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| **The objective of this two day training is to provide organic inspectors with**   * skills and knowledge in core organic topics, soil health, environment, fibre * skills and knowledge related to associated career pathways. * Improve knowledge and understanding of organic inspectors in audit programs for organic, ethical and environmental standards. * To provide ideas on how these associated standards may assist the organic auditor during an organic audit. * To provide an introduction to certification programs/standard holders for relevant programs such as ROC, GOTs, FairTSA   **24 hours training time including**  Pre-training reading and exercises  8.30 -5.30 pm Classroom Training Day 1 & 2  Half-day field trip  Completing assessment #1 & #2  Outcomes  IOIA Advanced Certificate of attendance > issued for days/topics attended  IOIA Certificate of attainment> issued on successful completion/assessment of exercises associated with the field trip  *NOTE: This training does not include animal welfare topics* | | | |
| **DAY ONE: SOIL & ENVIRONMENT HEALTH** | | | |
| Time  Start 8.30 | Topic | Presenter/s  Trainer /s | Session notes |
| (120)  10 | Welcome |  | Margaret Scoles |
| 30 | introductions |  |  |
| 5 | Housekeeping /Moderation |  | Kathe Purvis & Nate Powell-Palm |
| 15 | Overview organic, ethical and environmental standards How does this assist the organic inspector?   * Inspecting to multiple concept standards * Expansion of professional skills * Aligned concepts |  | Margaret Scoles - IFOAM Principles. Introducing Manual |
| 10 | Regenerative agriculture > soil and environment concepts |  | ROA |
| 10 | GOTS perspective > soil and environment concepts |  | Ryan Sitler, GOTS |
| 40 | Land Management Concepts  -Biodiversity > flora and fauna, Invasive species  -Vegetative cover/Deforestation/Mining practices  -Waste management  - Water |  | NRCS |
| 20 | **BREAK** |  |  |
| 90 | PANEL presentation & discussion  Soil health – what have we learned?  -Regenerative agriculture monitoring techniques |  | Tentative: Nate Powell-Palm; Bob Quinn, Quinn Institute; Drew Erickson, Rodale Institute; NRCS |
| 1 -2pm | **LUNCHBREAK** |  |  |
| (80)  40 | Technical instruction on soil  -Metrics for soil  -SOIL Sampling Methodologies in field & collection for labs |  |  |
| 40 | Techniques instruction on or Monitoring and Measuring the Environment   * How to review operator EMS * What is an EMS |  |  |
| 20 | **BREAK** |  |  |
| 120 | Supply chain audits |  | Invited: Garth Kahl and Angela Wartes-Kahl, Organic Integrity Cooperative Guild. |
| **DAY TWO AM SOCIAL COMPLIANCE/ETHICAL TRADING** | | | |
| 8.30am  (120)  10 | *Welcome*   * *aim/outline for the day* | MS/KP | Aiming to introduce concepts, certification programs and usefulness to and pathways for organic inspectors |
| 25 | *What is Ethical Trading /Fairtrade /Social Compliance - What does a social compliance audit entail*  *Sedex/SMETA*  *Fairfarms Australia* | KP | UNHR, ETI etc |
| 15 | Regenerative agriculture  > social justice concepts  *> social justice audits*  *> social justice auditor qualifications* |  | ROA |
| 15 | GOTS perspective  > social justice concepts/ISO  *> social justice audits*  *> social justice auditor qualifications* |  | RS |
| 15 | Introducing FairTSA |  |  |
| 30 | *CONCEPTS*  *Forced Bonded labour /Modern Slavery*  *Child labour*  *Harassment, Sexual harassment, Abuse* |  | KP |
| 20 | **BREAK** |  |  |
| (90)  30 | *CONCEPTS*  *Discrimination*  *Discipline practices*  Freedom of Association  Freedom of choice in employment |  | KP |
| 30 | Working hours, Wages and benefits |  | KP (international perspective) and US perspective |
| 30 | Work health and safety |  | KP (international perspective) and US perspective  Includes Work Health Safety for organic inspectors. |
| 60 | **LUNCHBREAK** |  |  |
| (80)  20 | IOIA Ethical policies |  | IOIA Ethics Committee Representative |
| 20 | How to observe, interview, manage confidentiality |  |  |
| 40 | FORUM DISCUSSION  What to do with observations during organic inspections *Why and what does the organic inspector need to know?* Pathways for the organic inspector |  | Moderator + ROA, GOTS |
| 20 | **BREAK** |  |  |
| (120)  100 | Fibre inspections |  | Tentative: Ryan Sitler, GOTS, plus invited guests from local woolen mill |
| 20 | Wrap up, assessments explained and prep for field trip  EXERCISES Integrated inspections |  |  |
| **DAY THREE AM SOCIAL COMPLIANCE/ETHICAL TRADING** | | | |
|  | FIELD TRIP  Fibre Factory |  | We will provide questionnaires for the field trip attendees to complete with questions on organic, environment and social compliance. The output of this will be assessment#2 |