TRAINING AT MINN-DAK FARMERS COOPERATIVE

FORUM - SAFETY

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Moderator: Joe Huff
In The Past

- Campaigns short
- Job knowledge held close
- Knowledge passed by word of mouth
But Now

- Campaigns long
- Encourage training for each job
- Job variety helps morale
“Right to Know”

- Community and workplace RtK laws strengthened in 70’s
- Legally and morally necessary to provide training and show understanding
- More training and accountable training
8-Hour Pre-campaign Meeting

- HR Rules
- Lockout-Tagout
- Ladders
- Hazard Com.
- Fire Extinguishers
- Emergency proc.
- Bloodborne pathogens
- Accident reporting

- Respiratory Protection
- Hearing Protection
- Chemical Handling
- PPE
- Equipment Operation
- Food Safety
- Food Security
Food Safety and Security Topics

- GMP’s
- Pest Control
- Glass Policy
- Restricted Areas
- Sanitation
- Housekeeping

- Plant Security
- HACCP
- Quality Policy
- Customer Expectations
OSHA 10-Hour

• One-Third of RR attended General Industry Training
• Presented by ND Safety Council
  – Costs were reasonable
FT Employee Training

• Weekly topics by supervisor or safety dept.
• Small group training & re-training:
  – Confined Entry
  – Certified Atmospheric Testing
  – Forklift Operation
  – Respiratory Fit Testing
  – Food Safety
So What’s the Problem?

- During campaign
  - Classes on “off” days or before or after regular shift, requiring overtime
  - Multiple classes needed to match shift schedules
  - More time for trainer
  - Makeup classes for those on vacation or sick
One Solution

- The on-line LMS (Learning Management System)
  - Software for delivering, tracking, and managing training
  - Used by colleges and universities
  - In a corporate setting, classes are shorter and completed in a single, on-line session
Our First Try with an LMS

- AIB Food Safety Essentials
  - GMP’s and you
  - HACCP
  - Food Security
  - Foreign Material
  - When Clean means Clean
  - Outside Grounds
  - Equipment Maintenance
  - Incoming Material Inspections
## MARK ENNEN

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Costs

- 221 users completed 1698 courses for a cost of $3585
- Per user cost of $16+
- Per course cost of $2+
What’s Next?

- ND WSI (Workforce Safety & Insurance) providing a free LMS
- Geo Learning System w/courses contracted from Puresafety.com
- Start with 50 employees
- Eventually include entire workforce
- WSI acts as co-administrator, provides quarterly reports and activity
Core Topics

- Start with core topics
  - Housekeeping
  - PPE
  - Machine guarding
- Special topics for supervisors
Electives

• After core topics, electives in any order
  – Rigging
  – Electrical hazards
  – Guarding floor and wall openings
  – Compressed gas cylinder safety
  – Fall protection
  – Preventing back injuries
  – Scaffold safety
  – others
Many Future Possibilities

- Over 200 courses
  - General Safety
  - Construction
  - Driver & transportation safety
  - Environmental
  - Health & wellness
  - HR (Drug & alcohol, & employment liability)