

DVMO Training Learning Objectives

HH/GCP Overview: HH/GCP Policy & DVMO Role Module

1. List the Statutes, regulations, directives, and FSIS industry guidance relevant to Humane Handling (HH) and Good Commercial Practices (GCP).
2. Describe the types of HH/GCP establishment visits.
3. Explain the importance of HH/GCP correlation and fostering a collaborative partnership amongst the National Humane Handling Enforcement Coordinator (HHEC), District Management, other DVMOs, the FLS, and the IIC.
4. Recognize the leadership role of the HHEC and coordinating with the HHEC on HH/GCP related issues and communications, to include external stakeholders.

HH/GCP Overview: HATS Verification Module

1. Demonstrate how to verify HATS activities, identify HATS errors, and how to use HATS data to identify potential humane handling issues or trends.

HH/GCP Overview: Stunning, Handling, and Systematic Approach Module

1. Recognize current approved stunning and handling methods for livestock and poultry.
2. Assess whether an establishment has implemented a systematic (or robust systematic) approach to humane handling and slaughter, or a systematic approach to GCP.

DVMO Visits: Verification Visits Module

1. Describe how to prepare for a HH/GCP verification visit.
2. Analyze data utilized to prepare for a HH/GCP verification visit.
3. Describe how to conduct a HH verification visit and a GCP verification visit.
4. List the five topics that should be covered with the establishment and IPP during a HH/GCP visit.
5. Explain how to conduct an exit meeting after a verification visit.
6. Demonstrate how to complete “Report of HH Verification Review” and “Report of GCP Correlation Visit” in PHIS.

DVMO Visits: DVMO Enhanced Outreach Visits Module

1. Describe HH/GCP DVMO Enhanced Outreach pre-visit, visit, and post-visit methodology.
2. Explain how to contact establishment management and IPP prior to a DVMO Enhanced Outreach Visit.
3. List the goals to achieve during a HH/GCP DVMO Enhanced Outreach Visit.
4. Demonstrate how to complete the Outreach Report in PHIS and enter survey information into the DVMO SharePoint.
5. Demonstrate how to provide effective feedback to establishments at DVMO Enhanced Outreach Visits.

HH/GCP: Noncompliance & Enforcement Module

1. Explain the DVMO role in HH/GCP noncompliance and enforcement.
2. Assess HH/GCP events to determine what actions should be taken.
3. Identify and respond to egregious humane handling events.
4. Assess an establishment's response to a HH related enforcement action.

5. Develop a verification plan based on an establishment's proffered corrective actions in response to a humane handling enforcement.
6. Describe actions to complete during the abeyance/deferral period and when to recommend closing an enforcement case.
7. Discuss how HH events are addressed in voluntary/exotic species services and custom exempt operations.
8. Describe best practices for constructing FSIS documentation, including noncompliance records, enforcement letters, and memoranda.
9. Identify how to adapt your communication style to effectively communicate with others in response to HH/GCP noncompliance and enforcement.

HH/GCP: Correlation, Data, and Other Duties Module

1. Identify situations where correlation with IPP and their supervisors is necessary.
2. Discuss the different types of individuals and groups that a DVMO will communicate with on HH/GCP related work.
3. Practice how to write concise and effective communications for high-level FSIS management.
4. Demonstrate how to respond to reports received for NASS requests.
5. Demonstrate how to apply management controls to analyze HH/GCP outcomes.
6. Review an odd-hour inspection report following guidance in FSIS Directive 6900.2 "Humane Handling and Slaughter of Livestock".

APHIS MOUs Module

1. Identify active MOUs between APHIS and FSIS.
2. Recognize DVMO responsibilities within active MOUs.
3. Describe situations in which the FSIS APHIS Liaison should be contacted.

Soft Skills/Other: Time Management Module

1. Identify strategies for efficient completion of work assignments.
2. Formulate a plan to maximize your time management strengths.
3. Classify work assignments by priority and propose approaches that can be utilized when time is limited.
4. Discuss strategies on setting boundaries while still being available across shifts.

Soft Skills/Other: Managing Up Module

1. Explain essential concepts for "managing up."
2. Select a "managing up" strategy in response to different manager work styles.
3. Develop communication strategies for interacting with higher-level management.
4. Identify personal strategies to align expectations with higher-level management.

Soft Skills/Other: Maxiflex Work Schedule Module

1. Identify the basic work requirements and flexibilities of maxiflex work schedule within a bi-weekly pay period.
2. Demonstrate how to complete a timesheet using a maxiflex work schedule.
3. Apply a maxiflex work schedule to effectively balance work duties and maximize work-life balance.

Soft Skills/Other: Transition Training Module

1. Compare and contrast the scope of the DVMO role to previous SPHV role.
2. Apply techniques to help manage unfamiliar situations and change.
3. Create a personal plan for how to maintain personal health and wellness during change.

Soft Skills/Other: Communications Module

1. Identify how to pivot your communication style to effectively communicate with others.
2. Demonstrate how to provide effective feedback to various audiences.
3. Recognize how emotional intelligence concepts impact your interactions.