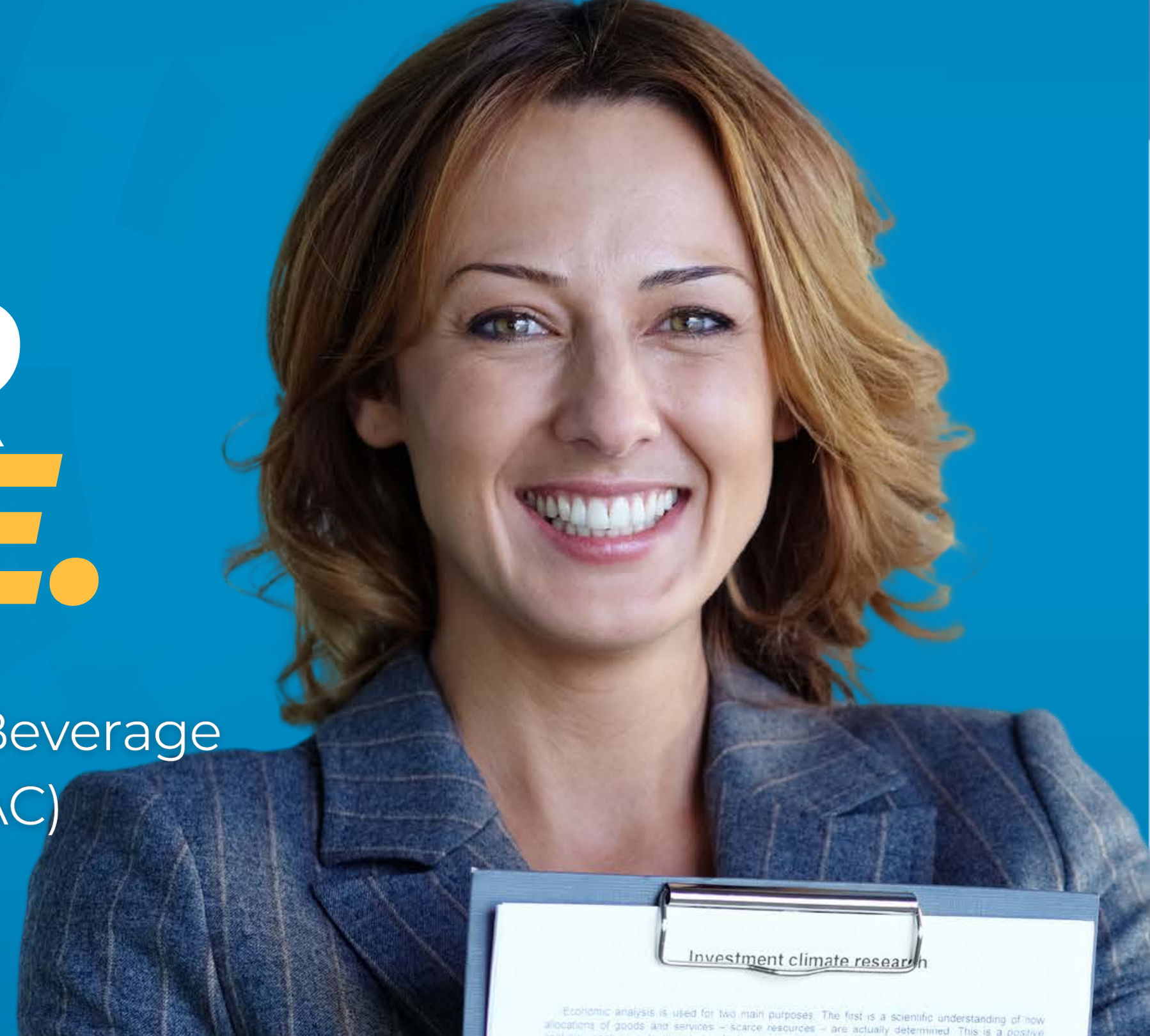


EMPLOYER GUIDE.

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



This project is funded in part by the Government of Canada's Sectoral Workforce Solutions Program. Ce projet est en partie financé par le Gouvernement du Canada sous le Programme de solutions pour la main d'œuvre sectorielle.





