

METHODS FOR TRAINING RESTAURANT STAFF



INSTRUCTING

This is a general form of training. Employees are given instructions in verbal, written or audio format on how to accomplish a task, without any demonstrations. It is useful for reinforcing a portion of training that is hands-on at a later time.



DEMONSTRATING

It can be done in person or through video and it involves a demonstrator performing the tasks that the new employee must learn. It is one of the best teaching methods because employees learn by seeing and doing, rather than just reading or hearing.



SHADOWING

It consists of a trainee accompanying a more experienced employee and observing them as they perform their regular duties. It exposes the employee to real-world scenarios. This can turn into a hassle for the experienced employee as some restaurants tend to use this training method on slow nights.



MENTORING

In this method a peer mentor is assigned to every new employee. The mentor is usually an expert in the area and trains every employee the same way every time. This type of training takes off some of the weight of the manager's shoulder.



SUPERVISION

This method consists of the trainee performing work tasks under close supervision. It allows the trainer to correct on the fly and observe the business progress. It is a method usually employed before the trainees are deemed competent enough to handle tasks on their own.



ROLE-PLAYING

In role-playing employees perform their duties with the trainer playing the role of a customer. This method gives the trainee the chance to experience the pressure and potential behaviors he will encounter on the job. This technique helps build confidence and experience prior to having the trainee work on his own.



MYSTERY SHOPPER

This technique is heavily used for ongoing training and performance monitoring. A mystery shopper comes to the restaurant and after they eat they fill in a checklist about their experience. Usually the checklist details everything from the cleanliness to the lighting and the music. The results are reported later and discussed with the staff.



SOURCES

<http://www.hilltop.com>
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Hospitality Skills Training Guide

Wolfgang Guggemos



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Maintenance Employee Guide Educational Institute of the American Hotel & Lodging Association, AH & LA., 2002 *The Guide to National Professional Certification Programs* Philip M. Harris, 2001 The job market continues to change Highly skilled and specialized workers are in demand Traditional education cannot meet all the needs to create specialty skill workers Certification provides up to date training and development while promoting individual or professional skills and knowledge in a focused manner Certification as a way of continuing professional education can also be more cost effective

Resources in Education, 1999-04

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Innovations in Adult Job Training United States. Congress. Senate. Committee on Labor and Human Resources. Subcommittee on Employment and Training, 1997

Meehan's Bartender Manual Jim Meehan, 2017-10-17 A knowledge filled tome for true cocktail nerds or those aspiring to be Esquire from one of the world's most acclaimed bartenders WINNER OF THE JAMES BEARD AWARD WINNER OF THE TALES OF THE COCKTAIL SPIRITED AWARD FOR BEST NEW COCKTAIL OR BARTENDING BOOK IACP AWARD FINALIST Meehan's Bartender Manual is acclaimed mixologist Jim Meehan's magnum opus and the first book of the modern era to explain the bar industry from the inside out With chapters that mix cocktail history with professional insights from experts all over the world this deep dive covers it all bar design menu development spirits production drink mixing technique the craft of service and art of hospitality and more The book also includes recipes for 100 cocktails culled from the classic canon and Meehan's own storied career Each recipe reveals why Meehan makes these drinks the way he does offering unprecedented access to a top bartender's creative process Whether you're a professional looking to take your career to the next level or an enthusiastic

amateur interested in understanding the how and why of mixology Meehan's Bartender Manual is the definitive guide

Annual Report on the Technical Assistance Training Program in Education United States. Office of Education. Division of International Education, 1962 *Equitable Education for Marginalized Youth in Latin America and the Caribbean* Stacey N. J. Blackman, 2022-09-02 This edited volume examines the thrust toward equity in education for marginalized and out of school youth as well as youth with disabilities in countries located in the Global South Using a critical cross cultural lens to interrogate the historical empirical and theoretical discourses associated with achieving UNESCO's equity in education agenda the book showcases the work of scholars from developed and developing nations in examining inclusive education Drawing attention to the nature impact and effects of marginalization the book ultimately demonstrates the ability of education systems in the Global South to be innovative and agile despite current resource challenges This text will benefit scholars academics and students in the fields of international and comparative education education policy and inclusion and special educational needs education more broadly Those involved with Caribbean and Latin American studies the sociology of education and diaspora studies in general will also benefit from this volume *Cumulative Index to the Catalog of the Food and Nutrition Information and Educational Materials Center, 1973-1975* Food and Nutrition Information and Educational Materials Center (U.S.), 1975 *Cumulative Index to the Catalog of the Food and Nutrition Information and Education Material Center 1973-1975* National Agricultural Library (U.S.), 1975 Resources in Vocational Education , 1979 **Home Economics Education** Ohio State University. Center for Vocational and Technical Education, 1972 **Home Economics Education; Instructional Materials** Ohio State University. Center for Vocational and Technical Education, 1972

Lodging , 2008 **Literature Review** Sengsouvanh Soukamneuth, 2006 **Demand and Supply of Skills in Ghana** Peter Darvas, Robert Palmer, 2014-07-03 Skills development in Ghana encompasses foundational skills transferable soft skills and technical and vocational skills This report focuses on one segment of this skills development system formal and informal technical and vocational education and training TVET at the pre tertiary level TVET represents a major intersection between education youth and the labor market The government has long promised to the population that increasing technical and vocational skills training opportunities will help solve youth unemployment However market distortions and inefficiencies have led to an adverse cycle of high costs inadequate quality of supply and low demand leading to further pressures on the effectiveness and efficiency of TVET services This adverse cycle means that the political and policy promise of skills development helping to ease the unemployment problem is at risk of remaining unfulfilled The report focuses on social and economic demand for pre tertiary technical and vocational skills and maps out the supply of these skills from formal and informal private and public sectors The dual purpose has been to both carry out an institutional and policy analysis and also to establish a platform for monitoring sector performance and assisting policy and Development Partner harmonization The report analyzes the economic and social demand for technical and vocational skills and the suitability of the current supply as

well as the effectiveness of policy coordination and financing of technical and vocational skills development The report annex provides the summary of economic demand analyses from the key sectors reviewed and provides a full mapping of all technical and vocational programs in Ghana The study offers a comprehensive set of policy recommendations for improving Ghana s pre tertiary technical and vocational skills development sector which will be of interest to policy makers and development partners in Ghana

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