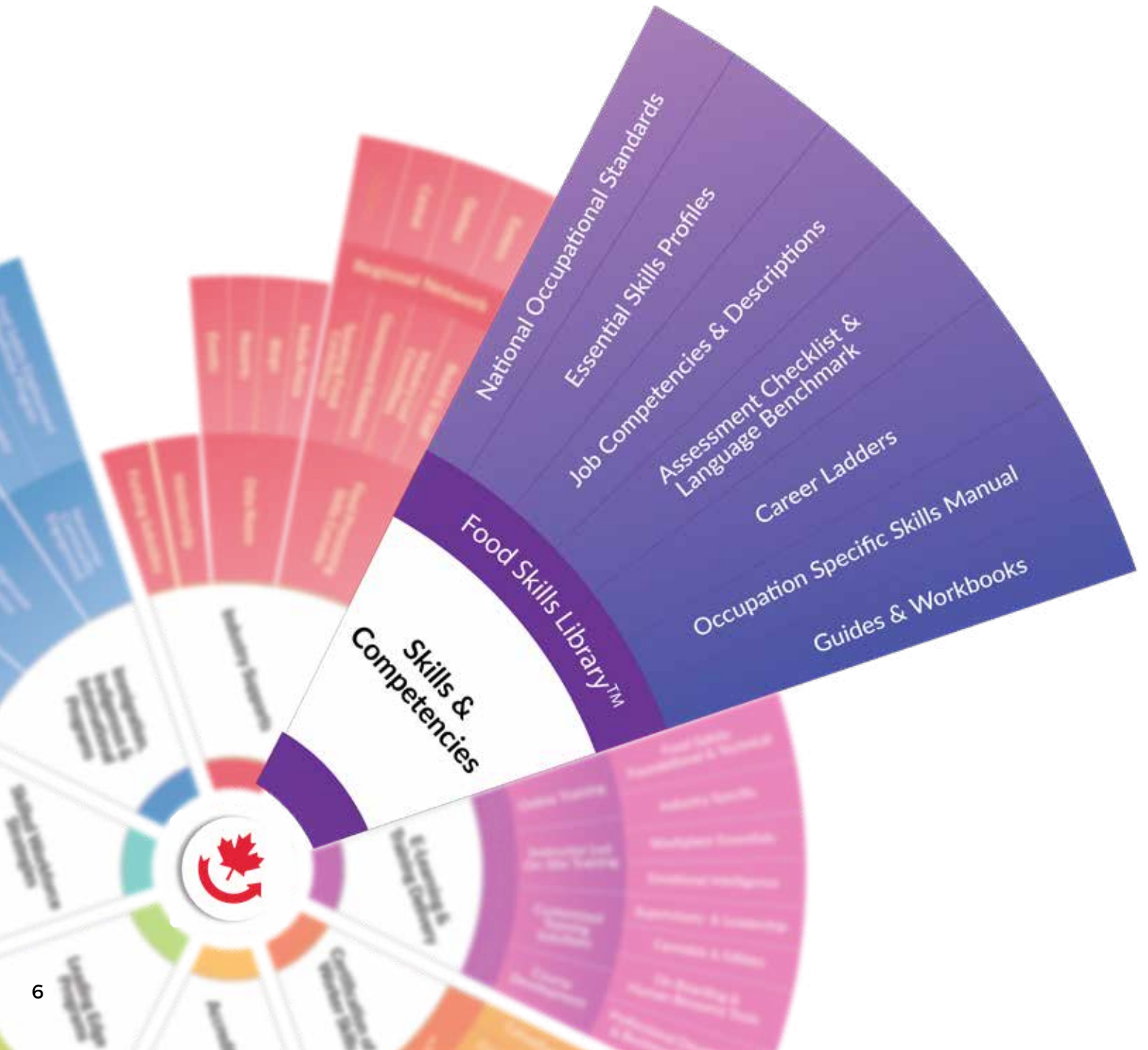


# **A CLOSER LOOK**

PROGRAMS &  
RESOURCES







# SETTING THE STANDARDS |

## Skills & Competencies

The absolute best one-stop shop for skills development information and tools is FPSC's world leading **Food Skills Library™**. Complete with industry-based competencies, guides, checklists, skills profiles and more, the library elevates your organizations' professionalism and reputation by ensuring your team's skills or educational programs are benchmarked and aligned to the most up-to-date standards as decided by industry.

