2015 FDA/ORA Public Health and Regulatory Food and Feed Training Summit

National Curriculum Framework: Feed and Food Professionals

ORA
OFFICE OF REGULATORY AFFAIRS

Partnership for Food Protection
Federal, State and Local Collaboration

ORA U

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Training Summit Topics

- Program Alignment
- Integrated Food Safety System
- Partnership for Food Protection
- Impact of Curriculum Framework
- Curriculum Standards
- National Food & Feed Curriculum

Training Summit Topics

- Training Effectiveness
- FSMA influence on Training
- Course Design Evaluation
- Instructor Development
- ORA Style Guide
- Integration of Partners
- Vision
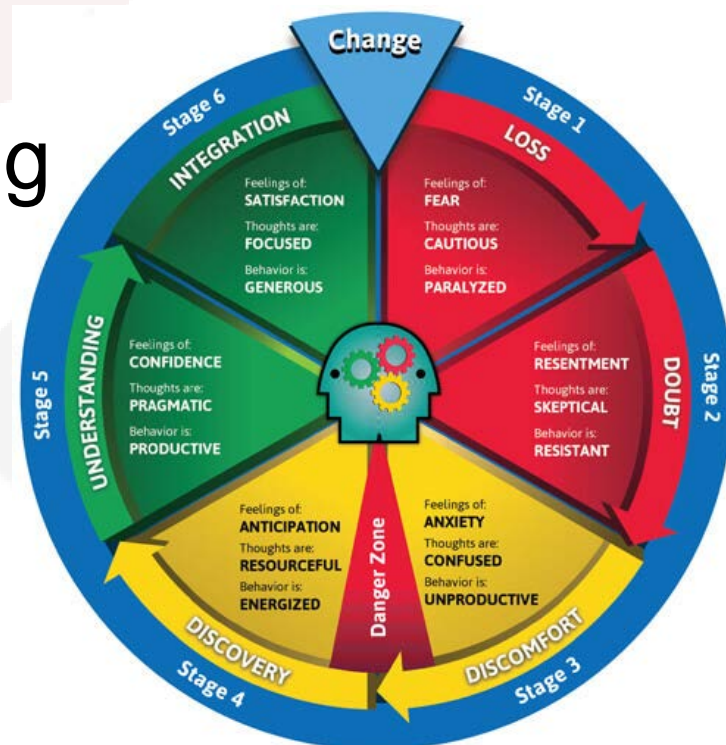
Training Development Approach

Previous approach

- Reactionary
- Topic-based
- Content- single SME viewpoint
- Redundancies (repetitive content)
- Not measurable
- Reliance on instructor-led

New approach

- Outcomes-based
- Aligned to performance expectations (competencies)
- Consistency of delivery
- Standardization
- "Teach once then reinforce"
- Multiple treatment modalities