Skills Training Across Canada (STAC) is a new 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
- Access to Food Production Supervisor Certification
- Onboarding Packages
- Chromebooks
- Babysitting Subsidy
- Completion Bonuses
- 1-on-1 Coaching
- Social Emotional Learning
- Diversity, Equity, and Inclusion Courses
- Employer and Employee Dashboards
- Credits applied from previous Food Processing Skills Canada programs
- Special HR Coaching Workshops
- SWAG and Graduation Packages



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

course list TBD

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

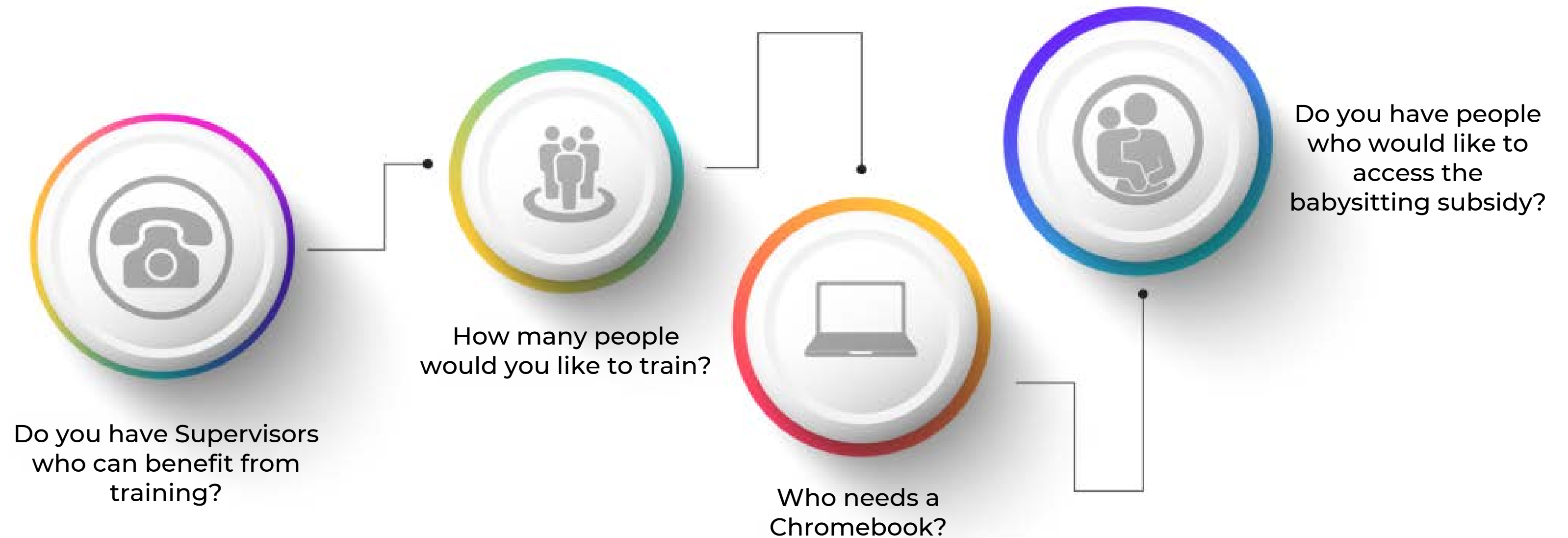


Food Related Associations
& Businesses



Retail Grocery
Stores

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



THE TEAM



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**OUTREACH
MANAGER
(BILINGUAL)**

Francine Drisdelle-Mercuri
fdrisdell@fp-sc-ctac.com



WHAT'S INCLUDED?

WELCOME PACKAGE

Each employee receives a kitfolder with 2 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.



WRAP AROUND SUPPORTS

To keep work life balance in check. We offer wrap around supports, such as hiring a babysitter while studying at home. This amount will be offered to the first 208 people upon request.



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 700 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.



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.





ANY OTHER PERKS?

CERTIFICATION

FREE ACCESS TO THE CANADIAN CERTIFIED FOOD PRODUCTION SUPERVISOR (CCFPS) PROGRAM

Challenge the Certification Exam and submit your portfolio all at NO COST.

Supervisors who have 3 years experience in food production, have an opportunity to become a CERTIFIED Food Production Supervisor!

We will provide a free self-assessment and link to your certification pathway.

