

PROGRAM GUIDE

For Canadian Food and Beverage Manufacturers
and Industry Stakeholders



fpsc-ctac.com



Food Processing Skills Canada

We are your labour, skills, and workforce development non-profit organization. Our role is to provide leadership in professionalizing the food and beverage manufacturing industry so that the most important resource — people — are primed for success.

Our national skills strategy, developed through collaboration with industry, government, academia, unions, associations, and other stakeholders, has made a tremendous impact on workforce growth and productivity in Canada and around the globe.

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WELCOME TO THE FOOD PROCESSING SKILLS CANADA PROGRAM GUIDE

Inside this guide, you'll find information on the tools, training, and support available to help employers, employees, job seekers, and educators succeed. From upskilling opportunities and wage subsidy programs to detailed career pathways and workforce development support, this guide is designed to help you navigate resources that strengthen yourself, your team, and grow your business.

“Food Processing Skills Canada plays a vital role in strengthening our industry by developing the skilled workforce we need to stay competitive, innovative, and resilient. Our leadership in training, labour market intelligence, and support programs ensures that businesses of all sizes can thrive in a fast-changing landscape.”



MIKE
TIMANI

CHAIR, Food Processing Skills Canada
PRESIDENT, Fancy Pokket Corp., New Brunswick

“This guide has been developed for Canadian food and beverage businesses and industry stakeholders. We have the programs and resources to drive exceptional workforce development and skills training. Explore what’s on offer and then connect with us. We are here for you.”



JENNEFER
GRIFFITH

EXECUTIVE DIRECTOR
Food Processing Skills Canada

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 15,000 food and beverage manufacturing establishments and the sector's 315,000 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.

Let's talk about what Food Processing Skills Canada's resources can do for you. Check out our available funding and free programs!



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LABOUR MARKET INFORMATION



Your resource for the latest data and trends impacting employment success!

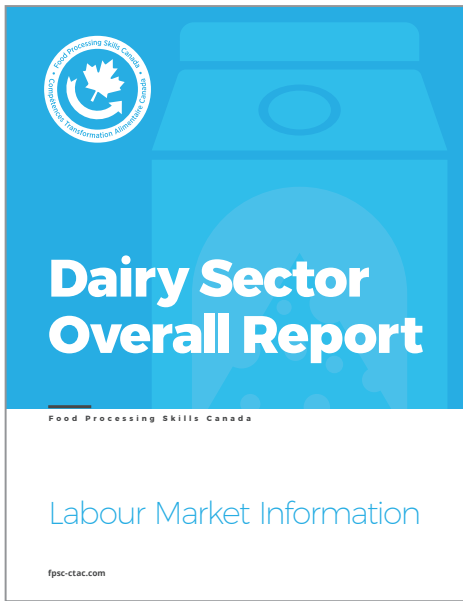
Make informed business and workforce decisions with up to date information on national and regional labour markets, sub-sector data, occupational and skills demands, and insights on industry issues.

Knowledge is **Power**

Labour market information is key to addressing the pressing employment, training, and upskilling needs of Canada's food and beverage manufacturing industry. Acting swiftly is essential for the industry to seize emerging global market opportunities. Beyond this, the potential benefits for Canada are immense, including job creation and the economic growth driven by thriving businesses.

To address real-time labour challenges and assess future trends in Canada's food and beverage industry, FPSC conducts research that is shared through reports, case studies and interactive platforms like the Labour Market Insights Dashboard. FPSC also delivered Rapid Results to collect insights from an employer opinion panel on key issues and business challenges. Reports from Rapid Results are available as part of a comprehensive inventory of information accessible to businesses.





“Current and accurate labour market information is a necessity for any business to make informed and successful decisions.”

– Kevin Elder,
Program Manager



DOWNLOADABLE REPORTS AVAILABLE!
[CLICK HERE!](#)



fp-sc-ctac.com/lmi

SKILLS TRAINING ACROSS CANADA: SUPERVISORS



Skills Training Across Canada: Supervisors helps current and aspiring supervisors in food and beverage manufacturing build the leadership, communications, and technical skills needed to lead confident, high-performing teams.

This program supports businesses in getting employees on track to earning block-chain verified certificates and digital credentials in 39 proven training courses in technical, leadership and social emotional learning through Acahkos. On completion, employees will earn a micro-credential – a milestone professional accomplishment for the individual and the business.

96%

of supervisors confirm that program participation has improved their job performance.

96%

of participants said Acahkos training taught them to be a better co-worker.

94%

of supervisors report that program training has increased their company's productivity.

WHAT'S INVOLVED

- Digital Credentials
- Child Care Subsidy
- Completion Bonuses
- 1-on-1 Coaching
- Social Emotional Learning
- Diversity and Inclusion Courses
- Employer & Employee Dashboards
- Special HR Manager's Workshop videos
- SWAG and Graduation Packages

WHO CAN APPLY?

If you are a company in Canada's food and beverage industry from the following categories you are welcome to apply to this program.

- Food and Beverage Manufacturers
- Distributors
- Wholesalers
- Grocery Stores
- Industrial Caterers
- Suppliers
- Cannabis Sector

WHO CAN PARTICIPATE?

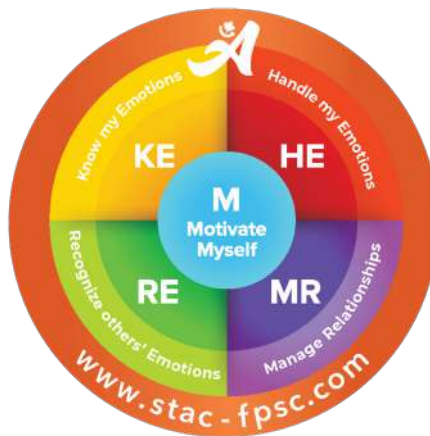
If you are an employer in Canada's food and beverage industry and have employees in one of the following categories, this program may be for you.

