

SUCCEEDING AT WORK

– EMPLOYER STREAM –



A fully-funded initiative designed for Canadian food and beverage manufacturers and job seekers.

Available online at www.fpsc-ctac.com

This project is funded by the Government of Canada's Labour Market Partnerships Support Measure National Essential Skills Initiative Program

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About Food Processing Skills Canada

Food Processing Skills Canada is the Canadian food and beverage manufacturing industry's leader in skills development and training. The organization delivers programs, conducts labour market research and provides tools for learning and human resources – a professional industry is the result.

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.




Succeeding at Work

is a premier program of Food Processing Skills Canada. Designed for Canada's food and beverage manufacturing sector, this initiative is supporting employers build skilled and motivated employee teams and helping job seekers achieve their professional goals.

The program has already proven itself a champion in helping individuals explore, train and secure a rewarding career path in the industry. With a straightforward application process, continuously updated training and participant graduation support – Succeeding at Work is a winner for job seekers, existing industry employees and people considering a new career path.

In response to food and beverage company input, Succeeding at Work recently expanded, launching a new and unique stream for employers. With this new stream, businesses can upskill both existing staff and incoming staff, with a continuous learning program customized to the employer's needs.

Food Processing Skills Canada is proud to offer both Succeeding at Work Employer Stream and Succeeding at Work CONNECT™ (SAW CONNECT). These streams were designed to meet industry's workforce requirements - learn more here.

A photograph of three people, two women and one man, sitting around a table in what appears to be a cafe or office setting. They are all smiling and looking at each other, suggesting a collaborative and positive work environment. There are laptops open on the table, and some food items are visible in the background.

Helping employers build skilled and motivated employee teams and job seekers achieve their professional goals.

“ **Succeeding at Work** is responding to today’s unique workforce demands. We are helping employers develop the most highly skilled employee teams and we are training people for good jobs. I am proud of how this program is successfully shifting our industry’s training culture. ”

— Mike Timani, President Fancy Pokket and Chair,
Food Processing Skills Canada





**EMPLOYER & JOB SEEKER
PARTICIPATION
AT NO COST!**

Succeeding at Work & Skills Gaps

Succeeding at Work was initially launched to address critical labour shortages in the industry and provide a pathway for individuals seeking a job. The program has had extraordinary success training 400+ participants to date and making job connections for graduates. The job seeker stream has proven itself a success, but we heard from employers that there was more to do.

Employers told us that building a culture of continuous learning and upskilling in the workplace was moving to the forefront of operations with increasing demands on food safety and quality.

Employers were eager for a program to provide ongoing and in-facility education. The Succeeding at Work employer stream was designed and launched to do exactly this.



Learning from Succeeding at Work

When **Food Processing Skills Canada** launched Succeeding at Work we wanted to better understand how an integrated training strategy would impact employee retention. We also wanted to learn about the business benefits of continuous learning and upskilling and the importance of emotional intelligence to career success.

Here is what we have learned.

Education is a Great Motivator

Individual attendance, confidence, and pride were increased as a result of the program. Participants also viewed employers who offer education as “preferred employers”.

Professionalizing the Industry

Participants told us that earning nationally-recognized program certificates uplifted their status as an industry professional.

Social & Emotional Learning

It is true, skills supporting adaptability, critical thinking, reliance and empathy are more important than ever to an employee and a successful workplace.



**“Research indicates
we have less than one
generation to skill and
reskill an entire industry.”**

— *Dominic Barton*

Employer Stream – Participation & Benefits

The employer stream assists businesses in reskilling and upskilling new hires, recent hires and existing employees. With specialized training based on business needs and a customized learning portal for employees, training is provided online and on the employer's schedule. **No down time, no loss in production and at no cost.** Employees will have access to online courses and earn nationally recognized certificates while they continue their employment.

- Custom branded learning institute
- Competitive edge with hiring
- Improved employee retention
- Fewer workplace accidents
- Improved audit performance



Employer Stream – What's Included

Proven Curriculum

5 Workplace Essential Skills

14 Technical & Food Safety Skills

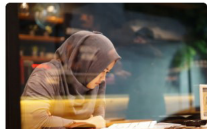
7 Social-Emotional Learning

- Custom branded learning institute (\$5,000 value)
- 26 Nationally-recognized certificates
- Curriculum aligned to Learning and Recognition Framework
- Company staff onboarding and orientation
- Employee welcome and information packages
- Employee assessments
- Continuous program guidance and support
- Weekly progress reports
- Employee graduation package
- Employer recognition
- Chromebooks to facilitate employee participation

Just some of the courses...



