



# Taking the Pathway

Understanding  
career direction in  
**meat** processing





## Food Processing Skills Canada

FPSC is your labour, skills and workforce development non-profit organization.

Our job is to provide leadership in professionalizing the food and beverage manufacturing industry so that the most important resource - people - are the best in the world. We have developed a national skills strategy which is a proven long-term approach successfully utilized by other Canadian professional sectors. This strategy builds collaborations with industry, government, academia, unions, associations, community organizations and other stakeholders.

**Canada**

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## About Taking the Pathway

Canada's Agri-Food sector, particularly meat and poultry processing, is a significant contributor to our nation's economy, and was recently identified as one of Canada's top growth industries over the next 10 years. Despite this, the sector continues to face a critical labour shortage that, if left unresolved, will impede the industry's growth, employment opportunities, and overall sustainability.

To address this shortage, Food Processing Skills Canada (FPSC) has embarked upon a landmark Labour Market Information Study (LMI). In its finality, the LMI will provide

government and decision-makers with the research needed to make real regulatory change that will bring both prosperity and opportunity to the meat and poultry processing sectors.

*Taking the Pathway: Understanding Career Paths in Meat and Poultry Processing* lays crucial groundwork for the LMI by defining occupations and career paths in the meat and poultry processing sector. Utilizing this data, the LMI will take in-depth reviews of each career path, and their specific challenges and opportunities.

## How to use the Career Pathway

This document provides practical information about the career paths available for workers in meat and poultry in the food and beverage processing industry. In a time when attraction and recruitment of workers is important to keep up with demand, the career pathway can be helpful to educate potential workers about the opportunities and career pathways within the area of meat and poultry. The career pathway is a helpful tool for employers to attract, recruit and retain productive and skilled workers.



## Developing the Career Pathway

To learn more about the career paths in meat and poultry processing, we:

- ◆ Conducted extensive research to learn about the various job positions and skill levels within the meat and poultry processing industry, including:
  - ◆ Collecting and analyzing job descriptions, job advertisements, organizational charts and other occupational information from a variety of meat and poultry processing facilities,
  - ◆ Conducting telephone interviews with meat and poultry processors, and
  - ◆ Reviewing and validating the career pathway with an industry-led advisory group.

## Understanding the Career Pathway

The career pathway for meat and poultry processing illustrates the progression of occupational levels from foundational skills to executive management. The career pathway is comprised of six (6) levels. The typical entry-point into the meat and poultry processing industry is at the Foundational Skill Level. With work experience and training (often offered on-the-job), workers often progress upward on the career pathway.



# occupational levels

## Foundational Skill Level (F)

Foundational Skill Level positions are often the entry-level positions or those jobs that required no prior experience or training to work in a meat and poultry processing facility. A high school diploma or equivalent may be preferred, but is not required by most businesses. Training for foundational skill level jobs most often occurs on the job; job shadowing is important for these positions entry-level positions.

### Applicable NOC Code(s)

**NOC 9617** - Labourers in food, beverage and associated products processing

Sample Titles for Foundational Skill Level Jobs within the Meat and Poultry Processing Sector include:

SLAUGHTER	MEAT CUTTING	POULTRY
<ul style="list-style-type: none"><li>◆ Live receiver; assembly yard receiver</li><li>◆ Humane animal handler</li><li>◆ Hog driver; Cattle chaser</li><li>◆ Floor person</li><li>◆ Barn washer</li><li>◆ Offal room packer</li><li>◆ Kidney harvester</li></ul>	<ul style="list-style-type: none"><li>◆ Meat assistant</li><li>◆ General labourer</li><li>◆ General knife labour</li><li>◆ Floor person</li><li>◆ General helper/packer</li><li>◆ Scaler/packer</li><li>◆ Palletizer</li><li>◆ Cooler loader/unloader</li><li>◆ Cryovac operator</li></ul>	<ul style="list-style-type: none"><li>◆ Barn worker</li><li>◆ Barn Worker - Live</li><li>◆ Receiving</li><li>◆ Poultry packer</li><li>◆ Poultry killer</li><li>◆ Live hanger</li><li>◆ General labourer/helper</li><li>◆ Plant production worker/production worker</li><li>◆ Salvage/organ handler</li></ul>

## Intermediate Skill Level (I)

Intermediate Skill Level workers typically have 6 months – 1 year of experience working in meat and poultry processing facilities. A high school diploma is often preferred, but may not be a requirement.



Workers in this job class typically receive training on the job and also receive WHMIS, food safety and food safety management training. Workers who start in Foundational Skill Level Positions often progress into Intermediate Skill Level positions as they gain additional experience and training.

### Applicable NOC Code(s)

- NOC 9462** – Industrial butchers and meat cutters, poultry preparers and related workers
- NOC 9461** – Process control and machine operators, food, beverage and associated products processing

Sample Titles for Intermediate Skill Level Jobs within the Meat and Poultry Processing Sector include:

SLAUGHTER	MEAT CUTTING	POULTRY
<ul style="list-style-type: none"> <li>◆ Splitter/Carcass splitter</li> <li>◆ Eviscerator</li> <li>◆ Industrial butcher</li> <li>◆ Stunner</li> <li>◆ CO2 operator</li> <li>◆ Shackler</li> <li>◆ Meat cutter/production personnel (*job title overlaps with meat cutting)</li> </ul>	<ul style="list-style-type: none"> <li>◆ Industrial meat cutter/meat cutter</li> <li>◆ Industrial butcher</li> <li>◆ Meat cutter/production personnel</li> <li>◆ Jobs are typically divided by “Lines” (products) and the “tasks” within them – for instance for beef: “rib line” and then “bone short rib 2” is the job title. Example other titles include, Whizz knife operator, chuck de-boner</li> </ul>	<ul style="list-style-type: none"> <li>◆ Poultry cutter</li> <li>◆ Poultry worker</li> <li>◆ Poultry worker II – in Poultry Pack, Live Receiving, or Evisceration departments</li> <li>◆ Saw operator</li> <li>◆ Cut-up machine operator</li> <li>◆ Trimmer</li> <li>◆ Wing splitter</li> </ul>

## High Skill Level (HS)

High Skill Level Workers typically have at least 1 year of experience (typically 1-3 years) in meat and poultry processing and are able to perform the range of tasks that are completed on the production/processing line. A high school diploma is considered an asset. Additional training related to supervising workers may be provided in-house. Workers receive WHMIS, food safety and food safety management system training. Workers in Intermediate Skill Level positions often advance to High Skill Level positions as they gain additional experience and training, particularly in meat which requires specialized cutting.

