

2025 **EMPLOYER** **GUIDE.**

Tailored Training for Supervisors in the Food & Beverage Industry with Skills Training Across Canada (STAC)





Skills Training Across Canada (STAC) is back with another national online learning program designed by Food Processing Skills Canada (FPSC) to advance workforce development. This program is an all-in-one solution to upskill your Supervisors and up and coming talent, without impact to production time – we supply the tools (and the perks!) to improve your workforce.

- Digital Credentials
- Onboarding Packages
- Chromebooks
- Completion Bonuses
- 39 Courses in
 - Food Safety
 - Social Emotional Learning
 - Diversity, Equity, and Inclusion
 - Leadership for Supervisors
- Employer and Employee Dashboards
- Credits applied from previous Food Processing Skills Canada programs
- HR Coaching Workshops Videos
- SWAG and Graduation Packages

Changes from 2023-2024

- No childcare claims
- No continuation onto Canadian Food Production Supervisor Certification
- Replaced HR Coaching Moments Workshops with videos



SUPERVISOR *RESULTS.*



Employer Perceptions Results from STAC for Supervisors Program

Improvements in **productivity, performance, communication, workplace culture, and recruitment, retention & absenteeism**

95%

Identified improvement in individuals' productivity and performance.

84%

Identified improvement in recruiting new workers

68%

Identified improvement of rates of absenteeism

92%

Identified improvement in employees' interest in overall company performance

95%

Identified improvement in workplace culture

98%

Identified improvement in workplace communication

81%

Identified improvement in rates of employee turnover or retention





SUPERVISOR RESULTS.



Employee Perceptions Results from STAC for Supervisors Program

Improvements in **job satisfaction, performance, communication, relationships, and supervisory skills**

97%

Supervisors likely to recommend STAC to other Supervisors in Food and Beverage Processing Industry

95%

Identified improvement in supervisory skills

95%

Identified improvement in relationships with people or teams

70%

Are more satisfied overall with their job as a result of having participated in STAC

96%

Identified improvement in providing corrective feedback

72%

Enjoy supervisory-related tasks more as a result of participating in STAC

96%

Identified improvement in making quick adjustments to own work



EMPLOYER **COMMITMENT.**

Employers and employees should be dedicated to finishing the program, this includes completing surveys and evaluations from our research team.

**Included in signed contract.*



EMPLOYEE **COMMITMENT.**

Complete all courses (39*)

- 3 courses per week for 14 weeks (recommended but not required)

Register and attend the Social Emotional Learning (Acahkos) coaching webinars (x3)

- Do webinar 1 before starting any online learning
- Employee will not be able to continue to next level until webinars have been completed

Complete all surveys/evaluations

A smiling woman with curly hair wearing a blue shirt.

SUPERVISOR

WHO IS THIS PROGRAM FOR?



**EXPERIENCED
SUPERVISORS**



LEAD HANDS



**PRODUCTION
SUPERVISORS**



**LINE
SUPERVISORS**



**ASPIRING
SUPERVISORS**

**This program is open to a variety
of businesses related to food and
beverage manufacturing.**



Food and Beverage
Manufacturers
(all sectors)



