

Integrated Food Safety System (IFSS) Regulatory & Laboratory Training Strategic Plan



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2023 FDA Retail Food Protection Seminar – MI
10/6/2023

Agenda



- **IFSS Regulatory & Laboratory Training Strategic Plan**
- **Proposed IFSS Regulatory & Laboratory Training System (RLTS) Governance Structure**
- **Draft Implementation Plan (companion document)**

FY24-28 IFSS Regulatory & Laboratory Training Strategic Plan



WHY: Ensures a competent workforce doing comparable work across all jurisdictions – “One Integrated Workforce”

SCOPE: Addresses training for regulators & laboratorians - manufactured human food, produce, eggs, animal food, retail food, Grade “A” milk, & molluscan shellfish

WHO: Effort led by the FDA, in collaboration with 9 stakeholder associations & the Partnership for Food Protection (PFP)

OUTCOME: Design & implementation of an optimal, sustainable, integrated national regulatory & laboratory training system (RLTS) that supports the goals of an IFSS

IFSS Regulatory and Laboratory Strategic Plan

Internal and External Stakeholder Groups



The following FDA offices and association partners collaborated on executing all phases of the strategic planning and implementation effort:

FDA/ORA/Office of Partnerships (OP)	FDA Office of Food Policy and Response (OFPR)
FDA/ORA/Office of Regulatory Management Operations (ORMO)	National Association of State Departments of Agriculture (NASDA)
FDA/ORA/ORMO Office of Training, Education, and Development (OTED)	Association of Food and Drug Officials (AFDO)
FDA/ORA/Office of Strategic Planning and Quality Management (OSPQM)	Association of American Feed Control Officials (AAFCO)
FDA/ORA/Office of Human and Animal Food Operations-East (OHAFO-E)	National Association of County and City Health Officials (NACCHO)
FDA/ORA/Office of Human and Animal Food Operations-West (OHAFO-W)	National Environmental Health Association (NEHA)
FDA/ORA/Office of Human and Animal Food Operations (OHAFO)/Audit Staff	Interstate Shellfish Sanitation Conference (ISSC)
FDA/ORA/Office of Regulatory Science (ORS)	Conference for Food Protection (CFP)
FDA/ORA/OHAFO/Office of State Cooperative Programs (OSCP)	National Conference on Interstate Milk Shipments (NCIMS)
FDA/ORA/Office of Communications and Project Management (OCPM)	Association of Public Health Laboratories (APHL)
FDA Center for Food Safety and Applied Nutrition (CFSAN)	Partnership for Food Protection (PFP)
FDA Center for Veterinary Medicine (CVM)	

IFSS Regulatory & Laboratory Training Strategic Plan vs. Implementation Plan

Strategic Plan

- 5-year plan (FY24 – FY28)
- Periodically updated to ensure applicability
- Designed with a long-term emphasis
- High level – 20,000 ft. view of the vision, mission, strategic goals, objectives, & strategies

Implementation Plan

- Companion document
- 1 – 2-year plan
- More granular; designed for more dynamic & short-term planning
- Identifies tactics, projects, & activities to achieve the strategic goals & objectives

IFSS Regulatory Training Strategic Plan

Accomplishments to Date

(Activities highlighted in green have been completed)