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Overarching Goal

A competent workforce doing comparable work

- Steps to an Integrated Training System:
  - Define performance expectations (metrics)
    - Competencies – observable & measurable
  - Performance/competency assessment
  - Identify competency gaps
  - Professional improvement plan
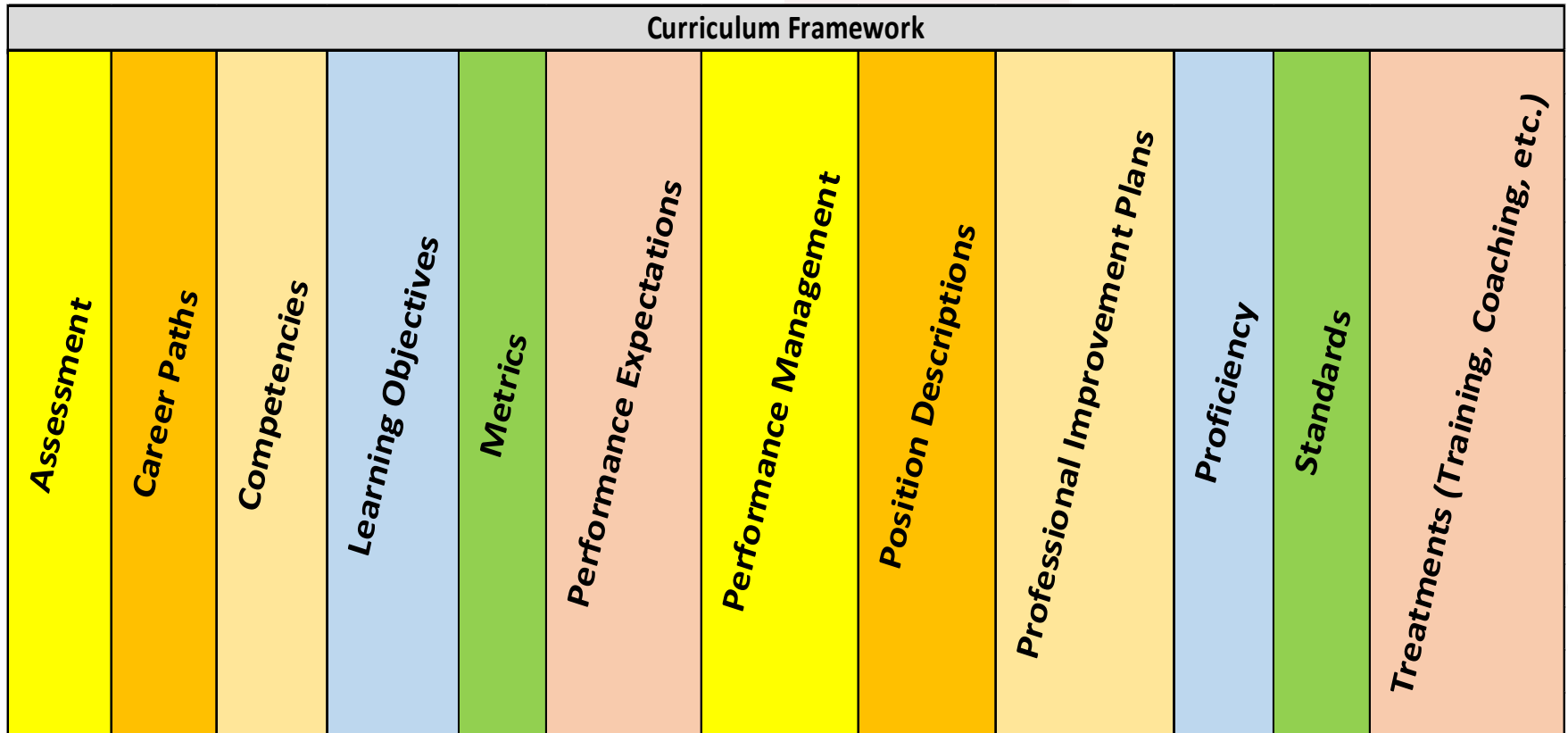 - Treatment – training, coaching, etc.
  - Reassessment

