



HAVE you VOTED!!!
AFPA's Funded Safety Association
Tom at x28 in the Calgary office to ensure your VOTE counts

How to Hire Foreign Workers Seminar
Ft. McMurray Nov 20;
Edm Nov 28
Red Deer Nov 29
Grande Prairie Dec 5
Calgary Jan 9
Lethbridge Jan 10
780-413-9570
bev@curriecom.com

AFPA's Meat Conference & Trade Show
February 16-18, 2007
Mayfield Inn Edm

AFPA Calgary
P 403-201-3657
F 403-201-2513

AFPA Edmonton
P 780-444-2272
F 780-483-7590

info@afpa.com
www.afpa.com

FRANK FALLWELL – HALL OF FAME

Despite what he modestly says, Frank is far more than just “a fish monger from Calgary.” Frank has given much to build & sustain provincial agricultural organizations such as the Agricultural Products Marketing Council, Growing Alberta & the Alberta Food Processors Association. Frank’s leadership at the Agriculture & Food Council led to one of the most successful & effective Canadian Adaptation & Rural Development (CARD) programs in the country. But it is as an ambassador of Alberta’s agriculture & food industry that he is at his finest. A skilled diplomat, he has the knack for building bridges between adversaries, across thorny issues & over major challenges. He has brokered creative solutions, forged innovative partnerships & solved seemingly insurmountable problems, by knowing how to get the decision makers in one room & creating an environment for positive dialogue. Frank Fallwell is a gentleman who has always worn his passion for Alberta’s agriculture & food industry on his sleeve – proudly & unabashedly.



SDI NEWS 50-50 FUNDING SUPPORT UP TO \$50,000 PER YEAR



Need an Incentive?

Year 4 for the Skills Development Initiative is now complete. Year 5 is now under way with the official dates being Sept 1, 2006 to Aug 31, 2007. You can find all the documentation necessary to submit your YR 5 Proposal on our web site at <http://www.afpa.com/hr/skills.shtml>. We welcome all proposals. If you have questions contact sandi@afpa.com or call 403-201-3657 x25



FOODSAFETY & QUALITY COURSES! <http://www.afpa.com/snq/train.shtml> or admin@afpa.com

The Spring 2007 course schedule will be available on the AFPA website soon. If anyone has specific course requests; location and dates, contact Jacci@afpa.com. AFPA offers customized in-house training for your organization so contact us today to find out what we can do for you! The AFPA website is also a great resource centre for individuals seeking training materials. If you can't find what you're looking for, give us a call & we'll do our best to assist you.

Workplace Health & Safety AFPA Your Certifying Partner <http://www.afpa.com/env/>



The 2007 Spring Course Schedule will be available shortly.....stay tuned!
For more info, Tom Shindruk 403-201-3657 x38 or tom@afpa.com

FOOD PROCESSING DAYCARE FEASIBILITY PROJECT TO START

We have struck an agreement with AB Human Resources & Employment to work together on the feasibility study for the project - looking at who the partners will be, partnership arrangements, the placement of the site, size of the site, target clients, implementation strategy. Janet in Calg x22 for more details.

IF YOU EXPORT TO JAPAN.....

Updated Japanese policy regarding MRLs & changes to the list of permitted food additives. melody@afpa.com to have the document sent to you.

Driven by Degree

Look at us.
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Alberta Environmentally Sustainable Agriculture Program

The processing based component of this program provides cost sharing grants to agri-food processors to support projects involving:

- Water and energy conservation
- Waste treatment and reduction
- Environment management

For more information contact:

Jimmy Yao

Tel: (780) 980-4868

Toll free in Alberta by calling 310-0000

E-mail: jimmy.yao@gov.ab.ca

Web: <http://www.aesa.ca/> (click 'processing')



NEW AFPA MEMBERS

Consider these companies when making your purchasing decisions!



- ✚ Ronald A. Chisholm Limited www.rachisholm.com 416-967-8229 Leader in foreign worker recruitment; assistance with government applications, recruitment, screening & settlement.
- ✚ JB's Sausage Maker Supplies 306-359-6500 www.jbsausagesupplies.com Sales, service provided to both wholesale & retail in sausage making industry & meat packing industry.
- ✚ Hunt Food Services Ltd. 403-242-8054 Assisting small-medium sized companies develop, implement & verify food safety programs.
- ✚ Inner Garden Wheatgrass www.innergardenwheatgrass.com 780-432-3424 Grows fresh wheatgrass, sunflower; diakon radish; broccoli & buck wheat. Producer of frozen wheatgrass juice
- ✚ Medicine Hat Meat Traders 403-527-0088 Jerky; sausages; salamis; assorted beef & pork cuts.
- ✚ Nature's Essential Garden www.naturesessentialgarden.com 403-823-8664 All natural bath & body products.