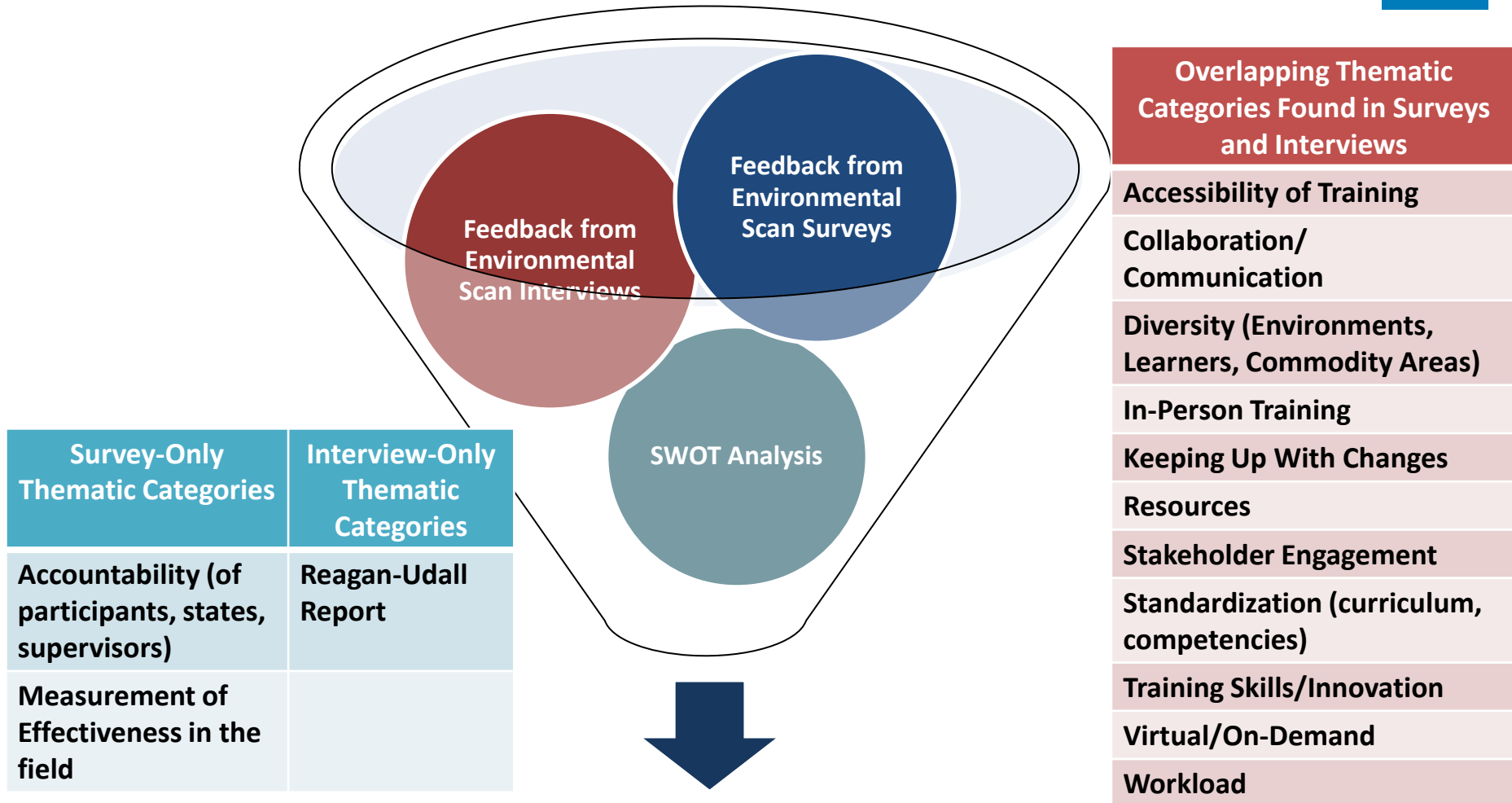


Strategy Principles/ “Vision”

**Build an
optimal,
sustainable,
IFSS RLTS
that...**

- A. Has full collaboration & support from the IFSS partners**
- B. Utilizes flexible & adaptable learning tools that incorporate advancements in instructional design, adult learning theories, & technology to ensure effective learning & knowledge transfer**
- C. Ensures course content is kept current & addresses emerging training needs**
- D. Standardizes job-specific competencies to ensure the consistency of training**
- E. Maximizes training capacity & access to meet the current & forecasted needs**
- F. Leverages opportunities for HAF regulatory & laboratory partners to share in the responsibility of providing training**
- G. Ensures long-term sustainment of proficiency & knowledge to ensure effective & consistent application of competencies**

Environmental Scan



*** Validated Strategy Principles (“Vision”)**

*** Firm Basis for Strategic Goals, Objectives, & Strategies**

SWOT Analysis - Summary

- FDA providing training to SLTT staff, & the FDA SMEs.
- Funding is available to SLTTs for FDA training
- Outreach for stakeholder engagement

- Barriers to accessibility of funding, training without travel, SMEs & expert instructors, prerequisites, and training that is specific to HAF program areas & regions
- Lack of completed National Curriculum Standard (NCS)
- Lack of training that is up to date with regulations, industry standards, & technology
- Lack of effective evaluation, particularly regarding whether the training has the intended impact in the field



- Leverage local SMEs, external agencies, colleges, & commercial providers to enhance/create/deliver training
- Leverage stakeholder & industry innovation in training technology, locations, etc.
- Develop NCS
- Defined criteria/requirements for instructors

- Prerequisite requirements that impede advanced learning for those who need it
- Turnover & attrition both in the field & at the FDA
- Funding
- Resource constraints (human & fiscal)