Cannabis
Producers

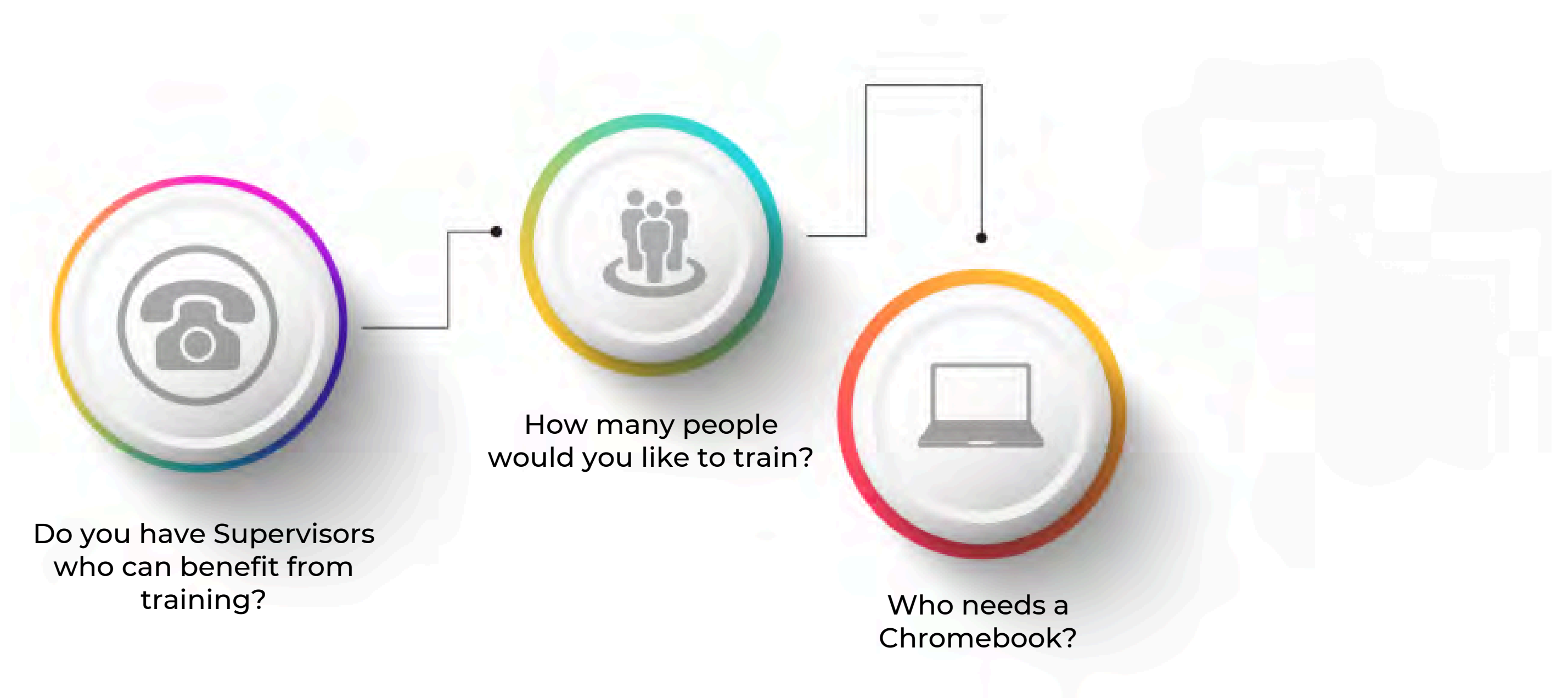


Food Related Associations
& Businesses



Retail Grocery
Stores

WHAT EMPLOYERS NEED TO KNOW TO APPLY AT STAC-FPSC.COM



THE TEAM

TECHNICAL SUPPORT
support@stac-fpsc.com



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**STUDENT
COACH**

Coach

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WHAT'S INCLUDED?

WELCOME PACKAGE

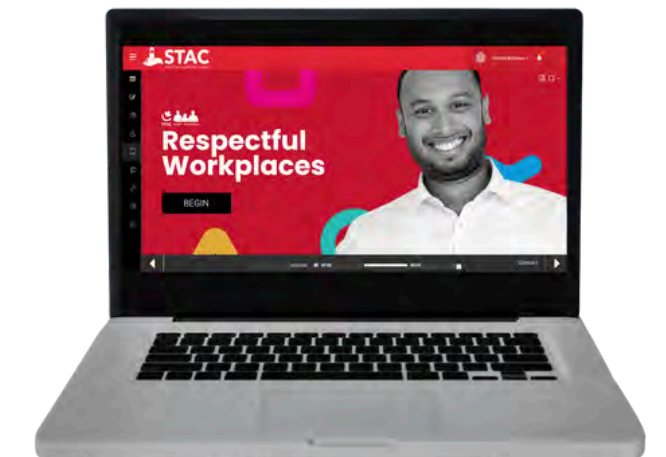
Each employee receives a kitfolder with 3 Workbooks, a Getting Started Guide, a Quick Reference card with important information such as Login, Key Contacts and Technical Support Contact. Each employer receives a "Getting Started" reference guide.



ONLINE LEARNING CURRICULUM

Access to a robust Learning Management System (LMS)

- 39 Courses, 68 hours (including coaching)
- Courses, webinars, and surveys are set in a sequential pathway. Participants must complete in order before moving onto the next



DIGITAL CREDENTIALS

There are multiple courses under each level listed below. Participants will receive a certificate and a badge for each course completed and a badge for each level.

- Social Emotional Learning (Acahkos)
- Food Safety
- Leadership for Supervisors
- Diversity, Equity, & Inclusion
- Level 3 Supervisor
- Supervisor STAC Grad (Microcredential & Certificate)



COACHING (ACAHKOS)