### Applicable NOC Code(s)

- NOC 9213** – Supervisors, Food and Beverage Processing

Sample Titles for High Skill Level Jobs within the Meat and Poultry Processing Sector include:

SLAUGHTER	MEAT CUTTING	POULTRY
<ul style="list-style-type: none"> <li>◆ Lead hand kill floor</li> <li>◆ Lead hand kill team</li> <li>◆ Slaughtering jobs that have higher risk and more challenging specifications, e.g.</li> <li>◆ Saw operator, brisket saw operator, split saw operator</li> </ul>	<ul style="list-style-type: none"> <li>◆ Lead hand</li> <li>◆ Cutting jobs that have higher risk and have more challenging specifications, e.g. pull tenderloin (beef), drop (seam) inside round</li> </ul>	<ul style="list-style-type: none"> <li>◆ Lead hand</li> </ul>

## Supervisory Skill Level (S)

Supervisory Skill Level workers typically have 2-3 years of experience on the line of a meat and poultry processing facility. Additional training in relation to production management, supervising and employee management may be required and provided by the company. A high school diploma or equivalent is often required; additional post-secondary education is an asset. It is typical for supervisors to begin at the Foundational Skill Level, and through experience and additional training, supervisory roles. Supervisors must complete WHMIS, food safety and food safety management training.

### Applicable NOC Code(s)

**NOC 9213** – Supervisors, Food and Beverage and Associated Products Processing

Sample Titles for Supervisory Skill Level Jobs within the Meat and Poultry Processing Sector include:

SLAUGHTER	MEAT CUTTING	POULTRY
<ul style="list-style-type: none"> <li>◆ Abattoir supervisor</li> <li>◆ Slaughterhouse supervisor</li> <li>◆ Kill floor supervisor</li> <li>◆ Production supervisor – kill floor</li> </ul>	<ul style="list-style-type: none"> <li>◆ Meat packing supervisor</li> <li>◆ Meat cutting plant foreman/woman</li> <li>◆ Production supervisor</li> </ul>	<ul style="list-style-type: none"> <li>◆ Poultry preparers foreman/forewoman</li> <li>◆ Supervisor, Live Receiving</li> <li>◆ Supervisor, Deboning</li> <li>◆ Supervisor, Further Processing</li> <li>◆ Senior Food Processing Supervisor</li> <li>◆ Supervisor Tray/Overwrap</li> </ul>



## Management Skill Level (M)

Management Skill Level workers typically have a minimum of 5 years of supervisory experience within the meat and poultry processing industry. Leadership experience is considered an asset. A post-secondary education may be required or considered a strong asset. Additional training in management is often required of job incumbents. Managers require WHMIS, food safety and food safety management system training.

### Applicable NOC Code(s)

**NOC 0911** – Manufacturing Manager

Sample Titles for Management Skill Level Jobs within the Meat and Poultry Processing Sector include:

SLAUGHTER	MEAT CUTTING	POULTRY
<ul style="list-style-type: none"><li>◆ Yard and premises manager</li><li>◆ Kill floor manager</li></ul>	<ul style="list-style-type: none"><li>◆ Cut production manager</li><li>◆ Foreman/woman</li></ul>	<ul style="list-style-type: none"><li>◆ Production manager</li><li>◆ General foreperson</li></ul>

## Senior Executive Leadership Skill Level (SE)

Management Skill Level workers typically have a minimum of 5 years of supervisory experience within the meat and poultry processing industry. Leadership experience is considered an asset. A post-secondary education may be required or considered a strong asset. Additional training in management is often required of job incumbents. Managers require WHMIS, food safety and food safety management system training.

### Applicable NOC Code(s)

**NOC 0016** – Senior Manager – construction, transportation, production, and utilities

**NOC 0911** – Manufacturing Manager

Sample Titles for Senior Executive Leadership Skill Level Jobs within the Meat and Poultry Processing Sector include:

- ◆ Director of Operations
- ◆ VP of Operations



# meat & poultry

SLAUGHTERING/ABBATOIR  
CAREER PATHWAY

- SE SENIOR EXECUTIVE LEADERSHIP**
- M MANAGEMENT**
- S SUPERVISORY**
- HS HIGH SKILL**
- I INTERMEDIATE**
- F FOUNDATIONAL**



