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The official magazine of the Alberta Food Processors Association



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IN THIS EDITION of *AFPA in Action* we are celebrating success stories. The companies profiled in this edition are a small representation of the strength and perseverance that the food and beverage processing industry demonstrates daily.

AFPA too has an enviable track record. We are Canada's longest serving provincial food and beverage processing organization. Throughout that time, we have continually asked ourselves how can we be of benefit to you, our valued member? The answer is through stronger member support via our programs and services.

I am proud to say that in the past year AFPA has shown leadership in creating programs that truly support more of the needs of our industry. Some of our members have told us they could not find workplace health and safety training for team members who can't travel great distances to attend training. AFPA responded; we now offer on-site training and assessments to ensure a company's entire staff is safety conscious.

Since we are the only provincial food and beverage association who is also a certifying partner, we are flexible enough to offer training in a cost-efficient manner. We have helped our members earn tens of millions of dollars in Partnerships in Injury Reduction (PIR) rebates.

AFPA has identified an opportunity to reduce the complexity members face in exporting to China. We've partnered with Express Trading Canada (ETC) an Edmonton-based company that provides complete export and brokerage services, including purchase contracts, shipping, warehousing and delivery scheduling. ETC is currently working with a handful of AFPA members to get their

products onto the kitchen tables of China's growing middle class.

AFPA's sustainability program LEAP (Leveraging Efficiencies, Accelerating Profit) had great success in 2017! Focused on the business case value of environmental process improvements, LEAP supports industry in leveraging these opportunities, helping to increase productivity, reduce costs and directly grow company's bottom lines. The program has delivered many workshops and programs to more than 100 companies and in May, we hosted "The New Face of Agri-processing Conference," in which about 100 or so attendees learned from more than a dozen leading sustainability experts.

Time is in short supply. Few of us have the luxury of getting out of the office to attend training or educational seminars. That's why AFPA is growing its online educational support through Webinar Wednesdays. Starting with topics on social media and marketing (another new endeavour for AFPA), we plan to add more webinar topics that meet the other areas of business we have yet to explore.

We say AFPA meets all your food safety needs; training, consulting and gap assessments. This year, we're proud to say about 300 people worked with AFPA to receive training on all Global Food Safety Initiative (GFSI) standards. AFPA helps members reduce their costs to implement programs and minimize lengthy travel time to attend out of province training.

This past year has been one of great change but AFPA's mission will never change. We remain a strong and effective voice for food and beverage processors and we work closely with all three levels of government to reduce costs, eliminate barriers to productivity, build business and help you grow. We are united in this effort with provincial and national associations and industry partners who help us

generate solutions to some of your biggest challenges.

Through this consistent effort, AFPA has helped grow our industry to rival the petroleum manufacturing industry; the food processing industry is now worth almost \$15 billion a year and employs more than 22,000 people. And through this effort we will continue to grow this industry even more. AFPA exists to support you in this goal. As always, I am happy to sit down over a coffee to learn how AFPA can meet your needs.



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That's the Idea!



Uncovering new efficiencies by asking for employee input is saving Crust Craft Inc. dollars and time.

EDMONTON-BASED CRUST CRAFT INC. was opened in 1989 as a high-capacity bakery specializing in retail and food service clients across Canada.

Out of its 34,000 square-foot facilities, Crust Craft prides itself on its ability to bring together modern, state-of-the-art technology and time-honoured, artisanal baking techniques in order to create consistent, top-quality, cost-effective products, customized to fit the specific needs of its customers.

The Crust Craft team is united by dedication and integrity, whether that is solving problems or celebrating success. This unity is bolstered through Crust Craft's in-house Continuous Improvement initiative, which began a little over a year ago. With a focus on employee engagement, the company is striving to uncover new efficiencies and ways to eliminate unnecessary waste.

"What we are trying to do is improve in all areas and give everybody a better understanding of how we do things at the company," says Sunny Chem, Co-ordinator, Continuous Improvement Action (CIA) Team at Crust Craft. "We are doing this by seeking out ideas from our employees on the shop floor."

