



Project: Technical assistance to improve implementation of food safety standards and disease crisis preparedness

Train-the-Trainer:

General Introduction and Objectives

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Train-the-Trainer Course

General Introduction



WHY DO WE NEED TRAINING AND TRAINERS IN FOOD SAFETY INSTITUTIONS?



This presentation explains why the local bodies should establish a pool of trained internal trainers to support inspectors and ensure effective 'official' controls



Regulation (EU) 2017/625 of the European Parliament and of the Council of 15 March 2017 on official controls and other official activities performed to ensure the application of food and feed law, rules on animal health and welfare, plant health and plant protection products

Regulation (EU) 2017/625 requires local bodies to ensure that ‘official’ controls are carried out by staff who are suitably qualified, adequately trained, and competent for the tasks assigned to them. The local bodies responsible for food safety must have procedures in place to ensure that staff involved in ‘official’ controls receive appropriate initial and ongoing training, commensurate with their responsibilities and the complexity of the activities they perform.



Regulation (EU) 2017/625 – Key Requirements

‘Official’ controls must be performed by adequately trained and competent staff

Local bodies must ensure:

- Initial and continuous training
- Training appropriate to assigned tasks
- Procedures to maintain and verify staff competence



- Article 5.... 4.** Staff performing official controls and other official activities shall:
- (a) receive, for their area of competence, appropriate training enabling them to undertake their duties competently and to perform official controls and other official activities in a consistent manner;
 - (b) keep up-to-date in their area of competence and receive regular additional training as necessary.

The Regulation places a clear obligation on local bodies to ensure staff competence through structured training systems.



Legal text on 'veterinary services' Art 11:

Pursuant to the objectives and scope of this legal text, 'official' controls as referred to in Article 8, paragraph

...(3) concerning the veterinary statutory tasks as referred to in Section one Article 6 shall be carried out by 'official' veterinarians or, if needed as regards veterinary medicinal products or feed, by staff of other disciplines, having:

(a) received, for their area of competence, appropriate training enabling them to undertake their duties competently and to carry out 'official' controls in a consistent manner;

(b) kept up to date in their area of competence and receive regular additional training as necessary;

Article 34. (5) The local body shall ensure that 'official' veterinarians and 'official' veterinary technicians receive regular in-service training to acquire qualifications.



legal text on 'official' control of food and consumer protection

Art 35

- (1) The local bodies organize or facilitate training courses for responsible personnel to ensure the harmonization of 'official' controls specified in this legal text. (B) The training courses specifically cover the following topics: (a) Food legal framework, (b) Control methods and techniques for auditing systems designed by operators to ensure compliance with this legal text, (c) Food-related controls, (ç) Import controls, (d) Methods and techniques related to food production, processing, transportation, and storage, (e) Other relevant areas.
- (2) Training courses may also be organized in other countries with similar control systems.
- (3) Training courses organized by the local body may be open to participants from outside the country.
- (4) Public personnel involved in 'official' controls are required to participate in courses and/or training held either within the country or abroad.

Legal text on olive and olive products

Art 20 The responsibilities of the Department concerning 'official' controls include:

- (1) Organizing the necessary in-service training for Inspectors to effectively carry out their duties and to conduct 'official' controls consistently



Challenges for 'official' control staff

- ❖ Frequent changes in legal texts
- ❖ Increasing complexity of food safety risks
- ❖ Need for harmonised interpretation of requirements
- ❖ Findings from audits, controls, and performance reviews
- ❖ Inspectors are highly qualified, but ongoing changes mean knowledge and skills must be continuously updated and aligned.



Added Value of a Pool of Internal Trainers

- In-depth knowledge of 'official' control practice
- Understanding of local implementation issues
- Ability to link legal text to practical inspection scenarios
- Rapid response to new or amended requirements
- Internal trainers bridge the gap between legal text and real-life 'official' control activities.



Key Responsibilities

- Assess training needs of inspectors
- Develop and deliver targeted training
- Support consistent application of legal text
- Address gaps identified through:
 - ✓ Audits
 - ✓ Non-compliances
 - ✓ Operational experience

Training must be risk-based and needs-driven, not generic or ad hoc.



