WORKER EDUCATION AND TRAINING PROGRAM

WETP AWARDEE MEETING

Renaissance Mobile Riverview Plaza Hotel
Mobile, Alabama
May 3, 2011
Joseph “Chip” Hughes
Director
WETB

WELCOME AND OVERVIEW
• Budget Update
• NIEHS Strategic Plan and WETP Retreat
• Oil Spill Response Update
• Green Training Initiative
• Japan Training Response
• Radon Training Initiative
• HHS Environmental Justice Strategic Plan 2012
• Progress Reports
• DMS Issues
• NIEHS/DOE Collaboration
• Upcoming Meetings and Workshops
Worker Education and Training Program FY11 Superfund Budget
Total $ 28,860K

HWWT, $20,567
MWTP, $3,500
HDPTP, $2,286
SBIR , $778
RMS , $969
Sup Cont, $720
Worker Education and Training Program FY11 DOE Reimbursables
Total $10,000K

Grants, $9,510
RMS, $183
Sup Cont, $307

WORKER EDUCATION AND TRAINING PROGRAM
NIEHS Strategic Plan

• Process for 2012-2017 Strategic Planning

• NIEHS has initiated a strategic planning process to set the institute scientific and governance direction for the next five years (2012-2017).

• Visionary Ideas relate to broad-based scientific directions for the environmental health sciences community that will help to shape the vision for NIEHS over the next five years. You can submit, vote on, or comment on Visionary Ideas, as well as discuss strengths, weaknesses, opportunities, and threats for NIEHS.

• Year-long stakeholder process is underway.
WETP Strategic Plan 2008-2013

Mission Priorities:

1. Continually seek and encourage opportunities to collaborate with organizations (at all levels) that share the common goal of protecting workers and their communities.

2. Advocate for the health and safety of emergency responders and skilled support personnel through actively participating in all phases of the national response to disasters.

3. Oversee and manage the expansion of a national network of trainers with diverse specific skills grounded on a common training doctrine. These trainers will become a national resource for providing health and safety education and will prepare responders to perform their duties in a hazardous environment.
WETP Strategic Plan 2008-2013

Mission Priorities (continued):

4. Expand opportunities for minority and underserved populations in cities and surrounding communities by providing life skills, construction, and career training in the handling and remediation of hazardous materials.

5. Leverage and actively integrate technology and innovation to improve the delivery of education and training to workers performing duties in a hazardous environment.

Vision Statement:

To provide model safety and health training and education to those who work with and clean up hazardous materials, and for those who respond to emergencies involving hazardous substances. This model safety and health training is designed to protect these workers, and the communities in which they work, from injury and illness.
2010 WETP Retreat:
Looking Backwards
While Moving Forward

Richmond, Virginia
November 16-17, 2010
Our Key Themes:

- Challenges and obstacles
- Awardee collaborations
- Partnership opportunities
- Timelines and potential events (meetings and workshops)
- Outcomes and metrics of success
Resources We Bring to the Table

• Time -- staff time, contract hours, awardee’s sweat equity, volunteers

• Money --- grants, contracts, in-kind, leveraged dollars

• People --- us, partners, allies, trainers, alumni supporters, our fans in high places

• Aligning them with our strategic priorities

• Balancing day-to-day along with crises and emergencies

• Being realistic about how much we can take on
Challenges and obstacles

- Declining budgets --- planning reductions while limiting the pain.
- Aging workforce -- drawing in new blood and refreshing the old.
- Hostile political atmosphere -- playing offense but not in a defensive crouch.
- Complacency of a “mature” program -- cheerleading and motivating our constituents!
- Constant reinvention (tiring!)
Partnership opportunities

- Federal agencies --- cherry-picking on overlaps and initiatives to our advantage.
- Sustained relationships (MOU's, IAG's) vs. Short term one-timers -- some balance of those.
- Leveraging state and local grantee connections as program opportunities.
- Longer term relationship maintenance issues -- worth the hassle or essential to success?
- Where our partners are going vs. Where we are going?
Outcomes and metrics of success