The backbone of this Continuous Improvement initiative is the use of formal, five-minute breakout sessions referred to internally as "huddles." Crust Craft sees these huddles as an important tool required to help raise the level of worker engagement throughout the company. By setting aside time each day for employees to gather, the issues affecting workplace productivity are brought forward through discussions, generating ideas for potential solutions.

The huddles themselves follow a very formalized system, where employees have the

opportunity to talk about departmental issues and how those issues align with Crust Craft's chief performance indicators, goals and company mission. The information gathered around huddle-boards then helps the leadership group and management team gain a better handle on what's happening on the front line through having a greater understanding of where the company can find improvements.

The tone of engagement stemming from the Continuous Improvement initiative has drastically evolved over time. In the beginning, employees were uncertain and shy when it came to contributing to the huddles but now, one year later, these huddles are often being run by those same employees from the production floor. Participants have bought into the purpose of the initiative, seeing in it a safe place to suggest ideas for productive solutions.

Participants have bought into the purpose of the initiative, seeing in it a safe place to suggest ideas for productive solutions.



Crust Craft Inc. combines state-of-the-art technology with time-honoured artisanal baking techniques.

“The feedback that we have received has been very positive,” says Chem. “Employees want even more engagement, want to hear more about what was going on in the plant, and are very excited about having their voices heard. We even now see employees outside the trained CIA Team speaking out on the issues of safety, quality and key performances.”

Crust Craft has already reaped the benefits from its Continuous Improvement initiative. The huddles have generated up to 400 actionable ideas, at the rate—on average—of at least

one good, actionable idea every day, with no sign of this pace slowing down. In addition, the ideas that are being put into use are beginning to result in real monetary dividends for the company.

“It’s not about having the biggest or the best idea,” says Paul Flesher, President. “An idea can be as simple as, ‘Why do we store the broom here instead of 10 feet over there?’ And while moving that broom might seem like a small idea, every step we can save also results in saving the company money.”

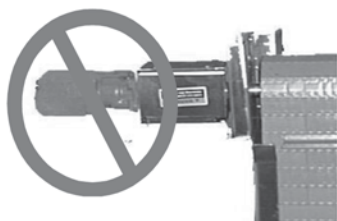
The success found thus far from the Continuous Improvement initiative has inspired Crust Craft to commit it into the company’s culture, long-term.

“We want to make this initiative part of our DNA—to the point where we are able to run it in our sleep,” says Flesher. “We are going to continue working hard on getting everyone on board, getting employees engaged as fast as possible so that we can start picking their brains for better ways to do our jobs.”

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Service Success



“The customer is right”

is always true for UniPac Packaging Products Ltd.

THE NAME OF Edmonton-based UniPac Packaging Products Ltd. can be a bit misleading. While it may say “Packaging” in the title, the company does much more than that.

Founded by Hans Smit in 1977 and incorporated in 1978, UniPac has slowly grown itself to expand across the country with Smit opening new locations, first with Richmond in 1984 and then another in the Mississauga area a few years later. In addition, UniPac also maintains a network of sales representatives throughout Canada, focusing on meeting the needs of the three main geographic regions: east, west and the Prairies.

When UniPac first started out, Smit made sure to be involved with the local community butcher shops and delis, working alongside them to better understand their needs. He quickly came to realize that one of the main problems the smaller shops were having was sourcing the products they needed in order to meet their customers’ orders.

“These shops found themselves going to five or 10 different suppliers just trying to get the product they required and it was very difficult for them to co-ordinate everything,” says Lyle McDermid, President at UniPac Packaging Products Ltd. “This is when Hans

Smit stepped in, looked at the situation, and said, ‘All these people need a one-stop shop.’ So, that’s what we became.”

UniPac today is a national distributor-based operation that mainly serves the meat processing industry; whether that is beef, pork, poultry, or seafood and fish. The company’s primary lines all revolve around consumable products or those products used to make other items. As such, the company carries a wide assortment of products, from natural and artificial casings used for making sausages, to the netting and clips used in ham production, to blended ingredients and spices.



UniPac’s warehouse stocks a huge range of industry-specific products.

