

Training Needs Analysis Results for Artisan Producers

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1.0 Introduction

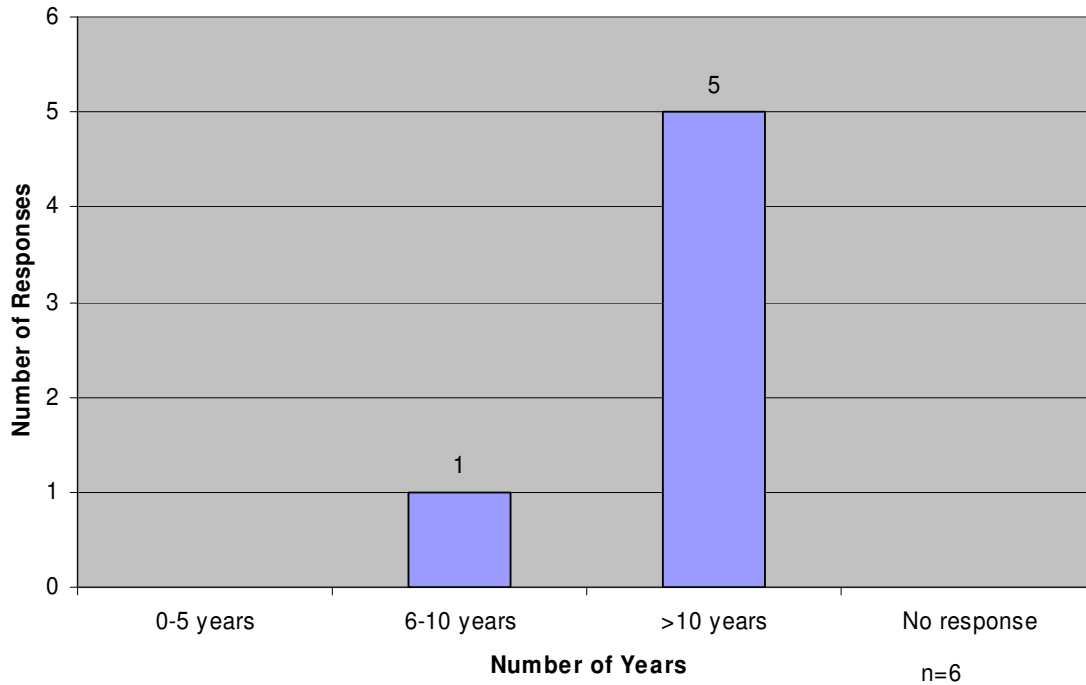
The FSAI conducted a training needs analysis (TNA) for Artisan producers in December 2006. The aim of the TNA was to identify relevant training courses in the area of food safety that training institutions may need to include on their syllabi.

A training needs analysis form was circulated to members of the FSAI Artisan Forum. 9 completed forms were returned to the FSAI and the information is summarised in section 2 below.