- Being in a position to choose battles, issues and opportunities as a metric.
- Creating growth and leadership opportunities for younger people.
- Collecting and arraying our sources of data so it can tell us something usable.
- Defining what impacts are durable in the long term -- what is the program's legacy for the future?
- How do we make evaluation into a participatory process with our partners?
- Stealthiness? Or a higher public profile? The benefits and burdens of being well known as success metric.
NIEHS Gulf Oil Spill Cleanup Aftermath

- GuLF Workers Epidemiology Study
- Gulf Coast Town Hall Meetings
- GOS Workers Training Evaluation Project
Japanese Tsunami Earthquake Responders Training Tool

- Coordination with the US State Department through the HHS Assistant Secretary for Preparedness and Response (ASPR)
- Built based on the experiences of USAR teams in Japan
- Creates a quick overview of worker safety concerns related to the Fukushima nuclear plant.
- Will be available in Japanese on our website soon.
Green Jobs Training Partnerships

• Create strong green sustainability principles that have robust environmental management systems (EMS) systems, safety, health and environmental (SHE) policies and worker health protections.

• Continue to foster the links between environmental justice organizations, community health groups and unions in developing green jobs;

• Include the impacts of green work on worker safety and health within the LEED certification process for green buildings;

• Include green building principles in health and safety plans for all government contracts for remediation, construction and renovation.

• Partnering with NIOSH, CPWR and the Blue-Green Alliance.
NIEHS Radon Mitigation Training Initiative

- NIEHS participation in the Obama Administration’s Healthy Homes Initiative in partnership with the HHS Assistant Secretary for Health (OASH), EPA and DOE

- NIEHS WETP awardee community currently has the interest in and the capacity for initiating radon testing and mitigation training wherever it is needed.

- Capacity to develop new curricula or to tailor existing curricula for specific training audiences including increasing the number of qualified trainers through train-the-trainer programs.

- A natural extension of training we currently conduct for weatherization, lead, asbestos, mold remediation and healthy home project workers.
Sharon D. Beard
Industrial Hygienist, WETB
US Department of Health and Human Services
2012 Environmental Justice Strategy
Upcoming Meetings and Conferences
1. Actively Engage in the Federal Interagency Working Group on Environmental Justice to Reinvigorate the EJ Executive Order 12898

2. Participate in the US HHS Environmental Justice Working Group

3. Update the 1995 HHS Environmental Justice Strategy and Publish Draft in September 2011

4. Revise and Develop Vision, Goals, and Objectives to Update the HHS EJ Plan

5. Participate in HHS Working Groups to share NIEHS contributions and Expertise in EJ: Stakeholder Involvement, EJ Accomplishments, etc.

6. Engage in Stakeholder Involvement - Regional Listening Sessions

7. Develop Resource Guide and EJ Points of Contact for HHS
AGENDA

1:30 P.M.  Welcome, Opening Remarks and Introduction of HHS
Panelists:  Chip Hughes, Director Worker Education and Training Program, National Institute of Environmental Health Sciences

1:40 P.M.  Purpose of Environmental Justice Listening Session, and Overview of HHS Activities to Prepare Updated Environmental Justice Strategic Plan:  J. Nadine Gracia, MD, MSCE, Chief Medical Officer, U. S. Department of Health and Human Services

Commitment and Major Contributions of NIEHS to Environmental Justice: Linda Birnbaum, Ph. D., Director, National Institute of Environmental Health Sciences and National Toxicology Program, US HHS

Commitment and Major Contributions of CDC/ATSDR to Environmental Justice: Sharundra Buchanan, National Center for Environmental Health, Agency for Toxic Substances and Disease Registry

2:10 P.M.  Stakeholder Presentations on Suggestions for Issues/Topics to Address in Updated HHS EJ Strategy
Dr. Robert Bullard, Director, Environmental Justice Resource Center, Clark-Atlanta University
Dr. Beverly Wright, Director, Dillard University Deep South Center for Environmental Justice (DSCEJ)

2:30 P.M.  Afternoon Break
2:45 P.M.  Audience Suggestions for Issues/Topics to Address in Updated HHS EJ Strategy:  Timothy Fields, MDB, Inc., Facilitator

4:15 P.M.  Next Steps and Closing Remarks
4:30 P.M.  Adjourn
Upcoming Meetings

• 2011 EJ Conference –One Community, One Environment (Week of August 22, 2011) in Detroit, MI

• NIEHS WETP Awardee Meeting on September 13, 2011

• Fall Joint Workshop: Eliminate Health and Safety Disparities at Work on September 14-15, 2011 at the Double Tree Hotel, Chicago, IL

• WTC 10th Anniversary Conference, New York City, NY on September 16, 2011

• 2011 Worker Health and Safety Conference on Oct.28-29, 2011 in Baltimore, MD

• APHA Annual Meeting 2011: Theme is Healthy Communities Promote Healthy Minds and Bodies in Washington DC on Oct 29-Nov 2, 2011.

