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| --- | --- | --- | --- | --- | --- |
|  | **Operational** | **Leadership** | **Maintenance** | **Processing** | **IT** |
| Operator | Ops 1   * Machine Choice within Team   **AND**   * Operator Level Technical and Foundational (Skill Card) | Leadership Level 1-Team Participation   * Participate with a Star Team or activity on your line. * See Richmond Functional Work Team Handbook for more details of level 1 leadership requirements. | Line Maintenance 1   * Basic Problem Solving * AM Foundations   **OR**   * Centerline Foundations * Basic Workplace Safety (BATC) * Hands-On Certification (See Appendix) | Processing 1   * Basic Oven Theory   **OR**   * Ingredients and Functions * Flour COA | IT 1   * TBD |
| Apprentice | Operational Safety   * Lock-Out Authorized User * Machine Lock-Out Audit * Job Safety Analysis * Must be completed before Apprentice pay can be authorized. | Basic Leadership   * Basic workplace skills expected of all associates. * Attendance 5 events or below (Acceptable to Operator level. * Flow to work as needed * Safe work behaviors as reflected by industry averages for incidents. * Meaningful or Exceptional Perform rating | Basic Maintenance  (Effective 8/1/16)   * ODR * Notifications |  |  |
| Production Worker | Basic Ops   * Complete Orientation, including Safety Training * Meet Cupping Standards L1, L2 or L4   **or**   * General production positions in Goldfish or Frozen. * Flow to work as needed. | Basic Leadership (Culture)   * Basic workplace skills expected of all associates. * Attendance below action level per policy. * Flow to work as needed * Safe work behaviors * Meaningful or Exceptional Perform rating |  |  |  |

**Skill Block Diagram- Operator Level**