Additionally, as its name suggests, UniPac is also involved with packaging products, carrying basic vacuum bags, trays, shrink bags, and films for its automated customers.

"We do have competition for what we do and many of our competitors are very good, which is nice because it keeps us on our toes," says McDermid. "But very few of them carry the breadth of products that we have here at UniPac. We may go up against someone who sells natural casings but they might not sell much of anything else. I consider us to be the true destination in Canada for everything that's needed for the processing of meat products."

UniPac also differentiates itself from its competition by striving to provide the very best customer service in the business. While many companies will pay lip-service to the old adage, "*The customer is right*," UniPac works daily to instill that phrase into everything they do, even on those occasions when the customer may be wrong.

"We understand that the customer won't come back if they don't trust you," says McDermid. "There is never any need to get into a fight with a customer over a problem because that problem will never get solved and it will only get worse. We know that we're better off just accepting fault and the customer will come back."

And while the processes might be different for larger companies than they are for smaller companies, UniPac treats all customers as

"I consider us to be the true destination in Canada for everything that's needed for the processing of meat products."

having value and handles all concerns with the exact same degree of sincerity. It is not uncommon to see UniPac sales representatives showing up on-site, rolling up their sleeves, and getting involved with the processing in order to better identify potential issues with a product.

"We like our sales personnel to be available and not just working out of an office," says McDermid. "Our staff are close to the customer and are in the neighbourhood. So, if a customer is having a problem, we head down there as soon as we can to see what's going on and then we do something."

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Go for Growth



Chris and Tracey Chivilo started the company in 2007.



Courtney Bishop and Wes Reid grading samples at the head office in Innisfail.

Sales of \$5 million exploded to \$130 million, but that doesn't mean this family-owned company has taken the feeling out of the business.

FOUNDED IN THE spring of 2007 by Chris and Tracey Chivilo, W.A. Grain & Pulse Solutions is an Innisfail-based grain processing and trading company that has demonstrated incredible growth in its 10 years of operation. The company was recently ranked both on the Profit 500 list of Canada's Fastest Growing Companies and Alberta Venture's list of fastest growing companies in the province.

Chris and Tracey Chivilo started the company to primarily buy and sell export quality peas, both green and yellow varieties. In the beginning, it was just a small two-person operation selling to a small number of

customers, with the Chivilos doing all of the work on their own; from loading up railcars to accounting and making the sales. In that first year, the company sold about 15,000 metric tonnes of peas, about 3,000 metric tonnes of cereals, and shipped approximately \$5 million in sales.

Little did Chris and Tracey know at the time how much things would change.

W.A. Grain & Pulse Solutions' volumes have increased every year they have been in business and, as a result, the company has expanded tremendously from its humble beginnings. After focusing the company's efforts on direct export in 2012, W.A.

Grain & Pulse now owns five locations in Alberta and Saskatchewan, with an additional 20 facilities through 3rd party contracts.

Although it still handles grains and oilseed, the company now places a higher priority on pulses which are shipped to more than 50 countries around the world, primarily China, India and the Middle East. In the 2016-17 year, W.A. Grain & Pulse's revenue was more than \$140 million in sales and the company shipped well over 250,000 metric tonnes of product. In a little more than a decade the company has grown more than 1,600 per cent.

“Raj Selvraj, who’s in sales at W.A. Grain, approached Chris with the idea of doing direct export into India and eventually convinced him that it would be beneficial for the company. And it turned out to be the right decision.”

“The growth of the company wasn’t in the initial plan and both Chris and Tracey were comfortable with how things were operating with just the two of them,” says Christian Chivilo, Domestic Sales Manager. “The direct export program that really pushed the growth for the company came out of the blue. Raj Selvraj, who’s in sales at W.A. Grain, approached Chris with the idea of doing direct export into India and eventually convinced him that it would be beneficial for the company. And it turned out to be the right decision.”

It has been said that success can change a person but, in spite of its growth, W.A. Grain & Pulse has stayed true to its core values

and remains a family-oriented company that sees its employees as more than just workers. Much of this can be attributed to the company’s culture. The business maintains a tight-knit feel among its 65 employees and each of its offices has a close crew that maintains a family atmosphere.