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5 Strategic Goals



**1. Training
Content**



**2. Training
Design**



**3. Training
Delivery**



**4. Management
& Maintenance**



**5. Collaboration
& Consistency**

Strategic Plan Outcomes – “In a Nutshell”

IFSS RLTS Governance

**Job-specific competencies
 (“National Curriculum
 Standards”)**

**Standards for course
 content, design, &
 delivery**

**Standards for
 determining appropriate
 course modality**



**Policies & procedures for
 evaluating FDA & partner
 courses & credentialing
 programs for equivalency**

**Policies for establishing
 course prerequisites**






**Alternative ways to
 demonstrate competency**

**Key performance
 indicators to measure
 success**

IFSS Food Protection Professionals National Curriculum Standard (NCS) Framework

		Integrated Food Safety System [IFSS] Food Protection Professionals Curriculum Framework																									
Leadership																											
	Advocacy	Communication Management	Communication Skills	Compliance	Emergency Response	Human Resource Management	IFSS	Laws and Regulations	Leadership Skills	Legislative Affairs	Mediation	Organizational Design	Program Resources	Risk Management	Strategic Planning												
Expert	Unprocessed Concentration				Manufactured Concentration										Retail Program Standards				Animal Food Program								
	Audit	Communication Skills	Critical Thinking	Emergency Response	Food Defense Vulnerability Assessment	IFSS	Leadership Skills	Legal Proceedings Preparation	Management Skills	Policy Development	Professional Development	Program Evaluation	Project Management	Reference Materials	Report Evaluation	Risk Analysis	Supervision Skills	Research Design (Elective)	Statistical Analysis (Elective)								
Advanced																											
	Dairy - on Farm	Unprocessed Concentration			Acidified		Aseptic		Grade "A" Milk Processing		LACF			Preventive Controls		Plan Review		Special Processes		Animal Food Program							
	Auditing	Communication Skills	Emergency Response	Enforcement	Evidence	Food / Feed Defense	Imports	IFSS	Inspections	Instructor Skills	Investigative Skills	Leadership Skills	Labs	Outbreak Investigation	Packaging & Ingredients	Product Disposition	Risk Analysis	Sampling	Transportation								
Basic	Dairy - on Farm	Eggs	Produce	Shellfish Growing Areas	Sprouts	Dietary Supplements	Grade "A" Milk Processing		Juice HACCP		Seafood HACCP		Shellfish Plant		Introduction to Specialized Processing Methods	Non-Traditional Food Operations	Regulatory Foundations for Retail Food Safety	Risk-Based Inspections	Animal Food Program								
	Unprocessed Foundations					cGMP Inspections		Food Processing Technology		Laws, Regulations, & Guidance		Preventive Control Inspections															
	Communication Skills			Emergency Response		Facility Design		Food Processes		Inspections			Investigations			Pest Control		Plumbing		Recall / Traceability		Sampling					
	Allergens *	Biological Hazards	Biosecurity	Communication Skills	Data & Information Systems	Emergency Response	Environmental Hazards	Food/Feed Defense	HACCP	IFSS	Imports	Inspections	Investigations	Jurisdiction	Labeling	Laws & Regulations	Personal Safety	Pest Control	Plumbing *	Preventive Controls **	Professionalism	Public Health Principles	Recalls	Regulatory Program Foundations	Sampling	Sanitation Practices	Traceability
Updated May 2023	* Allergens & Plumbing: not for Animal Food ** Preventive Controls: not for Retail					The National Curriculum Standard [NCS] is a food safety professional training standard supported by FDA's cooperative agreement grant 1U18FD007047 to advance the mission of the Partnership for Food Protection's Integrated Food Safety System.										BOLD: competency standard has been developed. SHADED FONT: no competency standard has been developed.											