• Ideas for Upcoming Workshops

  • Spring 2012  Trainers Exchange, Miami or Fort Lauderdale

  • Fall 2012   Evaluating our Programs, NC

  • Spring 2013  Advanced Training Technologies Seattle, WA or Portland, OR
Flyers and Details of Upcoming Meetings and Conferences

• We need your assistance on for the meeting to do the following:
  – Participate on the Planning Committee for the Awardee Meeting
  – Suggested Speakers for the Conference
  – Activity Leaders for the Small Group Activity that we are purposing for the Icebreaker: Put Your Cards On the Table (Lead is Ted Outwater)

• Goals:
  • To increase interaction among attendees
  • To clarify expectations for the conference
  • To identify resources including case study experiences
Protecting Worker and Community Health: Are We Prepared for the Next 9/11?

**Conference Program**
- Preparedness
- Community Health
- Worker Health
- Regulatory Policy and Reforms

**Featured Speakers:**
- John Howard, Director, National Institute for Occupational Safety and Health
- David Michaels, Associate Secretary of Labor for OSHA
- Linda Birnbaum, Director, National Institute for Environmental Health Sciences

**Who should attend:**
- first responders, rescue, recovery, and cleanup workers
- area residents, students, workers, business and property owners
- labor, community, environmental, faith-based, advocacy organizations and activists
- elected officials
- occupational and environmental health professionals
- representatives of federal, state, and local government agencies

**Date:** Friday, September 16, 2011
**Time:** 9 a.m.–5 p.m.
**Place:** United Federation of Teachers
52 Broadway, New York City

**Convoked by:**
The New York Committee for Occupational Safety and Health

For more information, call NYCOSH 212-227-6440.

Photos by Earl Dotter

**Sponsoring Organizations**
- Local 1199, District Council 37, AFSCME
- Local 602, American Federation of Musicians
- New York State United Teachers, AFT
- Penguin-Myndford Congress of Teachers AFT
- United College Employees of RI, AFT
- United Federation of Teachers, AFT
- CSEA
- District 1, CWA
- Local 1199, CWA
- Local 1180, CWA
- Grey & Grey, LLP
- Local 82, IATSE
- Local 600, IATSE
- The Department of Preventive Medicine & The World Trade Center Medical Programs, Mount Sinai School of Medicine
- New York State AFL-CIO
- NYS Public Employees Federation
- Local 94, IUOE
- Professional Staff Congress
- Roseda, Chechhaver & Bayrasi, LLP
- Local 222, SWOSU
- Local 268, SEIU
- Local 2261, SEIU
- Suffolk County Detectives Association
- Local 100, Transport Workers Union
- United Church of Christ
- 9/11 Environmental Action
Ted Outwater
Public Health Educator/Program Administrator, WETB
<table>
<thead>
<tr>
<th>Year</th>
<th>Total Courses</th>
<th>Total Workers</th>
<th>Total Contact Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>6,696</td>
<td>111,872</td>
<td>1,159,651</td>
</tr>
<tr>
<td>2007</td>
<td>7,848</td>
<td>131,037</td>
<td>1,425,059</td>
</tr>
<tr>
<td>2008</td>
<td>8,115</td>
<td>140,126</td>
<td>1,385,505</td>
</tr>
<tr>
<td>2009</td>
<td>8,308</td>
<td>149,488</td>
<td>1,458,660</td>
</tr>
<tr>
<td>2010</td>
<td>9,075</td>
<td>172,308</td>
<td>1,552,429</td>
</tr>
<tr>
<td>TOTAL</td>
<td>40,042</td>
<td>704,831</td>
<td>6,981,304</td>
</tr>
<tr>
<td>Year</td>
<td>Total Courses</td>
<td>Total Workers</td>
<td>Total Contact Hours</td>
</tr>
<tr>
<td>------</td>
<td>---------------</td>
<td>---------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>2006</td>
<td>508</td>
<td>6,385</td>
<td>79,189</td>
</tr>
<tr>
<td>2007</td>
<td>653</td>
<td>9,095</td>
<td>99,623</td>
</tr>
<tr>
<td>2008</td>
<td>787</td>
<td>11,628</td>
<td>123,984</td>
</tr>
<tr>
<td>2009</td>
<td>701</td>
<td>12,267</td>
<td>111,772</td>
</tr>
<tr>
<td>2010</td>
<td>655</td>
<td>9,251</td>
<td>95,297</td>
</tr>
<tr>
<td>TOTAL</td>
<td>3,304</td>
<td>48,626</td>
<td>509,865</td>
</tr>
</tbody>
</table>
IUOE training Center…Ky
CPWR Confined Space rescue training
## 2009-2010 DOE Training Year