“The team that we have has been so loyal to the company that we’ve been able to keep the family-vibe intact,” says Chivilo. “Even if you’re not in the company by direct relation, you’re still considered family at some level...as corny as that sounds.”

W.A. Grain & Pulse is grateful for the valuable work that AFPA has done on its

behalf over the years, appreciating that the association has been able to help broaden the scope of what the company is able to accomplish.

“AFPA has been great in terms of opening our eyes to the food processing industry of Alberta,” says Chivilo. “AFPA has provided us with opportunities to meet others in the industry and to see how the food processing industry is growing. You never want to internalize and just focus on what your own company is doing—you want to see what’s happening in the industry and see what you can learn from others, and AFPA has been hugely beneficial in that regard.”

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FEASTival Festivities

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Chefs create scrumptious options, with each year bringing an entirely new and unique line-up of possibilities. All ingredients are grown and/or processed in Alberta and participating establishments only find out what their ingredients are 24 hours before the event. They are then tasked with planning, organizing and

preparing a four-course meal consisting of soup, appetizer, entrée and dessert.

Throughout the evening, a silent auction is held, with all proceeds going to support the Stan Ballard Endowment Fund. This fund supports up-and-coming chefs.

See you next year, September 19, 2018!



Thank you **FEASTival** Committee for Another Great Gala!

AFPA thanks the FEASTival committee for their tireless efforts. Every year, you make us better!

Left to right: Ashish Bhatnagar, Edmonton Marriott at River Cree Resort; David Whitaker, NAIT School of Hospitality and Culinary Arts; Sandy Jacobsen, Marketing Services Plus; Chris Short, Committee Chair, NAIT School of Hospitality and Culinary Arts; Lori Menshik, Full Course Strategies; Kevin Melnychuk, Sofina Foods Inc.; Dana Mettlewsky, GFS Canada; Jerry Dubuc, SYSCO; Melody Pashko, General Manger, AFPA; Simone Demers Collins, Alberta Canola Producers; and Marvin Karenko, Heritage Frozen Foods.





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Established in 1986 to support educational activities for Alberta apprentice chefs, the fund supports scholarships that are given out each year to SAIT, NAIT and Lethbridge College students enrolled in the Culinary Arts program. This year's NAIT recipients are pictured here, with Lori Schmaltz, MNP (far left) and Alberta's Energy Minister, the Honourable Margaret McCuaig-Boyd (far right).



**Thank you to everyone who donated
auction items and supplied food
and beverages. Your contribution is
much appreciated!**



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Supporting Industry as it LEAPs Towards the Benefits of Sustainability

AFPA's sustainability program LEAP (Leveraging Efficiencies, Accelerating Profit) has had great success in 2017!

To-date the program has delivered:

- YYC Waste By-law Information Session
- Carbon 101 Workshops
- Carbon 201 Workshops
- The New Face of Agri-processing Conference
- Advanced Industry Progress Session
- Money Down the Drain Workshops
- YYC Organics By-law Information Session
- LEAP Collaborative Pilot Project
 - > Bringing industry together to support one another as they identify and implement environmental process improvements (EPIs).

- LEAP is developing industry partnerships. LEAP has partnered with these great organizations and is an active member in the sustainability space of Canada's food and beverage sector:

- > National Zero Waste Council
- > Provision Coalition
- > Canadian Centre for Food Integrity
- > City of Calgary Waste & Consumption Working Group
- > Alberta Innovates
- > Alberta Agriculture & Forestry

LEAP is currently developing future programming for 2018-2020. Please feel free to reach out with ideas or comments on what you would like to see. Our goal is to support our members and industry as they find business value in EPI.

Learn more at www.afpa.com.

The New Face of Agri-Processing: Growth and Innovation in the New Green Economy

With over 100 attendees, AFPA's first ever LEAP conference in May was a huge success, showcasing the economic value of sustainability in all areas of the business, including: strategy, risk, public trust, productivity, waste, marketing, supply chain and finance.