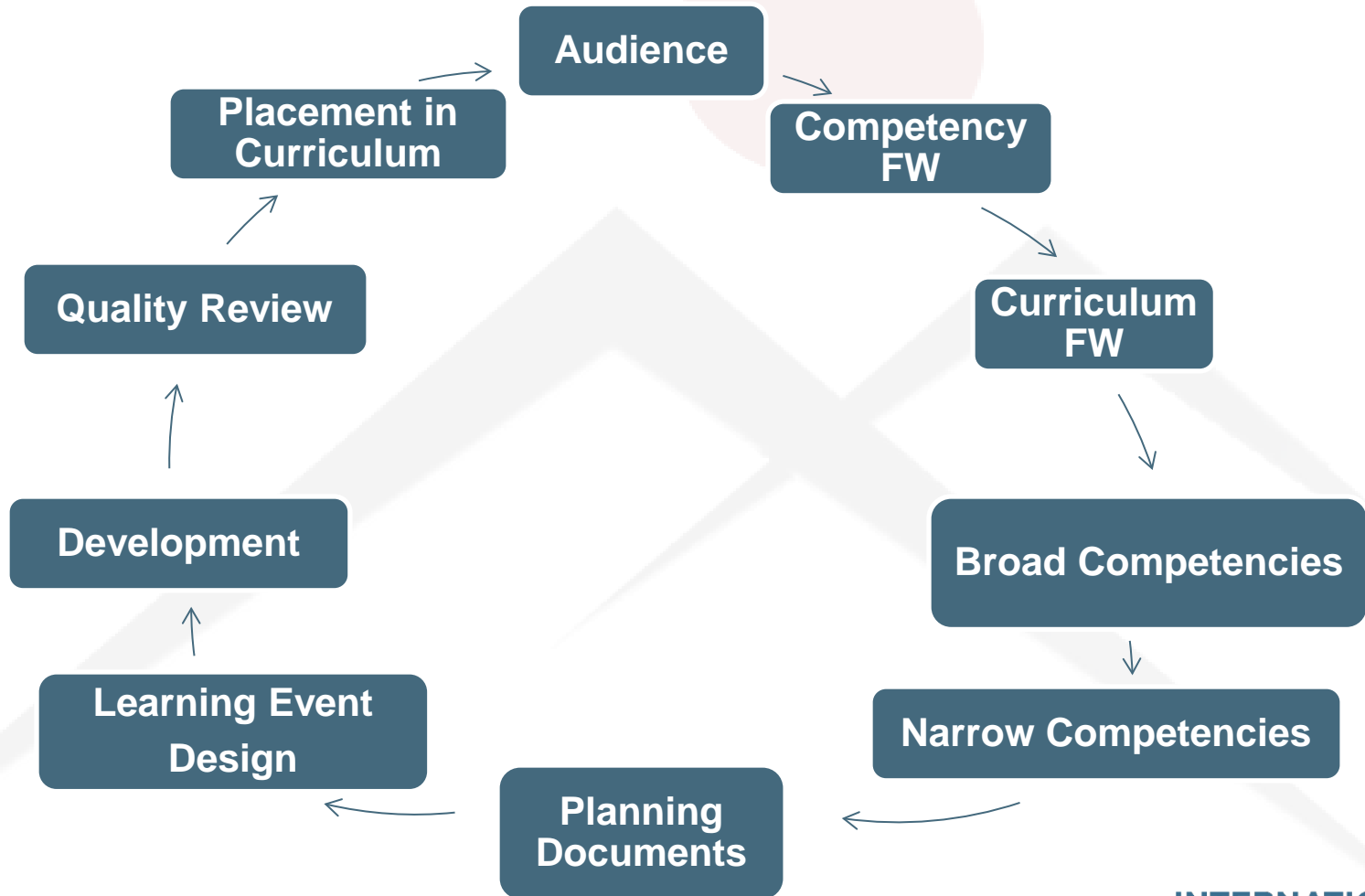**INTERNATIONAL FOOD PROTECTION TRAINING INSTITUTE**

Curriculum Framework Concept

Curriculum Development Process

Curriculum Process
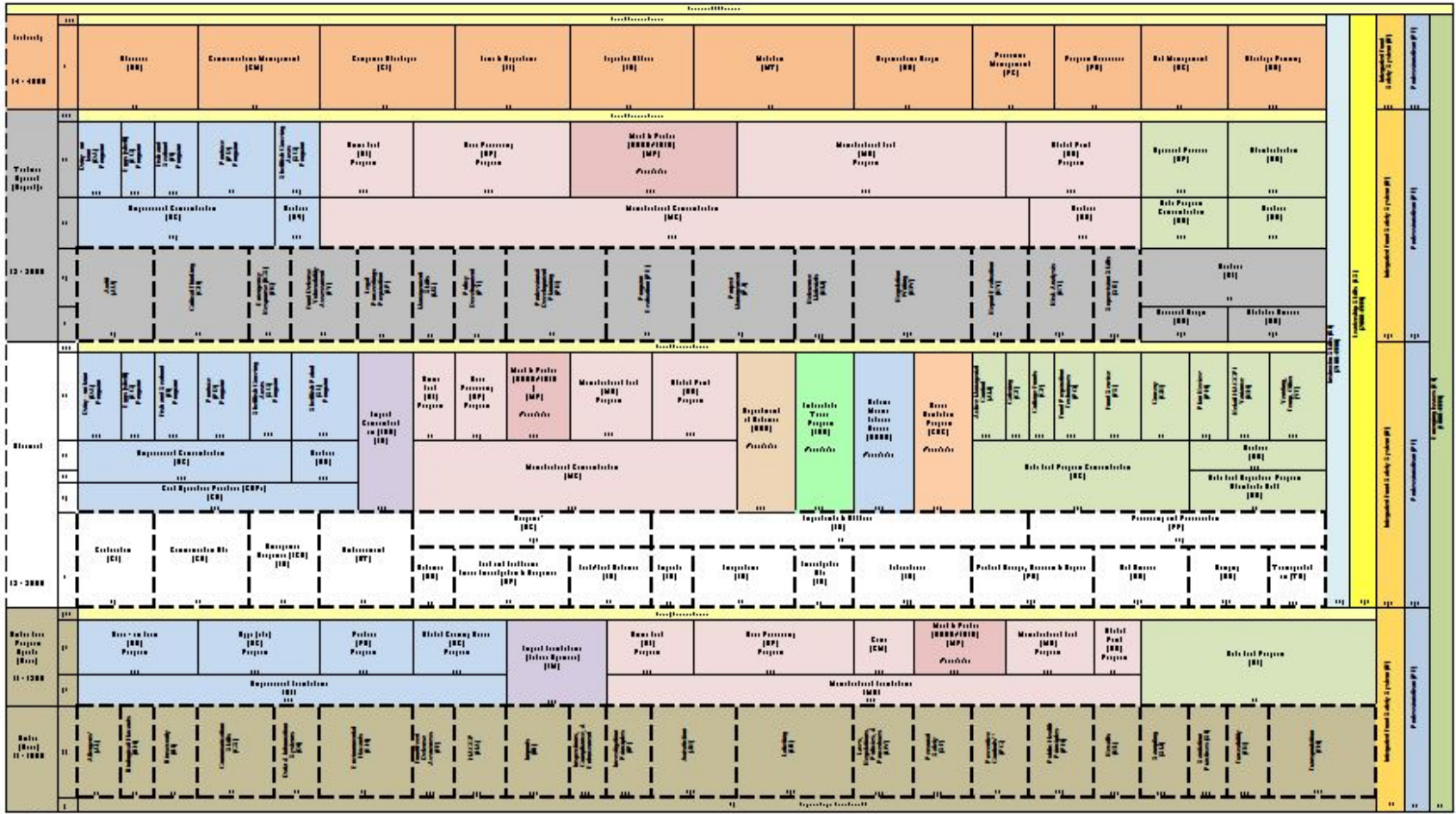
- Outcomes-based
  - What are the performance expectations?
  - Determine competencies.
  - Build a system of learning events to help achieve competencies.

