

ASSESSING OF THE EFFECTIVENESS OF COMPREHENSIVE TRAINING FOR SPECIALISTS IN GLOBAL G.A.P. STANDARD IN THE CONTEXT OF DEVELOPMENT AND ENCOURAGING FARMERS TO IMPLEMENT THE STANDARD

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Abstract

As part of the achievement of the assumed work goal, comprehensive training was conducted on the implementation of the GLOBAL G.A.P. standard. The training took place in two stages. The first stage was theoretical training according to the requirements of the standard, then the trained specialist completed an internship at Tomat KG, during which he developed system documentation. The effectiveness assessment was carried out based on the results of an audit conducted by the DQS Polska certification body.

Aim

The aim of the experiment was to assess the effectiveness of the adopted approach to training specialists. The criteria that were taken into account were the assessment of system documentation carried out by the DQS Polska auditor and the number of non-compliances identified during the certification audit.

Materials and methods

The experiment was carried out on the production farm Tomat KG. The specialist candidate had practical experience and was ready to adapt modern versions of quality management systems in plant production to specific production conditions based on international standards. The company that implemented the GLOBAL G.A.P. standard is a large producer of tomatoes intended for processing into tomato concentrate. The intern completed standard theoretical training developed within the project (AgroDev). After completing a course consisting of 10 hours of theoretical training and 10 hours of practical training. As part of the internship at Tomat KG, the GLOBAL G.A.P. standard was independently implemented.

Development of an action plan

Preparation on Instruction

Implementation of requirements

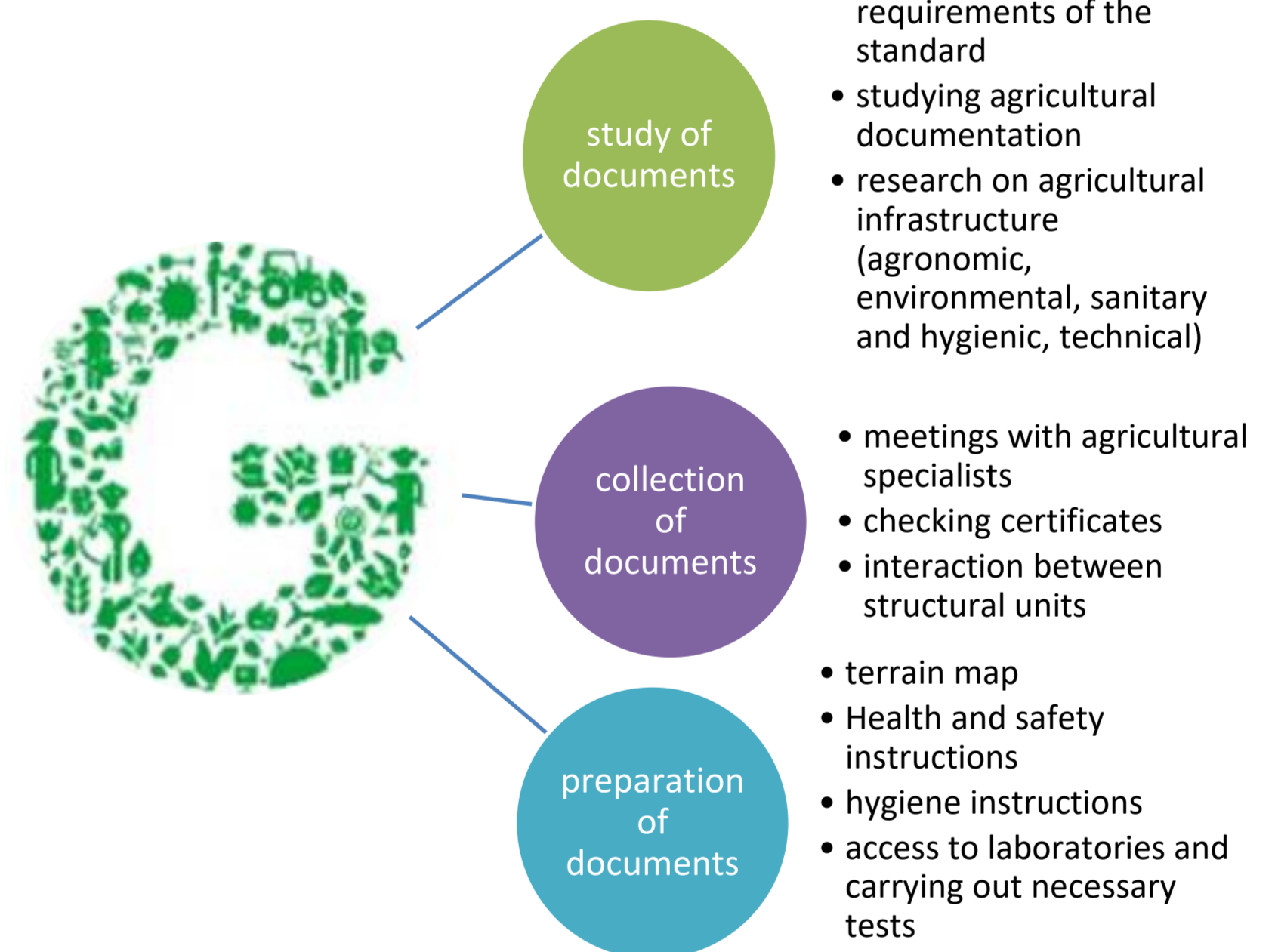
External audit

Stages of implementing the standard in Tomato KG

Results

An experiment was carried out to assess the teaching methods of young specialists in the implementation of the GLOBAL G.A.P. standard, which allowed for a positive assessment of the teaching methods. The Tomat KG farm has received the GLOBAL G.A.P. certificate. During the inspection, no irregularities were found in the documentation.

1. During the internship, documentation related to the implementation of the GLOBAL G.A.P. standard was successfully prepared. All documents such as risk analysis, procedures and forms were approved by the certification body, thanks to which Tomat KG received the GLOBAL G.A.P. certificate.
2. After graduating, he participated in external audits as a consultant.
3. During the audit, no irregularities related to the quality of documentation were found, however, the auditor pointed out the possibility of improvement in the area of documentation.
4. In many places, the prepared risk analysis did not correspond to the conditions on the farm. There was no proper assessment.
5. Procedures at several locations were too general, which could pose a risk to products and employees.



Conclusion

1. The training system for quality management system specialists (GLOBAL G.A.P.), developed as part of the AgroDev program, works well in the environmental, cultural and infrastructural conditions of Central Asia countries.
2. The strategic element of the adopted training system is integrated training (theoretical and practical).
3. When improving the training system, attention should be paid to the context in which documents corresponding to the situation in the company are created.
4. The training system should be focused on the goals to be achieved with the standard. System documentation should be a tool, not the purpose of a standard.

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