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STARTING UP MORE than four decades ago in High River, Alberta, Highwood Distillers first operated under the name “Sunnyvale” before the name changed over in 1984 to better reflect the spirit of the famous river that flows nearby. And although the Highwood sales team currently works out of offices in Calgary, the distillery itself continues to thrive and grow in High River.

Highwood grew from a boutique alcohol producer using locally grown wheat and grains, along with Rocky Mountain spring water, to where now, 43 years later, the company has become a significant global producer of Canadian whisky. Today, the company produces over 300 products—from vodka and whisky to a variety of liqueurs—and ships the equivalent of 800,000 standard cases of product each year; up from 60,000 cases per year just 20 years ago.

Highwood ensures that its whiskies begin with small batch distillation which is then carefully monitored while aging in charred oak barrels that adds another element of complexity to its products. The individuality of each whisky is born from fine distillation and blending unique to each brand and, as such, a great deal of attention is given to the selection of grain choices.

“We take immense pride in our whisky offerings—especially our White Owl Whisky—for smoothness,” says Barry Wilde, President at Highwood Distillers Ltd. “In the alcohol beverage industry, we separate ourselves from the

competition by providing quality and value; the best in Canada.”

The company’s whisky products have been internationally recognized and Highwood continues to explore opportunities in expanding their brand in the U.S. and Asia, as well as further across Canada. Highwood currently enlists a sales and marketing force of 22 people, throughout Canada.

In November of 2005, Highwood Distillers purchased Potters Distillers Ltd., British Columbia’s only distillery at that time, and expanded their portfolio with over a dozen new established brands. This move helped to essentially double the company’s business, establishing Highwood Distillers as Canada’s largest independently-owned distiller.

In 2013, heavy rains brought catastrophic flooding to the High River region and Highwood’s distillery was impacted with significant damage and loss. One of the major buildings had nearly a metre of muddy water covering the floor, with equipment toppled throughout the facility and nearly 40,000 cases of ready-to-ship product wasted because of the damage; yet it was not long until Highwood was back up and running.

“The rebuild process was quick and we had a dedicated crew of 70 people working around the clock to return us to business within six months,” says Wilde. “It was a painful time for Highwood



Distillers, although it did allow for the replacement of all materials, and finished products.”

Highwood markets itself primarily through the support of festivals, shows and professional men’s and women’s curling bonspiels and sporting events where its products are served. It’s also featured at Calgary Flames hockey games, as well as at the chuckwagon racing at the Calgary Stampede and other events throughout Alberta.

Highwood management feels strongly about supporting the communities that have, in turn, helped support them over the years by giving to national and international charities. “Highwood is Alberta-made and proud of it,” says Wilde. “With that, we also take a lot of pride with our charitable contributions. Heritage Park remains our choice of charities, where their annual Shindig attracts up to 500 people for a day of rodeo, dinner and rides on the midway.”

Highwood Distillers also greatly values the benefits provided to it by AFPA, crediting the association for the hard work it does on behalf of Alberta’s distiller industry.

“AFPA has been, and remains a strong supporter within Alberta,” says Wilde. “The support they give allows us to move ahead on many projects that help to enrich manufacturing in the Alberta environment.”



Barrels of liquor are stacked to the ceiling at Highwood Distillers’ warehouse in High River.

3M ■ Trusted, Compliant and Accurate Solutions

3M ENDEAVOURS to apply Science to Life in order to try to make it better, easier, and more complete. 3M is a company of 89,000 curious minds, focused solely on the task of generating breakthroughs by embracing the creativity and taking the risks required to innovate.

With head offices in St. Paul, Minnesota, the company has been in business for more than a century and operates around the world with sales in more than 200 countries. 3M Canada is a subsidiary of the parent 3M Company and is headquartered in London, Ontario with about 1,500 employees across the country.

Food manufacturers and food science reference labs who desire to better protect their customers and consumers from food-borne illnesses, as well as their brands, often turn to 3M Canada's Food Safety Division, whose goal is to provide technology that advances companies in their journeys to improve food quality and safety.

"Our role in the supply chain is to be the sales and marketing organization

for the business in Canada," says Jorge Arroyo, Business Manager Food Safety Division at 3M Canada. "My 11-person team works hard to develop the market, support the customer, and understand their needs while providing the products they desire."