- Production Supervisors
- Line Supervisors
- Experienced Supervisors
- Aspiring Supervisors

PROGRAM BENEFITS



Employer Dashboard



Social Emotional Learning Program



FREE Chromebooks



REGISTER YOUR EMPLOYEES TODAY!



stac-fpsc.com

SKILLS TRAINING ACROSS CANADA: FRONTLINE WORKERS



Skills Training Across Canada: Frontline Workers empowers your team with practical, hands-on training to boost confidence, build essential skills, and grow within the food and beverage industry. From food safety to quality assurance, it's a chance for employees to sharpen their abilities, earn recognition, and take the next step in their role.

Employees earn block-chain verified certificates and digital credentials in 22 courses and at the end of the program receive a micro-credential — an important achievement.

WHAT'S INVOLVED

- Online Learning Courses (48hrs) in
 - Food Safety
 - Social Emotional Learning
 - Workplace Essentials (Skills for Success)
- Digital Credentials + Digital Wallet
- Onboarding Packages
- Chromebooks
- Tools & Resources
- Completion Bonuses
- Employer and Employee Dashboards

Frontline Worker Curriculum

97% Indicate they use learnings from STAC (daily 81% or weekly (16%))

97%

Reported courses are at appropriate levels

98%

Identified they learned new things about food safety

97%

Reported they are more satisfied overall with their jobs as a result of having participated in STAC

90%

Agree that microcredentials are important

99%

Would recommend our Food Safety & SEL courses, 98% would recommend Skills for Success

99%

Indicated they are better equipped to identify and address food safety issues

WHO CAN APPLY?

If you are a company in Canada's food and beverage industry from the following categories you are welcome to apply to this program.

- Food and Beverage Manufacturers
- Distributors
- Wholesalers
- Grocery Stores
- Industrial Caterers
- Food Services
- Suppliers
- Cannabis Sector



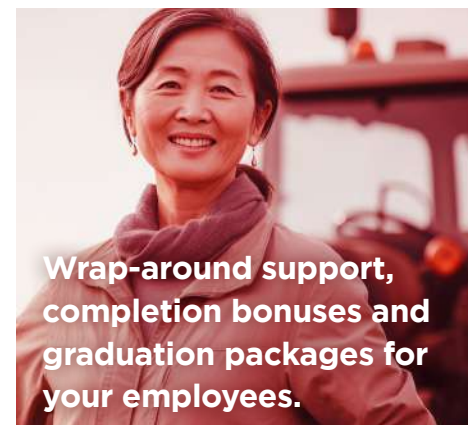
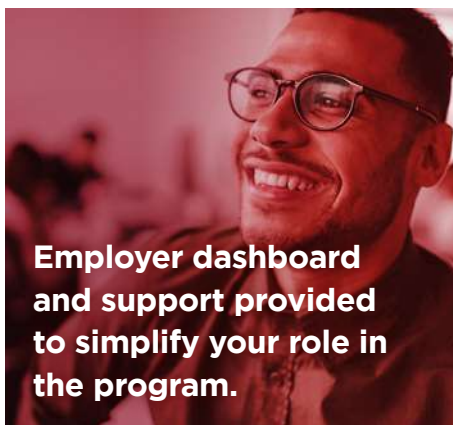
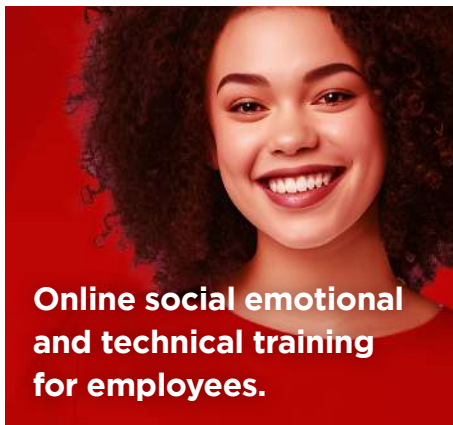
WHO CAN PARTICIPATE?

If you are an employer in Canada's food and beverage industry and have employees in one of the following categories, this program may be the right for you.

- Frontline Workers
- Labourers
- Shippers and Receivers
- Sanitation Teams
- Packaging
- New Hires
- Production Workers



PROGRAM BENEFITS



REGISTER YOUR EMPLOYEES TODAY!



stac-fpsc.com

FOODABILITY



PHYSICAL



DEVELOPMENTAL



NEURODIVERSE



EPISODIC

A DISABILITY INCLUSION PROGRAM

Objectives

FOODABILITY is a groundbreaking program dedicated to bridging the gap between individuals with disabilities and hiring businesses in Canada's food and beverage manufacturing industry. Our goal is to see a diverse and inclusive food sector that embraces the abilities of all individuals and demonstrates the benefits these opportunities bring to your business.

PROGRAM BENEFITS

BROADENED TALENT POOL

Championing diversity attracts a wider array of candidates, bringing in skilled individuals with unique experiences and insights.

ELEVATED EMPLOYEE MORALE, RETENTION, AND ENGAGEMENT

Inclusive workplaces foster a profound sense of belonging, driving higher employee satisfaction and retention rates.

ENHANCED BRAND REPUTATION

Companies that prioritize inclusivity and diversity are viewed more favourably by consumers, leading to positive brand associations and increased customer trust.

Start Today!

Employers, HR professionals, and hiring organizations are invited to register for FoodAbility. We begin the process with an assessment to gain insights into your business and identify areas where we can support your workforce growth. As a partner in FoodAbility, you will participate in inclusivity workshops, webinars, online training, and receive micro credentials. Creating an inclusive workplace culture isn't just a box-ticking exercise — it's a vital component of building a successful, equitable business.



[LEARN MORE](#)

View the PDF at foodability.ca



REGISTER TODAY!

The power of diverse teams

“We need to move away from discussing and dealing with topic as diversity and more about strengths and unique capabilities.”

– Alan Kriss



foodability.ca

REFINE YOURSELF



Leading with Emotional Intelligence for Managers

Refine Yourself is a structured Emotional Intelligence (EI) program designed to strengthen leadership capabilities for managers. This program provides a practical approach to developing essential EI skills for professional growth and workplace success.

