



Canada's Best
Diversity
Employers 2008

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Alberta-Pacific Forest Industries Inc.

Employer Description

Alberta-Pacific Forest Industries Inc. (ALPAC) is a leading producer of kraft pulp used in the manufacture of a variety of paper products. The company's pulp products are used around the world in the manufacture of writing and printing grade papers, commercial printing papers, glossy photograph and specialty papers, corrugated paper products, and hygienic tissue papers.

Established in 1993, ALPAC is located in the Athabasca-Lac La Biche region approximately 200 kilometres north of Edmonton. The company operates the largest single-line, bleached kraft pulp mill in North America, operating within a 5.8 million hectare forest management area in northeastern Alberta. ALPAC has been recognized within the industry for its many industry leading environmental initiatives and recently announced a \$40 million upgrading and modernization program to at the Alberta facility.

Established: 1990 **Full-Time Employees:** 455 **Employees who are women:** 25% **Of managers:** 12% **Employees who are visible minorities:** 12% **Of managers:** 3%

ALPAC was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ establishing a Director of Aboriginal Affairs role to establish relationships with and recruit new employees from neighbouring Aboriginal communities
- ▶ operating an Aboriginal apprenticeship program to hire and develop new Aboriginal employees

Recruiting Aboriginal Employees

ALPAC recruits Aboriginal employees from local communities through job fairs and community-based human resources development organizations. The company also manages an in-house apprenticeship program designed for Aboriginal candidates. ALPAC pays for tuition fees and tools, in addition to providing full pay and benefits for eight Aboriginal apprentices. Apprentices also receive an additional living allowance until they complete their post-secondary program.

"It is satisfying to work for a company that provides team members with opportunities and a positive work environment."

- Terry Littlechilds, Heavy Equipment Technician

ALPAC also provides apprenticeship opportunities to young Aboriginal high school students through the Alberta Government's Registered Apprenticeship program. Candidates are permitted to begin their apprenticeship training at ALPAC while they complete their high school diploma.

"ALPAC is very committed to developing trades people through apprenticeship positions. The opportunity provided by the company is only one part of it the other is the mentorship of experienced team members who help apprentices progress through their training."

- Alex Pruden, Welder