<table>
<thead>
<tr>
<th>AWARDEE</th>
<th>COURSES COMPLETED</th>
<th>WORKERS TRAINED</th>
<th>CONTACT HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTERNATIONAL BROTHERHOOD/TEAM/CHAUF/WHM</td>
<td>268</td>
<td>4,561</td>
<td>60,562</td>
</tr>
<tr>
<td>INTERNATIONAL UNION OPERATING ENGINEERS</td>
<td>211</td>
<td>3,467</td>
<td>43,538</td>
</tr>
<tr>
<td>UNITED STEELWORKERS OF AMERICA</td>
<td>314</td>
<td>5,258</td>
<td>68,474</td>
</tr>
<tr>
<td>INTERNATIONAL CHEMICAL WORKERS UNION</td>
<td>283</td>
<td>4,601</td>
<td>57,740</td>
</tr>
<tr>
<td>KIRKWOOD COMMUNITY COLLEGE</td>
<td>206</td>
<td>3,529</td>
<td>33,430</td>
</tr>
<tr>
<td>LABORERS’ INTERNATIONAL UNION OF NORTH AMERICA</td>
<td>541</td>
<td>7,070</td>
<td>137,097</td>
</tr>
<tr>
<td>CPWR - The Center for Construction Research and Training</td>
<td>337</td>
<td>6,274</td>
<td>94,766</td>
</tr>
<tr>
<td>INTERNATIONAL ASSOCIATION FIRE FIGHTERS</td>
<td>28</td>
<td>569</td>
<td>27,680</td>
</tr>
<tr>
<td>TOTAL</td>
<td>2,188</td>
<td>35,329</td>
<td>523,287</td>
</tr>
</tbody>
</table>
Where Is the Training Held?
Though training was conducted at 30 different DOE sites in 2009-2010; it was concentrated at:

Hanford (29%)
Oak Ridge (20%)
Los Alamos (7%)
Savannah River Site (4%)
Portsmouth (4%)
DOE/NIEHS Safety Training Collaboration Meetings

DOE Training Needs Assessment

Next Steps... DOE Trainers Exchange? Radon?
Conclusion: A Success Story

IUOE response to the massive coal-ash spill in Kingston, Tennessee.

128 members of the International Union of Operating Engineers, under the supervision of the Environmental Protection Agency, ran the heavy equipment needed to remediate two rivers and hundreds of acres contaminated by over a billion gallons of toxic sludge.

The Operating Engineers were primarily responsible for work requiring dredging, drag lines, excavators, and bulldozers working 12 hour shifts six days per week.

The majority of these workers were ready to go to work without delay because of the training they received at Oak Ridge under the DOE program.
ICWU Hospital First Receivers Training
DMS Updates

• You can now enter progress reports in docx format not just doc

• It is very important to use the special circumstances and supplemental funding fields (if applicable) when entering course data

• It is very important to use the supplemental funding field (if applicable) when entering student demographic data

• You MUST mark the projected data complete (it gets written to another table as a historical record when marked complete).
Deadlines

• June 1, 2011: Deadline for entering all projected course data for the 2012 training year for the HWWT, MWT and HDPT programs.

• June 1, 2011: Deadline for entering student demographic data for August 1, 2010 - April 30, 2011 for the MWT program.

