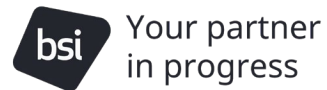




Embedding a Learning Culture for Food Safety



Alison Cousins, Global Food & Retail
Training Director, BSI Group

IDDBA Member exclusive access!

Download the recording and slide deck at iddba.org. (Available in 24-48 hours)



Embedding a learning culture for food safety

Alison Cousins
Global Consumer Retail & Food Training Director
27 August 2024



Agenda

The benefits of an effective learning culture
What is an effective learning culture?
Embedding a learning culture



What is a learning culture?

“To support learning at an individual and organisational level, organisations need to create an environment that embeds learning into the way they do things. This is often referred to as **learning culture**.”

CIPD. (2020) Creating learning cultures: assessing the evidence. London: Chartered Institute of Personnel and Development.

Elements include:

- Individual learning
- Teams learning
- Organizational learning

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The benefits of a strong learning culture

The LinkedIn 2024 Workplace Learning Report reveals that companies with a robust learning culture see:

- 7% higher rate of promotions to management
- 23% higher internal mobility rate
- 57% higher retention rate than those where learning is less robust

Creating a culture of learning is one of the top focus areas for L&D in 2024

<https://learning.linkedin.com/resources/workplace-learning-report#>

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Global Food Training Survey 2024

- 8th annual survey, produced by Campden BRI and Intertek Alchemy
- Global partners: BRCGS, BSI, Intertek, SGS, SQF, TSI
- Over 3000 responses

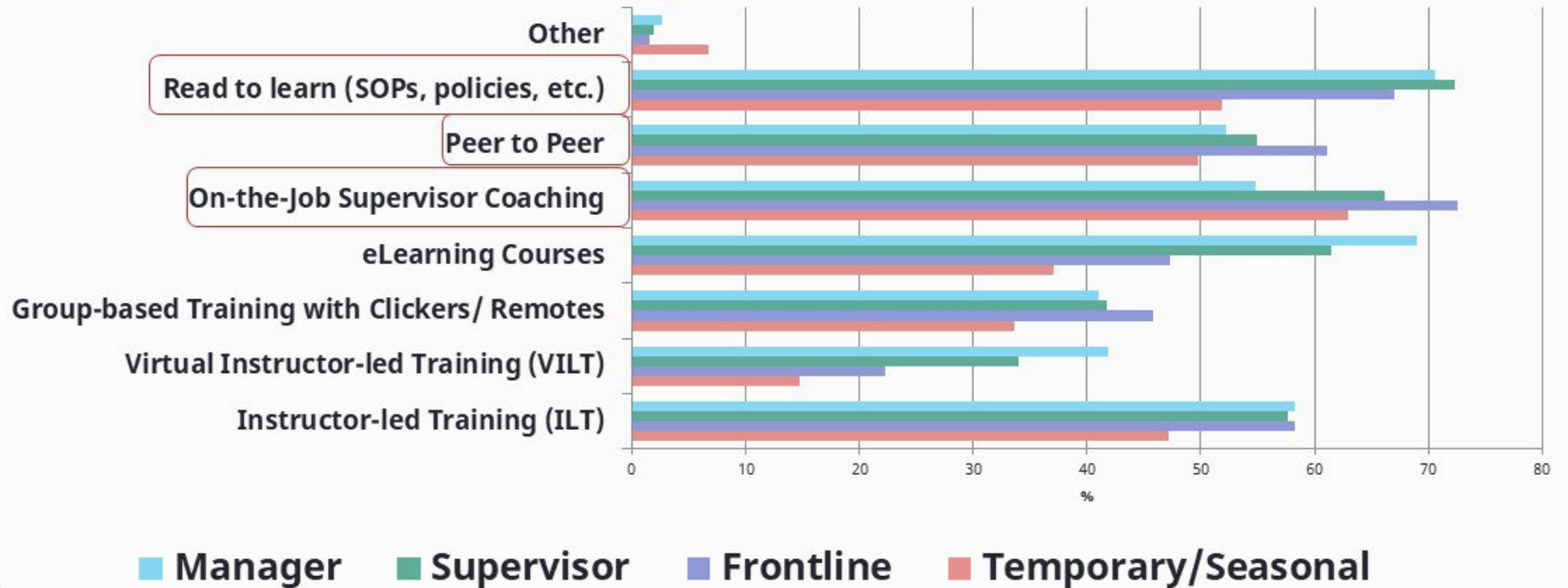
intertek
alchemy



BRCGS



How do you deliver training to your employees?