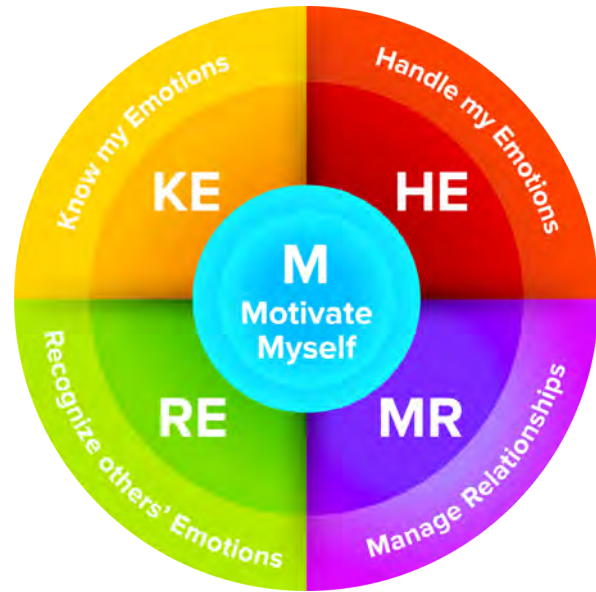
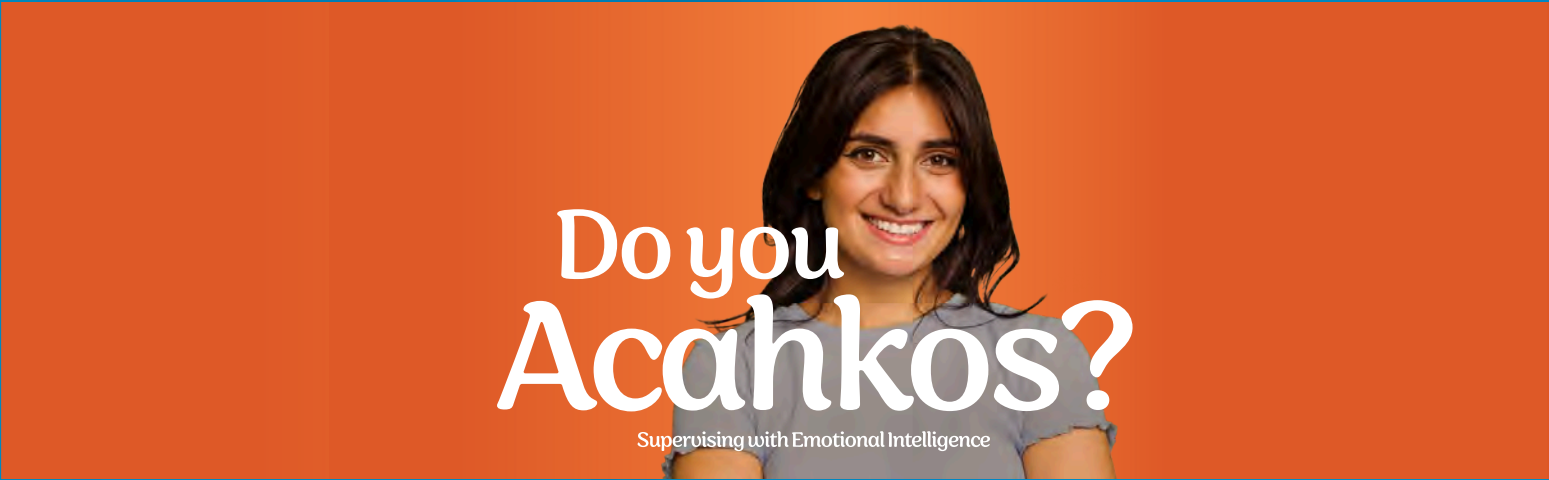
Attending three social emotional learning webinars is a required component of this program to complement the 9 courses. Employees must register and attend these sessions to move forward in their learning.

CHROMEBOOKS

No need to share the family computer – employees can learn on their own time using their own laptop. Alternatively, you can set up a learning studio at your organization. These will be provided upon request and while quantities last.

OFFICE HOURS

Optional drop-in sessions will be available for employees to attend to ask questions about the courses and the program. Employees can register for Office Hours in their Dashboard.



COMPLETION BONUS

Completing this program is no small ask. Employees are investing in upskilling with their time. For this reason we are adding a \$200 completion bonus to the first 300 employees who complete the program.



EMPLOYER DASHBOARD

Manage your participants, monitor progress, view and export detailed reports. This dashboard will provide instant access for employers to manage their teams, request chromebooks, remove employees if they depart from the company. Additionally, employers will find having the ability to access the dashboard helpful for audits.



EMPLOYEE DASHBOARD

Employees now have access to learning from this dashboard. They can monitor their achievements, view top courses, access certificates, transcripts, & digital credentials.



SUPPORT

We have a team of regional experts who will help you navigate your Supervisor Training – we won't leave you on your own (unless that's what you prefer). For technical issues we have strong team to help with those pesky IT questions as they come up and for course questions we have a Student Coach.



HR COACHING MOMENTS

This series of HR Coaching sessions focuses on feedback from industry people leaders, what they want support in, and quick practices they can try today that will make a difference. Topics such as Work Culture, Communication, Managing Performance, and Leadership. These videos are a valuable resource to answer leadership questions for all supervisors.



CELEBRATE TOGETHER

We send Graduation Packages that include; Certificates, Transcripts for employees as well as a framed Partnership Award to your business. Additionally, we will send your organization a "Party in a Box" so you can celebrate your successes together.





DIGITAL CREDENTIALS – A PORTABLE WAY TO VALIDATE SKILLS AND ACCOMPLISHMENTS

THE VALUE OF DIGITAL CREDENTIALS – EMPLOYERS

SKILLS GAP SOLUTIONS

Employers desire job-ready workers that reduce the amount of on-the-job training that is required.

- FPSC is about Professionalizing the Food & Beverage Manufacturing Industry
- With digital credentials employers can quickly, and easily, verify worker's learning pathways and accomplishments by viewing a skills portfolio vs anecdotal skills descriptions that may or may not be true or come with acquired bad habits.
- Hire the right people, for the right job, with the right skills.



