

Register For The Managing The Hispanic Workforce Conference

UNIVERSITY PARK (Centre Co.) — Managing Hispanic employees requires a unique set of skills. Agricultural and horticultural employers can enhance their abilities in this area by attending the upcoming conference on Managing the Hispanic Workforce.

Conference dates are quickly approaching. Pennsylvania's conference will take place Jan. 28 and 29 at the Holiday Inn in Grantville. New York's conference will follow on Jan. 30 and 31 at the Canandaigua Inn on the Lake in Canandaigua, N.Y.

Building on the success of the 2001 conference, the 2003 conference features a dynamic program and nationally prominent speakers. Jorge Estrada, president of Leadership Consulting International in Washington State, and

Angelo Mino, president of Summit Consulting Services in Kansas, as well as other speakers, will offer useful insight into practices and attitudes that ensure success with a multicultural workforce. Featured topics include:

- Exploring cultural characteristics: What should I know and why is it important?
- Blending cultures in the workplace.
- Four factors for success with your Hispanic employees.
- Mentoring and coaching new managers: How can I help my best Hispanic employees move into supervisory positions?
- Expanding employee skill sets: Moving your workers into different parts of the operation.
- Language barriers: How can I best overcome them?
- Gaining multicultural ac-

ceptance in the community: What can I do to help my local community accept this new and necessary workforce?

• Hiring a legal workforce. In addition to meeting and talking with speakers, conference participants will have the opportunity to meet and compare management strategies with other successful business managers. For registration information, call Robin Huizinga at (607) 255-4478, or e-mail Robin at dmconf@cornell.edu.

You can also see the agenda and register online at <http://www.ansci.cornell.edu/prodairy/hrm/hispanic/>.

Managing the Hispanic Workforce is a joint educational effort of Penn State and Cornell University Extension, Cornell's PRO-DAIRY, and Penn State Dairy Alliance.

Lancaster Chamber Plans 4-H And FFA Ag Seminar

LANCASTER (Lancaster Co.) — "Developing a Career Path in the Agriculture Industry" is the designated theme for the Lancaster Chamber of Commerce and Industry's third Annual 4-H and FFA Agricultural Seminar, Wednesday, Feb. 5 at the Leola Family Restaurant.

The Lancaster Chamber has sponsored this seminar to provide the youths an overview of jobs in the agriculture industry, interview and resume techniques in applying for jobs, and existing educational options. Students will also have an opportunity for questions and answers with each component of the seminar.

The day's program will get under way beginning at 8:45 a.m. with registration and a continental breakfast.

The first session will begin at 9:10 a.m. with several agriculture industry representatives speaking on outlook for their industry; (2)

educational and work history requirements; job descriptions including salary and benefits; and internship opportunities.

The speakers will include Mike Brubaker, Brubaker Farms; Allen Rider, New Holland; Darwin Boyd, First Union Bank; Joe Mayer, Pioneer; and Don Horn, Jr., Pennfield Feed. A question and answer panel session with the speakers will conclude this segment.

At 11:00 a.m., interview techniques and resume building will be covered by Jamie Rowley and the Human Resources Department of Wenger's Feed Mill.

Following lunch, the afternoon hour will involve education opportunities and colleges with the following speakers: Marianne Fivek, Penn State University; Bob Tasker, Delaware Valley College; and Nancy Lynan, University of Delaware.

Pennsylvania Grazing And Forage Conference To Feature Roche Brothers Of Ireland

HARRISBURG (Dauphin Co.) — The Roche Brothers (Tom and John) of Ireland will bring an Irishman's perspective on grazing to the United States as the featured speakers at the 2003 Pennsylvania Grazing and Forage Conference, March 5 and 6, at the Holiday Inn, Grantville.

The conference will offer numerous presentations and discussions focusing on grazing and forages. It is being co-sponsored by the Pennsylvania Forage and Grassland Council and the Pennsylvania Grazing Research and Education Center. Major financial contributors are King's Agri-Seeds of Ronks and the Pennsylvania Grazing Lands Conservation Initiative (GLCI).

