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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