• 5-year Cooperative Agreement involving APHL, AFDO, and IFPTI.

• Goal: create a Competency-Based Curriculum Framework (similar to the IFSS Frameworks).

  – To identify career-spanning training for State Food and Feed Laboratory Professionals.
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<tr>
<th>APHL</th>
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<td>Cathy Johnson</td>
<td>Ron Klien</td>
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<td>Paul Morin</td>
<td>Kathleen Wickman (OR)</td>
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• Created towards the end of Year 2.
  • Content Area definitions
  • Vetted by the AFDO identified community
• Years 3 & 4: Began developing competency statements for the Entry Level Content Areas.
• An **organized plan** or set of standards:
  – what the individual should *know* and *be able to do*
    i.e., observable and measurable competencies

• Learning experiences (courses, on-the-job training, mentoring, etc.) can then be *aligned* with the standards.
• Framework gives us metrics (competencies and key performance indicators) to measure someone’s performance.
  – Individual assessment & supervisor assessment
• Example:
  “Explain laboratory testing methods.”
• Final review (by SMEs) of competencies and competency indicators for Entry Level Content Areas.
• Entry Level Content Areas will soon be ready for learning experience (for example, training) development.
May 2017 (APHL Office in Silver Spring)

Will begin drafting competencies for the Microbiology and Chemistry tracks on the Framework.
• Build out competencies and key performance indicators for Microbiology and Chemistry tracks.
• Create learning experiences.
• Move upward on the Framework.
# Curriculum Framework

## State Food and Feed Laboratory Professionals

### Senior Administration
- Advocacy (AC)
- Budgeting (BI)
- Conflict Resolution (CR)
- External Affairs (EA)
- Incident Command Systems (ICS) (IC)
- Legal (LG)
- Media Relations (MR)
- Public Relations (PR)
- Risk Communication (RC)
- Strategic Planning (SP)
- Team Building (TB)
- Training (TR)

### Manager (Program Specific)
- Certificates & Certifications (CC)
- Advanced Chemistry (AC)
- Advanced Microbiology (AM)
- Accreditation
- Change Management (CM)
- Emerging Issues (EI)
- Equal Employment Opportunity (EEO)
- Ethics (ET)
- Human Resource Management (HRM)
- Information Technology (IT)
- Laboratory Evaluation Officier (LEO)
- Leadership/Innovation Program (LIP)
- Project Management (PM)
- Public Affairs (PA)
- Risk Management (RM)
- Safety & Health (SH)

### Supervisor / Manager (Program Specific)
- Conflict Resolution and Mediation (CRM)
- Incident Command Systems (ICS) (IC)
- Negotiation (NG)
- Risk Communication Introduction (RIC)

### Expert (Program Specific)
- Certificates & Certifications (CC)
- Expertise (EX)
- Certification (C)
- Microbiology Concentration (MC)

### Mid (Program Specific)
- Critical Thinking (CT)
- Epidemiology, Foodborne Illness Investigation, & Response (EI)
- Evidence Management (EM)
- Federal Regulatory Testing Methods (FTM)
- Food and Feed Emergencies (FFE)
- Food Safety (FS)
- Laboratory Information Management System (LIMS)
- Laboratory Safety (LS)
- Quality Assurance (QA)
- Regulatory Sampling (RS)
- Sample Handling (SH)
- Waste Management (WM)

### Entry (Program Specific)
- Certification (C)
- Laboratory Math (LM)
- Laboratory Techniques (LT)
- Basic Laboratory Techniques (BLT)
- Basic Chemistry (BC)
- Basic Biology (BB)
- Basic Microbiology (BM)
- Basic Environmental Science (BES)
- Basic Public Health (BPH)
- Basic Safety (BS)

### Chemistry Concentration (CC)
- Chemistry Concentration (CC)
- Microbiology Concentration (MC)

### Other
- Integrated Food Safety System (IFSS) (FS)
- Laboratory Evaluation Officier (LEO)
- Leadership/Innovation Program (LIP)
- Project Management (PM)
- Public Affairs (PA)
- Risk Management (RM)
- Safety & Health (SH)
- Sample Handling (SH)
- Waste Management (WM)
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Senior Vice President
IFPTI
Craig.kaml@ifpti.org
269-441-4054