

## Key Takeaways

### “Refresh and Recharge Worker Training Programs”

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#### Top 5

- 1) One view of constructivism, a theory of adult education, states that learners must do something to build their knowledge. If there is something you want your employees to know, one way to help them use their knowledge and add to it to develop new understanding could include incorporating a hands-on or interactive element to your training. For example, if you are teaching how to effectively clean and sanitize, allow employees to actually practice a sanitation event during the training to improve their knowledge and skills.
- 2) Cross-cultural communication is more than just translating materials. You can improve your ability to communicate with your employees during training events by beginning with teambuilding exercises, integrating icebreaker exercises throughout the training, incorporating lunch and learn activities, and taking a cultural awareness class. You can foster cultural awareness in your employee training program by starting with self-awareness and identifying cultural gaps, noting the invisible or subtle differences between the cultures of your employees, thinking about the examples you use in your trainings, and remembering that good food equals happy people!
- 3) Collaboration is key when developing training programs. Creating a positive interdependence between academia, industry, state agencies, and extension can take your training program to the next level. This interdependence is achieved by recognizing that every part contributes with different skills and resources and that they all share industry education as a common goal. Growers, farm managers, and packinghouse supervisors bring a wealth of experience to training programs; include them as trainers or when doing hands-on demonstrations.
- 4) The guiding principles of effective employee training include using the training as a way to nurture a positive food safety culture, understanding the research and on-farm practices to create relevant educational materials, knowing your audience(s), defining the goal of your messaging, being clear and concise, testing your messaging in advance of the training, and allowing time in the training for meaningful reflection as individuals and a team.
- 5) Great employee trainings involve understanding the learning and educational needs, having clear objectives for what you are training them about, building a training with engaging content that is also taught in an engaging way, and providing an opportunity for hands-on learning to apply and practice the knowledge and/or skills taught in the training.

## Additional Reading

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