|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **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**