Workplace Essentials:
Oral Communications



Workplace Essentials:
Thinking Skills



Adaptability in the
Workplace



Food Safety Culture
& You



Fundamentals Of
Quality Assurance



National Sanitation
Training Program



Distribution &
Warehouse Food
Safety



Managing Recall In A
Wired World



Food Safety And Meat
Processing 101



SOP Master Class

and much more!

Employer Stream - How it Works





Succeeding at Work CONNECT™

SAW CONNECT™ was developed to assist job seekers in preparing for a rewarding career in the Canadian food and beverage manufacturing industry. For employers looking to fill new positions, it is also the perfect place to find individuals trained and primed to start a new job.

Succeeding at Work has proven itself in providing two clear benefits to employers - training & upskilling for staff teams and finding prospective employees. This is a program that has all your bases covered.

SAW CONNECT™ stream, the program offers a straightforward application and an impressive curriculum and graduation package. Check out the program steps below.

Apply



Individuals sign up using the
APPLY NOW button at:
www.succeedingwork.ca

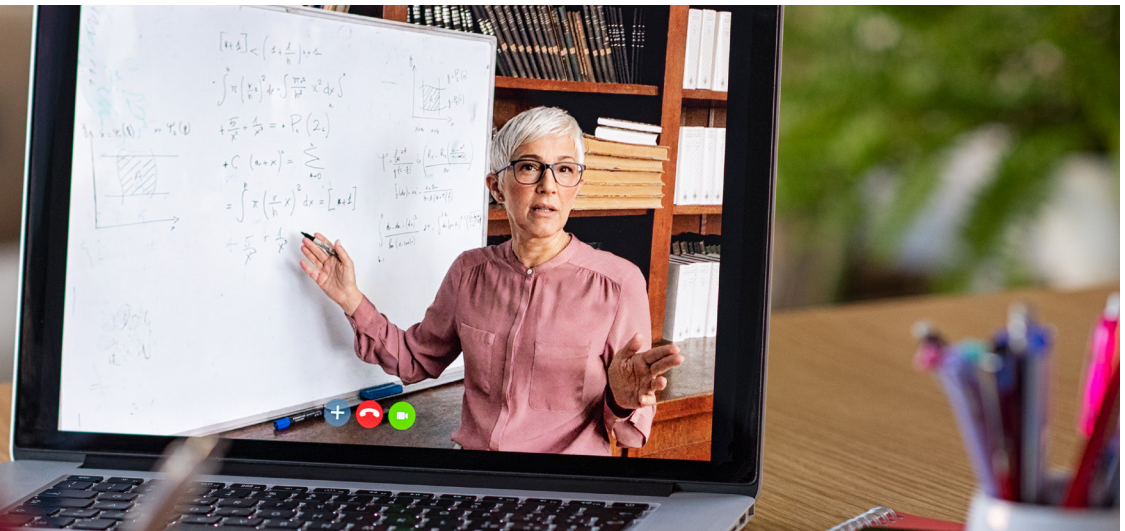
Connect



SAW CONNECT™ eligibility:

Canadian Citizens
Permanent Residents
Average Language Skills
Access to a computer
Start date

WIN-WIN for Industry



Learn



GO!



The online program:
Workplace Essential Skills Courses
Food Safety & Technical Courses
Social Emotional Learning
Professional Job Search Support
Personal Coaching
Participant Kit Folder

Successful graduates will receive:
17 Canadian certificates
Program Certificate
Transcript of Course Marks
Transcript of Skills &
Competencies Earned
Letter of Reference

“ **Food industry training is changing** – a continuous learning culture, competency-based skills training and on the job upskilling are becoming the norm. Succeeding at Work is a key ingredient to updating industry’s approach to workforce development. ”

- Jennefer Griffith, Executive Director,
Food Processing Skills Canada



Acknowledgments

Food Processing Skills Canada extends a special message of thanks to our funding partners for their commitment to success with the **Succeeding at Work** program. Together, we are making a difference to the next generation of people working in the Canadian food and beverage manufacturing industry.

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FOOD PROCESSING SKILLS CANADA PREMIER PROGRAM

We're Ready to Help!

For more information on this program visit:

www.succeedingatwork.ca

or connect with the
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