If you are a company looking to simplify and enhance your human resources practices or an educator looking to develop curriculum and empower your students with the right competencies for the job, look no further.

**The Food Skills Library™** is for you!

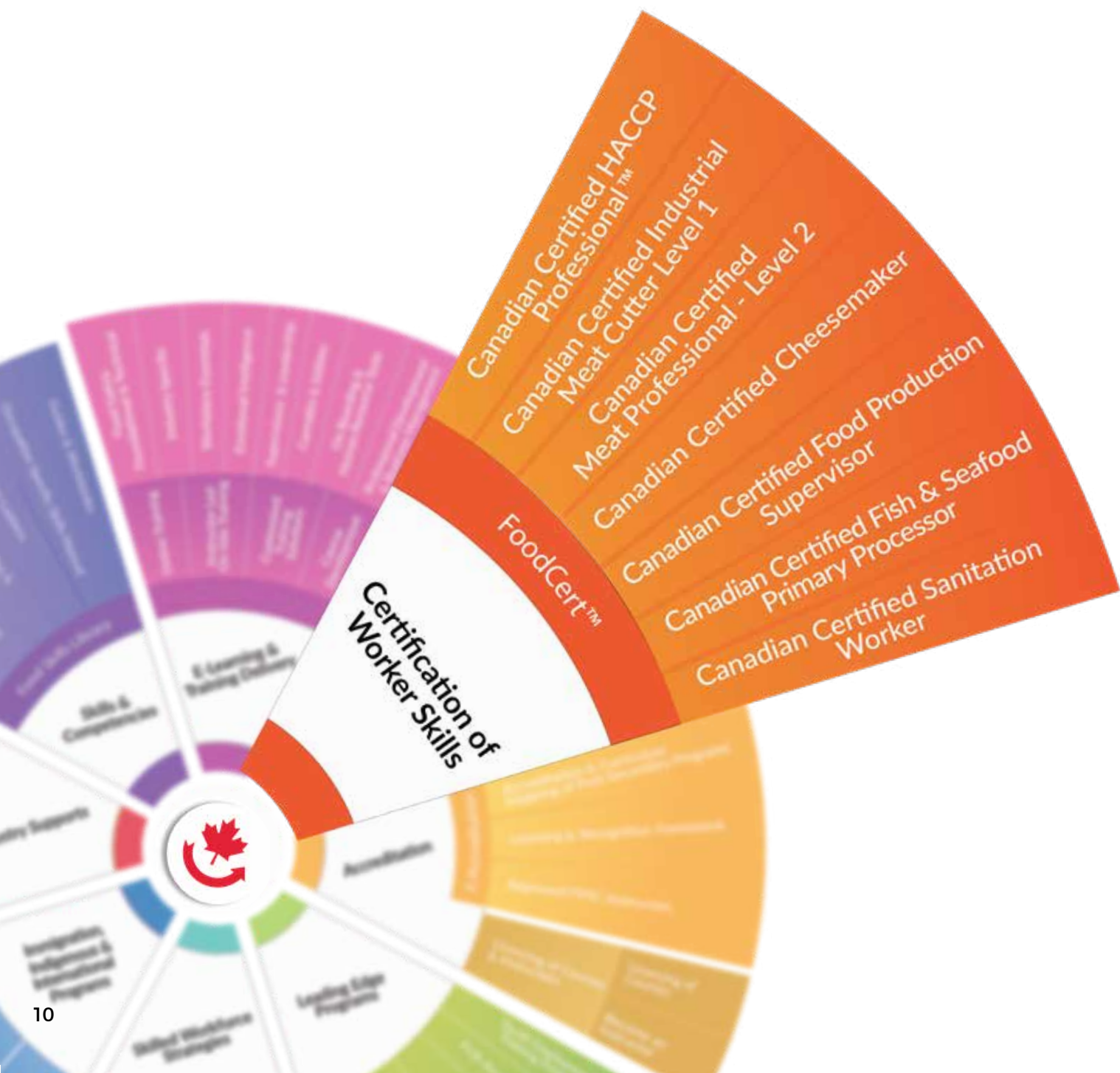




# LEARN ANYTIME, ANYWHERE.

## E-Learning & Training Delivery

Looking to upskill your frontline staff? Demystify a tough topic for supervisors? Or need a deeper understanding of emotional intelligence? Our e-learning courses are self-paced and make training easy. Check out the **Canadian Food Processors Institute™** for the latest interactive training or ask us about **BYOP – Build Your Own Program** – online, offsite or in plant. We customize training to your needs.