3M Canada's Food Safety Testing offers trusted, compliant and accurate products and solutions that are partnered with relevant education, training and technical support. 3M Canada delivers on products that are backed by

The 3M Clean-Trace Hygiene Management and Monitoring System.



This MDS (Molecular Detection System) can detect and identify pathogens.

proven science and a set of broad regulatory approvals. This helps to differentiate the company's products from many of the alternatives on the market that are slower, more labour-intensive and less accurate, with limited support and education.

Three 3M products that are commonly used within the food manufacturing industry—and would be perhaps best known—are:

The 3M Clean-Trace Hygiene Management and Monitoring System, including swabs, is state of the art luminometer equipment and monitoring software designed to check for the presence of adenosine triphosphate (ATP) to verify cleaning effectiveness. The swabs are pre-moistened to aid in sample collection and are simple to learn and use, providing a tool that helps to assess and improve hygienic performance and reduce risk.

Companies worldwide trust 3M Petrifilm Count Plates, which provide a significantly more sustainable alternative to traditional agar tests for quantitative microbial indicator testing of food and beverages. This product has been demonstrated to reduce waste by 66 per cent as the plates are sample-ready, eliminating the time-consuming step of preparing agar dishes.

The 3M Molecular Detection System (MDS) tests for pathogens through an innovative combination of unique technologies—Isothermal DNA Amplification and Bioluminescence Detection—in order to provide a solution that is fast, accurate, easy-to-use and affordable. MDS offers the flexibility to conduct up to 96 tests in a single run with results available in just over an hour.



3M Petrifilm Count Plates.

Broadening its food safety offering, last September 3M was proud to announce that it had acquired Elution Technologies, a Vermont-based manufacturer of test kits that enable food and beverage companies to help ensure their products are free from potentially harmful allergens, such as peanuts, soy or milk.

"Elution Technologies is a company with one of the most comprehensive lines of allergen testing kits available to industry," says Arroyo. "This acquisition has expanded 3M Food Safety's existing total protein tests; adding more than 30 allergen-specific testing kits in both lateral-flow and ELISA (enzyme-linked immunosorbent assay) formats."

3M Canada is proud of its involvement with AFPA, seeing it as an important tool in improving the company's ability to connect with stakeholders in the Alberta food processing industry.

"AFPA provides a way of reaching out to a very important sector of our market," says Arroyo. "Just recently, we hosted a customer Food Safety symposium in Calgary where we worked closely with AFPA to market the event and to help better educate its members."





Workplace Safety in an Ever-Changing World

AFPA IS THE FOOD and beverage processing industry advocate and leading safety resource for the continuous improvement of workplace health and safety. It is our mission to assist companies in achieving their safety goals, and help them attain or maintain their Certificate of Recognition (COR) by providing practices, evaluations, training, support, advice and more.

Safety competence...something new coming soon!

As part of upcoming changes and improvements to the OH&S Code and PIR/COR Standards, organizations will have to evaluate and determine the competency of their workers. Safety competence can best be described as the combination of training, skills, experience and knowledge that a person has and their ability to apply them in order to perform their job or related tasks safely. Other factors, such as attitude and physical ability, can also affect someone's competence level.

Competency-based training, including courses offered by AFPA, is a form of occupational worker training that requires the learners to demonstrate their ability to perform defined, concrete skills related to essential

H&S performance objectives established by the organization in conjunction with OH&S compliance and PIR standards.

Call AFPA to learn more about this new compliance requirement. It takes effect **January 1, 2019**.

Safety success in a competitive marketplace

Companies that enjoy success have strong values and a clear purpose while their business strategies endlessly adapt to an ever-changing world.

These companies are generally very competitive and are proud COR holders. Call AFPA to discuss how we can assist in your journey to a successful health and safety management system. It's good business, and quite simply "good for business."

Farm and ranch safety update

The formal OH&S review of Alberta farmers and farming operations, as part of the new *Farm & Ranch Act*, is now complete. Final recommendations were submitted to the province as part of the overall review to renew the Alberta OH&S system and will be incorporated into the new issue of the *Alberta OH&S Act, Regulations and Code*, expected in early 2019.