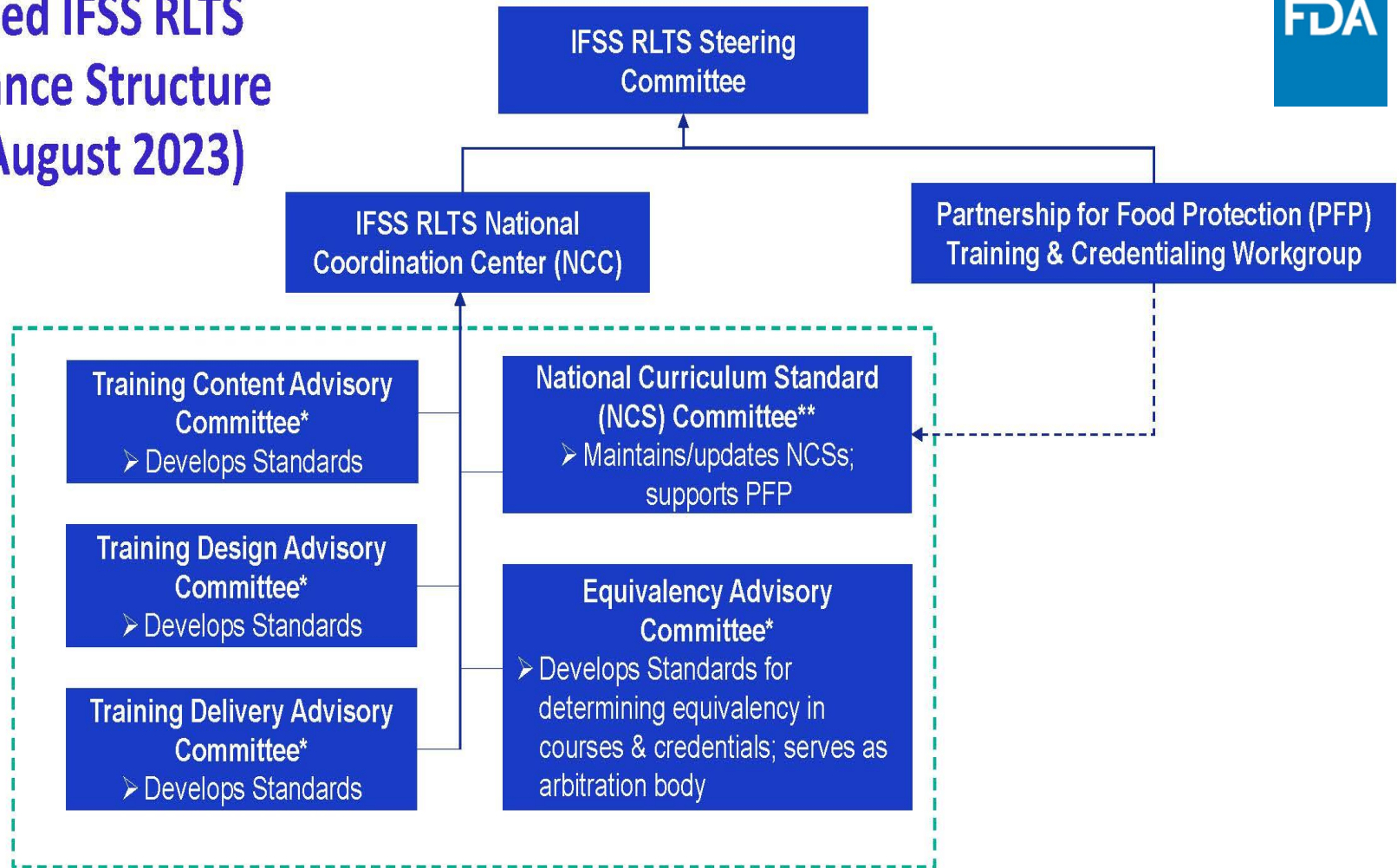
Human & Animal Food Laboratory National Curriculum Standard (NCS) Framework

				Human and Animal Food Laboratory Curriculum Framework - 2023																									
Senior Admin																				TBD									
Expert (Program Specific)		TBD																											
		TBD										TBD																	
Expert Core		Scientific Acumen			Problem Solving			Communication and Outreach			Essential Leadership Skills			Regulations and Standards			Grants, Contracts, and Cooperative Agreements			Management									
Mid (Program Specific)		Advanced Select Agents						Radiochemistry						Shellfish															
		Advanced Gas Chromatography		Advanced Laboratory Techniques			Advanced Liquid Chromatography			Advanced Spectroscopy Techniques			Advanced Laboratory Techniques				Cutting Edge Technologies												
		Animal Food Safety			Authenticity			Emerging Analytical Challenges																					
Mid Core		Advanced Communication Skills		Advanced Quality Techniques	Advanced Safety	Advanced Waste Management	Audit	Basic Leadership Skills	Critical Thinking	Environmental Conditions		Evidentiary Integrity	Incident Detection and Response		Informatics / IT	Laboratory Networks, Collaborations, and Interagency Programs					Legal Proceedings	Method Evaluation and Selection		Process Improvement					
Entry (Program Specific)		Animal Food				Biosafety Level 3				Dairy Regulatory Programs				Select Agents				Shellfish Regulatory Programs											
		Basic Chromatography		Basic Separation / Extraction Techniques		Basic Mass Spectrometry		Basic Spectroscopy		Elemental Analysis		Environmental Monitoring and Investigations		Aseptic Techniques		Basic Foodborne Pathogens		Environmental Conditions		Microbiological Testing									
Entry Core		Accreditation / Certification	Basic Communication Skills	Basic Laboratory Math	Basic Laboratory Statistics	Basic Laboratory Techniques	Chain of Custody	Ethics	Incident Command System (ICS)	IFSS	LIMS	Laboratory Sampling	Method Resources	Public Health (One Health Approach)	Quality Mgt Systems	Regulatory Systems	Regulatory Sampling	Safety	Waste Mgt										