For more information, contact Tracy Biernacki
Dusza tbdusza@fpSC-ctac.com





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**



3 TYPES OF DIGITAL CREDENTIALS DELIVERED

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

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](#)

PROGRAM COMPLETION

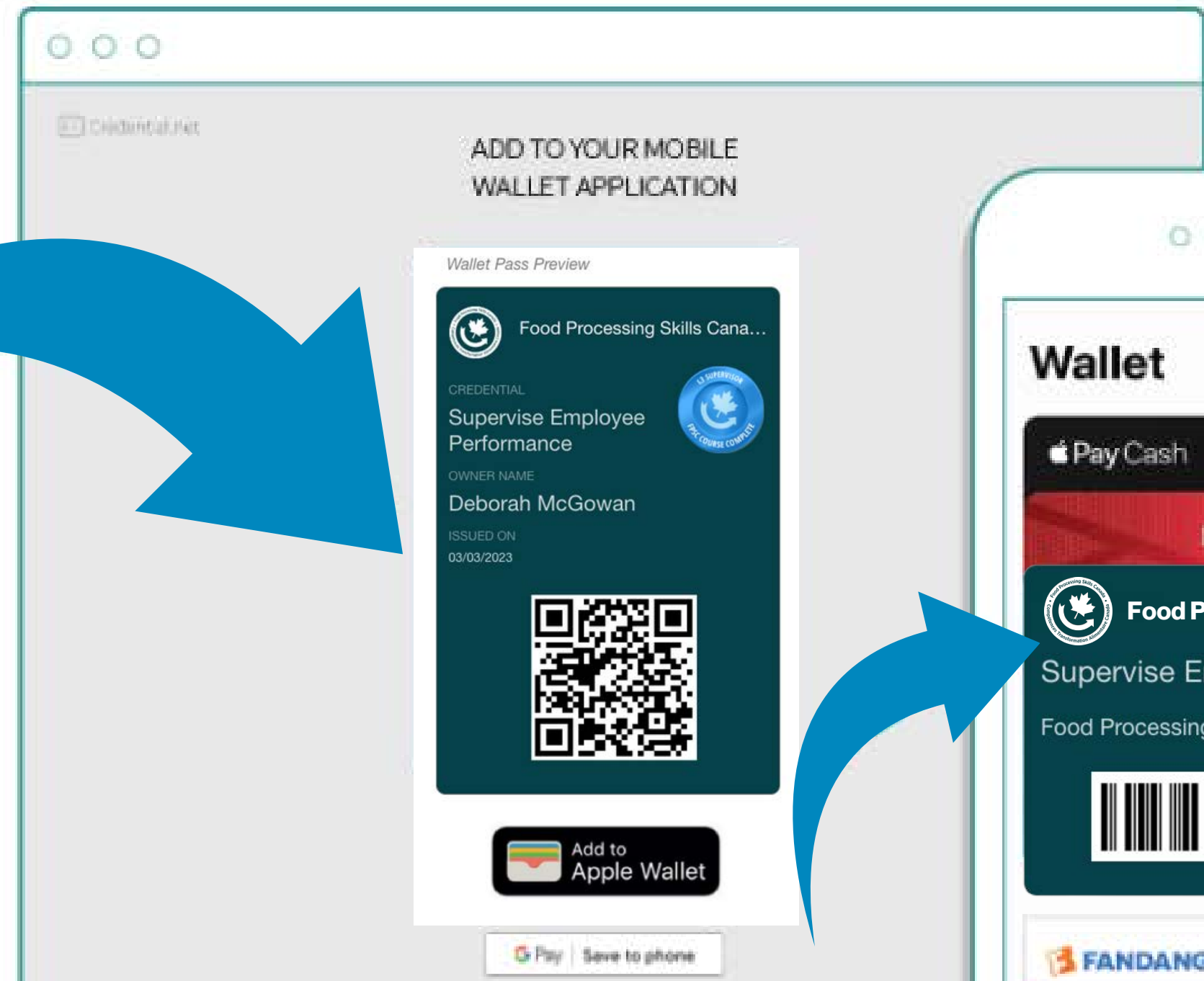
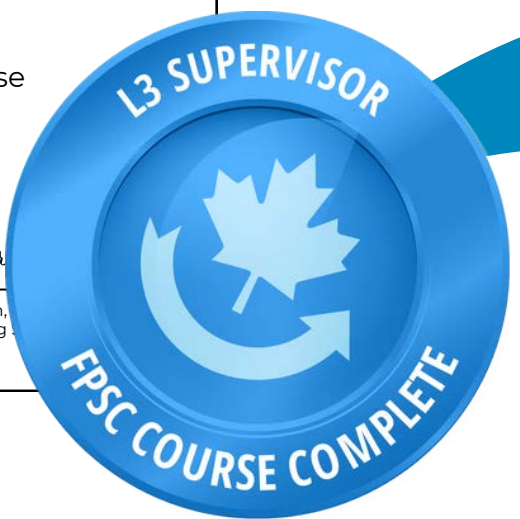
Major Achievement | 1 Micro-credential | 1 Certificate

