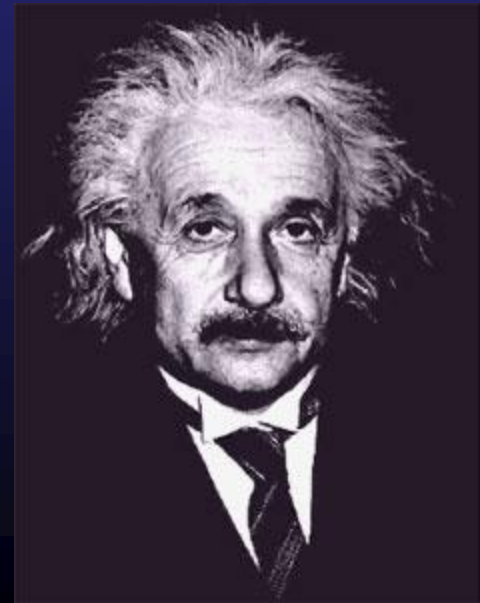


Training

- ❖ Training Theories
- ❖ Pros and Cons of Training
- ❖ Developing a Training Program
- ❖ Show and Tell



Training Theories

❖ Training Children

❖ Responsibility for training falls on the teacher

❖ What is taught

❖ How is it taught

❖ Goals are determined by teacher

❖ Teacher is the expert, students have little to offer



Training Theories

❖ Training Adults

❖ Teacher and Students Interact

- ❖ Objectives must be established

- ❖ Experiences are important

- ❖ Goals are determined by students

- ❖ Problem-centered, not Content-centered



Training Adults

- ❖ Adults are self-directed
- ❖ Teachers act as facilitators
- ❖ Teachers seek out topics from students



Training Adults

- ❖ Experiences include work and life
- ❖ Create an open environment for all to participate



Training Adults

- ❖ Very much goal oriented
- ❖ Must show how course will meet these goals
- ❖ Why are they here??



Training Adults

❖ Practical and Relevant

- ❖ How will this help in their day to day activity?
- ❖ What are they getting out of it?



Training Adults

- ❖ Motivate

- ❖ Telling them to be here, is not enough!

- ❖ Must be treated with respect



Training Adults

❖ How do you Motivate?



**“I’m proud of my Management merit badge,
but I’d rather have a raise or promotion.”**

Training Adults

- ❖ How do you Motivate?
 - ❖ Social setting, new friends
 - ❖ External (authority) expectations
 - ❖ Improve socially, community service
 - ❖ Personal advancement
 - ❖ Escape from day to day work
 - ❖ Learn for sake of learning

Training Adults

❖ Ways to Motivate?

- ❖ Establish a friendly, open learning atmosphere
- ❖ Keep stress level low
- ❖ Establish a degree of difficulty



HAPPY FEET



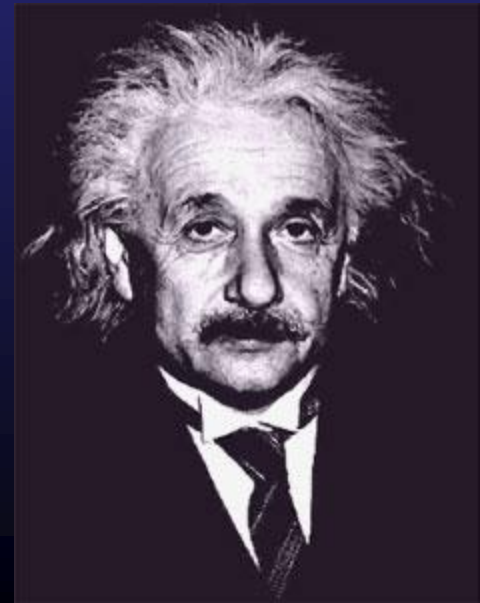
Training Adults

- ❖ Remembering what was taught
 - ❖ Directly affected by amount of practice during the learning
 - ❖ Retention increased when students use what was taught



Training

- ❖ Training Theories
- ❖ Pros and Cons of Training
- ❖ Developing a Training Program
- ❖ Show and Tell



Training Pros and Cons

❖ What are some of the negatives about starting a training program?