Bottom Line – What Does This Mean to You?

- **Consistent quality training**
- **Defined learning paths**
- **More flexibility/more options**
- **Facilitates conformance with training requirements (FDA contracts/Regulatory Program Standards)**

Proposed IFSS RLTS Governance Structure (as of August 2023)



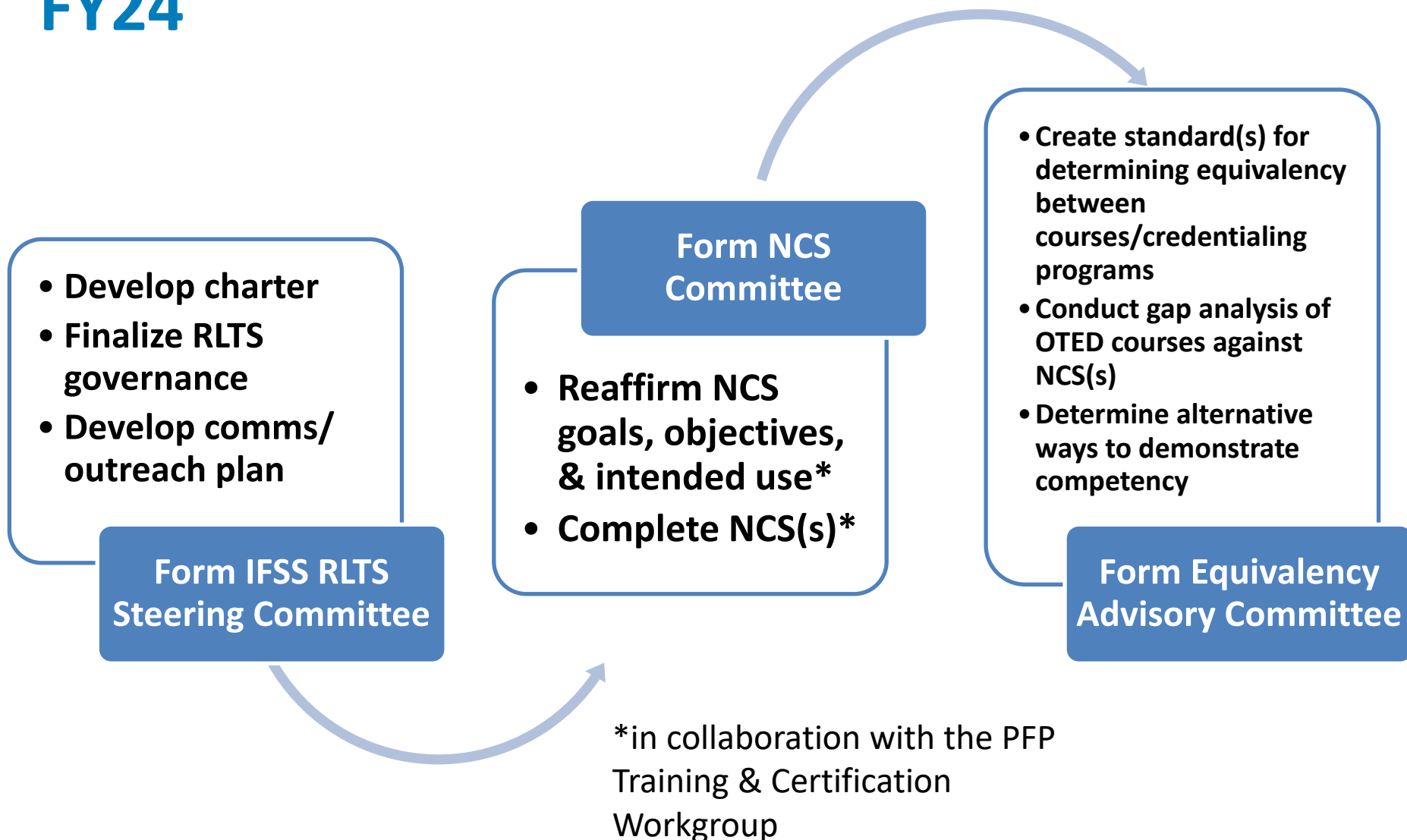
Committees will communicate & collaborate with each other to ensure harmonization of standards.