Emotions serve as a powerful compass, guiding us through both personal and professional relationships. We know that strong emotional intelligence skills contribute to an individual's professional performance, physical and mental well-being, and interpersonal connections. We also know these essentials skills can be learned and developed.

Food Processing Skills Canada offers a comprehensive suite of emotional intelligence courses and delivers the transformative Acahkos training strategy. This four month training program takes a unique approach to emotional intelligence that guides individuals through a learning journey with immersive webinars, personalized coaching, and collaborative case studies.



PARTICIPANTS WILL ENGAGE IN

- Personalized assessment to identify and enhance emotional intelligence strengths.
- Live webinars and e-learning modules focused on self-leadership, team management, and organizational impact.
- The Acahkos Plus Challenge which applies EI concepts to real-world leadership scenarios.
- Group case studies and peer collaboration to address workplace challenges and decision-making.
- Proven leadership frameworks to improve coaching, feedback, and performance management.

TOPICS INCLUDE:

- Intro to Leading with Emotional Intelligence
- Leading Self and Harnessing Emotions
- Leading Others and Teams
- Leading the Organization
- Leading Change and Innovation
- Motivating people and building effective teams
- Productivity and Stress Management
- Giving Effective Feedback
- Resilience and Relationship Management



REGISTER TODAY!

my.fpsc-ctac.com/application/refine-yourself



STUDENT WORK PLACEMENT PROGRAM+

FOR EMPLOYERS

Posting a job, hiring a college or university student, and accessing up to **\$5,000 in wage subsidy** has never been easier.



We know that driving your business forward means tapping into fresh talent and future-ready skills. That's why the Student Work Placement Program+ makes it easy for employers to connect with students across a wide range of disciplines.

Program offerings

- Access up to **\$5,000** in wage subsidies per student placement.
- Hire for multiple semesters across various program areas.
- Benefit from a streamlined online job posting and hiring process.



[Check out our video here!](#)

HOW IT WORKS

01 APPLY

Complete the online application and employer profile, providing details of the student hired if the position has been filled.

02 REVIEW

Our team reviews your application and needs assessment and confirms employer participation by issuing Terms and Conditions Forms for signature.

03 VALIDATE

Student documents are then collected to confirm student eligibility.

04 APPROVE AND COMMIT

Once all eligibility documents have been received, your application is approved, and funds reserved.

05 CONTRACT COMPLETION

At the end of the term the employer submits financial documents for review and reimbursement.

FOR STUDENTS

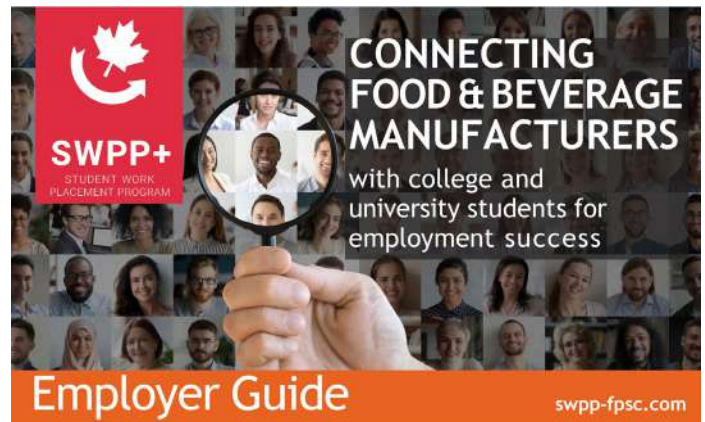
What is even more incredible is the diversity of jobs available from food scientists and product developers to engineers, skilled trades, production specialists, sales & marketing and c-suite executives.



7 in 10 employers face recruitment and retention challenges.

“Canadian businesses have hired several students over the years with great success, some returning for post-graduate employment. Connecting with young talent should be a top priority of a company’s HR strategy and also CSR — students are our next generation of leaders in the food and beverage manufacturing industry.”

– Camille Paultre,
Program Manager



(Downloadable online)

START TODAY!



SWPP+
STUDENT WORK
PLACEMENT PROGRAM
swpp-fpsc.com



iFOOD 360°



Train your employees with VR technology!

iFood360° is designed to provide virtual reality learning experiences to people employed in the Canadian food and beverage processing industry through transformative social-emotional and industry-specific operational training.

Business participants receive virtual reality headsets, access to the program's Learning Management System and a unique partner dashboard, in addition to employee Chromebooks and a tailored training curriculum.

Invest in VR Training

Research has shown that VR technology can safely deliver enhanced training benefits for employees compared with more traditional experiential learning. VR training delivers a dramatic increase in learner confidence to perform trained tasks and a significant reduction in on-the-job human errors. VR also delivers risk-free training for potentially hazardous activities, reducing workplace injuries.

TRAINING CURRICULUM

Operational Skills

- Good Manufacturing Practices (GMPs)
- Sanitation Level 1
- Allergens Level 1
- Workplace and Industrial Safety
- Lock Out Tag Out
- Distribution and Warehouse Safety
- The Food Spoilage and Food Safety

Social Emotional Skills

- Introduction to Emotional Intelligence
- Knowing and Handling My Emotions
- Adaptability in the Workplace
- Empathy at Work
- Building Personal Resilience



CAREER EXPLORATION FOR STUDENTS AND JOB SEEKERS

To support educators, employment associations and immigrant serving organizations, iFood360° provides virtual career exploration experiences for students and job seekers. For seamless learning, virtual reality headsets and partner dashboards are included. Experiences include introduction to VR in the Champions Hall, production facility experiences in Champions Foods, activities in Champions Village, and career options to explore in the Hall of Fame.