The Roches' farm is located in Kerry, Ireland where Tom is using a leader/follower system to graze 100 lactating Holstein cows

with 300 ewes and lambs. The farm comprises 100 acres of owned and 100 acres of rented grassland. His production average is about 15,000 pounds of milk per cow on mostly a grass diet. His main objective is to maximize return per acre and keep costs to an absolute minimum. The brothers are also involved in a 3,000-cow grazing dairy farm in Southern New Zealand.

John Roche was grazing in south west Ireland until becoming a member of the Nutrition Research team of the Dairying Research Corporation. He is located in New Zealand where he is involved in a research program to look at Holstein-Friesian cows of U.S. and N.Z. ancestry to define the correct cow for grazing.

John Roche has considerable experience as a farmer and re-

searcher in Ireland, Australia and New Zealand and is well

published in the farming literature in all three countries. He says, "If I was to sum up my research work over the years into a single sentence it would be determining the most appropriate pasture management system for seasonal calving systems and refining nutrition recommendations from confinement feeding systems for pasture-fed cows."

As part of the conference there will be a trade show where company representatives will be on hand to showcase what is new with forages and grazing technologies.

For registration information contact any local cooperative extension office, NRCS office or Dick Hann or Lisa Crytser at (814) 865-2543.

FARMERS The Best In The Field

#2 Daniel Crissinger * MILK BOTTLE AUCTION *

We will be selling from the Hickory Corners Vol. Fire Co. Social Hall, located in Hickory Corners, PA - Northumberland County. From Sunbury take Route 147 South to Route 225 South turning onto Middle Road to Hickory Corners. Follow Auction Signs from Rt. 147 & Rt. 225

Saturday, February 1, 2003 AUCTION STARTS AT 9:00 AM
PREVIEW BEGINS AT 6:30 AM
Blizzard Date: Saturday, February 8, 2003

* AUCTION NOTE *

Dan's collection of Important Pennsylvania Milk Bottles total over 1,000 plus other dairy related items. This auction will feature 250 plus lots of many hard to find Local Bottles. If you are looking for a special milk bottle we may have it, so plan to attend or contact auctioneer.

WAR SLOGAN * BABY FACE * CREAMERS EMBOSSED COP TOP * PYRO DAIRY RELATED ITEMS

* Brief Listing *

Shrum (Jeanette) war slogan "American Eagle" 1st bottle to be sold'. Moser (Washingtonville), Bloomsburg, B.H. Shiffer & Son (Pillow), E T Witmer (Millersburg), Wesner (Watsonville), Feigle (Muncy), C.L. Jones (Williamsport), City Creamery (Bradford) Cooper Baby Face w/cap NJ, Dietrich (Danville), W.H. Dye (Turbotville), Buffalo Valley/Keiser (Milton), Stout (Easton w/B&W cow), East End/WJ Engle (Sunbury Dated 1920), East Malta (Dalmatia), F Eisenhart (Shamokin) Gearhart's Dairy (Sunbury), Wehr (Mifflinburg), Freeburg, Phillips Dairy (Plum Creek), Herrings Farm Dairy (Elysburg), Green Baby Face (Ashland), Seidels (Milton), New Berlin, Meadow Gold (Glenn Iron) Woods Double Face, Minnier (Sunbury War "Buy Bonds"), John E. & Sons Reeds (Shamokin), G.D. Mansburger (Middletown), Bonawitz (Lykens), J.M. Troutman w/cap (Elizabethville), Maurer/Baby Face (Shamokin), Maurer (Mt. Carmel "Here are two kids"), Renn's Dairy (Sunbury), Masters San Dairy (Sunbury), J.C. Hockenbroch (Paxinos), W.F. Haley (Locust Gap Dated 1912) Harry's Dairy (Mt. Carmel), Local Dairy (Kulpmont), Klingman (Sunbury), Serve U Rite (Milton), Shuman Dairy (McEwensville), Hall (Millerstown), Sunbury San Baby Face, Ebert (Hegins), C.C. Minnick (Tower City), Reeder (Shippensburg "w/Soldier"), Pecora Baby Face (Hazelton), Brown (Shamokin "Uncle Sam w/Milkman"), Forney's Dairy (Millersburg), I.M. Riegle & Son (Gratz), W.W. Erdman (Lykens), J.R. White (Frackville), Nelson I. Moyer (Mifflinburg), Brookfield/Double Face (Hellerstown), Bireleys/Eisenhart (Shamokin), Cold Spring (Catawissa), Elm Dale (Benton), R.M. Hartman (Gratz), Kaufman Cop Top (Mifflintown), Riverside (Mifflintown), Matuella Cop Top (Hazelton), R.E. Kift/Glen Cove (Sunbury), Frank Lyons (Mt. Carmel), Haughawant Bros./Glen L.K. (Sunbury). Plus many more wonderful bottles not on this flyer

