



Beyond Compliance

Building Frontline Competency in Food Manufacturing

Food Safety Summit • 2026

Bobby Carter | WorkForge | bobby.carter@workforge.com



MEET MIGUEL



Miguel

New hire. Motivated. Eager to do the job right.



WEEK 1

Every module completed.

Passes every quiz. His training file is perfect.



WEEKS 2–5

On the floor.

Clocked in, kept up, looked competent. Records still clean.



WEEK 6

Product hold.

Trace it back — the failure point is a step Miguel was 'trained' on.

Miguel isn't the outlier.

Miguel is the norm.

“Our people are really good at knowing how to *complete training*, but we aren't confident they are actually *learning anything*.”

THE PROBLEM

Food safety failures rarely stem from a lack of training. They occur when training **stops at compliance.**



The training was completed.
Records show 100%.



The audit was passed.
Documentation in order.



The failure still happened.
On the line, in the moment.

80%

of food recalls involve preventable human or process errors

60%

Higher injury rates in food manufacturing than in other sectors

61%

of manufacturers report a lack of skilled frontline workers

Compliance vs. Competence: They are not the same thing

Your training system served its purpose. The industry has changed.

COMPLIANCE

Did training happen?

- Worker clicks through a module
- Generates training completion records
- Measured by speed and coverage
- Built to satisfy audit requirements
- Answers: 'Did the training happen?'

VS

COMPETENCE

Can people do the work correctly?

- Micromodule builds knowledge quickly
- Interactive assessments demonstrate capability
- Manager verifies and captures OJT performance
- Designed for real-world conditions
- Answers: 'Can they do it on the floor?'

The Modern Frontline Reality

There are five forces reshaping the challenge of training food manufacturing workers today

1

High Turnover

40–60%+ annual churn means you're always onboarding, always at risk

2

Multi-Lingual Workforce

English-only training isn't reaching the workers who need it most

3

Tik-Tok Generation

45-min modules aren't being absorbed by today's generation of workers

4

Sharper Auditors

FSMA 204, GFSI, SQF want competency, not just completion records

5

Speed to Productivity

You can't afford a 90-day ramp. Throughput depends on fast, effective onboarding

SQF Edition 10 raises the standard.

Training records alone no longer demonstrate readiness. Auditors are now looking for evidence that workers can perform — not just that they sat through a module.



Demonstrated Competency

Evidence the worker can perform the task safely and correctly — not simply complete a course.



Role-Specific Pathways

Operators, sanitation, and maintenance each need training tied to the hazards they actually own.



Verifiable Evidence

Observation records, photos, and sign-offs that hold up under regulatory scrutiny.

How WorkForge closes the gap.

Five levers that move workers from compliance documentation to demonstrated competency — backed by what's actually working on the floor today.



1

Engaging Content

2

Cross & Up Skill

3

OJT Verification

4

Career Paths

5

Scalability

1 ENGAGING CONTENT THAT STICKS

Match the format to how the frontline learns.



Micro-modules

3–6 minute lessons in multiple languages, paced to how frontline workers actually retain information.



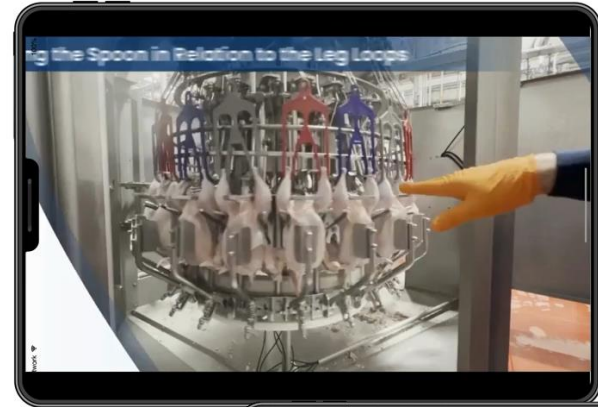
Custom Training Videos

Filmed inside your plant. Workers see their own line, their own equipment, their own processes.



Modern & Engaging

From 3D training to interactive assessments, modules are created to keep the learner engaged.



Food safety doesn't live in a silo.

A maintenance tech who understands sanitation principles. A line lead who can de-escalate. The operator who can communicate a deviation clearly. These are food safety outcomes too.



