



**Jack Trach of Klondike Foods our Industry Builder Award recipient – Join us to celebrate!**

AFPA's Annual Meeting & Industry Builder Award June 17 Edm Fantasyland Hotel registration  
<http://www.afpa.com/notesatt/00437-1.pdf> followed by the Golf Classic

### FEASTival of Fine Chefs

September 17, 2008  
Tickets are **SOLD OUT!**  
Contact Melody in the Calgary office to be added to the wait list or a potential release of additional tickets in June.

### **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](mailto:info@afpa.com)  
[www.afpa.com](http://www.afpa.com)

### FOODSAFETY & QUALITY

We continue to offer on-site training:

- ◆ 2 day course condensed version of HACCP I & II. Is great for supervisors, production staff & QA. We can customize it to meet your facility's requirements.
- ◆ HACCP for On-line Supervisors – 1 day course.
- ◆ Foodsafety Training for Production Employees – 4 hours in length & covers Good Manufacturing Practices (GMP's), Sanitation & safe handling of food.

For complete course schedule & registration:

<http://www.afpa.com/snq/train.shtml> or [admin@afpa.com](mailto:admin@afpa.com). The Fall course schedule will be available in June

### Preventing Allergen Cross Contamination in Your Plant

May 28-29 in Edm

Speakers will include the Canadian Food Inspection Agency & for the 1<sup>st</sup> time, reps from Health Canada, the Allergy Asthma Info Assoc & 3M Canada

### Workplace Health & Safety

<http://www.afpa.com/env/>



Call 403-201-3657 x28 or email [tom@afpa.com](mailto:tom@afpa.com)

Upcoming Course:

- ➔ WHMIS Train the Trainer May 15 Calgary
- ➔ Internal Auditor Refresher (Re-Certification) May 28 Edmonton; May 30 Calgary

### SKILLS DEVELOPMENT INITIATIVE (SDI)

Only 5 months left to submit your claim.....The deadline is Oct 15, 2008. Submit your claims as you complete each initiative to ensure quick payment & avoid the year end crunch.

Funding for this project is provided by:

Alberta Agriculture and Rural Development

### **AFPA Golf Classic June 18**

8am shotgun!

Blackhawk, Spruce Grove

Registration at:

<http://www.afpa.com/notesatt/0430-1.pdf> or

[melody@afpa.com](mailto:melody@afpa.com)

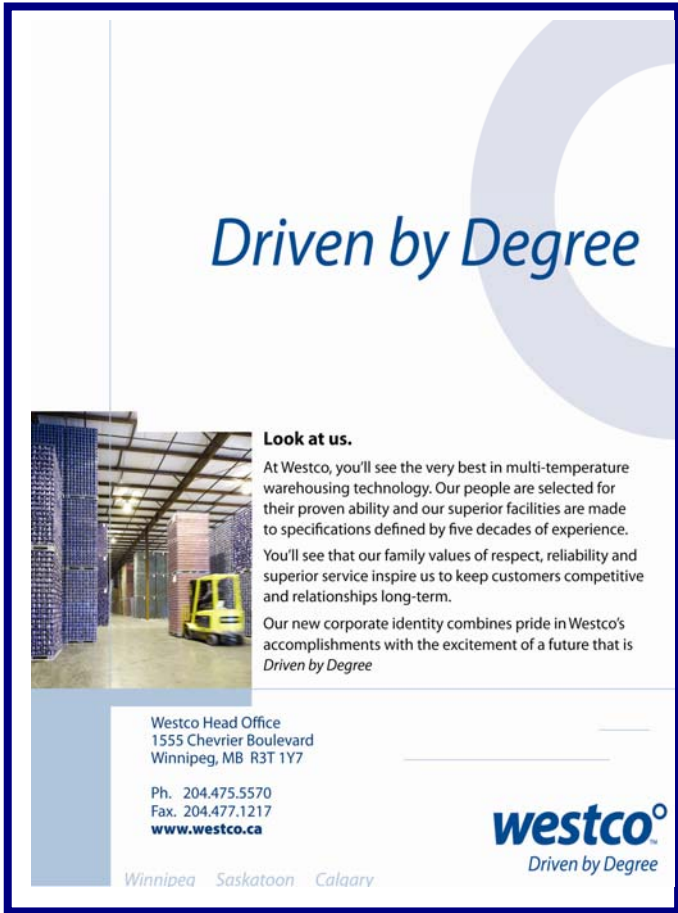
a few spots still remain!

Guy Kerr, President & CEO, WCB – Alberta & David Wismer, Assistant Deputy Minister, Labour Standards & Workplace Safety present Tom Shindruk of AFPA the WCB rebates for 2007.



**CONSIDER JOINING THE AFPA BOARD OF DIRECTOR? OR NOMINATE SOMEBODY YOU KNOW**

<http://www.afpa.com/notesatt/00438-1.pdf>



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**Workplace Essential Skills Training Program**

A Request For Proposal (RFP) exists under AE&I Workplace Essential Skills Training Program to improve the workplace essential skills of employed Albertans. This RFP is open to any employers, industry or training providers. This posting closes May 30<sup>th</sup>.

