

# INTERNATIONAL FOOD PROTECTION TRAINING INSTITUTE



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IFPTI Fellowship Cohort IV:  
Research Presentation  
Matt Colson  
2014-2015



*Evaluating Manufactured Food Inspection  
Program New Hire Training Costs and Staff  
Turnover in Select Association of Food and Drug  
Officials of the Southern States (AFDOSS) States*

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## Background

- Manufactured Food Regulatory Program Standards (MFRPS) first implemented in 2007.
- Currently 41 programs in 39 states and Puerto Rico enrolled.
- MFRPS Standard 2 provides a framework for training.
- Training is a significant expense that is multiplied by staff turnover.
- Additional training will be needed for Food Safety Modernization Act (FSMA) implementation.

## Problem Statement

- The cost of training new employees in the AFDOS region to meet the MFRPS Standard 2 training requirements is unknown.

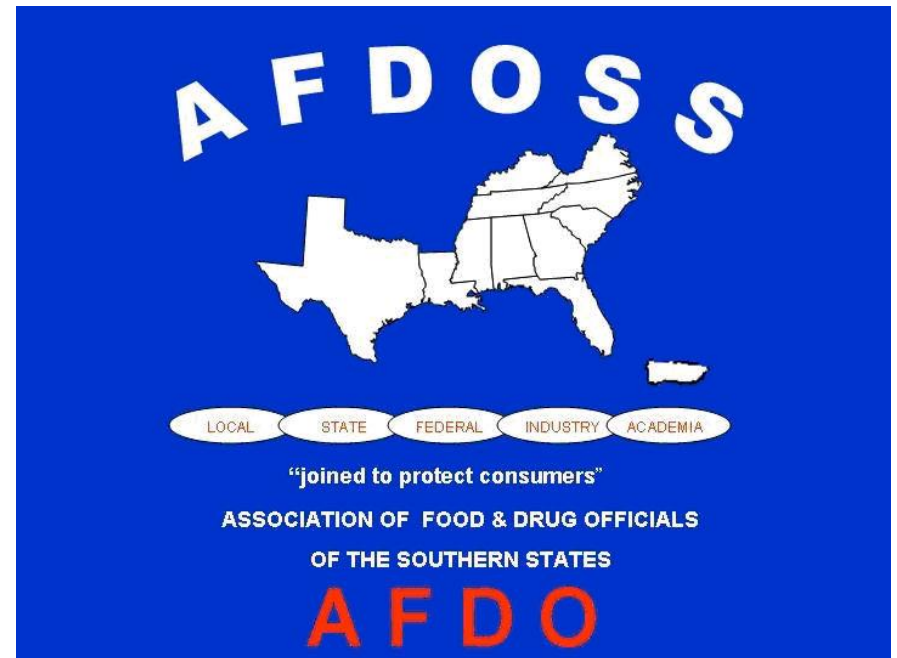


Image Source: [www.afdo.org](http://www.afdo.org)

## Research Questions

1. What is the cost for state programs of training a new employee to meet MFRPS Standard 2 requirements?
2. What is the average annual turnover rate for state programs?
3. What are the total annual program costs for training new employees?