# ADOPT A CULTURE OF RECOGNITION.

## Certification of Worker Skills

The **FoodCert™ Program** provides certification that recognizes the skills of your workers. Certification rewards employees that have invested years in the industry demonstrating their skills and knowledge. And with increasing audit requirements your company can also confidently demonstrate employees are performing optimally. Enroll your employees so they can start building their **FoodCert™ Passport** today.



# RECOGNIZING FOOD INDUSTRY PROGRAMS.

## Accreditation

Our **National Accreditation Program** recognizes and licenses educational curriculum based on industry need and alignment to National Occupational Standards.

For colleges and universities this means program content readily responds to specific skills gaps within industry. Graduating students will be fully prepared with the right skills for their food career and can receive credit towards a **FoodCert™ Program** designation.

For private trainers and companies developing their own curriculum, the process of designing content can be easily aligned to the learning objectives of the National Occupational Standards. The end result is high quality education and training for your organization.





# LEARNING AND RECOGNITION FRAMEWORK FOR THE FOOD AND BEVERAGE PROCESSING SECTOR

## Level 4 MANAGEMENT

FUNCTION-SPECIFIC ELECTIVES	SALES AND MARKETING		WORKFORCE MANAGEMENT		FACILITY MANAGEMENT		FOOD PRODUCTION		LOGISTICS AND PURCHASING		FUTURE ELECTIVES
	Manage Public Resources, Claims and Controversies	Develop Sales Plan	Develop Integrated Marketing Settings	Develop Branding and Pricing Strategy	Set Strategic Direction for the Workforce	Develop Compensation Packages	Oversee Design of Facility Systems	Set Strategic Direction for Food Production	Plan for Equipment	Develop Logistics Plan	
Choose from:											
FUNCTION-SPECIFIC ELECTIVES	RISK MANAGEMENT AND RECALLS		FOOD QUALITY AND SAFETY MANAGEMENT		SANITATION AND PEST CONTROL		WASTE MANAGEMENT		RESEARCH AND DEVELOPMENT		
	Manage Food Traceability	Manage Recall	Develop HACCP Program	Develop Food Safety Program	Develop Pest Control Program	Develop Sanitation Program	Develop Facility Waste Management and Recycling Program	Develop New Product Development Projects	Develop New Product Development Projects	Develop New Product Development Projects	
Choose from:											
FUNCTION-SPECIFIC ELECTIVES	DEVELOP ORGANIZATIONAL POLICIES, PROCEDURES, AND PROCEDURES		FINANCIAL MANAGEMENT FOR MANAGERS		BUSINESS DATA ANALYSIS AND STATISTICS FOR MANAGERS		LEADERSHIP FOR MANAGERS		FUTURE CORE SKILLS		
Choose from:											

## Supervisor – Supervisor Specializing in Food and Beverage Production

SALES AND MARKETING	WORKFORCE MANAGEMENT	LOGISTICS AND PURCHASING	FACILITY MANAGEMENT
Sell Products and Services Develop Marketing Action Plan Develop Marketing Strategy Develop Marketing Strategy	Develop Workforce Management Develop Workforce Management Develop Workforce Management Develop Workforce Management	Develop Logistics Management Develop Logistics Management Develop Logistics Management Develop Logistics Management	Develop Facility Management Develop Facility Management Develop Facility Management Develop Facility Management
RISK MANAGEMENT AND RECALLS	FOOD PRODUCTION	RESEARCH AND DEVELOPMENT	FUTURE ELECTIVES
Manage Food Traceability Manage Recall Manage Food Safety Manage Food Security	Food Production Management Food Production Management Food Production Management Food Production Management	Develop New Product Development Projects Develop New Product Development Projects Develop New Product Development Projects Develop New Product Development Projects	Future Electives (To be completed in 2025)
CHS and Security	Monitor Budget Performance	Build	Introduction to the Regulatory Environment
CHS and Security CHS and Security CHS and Security CHS and Security	Monitor Budget Performance Monitor Budget Performance Monitor Budget Performance Monitor Budget Performance	Build Build Build Build	Introduction to the Regulatory Environment Introduction to the Regulatory Environment Introduction to the Regulatory Environment Introduction to the Regulatory Environment

