

Produce Safety

A L L I A N C E

Produce Safety Educator's Monthly Call #14

November 10, 2014

2 PM EST

Meeting Summary

Total Attendance: 29

Meeting recording available at:

<https://cornell.webex.com/cornell/lr.php?RCID=dec00f492d842bb5e105c99875cb3df3>

Agenda

- Discussion about comments to the FSMA Produce Safety Rule Supplemental
- PSA update and review of currently proposed trainer certification process
- Funding considerations and grant opportunities for grower training programs and attending the Train-the-Trainer
- Additional items

Discussion

I. Submitting Comments to the Supplemental Rule for Produce Safety

- Deadline is December 15, 2014
- Public meeting on November 13th, 2014 in College Park, MD
 - For more information:
<http://www.fda.gov/Food/GuidanceRegulation/FSMA/ucm418878.htm>
 - Options to participate remotely
- How is the commenting going? Any questions needing to be addressed?
 - The sense from New Jersey growers is that they are tired of hearing about the regulation. These growers are not real anxious about doing anything right now. The number of water samples for establishing a baseline is not practical. 20 samples over 2 years is unrealistic since some growers will not even irrigate 20 times over a period of two years. The definition of food and feed in terms of sales will be difficult to understand for growers, especially since <\$25,000 is all produce sale but the Tester Amendment is all food sales. Calculating sales values is also still ambiguous.

II. PSA Update

- PSA Curriculum Modules are finished and currently being laid out by a graphic designer for use in the pilot Train-the-Trainer and Grower Training Programs.
 - Thoroughly reviewed and commented on by a diverse individuals representing many different organizations and grower groups
- Slide sets have been updated with the new Supplemental Produce Rule information.
- PSA will be launching two pilot programs

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- Train-the-Trainer: Geneva, NY in December
- Grower: Hershey, PA in January
- Attendees for the Train-the-Trainer program have been selected to incorporate a very broad audience and a diverse group of people to provide evaluations. The grower pilot will be open once it is advertised, but it will be capped at 50 attendees. All attendees will be asked to evaluate the curriculum very heavily.
- After pilots, we will evaluate and adjust the content
 - Barring any major edits, we will go 'live' with the program in sometime in March 2015
 - Plan to train prior to the final rule. Will update all participants on any changes in final regulation in Oct. 2015

