

The Power of eLearning When Developing a Compliant and Competent Workforce

2024 Food Safety Summit



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About the Presenters

- Lute Atieh was the co-founder of the first 100% online school to be approved and accredited in the State of Missouri (2001). During this time, I recognized that higher education was overlooking a key demographic of non-college-bound skills and trade learners, and in 2016, Valor Manufacturing Training was born. In 2023, Valor Manufacturing Training was merged with 180 Skills to become WorkForge.
- Mike Burica is a seasoned industry expert passionate about maximizing manufacturing efficiencies through education and technology. With over 30 years of experience in technology and education, Mike has developed a deep understanding of the interplay between driving innovation, managing regulatory compliance, and realizing operational efficiencies.

Who is WorkForge?



WorkForge provides comprehensive eLearning solutions that elevate employee knowledge, retention, and professional development through engaging and interactive digital content.



Offers the world's most extensive library of skills training courses.

250,000

Helped over a quarter million learners upskill and reskill with our learning content.



Based in Kansas City and owned by the BERKS Group Family Office.

175+

Currently serving over 175 clients across a dozen different industry types.



Selected WorkForge Partners

Food



Food Related



Trade Associations



Other Partners





WorkForge's LMS was the best choice for us to achieve a comprehensive solution that not only simplifies the learning process but also empowers our workforce, making training more efficient, collaborative, and tailored to our organizational needs.”

Grant Prenzlou, L&D Manager
Wholestone Farms



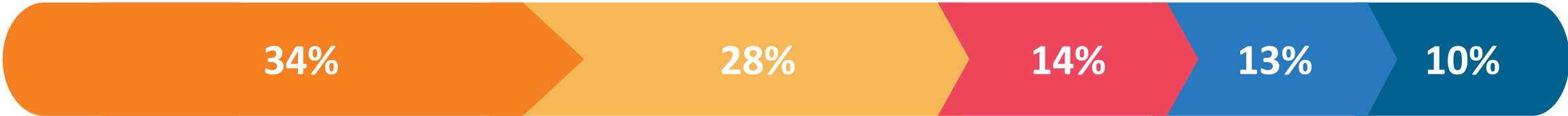
State of Labor in Food Manufacturing



Audience Participation #1

- Would you rather take a relaxing vacation on a beach in Hawaii or an active vacation hiking at a national park?
- Who is struggling to attract new manufacturing team members or retain the ones they have?
- How many of your organizations actively rely on “tribal knowledge” to train their manufacturing team members?

What's Concerning Employers?



Costs

Labor Costs are Increasing which is having a negative impact on margins.



Skills

Prospective employees don't have the right skills.



Supply

Can't hire enough people to fill open roles.



Retention

Concerns with being able to retain the existing workforce.



Age

Not attracting enough younger workers while managing an aging workforce.

Data: National Association of Manufacturers

What are the Drivers?



Perception of Industry



Industry Competition



Aging Workforce



Food Safety Culture



Skills Gaps

What Can Be Done About It?



SELF-ACTUALIZATION

Personal growth, morality, creativity, acceptance

ESTEEM

Respect, self-esteem, status, recognition, strength, freedom

LOVE & BELONGING

Friendship, intimacy, family, sense of connection

SAFETY NEEDS

Personal security, employment, resources, health, property

PHYSIOLOGICAL NEEDS

Air, water, food, shelter, sleep, clothing, reproduction

What Are the Outcomes?



Reduced Waste and Defects

A report found that companies pairing strong quality control and training experienced a **70% reduction in waste and production defects** (Tulip).



Increased Awareness of Food Safety

Employees trained in food safety are less likely to make errors that could lead to contamination. According to the FDA, training can **significantly reduce the risk of foodborne illness** (FDA).



Higher Quality of End Product

Training ensures employees know how to maintain quality standards, resulting in **better final products and client satisfaction ratings** that far exceed their peers (Tulip).



Improved Quality Compliance

Trained employees are better equipped to comply with safety regulations, reducing the risk of non-compliance. Companies with robust training programs have a **3.5x better success rate for routine inspections** than those that don't (FDA).



**Sustainable and Scalable
eLearning Solutions**

Audience Participation #2



- How many of you would choose to have a superpower if you also had to live with the responsibilities/expectations that come with it?
- Who is actively using a learning and development solution?
- Of those that have a solution, is it homegrown, from a third party, or a combination?
- And who believes the employees and the management team see it as beneficial?

Increase Retention and Accelerate Productivity



HIRE

Onboarding

Automate deployment of essential Safety and Compliance training along with vital DEI and anti-harassment.

Focus on people, not paperwork. Great employee onboarding can improve employee retention by 82%. (Brandon Hall Group)



Continuous Improvement

Organizational and workforce agility is key to maintaining a competitive advantage.

Critical topics including Problem Solving, Six Sigma, Lean Manufacturing, Project Management, and QA for on-the-floor operators to mid-level and senior managers.



Durable Skills & Leadership

Fuel career growth and equip new leaders with practical skills in communication, team management and conflict resolution.