For more info www.afpa.com/mem/directory.cqj

2007 ALBERTA WAGE & SALARY SURVEY UNDERWAY

Employers can contribute valuable info by accessing the survey at WWW.alis.gov.ab.ca Findings from the survey can be used by industry / employers to identify positions that might require additional retention & recruitment strategies & to determine competitive pay rates. The survey reports wages for full & part-time employees in Alberta by occupation, geographic area & industry group. This info will help Albertans make career & education plans & help organizations estimate the cost of doing business in Alberta & develop effective public policy on skill shortages.

You can access the most recent wage & salary info at

<http://www.alis.gov.ab.ca/wageinfo/Content/RequestAction.asp?format=html&aspAction=GetWageHomePage&Page=Home>

The AFPA/AHRE partnership continues to look for innovative ways to provide value added services to AFPA members. AHRE has developed a 12 year strategy that focuses on the attraction, retention, information & development of Alberta's workforce. In conjunction with AFPA, AHRE will be offering in house seminars relevant to the retention of staff. If you are interested contact Mike at AFPA 403-444-2272 x 222.

**Euro Smart
Food Tour
2006**

October 20 - October 28, 2006



Over 20 agrifood specialists attended the Innovators Euro Smart Tour last week. Highlights of the trip included attending SIAL, an international food tradeshow, showcasing broad consumer trends. One of the themes at this year's show was wellness, reflected in a myriad of products ranging from baby formula to power drinks. We also visited **Packforum**, Cryovac's permanent customer care centre, specifically designed to bring food processors, packers & retailers together to discuss, evaluate & test latest marketing, merchandising & packaging techniques for enhanced performance & competitiveness. Here we saw the "Durfresh" patented technology that has revolutionized the popular category of chilled ready meals in Europe by allowing a product to be steamed in its own tray with a plastic cover that expands when heated.

We also visited a number of super & hypermarkets offering a wide range of food & non-food products at very attractive prices. The products reflected the trend in food purchases in Europe: more working women, better traveled consumers, more income to spend on premium products, demand for indulgence, the insistence upon provenance (consumers want to know about their purchases - where it comes from, who made it and how good it is) very few branded products on shelves, a seeking of health & convenience thru the week & opulence on the weekend.

In each city on the tour, Paris, Amsterdam & London, we visited 3 or 4 hypermarkets that sell everything from bikes to cheese. In the retail realm, the UK is the most advanced European market, with one of the most sophisticated & advanced private label markets in the world. Very few branded products are found on the shelf. The private label business, with its 4 categories of offerings (no-frills, best, better & premium) are expected to continue to grow. Product entry into the UK supermarkets is not easy to achieve. Reflecting the consumer trends above, the largest growth segment is chilled ready meals. Unique in his category of chilled ready meals, because it is a branded product, sold at the up-market Waitrose chain is Bighams, founded about 10 yrs ago & still run by the creative Charlie Bigham. Bighams produced chilled ready meals, produced each day, fresh & ready for consumers to buy on their way home. He has over 30 types of offerings. A visit to his plant to see his "chefs" as he calls his workers, in action was a case study in how to run a very manual plant, employing mostly immigrants right. Bighams product offering, his human resources strategy & his manufacturing process are of interest to a number of AB companies, specifically, three which are working with AFPA in offering new types of take home meal solutions.

More tales of Euro Smart to come. For more info about the next Euro Smart tour & tours to Argentina & Brazil check out www.theinnovators.net. If you would like any additional info on the trends in Europe or contacts, call Janet at 201 3657x22 Watch for an article on HR best practices in the December digest.

PROVINCIAL NOMINEE (PN) PROGRAM

While the PN program does not directly bring in a foreign worker, it does speed up the permanent residency immigration process for a foreign worker already brought to AB temporarily by an employer. An application from the employer & the foreign worker with the appropriate training & experience & a guaranteed job offer from an AB employer, are both reviewed by PN staff who then may nominate the applicant to the federal gov't for processing. www.alberta-canada.com/immigration.

Toll-free Foreign Worker Information Line

Experienced Alberta Economic Development staff are available Mon-Fri to answer questions on the immigration process. 1-877-427-6419 within Alberta or (780) 427-6419 outside Alberta.

AFPA's MEAT Committee presents

Meat Industry Convention & Trade Show

Feb 17-18, 2007 - Mayfield Inn Edm.

Exhibitors' Information Package available at <http://www.afpa.com/opp/meatTS05ex.shtml>
melody@afpa.com or ph; 403-201-3657 x21

ONLY a few booths LEFT – reserve yours today!

DELEGATES' information packages available at <http://www.afpa.com/opp/meatTS05del.shtml>

WIN a TRIP for TWO to VEGAS plan to ATTEND the Sunday Night Banquet!!