AFPA Workplace Health & Safety Training and Development

AFPA offers industry-specific certified health and safety courses to assist you in meeting or maintaining your compliance requirements within the Partners in Injury Reduction (PIR)/COR process. AFPA also offers various elective courses to further enhance your existing health and safety management systems or to provide professional development opportunities.

COR Training includes:

- H&S Program Building (two days).
- Hazard Assessment & Control (one day).
- Roles and Responsibilities for Managers/Supervisors (one day, refresher **every three years; recommended for anyone who directs the work of others by any title, especially now with all the OH&S changes coming**).
- Incident Investigation (one day).
- Internal Auditor (two days).
- Internal Auditor Refresher (one day, **every three years**).

Elective Courses (half day):

- Understanding Office Safety.
- Fatigue Management.
- OH&S for Dummies **paired with** Performing Proper Inspections.
- JH&S Committees (**one day**).

All courses can be facilitated on-site, and you can fill the room. For more course information, details or registration contact the AFPA office.

Important Dates and Upcoming Events

The Alberta Occupational Safety Auditors Association Workshops February and June of 2018

AFPA encourages industry auditors to attend. Call AFPA for more information on how to join the AOSAA and for details on the workshops. It's a place for auditors to meet, discuss, receive updates from the province and propose changes to the function of safety auditing or within the COR auditing process.

Day of Mourning

April 28, 2018

NAOSH Week (North American Occupational Safety & Health)

May 2018

The Canadian Society of Safety Engineering (CSSE) Conference & Tradeshow

September 16-19, 2018

Niagara Falls, Ontario

This new legislation will provide for safer workplaces and farms with the following aspects: Hazard Assessments, Tractor Safety, Heavy Equipment Safety, Trailer Safety, ATV Safety, Exposures, Confined Spaces, ERP's, Child Safety, Rural Roadway and Driver Safety.

From the farm right to your valued customer's table, worker health and safety is critical!

New! Food & Beverage Health & Safety Officer (F&BHSO) designation

AFPA recently introduced the F&BHSO designation for those individuals wishing to achieve formal recognition for their efforts

and commitment to workplace safety in our industry. This designation is similar and follows the same basic principles and foundational requirements as the ACSA's NCSO or the MHSA's MSO designations.

To obtain the F&BHSO designation candidates must complete (or have previously completed) all five AFPA COR courses, plus challenge the exam (80 per cent) to obtain this designation.

To maintain a designation you must take professional development courses as well as a refresher course and pass an exam.

Contact the AFPA office for additional information.

WHMIS to GHS transition (WHMIS 2015)

Your organization should be well into the planning, if not strategically implementing your transition from WHMIS to GHS. Everyone in your organization will have to receive updated WHMIS 2015 training, including your office staff, sales, etc. This can seem like an overwhelming endeavor, after all, it must be completed by December 2018.

To assist our members, AFPA has developed a handy WHMIS to GHS Transition planning guide.

Visit www.afpa.com and look under the "Resources" tab for more information. 🌸

Members are Talking - Book Now!

"This is a great on-site course with a very personable and knowledgeable instructor. His background in our industry makes it easy to relate to everyone who is attending the training. The material covered related directly back to what we do here every day. Great job!"

– Jordan, Cargill Foods

"The instructor elaborately explains requirements, is open to questions and gives clear answers. The instructor's personality definitely makes students feel comfortable and like they want to learn."

– Peter/Merv, Sons Bakery

"The group activities and discussions are great in these courses; everyone is always sharing good points about safety and it truly involves everyone at every level."

– Rueben, GFS

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AFPA Food Safety Training Dates: 2018 Schedule

Register online at www.afpa.com!

AFPA can meet all of your food safety needs: training, consulting and gap assessments. Training can be taken at one of the public offerings, or you can request on-site training at your facility. AFPA members receive member rates!

AVOID disappointment and register for these courses as far in advance as possible!