TITLE	EXPERIENCE / EDUCATION
<ul style="list-style-type: none"> <li>◆ VP operations</li> <li>◆ Plant manager</li> <li>◆ Director of operations</li> <li>◆ Senior director of operations</li> </ul>	<ul style="list-style-type: none"> <li>◆ 10 years industry experience with at least 5 years previous managerial experience</li> <li>◆ Preference for university education</li> </ul>
<ul style="list-style-type: none"> <li>◆ Yard and premises manager</li> <li>◆ Kill floor manager</li> </ul>	<ul style="list-style-type: none"> <li>◆ Minimum 2 years of supervisory work experience</li> <li>◆ Proven track record of managing employee relations</li> <li>◆ Preference for college or university education</li> </ul>
<ul style="list-style-type: none"> <li>◆ Abattoir supervisor</li> <li>◆ Slaughterhouse supervisor</li> <li>◆ Kill floor supervisor</li> <li>◆ Production supervisor - kill floor</li> </ul>	<ul style="list-style-type: none"> <li>◆ 2-3 years of experience at the line level of an industrial meat-cutting facility, preference for 1 year minimum as lead hand</li> <li>◆ High School Diploma or equivalent</li> <li>◆ Preference for post-secondary education</li> </ul>
<ul style="list-style-type: none"> <li>◆ Lead hand kill floor</li> <li>◆ Lead hand kill team</li> <li>◆ Slaughtering jobs that have higher risk and have more challenging specifications, e.g. saw operator, brisket saw operator, split saw operator</li> </ul>	<ul style="list-style-type: none"> <li>◆ 1-2 years of meat cutting/kill floor experience</li> <li>◆ Preference for High School Diploma or equivalent</li> </ul>
<ul style="list-style-type: none"> <li>◆ Splitter/Carcass splitter</li> <li>◆ Eviscerator</li> <li>◆ Industrial butcher</li> <li>◆ Stunner</li> <li>◆ CO<sub>2</sub> operator</li> <li>◆ Shackler</li> <li>◆ Meat cutter/production personnel (*job title overlaps with meat cutting)</li> </ul>	<ul style="list-style-type: none"> <li>◆ 6 months to 1-2 year of meat cutting experience</li> <li>◆ Preference for High School Diploma or equivalent</li> </ul>
<ul style="list-style-type: none"> <li>◆ Live receiver; assembly yard receiver</li> <li>◆ Humane animal handler</li> <li>◆ Hog driver; Cattle chaser</li> <li>◆ Floor person</li> <li>◆ Barn washer</li> <li>◆ Offal room packer; kidney harvester</li> </ul>	<ul style="list-style-type: none"> <li>◆ No experience required</li> <li>◆ Preference for High School Diploma or F equivalent</li> </ul>



<b>SE</b>	<b>SENIOR EXECUTIVE LEADERSHIP</b>
<b>M</b>	<b>MANAGEMENT</b>
<b>S</b>	<b>SUPERVISORY</b>
<b>HS</b>	<b>HIGH SKILL</b>
<b>I</b>	<b>INTERMEDIATE</b>
<b>F</b>	<b>FOUNDATIONAL</b>

# meat cutting

## CAREER PATHWAY

	TITLE	EXPERIENCE / EDUCATION
<b>SE</b>	<ul style="list-style-type: none"> <li>VP operations</li> <li>Plant manager</li> <li>Meat plant manager</li> <li>Plant superintendent</li> <li>Superintendent</li> <li>Director of operations</li> <li>Senior director of operations</li> </ul>	<ul style="list-style-type: none"> <li>10 years industry experience with at least 5 years previous managerial experience</li> <li>Preference for university education</li> </ul>
<b>M</b>	<ul style="list-style-type: none"> <li>Cut production manager</li> <li>Foreman</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 2 years of supervisory work experience</li> <li>Proven track record of managing employee relations</li> <li>Preference for college or university education</li> </ul>
<b>S</b>	<ul style="list-style-type: none"> <li>Meat packing supervisor</li> <li>Meat cutting plant foreman/woman</li> <li>Production supervisor</li> </ul>	<ul style="list-style-type: none"> <li>2-3 years of experience at the line level of an industrial meat-cutting facility, preference for 1 year minimum as lead hand</li> <li>High School Diploma or equivalent</li> <li>Preference for post-secondary education</li> </ul>
<b>HS</b>	<ul style="list-style-type: none"> <li>Lead hand</li> <li>Head butcher</li> <li>Cutting jobs that have higher risk and have more challenging specifications, e.g. pull tenderloin (beef), drop (seam) inside round</li> </ul>	<ul style="list-style-type: none"> <li>1-3 years of experience in meat cutting</li> <li>High School Diploma or equivalent</li> </ul>
<b>I</b>	<ul style="list-style-type: none"> <li>Industrial meat cutter/meat cutter</li> <li>Industrial butcher</li> <li>Meat cutter/production personnel</li> <li>Jobs are typically divided by "Lines" (products) and the "tasks" within them - for instance for beef: "rib line" and then "bone short rib 2" is the job title. Example other titles include, Whizz knife operator, chuck de-boner</li> <li>Titles can break down into dozens hundreds of individual positions, depending upon position on the line</li> </ul>	<ul style="list-style-type: none"> <li>6 months to 1 year of experience in meat cutting (OR certificate from meat cutting program); including knife or saw work</li> <li>Preference for High School Diploma or equivalent</li> </ul>
<b>F</b>	<ul style="list-style-type: none"> <li>Meat assistant</li> <li>General labourer; General help; Floor person</li> <li>General knife labour</li> <li>General packer; Scaler/packer; Palletizer</li> <li>Cooler loader/unloader</li> <li>Cryovac operator</li> </ul>	<ul style="list-style-type: none"> <li>No experience needed</li> <li>Preference for High School Diploma or F equivalent</li> </ul>



<b>SE</b>	<b>SENIOR EXECUTIVE LEADERSHIP</b>
<b>M</b>	<b>MANAGEMENT</b>
<b>S</b>	<b>SUPERVISORY</b>
<b>HS</b>	<b>HIGH SKILL</b>
<b>I</b>	<b>INTERMEDIATE</b>
<b>F</b>	<b>FOUNDATIONAL</b>

