



FEASTival of Fine Chefs – tickets.....
Sept 19 Edmonton

Save the Date!
International Livestock Congress – Oct 2
Calgary
www.ilccalgary.com

AB Ag & Food presents
Fundamentals of Lean Manufacturing
Oct 10 Leduc
Oct 11 Airdrie
Jim.cooper@gov.ab.ca
Or
Cory.nybuck@agfoodcouncil.com

Food Processors' Business Mixer
RISK CHOICES – RISK MANAGEMENT
October 17 Leduc
Jim.cooper@gov.ab.ca
for more info.

AFPA Calgary
P 403-201-3657
F 403-201-2513
100w, 4760-72 Ave.
SE
T2C 3Z2

AFPA Edmonton
P 780-444-2272
F 780-483-7590
14916 – 128 Ave.
T5V 1A6

info@afpa.com
www.afpa.com

Plant Floor Supervisory Training - 65% sold in Edm, Red Deer & Calgary

Ask people why they left a job & you often hear they had a problem with their supervisor or co-workers. Supervisors are instrumental in creating a good work environment, motivating & inspiring front-line employees & boosting both productivity & retention. Supervisors who really know what they're doing can get the right people to stay with a company.

"If you're a good hockey player, it doesn't make you a good coach," says Calgary learning & health promotion consultant Pat Fryers, who has facilitated the 5-day training course offered by AFPA. "People move into supervisory roles because they're good at their jobs, but they need specific training. What do you know about the people you're supervising? How do you instill loyalty & good behavior? This 5 day course provides lead hands & front line supervisors with a practical knowledge & skill based course to help them work more effectively in their roles.

Fall 2007 Schedule

Calgary Sept 11, 18, Leduc Nov 8, 15,
25, Oct 2, 9 22, 29, Dec 6

Red Deer Oct 4, 11, Lethbridge Oct 16,
18, 25, Nov 1 23, 30, Nov 6, 13

5 days of training - \$595
Cost underwritten by Alberta Agriculture and Food



FOODSAFETY & QUALITY

ONLY OFFERINGS LEFT IN 2007 SO DON'T MISS OUT:

- HACCP I – Calgary Nov. 26-27
- HACCP II – Calgary Nov. 28-30
- HACCP III – Edm. Oct 23-24
- Sanitation & Pest Control – Calgary Sept 19
- Sanitation: Verification & Validation – Calgary Sept 20
- ISO 22000 Food Safety Management System – Edm. Oct 3
- Lean for Food Processing – Edm Oct 4
- HACCP for On-line Supervisors Edm Oct 25
- Managing Allergens – Calgary Nov 5-6
- Nutritional Labelling – Calgary Nov. 1 & Edm Nov. 9

Certified Auditor (ASQ) – Dec. 4-6 Edm

For our complete course schedule & registration forms:
<http://www.afpa.com/snq/train.shtml> or
admin@afpa.com



Workplace Health & Safety
<http://www.afpa.com/env/>



Tom 403-201-3657 x28 or tom@afpa.com

- Incident & Accident Investigation Sept 11 Calgary
- Hazard Assessment Sept 25 Calgary & Sept 24 Edmonton
- Internal Auditor Training Oct 9-10 Calgary
- Internal Auditor Training Oct 18-19 Edm
- WHMIS Train the Trainer Nov. 6 Calgary Nov. 9 Edm
- Internal Auditor Refresher Nov. 27 Calgary Nov 23 Edm

