

**National Organic Standards Board
Compliance, Accreditation & Certification Subcommittee**

**Request for Discussion and Recommendations:
Human Capital Strategy for Organic Inspectors and Reviewers
August 11, 2020**

On July 31, 2020, National Organic Program (NOP) Deputy Administrator Dr. Jennifer Tucker shared a [memo and work agenda item](#) with the Board, requesting that the Board facilitate a public discussion related to Human Capital Strategy for Organic Inspectors and Reviewers. Dr. Tucker presented a document discussing different elements of human capital management, focusing specifically on organic inspectors and reviewers. As the document notes, the topic of inspector and reviewer qualifications and training has been of interest to the NOP and the organic community for several years.

This work agenda item and related paper seek to build on this ongoing discussion, summarizing a broader set of human capital dimensions that are needed to develop, support, and retain a robust and well-supported pipeline of certification professionals over time. The goal is to initiate a broader discussion on these topics across the organic community. The paper presents several key areas of human capital and poses questions to support an inclusive discussion.

The Compliance, Accreditation & Certification Subcommittee (CACS) welcomes this discussion, is eager to receive feedback, and invites the community to start the conversation by submitting comments during the Fall 2020 open docket and webinar comment sessions. Time will be set aside during the Fall 2020 meeting for Board discussion and consideration of comments received. We look forward to continued discussion across future meetings as a means to further strengthen the capacity of the certification and broader organic community.