- ❖ Money
- ❖ Time
- ❖ Usefulness
- ❖ Too much work

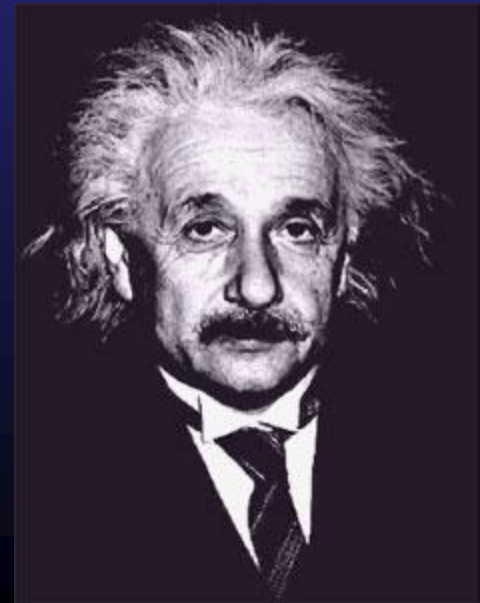


Training Pros and Cons

- ❖ What are some of the positives about starting a training program?
 - ❖ Training in house may save money
 - ❖ Increase proficiency of employees
 - ❖ Able to create specific agendas and training events and dates
 - ❖ Uniformity
 - ❖ Trainers are yours, improvements are controllable

Training

- ❖ Pros and Cons of Training
- ❖ Developing a Training Program
- ❖ Show and Tell



Development

❖ Create a needs assessment

- ❖ Who will be trained, new employees, experienced employees, or both
- ❖ Number of trainers
- ❖ Classroom types
- ❖ Facility



Development

- ❖ Time to get started
 - ❖ Fill the trainer positions
 - ❖ Decide on schedule, regarding frequency, length of classes, number of students
 - ❖ Create curriculum



Development

❖ Training the Trainers

- ❖ Trainers attend a course, on how to become a trainer
- ❖ Practice makes perfect
- ❖ Experience alone is not enough



