



AIC2018

Education in Agricultural Sciences and
Technology - Ready for the Future?

Envisaging Future Graduates Discovery Talk

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Future Agriculture Graduates in a Future CFIA



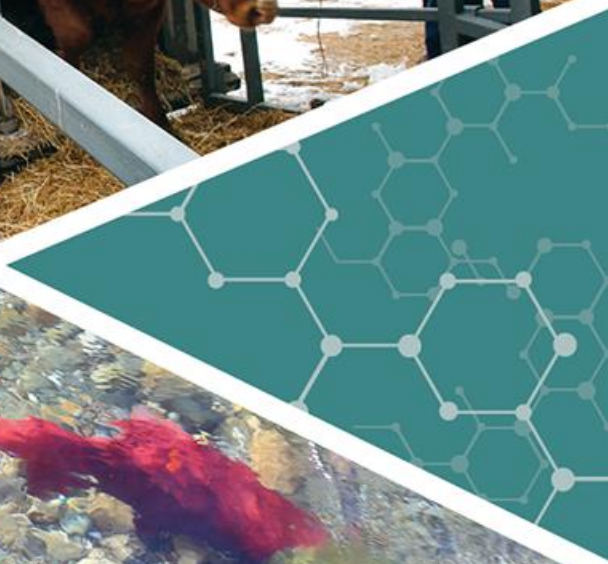
Canadian Food
Inspection Agency

Agence canadienne
d'inspection des aliments

Future Agriculture Graduates in a Future CFIA

AIC 2018 Conference, Ready for the Future, April 23, 2018

Dr. Jon Morgan, Manager Professional & Technical
Development at the CFIA



Canada 

CFIA Regional distribution



Why we are changing

MODERN LAW

Safe Food for Canadians Act (SFCA)
Outcome-based

ALIGNMENT

Modernization initiatives of trading partners & expanding trade requirements

SHIFTING RISK

Increased identification & response to real & perceived risks

Expanding food safety threats

- New Pathogens
- Food Recalls



- Advances in science, technology & production processes
 - Biotechnology
- New food processing methods



