

MOTIVATING EMPLOYEES TO LEARN



The **SAFE FOOD CREW** curriculum was designed for the adult learner with the following points in mind.

- Motivation to learn is critical. Adult learners need to feel they will benefit from the training.
- Adults retain what is relevant to them and what they need to do their job. If they see where they will apply the information, they will be motivated and learn better.
- People learn best by doing which includes active participation in the learning process.
- Everyone does not learn the same way. Use a variety of methods of presenting material, which provides different ways to learn (visual materials, verbal discussion, hands-on experience).
- Create a work environment that encourages and rewards correct food safety behaviors.
- Treat adult learners with respect. There is no such thing as a "dumb" question. If more information is needed, perhaps the meaning was not clear. Adults embarrass easily and need positive feedback to overcome feelings of inadequacy.
- Short sessions are most effective.
- Learners like feedback on their ability to apply what they have learned. Evaluate and inform learners of their progress.
- Know the level of understanding of the adult learners and present material they can easily understand. When employees know what is expected and how to do it, the usual result is satisfactory performance.

Remember it is up to you, the trainer, to implement this training by organizing the staff and motivating them to learn. The **SAFE FOOD CREW** curriculum will help your employees understand important food safety principles.

Adapted from Motivating Employees Courtesy of the
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