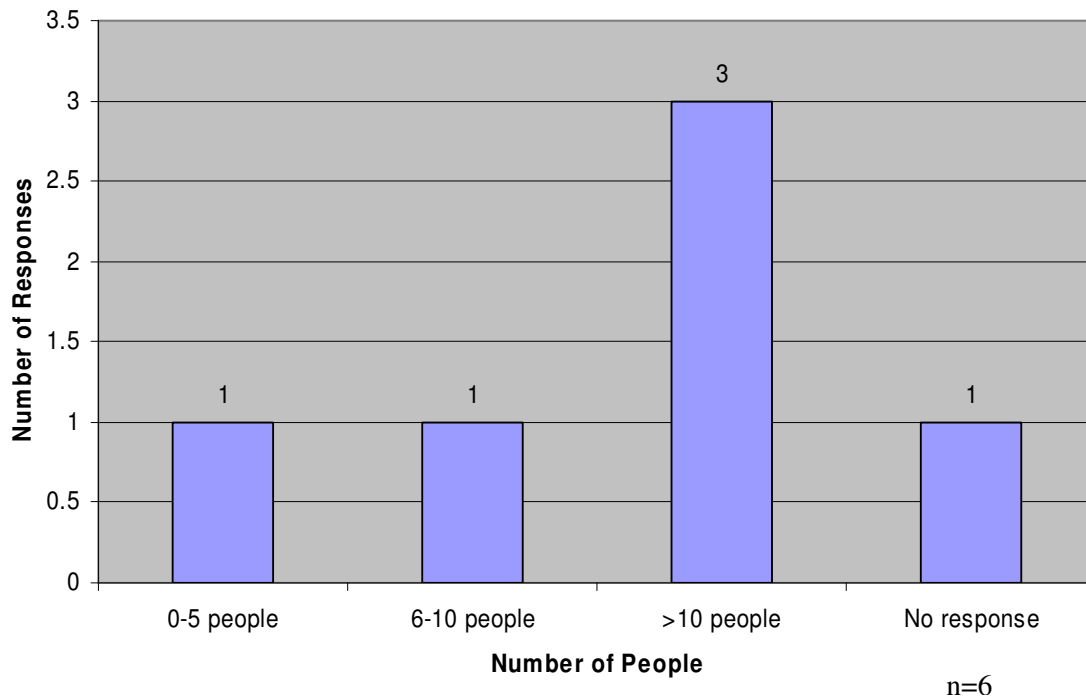
2.0 Results

Of the 9 forms returned 3 were from groups who represent a number of members and their responses are presented separately to those from individual producers/companies.

Q1. How long has your company been in operation?



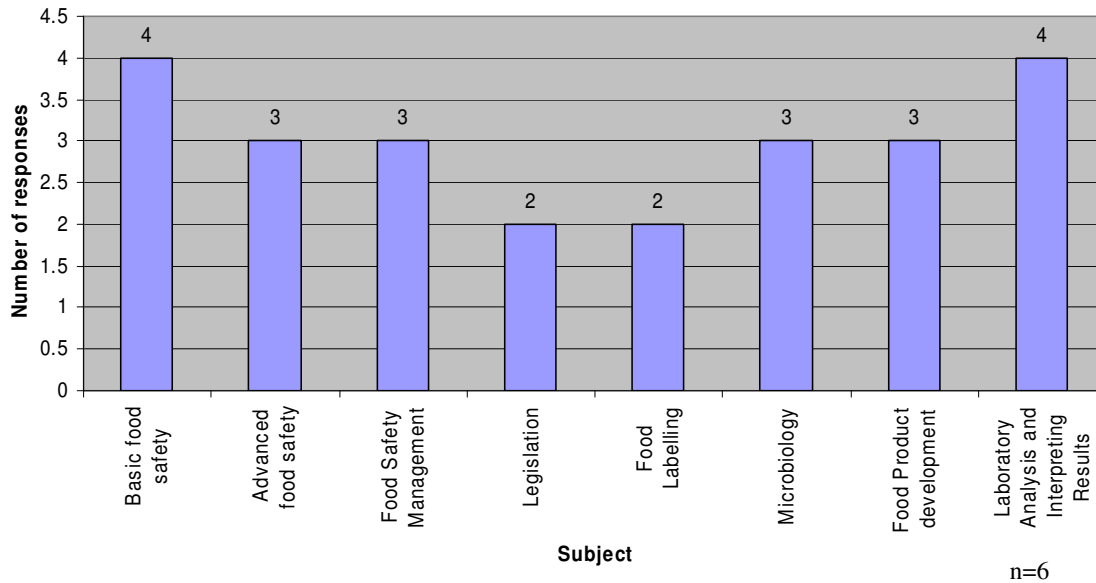
Q2. How many people are employed in your organisation?



Q3. What is the nature of the product(s) you produce (where there is a specialised process please provide some details of the process).

Products	Frequency
<ul style="list-style-type: none"> • Salmon, trout and mackerel smoking • Value added seafood products 	1
<ul style="list-style-type: none"> • Bread 	1
<ul style="list-style-type: none"> • Milk, cheese, whey • Pigs, cured meats • Organic garden – farmer’s market stalls 	1
<ul style="list-style-type: none"> • Range of Artisanal farmhouse Irish cheeses and other dairy products 	1
<ul style="list-style-type: none"> • Unpasteurised farmhouse cheese 	1
<ul style="list-style-type: none"> • Farmhouse cheese, washed rind cheese from pasteurised cows milk 	1

**Q4. What food safety training programme do you see as being of benefit to you?
(Please tick the appropriate box(es))**



Q5. Please indicate any further food safety courses/topics that you require training in.

Topic(s)	Frequency
New Hygiene legislation	1
Labelling Training for Market stalls	2
Support for farmer's markets food stall management	1
Health and Safety	1
No response	2

Responses from groups representing a number of members

- Most food businesses with LEADER are interested in intermediate and advanced food hygiene. Additionally food labelling is included in Business growth and Development course and courses are delivered in new product development.
- More information required and innovation in developing materials and delivery methods is essential.
- A training package for Artisans to include general business skills, marketing and promotion and raising finance.
- Delivery system should also be looked at – traditional classroom format may not work due to absence required from business – e-learning, simplified materials and on-the-job delivery etc.
- Small businesses need to understand the “Return on Investment” from training and its importance as an integral part of their business assets and not see it as a “compliance” issue.