# poultry processing

## CAREER PATHWAY

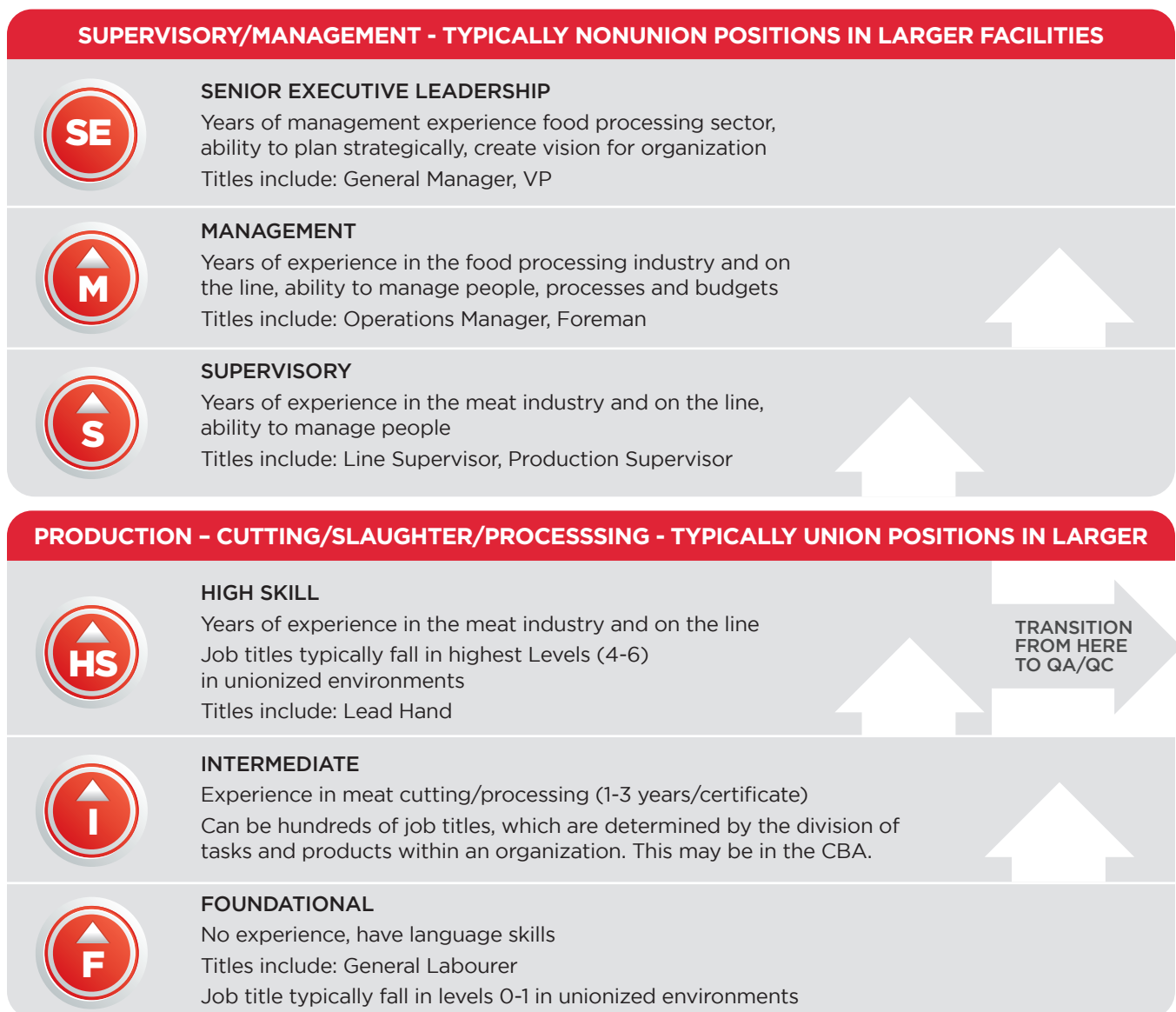
	TITLE	EXPERIENCE / EDUCATION
<b>SE</b>	<ul style="list-style-type: none"> <li>VP operations</li> <li>Director of operations</li> <li>Senior processing manager</li> <li>Senior plant manager</li> <li>Plant manager</li> </ul>	<ul style="list-style-type: none"> <li>10 years industry experience with at least 5 years previous managerial experience</li> <li>Preference for university education</li> </ul>
<b>M</b>	<ul style="list-style-type: none"> <li>Production manager</li> <li>General foreperson</li> </ul>	<ul style="list-style-type: none"> <li>5-7 years of experience</li> <li>Preference for college or university education</li> </ul>
<b>S</b>	<ul style="list-style-type: none"> <li>Poultry preparers foreman/forewoman</li> <li>Supervisor, live receiving; deboning; further processing; tray/overwrap</li> <li>Senior food processing supervisor</li> </ul>	<ul style="list-style-type: none"> <li>5-7 years of experience</li> <li>Preference for college or university education</li> </ul>
<b>HS</b>	<ul style="list-style-type: none"> <li>Lead hand</li> </ul>	<ul style="list-style-type: none"> <li>1-3 years of experience in poultry processing</li> <li>High School Diploma or equivalent</li> </ul>
<b>I</b>	<ul style="list-style-type: none"> <li>Poultry cutter; Poultry worker</li> <li>Poultry worker -Live Receiving or Evisceration</li> <li>Poultry worker II - in Poultry Pack, Live Receiving, or Evisceration departments</li> <li>Saw operator</li> <li>Cut-up machine operator</li> <li>Trimmer</li> <li>Wing splitter</li> </ul>	<ul style="list-style-type: none"> <li>1-2 years of experience in poultry processing</li> <li>High school diploma or equivalent</li> </ul>
<b>F</b>	<ul style="list-style-type: none"> <li>Barn worker; Barn worker - Live Receiving</li> <li>Poultry Worker I - Poultry Pack</li> <li>Poultry killer</li> <li>Live hanger</li> <li>General labourer; General help</li> <li>Plant production worker/production worker</li> <li>Poultry packer</li> <li>Salvage/organ handler</li> </ul>	<ul style="list-style-type: none"> <li>No experience required</li> <li>Preference for High School Diploma or equivalent</li> </ul>



# meat & poultry processing career pathway

The following graphic illustrates a typical career progression within the Meat and Poultry processing sector.

As the graphic illustrates, High Skill Level workers may also transition into a quality control specific role (e.g. Quality Control Inspector 1) on the production line. While still considered a production worker, these quality-control specific positions require extra training on quality, food safety, inspection, auditing and grading. These workers still report to production lead hands and supervisors, but are champions of quality on the line and model positive quality control behaviours and practices to their fellow workers.<sup>2</sup>



<sup>1</sup> National Occupational Standard for Quality Control Inspector – coming soon!