Development

❖ Training the Trainers Classes

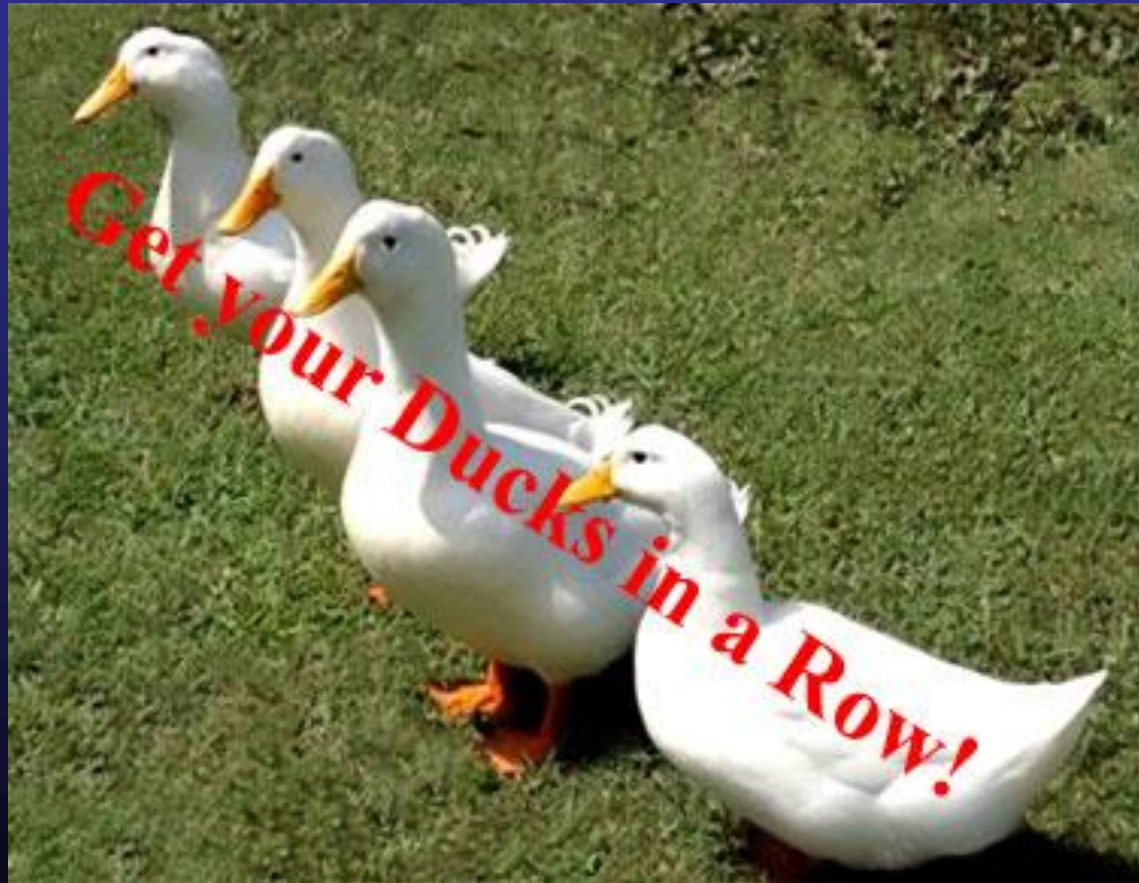
❖ Class Management Techniques and Equipment



Development

❖ Training the Trainers Classes

❖ Preparing an ILP (Instructional Lesson Plan)



Development

❖ Training the Trainers Classes

❖ Voice/Speech



Development

❖ Training the Trainers Classes

❖ Types of Lectures

- ❖ Lecture Method
- ❖ Lecture with Questions
- ❖ Demonstration Method



Development

❖ Training the Trainers Classes

- ❖ The Three P's
- ❖ Practice, practice, practice
 - ❖ 5 Minute Talk
 - ❖ 15 Minute Talk
 - ❖ 15 Minute Talk (Must use Lecture with Questions)
 - ❖ 25 Minute Talk



Evaluating

- ❖ Evaluating effectiveness
 - ❖ Tests- Written and/or Practical
 - ❖ Review by discussion
 - ❖ Follow up visits



Questions??



Show 'n Tell

- ❖ The Staff
 - ❖ 1 Section Head
 - ❖ 1 Training Technician
 - ❖ 5 Training Specialists



Show 'n Tell

❖ The Courses

- ❖ New Inspector Training
- ❖ Refresher Classes
- ❖ Computer Classes
- ❖ Food Safety/Audit Training
- ❖ Train the Trainer
- ❖ Industry Training
- ❖ International Training



Show 'n Tell

❖ The Facility

❖ Main Classroom



Show 'n Tell

- ❖ The Facility
- ❖ Main Classroom



Show 'n Tell

❖ The Facility

❖ Main Classroom



Show 'n Tell

❖ The Facility

❖ Computer Lab



Show 'n Tell

❖ The Facility

❖ Computer Lab



Show 'n Tell

❖ The Facility

❖ Grading Lab



Show 'n Tell

- ❖ The Facility
- ❖ Grading Lab



Show 'n Tell

- ❖ The Facility
- ❖ Grading Lab



Questions??



Summary

- ❖ Creating a Training Center or a Learning Environment is intensive, but very rewarding
 - ❖ Uniformity
 - ❖ Cost effective
 - ❖ More enhanced training experience

❖ And one last word.....

❖ Have Fun With It!