Champions Hall



Champions Foods



Champions Village

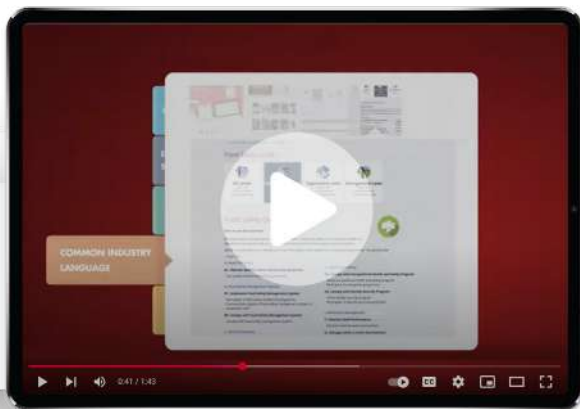


Hall of Fame



ifood360.ca

FOOD SKILLS LIBRARY



Watch our video here!

<https://www.youtube.com/watch?v=o6cDN6-8QW0&t=42s>

Are you looking for a world class resource of skills and competencies designed for food and beverage manufacturing jobs?

The Food Skills Library is your answer!

This resource is a gold mine of information and tools for HR leaders, recruiters, curriculum developers, government agencies, community partners, and job seekers.

Download thousands of competencies, tasks, and performance indicators for hundreds of industry jobs to create job descriptions, assess performance, determine career pathways, align training, and identify skills gaps within your organization.



HOW TO USE THE FOOD SKILLS LIBRARY FOR EMPLOYERS

The skills library helps employers and HR managers with recruitment, performance management, training, and career or succession planning.

HOW TO USE THE FOOD SKILLS LIBRARY FOR EDUCATORS

The skills library guides educators in creating or updating training programs to meet industry needs.

Business Applications of Competencies

Competencies support businesses by:

- Helping create accurate job descriptions.
- Assessing candidates.
- Setting performance standards.
- Aligning training with business goals.
- Reviewing and rewarding performance.

Improving retention, satisfaction and productivity.

How Competencies Guide Program Development

Competencies help shape and update program content by:

- Defining future learning needs.
- Updating curriculum and evaluation tools.
- Identifying training requirements and objectives.
- Integrating standards, recognizing transferable skills and strengthening the link between training and industry needs.



ACCESS TOOLS TODAY!



Food Skills Library

The industry's first benchmark for required skills!

foodskillslibrary.ca



LEARNING AND RECOGNITION FRAMEWORK



Professionalize your workforce with Canada's first Learning and Recognition Framework for the food and beverage manufacturing industry.

Career and employee development has never been so easy!

Ready to understand the competencies and pathways for jobs in the industry? Businesses and educators asked, and we delivered!

The Canadian food and beverage manufacturing industry's first Learning and Recognition Framework is the foundation for professionalizing the industry and the gateway to developing certifications, professional designations, and training accreditation. If you are a business, HR leader, or educator, the Learning and Recognition Framework will provide you with the training and career information you need.



Learning and Recognition Framework



fpsc-ctac.com/learning-recognition-framework



Learning and Recognition Framework for the Food and Beverage Processing Sector

Level 4 MANAGEMENT/ADVANCED

FUNCTION-SPECIFIC ELECTIVES Choose 5 Electives from two or more categories. Credit for two or more electives under a single category will achieve Specialization in that category.	SALES & MARKETING				WORKFORCE MANAGEMENT				FACILITY MANAGEMENT		FOOD PRODUCTION		
	Manage Public Relations Develop Sales Strategy Plan and Process Develop Integrated Marketing Strategy Develop Branding and Pricing Strategy	Set Strategic Direction for the Workforce Develop Compensation Packages Manage in a Unionized Work Environment	Oversee Design of Facility Systems Set Strategic Direction for Food Production Plan for Equipment Manage Food Loss	Develop Logistics Plan Manage Transportation Establish Supplier Verification Program Manage Supply Chain	Develop Occupational Health and Safety Program Manage Facility Security Program Manage Food Traceability*	Develop Quality Management System Develop Food Defense Plan Implement Food Defense Manage Food Defense	Manage Audit** Establish Organizational Food Safety Culture Develop Chemical Safety Program Develop Pest Control Program	Develop HACCP Programs† Develop Programs** Develop Quality Management System Develop Food Defense Plan	Develop HACCP Programs† Develop Programs** Develop Quality Management System Develop Food Defense Plan	Develop HACCP Programs† Develop Programs** Develop Quality Management System Develop Food Defense Plan	Develop HACCP Programs† Develop Programs** Develop Quality Management System Develop Food Defense Plan	Develop HACCP Programs† Develop Programs** Develop Quality Management System Develop Food Defense Plan	Develop HACCP Programs† Develop Programs** Develop Quality Management System Develop Food Defense Plan
MANDATORY COMMON CORE	Risk Management for Managers	Develop Organizational Policies, Procedures and Protocols**	Financial Management for Managers	Business Data Analysis & Statistics for Managers	Leadership for Managers	Promote Organizational Health & Safety Culture	Oversee Occupational Health & Safety						

Canadian Certified Food Safety & Quality Assurance Manager (FSQAM)
Requires 100 credit hours in FSQAM modules (200 for those with a star at level 4 and 1).

Complete the Mandatory Common Core and choose 5 Electives from two or more categories to receive your Certificate of Achievement.

To be awarded a Specialization Certificate a credit for two or more electives under a single category must be achieved.

Level 3 SUPERVISORY/INTERMEDIATE

FUNCTION-SPECIFIC ELECTIVES One of	SALES & MARKETING				WORKFORCE MANAGEMENT				FACILITY MANAGEMENT	
	Introduce Marketing in Food Processing	Sell Products & Services	Oversee Marketing Activities Develop Promotional Events and Content	Execute Online Marketing Execute Public Relations & Media Activities	Hire Employees	Train Employees	Supervise in a Unionized Work Environment	Facilitate Employee Separation	Plan to Facility Operations	
MANDATORY COMMON CORE	Supervise Employee Performance	Monitor OHS and Security	Monitor Budget Performance	Build a Respectful Workplace	Introduction to the Regulatory Environment	Leadership for Supervisors	New Foods and Regulations in Canada	Supervisor Adherence to Cybersecurity Guidelines		

Canadian Certified Food Production Supervisor
Requires 100 credit hours in Food Production Supervisor Certification modules (200 for those with a star at level 3 and 1).