69%
**OF GLOBAL
EMPLOYERS
STRUGGLE
TO FIND SKILLED
WORKERS***

***MANPOWER GROUP, EMPLOYMENT
OUTLOOK SURVEY 2021**

94%

**OF EMPLOYEES STATE
THEY WOULD STAY AT A
COMPANY LONGER IF
THERE IS INVESTMENT IN
THEIR LEARNING &
DEVELOPMENT***

*LINKEDIN, WORKPLACE LEARNING REPORT 2019



6 TYPES OF DIGITAL CREDENTIALS DELIVERED

PROGRAM COMPLETION

Major Achievement | 1 Micro-credential | 1 Certificate

Once Supervisors have fulfilled all program requirements such as; **completing all courses** (minimum 70% pass), **registering & attending Acahkos webinars** (3), and **completing all surveys** in the Learning Management System, they will receive a **Micro-credential** and **Certificate of Major Achievement**. *



*A graduation package will also be sent to your organization.

LEVEL COMPLETION

A Collection of Skills | 5 Levels

Supervisors will receive a Level Completion digital credential validating that they have completed all courses designated from FPSC's competency-based Learning & Recognition Framework (LRF).



Digital credentials will be emailed to employees or can be found on their [Employee Dashboard > Digital Credentials and Certification Portfolio](#)

COURSE COMPLETION

On a Pathway | 39 courses | 3 webinars

Supervisors will receive a Course Completion digital credential and a Certificate of Completion for each course with a minimum passing grade of 70%.



Recommended time to complete the program:

- 3 courses per week over 14 weeks
- this is a recommendation not a requirement

ATTENDANCE AND PARTICIPATION ARE ALSO REWARDED IN STAC

SURVEY COMPLETED

Evaluations and surveys are an important component of STAC. This information provides us with feedback on the program to ensure we continue to deliver premium learning content to your workforce.



INDUSTRY REPORT

Knowledge of our industry overall helps employees understand how important their role is. This acquired knowledge is extremely beneficial for your workforce.

