

Professionalizing the Food and Beverage Industry Bulletin

A Quarterly Newsletter
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Learning & Recognition Framework Launch

Upcoming Events

Welcome Message

Welcome everyone to Professionalizing the Food and Beverage Industry's first edition newsletter. We hope this brief and informative quarterly update will keep you current on project activities.

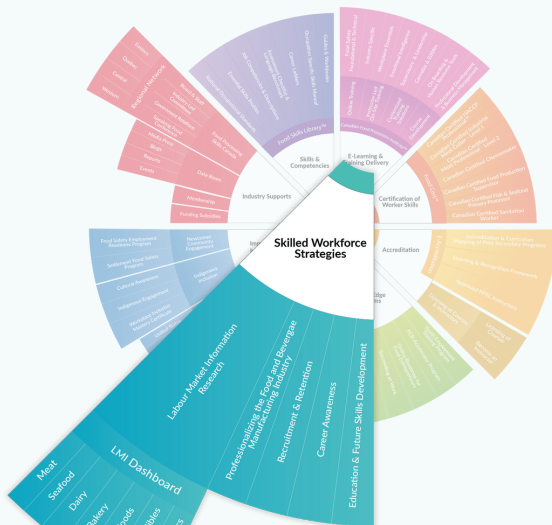
As you may know, Food Processing Skills Canada's Professionalizing the Food and Beverage Industry team has been recruiting for participants to attend our first virtual National Occupational Standard meeting series for Food Production Supervisor from October 28 - December 2. Thank you to Advisory Committee members who identified a participant to assist - we understand it is a very busy time for all.

Our next request for industry review and validation will follow completion of the National Occupational Standard in 2021 and we will connect with you again on this shortly.

On behalf of Food Processing Skills Canada, let me extend our appreciation for your continued support!

Tracy Biernacki-Dusza
Sr. Project Manager,
Professionalizing the Food and Beverage Industry
Food Processing Skills Canada

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Recognizing the Value of Professionalizing the Industry

Professionalizing the Food and Beverage Industry is a flagship initiative of Food Processing Skills Canada. This initiative has provided the blueprint for designing 'best in class' resources for Canada's food and beverage manufacturing industry.

- The FoodSkills Library™ is home to industry-specific National Occupational Standards, essential skills profiles, job descriptions and Canadian language benchmarks to support businesses with recruitment, training and retention.
- FoodCert™ has been launched to provide on-line, industry-based certification programs such as the Canadian Certified Industrial Meat Cutter Level 1 and Canadian Certified HACCP Professional. A new accreditation process is also being finalized.
- The Learning and Recognition Framework has been developed to define qualifications within the industry in a clear, structured and hierarchal manner.
- New e-learning and courses in the Canadian Food Processors Institute™ are addressing skills gaps and new changes to workforce training.

With this initiative, we are developing Canada's food and beverage processing workforce, increasing levels of professionalism and strengthening the profile of the industry - both at home and internationally.

**~Jennefer Griffith,
Executive Director, Food
Processing Skills Canada**





Using virtual resources to develop National Occupational Standards

By Nina Sharma, Project Coordinator, Professionalizing the Food and Beverage Industry

At Food Processing Skills Canada we look for innovative ways to deliver projects and foster stakeholder relations.

Our strategy has been particularly valuable during the COVID-19 global pandemic and the requirement for physical distancing measures. Like everyone in the industry, we have had to adapt to new ways of conducting communications - for us this means using the latest virtual resources to advance communications for Professionalizing the Food and Beverage Industry initiative.

We have implemented a plan to leverage Zoom, Google Drive, and conduct digital reviews to support upcoming industry meetings including the National Occupational Standard development meeting series starting later this month.

Interested in getting involved? Check out the details below. Or if you have already agreed to participate, thank you! Information will be sent to your registered email shortly!

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One of the most valuable things I discovered through this focus group session was working in a group format with others from across Canada.

~ A participant's feedback (Frontline Dairy Workers Focus Group Session)

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I have learned that people have different opinions on the National Occupational Standards but we can still find common ground.

~ A participant's feedback (Fish & Seafood Primary Processor Focus Group Session)

Accreditation: A critical, risk reducing link between an array of human capital management processes

By Jeff Griffiths,
Fellow Certified Management Consultant (FCMC), Certified
Training and Development Professional (CTDP), WorkForce Strategies International

Accreditation– like many human capital management processes - is about reducing risk.

Employers need competent workers, but they take a risk every time they hire - and the cost of hiring the wrong person can be significant. In food production, insufficient skill can lead to expensive – and often fatal –consequences for human health.

Employers reduce their hiring risk when they can quantify the training a worker has obtained. Workers can be hired with particular credentials or certifications, or employers can use 'trusted' education and training programs. Determining which programs are 'trusted' is the aim of the FPSC accreditation initiative, in which we are pleased to be taking part.