Canadian Certified HACCP Professional
Three or more FSQAM modules (200 for those with a star at level 3 and 1).

Complete the Mandatory Common Core and choose 4 Electives from two or more categories, including at least one food safety option (bordered in orange) to receive your Certificate of Achievement.

To be awarded a Specialization Certificate a credit for two or more electives under a single category must be achieved.

Level 2 OCCUPATIONS | ACQUIRING TECHNICAL SKILLS SPECIFIC TO JOB

OCCUPATIONAL SPECIFIC TRAINING One of	INDUSTRIAL MEAT CUTTER Course accredited to NSI	IN-LINE MEAT CUTTER Course accredited to NSI	FRUIT & VEGETABLE PROCESSING OPERATOR Course accredited to NSI	BAKERY PRODUCTION LINE WORKER Course accredited to NSI	QA/QC TECHNICIAN Course accredited to NSI	SANITATION WORKER Course accredited to NSI
	DAIRY PROCESSING OPERATOR Course accredited to NSI	CHEESEMAKER Course accredited to NSI				TRAY FUTURE NSI TBD Course accredited to NSI
MANDATORY COMMON CORE	Principles of Food Safety	Quality Control & Quality Assurance Systems	Introduction to Process Control			

Canadian Certified Meat Professional

Canadian Certified Seafood Processing Operator

Level 1 FOUNDATIONS | ONE YEAR OF EXPERIENCE OR LESS

SECTOR-SPECIFIC ELECTIVES One of	KNIFE AND POWER TOOL SKILLS** INDUSTRIAL MEAT CUTTER Use food processing hand and power tools, use knives and saws		FOOD PROCESSING EQUIPMENT Identify food processing equipment (ovens, mixers, slicers, etc.) and use, operation, maintenance, troubleshooting, stock out)		PRODUCT PACKAGING Identify materials, performance, fill and seal, moisture barrier, tray/bag, palletize, perform charge over)		INVENTORY HANDLING Stock and pick, preparation for shipping, receive, stock, store, etc)	
	Introduction to the Animal Food Production Industry	Introduction to the Grain & Oilseed Industry	Introduction to the Sugar & Confectionery Industry	Introduction to the Fruit & Vegetable Industry	Introduction to the Dairy Industry	Introduction to the Meat & Poultry Industry	Introduction to the Fish and Seafood Industry	
MANDATORY COMMON CORE	Introduction to the Food Processing Industry	Basics of Food Safety	Workplace Sanitation	Introduction to Quality Control and Quality Assurance	GMPs	SOP & SDPs		

Canadian Certified Industrial Meat Cutter

Complete the Mandatory Common Core and choose 3 Electives from two or more categories to receive your Certificate of Achievement.

Level 0 WORKPLACE ESSENTIALS

SOCIO-EMOTIONAL ELECTIVES Minimum of three	Introduction to Emotional Intelligence (PE-Regiment)	Knowing & Handling Emotions (Self-awareness)	Adaptability (Self-Mastery)	Stress Management (Resilience)	Empathy (Social Awareness)	Interpersonal Skills (Relationship Management)
	Motivation (Self-Management)	Positive Attitudes	Creativity & Innovation			
MANDATORY COMMON CORE	Workplace Communication	Thinking Skills	Document Use	Working with Others (Collaboration)	Problem Solving (Decision Making)	Digital Technology Skills
	Numeracy	Employer & Employee Expectations	Canadian Workplace Cultures	Food Safety Culture		

Complete the Mandatory Common Core and choose 1 Elective from two or more categories to receive your Certificate of Achievement.

NOTE: An orange border indicates Food Safety content.

FSQAM Credit Recognition
 ◊, *, and † symbols indicate credit eligibility for the corresponding FSQAM certification:
 ◊ - Element - Canadian Certified Food Production Supervisor
 * - Star - Canadian Certified Food Safety & Quality Assurance Manager (FSQAM)
 † - Triangle - Canadian Certified HACCP Professional

Scan the QR code to access the LRF online.



02/05/26

ACCREDITATION PROGRAM

Achieving accreditation with Food Processing Skills Canada is your gateway to industry recognition, aligning your organization with global standards and unlocking unparalleled opportunities for growth. With accreditation your organization or institution can achieve industry-wide recognition and validate expertise with our comprehensive accreditation process based on ISO standardization practices.



WHY FPSC ACCREDITATION?



