



Recruitment of the Next Generation of Inspectors

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Recruitment Issues

- Stem from a variety of factors
 - Perception of the job duties
 - Perception of the profession
 - Salary / Benefits
 - Geographic location of position
 - Knowledge of the hiring process / availability of positions

Recruitment Concepts

- Garner Interest from potential candidates
 - What interests your target audience?
 - Where do you access your target audience?
 - Consider the mode of communication
 - Fancy Brochures
 - Internet Based
 - Develop strategies to keep their interest

Recruitment Concepts

- Offer Internships/Fellowships
- Volunteer Work
- Student Assistants

- Important to have a program in place to provide basic training and work related to the positions you are recruiting.

Recruitment Concepts

- Consider New Concepts
 - Summer Food Safety Fellowship Program
 - Online training (Gen Eds.)
 - Webinars
 - Some Activities/Programs to engage them
 - Tabletop Exercises
 - Consider Different Tracks – Retail vs. Manufactured
 - Certificate or Certification

Work with Academia

Identify Universities that have Courses or Majors that Align with Your Minimum Qualifications.

Work with Academia

- Guest Speaker at Food Safety Courses
 - Opportunity to interact with future candidates
 - Share exciting experiences about your work
 - Cases
 - Outbreak Investigations
- Opportunities for internships or employment

Work with Academia

- Opportunity to provide input into the academic curriculum
 - Recommend course content
 - Recommend new courses
- Partner with Industry to develop better candidates coming out of the major

Contact Information

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