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.*

CREDENTIALS CAN BE EMAILED OR ADDED TO A DIGITAL WALLET



--
Deborah McGowan
FPSC Program Manager, [STAC](#), [SWPP+](#)
[Food Processing Skills Canada](#)
201-3030 Conroy Rd., Ottawa, ON, K1G 6C2
613-691-9312 | dmcgowan@fpsc-ctac.com

View my digital credentials by
Food Processing Skills Canada

in f Twitter M Instagram

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

The screenshot shows a user dashboard for Nigel Sloan, who has 6 credentials and 1 issuer. The dashboard is divided into two tabs: 'Wallet' and 'Transcript'. The 'Wallet' tab is active, displaying a grid of six digital credentials. Each credential card includes a visual representation of the credential (e.g., a red ribbon for 'Acquired Knowledge Industry Report', a grey ribbon for 'Survey Completed', and orange certificates for 'Introduction to Emotional Intelligence' and 'Knowing and Handling My Emotions'). Below each visual is the title, date, issuer, and a 'Share' button. The 'Transcript' tab is currently inactive.

NS Nigel Sloan
6 Credentials | 1 Issuer

SHARE YOUR WALLET
in f t w

Wallet Transcript

ACQUIRED KNOWLEDGE INDUSTRY REPORT
At the Crossroads to Greatness - Acquired Knowledge Industry Report
April 17, 2023
SANDBOX - Food Processing Skills Canada
Share Privacy

SURVEY COMPLETED
Survey: Baseline
April 17, 2023
SANDBOX - Food Processing Skills Canada
Share Privacy

CERTIFICATE OF COMPLETION
Introduction to Emotional Intelligence
April 17, 2023
SANDBOX - Food Processing Skills Canada
Share Privacy

CERTIFICATE OF COMPLETION
Knowing and Handling My Emotions
April 17, 2023
SANDBOX - Food Processing Skills Canada
Share Privacy

ACQUIRED KNOWLEDGE WEBINAR
Acahkos Webinar 1 - Discover the Concepts of Emotional Intelligence
April 17, 2023
SANDBOX - Food Processing Skills Canada
Share Privacy

CERTIFICATE OF COMPLETION
Adaptability in the Workplace
March 30, 2023
SANDBOX - Food Processing Skills Canada
Share Privacy



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)