Technical Expertise Is Not Enough

Effective trainers must be able to:

- Apply adult learning principles
- Use appropriate training techniques
- Communicate complex requirements clearly
- Facilitate discussion and practical learning
- Evaluate learning outcomes



Technical Expertise Is Not Enough

- ❖ Being an expert inspector does not automatically mean being an effective trainer.
- ❖ Technical expertise and regulatory knowledge alone are not sufficient to fulfil the role of an internal trainer effectively. In order to act as trainers for local bodies staff, these individuals must possess specific pedagogical, communication, and facilitation skills.
- ❖ Therefore, members of the internal trainer pool should successfully complete specialised “training-of-trainers” programmes.
- ❖ Such training ensures that internal trainers acquire the necessary techniques and skills to design, deliver, and evaluate training activities in a structured and effective way, in line with the requirements of Regulation (EU) 2017/625 and local legal text.



Purpose of Specialised Trainer Training

Equip internal trainers with:

- Pedagogical skills
- Communication and facilitation techniques
- Training design and evaluation tools
- Ensure high-quality, consistent training delivery

Training-of-trainers programmes professionalise internal training activities.



Institutional Advantages

This approach contributes directly to the robustness of ‘official’ controls and to the protection of public health, as required under EU food standards.

A trained trainer pool strengthens local bodies as organizations.



Institutional Advantages

By establishing a qualified pool of trained internal trainers, the local bodies strengthens its capacity to:

- ✓ ensure compliance with the Regulation's requirements for trained and competent staff;
- ✓ promote harmonised and consistent 'official' control practices;
- ✓ respond efficiently to legal framework and scientific developments;
- ✓ support continuous professional development of inspectors;
- ✓ enhance the overall effectiveness and credibility of the 'official' control system.

This approach contributes directly to the robustness of 'official' controls and to the protection of public health, as required under EU food standards.

A trained trainer pool strengthens local bodies as organizations.



Expected Outcomes:

- Better prepared inspectors
- More consistent enforcement
- Improved audit results
- Increased credibility of 'official' controls
- Enhanced protection of public health

Ultimately, this approach improves the effectiveness of the entire 'official' control system.



1. Design and deliver presentations covering the basic requirements for effective trainers on specialized subjects such as food safety.
2. Organize structured discussions on case studies related to the daily work of the trainees and how they can apply trainer skills to the needs of their teams.
3. Engage trainees in practical exercises where they can demonstrate how they have acquired new competences and skills.
4. Discuss short training presentations conducted by the trainees which have been recorded on video.



1. Which are the basic competences required for an expert in ‘official’ control?
2. What are the most common “deficits” in the competences of young employees when they come fresh from the university?
3. Design of a programme with topics for continuous training for the first 3 years of an expert who is employed to perform ‘official’ control.
4. The profile of an effective trainer: a very good expert in the subject matter and very good training/presentation skills



5. What are the big differences if you have to prepare training for veterinarians in 'official' control, FBO employees in processing plants and farmers?
6. If you are a 'department' Manager, how do you organize the establishment of training needs of new hires?
7. How do you ensure compliance with QMS with persons such as veterinarians who are very practical people and are focused on solving real problems, not on documents and procedures?
8. Let us make a list of necessary topics for refreshment training for veterinarians in 'official' control functions for a period of 3 years!



9. In what ways can you present risk management techniques to trainees who are focused on practical day-to-day problem solving?
10. What can you do as manager and a trainer to develop a quality mindset and a quality culture in the trainees?
11. What are the most common mistakes of trainers who are conducting training in a specialized subject (e.g, food safety)?
12. How to develop the necessary skills to avoid stage fever and other issues related to stage behavior?



Conclusion:

A structured pool of trained internal trainers is essential to meet the requirements of Regulation (EU) 2017/625 and the local legal text, ensuring effective, harmonised, and sustainable ‘official’ controls.

This is not an option but a strategic necessity for local bodies responsible for food safety oversight.