



U.S. Food and Drug Administration
Protecting and Promoting Public Health

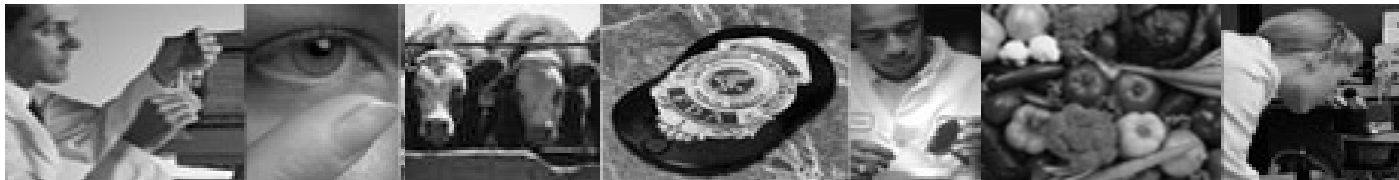
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DHRD

***ORA-U Program Update/Status
AFDO Conference
18 June 2011***

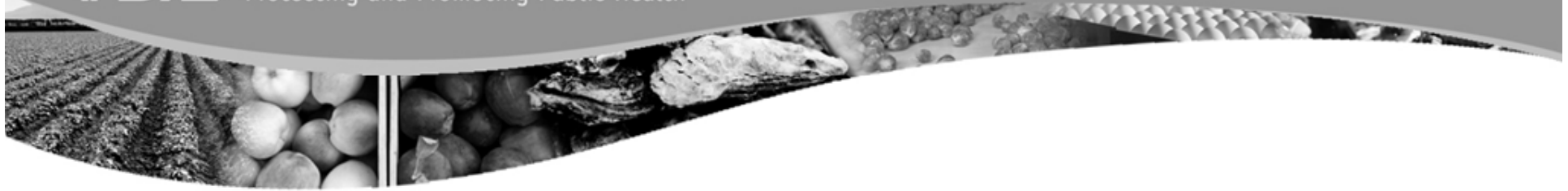
**Jim Fear
Allan Bateson, PhD**





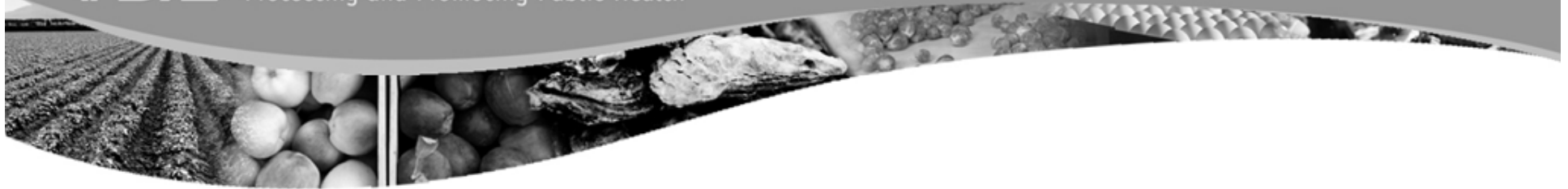
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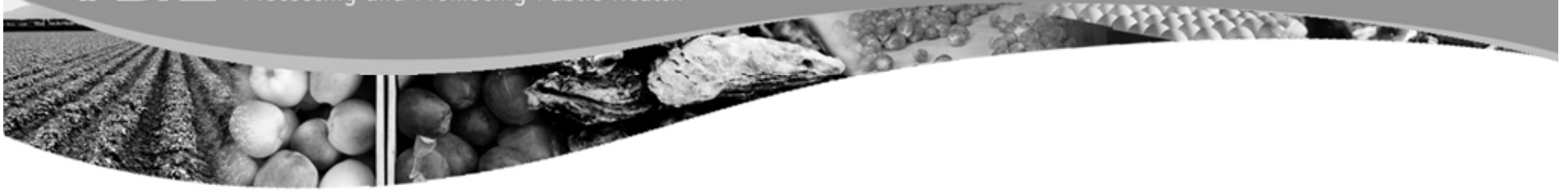
Current Focus DHRD Training and Development

Build on
Solid JTA Foundations
Leveraging Best Practices &
Continuous Quality Improvement Processes to
Meet/Exceed ANSI/IACET 3rd Party Standards for
Course Development/Delivery, Testing & Credentialing