Social Emotional Learning for your Workforce

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

HACCP Essentials

Introduction to Preventive Control Plans

Introduction to Quality Assurance and Quality Control

SURVEY

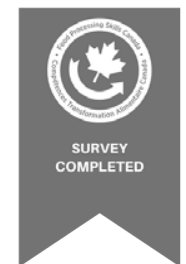


FOOD SAFETY

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

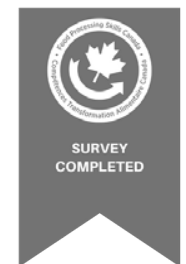
8 Courses | 1 Survey

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



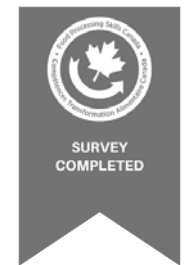
DIVERSITY, EQUITY, & INCLUSION

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

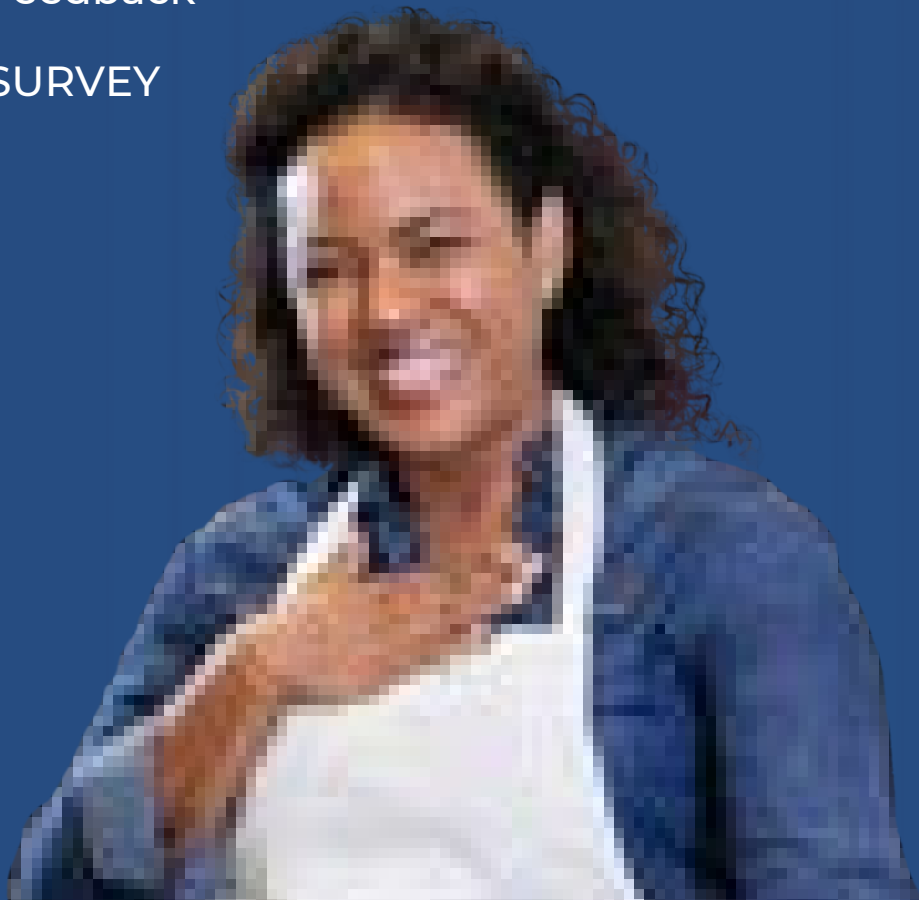
Leadership Personality Types

Leadership Practices

Manage & Performance & Give Feedback

Train Employees & Give Performance Feedback

SURVEY



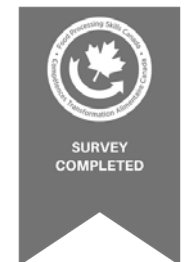
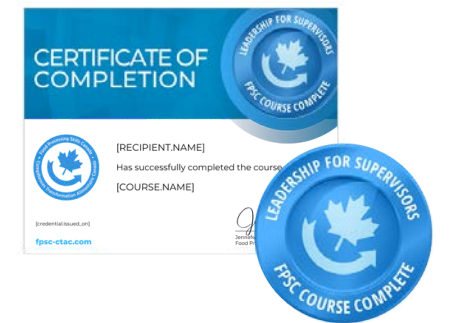
LEADERSHIP FOR SUPERVISORS

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

<p>Block 1</p> <p>BASELINE SURVEY (10 mins)</p> <p>At the Crossroad to Greatness Industry Report (1hr)</p> <p>Acahkos Webinar 1 (90 mins) (no prerequisites) </p> <p>Introduction to Emotional Intelligence (1hr)</p>	<p>Block 2</p> <p>TIP: In order to reserve a webinar spot, you must book NO LATER than 3 days before the event.</p> <p>Knowing and Handling My Emotions (1hr)</p> <p>Adaptability in the Workplace (1hr)</p> <p>Empathy at Work (1hr)</p>	<p>Block 3</p> <p>Interpersonal Relationships for Workplace Success (1hr)</p> <p>Acahkos Webinar 2 (90 mins) </p> <p>The Spark Within (2hrs)</p> <p>Coaching for Success (2hrs)</p>	<p>Block 4</p> <p>Positive Attitudes in the Workplace (2hrs)</p> <p>Problem Solving (1hr)</p> <p>SURVEY (10 mins)</p> <p>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.