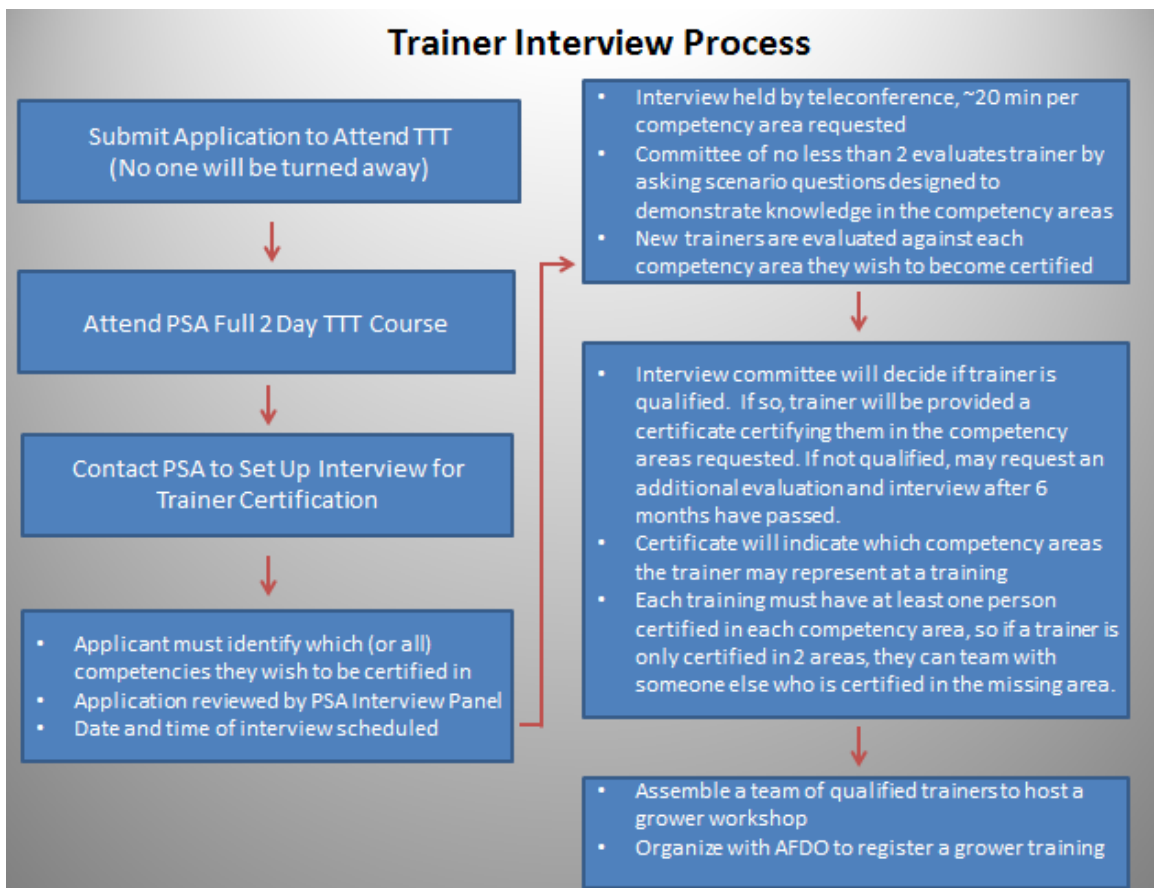
III. Trainer Certification Process

- The PSA has considered many certification options
- Working committees 7, 8, 9, and 10 provided key reasons and recommendations for certifying trainers
- Held meeting to discuss trainer qualifications and certification in June of 2013 at the Center for Produce Safety conference in Rochester, NY
 - Critical challenge: Need enough trainers BUT need them to be competent in key areas
- Proposed several types of certification processes to Executive committee:
 - Pre-screening trainers prior to allowing them attend training
 - Did not want to limit the number of trainers we have available to teach, therefore pre-screening was ruled out
 - Post-training testing
 - Concern about psychometrics to develop the test
 - How to maintain test confidentiality, management issues
 - Practical at end of two day training
 - Determined it would not be a good indication of a persons knowledge and skills
 - Would take up significant time adding a day to the training and requiring additional resources (several rooms, several projectors) to make it work
 - Mentor Process
 - Too labor and time intensive to get a mentor at every training in the U.S. to evaluate trainers
 - **Interview Process**
 - The Interview Process is the current option we have proposed based on the feedback we have received throughout the development of the Trainer Program.
 - Can be done through conference call, so low cost. Easier to schedule. Develop scenarios and questions for prospective trainers to respond to as a way of evaluating their knowledge and experience.