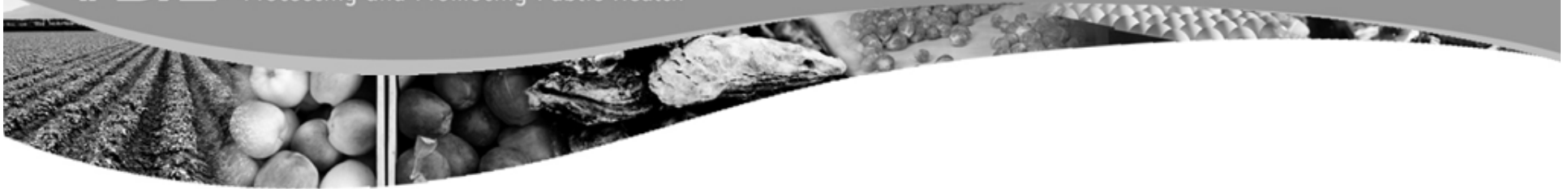
Focus Toward FSMA

- DHRD focus: Section 209
 - Standards, Administer Training & Education Programs
 - Improving Training of State, Local, Territorial, & Tribal Food Safety Officials
 - Initially focusing on some targeted programs
- Other areas are, and/or, will be addressed



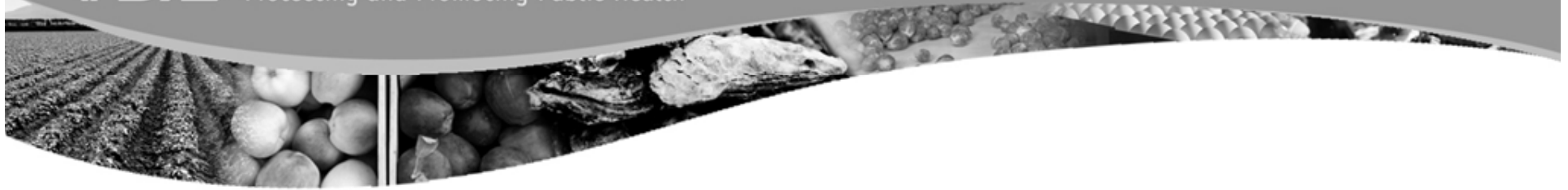
Focus Toward IFSS

- Personnel who conduct food & feed inspections
 - Should Work to Same Standard of Performance
 - Whether They are Federal, State, Local, or Tribal



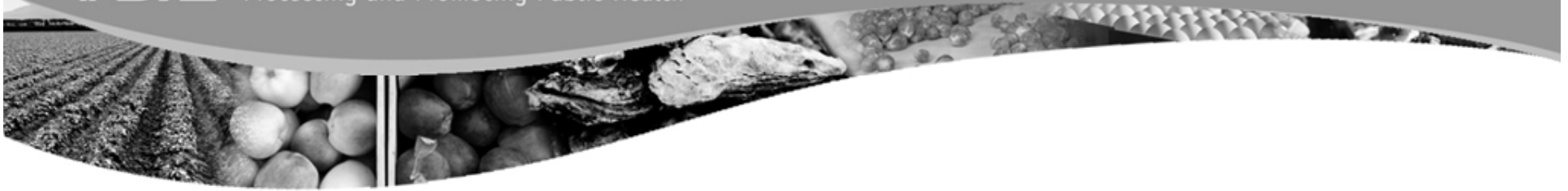
To Determine Performance Standards

- Work with stakeholders
 - Identify work/jobs included under our charge
- Working with personnel who do the work
 - Identify what they do & standards of performance
- Preparing to meet requirements under both IFSS & FSMA as they continue to evolve



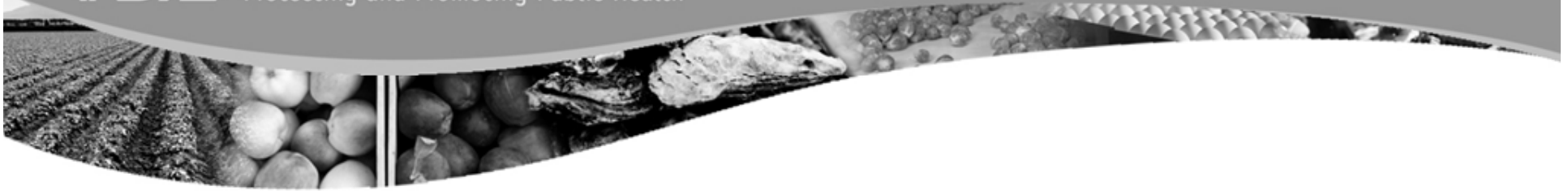
To Meet Requirements

- Conducting series of Job Task Analyses (JTAs)
 - FY11 JTAs currently underway
 - Initial work done: manufactured feed/food/retail & seafood
 - Begin work: Produce, LACF/AF & Imports before end of FY
- Results of JTAs will provide picture of the domain
 - Tasks, duties, responsibilities, tools, equipment
 - Knowledge, skills, abilities and other attributes



