Farmworker Produce Safety Training Tools

For English-speaking Supervisors
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Module 2: Worker Health, Hygiene, and Training
Learning Objectives

• Identify potential routes of contamination associated with workers
• Identify adult learning concepts and topics to include in a worker training program
• Describe how to monitor that facilities are maintained on the farm
• Describe corrective actions that may be used to correct identified problems
• Identify recordkeeping tools for worker health and training
Workers Are A Food Safety Concern Because They...

• Can carry human pathogens
  – *Shigella*, Hepatitis A, Norovirus, and others

• Can spread human pathogens
  – Harvest and pack with their hands
  – Fecal-oral route

• Require training to reduce risks
  – Proper handwashing
  – How to handle illnesses and injuries
Routes of Contamination

- Feces
- Clothing
- Hands
- Footwear
- Tools & Equipment
- Illness & Injury
Importance of Training Workers

• Fresh fruits and vegetables often receive no additional processing (such as cooking), so contamination with a pathogen can result in illness when the produce is consumed
• Workers need to use food safety practices every day to reduce produce safety risks
• Food safety practices are learned so training is key to successful implementation
Basics of Worker Training Video

https://www.canr.msu.edu/agrifood_safety/produce-safety-education/videos
Draft Guidance: Worker Training

https://www.canr.msu.edu/agrifood_safety/draft-guidance
What to Expect During an Inspection: Videos for Farmworkers Available in English and Spanish

https://shorturl.at/fktxX
Potential Training Challenges

- Time for training
- Language
- Literacy level
- Training mid-season
- Variation in hygiene practices and expectations
- Misconceptions/misperceptions
More Challenges

- Seasonal work
- Mobile workforce
- Turnover
- Others?
Principles of Adult Learning

• Adults need to understand why food safety practices are important and needed

• Training should:
  – Be relevant to their jobs and daily tasks
  – Outline clear expectations
  – Detail practices that reduce risks

• Effective training materials:
  – Are presented through a variety of methods with practical examples and an opportunity to practice skills
  – Include interactive and visual learning opportunities
Who are your workers?

- Experienced Workers
- Non-English Speaking
- Low Literacy
- Day Laborers Temporary Workers
- Young Workers
- Experienced Workers
Training Techniques that Serve All

- Graphics/visuals
- Demonstrations
- Hands-on
- Interactive
Participatory Learning

- Ask farmworkers for their ideas:
  - How to solve a problem
  - How to do something more efficiently
  - How to improve a practice
- Work in small groups (3-5) on a particular question/problem
- Demonstrate and then let workers practice
Building a Produce Safety Culture on Farm

● View produce (product) as food (The bigger picture)

● Employee engagement and accountability
  ○ Ongoing training and improvement
  ○ Tracking metrics and rewarding behaviour

● Importance of food safety across the farm/organization

● Management Walk the Walk
Food Safety Culture.  
Maturity continuum

- Lack of leadership.
- Flexible morals.
- Imbedded in priorities.
- Reactive.
- Lack of employee engagement
- Stagnant behaviour.
- Educated not trained.
- Unsafe FSMS.
- Leadership from top to bottom.
- Integrity.
- Imbedded in values
- Proactive
- Behavioural based FSMS
- All employees are engaged.
- Long term.
- Mutual trust
- Shared importance of risk.
- Drives behavioural change
- Safe FSMS.

# Farm Food Safety Norms

Table 4. Food safety practices survey questions related to the cleaning and sanitation of harvest tools.

<table>
<thead>
<tr>
<th>Survey question</th>
<th>1999 Percent</th>
<th>2015/16 Percent</th>
<th>T-test</th>
<th>Sig²</th>
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<tr>
<td>Did you...?</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Wash harvest tools daily</td>
<td>46.5</td>
<td>54.5</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
<tr>
<td>Wash harvest tools weekly</td>
<td>1.3</td>
<td>21.4</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
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<td>Wash harvest tools monthly</td>
<td>0.0</td>
<td>5.0</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
<tr>
<td>Wash harvest tools seasonally</td>
<td>0.9</td>
<td>10.1</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
<tr>
<td>Wash harvest tools at other frequency</td>
<td>21.2</td>
<td>6.6</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
<tr>
<td>Never wash harvest tools</td>
<td>30.1</td>
<td>2.1</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
<tr>
<td>Sanitize harvest tools daily</td>
<td>29.4</td>
<td>40.0</td>
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<td>***</td>
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<td>***</td>
</tr>
<tr>
<td>Sanitize harvest tools at other frequency</td>
<td>10.6</td>
<td>9.7</td>
<td>0.27</td>
<td></td>
</tr>
<tr>
<td>Never sanitize harvest tools</td>
<td>53.4</td>
<td>11.6</td>
<td>&lt;0.01</td>
<td>***</td>
</tr>
</tbody>
</table>