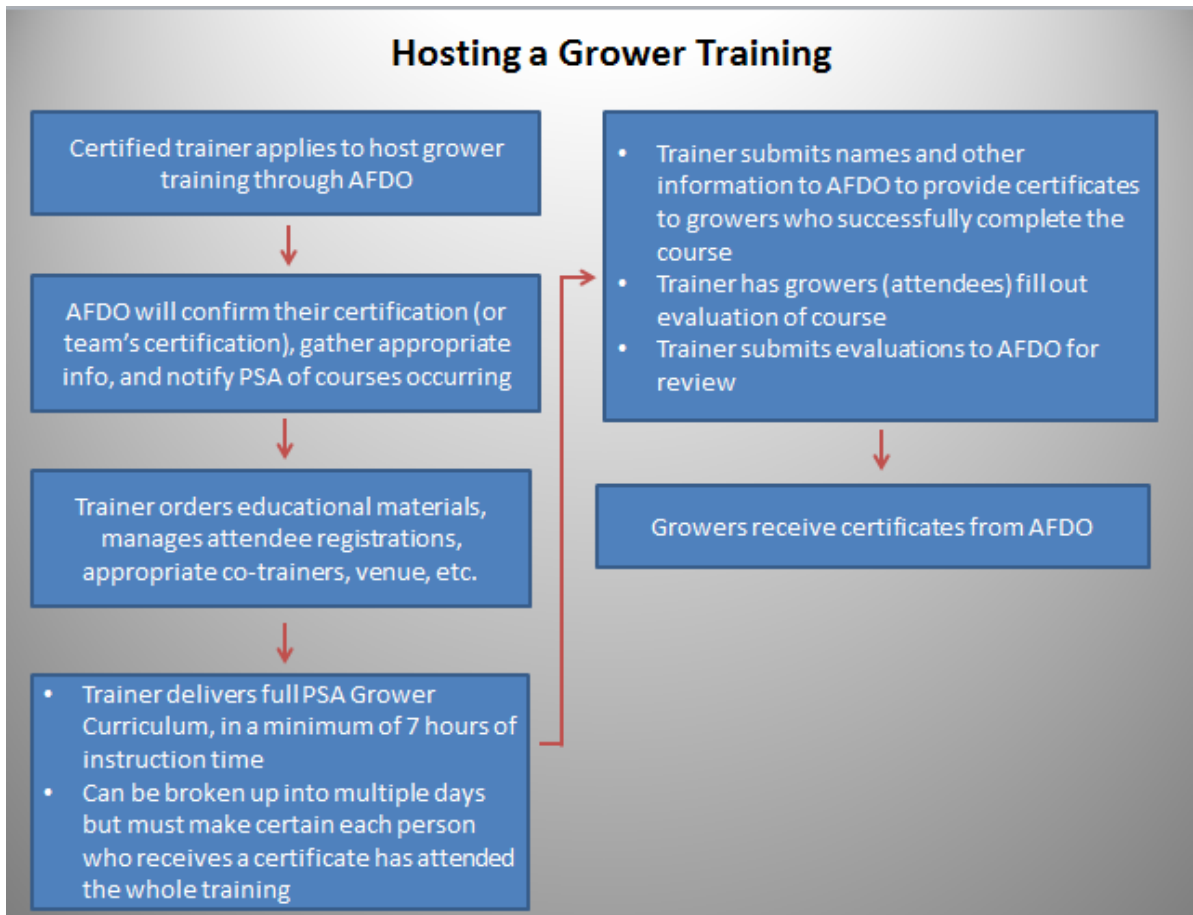
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- **Core Trainer Competencies**
- These are three competencies in which trainers can become certified.
- Prospective trainers will need to decide in which competencies they would like to be certified; one, two, or all three.
- In order to deliver training for growers, a trainer must either be certified in all three competencies OR be teaching the course as part of a team that can collectively cover all three competencies.
 - **Produce Safety Scientific Knowledge**
 - Basic understanding of bacteria, viruses, parasites associated with produce
 - **Fruit & Vegetable Production Knowledge**
 - Understand produce safety risks on fruit and vegetable farms and in packinghouses
 - **Effective Training Delivery**
 - Ability to present technical scientific information and regulatory language to growers and other key stakeholders
- **Trainer Interview Process**
- This is the currently proposed process for becoming a certified trainer. This process will be evaluated during the pilot Train-the-Trainer in December 2014.



- **Hosting a Grower Training**
- This is the currently proposed process for hosting a grower training after becoming a certified trainer.



- **Questions on Trainer Certification**
 - ***What is the timeline between when you attend the Train-the-Trainer and when you can actually train?***
 - **Timeframe:** We will try to get the process set up so that interviewers are available after a trainer attends the 2-day course to become certified. We do not want to create a bottleneck, but this will depend on the availability of interviewers and the availability of the trainer.
 - ***Is there a cost for certification and educational materials?***
 - There will be a cost for trainers to get the certificate as well as costs for the training and training materials. There may possibly be costs associated with the interview process. We intend to supplement the costs as much as possible and keep costs low. We do not know these exact costs right now.

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After the pilot Train-the-Trainer, we will figure out the costs after we receive feedback from the pilot on what materials we may need to include.

- Estimate costs:
 - a. Grower and Train-the-Trainer educational materials will likely be under \$50.
 - b. Certificate costs will be between \$35-50
- ***Is there certification for the people attending the pilot Grower Training?***
 - The growers who attend the pilot Grower Training will receive certificates.
- ***What is the process for curriculum equivalency, for example, in programs such as Mushroom GAPs?***
 - Determining equivalency is FDA's responsibility. There are several past examples of this (Juice HACCP, Seafood HACCP), so we understand there to be some process. The PSA will not be the deciding group.
- ***In the next two years, what is the PSA's target for training? In terms of the range of coverage for who you plan to train, are you focusing on only small or large growers or a mix?***
 - We do not have a target number for those who we would like to train. We do have a target of areas we need to prioritize training first – e.g. high production areas and traditionally underserved areas ([Strike Force states](#)). We have learned from Seafood HACCP that many people were trained to be instructors in this program, but only a few actually ended up delivering the training. We envision that people will come to the PSA training, but some may not become active trainers. For example, we have been approached by consultants wanting to offer the training; however, it is likely that if grant funding is available and a grower can attend another training that is more economically feasible, then the training offered by a consultant may not be as desirable due to cost. There are many factors that affect who may end up training.
 - For growers, we do anticipate quite a few growers who are subject to the regulation that will need to be trained. However, there is a staggered implementation period for the rule, so it is likely that growers may not need the training right away. There will also be growers who do not need to attend the training for regulatory reasons, but who may still want to attend because of a market requirement (e.g. third party audit). In New York, we plan to combine the PSA training (Day 1) with a Day 2 which helps growers write their food safety plans and prepare to have an audit. Based on positive results from a recent survey of growers who have attended the two day training, we think others should consider this option.
- ***Are the applications available for the Train-the-Trainer program yet?***
 - No. The application is not available since we do not have any public Train-the-Trainer sessions yet. We plan to evaluate the application we have at the pilot train the trainer. Once we schedule the Train-the-Trainers, we will