The Workplace Essential Skills Training Program is intended to assist eligible employers who do not have the capacity to act successfully on their own to address workplace essential skill issues. Projects must include: 1 or more employer(s) & a training provider & AE & I. AE&I is particularly interested in approaches involving multiple employers. As a partner, AE&I will provide leadership & support to the project, become a potential funding agent (up to \$100,000 per training project) & monitor project progress.

For more information visit:  
<http://vendor.purchasingconnection.ca/Oppportunity.aspx?Guid=7EB0D1F1-EBEC-4532-861E-7B8368B00829>



## Welcome New AFPA Members

Consider these companies when making your purchasing decisions!

- ✚ Grande Prairie Bison Co. – 403-215-2320 [www.grandeprairiebison.com](http://www.grandeprairiebison.com) dedicated to providing the best tasting bison products while ensuring that the bison are raised naturally and humanely.
- ✚ Jet Label & Tape – 780-440-5135; [www.jet-label.com](http://www.jet-label.com) Flexo press allows us to print labels, tags & tape to almost any specification or size.
- ✚ Performance by Design – 703-250-9690 [www.performance-bydesign.com](http://www.performance-bydesign.com) Management consulting firm dedicated to helping leaders maximize performance
- ✚ Southern Alberta Language Assessment Services – 403-328-4811 [www.salasltd.ca](http://www.salasltd.ca) Lethbridge based business that provides English language assessments for immigrants, refugees and foreign workers.

**For more info [www.afpa.com/mem/directory.cj](http://www.afpa.com/mem/directory.cj)**

**FUNDING AVAILABLE TO NON-FEDERALLY REGISTERED FOOD PROCESSORS!**

Alberta Agriculture and Rural Development (ARD) is pleased to announce that the Agricultural Policy Framework – Food Safety Initiative (APF-FSI) Funding Program will continue for another year. More funding

toward the implementation of food safety measures has been made available. AFPA's food safety courses are eligible for funding! For more info, or to obtain an application form, call (780) 427-4054 or [www.agric.gov.ab.ca/aha](http://www.agric.gov.ab.ca/aha)

## **FOOD RETAILERS CAN TRAIN TO A NATIONAL STANDARD FOR FREE!**

**National Occupational Standards (NOS)** developed by the Canadian Food Industry Council (CFIC), food retailers now have a **free** tool to help identify training gaps & establish consistent & thorough performance expectations on which to base reliable training.

Food retail employers now have a benchmark for performance in food industry occupations & can improve their formal training practices to better compete for Canada's best & brightest people.

For employers, this translates into improved productivity & competitiveness, better human resources planning & increased internal mobility of labour as a by-product of identifying transferable skills.

NOS for "Retail Meat Cutter" & "Floral Clerk" are available to download! Also available are sample job descriptions & performance evaluation forms. Standards for the positions of baker & cake decorator will be available by summer 08 & deli clerk in spring 09.

[www.cfic-ccia.ca/en/training\\_development.asp](http://www.cfic-ccia.ca/en/training_development.asp) to access them online. For further info: **Michael Sloan** [michael@cfic-ccia.ca](mailto:michael@cfic-ccia.ca)

## **CAN-DO CHECKLISTS & ENGLISH IN THE WORKPLACE (EWP) FILE**

An increasing number of food processors in Alberta are seeking to address the challenges of a very tight labour market by bringing in workers under the federal Temporary Foreign Worker (TFW) Program. Sometime between 6 months and 2 years after commencing work, the employer can nominate the employee to stay permanently in Canada under the Provincial Nominee Program, provided they meet certain criteria that include a minimum level of English language proficiency: a Canadian Language Benchmark (CLB) Level 4 for Speaking, Listening & Reading & CLB 2 for Writing.

These benchmark levels have 2 key implications for employers: First, if employers wish to nominate these employees for the PNP, they need to make sure that the workers they bring to Canada arrive with at least a CLB Level 2 in Speaking, Listening & Reading & Writing skills at a CLB 1 or 2, in order to have a reasonable chance of meeting the criteria within 2 years. Second, employers need to provide top quality English as a Second Language (ESL) instruction to make sure every classroom minute counts in moving these workers closer to that target of English language proficiency.

AFPA is responding to this growing need with 2 practical resources:

1) The **Can-Do Screening Interview Package** is a frontline resource for individuals who go overseas to interview candidates for the Temporary Foreign Worker program. Modeled after the CCLB Can-Do Checklists which describe what someone at each benchmark

should be able to do in English, this interview package can be used to determine if candidates are at least in the range of CLB 2-3 or higher & who therefore have a reasonable chance of meeting CLB 4 within 2 years. This package will be tailored for the food industry & will include interview questions, reading & writing tasks as well as clear administration guidelines for use.

2) The **English in the Workplace Curriculum File** is a resource for instructors teaching ESL to Temporary Foreign Workers. This file of lesson plans, teaching tips, games & related teaching materials will be based on sound principles of ESL instruction & teach English language skills through topics that workers deal with everyday on the job, such as: safety, equipment, tools, teamwork, HACCP, GMPs.

AFPA is pleased to be partnering with the consulting firm of **Hammond & Associates Inc.** to develop both resources. Karen Hammond & Tara Holmes will develop the Can Do Interview Package. Karen will also lead a team of ESL professionals in developing the English in the Workplace resources. Work on both projects will commence in the coming month, with a target completion date of March, 2009.

Funding for this project is provided by:

 Alberta Agriculture and Rural Development



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