

INDUSTRY INFORMATION

Student Work Placement Program:

Please see attached for information on hiring and funding opportunities for food and beverage manufacturers. More information can be found at www.swpp-fpsc.com.

Producer General Meeting Information:

The September 12th Producer General Meeting notes and PowerPoint presentation can be found on the BCBHEC website [here](#).

PRICING

Pricing Orders				
Period	Live Chicken	Hatching Eggs	Saleable Chicks	Day-Old Broiler Chicks
A-181	2.259 \$/kg	711.07 ¢/doz	74.07 ¢/chick	96.07 ¢/chick
A-182	2.293 \$/kg	709.27 ¢/doz	73.88 ¢/chick	95.88 ¢/chick
A-183	2.267 \$/kg	692.78 ¢/doz	72.16 ¢/chick	94.16 ¢/chick
A-184	2.220 \$/kg	707.32 ¢/doz	73.68 ¢/chick	95.68 ¢/chick
A-185	2.222 \$/kg	724.06 ¢/doz	75.42 ¢/chick	97.42 ¢/chick

PRODUCTION

Year-To-Date Hatchability:

81.41%



Average Lay Cycle End:

61.0 Weeks

Lay Cycle Length:

Please continue to keep flock fertility up with the extended lay cycle length.

Production Cycles		
Period	Start Date	End Date
A-181	Feb 12, 2023	Apr 8, 2023
A-182	Apr 9, 2023	Jun 3, 2023
A-183	Jun 4, 2023	Jul 29, 2023
A-184	Jul 30, 2023	Sep 23, 2023
A-185	Sep 24, 2023	Nov 18, 2023

Placement Date / Number Changes:

Production staff want to note that increasing placeable hens or changing placement dates remains challenging at this time; most placement changes, because of quota transactions, must be done at least six months out (currently into April 2024).

ON-FARM

2023 Audit Stats

Total Premises to Audit: 53
 Premises Completed: 33/53

Hatching Egg Tip

[Here](#) is an informational article on implementing a breeder LED lighting system.

Biosecurity Status: YELLOW

Industry is to function under the **yellow** status of biosecurity. The **yellow** biosecurity status is attached.

Salmonella Enteritidis Webinar:

Veterinarian Charles Hofacre, President of the Southern Poultry Research Group will be speaking on proactive ways to keep Salmonella Enteritidis out of barns. This webinar will be hosted by the Commission on **November 8th at 2:00pm**. Register before November 7th at 4:00pm with Kaitlyn (kaitlyn@bcbhec.com).

CHEP Animal Care Program Manual Update:

The CHEP Animal Care Program has put forth a manual update. This update is effective September 1, 2023. You can find these changes on the BCBHEC website [here](#).

Producer ACP Update Memo:

On July 19th, a memo was sent out providing valuable information regarding your maximum quota utilization. Please review the documents that were circulated as they have important information on your sites. Please contact Kaitlyn (kaitlyn@bcbhec.com) if you have any questions regarding your specifications.



SWPP+

STUDENT WORK
PLACEMENT PROGRAM

**HIRING & FUNDING OPPORTUNITIES
FOR FOOD & BEVERAGE
MANUFACTURERS**

**Get up to \$7,000 back
when you hire a
student with SWPP+**

APPLY TODAY
swpp-fpsc.com



SWPP+

STUDENT WORK
PLACEMENT PROGRAM



[Click to Apply](#)

SWPP+ Eligibility Checklist

Food Processing Skills Canada's **Student Work Placement Program+** has made it easy for employers in Canada's food and beverage manufacturing industry to connect with college and university students for work terms. Canada's post-secondary institutions are essential partners in Food Processing Skills Canada's (FPSC) SWPP+.

This program brings together employers, students, post-secondary institutions and organizations in the food and beverage manufacturing industry to drive systemic change in the skills development system, at the post-secondary education level, to align technical, foundational and "work-ready" skills of students required by Canadian employers. Increasing access to Work-Integrated Learning (WIL) between employers and students is a proven strategy for workforce development.

Wondering what the criteria for hiring a student is? We've provided a quick reference "*Eligibility Checklist*" on the next page.