The accreditation program will provide a mechanism for training providers to have their courses evaluated against the industry competency framework, as well as key quality metrics, and serve to reduce employer risk in selecting training.

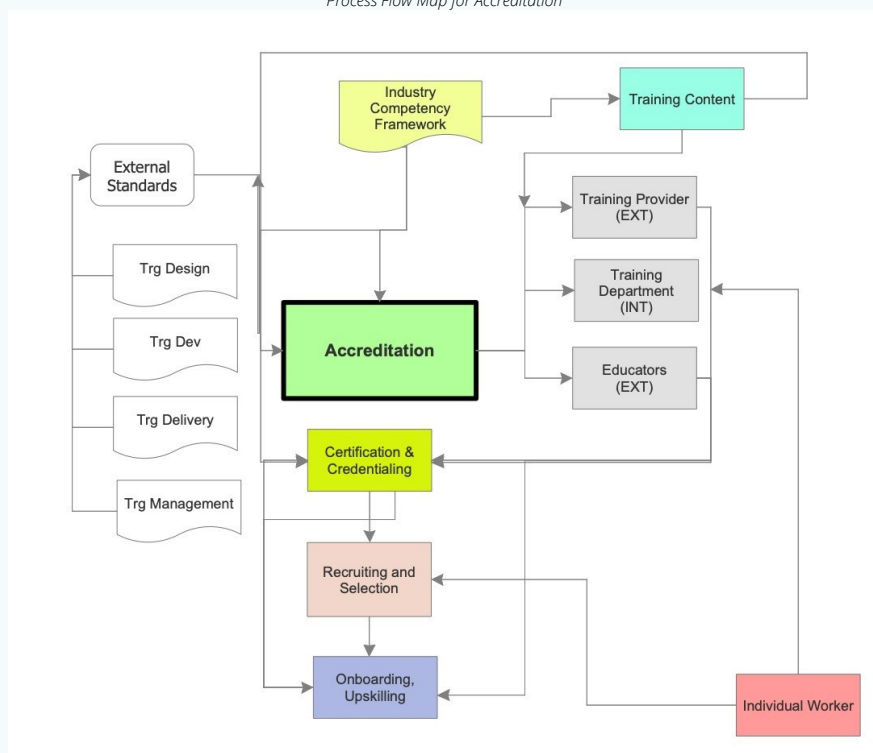
We have completed the initial design of the accreditation program to be delivered by Food Processing Skills Canada, which ties together a number of important human capital programs:

- Competency frameworks and national occupational standards
- Training
- Certification
- Recruiting, selection and on-boarding
- Upskilling and career progression

We are now seeking additional input from learning providers and employers to fine-tune the processes, finalize the design, and begin the detailed program development.

For more information on accreditation and the development of an accreditation program at Food Processing Skill Canada contact Tracy Biernacki-Dusza, Food Processing Skills Canada at tbdusza@fpsc-ctac.com or Jeff Griffiths, Workforce Strategies International jeff@workforcestrat.com

Process Flow Map for Accreditation



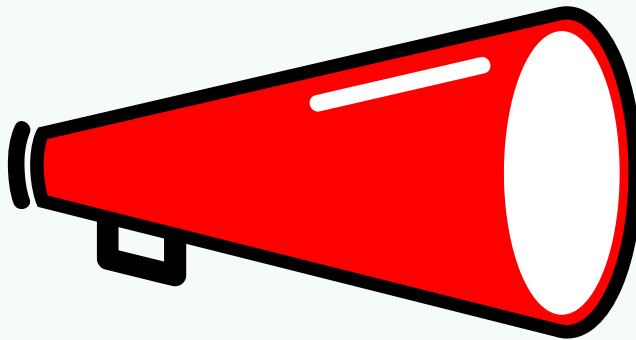
Upcoming Events

Food Production Supervisor National Occupational Standard (NOS) Development Sessions

When: October 28 - December 2, 2020

Where: Zoom

Who can attend: Supervisors (for more details, please email Tracy Biernacki-Dusza (Sr. Project Manager, Professionalizing the Food and Beverage Industry) at tbdusza@fpssc-ctac.com)



ABOUT US

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

Our work directly and positively impacts industry talent attraction, workforce retention and employment culture. We assist businesses in finding, training and retaining the very best people for the job. Through our partnerships with regional, provincial and federal governments, associations and educators in Canada - FPSC has developed exceptional resources for the industry including the Food Skills Library™, Canadian Food Processors Institute™, FoodCert™ and Labour Market Information™ Reports.



PROFESSIONALIZING THE FOOD AND BEVERAGE INDUSTRY



TALK TO US

O: 613.237.7988/1.877.963.7472

tbdusza@fpsc-ctac.com

nsharma@fpsc-ctac.com