<sup>2</sup> For more information about career progression within Quality Control and Quality Assurance in the food processing industry, please see our report: Climbing the Ladder – Quality Control and Quality Assurance.

## Key Findings

Our research helped to identify key issues and challenges that are unique to the meat and poultry processing sector:

### Impact of Unionization on Occupational Levels

Unionization of workers (and collective agreements) have a significant impact on the division of labour (tasks often classified by rate groups) as well as the degree of worker mobility across functions and departments within a facility. Collective agreements tend to stipulate the duties that workers in specific rate groups can perform. Non-unionized job positions and non-unionized facilities appear to have more flexibility in regard to cross-training workers and moving workers based on aptitudes, skills and personal competencies.

### Focus of the Career Pathway

The Foundational, Intermediate and High Skill Level occupations are related to the handling and processing of the meat and poultry. The analysis begins with slaughtering and evisceration and continues through the cutting of the primary product – the protein. This analysis does not include occupational areas related to further processing, such as rendering, cooking and value-added activities.

### Facility Size Impacts Occupational Levels and Titles

Job titles are dependent upon the size of the organization. In larger organizations, job titles reflect more sub-divided and specific processes/tasks. In small operations, the titles tend to be more generic/broad and individuals perform numerous functions on an as-needed basis. To allow for an applicable

analysis, generic/common job titles were assigned to each level as identifying specific job titles (particularly at the Foundational and Intermediate Skill Levels) would be too site-specific.

### Physical Environment and Manual Labour Requirements are Significant

Meat and poultry processing requires a high degree of manual labour (in addition to automation). In addition to the physicality of the jobs, the environment is also a critical factor for these areas. Working with live product and the physical environment (e.g. cold, hot, wet, odorous, etc.) adds another layer of complexity to these jobs.

## Meat Slaughtering

Our research identified the following key issues related to meat slaughtering:

### Worker Mobility

Employees may move from mid- to high-skill level positions on the slaughter ('hot' side) to midlevel skill positions on the cutting ('cold' side) of the business.

Interviewees indicated the importance of finding employees with the personal characteristics that made them tolerant of the slaughter environment (e.g. comfortable with blood, viscera).

## Meat Cutting

Our research identified the following key issues related to meat cutting:

### Experience Preferred

Research indicates that facilities will always hire candidates with knife/saw/butchery experience if they are available.

### Worker Mobility

Regarding career laddering, the typical practice is to progress in pay levels and responsibility (particularly in unionized environments as per collective agreements).

Employees may move from slaughter ('hot' side) to cutting ('cold' side); however, movement in the reverse direction is not as common.

Supervisors are often cross-trained to other 'lines' they are not as familiar with; many facilities will also cross-train high-skill production workers to allow for movement based on demand.

### Recruitment Challenges due to Isolation

Isolated locations of facilities can make recruitment challenging. Most meat

processing plants are not found in dense urban areas due to size of plants, odours, noise etc. Typically, facilities are situated in rural areas close to small communities with consideration to supply and distribution factors.

### Wide Range of Occupational Titles

There can be literally hundreds of occupational titles at the low and mid-skill level depending on the size and nature of the facility.

#### • Sample Product Line and various Skill Level Jobs.

Typically, there are multiple product lines. In this example, there are multiple persons in each job role, and they may be cross-trained or rotate positions over time.

PRODUCT LINE	JOB ROLE AND JOB LEVEL ACCORDING TO CBA
STRIP LINE	CLEAN UP (Foundational Skill)
STRIP LINE	WIZZARD KNIFE OPERATOR (Foundational Skill)
STRIP LINE	TRIM STRIPLOIN/SHORTLOIN (Foundational Skill)
STRIP LINE	PULL BUTTON BONES (Intermediate Skill)
STRIP LINE	SHORT LOIN SAW (Intermediate Skill)
STRIP LINE	PULL FINGER BONES (Intermediate Skill)
STRIP LINE	PULL 13TH RIB / FEATHER BONES (Intermediate Skill)
STRIP LINE	TRIM FLAP MEAT (Foundational Skill)
STRIP LINE	PULL FLAPMEAT (Intermediate Skill)
STRIP LINE	LEAD HAND PRODUCTION (High Skill)

## Poultry Processing

Our research identified the following key issues related to poultry processing:

### Supervisor Recruitment

Research indicates that poultry processors often have to hire supervisors externally and from other industries (due to location and lack of other options). For example, individuals with supervisory experience in meat processing or dairy may be hired as needed.

### Worker Mobility

Poultry processors often hire entry-level (i.e., foundational skill workers) in packing, sanitation and shipping and move these workers into handling of the poultry and processing.

Lead hands often become supervisors as their next career move. If in production/processing, employees typically remain in this department rather than moving into other organizational functional areas during their career.

Processing workers, with further training, may move into quality-oriented positions – such as HACCP Assistant, Poultry Checker/Inspector/Grader, still reporting to their production supervisor.

Production workers wanting to move from a poultry facility to a mammal processing facility may be given priority over other food processing candidates, and will be hired before candidates without any food experience – but will require a significant amount of training.







### **Industrial Meat Processing (Mammals)**

refers to the processing of various species for public consumption. These species include large mammals beef, hogs and farmed game animals (e.g. elk, deer, bison); mid-size mammals such as sheep, lamb, veal and (to a much lesser degree), small mammals such as rabbit. Processing involves **Slaughtering** and **Meat Cutting**.

**Slaughtering** is often referred to as the “hot side” of meat processing. It involves receiving animals, killing, evisceration, sorting and proper handling of edible and inedible by-products, skinning, and preparation of the carcass for cutting. Slaughtering does not include further handling or processing of edible and inedible by-products, which would be part of rendering or by-product processing, e.g. variety meats/offal.