- Keep in mind, employers are limited to collecting one subsidy, per placement, by one SWPP funding partner for that student. Employers may not collect the subsidy in a way that results in a net financial benefit or profit.
- The final subsidy amount will be calculated by FPSC and will be determined at the end of the placement term upon receipt of all supporting documents (see "*Application Documents Checklist*"). This shall include a final accounting of each placement's actual length and total wages paid to the student (i.e., pay stubs).
- Placements can be partially government-funded from non-federal sources, only funds from non-governmental sources can be subsidized under this program (for example, a position paid with 60% provincial grant funding is only eligible for a subsidy of 40% of the non-governmental funds). Employers must disclose if and by how much a placement is being partially funded by other government sources.

For additional information, please reach out to us directly or visit our website at swpp-fpsc.com

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Eligibility Checklist



Employer

- Be a registered business** in Canada operating in a food related capacity.
- Not a federal or provincial** government organization.
- Be financially capable** to hire a student for a part or full-time work term, pay them consistently and provide a meaningful work experience.
- Hire students in food** related programs that have integrated workplace components or coop programs.

Placement Criteria

- Full-time or part-time positions.**
- The student must be** on the employer's payroll (contractors are not eligible).
- Work from home** placements are eligible.
- Apprenticeships** in a skilled trade are not eligible.

Student

- Registered as** a domestic student in a recognized Canadian post-secondary institution.
- Canadian citizens, permanent residents, or persons to whom refugee protection** has been conferred under the Immigration and Refugee Protection Act.
- Legally entitled to work in Canada** in accordance with relevant federal, provincial, or territorial legislation and regulations.
- Registered in a program** or course with a WIL component as part of their study plan.
- Undertaking a placement that is recognized** as work-integrated learning in connection with a course, degree, certificate, diploma, or other recognized program offered by the institution. The placement can be required or optional, for credit or not for credit.
- Graduate students** (including Masters and PhD's) are eligible.
- Registered in a full-time or part-time** program in any field of study.



SWPP+ is a premium program delivered by **Food Processing Skills Canada**. **FPSC** is the food and beverage manufacturing industry's workforce development organization. As a non-profit, located in Ottawa with representatives across Canada, we support food and beverage manufacturing businesses from coast to coast in developing skilled and professional employees and workplace environments.

SWPP+ is funded by the Government of Canada's Student Work Placement Program.

Funded by the
Government
of Canada

Financé par le
gouvernement
du Canada

Canada



SWPP+

STUDENT WORK
PLACEMENT PROGRAM

CONNECTING FOOD & BEVERAGE MANUFACTURERS

with college and
university students for
employment success

Employer Guide

swpp-fpsc.com

Available online at www.fpsc-ctac.com

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About Us

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

Our work directly and positively impacts industry talent attraction, workforce retention and employment culture. We care about assisting the industry in finding, training and retaining the very best people for the job. Through our partnerships with industry, associations, educators and all levels of governments in Canada, FPSC has developed exceptional resources for the sector including the **Food Skills Library™**, **Canadian Food Processors Institute™**, **FoodCert™** and **Labour Market Information Reports**.



This project is funded by the Government of Canada's Student Work Placement Program.



About

Our message to you

Thank you for your interest in Food Processing Skills Canada's Student Work Placement Program+, also known more simply as SWPP+. This program has been designed to drive industry workforce development by supporting leaders in post-secondary education align the technical, foundational and "work ready" skills of students with the requirements of Canadian employers through work-integrated learning (WIL).

At Food Processing Skills Canada we are true champions of workplace opportunities for students through WIL. When students can learn by "doing" and employers can engage with bright young minds of the future, solving the skills gap and the industry's employment challenges becomes achievable.

Hiring a student is both easy and rewarding. We have simplified access to students from a variety of educational programs across Canadian universities and colleges for food and beverage manufacturers. And to ease the cost benefit, we have also streamlined wage subsidies and the online recruiting process.



Start hiring today!







Wage subsidy overview

With **SWPP+**, employers hiring students may receive a wage subsidy for each work-integrated learning placement. Funds awarded must be used exclusively to support the wages of the students with the total value calculated as follows:

-  70% of the wages (to a maximum of \$7,000) for each new placement for Summer 2022+ including the following under-represented groups:
 -  **Woman in STEM:** Woman registered and studying in science, technology, engineering and mathematics (STEM) fields.

-  **Indigenous people:** People who reported identifying with at least one Aboriginal group, that is, First Nations, Métis or Inuit, and/or those who reported being a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada, and/or those who reported they were members of an Indian band or First Nation.
-  **Person with disabilities:** An individual who has a difficulty or impairment due to a long-term condition or health problem and/or experiences a limitation in their daily activities.