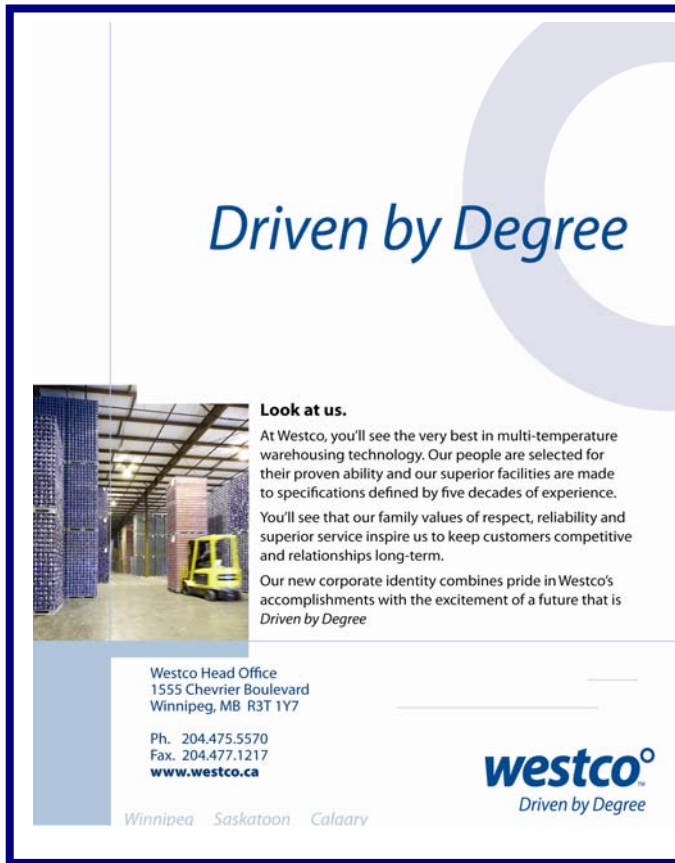
Complete course schedule is available on line
<http://www.afpa.com/notesatt/00359-1.pdf>

There has been a steep jump in inquiries about the Partnerships Program & several employers are now preparing to achieve the Certificate of Recognition (COR). There have been 6 new organizations that we met in this regard. Many employers do not realize how much money they are leaving with WCB by not having a COR.

Call us to discuss this or contact your WCB Rep & do the math, you could be getting from 5% to as much as 20% back from WCB.

The AEII Audit of AFPA Workplace Health & Safety has been completed & the report should be forthcoming this month. We will report on what improvements are needed & these will be implemented. The new Quality Assurance Manual has been completed & needs final review by AEII & then we will go to print. Should any employers want a copy, it will be available electronically later this fall. Contact – Tom 403 201-3657 x28 or tom@afpa.com Have a "SAFE" autumn.

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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!



- ✚ 3M Canada Company 604-463-8374 www.3m.com leader in food microbiology industry.
- ✚ Alchemy Systems LP 702-658-4231 www.alchemysystems.com provides innovative, solutions for learning & training management.
- ✚ Arusha Pet Foods 780-455-3647 www.arushapetfoods.com manufacturer of premium quality raw cat & dog foods
- ✚ China Enterprises Overseas Development Center (Canada) Corp. 604-233-0488 foreign workers
- ✚ Langford Foods Limited 403-933-5017 www.lanfordfoods.com specialty bakery products & garden preserves.
- ✚ Layfield Poly Films Ltd. 780-451-7238 www.layfieldgroup.com extrudes & converts quality polyethylene film & packaging products
- ✚ Westkey Graphics 403-640-2500 www.westkeygraphics.com one stop printing company.

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

Food Processing Corporate Financial Management -
COBRA Workshop – OCT 2-3 CALGARY
Measuring Profitability & Financial Risk

Join us for an exciting 2-day workshop. Every business needs to do financial planning & budgeting. Learn how you can do the following with the COBRA program:

- Financial ratio analysis, risk assessment & rating

- Business change assessments; Historical trend analysis; Monthly cash flow planning; Cost of production & pricing analysis; Budgeting – annual & multi-year

Only \$75 for 2 days of training. Email melody@afpa.com

Job Fair – Philippines – Nov 2007

Spots are limited. No charge to employers for booth space or signage. There is funding for 50% of the airline ticket & per diems of \$200/day for participating employers (funding may be limited to 1 per employer). The purpose is to hold an overseas job fair in the Philippines to attract suitable foreign workers to careers in Alberta's primary agriculture & food processing. For employers interested contact Chris Slade (519) 395-2422 or Janet at AFPA . Each employer will be provided with a booth & "customized sign" free of charge. We are expecting at least 1000 prospective candidates will attend the job fair.