People quit bosses, not jobs. Studies suggest that 57% of employees leave due to frustration with their Manager. (DDI)

RETIRE



New Skills Training

Address skill gaps, and provide intensive training on key concepts, techniques and best practices for specific job functions.

78% of employees report that they would remain at a company longer if they had a career path. (Mercer)



Custom Visual Content

Do what you do best – and let us create custom training modules for your specific jobs, tasks, or machines.

Drive training consistency and competency across departments, shifts, supervisors, languages and locations.



Why Microlearning Works

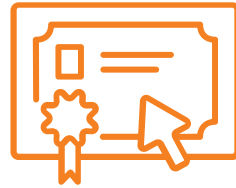


COMPARED TO TRADITIONAL TRAINING METHODS



20%

Better Retention



22%

Faster Completion



28%

Better Performance

Additionally, according to the Association for Talent Development (ATD), microlearning can accelerate skill acquisition by up to 60%.

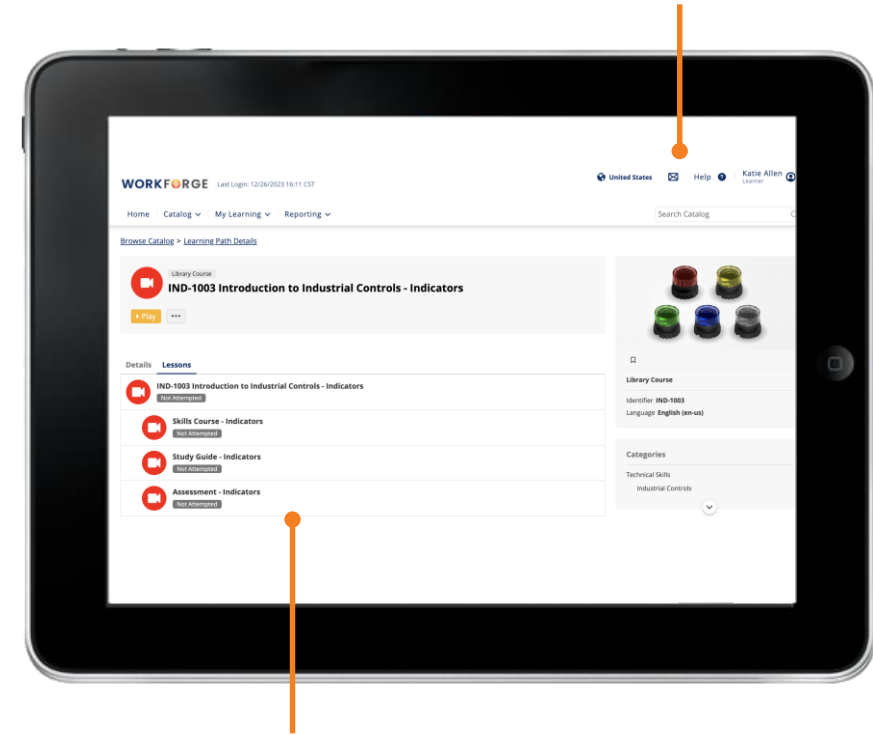
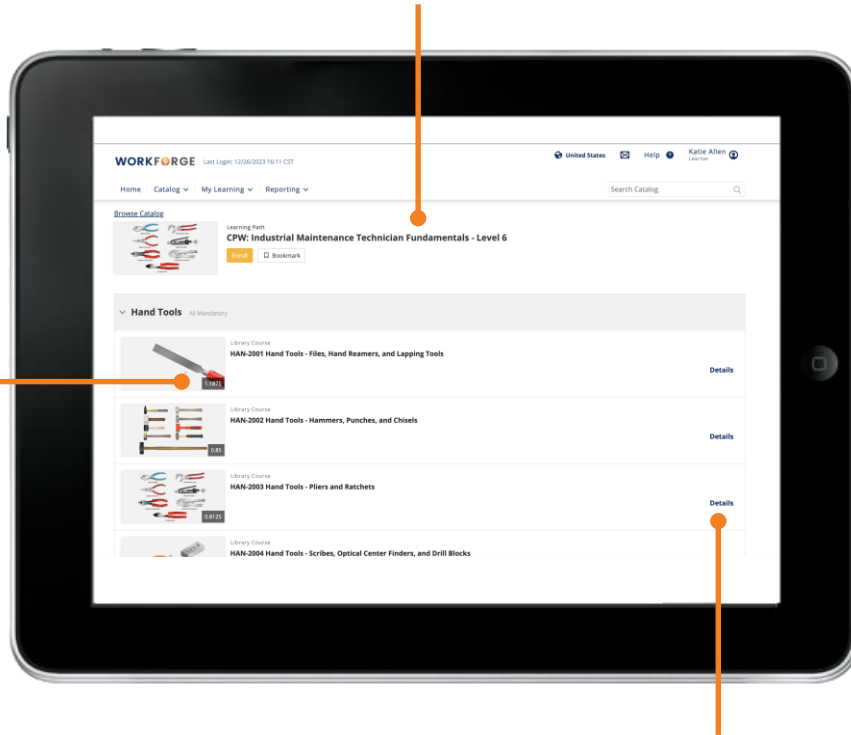
Why eLearning Works