</p>	<p>Block 5</p> <p>Allergens Level 1 (3hrs)</p> <p>Food Safety Culture and You (2hrs)</p> <p>Sanitation Level 1 (2hrs)</p>	<p>Block 6</p> <p>HACCP Essentials (2hrs)</p> <p>Introduction to Preventive Control Plans (3hrs)</p> <p>Introduction to Quality Assurance and Quality Control (2.5hrs)</p> <p>SURVEY (10mins)</p>	<p>Block 7</p> <p>Acahkos Webinar 3 (90 mins) </p> <p>SURVEY (10 mins)</p> <p>Respectful Workplace (3hrs)</p> <p>Supervise Employee Performance (3hrs)</p> <p>Introduction to Regulatory Requirements (3hrs)</p>
<p>Block 8</p> <p>Monitor OH&S and Security (3hrs)</p> <p>Monitor Budget Performance (3hrs)</p> <p>Building Team Resilience (3 hrs)</p>	<p>Block 9</p> <p>Employee Training & Development (1hr)</p> <p>Facilitate Employee Departure (1hr)</p> <p>SURVEY (10mins)</p> <p>The Diversity, Equity, and Inclusion Conscious Organization (1hr)</p>	<p>Block 10</p> <p>Race & Culture in the DEI Workplace (1hr)</p> <p>Growing Your Gender-Friendly Vocabulary (1hr)</p> <p>Multicultural & Multilingual Leadership (1hr)</p>	<p>Block 11</p> <p>The Disability-Friendly and Neurodiverse Workplace (1hr)</p> <p>SURVEY (10mins)</p> <p>Planning and Organizing for Results (1hr)</p> <p>Budgeting 101 (1hr)</p>	<p>Block 12</p> <p>Preventing Production Problems (1hr)</p> <p>Maintaining Quality (1hr)</p> <p>Ensuring Employee Safety (1hr)</p>	<p>Block 13</p> <p>Monitoring for Control Maintaining Quality (1hr)</p> <p>Leadership Personality Types (1hr)</p> <p>Leadership Practices (1hr)</p>	<p>Block 14</p> <p>Manage & Performance & Give Feedback (1hr)</p> <p>Train Employees & Give Performance Feedback (1hr)</p> <p>SURVEY (10 mins)</p> <p>CONGRATULATIONS!!!</p>