# Methodology

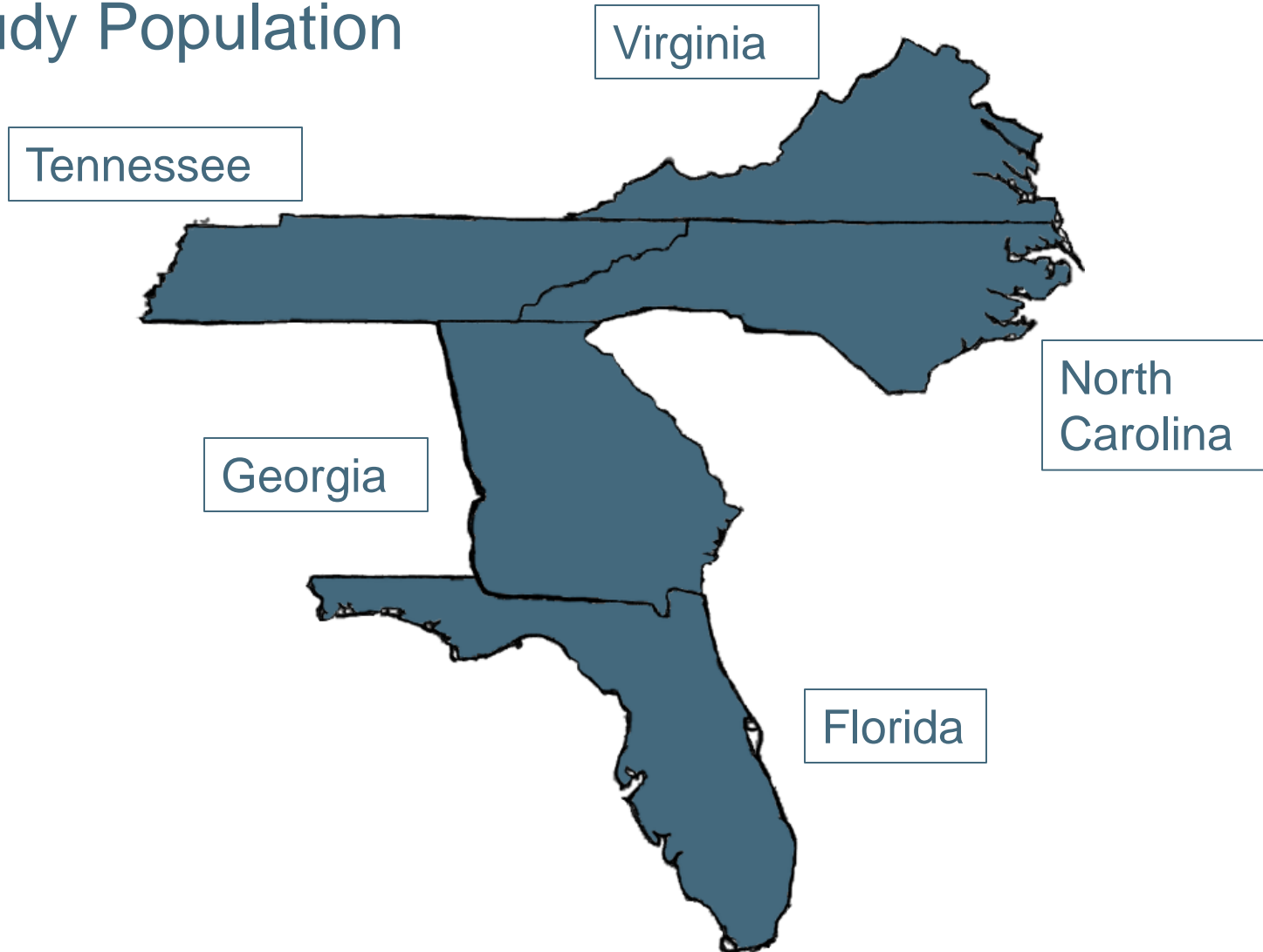
- Develop questionnaire:
  - 10 questions
    - General program information – 3 questions
    - Training information – 3 questions
    - Staffing/turnover – 4 questions
- Data collection by phone interviews:
  - One-hour phone interviews conducted Oct. 2014 – Dec. 2014.
  - Follow-up interviews to expand upon questions.

## Methodology (continued)

- Data analysis:
  - Calculate the cost of training a manufactured food inspector using the following: inspector and trainer salaries and benefits costs; travel costs; and indirect costs over the entire training/onboarding period.
  - Calculate annual inspector turnover.
  - Calculate annual program training costs.