Why do employees not follow your training program consistently?

73% agreed that they still have employees NOT following what was trained



Use data to guide continuous improvement

- Only **52% of companies** rely on continuous and updated **analytical data** to assess their **training effectiveness** and guide **continuous improvement** in training content





Training solutions

- An instructor-led course
- Virtual webinars
- eLearning
- Microlearning
- Augmented or virtual reality
- AI to personalize learning programmes

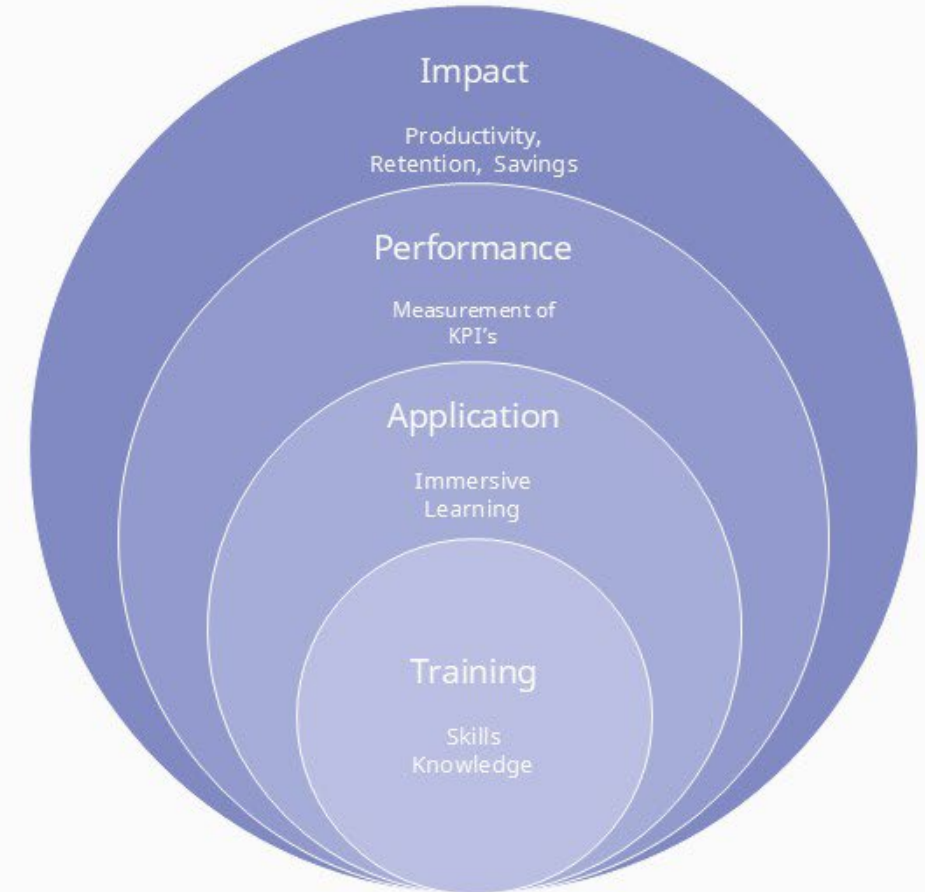
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Creating a pathway of continuous learning

- Thorough needs analysis at the start of the journey, to better understand your business priorities, KPI's, objectives, long-term goals, etc.
- Provide the best training solutions to address the requirements, ensuring that your team gains the necessary skills and knowledge
- Continue the use of the needs analysis information to align a pathway of continuous improvement using immersive learning solutions
- Sustaining performance improvements against business priorities, KPI's and objectives
- Measure the positive impact on the client's business





Thank you

Alison Cousins
Global Consumer Retail & Food Training Director

Alison.Cousins@bsigroup.com

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