Increased reliance on exports makes interruptions more costly



Globalization

- Foreign Food Safety Systems



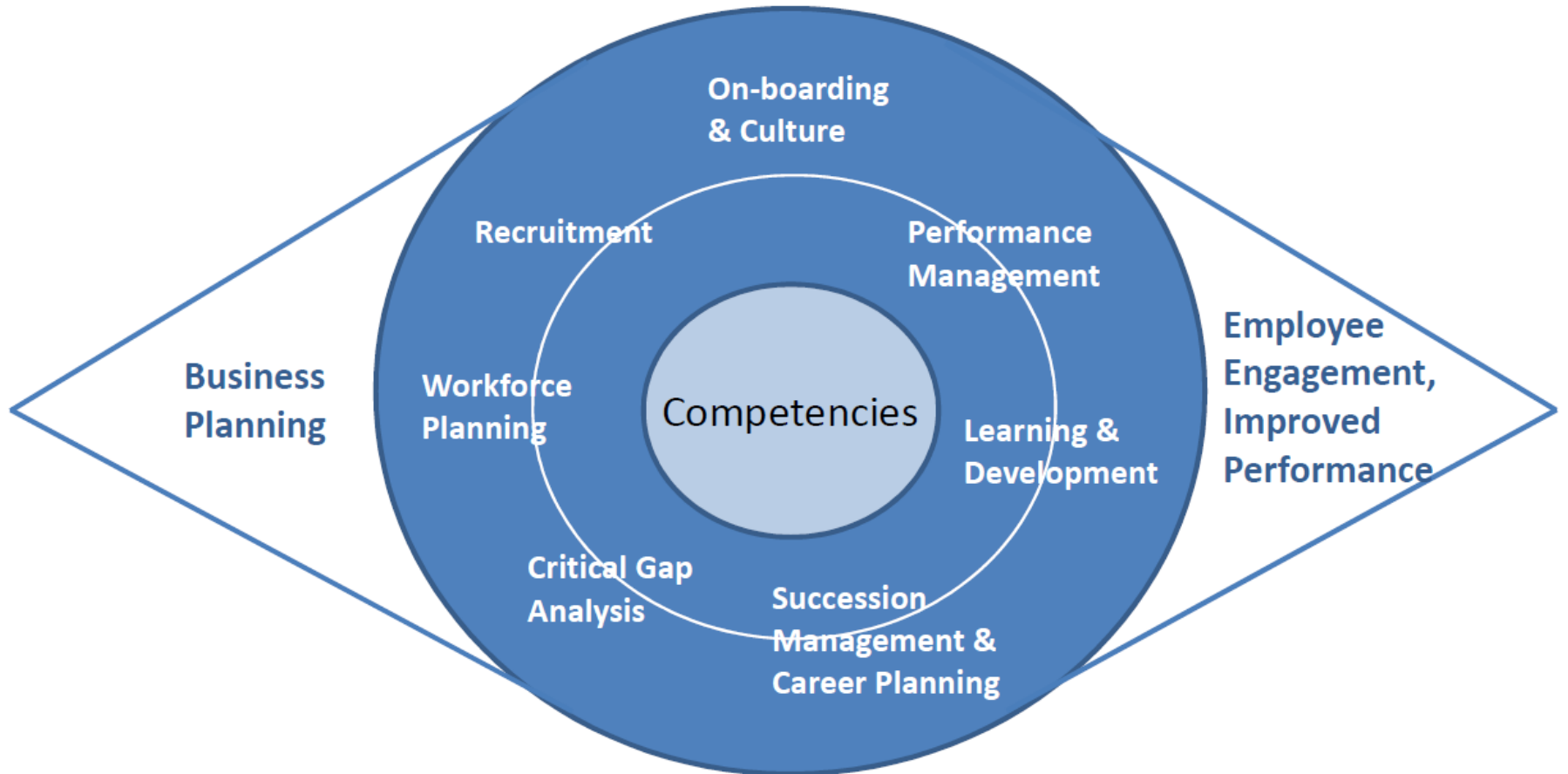
Increasing global Consumer Expectations

- Public Trust
- Transparency

Increased import volume and diversity heightens exposure to new threats



Staffing



CFIA Agency-Wide Competencies

Analytical Thinking/ Judgement

Collaboration

Initiative

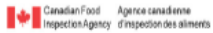
Interactive Communication

Service Orientation

Integrity and Respect

Team Leadership (supervisors/managers)

Career Path and Training

		Competency-Based Training Framework for the Inspectorate Community														Technical Coaching	Trainer Qualification / Instructor Development	Annual Update	Future Leaders		
Management	Area Chief Inspector	Communication Skills	Emergency Management	External & Internal Engagement	Financial Management	Human Resource Management				Organizational Management	Project Management	Regulatory Response	Strategic Management	Strategic Thinking & Decision Making	Values, Ethics, and Organizational Culture					Agency and Government Modernization	
	Regional Chief Inspector					Labour Relations		Leading Leaders													
	Manager					Effective Supervision															
	Supervisor					M1	M2	M3	M4							M5	M6	M7	M8		M9
Specialist	Sector Specific					Complex AMPs / Prosecution					Sector Specific										
	Inspection Concentration					Enforcement Concentration															
	Expert Witness		Industry Processes and Management Systems		Media Relations	Policy	Proactive Problem Solving			Program Specific	Regulatory Response	Stakeholder Engagement		System Performance and Quality Management	Values, Ethics, and Organizational Culture		Agency and Government Modernization				
Compliance Officer 2	Sector Specific		Meat Hygiene		Aquatic Animal Health		Terrestrial Animal Health		Feed		Sector Specific										
	SF1		SF2		SA1		SA2		SA3		SP1										
	Food Concentration					Animal Concentration					Plant Concentration										
Compliance Officer	Food Recall		Sector Specific		Meat Hygiene		Aquatic Animal Health		Terrestrial Animal Health		Feed		Sector Specific								
	CF1		CF2		CF3		CA1		CA2		CA3		CP1								
	Food Concentration					Animal Concentration					Plant Concentration										
Developmental Compliance Officer	Applied Statistics	Audit Concepts and Techniques	Case Management	Communication Skills	Complaints	Complex Production/ Processing Systems (low to medium risk)	Compliance Verification	Control and Compliance	Data Analysis	Decision Making	Epidemiology	Incident Command	Industry Management Systems (Food Safety, Quality, etc.)	Investigative Skills	Judicial	Policy Application	Regulatory Response	Report Writing	Root Cause Analysis	Values, Ethics, and Organizational Culture	Agency and Government Modernization
	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15	C16	C17	C18	C19	C20	C21
	Food Hazards	Food Inspections	Food Investigations	Food Requirements		Food Safety Systems		Food Science and Technology	Meat Hygiene		Aquatic Animal Health	Terrestrial Animal Health	Feed	Fertilizer	Fertilizer Response	Plant Breeders' Rights	Plant Pest Response	Seed	Sector-Specific	Ship Inspection	
IF1	IF2	IF3	IF4		IF5		IF6	IF7		IA1	IA2	IA3	IP1	IP2	IP3	IP4	IP5	IP6	IP7		
Food Concentration					Animal Concentration					Plant Concentration											
Communication Skills		Corporate Behaviour		Corporate Knowledge		Documentation		Emergency Response		Health and Safety		Human Resources	Inspection Activities	Legislative Framework	Organisational Skills	Operational References	Regulatory Response	Values, Ethics, and Organizational Culture	Agency and Government Modernization		
I1	I2	I3	I4	I5	I6	I7	I8	I9	I10	I11	I12	I13	I14								