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

STAC-FPSC.COM

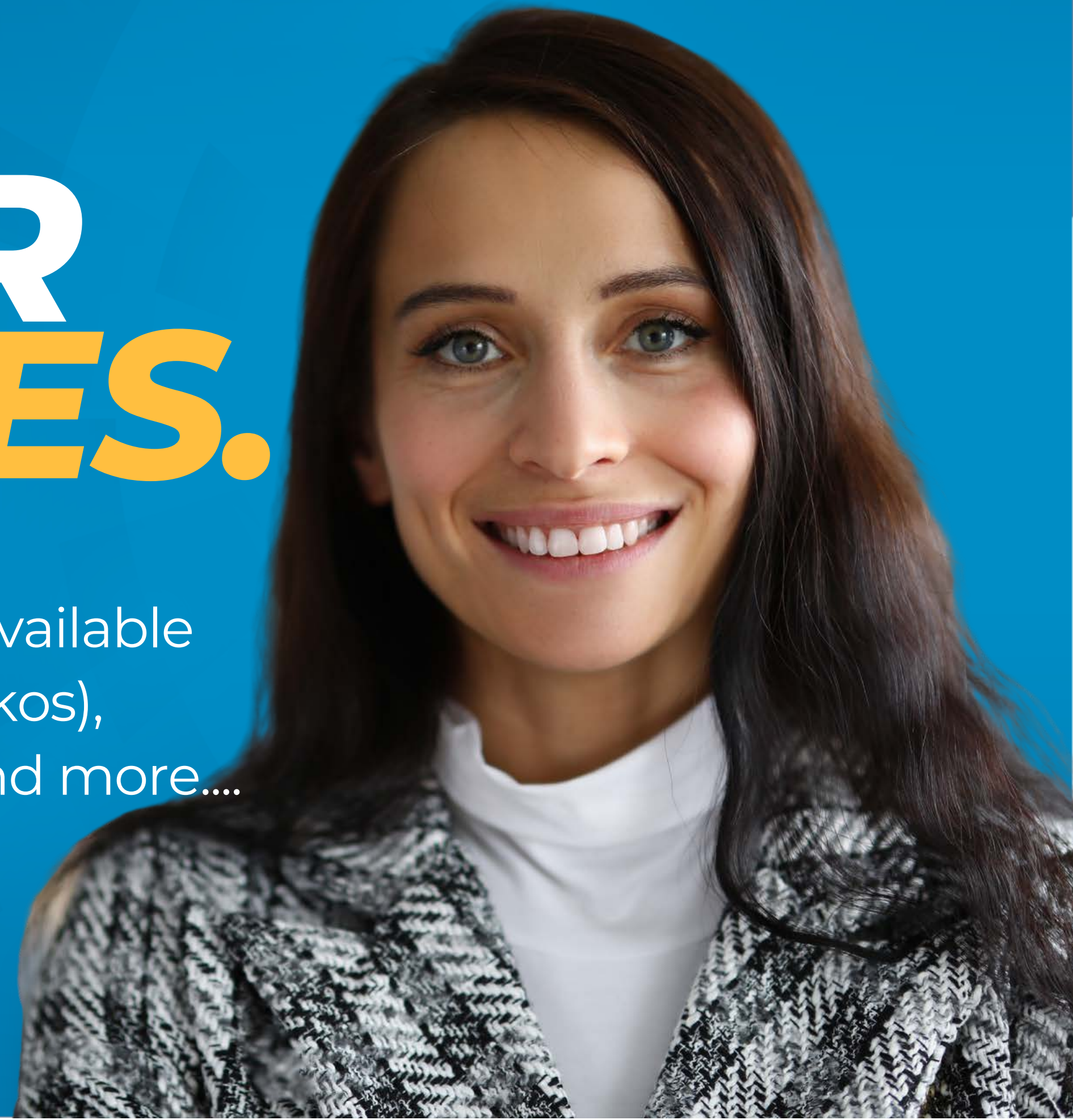
NEXT STEPS

Food Production Supervisor Certification



MEET OUR COACHES.

The best resources for our industry are available to you. Social Emotional Learning (Acahkos), HR Coaching Moments, Immigration, and more....



SOCIAL EMOTIONAL LEARNING ACAHKOS.

Raja Hatoum, Dr. Lisette Reyes, Hamid Cherif (L-R)
Social Emotional Learning Coaches



**You've promoted a really great employee who knows their job so well
BUT do they know how to lead?**

- Do they understand how and why people react the way that they do?
- Do they get offended by reactions by others?
- Do they know how to set goals and motivate?

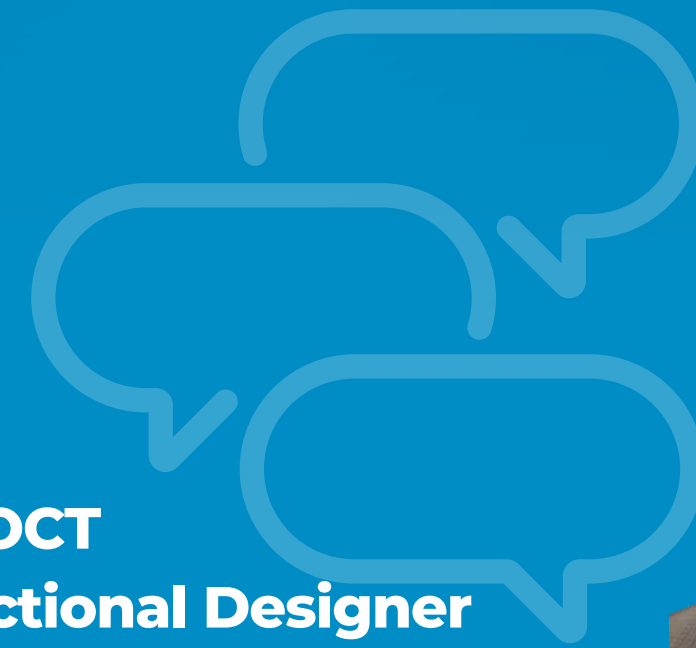
96% of employees who have already taken Acahkos report learning strategies to make them a better co-worker.

Better co-workers make better teams!

This program includes 3 coaching webinars, 1 workbook with activities, and 9 online courses which will provide your Shining Stars with the tools to better manage themselves and their team.

STUDENT COACH.

William Lachowsky B.A., B.Ed., B.Sc., M.Sc., OCT
Food Safety, Training Consultant and Instructional Designer



Need Help Getting Started? Questions about course content? Stuck?

Meet Bill.

Food Processing Skills Canada and STAC have provided your employees with access to a “Student Coach”. With more than 30 years experience in teaching and mentoring students young and old, academic and professional, Bill knows how to identify where your employees may be struggling and will communicate answers back so they make sense – no gobbeldy goop. All questions are welcome from, "I don't even know how to get started", "what does click the mouse mean?", to "I don't understand the content in this course".

HR COACHING MOMENTS.

Sheri Nicolle, CPHR, SHRM
Human Resources Executive



Bite sized answers delivered in 45 minute interactive sessions 4 Leading Topics | 10 Webinar Options

The sessions will be live, 45 minutes long, with an interactive component - for questions/comments. The intent is for each session to be concentrated in focus, so Supervisors can easily remember and apply the concepts discussed – not too much information, something quick for you to apply at work.