- Learning events include:

  - Training
  - Education
  - Experience
  - Coaching
  - Mentoring
  - Networking

  - Workshop
  - Conference
  - Job Shadowing
  - Standardization
  - Assessing
  - Evaluating

Main Curriculum Framework

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

Online Interactive Framework

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IFPTI - Curriculum Framework Conceptual Overviews

Competency Framework

	Communication	Core	Critical Thinking	Organizational Awareness	Technical
Leadership	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies
Technical Specialist	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies
Advanced	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies
Entry	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies	Hover for Competencies

Curriculum Framework

Leadership	Recognition of Competency Attainment			Professional Level Spanning Content Areas
	Core Content			
Technical Specialist	Recognition of Competency Attainment			
	Unprocessed Concentration	Manufactured Concentration	Retail Concentration	
	Core Content			
Advanced	Recognition of Competency Attainment			
	Unprocessed Concentration	Manufactured Concentration	Retail Concentration	
	Core Content			
Entry	Recognition of Competency Attainment			
	Unprocessed Foundations	Manufactured Foundations	Retail Foundations	
	Core Content			

Competency Framework

The *Competency Framework* is a model that broadly defines the blueprint for excellent performance within the profession, at various points of one's career. The framework helps identify high-level comp (desired outcomes or behavior), enumerates metrics by which competency can be measured, spells out observable and measureable characteristics, and provides evaluation criteria.

Five competency domains have been identified (Communication, Core, Critical Thinking, Organizational Awareness, and Technical), along with four professional levels, depending on the regulator's cur (Entry, Advanced, Technical Specialist, and Leadership). Hovering the cursor over each "box" in the Competency Framework reveals the competencies specific to the individual's professional level and competency domain. To illustrate, a regulator at the Advanced Level is expected to have the following competencies related to the Organizational Awareness domain:

- Collaborate as a member of workgroups.

http://lncs.ifpti.org

Integration of Stakeholders

Task: Build 25 ORA online courses in 9 months

- Use competency blueprints developed by multi-stakeholder teams

- Split work up between 6 developers

- Recruit SMEs to write content

- Form 25 ISD teams

- Review and place in National Curriculum

- Host on multiple LMS's

SME Recruitment

- 176 responded to call for SMEs
  - Federal: 63
  - State: 48
  - Local: 12
  - University: 15
  - Canada: 4
  - Industry: 18
  - Other (consultants, retired, etc.): 18
- 140 assigned to ISD teams

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Learning Event Design

- Teams including:
  - Instructional designers
  - Subject matter experts
  - Peer reviewers
  - Project managers
- Use:
  - Program alignment planning document
  - Content alignment planning documents
- **Product:** Design documents, storyboards.

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Development

- Teams including:
  - Instructional designers
  - Subject matter experts
  - Peer reviewers
  - Project managers
- Use
  - Program alignment planning document
  - Course alignment planning documents
  - Design documents
  - Design standards
- **Product:** Learning event materials

Quality Review

- External peer review of:
  - Alignment with planning documents
  - Content – accurate and appropriate for the audience
  - Design/development process
  - Materials
  - Instructional methodology
  - Fit within the curriculum framework
- IFPTI working on quality review standards with the Canadian Food Inspection Agency (CFIA)

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Placement in Curriculum

- Learning event materials that:
  - Meet the criteria of course review process
  - Align with the desired outcomes of target audience
- Placement:
  - Assigned to a curriculum framework content area
  - Given a course prefix and number
  - Sequenced within the target audience curriculum (learning path)
  - Placed in learning event catalog (open source)
  - Available for delivery

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Other Training Efforts

- Alliances
  - Produce Safety
  - Sprout Safety
  - Seafood HACCP
  - Human PC + FSVP
  - Animal PC
- FSMA Regulator Courses
- National & Regional Coordination Centers
- NASDA Produce Safety Training Plan

Questions?

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