**Meat Cutting** often referred to as the “cold side” of meat processing, is the breaking down of the animal carcass into required cuts as per organizational and/or customer specifications. This typically includes cutting carcasses into primal, sub-primal and retail (customer specified) cuts, de-boning, trimming, grinding tasks and packaging.

# appendix a

## MEAT CUTTING

LEVEL/NOC	SAMPLE TITLES	DESCRIPTION/DUTIES	EXPERIENCE/EDUCATION
<b>Senior Executive Leadership</b>  NOC 0911 - Manufacturing Manager	<ul style="list-style-type: none"> <li>◆ VP of operations</li> <li>◆ Plant manager</li> <li>◆ Director of operations</li> <li>◆ Senior director of operations</li> </ul>	<ul style="list-style-type: none"> <li>◆ Strategic planning/contributing to strategic planning for the organization</li> <li>◆ Identify opportunities to eliminate waste, add value, maximize yield and develop solutions by initiating team-based studies and trials related to process improvement</li> <li>◆ Develop and implement continuous improvement strategies in the organization</li> <li>◆ Set and monitor budgets</li> <li>◆ Oversee quality control, inventory management, and finished product warehousing and transfers</li> <li>◆ Lead, motivate and coach all employees to drive performance</li> <li>◆ Identify and implement capital projects physical facility improvements such as technology upgrades</li> <li>◆ Track and ensure that regulation changes are implemented throughout the organization</li> </ul>	<ul style="list-style-type: none"> <li>◆ 10 years industry experience with at least 5 years previous managerial experience</li> <li>◆ Preference for university education</li> <li>◆ Food Safety Management System training (e.g. HACCP)</li> <li>◆ Food safety training</li> </ul>
<b>Management</b>  NOC 0911 - Manufacturing Manager	<ul style="list-style-type: none"> <li>◆ Yard and premises manager</li> <li>◆ Kill floor manager</li> </ul>	<ul style="list-style-type: none"> <li>◆ Achieve productivity, quality and safety targets</li> <li>◆ Identify opportunities for continuous improvement</li> <li>◆ Develop, direct, manage, train and motivate employees by communicating job expectations, appraising job results, coaching, counselling and disciplining employees</li> <li>◆ Maintain quality and legislative requirements by adhering to and enforcing Good Manufacturing Practices and Standard Operating Procedures</li> <li>◆ Ensure health and safety procedures are followed</li> <li>◆ Review and authorize payroll</li> <li>◆ Assist in annual budgeting</li> </ul>	<ul style="list-style-type: none"> <li>◆ Minimum 2 years of supervisory work experience</li> <li>◆ Proven track record of managing employee relations</li> <li>◆ Preference for college or university education</li> <li>◆ Food Safety Management System training (e.g. HACCP)</li> <li>◆ Food safety training</li> </ul>

<p><b>Supervisory</b></p> <p>NOC 9213 – Supervisors, Food and Beverage Processing</p>	<ul style="list-style-type: none"> <li>◆ Meat packing supervisor</li> <li>◆ Meat cutting plant foreman/woman</li> <li>◆ Production supervisor</li> </ul>	<ul style="list-style-type: none"> <li>◆ Ensure high quality finished products in a particular area/on a particular line</li> <li>◆ Minimize production costs by using employees, materials and equipment in the safest, most effective and efficient manner</li> <li>◆ Develop direct reports through coaching, effective communication and performance management</li> <li>◆ Minimize accidents</li> <li>◆ Ensure QMP, HACCP and GMP are followed</li> <li>◆ Ensure accurate payroll</li> <li>◆ Train employees</li> </ul>	<ul style="list-style-type: none"> <li>◆ 2-3 years of experience at the line level of an industrial meat-cutting facility, preference for 1 year minimum as lead hand</li> <li>◆ High School Diploma or equivalent</li> <li>◆ WHMIS training</li> <li>◆ Food Safety Management System training (eg. HACCP)</li> <li>◆ Food safety training</li> </ul>
<p><b>High Skill - With years of experience</b></p> <p>NOC 9462 – Industrial butchers and meat cutters, poultry preparers and related workers</p> <p>NOC 9461 – Process control and machine operators, food, beverage and associated products processing</p>	<ul style="list-style-type: none"> <li>◆ Lead hand</li> <li>◆ Cutting jobs that have higher risk and have more challenging specifications, e.g. pull tenderloin (beef), drop (seam) inside round</li> </ul>	<ul style="list-style-type: none"> <li>◆ Able to perform tasks related to a specific area (e.g. cutting line, etc.)</li> <li>◆ Monitor and operate relevant equipment</li> <li>◆ Check products and packaging for quality</li> <li>◆ Monitor Key Performance Indicators (KPIs)</li> <li>◆ Clean and sanitize work area and environment</li> <li>◆ Assist supervisor in communicating to and from line employees</li> <li>◆ Coach and train employees</li> <li>◆ Report and document safety incidents</li> <li>◆ Identify and promote continuous improvement</li> <li>◆ Clean and sanitize work area and environment</li> <li>◆ Able to use knives, saws, power cutting tools</li> <li>◆ Physically capable of standing for long periods, repetitively lift and handle up to 22 kg</li> <li>◆ Able to work well in fast-paced and cold environment</li> <li>◆ Able to work with animal blood and various parts/contents of a butchered animal</li> <li>◆ Comply with organizational and industry standards</li> </ul>	<ul style="list-style-type: none"> <li>◆ 1-3 years of experience in meat cutting</li> <li>◆ High School Diploma or equivalent</li> <li>◆ WHMIS training</li> <li>◆ Food Safety Management System training</li> <li>◆ Food safety training</li> </ul>

# appendix a

## MEAT CUTTING

### Intermediate - With some experience

NOC 9462 –  
Industrial butchers  
and meat cutters,  
poultry preparers  
and related workers

NOC 9461 –  
Process control and  
machine operators,  
food, beverage and  
associated products  
processing

