

## February 2018 Training and Education Newsletter

### Editor's Note

I got off bus route 70 on 3<sup>rd</sup> and Pine in downtown Seattle, and overheard the 20-year-old-something girl in front of me exclaim to her friend, "I don't know why smoked salmon is such a big deal around here". I know, I nearly fainted. The fishing industry was here way before any tech companies. How dare those transplants move to a location and not learn about its origins!

But like my momma always says, "If you can't change someone, you should think about changing yourself". That's the sad truth here – the salmon industry is on the verge of being forgotten, so we need to change up our strategy and make seafood "cool" again. First step is to re-introduce ourselves.

Therefore, I am requesting from you the name and contact information of your company's hiring manager(s), so I can hold a Coalition for the Future of Seafood (I just came up with that name) meeting, where we'll discuss outreach opportunities and future job fair involvement. It's time to remind people how awesome we are!

-Virginia

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### **A. Is Ocean Acidification Taking a Toll on Salmon?**

At the Pacific Marine Expo, Chase Williams, who is a post-doc at the University of Washington, provided research findings of what would happen to the sensory functioning of Coho salmon when exposed to carbon dioxide (CO<sub>2</sub>)-laced water.

Chase found that after being exposed to CO<sub>2</sub>, 50% of the fish studied swam towards predators and other harmful environments (e.g., cadmium) because their olfactory receptors became impaired. It is not yet certain if the salmon's sensory receptors which are needed to find and migrate their way home will be affected by increased ocean acidification. Future studies will be

looking further into ocean acidification's effects on migration. So, stay tuned!

**B. The International Food Safety and Quality Network (IFSQN) Food Safety Live**

The IFSQN put together Food Safety Live, which offered attendees a chance to ask food safety-related questions to subject matter experts. The day-long webinar was split into different 30-minute-long sections regarding various elements of food safety, and the following summarizes key notes from those sessions I attended. Spoiler alert: the topics are all over the place, because of the open question and answer system the organizers used. Also, I only included what I thought would be helpful information, so if you prefer to watch the 5-hour long webinar yourself, you may do so [here](#).

**Food Defense with Earl Arnold, AIB**

With companies that are required to comply with the Food Safety and Modernization Act's (FSMA's) Intentional Adulteration Rule, the assembling of a Food Defense (FD) team can help produce a food defense plan. It is certainly scary to give too much information to employees for fear they can use this knowledge to compromise the food chain. Since vulnerabilities are easier to identify with a team and doing it solo can provide

limited perspectives, make sure your background checks are adequate and well-rounded enough to determine confidence in your FD team.

Naturally, any stated mitigation strategies in the food defense plan must be documented to prove that it is being done. And before your company is subject to a Global Food Safety Initiative (GFSI) audit, prepare a checklist so everyone knows what can be released without further clearance, and what needs higher management permission before releasing during the audit.

**Effective Food Safety Training with David Rosenblatt, Sher Consulting and Training**

**Q:** How do you determine effectiveness of training?

**A:** Firstly, you must define the purpose before the course so that everyone uniformly understands the final goal. And after the training, a changing of behavior and seeing results (e.g., see decrease in complaints) will show that the training was effective.

**Q:** How do you approach training with multi-lingual students?

**A:** Classroom training should have interpreter and the presentation slides would need to be translated. With e-learning, it is oftentimes easier than a

classroom setting because everything is already translated.

**Q:** So, which is better, e-learning or classroom setting?

**A:** There are pros and cons to both. As long as the information is being provided, e-learning is sufficient. Nowadays, blended training (e-learning + classroom) allows instructors to be mentors and students to come to class to practice and perfect their skills.

**Q:** How can food safety culture be developed? Especially with such a low salary as compared to other careers?

**A:** A job is a job, but the turning point is that it [the meaning of the job] must pull at the heartstrings for you to get the message through. Students (some, not all) do not care about the science, they care about stories. For instance, when a nursery employee fails, a rosebush dies. However, when a food employee fails, a person dies. So, now working in the food industry is perceived as a humbling career.

**Q:** Should cameras be used to monitor employees?

**A:** Cameras are an effective solution. And when you can no longer depend on internal motivation, then sometimes external motivation will have to do.

**Q:** What is a good student size for a classroom setting?

**A:** David says that he would not train more than 20 students at a time.

*FSMA with Carlos Romero, QSPS Consulting*

**Q:** What are some of the challenges in sanitary transportation?

**A:** Distributors are not as forthcoming with information as you would like them to be. Another problem is whether a trailer is clean, because in the final rule, “clean” is vague. So, monitoring is very important as well as using the help of the Department of Transportation to get by.

*Compressed Air Safety with Ruby Ochoa, Trace Analytics*

**Q:** What are major contaminants in low pressure systems?

**A:** Particles, water, oil, and microorganisms. And particles can include: dirt, dust, metal from metal grinding, charcoal from charcoal filters, desiccant (material that removes water to a low degree), rust from piping material, and brazing material.

**Q:** Is microbiological analysis enough for compressed air monitoring?

**A:** It would only provide enough information for microorganisms and does

not tell you information about other contaminants. In Safe Quality Food (SQF) Guidance, it is recommended that a company look for all contaminants. In some GFSI schemes, air should be clean and safe; be monitored; and should not be contaminating food. However, no one has specified any purity standards, so it has become more good practice than a regulatory requirement.