- 🍁 Newcomer: Immigrants who immigrated within the last 5 years.
- 🍁 First-year student: Students registered in the first year of their program at a post-secondary institution.
- 🍁 Visible minority*:
 - Black;
 - South Asian (e.g., East Indian, Pakistani, Sri Lankan);
 - Filipino;
 - Arab;
 - Latin American;
 - West Asian (e.g., Iranian, Afghan);
 - Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai);
 - Korean;
 - Japanese; and
 - Other group.

*Note: The number of placements at the 70% subsidy value are limited and subject to availability. The final subsidy amount will be calculated by the FPSC and will be determined at the end of the placement term upon receipt of all supporting documents. This shall include a final accounting of each placement's actual length and total wages paid to the student (i.e. pay stubs). FPSC shall have the right to deny payment should the employer fail to provide all required information and documents to the satisfaction of the FPSC. All payments provided by FPSC shall be considered final.

Placements can be partially government-funded from non-federal sources, but only funds from non-governmental sources can be subsidized under this program (for example, a position paid with 60% provincial grant funding is only eligible for a subsidy on the 40% of the non-governmental funds).











Food Processing Skills
Canada has made it easy
for employers to connect
with college and
university students.

Wage subsidy calculation

Companies should submit the claims for the gross payroll pay before the deductions.

Employers are required by law to pay the Mandatory Employment Related Costs (MERCs) for their employees.

These costs include:

-  Employment Insurance premiums
-  Canada or Quebec Pension Plan contributions
-  Vacation pay
-  Workers' Compensation
-  Premiums or equivalent liability insurance (if applicable)
-  Health insurance and parental insurance premiums in Quebec and Ontario
-  Health and Post-Secondary Education Tax in Newfoundland and Labrador
-  Health and Education Levy in Manitoba

example:

4 weeks placement
x 40 hours a week
x \$18.00 per hour = \$2,880.00
x 70% = 2,016.00

For more information, payroll deductions tables can be found on the CRA website. <https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll.html>

Check with the appropriate provincial or territorial authorities to ensure that you have the most updated rate information.

Funding Available for **Retroactive** & **Current Winter '22 Term** (Until May 15 2022)

Summer 2021

(May 1 – Aug 31)

Fall 2021

(Sept 1 – Dec 31)

Winter 2022

(Jan 1 – April 30)



Up to **75%** Of wages
(\$7,500 max)
Retroactive applications available

Funding for Summer '22 Onward

*Anticipated changes (including details below + net new + aligning to eligibility and providing required documents)



STREAM 1 - 70% of wages (max \$7K)

Up to 70% of wages or up to \$7,000 to provide students with meaningful WIL opportunities for the following under-represented students: **women in science, technology, engineering and mathematics (STEM), Indigenous students, persons with disabilities, visible minorities and newcomers; as well as first-year students.**

STREAM 2- 50% of wages (max \$5K)

Up to 50% of wages or up to \$5,000 to provide students with meaningful Work-Integrated Learning (WIL) opportunities and aligning to all other student/employer criteria.



What is Net New?

1. ESDC has **re-introduced NET NEW** requirements for the 2022-2023 program year
2. Employers who wish to participate **must demonstrate a projected increase** from the number of students hired in their 'baseline year' vs the number of students they plan to hire in the current fiscal year.
3. Employers are only eligible to receive funding for the **placements which EXCEED the number of placements** hired in the baseline year.



How to Calculate Net New



How to measure your baseline year

- Your 'baseline' year is the fiscal year prior to you first participating in SWPP.
- The fiscal year is from April 1st – March 31st
- Note: do not use the calendar year (January - December) for the calculation.

1. How many students were hired in your **baseline** year? (let's call this X)
2. How many students will be hired in the **current** fiscal year? (Let's call this Y)
3. Now we can determine if there was an increase in your hiring needs. **Subtract Y-X to calculate your 'net new'**.
4. This is the total number of students for which you are eligible to receive funding.

Forecasted Students for Current Fiscal Year (Y) - Students from Baseline Year (X) = #Students Eligible for SWPP+ Funding



REMEMBER

- The calculation is a total count of all post-secondary students hired regardless of any funding resources received (grants, tax credits, etc.)
- Only students enrolled in post-secondary institutions who have a Work Integrated Learning (WIL) component in their program of study and are legally allowed to work in Canada should be included in your calculations. High school students are exempt from this program.
- Non-paid or volunteer positions are NOT to be counted as part of the baseline as students were not compensated for their work.