1. Industry Recognition: Validate your organization's quality and standards.



2. Tailored Micro-Credentials: Access online certifications and credentials to boost your expertise and reach.



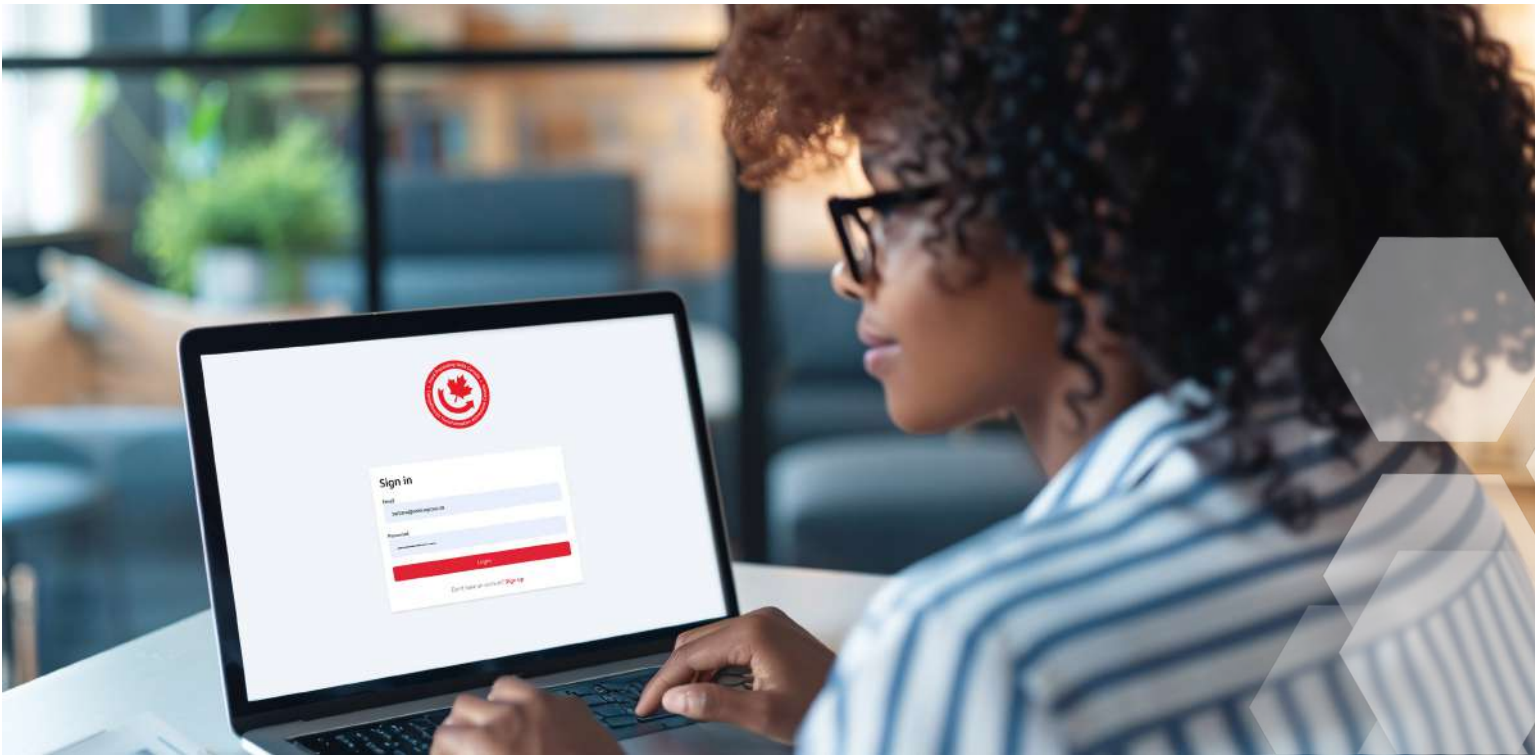
3. LRF Alignment: Ensure skills and learning meet FPSC's Learning and Recognition Framework formulated from National Occupational Standards research across Canada.




Accreditation
PROGRAM | Standardizing food & beverage
training programs across Canada

fpsc-accreditation.ca

TRAINING NEEDS ASSESSMENT TOOL



The Training Needs Assessment Tool helps employers identify training gaps, uncover workforce development opportunities, and build stronger teams across Canada's food and beverage sector.

This easy-to-use tool will generate a customized training report based on your company's unique needs—helping you make informed decisions to grow and retain skilled talent.

HOW IT WORKS

This tool is easy to use. Simply start the online assessment and answer a few questions about your workforce. You will then receive a tailored report that includes: identified skills gaps, training recommendations and learning pathway recommendations.

WHO SHOULD TAKE IT?

Whether you're in HR, management, or operations, this survey is for all food and beverage processors—from small teams to national organizations.

WHY PARTICIPATE?

- Receive a custom training needs report.
- Identify skills gaps in your workforce.
- Connect with relevant training solutions and funding options.
- Support sector-wide growth by contributing your insights.



**BEGIN YOUR
TRAINING NEEDS
ASSESSMENT TODAY!**

needs-assessment.fp-sc-ctac.com

CANADIAN FOOD PROCESSORS INSTITUTE



PROVEN ONLINE TRAINING!

As the premier training platform for the food and beverage industry, the Canadian Food Processors Institute offers world-class resources to professionals and businesses alike.

Our courses, rooted in National Occupational Standards, are nationally recognized and designed to advance an individual's skills and career. Explore our extensive catalog of over 200 courses covering a wide range of subjects. These courses are ideal to advance yourself professionally or support skills development for your team.



Courses and content created by industry for industry.



Content built on the official Canadian National Occupational Standards.



Cost effective training at your fingertips.

ADVANCE YOUR WORKFORCE

Support your employees with training from the Canadian Food Processors Institute. Our courses provide the upskilling and educational opportunities to support your team with their professional development.

COURSE TOPICS INCLUDE:

- leadership
- emotional intelligence
- technical skills
- food safety
- onboarding
- HR and more!



CFPI
Canadian Food
Processors Institute



foodprocessorsinstitute.com

SUCCESSING AT WORK: LANGUAGE STREAM



Multilingual Training Courses Designed for New Canadians

With Succeeding At Work: Language Stream, businesses can support English language literacy and proficiency skills for New Canadians and immigrant individuals in their workforce.

Employers are provided with a suite of training to facilitate improvements in food safety and occupational health and safety. In addition to English, courses are available in six languages — Tagalog, Punjabi, French, Russian, Spanish, and Chinese.

“Research has shown that language barriers are preventing New Canadians and recent immigrants from succeeding at work and participating in education. By providing multilingual training in essential and food safety skills we are supporting not only food and beverage processors with their immediate skills gaps, but improved productivity, workplace safety and morale, in addition to labour force diversity and inclusion.”

– Jennefer
Griffith,
Executive
Director





TAGALOG



SPANISH



CHINESE



FRENCH



PUNJABI



RUSSIAN

PROGRAM TRAINING

1. Digital Technology
2. Oral Communication
3. Canadian Workplace Cultures
4. Good Manufacturing Practices (GMPs)
5. Sanitation Level 1
6. Workplace Industrial Safety
7. Lock Out Tag Out (LOTO)
8. Allergens Level 1
9. Basics of Standard Operating Procedures (SOPs) and Sanitation Standard Operating Procedures (SSOPs)



Succeeding at Work

LANGUAGE STREAM

A Food Processing Skills Canada Premier Program

language-fpsc.com



FOOD SAFETY READINESS PROGRAM



Welcome to Canada. Welcome to your new career.

The Food Safety Readiness Program provides individuals with the skills, resources, and knowledge to successfully and confidently pursue a career in Canada's food and beverage manufacturing industry.