Ever Present Reminders

- Important aspect of food safety culture
- Ongoing training and improvement
  - Weekly mini-trainings
- Visual aids present and relevant to work in a specific area/location
- Checklists for completing specific food safety related tasks
Reinforcing Food Safety Training

• Post signs and reminders
  – Place signs where they will be most effective
  – Pictures are often better than words
  – Use appropriate language

• Conduct review and refresher training sessions throughout the season or when a problem arises

• Mix it up to keep information relevant and interesting to workers
Modeling Proper Food Safety Behavior and Practices

- Employees learn best from watching others
- Cannot stress enough importance of supervisors and crew leaders demonstrating proper food safety practices
- Also very important to use demonstrations in educational interventions
- Offer praise and positive feedback
When **Must** Hands Be Washed?

- After using the toilet
- Before starting or returning to work
- Before and after eating and smoking
- Before putting on gloves
- After touching animals or animal waste
- Any other time hands may become contaminated
Proper Handwashing

1. **Wet hands** with water
2. **Apply soap and lather.** Be sure to wash the front and backs of hands as well as in between the fingers. Rub hands together for AT LEAST 20 seconds
3. **Rinse** hands thoroughly with clean water
4. **Dry** with a paper towel (turn off faucet with used towel)
5. **Throw** the paper towel in a trash can

*Antibacterial hand sanitizers CANNOT replace handwashing*
Resources Provided to Support Food Safety Practices

- Toilets
- Toilet paper
- Soap
- Clean water
- Paper towels
- Container to catch wastewater
- Garbage cans
- First Aid Kit
- Break Areas
Toilet & Handwashing Facilities

• Provide a sufficient number of toilets and sinks to meet worker and visitors’ needs
  – OSHA requires one facility per 20 workers within ¼ mile of the working area
• Facilities must be fully serviced on a regular schedule
• Toilet and handwashing facilities must be well stocked
• Facilities should be monitored every day when in use
Drinking Water & Break Areas

• Workers should be provided with drinking water to reduce the risks of dehydration and heat exhaustion
• Break areas do not need to be a separate building but must be in a designated area
• Healthy workers are better able to do their jobs and implement food safety practices!
Farmworker and Supervisor Relationship

- Unique skills required for supervisor
  - Bilingual
  - Solid understanding of science behind food safety
  - Earn respect of both farm manager and workers
- Asserting clear standards on food safety to workers and demonstrating those standards as a supervisor
- Accountability
Motivation: What Drives Employees

- **Pleasure Seeking**
  - Benefits of following food safety training
  - Create excitement
  - Praise/Reward for proper food safety practices

- **Pain Avoidance**
  - Discuss consequences of not following proper food safety practices
  - Personal stories of foodborne illness
  - For customers, entire farm and workers

- **Incorporate both strategies to reach all workers**

http://www.youtube.com/watch?v=AE9G818uJsQ
Communication

- Good communication supports food safety by improving risk identification and reduction

- Trained workers know:
  - How to identify food safety risks
  - How to reduce risks they find
  - Who to tell if they see a food safety risk they cannot minimize or eliminate
  - That their food safety concerns will be taken seriously
Praise and Recognition

- Find unique ways to offer praise and recognize good food safety practices
  - “Gold Stars”
  - Weekly food safety awards
  - Offering praise daily
- Recognition is important for reinforcing a shared vision of food safety and ensures positive impact of food safety efforts beyond the farm
Activity: Communication Tree

Farm Food Safety Contacts
Recursos para más información sobre la Inocuidad de Alimentos Agrícolas

The problem is:
El problema es:

Contact:
Contacto:

Advisor:
Asesor:
Everyone Needs Training

• Implementing food safety practices is a company wide task
  – Managers, farm workers, office staff, volunteers, interns, family members

• Everyone needs to know how to identify and reduce food safety risks
  – Practices they are responsible for doing
  – How to report food safety risks they see

• Owners, managers, and supervisors should set a good example and follow company policies
Visitors

• Growers must:
  – Make visitors aware of the farm’s food safety policies
  – Provide access to toilet and handwashing facilities

• Other key information for visitors should include:
  – Areas of the farm they are allowed to visit
  – The importance of not visiting the farm when ill
  – How to wash their hands
  – Instructions to keep pets at home
## Mapping Activity:
Who needs training on my farm?