Clearly defined levels,
allowing learners to easily see
how they can advance

Can be offered in multiple
languages based on learner
profile

Every
module has
estimated
course
duration



Self-paced and competency
based

Interactive tests &
assessments ensure content
comprehension

Training Styles



PPT



Webinars



**Canned
Content**



**In-person
Huddles**



**In-house
Videos**



OJT



**Custom eLearning
Content**

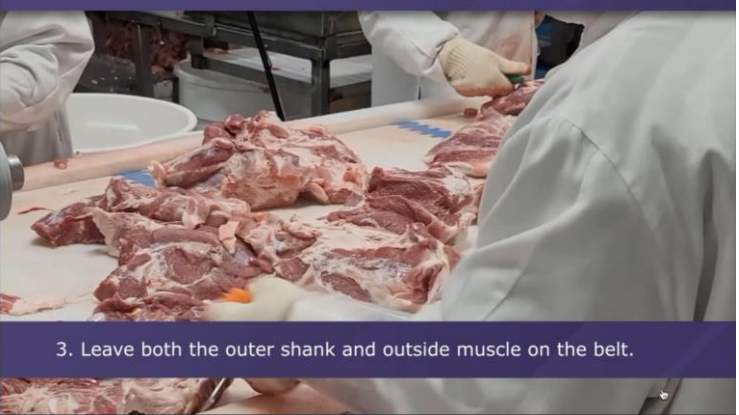
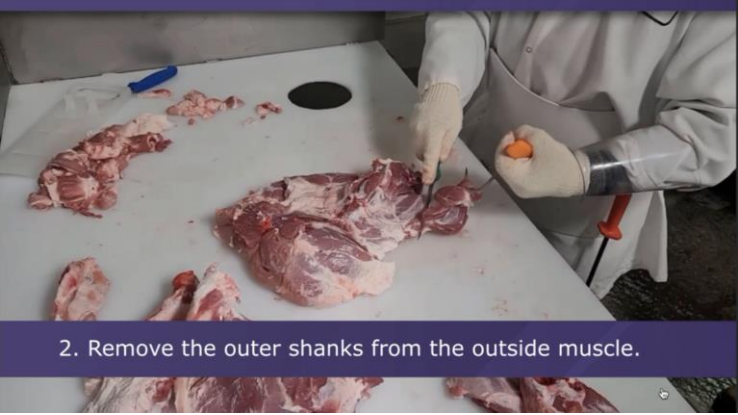
Learning via PowerPoint Slides



Personal Protective Equipment

Long-Sleeved Frock White Gloves Slip Resistant, Safety-Toe Footwear Hair and Beard Net

Hard Hat Ear Plugs Safety Glasses



Learning via Instructional Videos



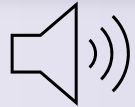
TEXT MENU

- QPI Sectioners
 - Welcome ✓
- Outer Shank Sectioner
 - Personal Protective Equipment (PPE) ✓
 - Best Practices ✓
 - Outer Shank Sectioner Process ✓
 - Exit ✓

Sectioners M1 Outer Shank Sectioner

The main area of the interface is a large video player. The video content is currently blank, showing a light blue and white gradient background. At the bottom of the video player, there is a control bar with a play/pause button on the left, a progress bar, and several icons on the right for refresh, volume, settings, and navigation.

Videos Support Multiple Languages



- အကောင်းဆုံးဖြစ်စေဖို့ နှစ်မြုပ်ကြိုးပမ်းခြင်း
- အရည်အသွေးမြင့်မား၍ လုံခြုံစိတ်ချရစေသော ထုတ်ကုန်များဖန်တီးရန် အစားအစာလုံခြုံရေးလုပ်ငန်းစဉ်များ
- ဝန်ထမ်း တန်ဖိုး



ကျွန်ုပ်တို့၏ ခေတ်ရှေ့ပြေး ထုတ်လုပ်ရေးအလုပ်ရုံများသည် ကျွန်ုပ်တို့၏ ဖောက်သည်များအတွက် မပြောင်းလဲဘဲတစ်သမတ်တည်း ထိပ်တန်းအရည်အသွေးရှိသည့် ထုတ်ကုန်များကို ထုတ်လုပ်ပေးပါသည်။

Visit us in booth 719 to learn about our upcoming new food safety courses:



- Food Safety: What's at Stake
- Food Safety: What Every Employee Needs to Know
- Critical Components of a Food Safety Culture
- BRCGS Audit Readiness
- Food Safety Code Audit Readiness
- Development of HACCP Verification and Validation Plans
- Food Traceability List and 2026 Food Traceability Rule
- Best Practices for Food Facility Defense
- Environmental Monitoring Program Components: Analyzing and Assessing Risks