- 12 nationally recognized courses in technical, employability and foundational training.
- Training value of \$10,000 per individual!
- Professional job coaching to assist with securing your start to an exciting career.



In-Demand Training for Success

A training curriculum designed to provide individuals with the skills needed to succeed in Canada’s food and beverage manufacturing industry.

Level 1: Employability Skills

Introduces terminology commonly used in the food and beverage manufacturing industry, and addresses integration into the Canadian workforce. Cultural behaviors and diversity in the workplace are also key topics, contributing towards general employability and everyday life skills.

Level 2: Foundational Skills

Incorporates ‘entry level’ topics and develops the concepts learned in the Level 1. Training includes food safety topics such as sanitation, food spoilage, and allergens, in addition to industrial safety practices. Level 2 covers all the essential industry-specific topics required for immediate employment in an entry level position.

Level 3: Technical Skills

More advanced training addressing complex subjects related to management positions. Participants will gain an in-depth understanding of food safety principles and their overall impact on the food safety management system. Courses delve into auditing practices and procedures and the governing rules and regulations in Canada.



FOODCERT



BUSINESSES, ADOPT A CULTURE OF RECOGNITION

Certified professionals make your organization stronger. Take advantage of industry built and approved certifications to support your employees and build a highly skilled workforce.

BENEFITS OF CERTIFYING YOUR EMPLOYEES

- Train your professionals with the required knowledge and skills to perform tasks.
- Improve performance and increase levels of quality assurance and safety.
- Establish a high training standard and commitment to professional development.
- Build a culture of recognition and brand reputation.

EDUCATORS, GET YOUR STUDENTS JOB READY

Support your students with industry-approved certifications that complements your education to ensure successful launch of their careers.

BENEFITS OF CERTIFICATIONS FOR STUDENTS

- Improve marketable skills for employment with industry-recognized documentation.
- Successfully fast track individuals into the food and beverage workforce.
- Facilitate a credential that is recognized across Canada.
- Offer professional certifications that supports access to new student markets, boosts enrollment, and demonstrates career leadership.



AVAILABLE CERTIFICATIONS

Canadian Certified Food Safety and Quality Assurance Manager

The Canadian Certified Food Safety and Quality Assurance Manager validates expertise in the development and implementation of food safety programs, management of quality control systems, conducting audits, and ensuring compliance with Canadian regulations.



Canadian Certified HACCP Professional

The Canadian Certified HACCP Professional Certification identifies and recognizes individuals who meet a specified standard defining competence in the HACCP field.



Canadian Certified Industrial Meat Cutter (CCIMC) Level 1

The Industrial Meat Cutter Level 1 Certification identifies and recognizes individuals who meet a specified standard defining competence in the meat sector.



Canadian Certified Meat Professional (CCMP) Level 2

The Canadian Certified Meat Professional Level 2 Certification identifies and recognizes individuals who meet a specified standard defining competence in the meat sector.



Canadian Certified Seafood Primary Processing Operator: Crustaceans

The Canadian Certified Seafood Processing Operator (CCSPO) Crustaceans certification is applicable to food processing professionals, which assesses the skills and knowledge against the National Occupational Standard for Fish & Seafood Primary Processor Professional.



START TODAY!



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FOODCERT
Be Recognized

INVESTING IN FOOD SAFETY



Your commitment to food safety

To support the highest food safety standards in Canada's food and beverage industry, we developed a unique program providing up to 70% reimbursement for employee training costs.

Investing in Food Safety's 'Pay for Performance' training bundles provide an exceptional opportunity for businesses to elevate food safety and quality assurance skills for frontline workers and supervisors. Dedicated e-learning courses in food safety basics and quality assurance principles, in addition to Chromebooks for easy access to the training materials, makes learning accessible and rewarding.

Investing in food safety is critical for the success of your business and the well-being of your customers.

We have developed an exceptional opportunity for you to elevate your workforce's skills through our 'Pay for Performance' training bundles.

- Jennefer Griffith
Executive Director



PROGRAM BENEFITS

COST-EFFECTIVE: With the potential to be reimbursed up to 70% of the original training costs, you can significantly reduce your investment while reaping substantial benefits.

COMPREHENSIVE TRAINING: Our training bundles cover essential food safety practices and quality assurance principles, tailored to the needs of front line workers and supervisors.

DIGITAL CREDENTIALS: Employees who complete the program will receive digital credentials, certificates, and transcripts adding value to their professional growth.

EXPERT-LED SESSIONS: Benefit from weekly 'Office Hours' virtual meetings with industry SMEs, ensuring your employees receive the support and guidance they need.

ENHANCED EMPLOYER AND EMPLOYEE ENGAGEMENT: Employees access all their training and monitor their progress through a personal online dashboard. Employers also have a dashboard to monitor and support their employees.

This program offers up to **70% REIMBURSEMENT** for the training costs upon successful completion of performance targets.



WHO CAN APPLY?

If you are a company in Canada's food and beverage processing industry, and are prepared to purchase the training packages at full price prior to the commencement of training, you are eligible to apply for Food Processing Skills Canada's Investment in Food Safety: Training Bundles Program.

Download the PDF:

[INVESTING IN FOOD SAFETY GUIDE](#)

APPLY TODAY!

investinginfoodsafety.ca



CAREER RESOURCES



Food Processing Skill Canada's "Career Wheel" is your guide to exploring and understanding the opportunities within the food processing industry. Whether you're a student, a job seeker, or someone considering a career change, the Career Wheel provides an interactive way to discover the diverse roles and skills that shape this sector.

The Career Wheel is an innovative tool designed to help you navigate through the career paths available in the food processing industry. It breaks down the industry into specific sectors and job roles, showcasing the skills, education, and career progression associated with each.

Embark on your career journey with our Career Wheel and discover the possibilities within the food processing industry. Whether you're starting fresh or looking to advance, the Career Wheel is your gateway to a career in food processing.