# Study Population

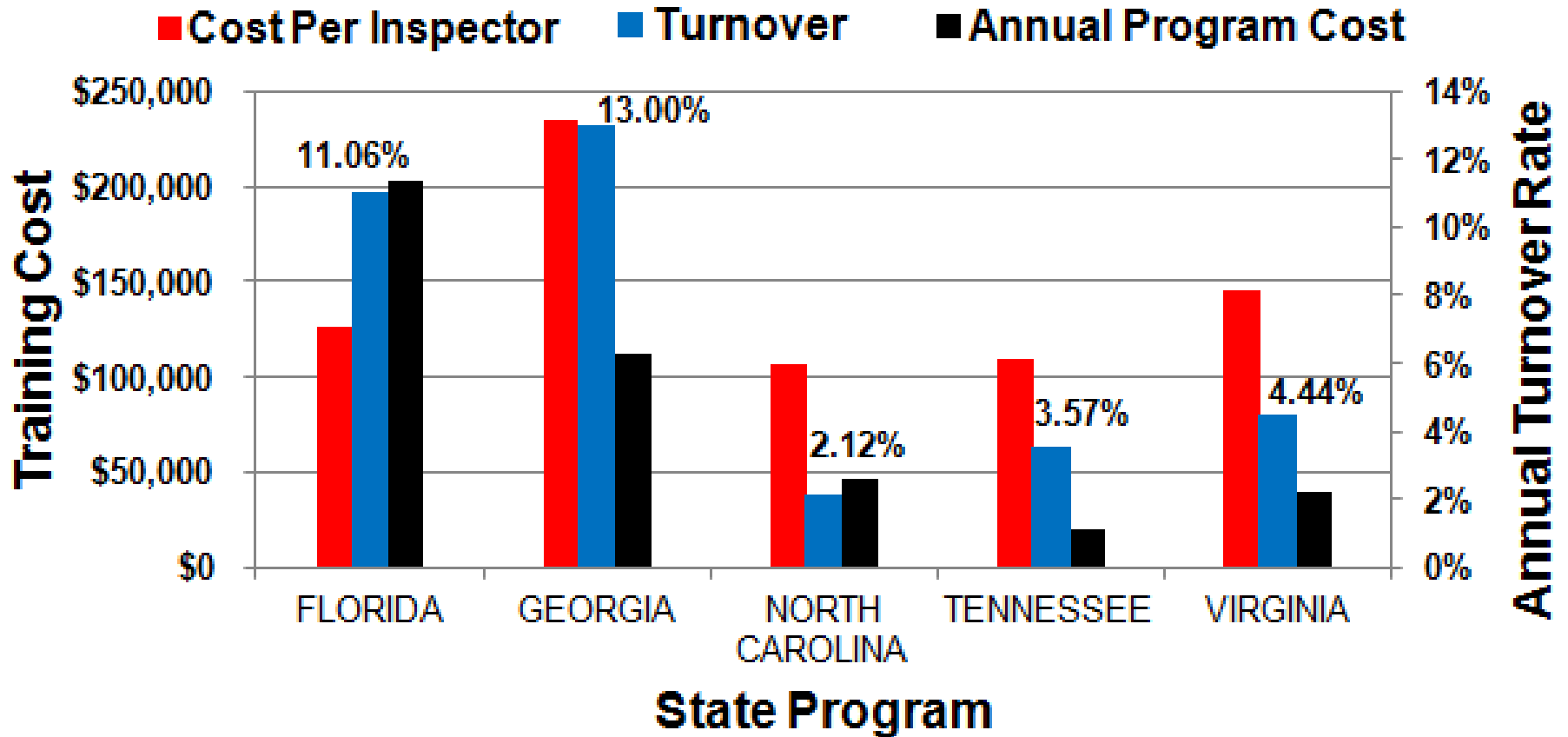




## Study Population (continued)

- AFDOSS Manufactured Food Program Managers:
  - Florida Department of Agriculture & Consumer Services (FDACS)—Brenda Morris, Matt Colson
  - Georgia Department of Agriculture (GDA)—Natalie Adan, Craig Nielsen
  - North Carolina Department of Agriculture & Consumer Services (NCDACS)—Jim Melvin
  - Tennessee Department of Agriculture (TDA)—Shanna Lively, Jolene Berg
  - Virginia Department Agriculture and Consumer Services (VDACS)—Pamela Miles, Courtney Mickiewicz

# Results



## Results (continued)

	<b>Cost Per Inspector</b>	<b>Turnover</b>	<b>Annual Program Cost</b>
<b>Average</b>	<b>\$146,276</b>	<b>6.84%</b>	<b>\$84,395</b>
<b>Low</b>	<b>\$106,714 (NC)</b>	<b>2.12% (NC)</b>	<b>\$19,572</b>
<b>High</b>	<b>\$235,828 (GA)</b>	<b>13.00% (GA)</b>	<b>\$202,637 (FL)</b>

## Limitations

- Lack of available research.
- Significant differences in programs.
- Programs enrolled in MFRPS at different times.

## Conclusions

- Training costs per inspector vary greatly among the states.
  - Differences in length of training period.
  - Differences in requirements for advanced training.
  - Differences in salaries, benefits, and indirect costs.
- Inspector turnover and training costs in Florida and Georgia are high compared to the other states.