3.0 Discussion

There are two groups within the artisans who have a training requirement (a) the producers and (b) those who sell at markets etc.

Generally the need was for food safety related courses centered on basic and advanced food safety, food safety management and laboratory analysis and interpreting results. Legislation, microbiology, food product development and food labelling also rated highly. The majority of these areas are covered by standard training courses available through many training providers.

4.0 Conclusion

In terms of general food safety the FSAI induction training programme “Food Safety and You” training programme may be of interest as a cost-effective training solution for Artisan producers. (Details of this programme are provided in appendix I).

The training requirement for stalls is more specific and while the recently published Guidance Note 16 (Revision 1) provides information on the legal requirements for food stalls, in response to the results of this survey and demand for similar training from other sources the FSAI will undertake to develop, design and deliver a training programme based on Guidance note 16 for food stalls in 2007.

Appendix I

Training Needs Analysis for Artisan Producers

The FSAI has produced this training needs analysis form to assist artisans highlight their food safety training needs to training providers. By indicating the training needs training providers will have information to assist them develop courses relevant to the artisans requirements.

Please complete this form and return to Training Compliance, Food Safety Authority of Ireland, Abbey Court, Lower Abbey Street, Dublin 1 by Friday 8th August 2006.

Company Contact Details:

Q1. How long has your company been in operation?

0-5 years

6-10 years

>10 years

Q2. How many people are employed at your premises?

0-5 people

6-10 people

>10 people

Q3. What is the nature of the product(s) you produce (where there is a specialised process please provide some details of the process)? If required this information can be provided on an additional page.

Q4. What food safety training programme do you see as being of benefit to you?

(Please tick the appropriate box(es)).

Basic food safety

Advanced food safety

Food Safety Management/HACCP

Legislation

Food Labelling

Microbiology

Food Product Development

Laboratory Analysis and
Interpreting Results

Q5. Please indicate any further food safety courses/topics that you require training in.

Thank you for completing this form.

Appendix II

"Food Safety and You" FETAC Certified Food Safety Training Skills Workshop

To ensure that employers provide effective food safety training for all employees the Food Safety Authority of Ireland (FSAI) has designed a 3 hour induction training programme "Food Safety and You", which is available for trainers/managers/supervisors in the food industry.

Companies who wish to deliver the 3 hour training programme must apply to the FSAI to attend a 2 day Food Safety Training Skills workshop.

The workshop is certified by the Further Education and Training Awards Council (FETAC) and costs €300 per applicant. This includes the cost of attendance at the 2 day Food Safety Training Skills workshop along with the training materials required to deliver the induction training programme 'Food Safety and You'.

Food Safety and You The Training Materials

"Food Safety and You" is designed to promote active learning and the application of training in the work environment, with the involvement of the manager or supervisor in the process. There are a variety of training aids which accompany this trainer's guide to assist the trainer deliver training which is interesting, interactive and fun. The materials have been designed as follows:

- the programme is broken into 7 modules where the learner is given something to do before and after watching the video extract
- the language used is not too technical or off-putting
- humour is used to assist in creating a relaxed training environment
- rhymes, mnemonics and acronyms have been created to emphasise certain learning points.

A breakdown of the training materials is outlined below:

Training Material	Description
Trainees Workbooks	This is divided into 7 colour coded modules with a variety of exercises. Each trainee is given a workbook which is theirs to keep.
Video/DVD	The training video/DVD has been created using mime and humour with one central character throughout. The video/DVD is divided into seven, three minute modules where we see John, the central character in a retail, manufacturing and food service environment.
Training Games	<p>Four training posters</p> <ul style="list-style-type: none"> • 1 x A1 food worker personal hygiene poster • 1x A1 chopping board cross contamination poster with 31 game pieces • 1 x A1 danger zone temperature control poster with 9 game pieces and a temperature dice • 1 x A1 accepting a food delivery poster with 6 game pieces <p>have been created to assist discussion and learning of key points in the module to which they relate.</p>
Food Safety Signs	<p>To reinforce food safety messages in the workplace there are 5 food safety signs</p> <ul style="list-style-type: none"> • hand washing • cross contamination • temperature control • cleaning and • deliveries <p>which are given to each premises on completion of training.</p>

For further information or to obtain an application form for the train the trainer workshops, please contact our training section at training@fsai.ie, or 01-8171348.