QUESTION:

My company does not have a higher (projected) number of student placements this year (April 2022 - March 2023) compared to baseline year (April 2019 - March 2020) for different reasons: full time staff hired, company did not grow, etc... Will our placements be eligible?

ANSWER:

No: If the current year's placement number is expected to be the same or lower than the baseline year's placement number, these placements would not be eligible i.e. net new number of placements.

Forecasted Students for Current Fiscal Year (Y) - Students from Baseline Year (X) = #Students Eligible for SWPP+ Funding

Required documents list

- 🍁 Signed student agreement
- 🍁 Signed Terms and Conditions
- 🍁 Proof of enrollment for the work term
- 🍁 Study plan for placement signed by the employer and student
- 🍁 Business Number/GST number to register organization as a vendor and receive payment for the SWPP+ placement.
- 🍁 Student's first and last pay stub as proof of gross pay.
- 🍁 A company invoice or complete the invoice template provided.

COMPANY LETTERHEAD

INVOICE

Your organization's Legal Entity Name
(matching the name provided in the
Registration Form)

Street Address
City, Province Postal Code
Phone:

INVOICE NUMBER (UNIQUE):
DATE:

TO:
Food Processing Skills Canada
201-3030 Conroy Rd
Ottawa, ON K1G 6C2

DESCRIPTION	NUMBER OF HOURS WORKED	TOTAL
Name of program: FPSC Student Work Placement Program		
Name of employee:		
Position Title:		
Start date of placement (matching the first pay stub):		
End date of placement (matching the most recent pay stub):		
Hourly rate:	XX hours	
TOTAL COSTS OF PLACEMENT (The total gross salary Magnet used for your subsidy calculation, which was the salary paid during the eligible funding period)		\$XX
LESS: Employer's share		\$XX
TOTAL DUE (Approved Subsidy)		\$XX

HST # XXXXXXXX

Make cheque payable to: Your organization's Legal Entity Name (matching the name provided in the Registration Form)
If you have any questions concerning this invoice, contact Name, Phone, Email

COMPANY LETTERHEAD

Student Name: _____
Student Position: _____
Employee Number: _____
Total hours worked: _____
Hourly rate: _____

The total gross salary from <FIRST DATE OF PLACEMENT WITHIN ELIGIBLE FUNDING PERIOD> to <LAST DATE OF PLACEMENT WITHIN ELIGIBLE FUNDING PERIOD> is \$<XXXX.XX>.

 X _____

Name: _____
Position Title of Signatory: _____
Date: _____

Please note that the signatory must be a senior individual with delegated signing authority from the finance/accounting department of your organization. Please be sure to include the signatory's position title.

Program eligibility



To participate, employers must ensure compliance with the following SWPP+ terms:

- 🇨🇦 Be a registered Canadian business or not-for-profit organization located anywhere in Canada. Some exclusions apply. Please see the opposite page for a list of exclusions.
- 🇨🇦 Be committed to paying the student in full for the duration of the placement (the wage subsidy will be administered after receiving all supporting information and documents, including pay stubs, at the end of the placement term).
- 🇨🇦 Provide full- or part-time work opportunity at a minimum of 10 hours/week, for a minimum of 4 weeks up to a maximum of 16 weeks.
- 🇨🇦 Not recruit and retain friends or family members as participants to the wage subsidy program.
- 🇨🇦 Provide proof of student placement employment, start date, contract with participant, full wage and benefits of participant to Food Processing Skills Canada upon request

- 🇨🇦 Act in compliance with all federal, provincial and territorial human rights and labour legislation, regulations, and any other relevant standards, such as the Occupational Health and Safety Act and the Employment Standards Act in Ontario, and any similar legislation in other jurisdictions.
- 🇨🇦 Be covered by Workplace Safety and Insurance Board (WSIB) or alternate workplace insurance.
- 🇨🇦 Only submit applications for placements that are not subsidized by the federal government under another funding program.