- ◆ Industrial meat cutter
- ◆ Industrial butcher
- ◆ Meat cutter/production personnel
- ◆ Jobs are typically divided by “Lines” (products) and the “Tasks” within them – for instance for beef: “rib line” and then “bone short rib 2” is the job title. Example other titles include, Whizz knife operator, chuck de-boner
- ◆ Titles can break down into dozens/hundreds of individual positions, depending upon position on the line. Levelled according to products being produced and/or CBA
- ◆ There are levels of expertise within this category – depending upon the customer specifications required. May be hired at “training wage” and move up upon proving competency
- ◆ Cut beef/pork or quarters of carcasses into primal cuts for further processing
- ◆ De-bone meat
- ◆ Trim products to specification, including fat layer
- ◆ Remove defects
- ◆ Cut meat into specific cuts for institutional, commercial or other wholesale use
- ◆ • Monitor and operate relevant equipment
- ◆ Check products and packaging for quality
- ◆ Clean and sanitize work area and environment
- ◆ Assist supervisor in communicating to and from line employees
- ◆ Able to use knives, saws, power cutting tools
- ◆ Physically capable of standing for long periods, repetitively lift and handle up to 22 kg
- ◆ Able to work well in fast-paced and cold environment
- ◆ Able to work with animal blood and various parts/contents of a butchered animal
- ◆ Able to consistently meet required speed/ ‘line speed’ of tasks
- ◆ Able to adapt to changing quality and regulatory standards and workplace technologies
- ◆ Comply with organizational and industry standards
- ◆ 6 months to 1 year of experience in meat cutting (OR certificate from meat cutting program); including knife or saw work
- ◆ Preference for High School Diploma or equivalent
- ◆ WHMIS training
- ◆ Food Safety Management System training
- ◆ Food safety training
- ◆ Language skills (*may be tested to Canadian Language Bench Mark Level 3 or 4*)



# appendix a

## MEAT CUTTING

### Foundational -With no experience

NOC 9617 –  
Labourers in food,  
beverage and  
associated products  
processing

- ◆ Meat assistant
- ◆ General labourer
- ◆ General knife labour
- ◆ Floor person
- ◆ General help
- ◆ General packer
- ◆ Scaler/packer
- ◆ Palletizer
- ◆ Cooler loader unloader
- ◆ Cryovac operator

- ◆ Operate equipment for packaging, e.g. cryovac
- ◆ Package product into appropriate boxes and with appropriate codes
- ◆ Clean work area and environment
- ◆ Physically capable of standing for long periods, repetitively lift and handle up to 22 kg
- ◆ Able to work well in fast-paced and cold environment
- ◆ Able to work with animal blood and various parts/ contents of a butchered animal
- ◆ Comply with organizational and industry standards

*\*Individuals working at this level may be in distinct processing areas - Duties may only include one area, such as packaging or animal handling*

- ◆ No experience, training provided
- ◆ Preference for High School or equivalent
- ◆ *Language skills (may be tested to Canadian Language Bench Mark Level 3 or 4)*

# appendix a

## POULTRY PROCESSING

**Poultry Processing** refers to the preparation of fowl for public consumption. Species include chicken, turkey, ducks, geese, and smaller game hens.

LEVEL/NOC	SAMPLE TITLES	DESCRIPTION/DUTIES	EXPERIENCE/ EDUCATION
<b>Senior Executive Leadership</b>  NOC 0911 – Manufacturing Manager	<ul style="list-style-type: none"> <li>VP of operations</li> <li>Director of operations</li> <li>Senior processing manager</li> </ul>	<ul style="list-style-type: none"> <li>Strategic planning/contributing to strategic planning for the organization</li> <li>Identify opportunities to eliminate waste, add value, maximize yield and develop solutions by initiating team-based studies and trials related to process improvement</li> <li>Develop and implement continuous improvement strategies in the organization</li> <li>Set and monitor budgets</li> <li>Oversee quality control, inventory management, and finished product warehousing and transfers</li> <li>Lead, motivate and coach all employees to drive performance</li> <li>Identify and implement capital projects/physical facility improvements such as technology upgrades</li> <li>Track and ensure that regulation changes are implemented throughout the organization</li> </ul>	<ul style="list-style-type: none"> <li>OVQ</li> </ul>
<b>Management</b>  NOC 0911 – Manufacturing Manager	<ul style="list-style-type: none"> <li>Production manager</li> <li>General foreperson</li> </ul>	<ul style="list-style-type: none"> <li>Lead, motivate and coach all production supervisors to ensure departmental performance excels in all aspects</li> <li>Identify opportunities to eliminate waste, add value, maximize yield and develop solutions by initiating team-based studies and trials related to process improvement</li> <li>Analyze process improvement recommendations</li> <li>Set budgets/contribute to budget planning and monitoring budgets</li> <li>Coordinate with other departments to ensure orders are filled to acceptable levels</li> <li>Liaise between production personnel, QA, and sales to ensure products meet specifications and expectations</li> <li>Interact with all support staff to ensure production needs are met</li> <li>Assist with capital projects</li> <li>Monitor statistical tools &amp; initiate corrective action</li> <li>Ensure employees comply with policies &amp; procedures</li> <li>Ensure production complies with regulatory requirements</li> <li>Ensure training is provided to employees</li> <li>Assume duties of supervisors when necessary</li> </ul>	<ul style="list-style-type: none"> <li>5-7 years of experience in manufacturing/ production environment</li> <li>University degree/ post secondary diploma in business, food science, or another related field</li> <li>Food Safety Management System training</li> <li>Computer skills, including Word, Excel</li> </ul>