*Involves adult learning/training/instructional design SMEs, not HAF technical SMEs

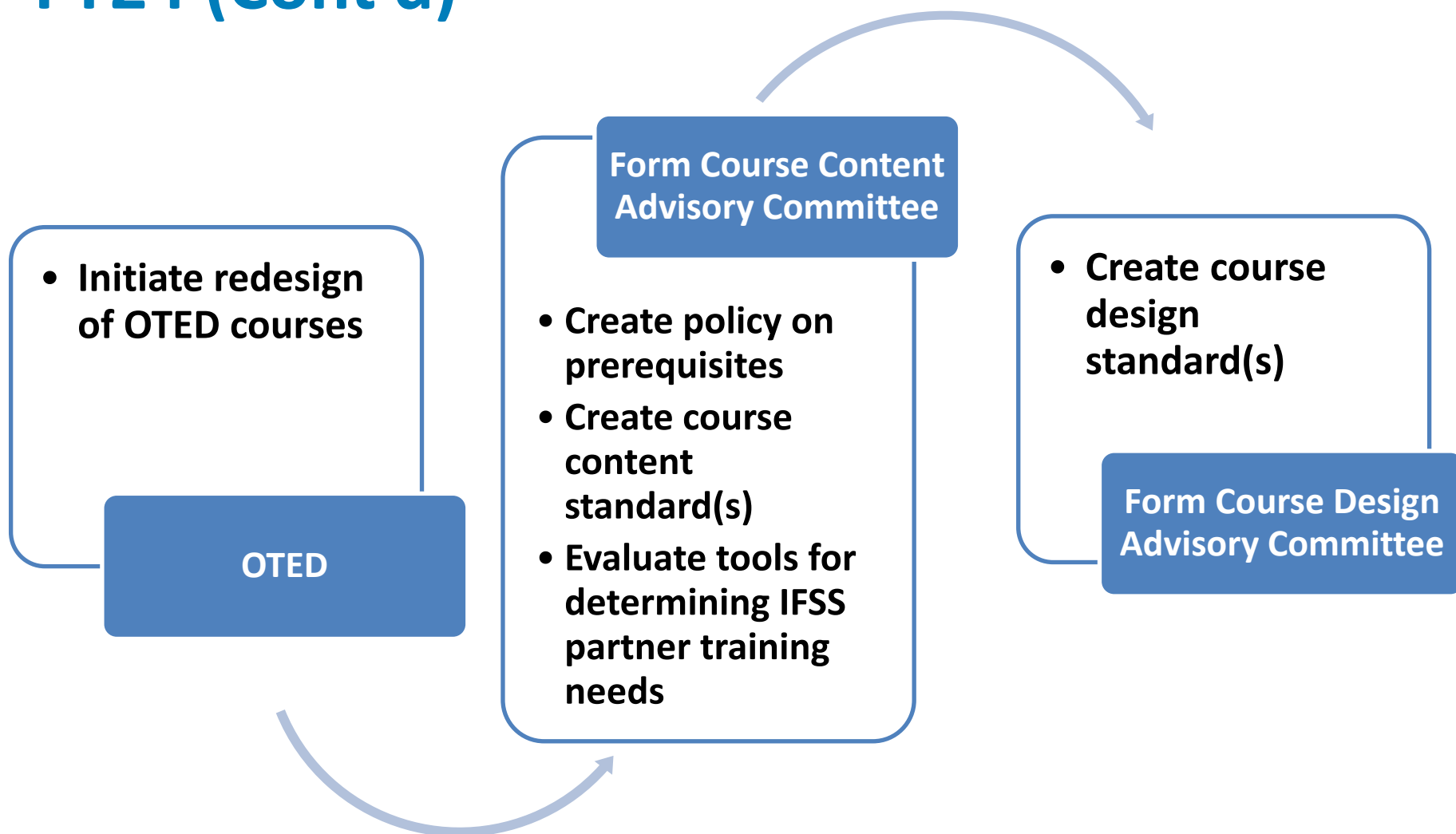
**Involves FDA & SLTT HAF technical SMEs, working in collaboration with IFPTI, AFDO, NEHA, APHL, & PFP