Employers that are not eligible for SWPP+:

- 🇨🇦 Federal, provincial, territorial or municipal governments. Organizations which are extensions of a federal, provincial, territorial or municipal government, such as crown corporations, hospitals, and post-secondary institutions are generally not eligible.
- 🇨🇦 Major financial sector employers (see FAQs on pg. 16 for more information). Please note that this list of exclusions may not be exhaustive. FPSC reserves the right to amend eligibility criteria at our discretion.







How to apply to SWPP+

Applications may be submitted through the online portal at <https://swpp-fpsc.com/>. Click on the Employer log-in button, create an account and login.

Once logged in, you will find a link that mentions the **Student Work Placement Program - SWPP**. Please click the “Apply Now” box to be taken to the application portal.







While applications may be started before a student has been hired, applications will only receive conditional approval after an eligible


student has been hired and all required information and documents are submitted. Employers must ensure they and the student meet the eligibility criteria. When applying, please ensure you have the following information about the student:

-  First and last name
-  Email address
-  Phone number
-  Student number



Applicants must ensure that the employer and student meet the eligibility criteria.



-  Enrollment status (full-time, part-time)
-  Type of degree (bachelor's, master's, doctorate, university certificate/diploma, college/CEGEP certificate/diploma)
-  Program of study
-  Year of study
-  Post-secondary institution
-  Post-secondary institution contact information (if applicable)

-  Proof of enrollment (i.e. a document from the student's post-secondary institution indicating the student is registered in a program or course where a work-integrated learning component is part of their study plan, such as a co-op document, letter from school, etc. that clearly shows this information)

The following documents will also need to be uploaded:

-  Employment contractor letter
-  Proof of Canadian citizen, permanent resident or refugee status (accepted documents include government issued ID, such as a passport, birth certificate, permanent resident card, etc.; SIN cards & driver's license are not acceptable)

After an application is submitted, the student will be invited to complete the online student information form and sign the student agreement. Employers may collect the Student Agreement and upload the document when submitting their application, otherwise the student will be asked to submit the document when completing the student information form. Note: A signed Student Agreement is required for application approval.

When an application is granted conditional approval, the employer will be required to sign a recipient agreement and funds will be set aside for the wage subsidy. Employers are encouraged to review the Recipient Agreement and the terms of conditions contained therein prior to submitting an application.

01

APPLY

Simply complete the online application and assign an individual in your company as an Onsite Contact for the next steps.

02

REVIEW

Our team reviews your application and needs assessment survey and you confirm employer participation.

03

APPROVE AND COMMIT

Your application is approved and you receive an employer commitment letter and package for signing.

04

POST JOB/HIRE

You are ready to start! Employers post jobs and hire students, and onboarding sessions are offered by our team.

05

CONTRACT COMPLETION

After up to 16 weeks the employee commitment is complete and the wage subsidy is released to employers.



What you need to know using SWPP+

Q: What information about my organization do I need when I apply?






A: The following information will be required about the employer:

- 🇨🇦 Organization name
- 🇨🇦 Website
- 🇨🇦 Number of employees (0-99, 100-499, 500+)
- 🇨🇦 Business registration number
- 🇨🇦 Number of students hired by your organization during the prior federal fiscal year (from April 1st of the prior year to March 31st of the current year)
- 🇨🇦 Address
- 🇨🇦 Contact information

Q: What information about the placement do I need when I apply?











A: The following information will be required about the placement:

- 🇨🇦 WIL type (please see the CEWIL Canada website for definitions at: <https://cewilcanada.ca/>)
- 🇨🇦 Job title
- 🇨🇦 Job description
- 🇨🇦 Placement duration (in weeks)



-  Hours per week
-  Hourly wage
-  Address
-  Start and end dates
-  Supervisor name and contact information


Q: What information about the student do I need when I apply?

A: While applications may be started before a student has been hired, applications will only be approved after an eligible student has been hired and all required information and documents are submitted. The following information will be required about the student:

-  First and last name
-  Email address
-  Phone number
-  Student number
-  Enrollment status (full-time, part-time)
-  Type of degree (bachelor's, master's, doctorate, university certificate/diploma, college/CEGEP certificate/diploma)
-  Program of study
-  Year of study
-  Post-secondary institution
-  Post-secondary institution contact information

The following documents will also need to be uploaded:

-  Employment contract or letter
-  Proof of Canadian citizen, permanent resident, or refugee status (accepted documents include government issued ID, such as a passport, permanent resident card, etc.; SIN cards are not acceptable)

-  Proof of enrollment (i.e., a document from the student's post-secondary institution indicating the student is registered in a program or course where a work-integrated learning component is part of their study plan, such as a co-op document, letter from school, etc. that clearly shows this information)

Q: What happens after I apply?