FOOD PROCESSING OPERATOR	DAIRY PROCESSING OPERATOR	NEW! FUTURE HOS TRO
Food Processing Operator Food Processing Operator Food Processing Operator Food Processing Operator	Dairy Processing Operator Dairy Processing Operator Dairy Processing Operator Dairy Processing Operator	New! Future Hos Tro New! Future Hos Tro New! Future Hos Tro New! Future Hos Tro

People who have taken programs that are accredited to HACCP Coordinator NCE will receive credit for several different levels in this framework.

Individuals with a Level 4 Certificate will receive credit towards the knowledge portion of their chosen occupational certification.

PRODUCT PACKAGING	INVENTORY HANDLING
Product Packaging Product Packaging Product Packaging Product Packaging	Inventory Handling Inventory Handling Inventory Handling Inventory Handling
Introduction to the Fruit and Vegetable Industry*	Introduction to the Meat and Poultry Industry*
Introduction to the Fruit and Vegetable Industry* Introduction to the Fruit and Vegetable Industry* Introduction to the Fruit and Vegetable Industry* Introduction to the Fruit and Vegetable Industry*	Introduction to the Meat and Poultry Industry* Introduction to the Meat and Poultry Industry* Introduction to the Meat and Poultry Industry* Introduction to the Meat and Poultry Industry*
Introduction to the Fish and Seafood Industry*	Introduction to the Bakery Industry*
Introduction to the Fish and Seafood Industry* Introduction to the Fish and Seafood Industry* Introduction to the Fish and Seafood Industry* Introduction to the Fish and Seafood Industry*	Introduction to the Bakery Industry* Introduction to the Bakery Industry* Introduction to the Bakery Industry* Introduction to the Bakery Industry*
Introduction to the Beverage Industry*	Workplace Sanitation
Introduction to the Beverage Industry* Introduction to the Beverage Industry* Introduction to the Beverage Industry* Introduction to the Beverage Industry*	Workplace Sanitation Workplace Sanitation Workplace Sanitation Workplace Sanitation
Introduction to Quality Control and Quality Assurance	GMPs and SOPs
Introduction to Quality Control and Quality Assurance Introduction to Quality Control and Quality Assurance Introduction to Quality Control and Quality Assurance Introduction to Quality Control and Quality Assurance	GMPs and SOPs GMPs and SOPs GMPs and SOPs GMPs and SOPs
Workplace and Industrial Safety	
Workplace and Industrial Safety Workplace and Industrial Safety Workplace and Industrial Safety Workplace and Industrial Safety	

# PUTTING CANADA FIRST. |

## Learning & Recognition Framework

The **Learning and Recognition Framework™** is Canada's model in the food and beverage processing industry.

The framework provides the pathway for skills development through the following levels – workplace essentials, foundational, occupations, supervisor and management. The model fosters integration of the food system by encouraging greater collaboration among all stakeholders.

The framework is also fundamental to the work FPSC leads and the future of workforce development in the industry.



# STAYING AHEAD OF THE CURVE.

## Leading Edge Programs

FPSC actively seeks funding to assist industry with cutting edge programs that matter to you. Whether it is providing you with direct funding for food safety activities, growing your business or meeting your training and hiring needs, we likely have a program to assist you.

And for stakeholders and associations looking for an organization to deliver a specialized program we bring years of experience to the table. Just ask us.







# POWERED BY PEOPLE. |

## Skilled Workforce Strategies

People are the most essential ingredient in the food and beverage manufacturing industry. For companies, this means attracting and retaining talent, supporting professional development and assisting people in reaching their career goals.

This is exactly what FPSC does but we also go a step further supporting employers with the most up to date labour market information. Our sector-specific reports are giving food industry leaders an edge in understanding the current workforce and labour supply and in planning for the future.



# EVERYONE WINS. |

## Immigration, Indigenous & International Programs

As the number one sector employing New Canadians we facilitate a number of opportunities for companies to engage with immigrants and indigenous people. We are building collaborations with international food and beverage stakeholders to deliver specialized programs and we are also providing diversity and inclusion training to smooth the transition.