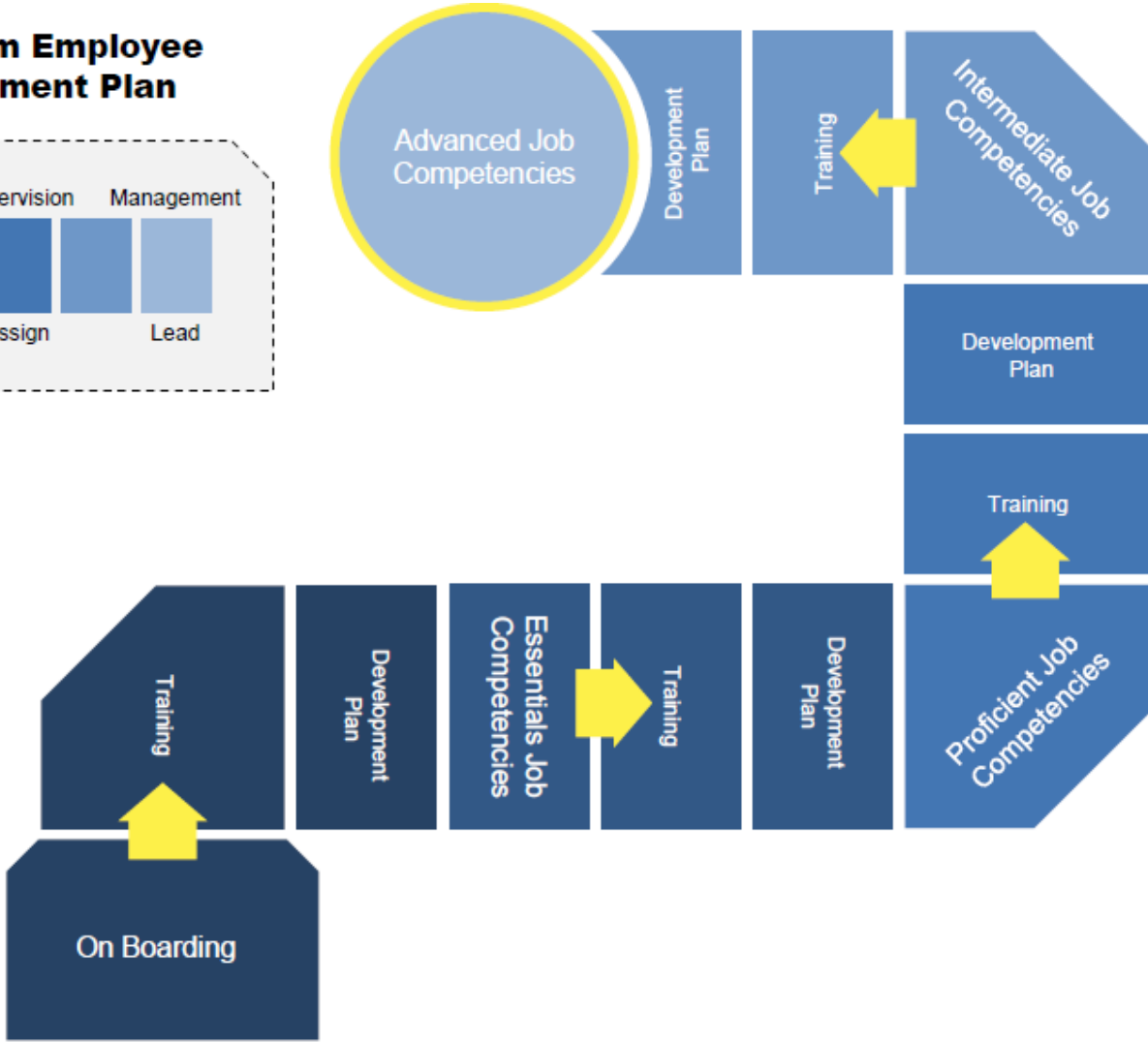
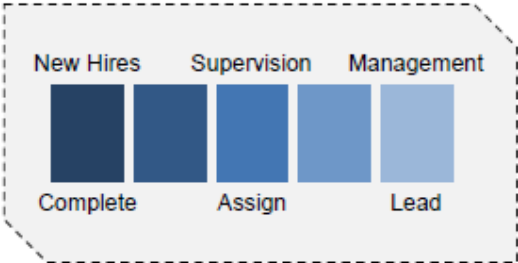
Audience: CFIA employees who conduct regulatory activities (inspection, verification, enforcement, and control) on regulated commodities.