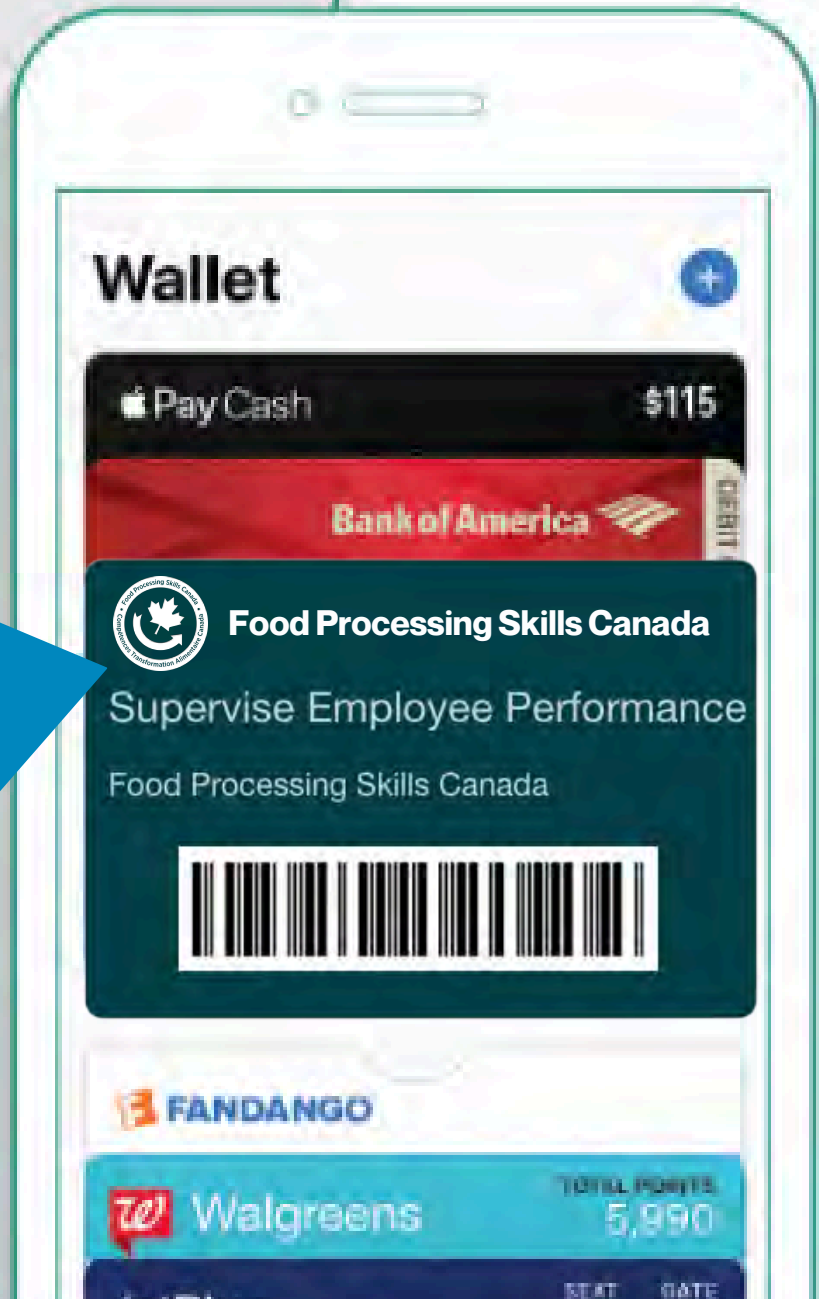
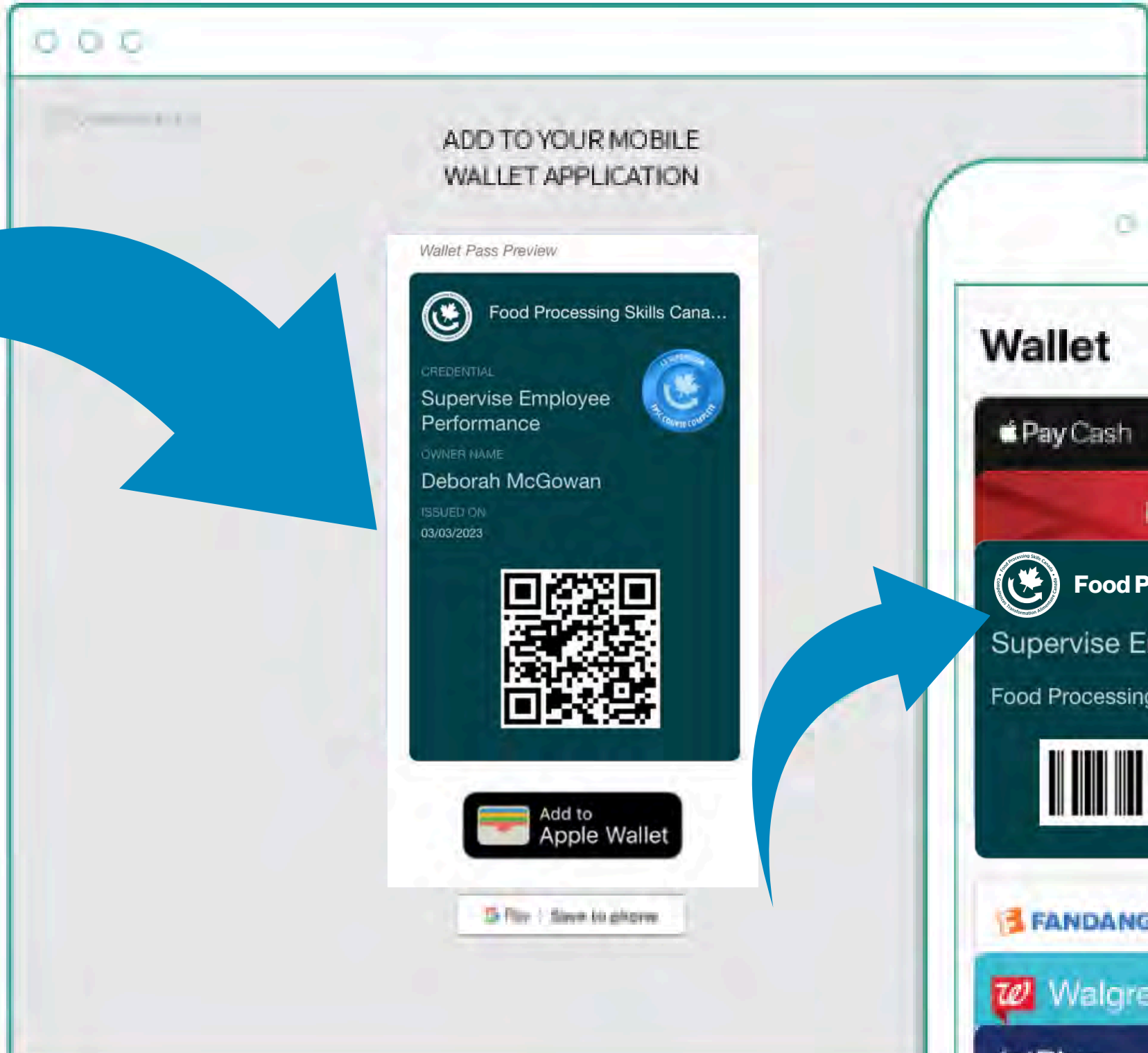


WEBINAR ATTENDANCE


Food Processing Skills Canada (FPSC) provides interactive opportunities for your workers to ask questions and engage in the program.

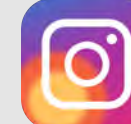





CREDENTIALS CAN BE EMAILED OR ADDED TO A DIGITAL WALLET



Deborah McGowan
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 View my digital credentials by
Food Processing Skills Canada