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send out a notification on the listserv and through our website, likely in early 2015.

- ***Is there any indication from industry whether or not the industry is going to require growers to comply with the rule, even if they are exempt?***
 - We have not heard anything about that, nor did anyone else on the call.
- ***Question back to the group: Does this process sound reasonable?***
 - Several responded that it was do-able and similar to other professional certifications.
 - In Iowa, this is the same model they use for HACCP. The biggest challenge is to figure out how to include county extension staff to support the training and who they may need to send to become certified.
 - Team teaching is encouraged to provide options within your state to provide training with a diverse set of instructors with different backgrounds.
- ***Why did the PSA decide not to include a ‘vetting process’ (e.g. submit resume, application) up front before trainers attend a training?***
 - Originally, we had planned on this type of model, but in the public meeting we hosted at CPS, this method was not supported.
 - With 186,000 growers, we need to have a lot of people available to train. There was concern that a pre-evaluation would be too stringent and weed out people that would be very good parts of teams. We need to have enough trainers, but they need to be competent. The interview process attempts to balance this.
 - If you do not go through the interview process, you cannot become a certified trainer.
- ***Will educational materials be developed in Spanish?***
 - Yes. They will be released slightly behind the English version, but we will work to get translated versions out as soon as possible.
- ***Will there be a list of approved trainers that also indicated what language(s) people can train in?***
 - We have discussed the need to create a database that is accessible so that people can know who is qualified in which competencies, in the case that they need a trainer to fill a competency to host a grower training. We have not yet discussed the language aspect, but we will add this to the list.
- ***Has the PSA thought about providing the interview immediately after the Train-the-Trainer?***
 - Usually after trainings, people want to rush home, but we will certainly consider this as an option.
 - Two individuals agreed that this might be more efficient.

IV. Funding Considerations

- Grant opportunities
 - RMA

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- Specialty Crop Block Grants
- Beginning Farmer and Rancher Grants
- SARE
- ORIE
- **Budget needs**
- We added this to the discussion because we often get this question about what trainers should plan for in terms of training costs and as they apply for grant funding.
- Just with educational materials and certificates, this will be close to \$100, not including food, venue, and other costs.
 - Food & Venue
 - Educational Materials
 - Hoping to keep these under \$50
 - Certificate Costs
 - Grower certificates: Estimated \$35-50
 - Travel / time for trainers
- **Recommend a Day 2, if you have the need**
 - Growers may still need food safety plans for audits
 - In New York, we are currently wrapping up analysis of a long term evaluation of the 2 day GAPs program. The evaluations indicate the 2 day trainings are very successful. We will share this information with you once it is out.

V. Other Items

- Global Food Systems Summit: December 8, 2014 in Ithaca, NY
 - For academic experts and industry members to discuss new approaches to emerging food system challenges
 - More information: <http://bit.ly/CIFSSUMMIT>
 - Contact Julie Stafford: jls653@cornell.edu, 607-255-0860
- Field Specialist – Food Safety Job Opportunity at Univ. New Hampshire
 - Please share with any interested individuals:
https://jobs.usnh.edu/applicants/jsp/shared/position/JobDetails_css.jsp?postingId=163100

VI. Call Wrap Up:

- **Future Produce Safety Educator Meeting Agendas:** Let us know what you would like to talk about! Send us your ideas, concerns, comments and we will add it to the next monthly meeting.
- **Next meeting:** TBD, Likely January 2015. December looks to be a very busy month with the Train-the-Trainer pilot, so we would like to hold off until January when we can provide updates. If there are agenda items you would like to discuss, we can host a meeting in December, but for now, will plan on January 2015.
- **Thank you** for all your feedback and for asking us questions during these meetings. We appreciate your input to this curriculum and program, please keep it coming! We hope that as we move forward, you will continue to stay engaged and that you will become trainers. Please let us know how we can support your programs going forward.