Competency Profile

Content Area	Goal / Level 2 Competency / Will be able to:	Objectives / Level 3 Competencies / Will be able to:
Preventive Controls Introductory knowledge, skills, and abilities related to measures implemented by food manufacturing facilities to ensure food safety.	Describe the principles of preventive control.	<ul style="list-style-type: none"> • Discuss the concept of preventive control. • Describe preventive controls associated with a food safety plan. • Review the components of a firm's food safety plan. • Identify applicable regulations for inspecting a firm. • Explain the elements of a food safety plan.
Topics Subtopics	Goal / Level 4 Competency / Will be able to:	Objectives / Level 5 Competencies / Will be able to:
Foundations	Describe the facilities that are subject to the preventive controls regulation.	<ul style="list-style-type: none"> • Define relevant terminology. • Identify information resources. • Discuss the rationale for the preventive control regulation. • Discuss the regulatory requirements for preventive controls. • Explain a system-based approach.
Food safety plans	Describe a facility-based food safety plan.	<ul style="list-style-type: none"> • Explain the function of a food safety plan. • Describe how a food safety plan is developed. • Discuss where food safety plans are required. • Summarize the components of a food safety plan.
Hazard evaluation	Describe the methods to conduct a hazard evaluation.	<ul style="list-style-type: none"> • Explain the purpose of a hazard evaluation. • Identify the types of hazards that must be considered when conducting a hazard evaluation. • Describe the components of a hazard evaluation to ensure food safety.
Critical control points	Describe the role of critical control points in preventive controls.	<ul style="list-style-type: none"> • Explain the purpose of a critical control point. • Differentiate between a critical control point and a control point. • Give examples of critical control points. • Explain how critical limits are quantified.
Corrective action plan	Describe corrective action plans.	<ul style="list-style-type: none"> • Describe the importance of corrective action plans. • Explain the consequences of unidentified preventive controls. • Explain the consequences of ineffective PCs. • Discuss the importance of documenting corrective actions.
Verification procedures	Describe verification procedures related to preventive controls.	<ul style="list-style-type: none"> • Explain the importance of verification procedures. • Give examples of verification procedures. • Discuss the role of testing in verification procedures • Describe the components of verification procedures.
Recordkeeping	Describe recordkeeping requirements in preventive controls.	<ul style="list-style-type: none"> • Describe the importance of recordkeeping. • Give examples of required recordkeeping. • Describe record review requirements.
Resources	Discuss resources and references related to preventive controls.	<ul style="list-style-type: none"> • Describe resources. • Locate resources.

Career Spanning Development

Long Term Employee Development Plan



Remuneration

SR (scientific regulator) Pay Scale (2014)				
SR01	SR02	SR03	SR04	SR05
64695	78784	92094	101887	111523