A: Your application will be reviewed, and you will receive an email with further instructions.

Q: Can I apply for SWPP+ before hiring a student?

A: Employers may apply for SWPP+ before hiring a student. However, applications will only receive conditional approval after an eligible student has been hired and all required information and documents are submitted. Employers must ensure they and the student meet the eligibility criteria.

Q: Can I apply once for multiple placements, or do I have to submit one application per placement?

A: You need to submit a new application for each placement. However, you can save your organization information the first time you complete an application, so only the placement and student information will need to be filled out every time.

Q: Are placements that have already started or already ended eligible for the program?

A: Employers may apply for a retroactive wage subsidy for a placement in progress or a placement which already ended so long as the applicable term (e.g., Summer 2021) can still be selected in the online application. If the term is no longer available for selection, the application window has closed.

Employer Curriculum

SWPP+ is also supporting employers in building an exceptional workplace culture committed to continuous education. The SWPP+ employer curriculum has been developed for supervisors to grow in their positions and provide the maximum support to employee teams. Training is available at no cost for Canadian food and beverage manufacturing businesses.


Course List

1. Introduction to Emotional Intelligence – 2 hours
2. Interpersonal Relationships – 1 hour
3. Empathy at Work – 2 hours
4. Building Team Resilience (Coming Soon) – 4 hours
5. Build a Respectful Workplace – 3 hours
6. Supervise Employee Performance – 3 hours



#	Course Title	Description	Hours	LRF Stream
1	Introduction to Emotional Intelligence	This course will introduce the concepts, skills, and tools you need to develop to be more successful in the workplace. Emotional Intelligence skills are shown to contribute to 80% of your success with your career and life. People with high emotional intelligence are aware of their emotions and can manage feelings, impulses, communicate effectively with others, solve problems, and build rapport in tense situations. Emotionally smart individuals remain optimistic in the face of adversity, bounce up quickly from setbacks and strive to perform.	2	Emotional Intelligence Series
2	Interpersonal Relationships	An African proverb says “If you want to go fast, go alone. If you want to go far, go together”. While it is often easy to assume that going “solo” will make us more successful, the truth is that there is no such thing as a self-made person. As human history reminds us through our multiple cultural, social, economic and technological advancements, anything worth accomplishing has been made possible through and with others. Dreams, goals and work-related projects can be realized more successfully when we combine our unique strengths and talents with those of other people. This is why interpersonal skills, also known as Social Skills, are key to help us multiply our success in the workplace and life in general. These skills are one of the building blocks of emotional intelligence and are highly demanded in the workplace. Interpersonal relationships skills allow people to create and keep good and satisfying relations with others. Employees with strong interpersonal skills are highly valued for their personal leadership, pleasant positive demeanor, solution-oriented attitude and effective communication. Moreover, they are seen as team players who get along and work well with others to achieve organizational goals. The purpose of this course is to equip you with knowledge, tools and strategies that will help you strengthen your interpersonal relationship skills and leverage them effectively at work.	1	Emotional Intelligence Series
3	Empathy at Work	One of the key insights from emotional intelligence and research on successful people is that our own personal happiness depends heavily on our relationships with others. By tuning into the needs of other people, we enhance our own emotional well-being and physical health. This is also true in the workplace as people who are empathetic, and who foster trust and cooperative relationships are more likely to be engaged, productive and satisfied with their jobs. As a result, organizations can realize greater employee and customer loyalty and retention. Empathy is also the key to creating a meaningful life and making a real difference within and beyond the workplace. This is because empathy is a transferable skill that empowers us to do the right thing for others not only at work but also in our communities. The purpose of this course is to equip you with the knowledge, skills, and strategies to develop and employ empathy at work, which will help you cultivate better relationships and contribute to creating a more productive, inclusive, and satisfying modern workplace.	2	Emotional Intelligence Series

4	Building Team Resilience (Coming Soon)	The purpose of this Building Personal Resilience course is to provide employees with information, guidance, and tips on how to build their personal resilience in order to better manage stress, more effectively deal with challenging and adverse situations, and learn and apply strategies that improve their current and future life.	4	Supervisor Level 3
5	Build a Respectful Workplace	The purpose of this Respectful Workplace course is to help all levels of employees understand their personal responsibility for the creation of a respectful work environment, why this is beneficial to themselves and others, how to identify and respond to disrespectful behaviours, and how they can contribute to respect in the workplace through their personal actions and behaviours.	3	Supervisor Level 3
6	Supervise Employee Performance	Encourage positive work environment, motivate, schedule employees, conduct performance reviews, address performance issues, promote, mentor/coach	3	Supervisor Level 3



At the end of the 'Coaching for Success' course, supervisors will be able to use practical coaching skills and aim for peak performance through their actions.