DRAFT Implementation Plan

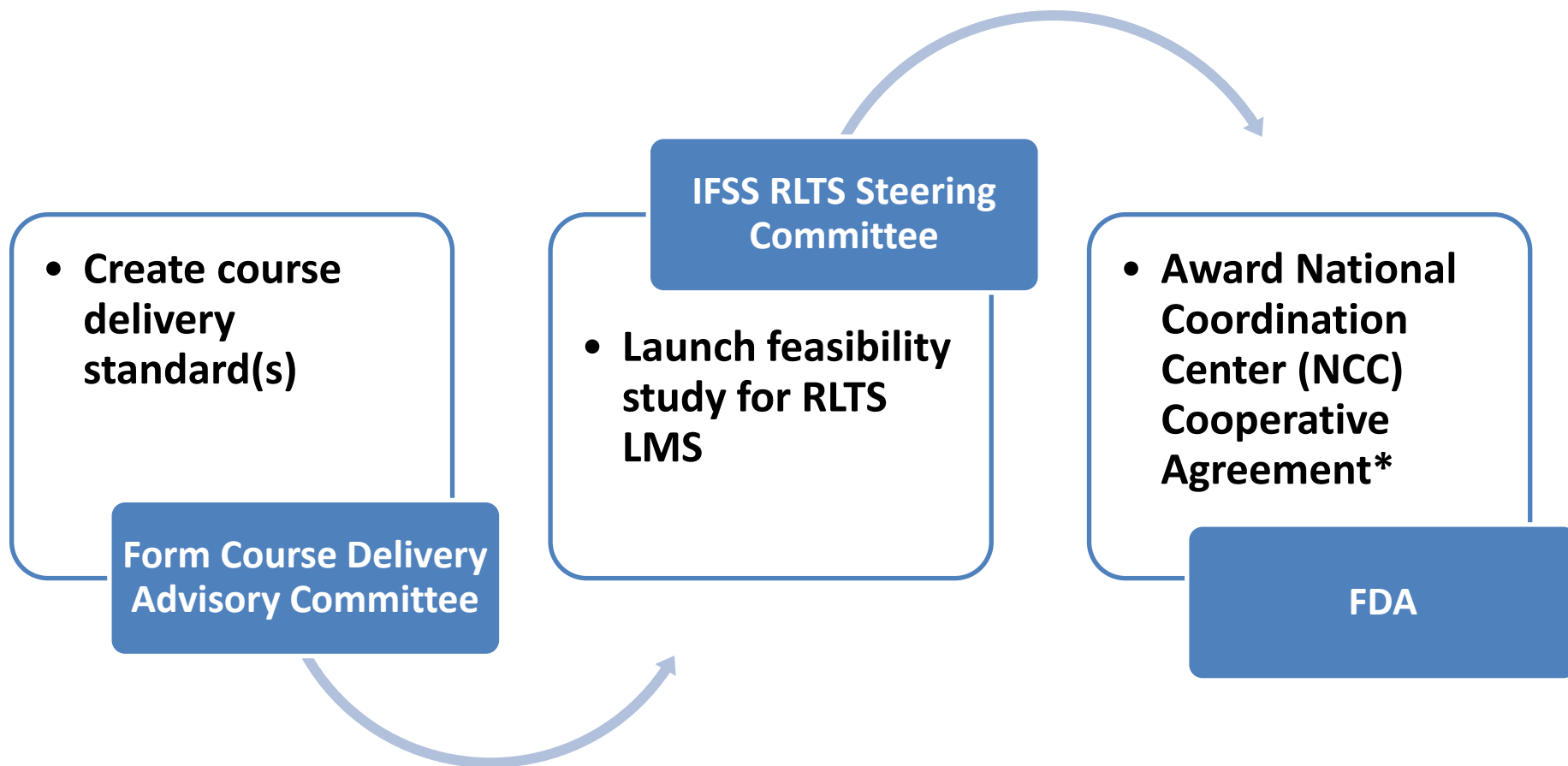
FY24



DRAFT Implementation Plan FY24 (Cont'd)