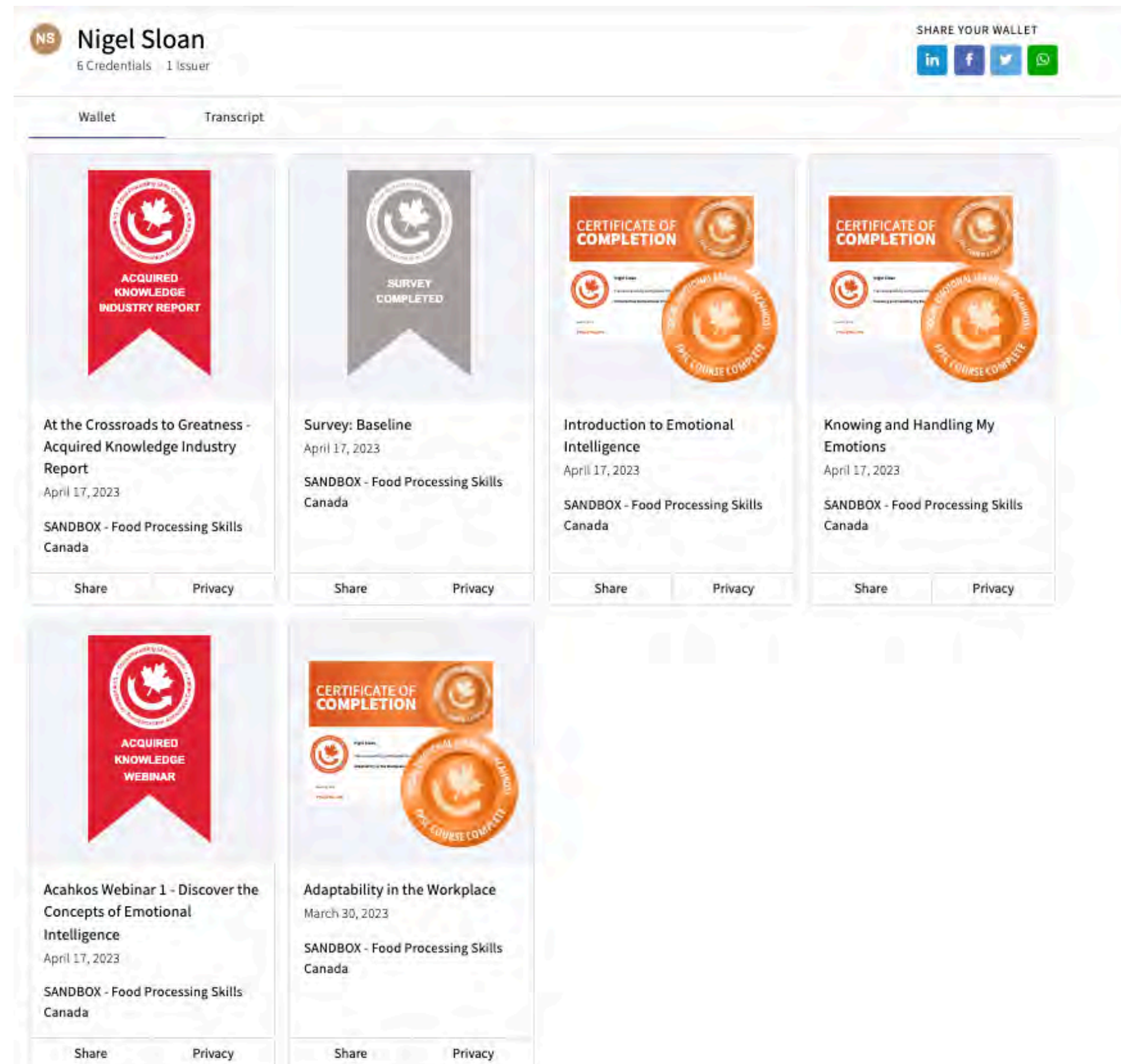


EMPLOYEES CAN ACCESS ALL DIGITAL CREDENTIALS FROM THEIR DASHBOARD

Share credentials

Encourage employees to share credentials on their socials

- Great visibility for your organization
- Add them into a draw for hash tagging your organization
- Gives employees an opportunity to shine and share pride with your company





CURRICULUM

CURRICULUM

BASELINE SURVEY

At the Crossroad to Greatness
Industry Knowledge



AT THE CROSSROAD TO GREATNESS

Key Insights & Labour Market Research About Canada's
Food and Beverage Processing Industry

1 Course | 1 Survey



Producing this report in these challenging times has been a moving target. The world has changed, and it's hard to know how history will reflect this time. A tectonic shift in every sector and everyday life has occurred virtually simultaneously across the globe.

This report outlines what we observe to be the immediate economic and financial consequences of the COVID-19 global pandemic.

The report provides information about the food and beverage processing industry, government decision-makers, and other stakeholders. It details who the industry is, where it could go, and what's standing in its way.

NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next.

CURRICULUM

WEBINAR 1 – DISCOVER THE CONCEPTS OF EMOTIONAL INTELLIGENCE

Introduction to Emotional Intelligence
Knowing and Handling My Emotions
Adaptability in the Workplace
Empathy at Work
Interpersonal Relationships for
Workplace Success

WEBINAR 2 – COMMUNICATION IN THE WORKPLACE

The Spark Within
Coaching for Success
Positive Attitudes in the Workplace
Problem Solving

WEBINAR 3 – COACHING SKILLS AND WRAP-UP

SURVEY

Do you
Acahkos?
Yes I do!



SOCIAL EMOTIONAL LEARNING (ACAHKOS)

Supervising with Emotional Intelligence

9 Courses | 3 Live Coaching Webinars | 1 Survey

Learn how to become a better leader and motivate your team with Acahkos. Most people you may know are highly intelligent, well-educated, and technically savvy; however, they still suffer in their relationships with others, making friends or leading effectively at work. People whose lack of “people skills” means they are surprisingly ineffective both at work and in their private lives. They seemed to be both emotionally illiterate in that they could not “read the signals,” nor could they manage their own and others’ emotions. Those people may lack the inner motivation to keep going forward when facing challenges in their personal and professional life. This topic helps you perceive and sharpen your “People skills” to become more effective at work and in your day-to-day personal life.

NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next.



CURRICULUM

Allergens Level 1

Food Safety Culture and You

Sanitation Level 1

Introduction to HACCP Principles: Building a Strong Foundation

Introduction to Preventive Control Plans

Introduction to Quality Assurance and Quality Control

SURVEY

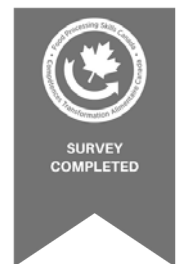


FOOD SAFETY

Refresher Skills for Supervisors

6 Courses | 1 Survey

Understanding and implementing food safety and good hygiene practices are critical competencies and skills to have when working within the Food and Beverage industry. This collection of courses will provide industry workers with a sound foundation to lead their teams.



NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next.

CURRICULUM

Respectful Workplace

Supervise Employee Performance

Introduction to Regulatory Requirements

Monitor OH&S and Security

Monitor Budget Performance

Building Team Resilience

Employee Training & Development

Facilitate Employee Departure

SURVEY



LEVEL 3 SUPERVISOR

Effective Implementation and Monitoring

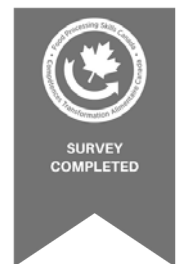
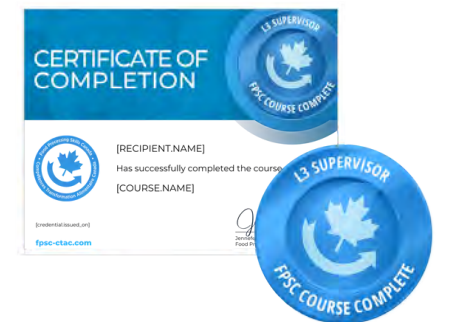
8 Courses | 1 Survey

Supervisors in the food industry play a crucial role in supervising, directing, and coordinating the activities of staff. Their primary responsibility is to ensure the effective implementation and monitoring of policies and procedures set by managers.

Supervisors in this field serve as leaders and inspirations for the frontline workforce. They are responsible for driving the implementation of food safety and quality control standards, as well as ensuring compliance with health and safety regulations, sales and marketing targets, budget performance, and staff training and mentoring. Their valuable feedback from daily performance helps shape top management policies and facilitates constructive changes within the organization.

Supervisors in the food industry have the opportunity to lead by example, motivating their team members to excel and showcasing best practices. This role offers growth opportunities, career development programs, and a supportive work environment that values contributions.

NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next.



CURRICULUM

The Diversity, Equity, and Inclusion
Conscious Organization

Race & Culture in the DEI Workplace

Growing Your Gender-Friendly Vocabulary

Multicultural & Multilingual Leadership

The Disability-Friendly and Neurodiverse
Workplace

SURVEY



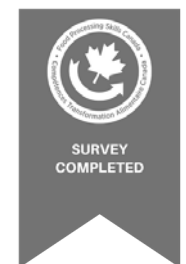
DIVERSITY, EQUITY, & INCLUSION

Supervising a Respectful Workplace

5 Courses | 1 Survey

Being respectful manifests by simply acknowledging others. Working in a diverse environment requires connection, clear communication, and acceptance of what is different. Respectful supervisors recognize, embrace, and celebrate differences. They actively seek diversity, not just tolerate it. More importantly, they promote equity, encourage dialogue, and insist on fairness for employees. This topic details the competencies and skills required from supervisors to build a respectful workplace.

NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next.



CURRICULUM

Planning and Organizing for Results

Budgeting 101

Preventing Production Problems

Maintaining Quality

Ensuring Employee Safety

Monitoring for Control

Leadership Personality Types

Leadership Practices

Manage & Performance & Give Feedback

Train Employees & Give Performance Feedback

SURVEY



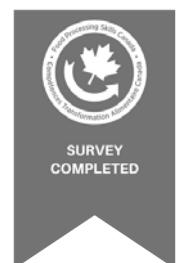
LEADERSHIP FOR SUPERVISORS

Introduction to Leadership

10 Courses | 1 Survey

This Introduction to Leadership level is designed to provide current, new, and potential leaders with an opportunity to develop core competencies required to lead and manage employees within the Canadian food and beverage processing industry. It will introduce standard leadership concepts and provide participants with practical techniques for applying these concepts with individuals and teams within the work environment. Participants will leave this selection of courses with enhanced knowledge and skills in applying industry-specific leadership and management competencies in a positive, productive, and results-focused manner.

NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next.





MAJOR ACHIEVEMENT

SKILLS TRAINING ACROSS CANADA (STAC)

Recognition of Major Achievement for Supervisors in
Food & Beverage Manufacturing
1 Micro-credential | 39 Courses | 5 Levels | 3 Webinars



COMPLETED LEVELS

Social Emotional Learning (Acahkos)
Food Safety
Level 3 Supervisor
Diversity, Equity, & Inclusion
Leadership for Supervisors

Access to HR Coaching Moments
Webinars

On a Pathway to Food Production
Supervisor Certification

Benefits of completing this online & competency-based training include:

- Learning essential skills is simplified
- Online training provides 'job ready' upskilling and reskilling of employees
- Decision making skills are improved through technical and social emotional learning (Acahkos) training
- Teamwork is encouraged and rewarded
- Safety is enhanced and reinforced
- Quality control & accountability is assured
- Product speed to market is improved
- A respectful workplace is refreshed
- Workplace culture of continuous learning is supported



Graduation packages are prepared...