Compliance

GMPs, allergens, HACCP, food defense



Maintenance

Electrical, hydraulics, mechanical



Durable Skills

Communication, finance, teamwork



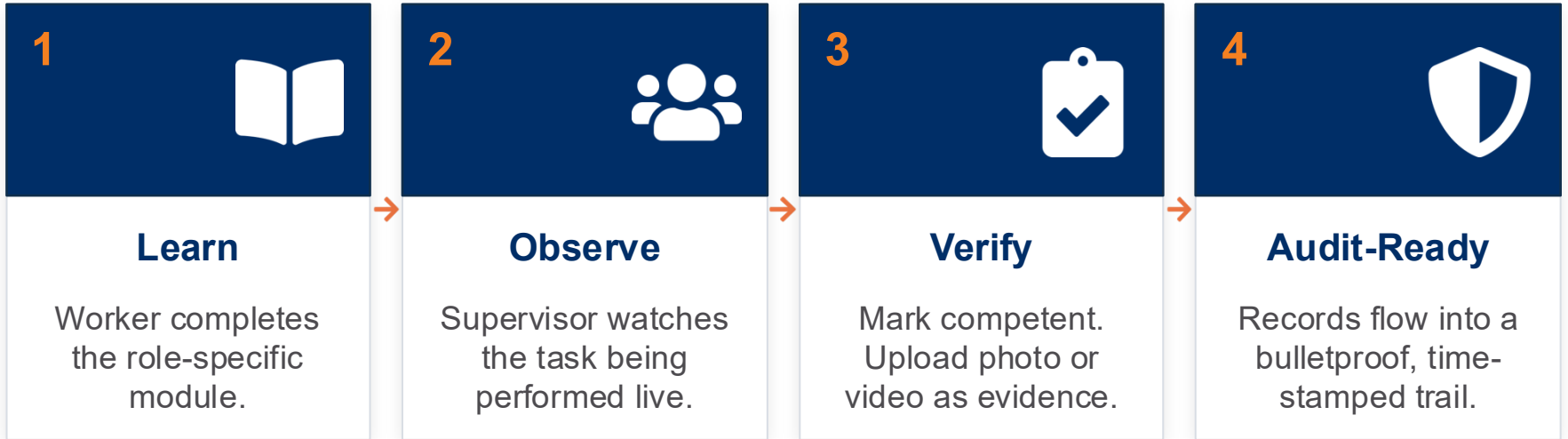
Leadership

Supervision, coaching, accountability

1,300+ courses & modules • one library, one login, one record

This is where compliance becomes competency.

Digital OJT checklists turn the supervisor's clipboard into an audit-ready evidence trail.



Be ready before the auditor arrives.

Integration with HRIS — UKG, ADP, Workday — enrolls new hires in the right path on day one, by role and language.

HIRE-TO-RETIRE, AUTOMATED



HRIS sync triggers enrollment



Site- and role-specific path assigned



Manager dashboard updates in real time



Audit log persists across the worker's tenure

Organization Learning and Development Content Example

WorkForge Food Safety		3 rd Party	Internal Docs
Food Safety Standards	Traceability	Back Injury Prevention	NEO
BRCGS	Food Facility Defense	Preventing Lacerations	Process 1
SQF 9 Food Safety Code	Food Fraud	Heat Stress	Process 2
Food Contamination Prevention	Environmental Monitoring	Fire Prevention	Machine 1
Food Allergen Awareness	Personal Protective Equipment	Stop Work Authority	Machine 2
Good Manufacturing Practices	Bloodborne Pathogens		Venomous Snakes Safety
HACCP	Safety Data Sheets		High Wind Safety
Corrective and Preventive Action	Globally Harmonized System (GHS)		
Approved Suppliers			

Grow into a system. Not out of it.

Many plants run training across SOPs in binders, videos on a shared drive, and printed sign-off sheets. Build your true single source of truth for all workforce learning.

BEFORE

The patchwork

- × SOPs in binders, hard to find at the line
- × Training videos scattered across drives
- × Third-party vendors for different departments
- × Sign-off sheets photographed for auditors
- × No single source of truth



AFTER

One source of truth

- ✓ Your SOPs hosted, searchable, on the floor
- ✓ Your videos and ours, side by side
- ✓ Content-agnostic — bring what you have
- ✓ Digital OJT, photos, audit trail in one place
- ✓ One login, one system, one record

Meet WorkForge.

The only training solution built exclusively
for food manufacturing — from hire to retire.

workforge.com

Structured Employee Development From Hire to Retire

Our solutions come together to support every stage of the employee lifecycle, completing a continuum of learning.



Onboarding

Equip new hires with essential safety, compliance, and role expectations from day one



New Skills Training

Address gaps with targeted, job-specific learning paths that link directly to advancement



Continuous Improvement

Develop cross-functional expertise to support career growth and operational alignment



Leadership Development

Prepare high-potential employees for supervisory and mid-level leadership roles



Transfer Knowledge

Capture and scale institutional knowledge from experienced workers before it's lost

Everything you need to train and grow your teams from hire to retire

Career Pathways

Off-the-shelf, food manufacturing-specific training pathways for operators, maintenance, sanitation, and leadership teams. 1,000+ courses available.

- ✓ Food Safety & Health and Safety
- ✓ Industrial Maintenance
- ✓ Sanitation
- ✓ New Employee Orientation

Custom Content

Purpose-built training modules for your proprietary processes, specific equipment, and unique plant environments. Video, gamification, voice-over.

- ✓ Proprietary SOPs
- ✓ OEM Equipment
- ✓ Multilingual
- ✓ Institutional Knowledge Transfer

LMS Platform

FDA-compliant, cloud-based learning environment configured to your workforce. Track competency, manage compliance, stay audit-ready.

- ✓ FDA Compliant
- ✓ Audit-Ready Records
- ✓ Skill Tracking
- ✓ Robust Integrations & Reporting

What competency-based training delivers on the floor

Three food manufacturers, three different problems, the same underlying shift:
from documentation to demonstrated capability.

2x

PRODUCTION INCREASE

LIFELINE FOODS

From 2,000 to 4,000 bags per shift after
rebuilding role-based training.

83%

EMPLOYEE RETENTION

PALERMO'S PIZZA

Now with a waiting list for second shift.
Competent workers stay.

63%

FASTER ONBOARDING

LEADING POULTRY PRODUCER

Saving roughly \$4,200 per new hire,
with stronger day-one readiness.



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Bobby Carter

bobby.carter@workforge.com