**Q:** How can I conduct in-house monitoring?

**A:** Laser particle counter with diffuser can be used for in-house particle measurements. Hygrometers can be used to monitor water. Assessing oils is difficult because each oil form (i.e., aerosols, liquid, and vapors) needs to be analyzed differently. The “white cloth” practice to identify particles is bad practice, especially during those times when you find yellow residue, because you may know it is from oil, but you do not know how much oil. Also, without knowing the volume of air, how do you correlate any residue back which also makes the sponge/plate technique inadequate.

*Recall and Traceability with Al Grant, NSF Consulting*

**Q:** How do you measure if your recall was a success?

**A:** When 100% of your product is accounted for from markets.

**Q:** What should be included in the recall plan?

**A:** Names of individuals and their roles and responsibilities during a recall. Also, the plan should include who needs to be contacted (i.e., contact names and phone numbers). Ninety-five percent of Canadian recalls occurred out of business hours.

**Q:** How quickly should we be able to trace back?

**A:** The British Retail Consortium (BRC) requires within 4 hours from end to end. Costco is one of the strictest with requiring a traceability exercise to finish within 2 hours. And restaurants will usually ask for 2-4 hours.

**Q:** What are the major reasons for a failure of traceability and recall?

**A:** Poor documentation, document control, and human error.

**Q:** And what is the frequency of review of the recall plan?

**A:** Annually, and right after mock recalls.

### **C. Save the Dates**

#### 80<sup>th</sup> Annual Seafood Processors Workshop

When: March 7, 2018

Location: Bell Harbor Conference Center,  
2211 Alaskan Way, Pier 66,  
Seattle WA

Parking will be provided!

Register [here!](#)

#### Salmon School

When: April 4-5, 2018

Location: SPA Office  
Registration coming soon!

#### 3 -Day Basic Seafood HACCP Course

When: April 17-19, 2018

Location: SPA Office  
Registration coming soon!

#### Better Process Control School

When: April 24-26, 2018

Location: SPA Office  
Registration coming soon!

#### Oregon State University's Better Seafood Processing School

When: May 9-10, 2018

Location: Astoria, OR  
Details and Registration can be found [here!](#)

### **D. Local Career Fairs**

#### OSU Spring Career Expo

When: April 25, 2018; 11 AM-3 PM

Location: Main Career Center, CH2M Hill  
Alumni and LaSells Stewart Center,  
Corvallis, OR

Contact: Wendy Allison (email:  
[wendy.allison@oregonstate.edu](mailto:wendy.allison@oregonstate.edu))

More information found [here.](#)

### **E. Subscriptions**

If you would like to subscribe (or  
unsubscribe) to this newsletter, please do  
so by sending an email to [vng@spa-  
food.org](mailto:vng@spa-food.org).

### **Nationwide Courses on Food Safety and Regulatory Affairs**

#### Webinar (FREE)

##### Navigating Nutrition Labels

When: February 8, 2018; 11 AM PST (1 PM  
CST)

More information found [here.](#)

#### Symposium

##### Puget Sound IFT Nutritional Label Reform (followed by Supplier Night)

When: February 27, 2018; 8 AM-3 PM  
(Suppliers Night starts at 4 PM)

Location: Bellevue Hilton Hotel, 300 112<sup>th</sup>  
Ave. SE., Bellevue, WA 98004

Cost: \$102/person

More information found [here.](#)

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These views and opinions do not necessarily represent those of the SPA members.

## Nationwide Courses on Food Safety and Regulatory Affairs cont'd

### *Course*

#### WSU Food Ingredient Technology

When: February 28, 2018

Location: Bellevue Hilton, 300 112<sup>th</sup> Ave. SE,  
Bellevue, WA 98004

Cost: \$250/person

More information found [here](#).

### *Course*

#### Seafood HACCP Segment 2

When: March 7, 2018

Location: Denver, CO

Cost: \$275/person

Contact: Kenneth Boyer (email:  
[ken@seattlefish.com](mailto:ken@seattlefish.com); phone: 303.329.9595)

### *Course*

#### FSPCA Preventive Controls for Animal Food Course

When: March 6-8, 2018; 8 AM-5 PM

Location: Hilton Garden Inn in Twin Falls, ID

Cost: \$720/person

More information found [here](#).

### *Workshop*

#### Acidified Foods 2.5-Day AND Low Acid Food 4-Day Workshops

When: March 19-21, 2018 (Acidified Foods);  
March 19-22, 2018 (Low Acid Foods)

Location: Chapman University, Orange, CA

Cost: \$600/person (Acidified Foods);  
\$850/person (Low Acid Foods)

More information found [here](#).

### *Course*

#### Food Laws and Regulations: A Practical Road Map

When: March 22-23, 2018

Location: Chicago, IL

Cost for non-IFT member: \$815/person  
(before Feb 1, 2018); \$915/person (after Feb  
1, 2018)

More information found [here](#).

### *Course*

#### Basic Seafood HACCP Workshop

When: April 12-13, 2018

Location: 1007 W. 3<sup>rd</sup> Ave., Ste. 100,  
Anchorage, AK

Cost: \$200/person

More information found [here](#).

### *Workshop*

#### Environmental Monitoring Workshop

When: April 17-18, 2018

Location: Seattle, WA

Cost: \$795/person

More information found [here](#).

### *Course*

#### One Intensive Day with Food Labels

When: April 20, 2018

Location: Chicago, IL

Cost for non-IFT member: \$495/person  
(before Mar 15, 2018); \$595/person (after  
Mar 15, 2018)

More information found [here](#).

\*Course information that is being sent to you via this newsletter may not necessarily be hosted by Seafood Products Association (SPA). Nor is SPA endorsing any of the companies supplying this information.