Student Curriculum

SWPP+ is providing additional 'job ready' skills training for students so that they are fully primed for work-integrated learning success at your business. Training is available at no cost to your company for participating students in work-integrated learning. .

Course List

1. I AM FOOD – Introduction to the Canadian Food & Beverage Manufacturing Industry – 5 hours
2. Employer and Employee Expectations – 2 hours
3. Good Manufacturing Practices - GMP's – 2 hours
4. Food Safety Culture & You – 2 hours
5. Sanitation Level 1 – 2 hours
6. Workplace and Industrial Safety – 1 hour
7. Lock-Out Tag-Out (LOTO) – 1 hour
8. HACCP Fundamentals – 3 hours



#	Course Title	Description	Hours	LRF Stream
1	I AM FOOD - Introduction to the Canadian Food & Beverage Manufacturing Industry	I AM FOOD introduces participants to the Canadian Food & Beverage Industry and the greatest strength of the industry, the people who work within it. The Canadian food industry is the largest manufacturing sector in Canada. With enormous natural resources from coast to coast. Participants embark on a journey of discovery of how important the food industry is to Canada and all Canadians.	5	Foundation Level 1
2	Employer and Employee Expectations	Workplace expectations differ in every country. Canadian workplace culture expects individuals to be competent in speaking, listening, and socializing with other people; to know the etiquette of working harmoniously with co-workers and supervisors; and to understand and respect cultural differences in the workplace. Employees are also expected to know general business etiquette, how to dress for the production floor and the office environment, and their rights and obligations in the Canadian workplace. Being familiar with and meeting these expectations are important to job success and career advancement in Canada.	2	Workplace Essentials
3	Good Manufacturing Practices - GMP's	This course will provide you with the knowledge and skills to understand how GMPs support the safe manufacturing of food and how to implement GMPs.	2	Workplace Essentials
4	Food Safety Culture & You	<p>This course discusses the importance of following food safety procedures and practices when working in Canadian food companies, as these are part of food safety culture. It outlines the role of governments and food companies in protecting the food supply and identifies how consumers can be negatively affected by improper practices. It covers the important role food workers have in following procedures and telling supervisors and coworkers of food safety problems.</p> <p>Participants will learn the important role of food workers have in supporting their workplace food safety culture. By following food safety practices, food workers help their employer to protect the consumer, meet government regulations and address business needs</p>	2	Foundation Level 1

5	Sanitation Level 1	This topic provides food processing industry workers with the basic knowledge related to cleaning and sanitation. It defines the terms used; introduces how to handle, prepare, and store chemicals; briefly describes the cleaning and sanitizing steps; and highlights the importance of complying with regulations and policies.	2	Foundation Level 1
6	Workplace and Industrial Safety	The course reviews regulatory responsibilities for employees and employers, and the many proactive strategies employed to identify hazards, mitigate their impact and the associated Canadian federal and provincial regulatory requirements.	1	Foundation Level 1
7	Lock-Out Tag-Out (LOTO)	This course provides guideline for Lock out-Tag out or lock and tag. LOTO is a safety procedure which is used in industry and research settings to ensure that dangerous machines are properly shut off and not able to be started up again prior to the completion of maintenance or servicing work.	1	Foundation Level 1
8	HACCP Fundamentals	This course provides foundation level understanding of what HACCP stands for, the importance of HACCP, how HACCP is applied in the workplace and the role of every worker in a food safety culture. You will review the causes of food contamination with emphasis on the prevention of biological contamination and identifies and explains the seven HACCP principles.	3	Foundation Level 1

faq | FREQUENTLY ASKED QUESTIONS

+ Why SWPP+ for the food and beverage manufacturing industry?