## Recommendations

1. Further research on training costs.
2. Assessments needed in Florida and Georgia to determine causes for turnover.
3. State assessments for FSMA implementation training.
4. Investigate funding models to leverage training resources.
5. Similar study at national level by Manufactured Food Regulatory Program Alliance (MFRPA).

# Acknowledgements

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- State manufactured food survey participants:
  - Jim Melvin – NCDACS
  - Natalie Adan, Craig Nielsen – GDA
  - Pam Miles, Courtney Mickiewicz – VDACS
  - Shanna Lively, Jolene Berg– TDA
- FDACS staff:
  - Dr. Lisa Conti – Deputy Commissioner
  - Dr. Tiffiani Miller Onifade – Director, Division of Food Safety
  - Lee Cornman – Assistant Director, Division of Food Safety
  - Dr. John Fruin – Chief Science Advisor
  - Brenda Morris – Chief, Bureau of Food and Meat Inspection

# Questions?

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## Survey Questions

1. When did your program enroll in the MFRPS?
2. How many manufactured food inspector positions does your program currently have?
3. Has this number changed since enrolling in the MFRPS? If yes, explain.
4. How many manufactured food establishments does your program inspect?
5. What is the frequency of inspection for these establishments?
6. Does your program currently have enough FTEs to meet your inspection frequency for manufactured food establishments?
7. How long is the training period for a newly-hired manufactured food inspector?
8. What are your program's training requirements to be a manufactured food inspector?
9. What is your estimated cost for training a new manufactured food inspector? (provide documentation if available)
10. How many manufactured food inspectors have left your program for other employment since enrolling in the MFRPS?

## Results: State Manufactured Food Program Summary

<b>State Manufactured Food Program Summary</b>						
		<b>FL</b>	<b>GA</b>	<b>NC</b>	<b>TN</b>	<b>VA</b>
<b>MFRPS Program Enrollment Year</b>		<b>2008</b>	<b>2009</b>	<b>2007</b>	<b>2012</b>	<b>2009</b>
<b>Current Number of Inspectors</b>		<b>29</b>	<b>11</b>	<b>27</b>	<b>10</b>	<b>7</b>
<b>Number of Firms</b>		<b>4986</b>	<b>2981</b>	<b>5500</b>	<b>1297</b>	<b>2337</b>
<b>Inspection frequency (months)</b>	<b>Low Risk</b>	<b>18</b>	<b>12</b>	<b>24</b>	<b>12</b>	<b>24</b>
	<b>Med Risk</b>	<b>12</b>	<b>6</b>	<b>N/A</b>	<b>6</b>	<b>14</b>
	<b>High Risk</b>	<b>6</b>	<b>3</b>	<b>12</b>	<b>3</b>	<b>10</b>
<b>Training Period (months)</b>		<b>24</b>	<b>36</b>	<b>9</b>	<b>24</b>	<b>21</b>

## Results: State Training Cost and Turnover Data

<b>State Training Cost and Turnover Data</b>					
	<b>Cost Per Inspector</b>	<b>Turnover</b>	<b>Annual Program Cost</b>	<b>Inspector Salary+ Benefits</b>	<b>Indirect Cost</b>
<b>FL</b>	<b>\$126,349.20</b>	<b>11.06%</b>	<b>\$202,637.31</b>	<b>\$44,004.38</b>	<b>15.19%</b>
<b>GA</b>	<b>\$235,828.12</b>	<b>13.00%</b>	<b>\$112,411.40</b>	<b>\$52,814.53</b>	<b>31.45%</b>
<b>NC</b>	<b>\$106,713.81</b>	<b>2.12%</b>	<b>\$45,734.49</b>	<b>\$62,400.00</b>	<b>12.70%</b>
<b>TN</b>	<b>\$109,602.73</b>	<b>3.57%</b>	<b>\$19,571.92</b>	<b>\$46,494.00</b>	<b>9.14%</b>
<b>VA</b>	<b>\$152,887.48</b>	<b>4.44%</b>	<b>\$41,619.37</b>	<b>\$44,251.20</b>	<b>32.46%</b>
<b>Average</b>	<b>\$146,276.27</b>	<b>6.84%</b>	<b>\$84,394.90</b>	<b>\$49,992.82</b>	<b>20.19%</b>
<b>Median</b>	<b>\$126,349.20</b>	<b>4.44%</b>	<b>\$77,015.39</b>	<b>\$45,372.60</b>	<b>23.32%</b>