Interested in connecting with new communities and new demographics? Gain access to our programs, resources and tools for your business Standards. The end result is high quality education and training for your organization.



# WE ARE ON YOUR SIDE.

## Industry Supports

FPSC is your skills and workforce development organization. With staff in Ottawa and across Canada, we assist the food and beverage manufacturing industry in understanding and solving the labour challenge.

If you have a training, funding, skills development or human resource need, FPSC has your innovative solution. Our team takes a one-on-one approach to ensure you are connected with the right programs, people and providers.

Let us support your company today.



# COLLABORATION + PARTNERSHIPS

Our success is your success. For more than 10 years, partnership has been at the heart of FPSC's work. Today, we continue to value our collaborations — with industry, associations, educators, government, unions and community groups from across Canada.

We are all committed to strengthening the Food & Beverage processing workforce by working together to facilitate change. From setting industry standards and upskilling to addressing our labour challenges, partnership remains an integral force in keeping us globally competitive.

Interested in getting involved as a member, project participant or program partner? Talk to us. We will find the right answer with you.

# Meet some of our partners.



# 2019 In Review

## Workforce Developments for Food & Beverage Manufacturers





**YOUR** Membership.  
**YOUR** Way.



# MEMBERSHIP Benefits

*Whether you are looking to train, be involved or make a change our membership has you covered.*

## GROW YOUR BUSINESS FOR LESS.



**20-50% savings on resources in the Food Skills Library™**



**20% savings** on e-learning courses from the Canadian Food Processors Institute™



**Free online access** to the "I AM FOOD" new employee onboarding course



**Members Only** Monthly Cyber Specials



**Exclusive Access to Pay-Per-View** Webinars and Micro Learning Sessions



**Advanced access** to highly sought after Labour Market Information and Industry Research plus **Complimentary Registration** to the Dashboard



**Priority invitations** to national industry project committees, roundtable sessions and special events on workforce development



**Introduction to Job-Ready** FPSC program graduates with the right technical, employability and essential skills



# MEMBERSHIP Pricing

Join FPSC to improve your business today.

## Corporate

For food and beverage manufacturers that want the absolute best workforce and make contributions towards profesionalizing the industry.

- ✓ Guide our projects and provide expertise, with paid travel to meetings.
- ✓ Affordable E-Learning and On-Site Training Courses.
- ✓ Discounts on the Food Skills Library.
- ✓ Workforce analysis with our Labour Market Reports.
- ✓ Peer-to-Peer networking opportunities for management, supervisors and employees.

1 – 25 employees ..... \$99

26 – 99 employees ..... \$199

100+ employees ..... \$299

## Educator

For educators and academic institutions involved in training the next generation of talent.

- ✓ Access to the Learning Recognition Framework and National Occupational Standards.
- ✓ Map curriculum to industry standards.
- ✓ Labour Market Report for curriculum planning.
- ✓ Pathway to accreditation.
- ✓ License course content.
- ✓ Provide your students with additional industry-based certificates.

**\$299**

## Association

For organizations working hard on behalf of industry members.

- ✓ Share our resources.
- ✓ Collaborate on program delivery.
- ✓ Profile valuable cost-share programs.

**\$299**

## Professional

For consultants committed to the food and beverage industry.

- ✓ Upgrade your knowledge.
- ✓ Join our committees.
- ✓ Participate in program delivery.
- ✓ Become an approved trainer.

**\$79**

## Student

For students with a passion for the food and beverage industry.

- ✓ Get connected with industry leaders.
- ✓ Meet employers.
- ✓ Find your dream career.

**\$25**

# MEMBERSHIP

## PLUS

ULTIMATE ACCESS

Starting at \$1299



**Unlimited access** to a wealth of exclusive benefits! Upgrading to Membership Plus is an affordable way to gain access to unlimited training **and more!**



**UNLIMITED** Access  
to the Food Skills  
Library

(For up to one facility)



**UNLIMITED** Access  
to the Canadian  
Food Processors  
Institute

(For up to 5 people. Additional  
pricing available for larger  
groups)



**UNLIMITED**  
Complimentary  
registration to  
all FPSC events



Member only  
**ACCESS** to  
sessions with  
government  
officials

**“ 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. —

**YOUR LEADER IN SKILLS DEVELOPMENT**

## **GET INVOLVED.**

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