If there is one thing for certain – people will always need food and it's central to the health and wellbeing of society! There is an incredible variety of jobs and lifelong careers available in the food and beverage manufacturing industry. Technology alone has opened up hundreds of different fields in the industry from chemical engineers, toxicologists, to enologists, and health and safety inspectors. Of course there are also the skilled trades, artisans, specialists in bakery, winemaking, brewing, dairy processing, meat production and so on. The industry has also prioritized workplace culture, production sustainability and CSR—all key to successful businesses.

There are so many career paths and levels of skill requirements on offer. SWPP+ is helping students narrow their career choices by providing real time experiences of industry jobs, and introducing employers to the next generation of leaders. We believe SWPP+ is essential to the industry in shifting perceptions and broadening the understanding of the career pathways available.

+ Are apprenticeships eligible for SWPP+?

No. Apprenticeships in a skilled trade are not eligible for TOP.

+ Can students be hired as a contractor or must they be on the company payroll?

Students must be on the employer's payroll, contractors are not eligible for SWPP+.

+ What is work-integrated learning (WIL)?

Work-integrated learning (WIL) is a model and process of curricular experiential education which formally and intentionally integrates a student's academic studies within a workplace or practice setting.

WIL opportunities that are eligible for student work placement wage subsidies include, but are not limited to:

 mentorship programs

 applied research projects

 co-op placements

 internships

 practicums

WIL experiences include an engaged partnership of at least: an academic institution, a host/ employer organization and a student. WIL can occur at the course or program level and includes the development of learning outcomes related to employability, personal agency, and life-long learning.

To learn more about the value of work-integrated learning visit www.CEWILCanada.ca

+ Are summer jobs eligible for SWPP+?

Yes. Summer jobs are eligible for SWPP+ so long as the student is satisfying a WIL component of the student's program or course of study.



+ Is there a minimum or maximum length for the placement, in weeks or hours per week?

Yes. A minimum of 10/hours week for part-time to a minimum of 35 – 40/hours week for full-time up to a maximum of 16 weeks. The maximum funding that can be received per placement is \$7,500 and is subject to availability.

+ Can post-secondary institutions apply for SWPP?

Yes and No! Educators are considered employers for Summer & Fall '21 and Winter '22 but we do not anticipate this to be the case for Summer '22 onward!.

+ What is a wage subsidy?

A wage subsidy provides financial reimbursement to employers who hire eligible job seekers.

+ How are underrepresented groups defined?

Women in STEM: refers to a woman registered and studying in science, technology, engineering, and mathematics (STEM).

Indigenous People: refers to people who reported identifying with at least one Aboriginal group, that is, First Nations, Métis, or Inuit, and/or those who reported being a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada, and/or those who reported they were members of an Indian band or First Nation.

Persons with disabilities: refers to an individual who has a difficulty or impairment due to a long-term condition or health problem and/or experiences a limitation in their daily activities.

Newcomer: refers to immigrants who immigrated to Canada within the last five years.

Visible Minorities: refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

FPSC's suite of e-courses will assist employers and students to prepare for a successful work placement and the start of a rewarding career.



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Heightened Biosecurity “Yellow”

These measures are in addition to your “Green” biosecurity procedures¹ and should be applied when there is a heightened disease risk or other threats in your region within BC.

Controlled Access Zone (CAZ)

- CAZ barrier should be closed at all times
- Restrict CAZ access to all unnecessary vehicles
- Establish a parking area outside of your CAZ
- Implement an “Essential Visitors Only” policy
- Avoid contact with all other avian (bird) and porcine (swine) species
- Avoid contact with all other poultry operations
- No mortalities and cull eggs to leave premise except on recommendation of a governing body (i.e. board/commission, veterinary, CFIA etc.)

Restricted Access Zone (RAZ)

- Keep doors locked at all times when the building is not occupied by personnel
- Closely monitor flock health for decreased feed and water intake, increased mortality, and unusual behaviour. Report any of the above to your Veterinarian and commodity board
- Clean and disinfect traffic area and access points after each egg pick up
- Minimize contact between commercial poultry and wild birds & wild bird droppings

Equipment

- All equipment and materials related to the production of poultry that enter or leave the CAZ, regardless of size or use, must be clean and disinfected

¹ These are not all of the BC Biosecurity Program requirements; please refer to your producer manual for more information. Note if your commodity’s On-Farm Food Safety Program requires more stringent biosecurity measures please follow them instead. The measures above are minimum requirements.