PROGRAM SEQUENCE



Block 1

BASELINE SURVEY (10 mins)
At the Crossroad to Greatness Industry Report (1hr)

SOCIAL EMOTIONAL LEARNING (ACAHKOS)

Acahkos Webinar 1 (90 mins)
(no prerequisites)

Introduction to Emotional Intelligence (1hr)



Block 2

TIP: In order to reserve a webinar spot, you must book NO LATER than 3 days before the event.

Knowing and Handling My Emotions (1hr)

Adaptability in the Workplace (1hr)

Empathy at Work (1hr)



Block 3

Interpersonal Relationships for Workplace Success (1hr)

Acahkos Webinar 2 (90 mins)

The Spark Within (2hrs)

Coaching for Success (2hrs)



Block 4

Positive Attitudes in the Workplace (2hrs)

Problem Solving (1hr)

SURVEY (10 mins)

Webinars 1 & 2 must be completed to proceed to Food Safety. Acahkos Webinar 3 and Survey are in Block 7. Once you complete these you will receive your level digital credential for Acahkos.



Block 5

FOOD SAFETY
Allergens Level 1 (3hrs)

Food Safety Culture and You (2hrs)

Sanitation Level 1 (2hrs)



Block 6

Introduction to HACCP Principles (2hrs)

Introduction to Preventive Control Plans (3hrs)

Introduction to Quality Assurance and Quality Control (2.5hrs)

SURVEY (10mins)



Block 7

Acahkos Webinar 3 (90 mins)
SURVEY (10 mins)

LEVEL 3 SUPERVISOR
Respectful Workplace (3hrs)

Supervise Employee Performance (3hrs)

Introduction to Regulatory Requirements (3hrs)



Block 8

Monitor OH&S and Security (3hrs)

Monitor Budget Performance (3hrs)

Building Team Resilience (3 hrs)



Block 9

Employee Training & Development (1hr)

Facilitate Employee Departure (1hr)

SURVEY (10mins)

DIVERSITY, EQUITY, & INCLUSION
The Diversity, Equity, and Inclusion Conscious Organization (1hr)



Block 10

Race & Culture in the DEI Workplace (1hr)

Growing Your Gender-Friendly Vocabulary (1hr)

Multicultural & Multilingual Leadership (1hr)



Block 11

The Disability-Friendly and Neurodiverse Workplace (1hr)

SURVEY (10mins)

LEADERSHIP FOR SUPERVISORS
Planning and Organizing for Results (1hr)

Budgeting 101 (1hr)



Block 12

Preventing Production Problems (1hr)

Maintaining Quality (1hr)

Ensuring Employee Safety (1hr)



Block 13

Monitoring for Control Maintaining Quality (1hr)

Leadership Personality Types (1hr)

Leadership Practices (1hr)



Block 14

Manage Performance & Give Feedback (1hr)

Train Employees (1hr)

SURVEY (10 mins)

CONGRATULATIONS!!!

68 hours for the program. TIP: 3 courses per week for 14 weeks is a recommendation but not a requirement.

STAC-FPSC.COM



STAC PROGRAM TIMELINE

Apply



Employer Commitment

Apply, sign contract, add/invite employees

- Apply at stac-fpsc.com
- STAC contacts you for needs assessment
- Sign contract
- Attend onboarding session or watch video
- Add employees and chromebooks (if required) to your Planning Dashboard
- Invite your employees to STAC
- Notify employees

Invitations



Employees

Add profile details and attend webinar 1

- Receive employer invitation to participate
- Complete application in dashboard
- Register for and attend Acahkos - Webinar 1 (no workbooks or materials are required)
- Attend onboarding or watch videos

Packages



Shipping

Welcome packages shipped

- Once all of your company employees have registered we will kit and ship Welcome Packages and Chromebooks.

Supervisor Training



3 courses per week for 14 weeks (recommended)

Required to graduate

- Complete all courses (39) with 70% or more for each course
- Complete all surveys
- Register and attend 3 Social Emotional Learning (Acahkos) live coaching webinars on Zoom
- NOTE: Courses, webinars, and surveys are set in a sequential pathway. You must complete one before moving onto the next



Optional

- Register and attend HR Coaching Moments webinars
- Register and attend FPSC Speaking Food Sessions

Graduations



Celebrate

Graduation packages

We will send graduation packages to all organizations and their participants who have successfully completed the program.

SEPTEMBER GRAD

You must have completed your program curriculum by **September 15, 2025** to graduate.

What's Next?



Newsletter

Sign-up for our FPSC newsletter

Food Processing Skills Canada has many programs and resources available to employers in our industry. Stay in touch with us to find out about new programs as they roll out.

JOIN TODAY

STAC-FPSC.COM



PROJECT
MANAGER, STAC

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