

## **UMES Extension Food Safety - Worker Training Tips – Melinda Schwarz, Ph.D.**

### **Training Records**

No matter what training methods you use, start with making paper or electronic records of the training that you intend to do. Having proof that you trained your workers shows you are doing your due diligence. Include

- Title of training
- Content covered
- Copy of training materials
- Trainer
- Date
- Participants and their signatures

### **Training Topics**

Consider which critical food safety knowledge that applies to your farm:

- Worker personal hygiene
- Tool/workspace cleaning and sanitizing
- Safe harvest and post-harvest handling practices
- Safe pesticide/fertilizer/cleaning/sanitizing product handling
- Manure/compost handling
- Scouting for signs or animal intrusion and dealing with affected produce

### **Training Delivery**

- Explain “why” something needs to be done a certain way
- Emphasize the importance of the job and the impact poor food safety habits can have on the consumer. Mention some local outbreaks due to produce.
- Adult learners want to share their knowledge
- Use lots of relevant pictures
- Share practical examples and experiences
- Don’t talk too much - ask if anyone has a relevant experience that would help clarify the topic being covered

### **Training Methods**

Use many different methods to target all learning styles and maintain attention:

- Video with pauses to discuss application
- Guided discussion
- Demonstration using tell/show/tell/show method
- Games with prizes
- technology -based training using phones
- Have workers develop a skit based on a topic and act it out
- Have groups research different topics and report to the whole group
- Give different SOPs to groups for them to “act out” or explain to the whole group

### **Monitor Skills Implementation**

- Critically observe the difference between how something should be done and how it is being done in reality.
- Use the learning moment tactfully when you correct observed incongruities
- Incorrectly performed skills will be key future training points
- Model how you want everything done in order to develop a farm food safety culture