<table>
<thead>
<tr>
<th>01</th>
<th>Produce Safety Alliance Certificate or Equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• One person from each farm</td>
</tr>
<tr>
<td></td>
<td>• Certificate is attached to the person, not the farm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>02</th>
<th>Basic Hygiene</th>
<th>Basic Sanitation</th>
<th>Health &amp; Injury Policies</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>• All workers, including volunteers</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Visitors?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>03</th>
<th>Job Specific Training</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Who?</td>
</tr>
<tr>
<td></td>
<td>• What?</td>
</tr>
</tbody>
</table>
Training Programs **Must** Include

- Principles of food hygiene and food safety
- Recognizing symptoms of foodborne illness and the importance of personal hygiene for all personnel and visitors
- Other training relevant to the worker’s job
Training Programs Must

• Be appropriate for the job and conducted upon hiring
• Include refresher training throughout the season (at least annually) or when a problem arises
• Be easily understood
• Be supervised by a qualified person
• Include a process for documenting the training
Worker Qualifications

Workers and supervisors must be qualified to conduct their job duties through:

- Education
- Training
- Experience
Training Workers to Identify and Reduce Risks at Harvest

• Evaluate contamination risks before and during harvest such as significant animal activity, presence of fecal matter, damaged crops, or extensive animal tracks
• Never harvest produce destined for the fresh market that is visibly contaminated with feces
• Never harvest dropped produce
• Only use clean harvest and packing containers
Training versus Practices

• The Produce Safety Rule includes requirements for
  – Training programs and resources that must be provided for workers and visitors
  – Practices workers must follow

• We just finished the training and resource slides
  – Do you remember what was required?
  – As a reminder, rule requirements are in the notes!

• Now we will cover practices workers must do to reduce microbial risks to fresh produce
Workers Must

• Maintain personal cleanliness
• Avoid contact with animals (other than working animals)
• Maintain gloves in a sanitary condition, if used
• Remove or cover hand jewelry that cannot be cleaned
• Not eat, chew gum, or use tobacco in an area used for a covered activity
• Notify their supervisor if they are ill
• Wash their hands
Proper Use of Toilets

• All urination and defecation should be done in a toilet, NEVER in the field or nearby production areas.
• Toilet paper should be deposited into the toilet, not in a garbage can or on the floor.
• Always wash hands after using the toilet.
Worker Clothing

• Clean clothes should be worn each day
• Footwear cleanliness is important
  – Designated footwear helps prevent cross-contamination
• Gloves, if worn, must be changed when they become contaminated or torn
  – If reusable gloves are used, clean often or as needed
• Aprons, gloves, and other food safety equipment should be removed before using the toilet and should be stored in a clean, designated area when not in use
Worker Illness

• Workers who are sick or show signs of illness can contaminate fresh produce
• Ill workers must not handle fresh produce
• Symptoms of illness can include:
  – Nausea
  – Vomiting
  – Diarrhea
  – Fever
  – Jaundice
Worker Injury

- Worker injuries may pose food safety risks
  - A first aid kit should be available, stocked, and monitored
  - Clean and bandage all wounds
    - If the wound is on the hands, a glove should be worn to create a double barrier
  - Discard any produce that may be contaminated
  - Clean and sanitize any items that came in contact with bodily fluids
  - Report all injuries to supervisor
Monitoring

• Develop a monitoring process to ensure:
  – Workers are following food safety practices and farm policies every day
  – Facilities are available, clean, and well stocked every day

• This can include:
  – Training supervisors to observe employee behavior
  – Appointing someone to check facilities each day
  – Using monitoring logs
Corrective Actions

• Workers are not following food safety policies
  – Develop rewards to encourage positive practices
  – Implement deterrents for poor practices

• Facilities are not cleaned, restocked or are broken
  – Sanitation company contact on speed dial
  – Retraining workers or improving monitoring process

• Facilities leak in the field or packinghouse
  – Emergency plan for spills
Recordkeeping

• Document actions taken to support worker health, hygiene, and training on the farm such as:
  – Worker training programs
  – Monitoring and restocking of toilet and handwashing facilities
  – Illness and injury reporting
  – Restocking of first aid kits
Recordkeeping Tips

• Take advantage of template recordkeeping logs, but be sure to modify them to fit your farm
Recordkeeping

• Example of documenting worker training
  – Date
  – Name of trainer
  – Materials/information covered
  – Printed names & signatures of attendees
  – Manager signature
Summary

• Worker health and hygiene is critical to food safety because workers can introduce food safety risks
• Everyone should be trained but anyone who handles covered produce must be trained
• Visitors must be made aware of policies too
• Training should emphasize health and hygiene practices that reduce risks
• A written training program should be developed, implemented, and documented
Final Questions?

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*Funding for this statement, publication, press release, etc. was made possible, in part, by the Food and Drug Administration through grant PAR-16-137. The views expressed in written materials or publications and by speakers and moderators do not necessarily reflect the official policies of the Department of Health and Human Services; nor does any mention of trade names, commercial practices, or organization imply endorsement by the United States Government.*