COMMUNICATION

Connecting with Employees

How to improve your communication skills at work – getting your point across, giving positive and negative feedback/messages, disagree without being disagreeable and how to improve your written communications. In addition, we will discuss the key factors of active listening and how to improve your communication skills for multiple generations.

MANAGING PERFORMANCE

Resolving Conflicts

How to effectively manage conflict by being a skilled communicator. We will discuss how to establish a productive dialogue, managing the conversations, and keeping all parties on point. In addition, we will discuss how to arrive at common agreements and create solutions to the conflict. As well we will discuss how to effectively follow-up – monitoring actions and what to do if the conflict persists after.

Lates & Breaks

We will discuss absenteeism in general – valid reasons, questionable absents – how to address them, appropriate dialogue, documentation needed, and how to best conduct these conversations. In addition, we will spend some time on specific examples such as start times, breaks, and sick days and how to address each.

Establishing Expectations

How to establish expectations at work – expected behaviour, level of accountability, responsibility, and communicating effectively. We will discuss team expectations, performance expectations, and how to effectively manage expectations. In addition, we will cover step by step approaches to setting expectations for new and existing employees.

WORK CULTURE

What it Means

The elements that describe a work culture, the importance of a positive work culture and what factors that impact a work culture. In addition, we will discuss the impact turnover, loyalty, and performance have on work cultures.

How to Create a Positive Work Culture

Initiatives that contribute to a positive work culture – from company values to selecting people who fit the culture. In addition, we will also discuss what you can do to continuously evolve your culture – relationship building, communication practices, introducing policies/practices, and investing in your employees.

Toxic Culture

Symptoms of a toxic culture – morale, lack of clarity, fear, high turnover, leadership, etc. We will review approaches to shift the culture to be more positive, sharing advise/guidance as we discuss examples of toxic environments and what to do.

LEADERSHIP

Building Trusting Relationships

We will discuss why building trust is important in the workplace, along with some tips for building trust – value employees, being honest, know your team, and recognizing value in your employees. In addition, we will touch on work ethic and how it supports building trust in the workplace.

Mentoring & Coaching

How mentoring, and coaching differ – the approach and benefits of each, how to best utilize the relationship if you are being coached or mentored, and some examples where they are better suited. In addition, we will discuss how to evaluate ROI on each for your organization – qualities of a good coach or mentor, defining the purpose/benefits of having them available at your organization, timing, and length of having the services available.

Building Confidence

Why confidence is important and the principles of how to be more confident – positivity, emotions, growth. We will review what you can do today to be more confident – for your self, work goals, achievements, shifting your perspective to creating healthy routines and living in the present. In addition, we will discuss ways you can start building confidence – standing up for yourself, accomplishing goals, doing the right thing, care less what others think and do more of what makes you happy.

IMMIGRATION & HR EXPERT.

Sherri Deveau, RCIC, CPHR
Human Resources and Immigration Executive



Speaking  Food
Feeding the conversation.

Presents:
Sherri Deveau



**Let's Talk Immigration & Your
Food Business**

Wondering about immigration and the
potential for strengthening your workforce?

Ask the Expert.

Need to Increase your Workforce?

Sherri is the founder and CEO of Deveau Immigration. She is a Regulated Canadian Immigration Consultant (RCIC) and a Chartered Professional in Human Resources (CPHR) with certifications in Human Resources Management and Immigration Law. She is also a STAC Coach, who helps guide employers on their STAC Journey and the lead presenter of our Immigration Bootcamp series.

With extensive knowledge of foreign recruitment and immigration law Sherri's maritime hospitality will make this presentation very interesting while providing you with valuable insights on best practices on:

- Where to start and when
- Key considerations
- Logistics
- Expectations

STAC PROGRAM TIMELINE

Apply

Invitations

Packages

Supervisor Training

Graduations

What's Next?



Employer Commitment

Employees

Shipping

3 courses per week for 14 weeks (recommended)

Celebrate

Certification

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

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

Welcome packages shipped

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

Required to graduate

- Complete all courses (39) with 70% or more for each course
- Complete all surveys
- Register and attend 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

Graduation Packages

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

FEBRUARY GRAD

You must have completed your program curriculum by January 15, 2024 to graduate in this session.

Food Production Supervisor

Once you have completed STAC you will have an opportunity to Challenge the Food Production Supervisor Exam, upload your portfolio and receive your Food Production Supervisor Certification.

JOIN TODAY

STAC-FPSC.COM



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