



# Perry Johnson Registrars Food Safety, Inc.



## Cannabis and Hemp Training

Certification is not the only must-have for a company looking to establish a strong foothold in the hemp and cannabis industries. While developing proper documentation systems, internal quality culture, and management buy-in can certainly help, thorough employee training practices are a great investment to ensure awareness of policies and understanding of expectations throughout all levels of a facility's staff.

From a certification perspective, training is a fantastic way of reducing risk. Employees who are aware of potential problems and can spot questionable situations in advance of an incident occurring can be just as vital as the underlying management structure. More than just a best practice, training is also frequently a requirement in meeting federal, state, and certification requirements.

Safety training is especially notable as a federal requirement under OSHA; evidence of training must be produced along with health and safety program implementation. Everything from proper use of PPE, handling hazardous materials, even the safest ways to lift or move heavy objects can fall under this umbrella. OSHA violations can be particularly costly and can be prevented with proper training.

Cannabis and hemp operations can be inherently quite risky to employees, with the use of fertilizers and other chemical solvents, pesticides, and herbicides an everyday occasion. Setting workers up for success through training is a requirement of various certifications – cGMP, organic, CAGCP, and ISO 9001 to name a few – but even uncertified businesses can benefit from rigorous and correct training.

Not only is safety – for both employees *and* product! – enhanced through training, but turnover rates tend to be lower. This is fairly common sense; would a worker really want to stay in an environment without the proper tools to ensure their own safety? Confident employees stick around, and happy employees have greater buy-in to the products they make and the processes they manage.

If developing a training program or achieving certification seems overly intimidating to you and your business, reach out to PJRFSI to see what we can do for you! Dial us at **(248) 519-2523** or visit [www.pjrfsi.com](http://www.pjrfsi.com) to learn more about our programs and other audit offerings.

# TRAINING

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