* SODA BOTTLES * DAIRY RELATED ITEMS*

Milk bottle funnel filler (from H.A. Cummings Dairy - Millersburg), Kimmel's dairy ice cream sign & hat (Valley View), East End Dairy & Gearhart Dairy Salt & Peppers, Fisher Price Milk Wagon, Maurer's Wayside Dairy Nursing Bottle, Maurer's 1944 Calendar, 1929 Millersburg Hardware Calendar, 1946 C.E. Bohner Dornsite Calendar, Stines Creamery 1959/60 Calendar, Maurer's Dairy Cap Pick, McClows milk & cream cap pick, Mahonoy Valley Flour Sack, Boyer Meats Kingerstown Thermometer, David Pizzoli (Allas) Crockery Jug, Soda Bottles: Citrate, T.J. Brogan (Dushore), W.F. Driscoll (Pottsville), Oliva Albertini (Mt. Carmel), Schwarzenbach (Galeton), Valley View, AB & Co., Elk Brewing Co. w/Elk Head, plus many others

For full listing & sale catalog contact auctioneer (570) 538-2227

TERMS: Cash or good PA check, travelers checks

SELLER - Mrs. Mary Crissinger (570) 758-3430

After 4:30 - Lisa (717) 362-9236 Glenn (570) 286-6964

* Seats * Rest Rooms

Good Country Eats "Breakfast & Lunch"

Available by Hickory Corners Vol. Fire Co.

Auction conducted by:

Auctioneer: **MICHAEL P. WEAVER**
17696 Russell Rd., Allenwood, PA 17810
Phone: (570) 538-2227 Lic. #AU-002180-L

Licensed and Bonded



Vo-Tech Students Present Ag Science Projects At Farm Show

HARRISBURG (Dauphin Co.) - Students from select Pennsylvania vocational technology high schools presented various agriculturally related science projects at the Pennsylvania Farm Show.

Milton Hershey School presenters Pamela Kohl and Danielle Vance explained their scientific studies of the effects of pinching on poinsettias. According to their presentation, pinching the main stem of a poinsettia plant creates more stems to grow which produces an overall fuller plant with more flowers and larger leaves in comparison to those plants in their experiment that were not pinched.

Lawrence Fournier, also from Hershey, demonstrated a method of pruning a Juniper Bonsai tree in which wires were placed on the larger branches to train the trees to grow in a certain direction or style.

Battlefield FFA chapter in Gettysburg demonstrated advances in biotechnology through tissue culturing. Students Lindsey Kammerer, Curtis McFadden and Cytha Stottlemeyer cultured a lily bulb by removing plant tissue

from the fleshy leaves or scales that surround the bulb. Then they placed the tissue into a petri-dish to be incubated in a greenhouse environment for approximately three weeks.

According to the students' presentation, 3,000 plants can be cultured from one bulb. They said such advancements in biotechnology could one day solve world hunger.

Lancaster Farming's Classified Ads Get Results!

SMUCKER DRAFT MULES

You're invited to attend a
Special Mule Sale



February 28, 2003 - 10 AM (Friday Morning)

Bring mules in all day Thursday

- 50 to 75 head of yearlings, blond out of big mares
- 200 to 300 head
- Donkeys, some good potential jacks, 15 hands
- Big, young draft mules and older pack mules
- A good market for all size mules

A vet will be at sale barn for Coggins test if needed

Held at: **New Holland Sale Barn • New Holland, PA • 717/354-4341**

Auctioneers Paul Snyder AU-000873-L • Steve Petersheim AU-001349-L

For Consignments Call Paul Smucker - 717/299-3721
or The New Holland Sale Barn