**EXPLORE THE
CAREER WHEEL**



fpsc-ctac.com/career-tools/career-wheel

FOOD PROCESSING SKILLS CANADA

Industry Profile

Butchers (Retail and Wholesale)

Workforce Composition

Butchers (retail and wholesale) work primarily in the retail/trade industry, accounting for almost 90% of the workforce. The wholesale industry (6.8%) accounts for the second-highest share of the butcher workforce. Less than 1% of butchers (retail and wholesale) in Canada work in the food manufacturing industry.

Figure 1 - Workforce Composition by Industry, 2021

Other	1.8%
Accommodation and food services	1.5%
Wholesale trade	6.8%
Agriculture, forestry, fishing and hunting	1.0%
Manufacturing	1.0%
Retail trade	87.8%

Profile Summary

- Women: 12.1% of the workforce
- Visible Minorities: 21.1% of the workforce
- Immigrants: 21.3% of the workforce
- Education: 57.6% of the workforce are lower-skilled workers*
- Indigenous People: 4.0% of the workforce
- People with Disabilities: 13.8% of the workforce
- Age (55+): 26.9% of the workforce
- Age (15-24 years): 18.6% of the workforce

*The lower-skilled labour force is the portion of the total labour force with no education beyond a high school diploma.

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FOOD PROCESSING SKILLS CANADA

Industry Profile

Bakers

Workforce Composition

Bakers work in a variety of sectors across Canada. The largest industry employer is retail trade, comprising 58.0% of the industry. The manufacturing industry accounts for the second-highest share of the baker workforce (33.9%), followed by the accommodation and food services industry (23.8%). A third work diversity in the food and beverage manufacturing sector.

Figure 1 - Workforce Composition by Industry, 2021

Food manufacturing	33.9%
Other	2.6%
Wholesale trade	1.3%
Health care and social assistance	0.6%
Retail trade	38.0%
Accommodation and food services	23.8%

Profile Summary

- Women: 64.3% of the workforce
- Visible Minorities: 36.7% of the workforce
- Immigrants: 32.2% of the workforce
- Education: 55.0% of the workforce are lower-skilled workers*
- Indigenous People: 3.7% of the workforce
- People with Disabilities: 16.2% of the workforce
- Age (55+): 20.4% of the workforce
- Age (15-24 years): 25.2% of the workforce

*The lower-skilled labour force is the portion of the total labour force with no education beyond a high school diploma.

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FOOD PROCESSING SKILLS CANADA

Industry Profile

Aquaculture and Marine Harvest Labourers

Workforce Composition

Aquaculture and marine harvest labourers work primarily in the agriculture, forestry, fishing and hunting industry, accounting for 88.6% of the workforce. The manufacturing industry accounts for the second highest share (7.8%) of the aquaculture and marine harvest labourer workforce. Approximately 7% of the workforce is concentrated in the food manufacturing sector.

Figure 1 - Workforce Composition by Industry, 2021

Other	0.4%
Accommodation and food services	0.4%
Education	0.6%
Public administration	0.6%
Manufacturing	7.8%
Agriculture, forestry, fishing and hunting	88.6%

Profile Summary

- Women: 16.3% of the workforce
- Visible Minorities: 5.5% of the workforce
- Immigrants: 5.2% of the workforce
- Education: 73.5% of the workforce are lower-skilled workers*
- Indigenous People: 12.8% of the workforce
- People with Disabilities: 20.0% of the workforce
- Age (55+): 33.4% of the workforce
- Age (15-24 years): 10.6% of the workforce

*The lower-skilled labour force is the portion of the total labour force with no education beyond a high school diploma.

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Occupations Explained

To gain a deeper understanding of the skills required for roles within the Canadian food and beverage industry, we've developed a comprehensive bank of occupational profiles. Each profile is aligned with the National Occupational Classification system, providing valuable insights for businesses and HR professionals. These profiles offer easy access to detailed information on specific occupations.



[VIEW OCCUPATIONAL PROFILES](https://fpsc-ctac.com/occupational-profile/)

fpsc-ctac.com/occupational-profile/

Taking the Pathway

Understanding career direction in **fish & seafood processing**

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Taking the Pathway

Understanding career direction in **meat processing**

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Taking the Pathway

Understanding career direction in **Cheesemaking**

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Taking the Pathway

Understanding career direction in **beverage processing**

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Career Pathways

Career Pathways are detailed reports on career paths within specific sub-sectors like bakery, seafood, dairy, and quality control/assurance. These reports outline the skills, education, and experience required for various roles and how to advance through the industry.



[VIEW THE CAREER PATHWAYS](https://fpsc-ctac.com/career-tools/career-pathways/)

<https://fpsc-ctac.com/career-tools/career-pathways/>

SUPERVISOR READY TOOLKIT



The Supervisor Ready Toolkit is for employees transitioning into a supervisory role. This comprehensive toolkit provides proven resources, activities, and guidance for participating employees and program assessors such as experienced supervisors and managers. With this toolkit we are helping to remove the anxiety and stress associated with workplace promotions by providing employee learners and their assessors with the necessary tools to learn, practice, and master the supervisory skills needed in food and beverage processing facilities.



PREPARING TO SUPERVISE

Learners start with the Skills for Success pre-learning tests to identify skill levels in numeracy and reading followed by self-assessments to identify relevant resources such as adaptability, communication, collaboration, digital literacy, reading, writing and problem solving.



LEARNING TO SUPERVISE

The Learning and Performance Record provides the criteria or skills related to the Food Processing Supervisor role and an easy checklist to use followed by practical activities such as role playing and workplace scenarios to test new skills in a safe environment.



PREPARING TO SUPERVISE

The completed Learning and Performance Record demonstrates progress to the learner and assessor and identifies areas for future training which can be further guided by an optional exam.



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A subscription with Food Processing Skills Canada is a strategic advantage for anyone in Canada's food and beverage manufacturing industry.

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today!**

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Success is truly a result of teamwork and we thank our partners in industry, governments, education and the non-profit sector. Together, we are delivering on a promise to drive successful food and beverage businesses and establish Canada's industry as the global leader in workforce development and skills training.



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