<p><b>Supervisory</b></p> <p>NOC 9213 – Supervisors, Food and Beverage Processing</p>	<ul style="list-style-type: none"> <li>◆ Poultry preparers foreman/forewoman</li> <li>◆ Supervisor, Live Receiving</li> <li>◆ Supervisor, Deboning</li> <li>◆ Supervisor, Further Processing</li> <li>◆ Senior Food Processing Supervisor</li> <li>◆ Supervisor Tray/Overwrap</li> </ul>	<ul style="list-style-type: none"> <li>◆ May be required to be able to perform all poultry processing positions in the facility or department (e.g. deboning, poultry pack, tray overwrap, evisceration, further processing); or may specialize in one area</li> <li>◆ Ensure high quality finished products</li> <li>◆ Minimize production costs by using employees, materials and equipment in the safest, most effective and efficient manner</li> <li>◆ Develop direct reports through coaching, effective communication and performance management</li> <li>◆ Minimize accidents</li> <li>◆ Ensure QMP, HACCP, GMP and all regulatory standards are followed</li> <li>◆ Ensure accurate payroll</li> <li>◆ Train employees</li> </ul>	<ul style="list-style-type: none"> <li>◆ 3-4 years of experience in food production/poultry processing (may be from other food processing, such as dairy or seafood)</li> <li>◆ High School Diploma or Equivalent</li> <li>◆ WHMIS training</li> <li>◆ Food safety training</li> <li>◆ Food Safety Management System training</li> <li>◆ May require computer skills, e.g. MS Word, MS Excel</li> </ul>
<p><b>High Skill - With year(s) of experience</b></p> <p>NOC 9462 – Industrial butchers and meat cutters, poultry preparers and related workers</p> <p>NOC 9461 – Process control and machine operators, food, beverage and associated products processing</p>	<ul style="list-style-type: none"> <li>◆ Lead hand</li> </ul>	<ul style="list-style-type: none"> <li>◆ Able to perform tasks related to a specific area</li> <li>◆ Monitor and operate relevant equipment</li> <li>◆ Check products and packaging for quality</li> <li>◆ Clean and sanitize work area and environment</li> <li>◆ Assist supervisor in communicating to and from line employees</li> <li>◆ Coach and train employees</li> <li>◆ Able to use knives, saws</li> <li>◆ Physically capable of standing for long periods, repetitively lift and handle up to 22 kg</li> <li>◆ Able to work well in fast-paced and cold environment</li> <li>◆ Able to work with animal blood and various parts/contents of a butchered animal</li> <li>◆ Comply with organizational and industry standards</li> </ul>	<ul style="list-style-type: none"> <li>◆ 1-3 years of experience in poultry processing</li> <li>◆ High School Diploma or equivalent</li> <li>◆ WHMIS</li> <li>◆ Food Safety training</li> </ul>

# appendix a

## POULTRY PROCESSING

### Foundational -With some experience

NOC 9462 –  
Industrial butchers  
and meat cutters,  
poultry preparers  
and related workers

NOC 9461 –  
Process control and  
machine operators,  
food, beverage and  
associated products  
processing

- ◆ Poultry cutter
- ◆ Poultry worker
- ◆ Poultry worker II  
– in Poultry Pack,  
Live Receiving,  
or Evisceration  
departments
- ◆ Saw operator
- ◆ Cut-up machine  
operator
- ◆ Trimmer
- ◆ Wing splitter

- ◆ Able to perform tasks  
related to a specific area  
(e.g. waste removal/  
recording, scale operation,  
deboning, poultry pack,  
tray overwrap, evisceration,  
further processing)
- ◆ Safely and efficiently  
use tools (such as knives  
and saws) to complete  
butchering tasks
- ◆ May rotate through a  
number of different areas/  
tasks
- ◆ Operate, monitor and adjust  
relevant equipment
- ◆ Check products and  
packaging for quality
- ◆ Clean and sanitize work area  
and environment
- ◆ Assist supervisor in  
communicating to and from  
line employees
- ◆ Physically capable of  
standing for long periods,  
repetitively lift and handle  
up to 22 kg
- ◆ Able to work well in fast-  
paced, noisy and cold  
environment around moving  
machinery and cutting tools
- ◆ Understand organizational  
and industry standards,  
including CFIA
- ◆ May coach and mentor other  
employees
- ◆ May monitor other's work  
performance and equipment  
operation
- ◆ Complete documentation
- ◆ Ensure that HACCP, health  
and safety, and production  
requirements are met

- ◆ 1-2 years of  
experience in food  
production/poultry  
processing
- ◆ High School Diploma  
or equivalent
- ◆ WHMIS training
- ◆ Food Safety training
- ◆ *Language skills*  
(*may be tested to*  
*Canadian Language*  
*Bench Mark Level 3*  
*or 4*)



### Foundational

NOC 9617 –  
Labourers in food,  
beverage and  
associated products  
processing

- ◆ Barn worker
- ◆ Barn Worker – Live Receiving
- ◆ Poultry Worker I Poultry Pack
- ◆ Poultry killer
- ◆ Live hanger
- ◆ General labourer
- ◆ General help
- ◆ Plant production worker/production worker
- ◆ Poultry packer
- ◆ Salvage/organ handler

- ◆ May handle/off-load live poultry
- ◆ May complete poultry slaughtering (crop removal, plucking, eviscerating, trimming, vacuuming, tagging)
- ◆ May operate and monitor relevant equipment
- ◆ May handle salvage and organs, e.g. collect and transport, prepare for further processing
- ◆ May hang poultry on cut-up equipment
- ◆ Weigh crates
- ◆ Wash crates, keep areas clean
- ◆ Package product for shipment
- ◆ May complete documentation
- ◆ Clean work area and environment
- ◆ Physically capable of standing for long periods, repetitively lift and handle up to 22 kg
- ◆ Able to work well in fast-paced, noisy and cold environment around moving machinery and cutting tools
- ◆ Comply with organizational and industry standards
- ◆ Understand humane handling of animals

*\*Individuals working at this level may be in distinct processing areas - Duties may only include one area, such as packaging or poultry handling*

- ◆ No experience, training provided
- ◆ Preference for High School Diploma or equivalent
- ◆ Language skills (may be tested to Canadian Language Bench Mark Level 3 or 4)
- ◆ May require Essential Skills testing (i.e. TOWES)

# notes



# notes

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