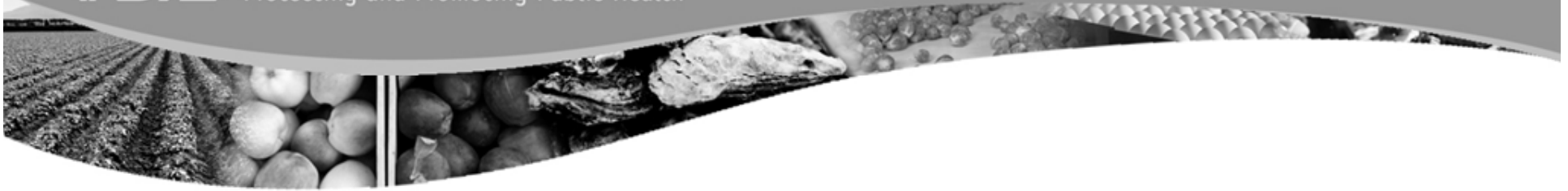
Outcomes from JTAs

- Use JTAs as Blueprints for training
 - Reinforce current curriculum structures where appropriate
 - Revise and update existing courses
 - Build new courses to address new requirements/gaps
 - Develop new supporting materials (job aids, videos)
- Use JTAs as Blueprints for assessments & credentials
 - Develop tests for body of knowledge
 - Develop credentials / endorsements of qualification as needed
 - To perform work to recognized standards



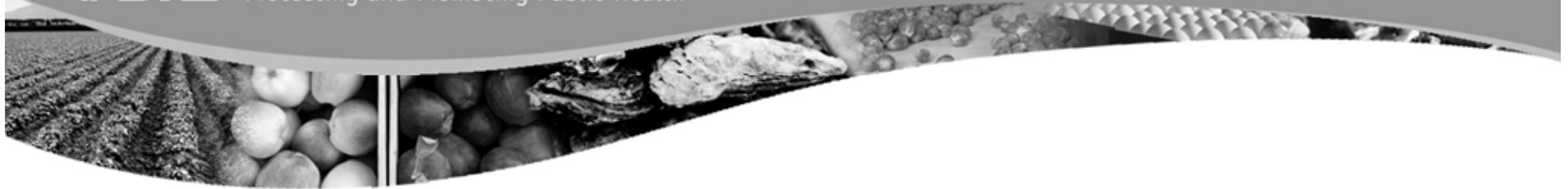
Next Steps

- Review/update existing courses; incorporate JTA results
- Develop & update courses to fill any gaps in training
- Develop valid assessments; measure training outcomes
- Develop viable credentialing ability
 - Where important for demonstrated performance consistency
 - Spanning all personnel conducting similar work



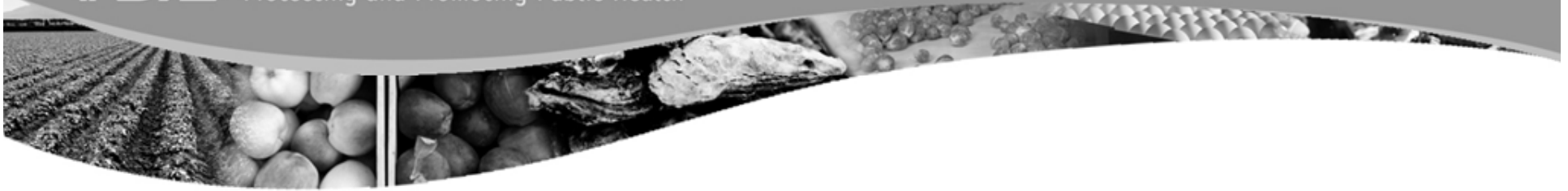
Next Steps for Training Toward FSMA

- Synchronize programs with FSMA requirements
- Work with partners to help integrate & Improve Training of Federal/State/Local/Territorial & Tribal Food Safety Officials



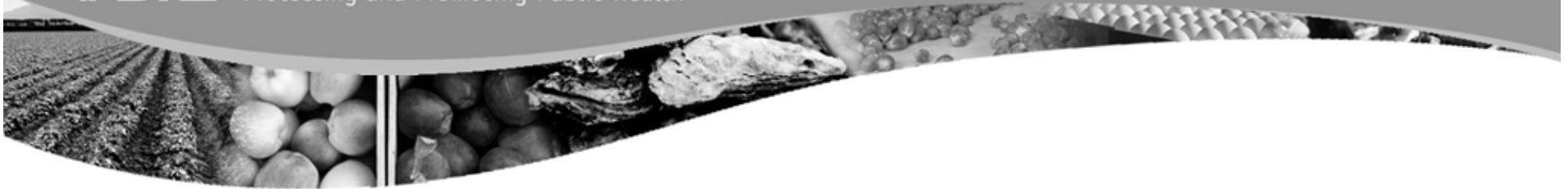
Challenges

- Keeping up with increased workload
 - 50+ new rules, guidance documents, reports in 3 years
- Tight deadlines
- Changes/Results won't appear overnight
 - Building new system will be long-term investment
- Sustain resources to support necessary progress



Implementation Approach

- Collaboration with strong coalition partners
- Transparency & close partnering are priorities
- Maintain mission focus on public health protection
- Engage with stakeholders to help determine reasonable & practical ways to meet objectives
- Leverage best practices & continuous improvement culture toward quality products



How to Contact Us

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