We are also planning 2 exploratory trips to 2 new English speaking countries. Need 1 employer to come on each trip. The countries that we are considering include: Sri Lanka, Trinidad & Tobago, Jamaica, Guyana, Madagascar & Mauritius. If employers have others countries that they wish to explore, we can do this as well. The only condition is that the general population of the country can speak basic English.

With the introduction of the AFPA Industry Standard for English, many employers are worried that traditional recruitment sources such as Ukraine, Mexico, China & El Salvador are no longer as attractive. They are fully aware that any Provincial Nominee Candidate (PN) that fails to meet the Industry Standard must be provided with costly employer-paid English in the Workplace training courses. Employers are therefore re-thinking their source-country recruitment strategies. Employers who participate on this exploratory trip will receive 50% subsidy of airfare & a \$200 per diem per day. For more info call 519 395 2422 Chris Slade.

Canadian Language Benchmarking project

Alberta Employment, Immigration & Industry is working with AFPA on a new Occupational English Standards project, to be completed in Sept, that aims to set benchmarks for the levels of English required to effectively work in various industries, including food & beverage processing.

This could be especially important to employers who hire temporary foreign workers who wish to apply under the Provincial Nominee program, by creating a scale of requirements, companies can match training to those requirements. This would ensure foreign employees are able to perform their jobs safely & effectively. It could help them become Provincial Nominees & that, in turn, could keep them with a company longer, reducing turnover & adding stability to the workforce.

General Mills Seeks Innovative Canadian Food Products & Technologies

In collaboration with the Consulate General of Canada in Minneapolis & one of Canada's National Centres of Excellence, the Advanced Food & Materials Network (AFMNet), General Mills through its World Innovation

Network (G-WIN) is seeking external partners with innovative food products & technologies that will be complementary to its brands & lines of business. Categories of interest include: baking products; cereal; frozen vegetables, pastries, pizzas and snacks; refrigerated and frozen dough; shelf stable meals, meal kits, soups, and side dishes; snack bars, fruit snacks & salty snacks; organic soups, cereals & snack bars; yogurt & soy beverages. There is no specific deadline for submission, as G-WIN is an ongoing effort.

To submit a patented technology to the G-WIN, visit www.generalmills.com/WIN. To ensure each submission receives the most appropriate response, we recommend that you forward electronic copies of each submission to both partners, AFMNet & the Canadian Consulate in Minneapolis (at the email below). All initial submissions to the G-WIN are on a **non-confidential** basis. If you have questions contact AFMNet prior to submission.

For other inquiries contact:

Advanced Food & Materials Network
Paul Truscott 519.822.6253 x56520

paul.truscott@afmnet.ca

Consulate General of Canada in Minneapolis

Murray Hardie 612.492.2913

murray.hardie@international.gc.ca

General Mills 763.764.4946

AFPA in partnership With  Alberta Employment, Immigration and Industry

Today's labour market presents a number of challenges for business & industry. Alberta Employment, Immigration & Industry (AEII) offers 2 programs that may help industry attract and retain employees.

The Labour Market Partnerships (LMP) program focuses on human resource development in the workplace & labour market adjustment strategies. The program offers organizations the opportunity to partner with AEII & develop projects/programs to address common labour market needs.

The Workforce Attraction & Retention Partnerships (ARP) program is intended to assist small & medium-sized employers & employer associations. One of the key objectives of this program is applying & testing innovative tools, techniques & processes within the workplace to attract & retain workers.

Questions about participation in these programs can be directed to ARP contact Alisa Neuman at Alisa.Neuman@gov.ab.ca; LMP contact Sheila Harrison at Sheila.Harrison@gov.ab.ca or your local AEII office. Additional info is also available on AEII's website at <http://employment.alberta.ca/cps/rde/xchg/hre/hs.xsl/3105.html>.