COURSE	CITY	Start Date	AFPA Member Rate	Non Member Rate
HACCP I: Prerequisite Programs	Calgary	February 5-6	\$895	\$1,100
HACCP II: Developing Your HACCP Plan	Calgary	February 7-8	\$895	\$1,100
BRC Internal Auditor	Calgary	February 15-16	\$895	\$1,100
FSPCA Preventive Controls for Animal Food	Edmonton	February 21-23	\$1,220	\$1,425
Implementing SQF Systems Course	Calgary	March 5-6	\$895	\$1,100
Internal Auditor: SQF	Calgary	March 7	\$675	\$795
BRC 3rd Party Auditor	Calgary	March 12-16	\$2,200	\$2,400
CanadaGAP Auditor Training	Calgary	April 9-13	\$2,200	\$2,400
Introduction to Food Safety & HACCP	Edmonton	April 23	\$675	\$795
HACCP I: Prerequisite Programs	Edmonton	April 24-25	\$895	\$1,100
HACCP II: Developing Your HACCP Plan	Edmonton	April 26	\$895	\$1,100
Understanding the Requirements of FSSC 22000, V 4	Calgary	May 8-9	\$895	\$1,100
FSPCA Foreign Supplier Verification Programs (FSVP)	Calgary	May 10-11	\$895	\$1,100
BRC Understanding the Requirements	Calgary	May 15-16	\$895	\$1,100
Canadian Ingredient Labelling	Calgary	May 23	\$975	\$1,150
Canadian Nutrition Labelling	Calgary	May 24	\$975	\$1,150
U.S. Food Labelling Under the FDA	Calgary	May 25	\$1,050	\$1,200
Implementing SQF Systems Course	Edmonton	July 23-24	\$895	\$1,100
Internal Auditor: SQF	Edmonton	July 25	\$675	\$795
FSPCA Preventive Controls for Human Food	Calgary	August 13	\$1,220	\$1,425
BRC Implementing the Standard	Calgary	September 11-12	\$895	\$1,100
Developing Your Environmental Monitoring Program	Calgary	September 24	\$975	\$1,150
Listeria Hazard and Control	Calgary	September 25	\$975	\$1,150
Verification & Validation of Your Food Safety System	Edmonton	September 18	\$675	\$795
Principles of Internal Auditing	Edmonton	September 19	\$675	\$795
Documenting your Food Safety System	Edmonton	September 20	\$675	\$795
Introduction to Food Safety & HACCP	Calgary	October 16	\$675	\$795
Verification & Validation of your Food Safety System	Calgary	October 17	\$675	\$795
Documenting your Food Safety System	Calgary	October 18	\$675	\$795
HACCP Refresher Training	Calgary	October 19	\$375	\$450
HACCP I: Prerequisite Programs	Lethbridge	October 15-16	\$675	\$795
HACCP II: Developing Your HACCP Plan	Lethbridge	October 17-18	\$675	\$795
Principles of Internal Auditing	Lethbridge	October 19	\$675	\$795
BRC Internal Auditor	Edmonton	November 22-23	\$895	\$1,100
SQF Practitioners Bundle	Calgary	November 26-30	\$2,200	\$2,400

Customize Your Course!

If you don't see the location, date or course you are looking for, call us to book a customized course or to discuss requesting a date for a public offering.



Contact Melody Pashko,
General Manager
Tel: (403) 201-3657, ext. 21
E-mail: melody@afpa.com



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The courses are provided in partnership with SafetySync, which is powered by Google Translate to help your company's diverse population work easily and successfully through your online safety program.

Now, all Food Safety Training courses can be translated into one of 53 languages listed by Google Translate in the SafetySync software.

For further information, email foodsafety@afpa.com or call 403-201-3657, ext. 21.

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For more information on services and partnering opportunities:

Alberta
Government

Food Processing Development Centre

Phone: 780-986-4793
www.agric.gov.ab.ca/fpdc

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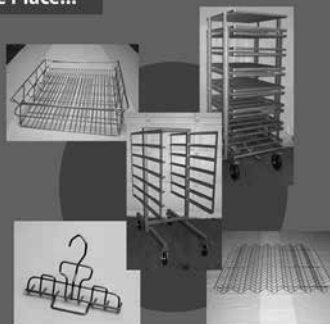
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