Day 2, Wednesday, Feb. 6th, 2019
9:00am: Educational Approaches to Training Delivery

Introduction
- Adult education is difficult, how do you meet the needs of training participants?
- Outline
  - Material delivery - Hans
  - Logistics/interpersonal connections - Lisa
  - Compile

Material Delivery Strategy
- Can have plans in place when things go wrong during training - learn best practices
- Key is to provide safe learning environment, making sure they know what you know and tell a story about it, let learners experiment and work together, let them make choices about it
- Meet the growers where they are
- Is difficult because of time rush and not much time to have experimenting
- Always can try to learn experience in the room, and then link what is happening with what they are doing
- Have to find intrinsic motivation, energy when teaching, traction plan to keep people focused
- Don’t be afraid to show interests or ignorance
- Show energy - but can be in many ways - be present in the room
- Use micro stories
- Ask questions that can connect personally
- Use pointed questions
- Surprise, mystery can give focus
- Interruption or pause
- Pause after asking a question

Logistics and Interpersonal Considerations
- Provide a safe learning environment to create trust with attendees
- Think about details ahead of time to be comfortable with material
- PSR like classroom portion and offer like hands on portions
- Training is just an overview and intro as a resource to these growers
- Create positive feelings in the rule and get away from negative
- Create trust by telling people what the program will be like
- Welcome questions
- Have resources to offer
- Creating a relationship with these people about food safety

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• Opportunity to create extension relationship with growers
• Keep it light but take it seriously
• All in it together, working together
• Share other things that are motivating, like offering grants
• Know resources to offer
• Think about appropriate venue given how many people you expect
• Include nametags that are clear so that can communicate with people
• Ask about chairs, food, setup
• Think about logistics ahead of time
• Watch webinars for how to deal with interpersonal things
• When talking about culture change between growers and food safety be sensitive, and respect culture
• Trainer team is important to think of
• Don’t plan too much, have some flexibility
• Have cards lined up and then decide which you will play, pay attention to crowd
• UMaine has a guidebook for teachers

Breakout Groups- Tips and Tricks (Group 1)

• General best practices
  o Write down key takeaways post-training
  o Use grower examples and stories, build a baseline
  o Share with other educators
    ▪ Resource for this could be useful
  o Use a blended trainer team
    ▪ Different backgrounds (academia, regulator, etc.)
    ▪ Also build with different strengths/weakness
    ▪ Try to build synergy
    ▪ Communicate as team
  o Provide comfortable environment
    ▪ Literally (chairs, setups) and figuratively (encourage questions and sharing)
  o Express interest in practice/livelihood
    ▪ Try to relate
  o Stick to agenda and times
  o Be present
    ▪ Stay around during breaks/lunch, often where you’ll have best conversations
    ▪ Gives chance for questions that were afraid to be asked in front of class

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- Shows interest/connects

**Breakout Groups- Tips and Tricks (Group 2)**

- Reach out to underserved groups because there can be a language barrier
- Feel a lot more confident if know material well
- Be prepared on all slides
- Train the trainer have good resources that are available to trainers
- Hear a lot of people say they don’t have time to make the changes because they have to keep up with daily work
- To break stigma, have people say every way they know how to say poop
- Ask how many people have had sold food to someone that was pregnant, older, healthy- to explain risks
- Sometimes people don’t understand differences between bacteria that are pathogens or ones that are spoilage
- Can get people motivated about food safety
- Don’t make assumptions about farmers- what they do, think, farm
- Have to go over principles that can be used on every farm
- One challenge is that extension educators cover so many areas
- Have done five day training in costa rica- allows people to say connected
- Work with key communicator growers because they will spread the word about food safety- make connection and make sure they are correct about it
- One day may not have as much interactive time
- Try to get food from local places that the growers like
- In Conn- two short days, keep info retention

**Group Discussion by Module**

1. **Introduction**
   - Keep it fresh, update it with incidents/examples/data
   - Give background, why is PSR a thing, why is it good?
   - Try to create “buy-in” with audience
     - Example- records can help save money
   - Try to work to create hook

2. **Worker health/hygiene/training**
   - Give consideration on how to discuss cultures/backgrounds
     - Not an “ours vs theirs” discussion
     - Growers need to understand worker needs
   - Highlight importance of following health hygiene 100% of the time
     - One time is all it takes for something bad to happen
   - What are growers going to use to train workers?
     - Won’t be PSA training, how do they know what to focus on?

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- Will have to find balance, think about flow of operation, definitely highlight handwashing, clothing, cross contamination, etc.
  - Difficult module to have second, but it does fit here

3. Soil amendments
   - *under review*
   - Bring composting examples, how to do it right

4. Wildlife
   - Grower struggle with conceptualizing broad info (animals are always out there in some farm)
   - Be honest about this reality, but be aware of the fact that it will happen, and what to do
   - Pets (generally) aren’t ok, can be a tough thing to discuss
     - Could you call your dog out of a field at any point regardless of what’s happening? Do they know not to relieve on crops/in fields? If no, can’t have them out there

5. Production Water
   - Hard to present on
   - How do you respond about water testing?
   - New handout (October)
     - Testing methods- what to use and where?
   - Overarching question, what do we do when FDA doesn’t know what to do?
     - Take at least one test, try to see (1 generic e. coli test)
   - Tie stories back to incidences where water was root cause
     - This is a risk management thing, tie it in
   - Make sure growers know what questions to ask labs

6. Post-harvest
   - Chances for hands on
   - Growers need to determine what is appropriate for farm

Educational Approach
- Delivery with trainer team
  - What to do when trainers aren’t doing well on modules
    - Get right info out, correct in tactful way
  - can’t always have dream team, focus on strengths
  - if you’re new, run through presentation with peers
  - get together as a team and get on the same page with the modules

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