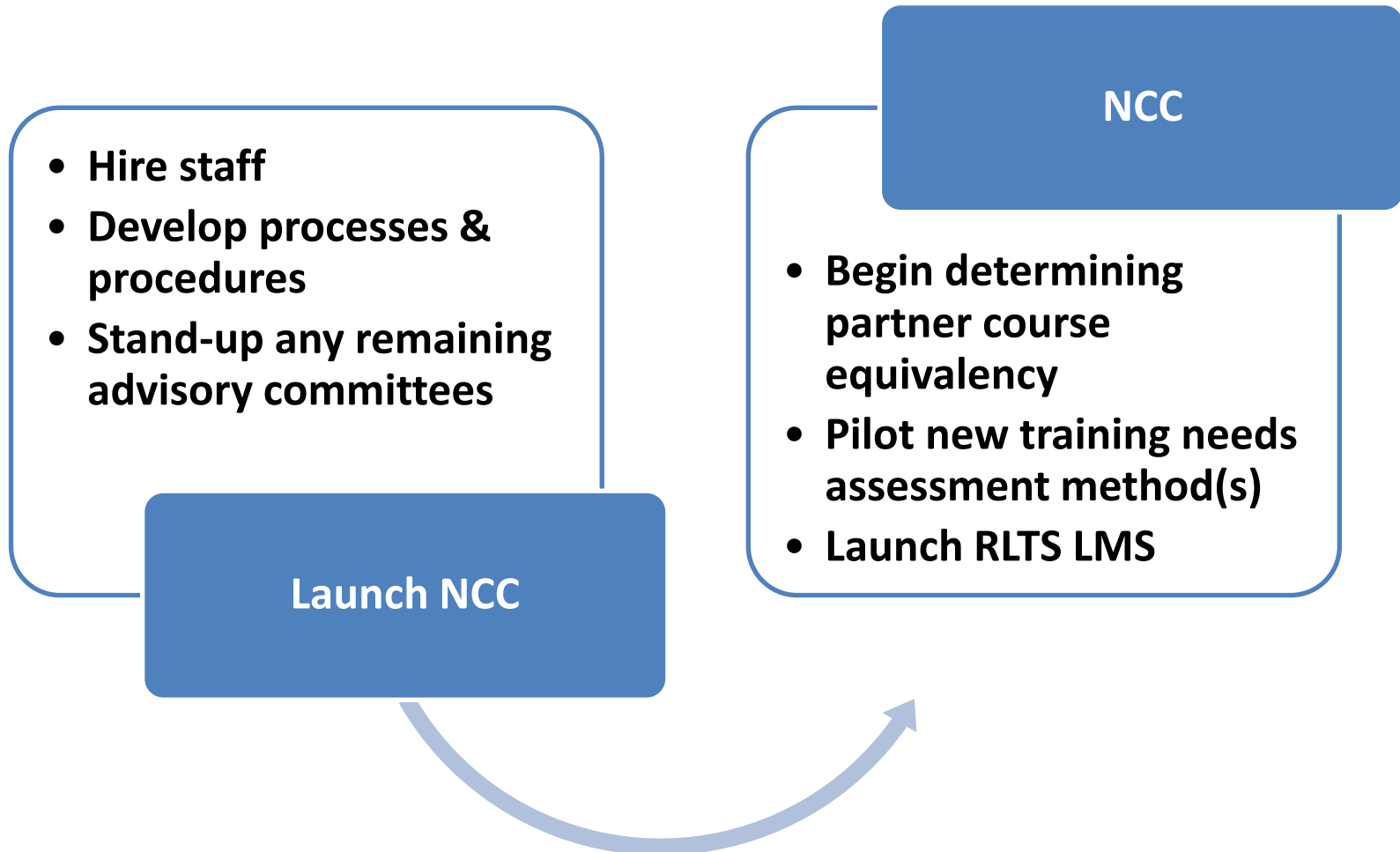
DRAFT Implementation Plan FY24 (Cont'd)



(*FDA Cooperative Agreement will require funding which has been requested in the FY24 budget)

DRAFT Implementation Plan

FY25



Next Steps



Form IFSS RLTS Steering Committee (start w/ existing strategic plan project team stakeholder group)



**Launch the strategic & implementation plans
(November 8, 2023)**



Launch Implementation Plan Tracking System in FoodSHIELD (January 1, 2024)

Call to Action – How You Can Get Involved



- HAF Regulatory & Laboratorian SMEs
 - We need your help in completing & validating the NCS
 - Please contact: NCS@IFPTI.org
- Training/Instructional Design SMEs
 - We need volunteers to serve on committees to develop national course content, design, delivery, and equivalency determination standards
 - Please contact:
ORAISSRegulatoryTrainingStrategicPlan@fda.hhs.gov



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