• June 1, 2011: Deadline for entering initial progress reports for August 1, 2010 - April 30, 2011 for the HWWT, MWT and HDPT programs.

• July 1, 2011: Deadline for entering all projected data for the 2012 training year for the DOE program.

• July 1, 2011: Deadline for entering the initial progress report for September 1, 2010 - May 30, 2011 for the DOE program.
For questions/assistance with data entry, progress report entry and curricula catalog questions contact Lynn Albert (919-794-4709 or albert2@niehs.nih.gov).

For 508 questions or assistance contact Patrick Jones (919-251-6137 or jonespo@niehs.nih.gov).
Jim Remington
Program Analyst
WETB
• Assesses, Evaluate, and Improve

  – Our role
    • ESAP

  – The Training Development Process
    • Pre-Disaster – Preparedness
      – Disaster Site Worker, 40 hour HAZWOPER
    • During – Site Specific During
      – Site Specific Development Process
    • During – Daily Briefing
      – Tailgate, Toolbox, Dock Talks
    • Post – Evaluation, Assessment
      – Training Assessment Project
• Assesses, Evaluate, and Improve
  – The Training Development Process
    • Post – Evaluation, Assessment
      – Training Assessment Project
Assessment of Emergency Response Worker Training During the Deepwater Horizon Oil Spill

Participant Sample

Eligibility: (a) 21 years of age, (b) received either 40-hour HAZWOPER or 4-hour BP training, (c) worked during oil spill cleanup

Deep South Center for Environmental Justice in New Orleans and Boat People SOS in Bayou La Batre gathered native English speaking and non-native English speaking participants who are eligible to participate in this questionnaire. Questionnaire had 29 questions divided into 3 sections: (1) Worker reactions to the training course and material, (2) Worker knowledge, (3) Frequency of activities performed in the field.

Worker Reactions

<table>
<thead>
<tr>
<th>The language in the training course was easy to understand</th>
<th>Rating</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native English speaking 40-hour trained</td>
<td>6.4</td>
<td>1 Never</td>
</tr>
<tr>
<td>Non-native English speaking 40-hour trained</td>
<td>5.1</td>
<td>2 Almost Never</td>
</tr>
<tr>
<td>Native English speaking 4-hour trained</td>
<td>7</td>
<td>3 Occasionally</td>
</tr>
<tr>
<td>Non-native English speaking 4-hour trained</td>
<td>4.6</td>
<td>4 Sometimes</td>
</tr>
</tbody>
</table>

I found the pocket-sized Oil Spill Cleanup Guide useful.

| Native English speaking 40-hour trained                  | 3.2    | 5 Usually |
| Non-native English speaking 40-hour trained              | 6.7    | 6 Almost Always |
| Native English speaking 4-hour trained                   | 1      |            |
| Non-native English speaking 4-hour trained               | 6.6    |            |

Worker Knowledge

Five true or false questions based on the content in the training courses and materials were given to the participants. Native English speakers in this sample were always one of the highest scoring groups for each of the 5 subjective questions. Non-native English speakers in this group scored the lowest regardless of which training session they received scoring 20 percent for two of the questions.
Performance in Field

Non-native English speaking 40-hour trained participants in the questionnaire reported that they *almost always or always* reported an accident or injury in the field. Non-English speaking 4-hour trained participants reported that they *occasionally or sometimes* reported an injury.

Native English speaking participants in both training groups reported that they *never, almost never, or occasionally* reported an accident or injury in the field.

In a check-all-that-apply question on worker hazards experienced in the field, the most common reported hazard in this sample group was sunburn; followed by heat stress, puncture wounds, workshop hazards, and heat stroke. A handful of participants reported that they experienced trench foot and windburn.

### Comments from the Participants

Native English speaking participants who received the 40-hour training commented that the training was effective and easy to understand.

Non-native English speaking participants commented that the training would be "excellent with Vietnamese teacher." Non-native English speaking participants commented that they found the Coast Guard helpful.

Native English speaking 40-hour trained participants reported that they felt they needed "better supervisors.*

### Limitations

- Convenience sampling leads to biased results
- Only workers who are associated with the Deep South Center for Environmental Justice in New Orleans and Boat People SOS in Bayou La Batre had the opportunity to participate
- Not enough 4-hour BP-trained workers participated in questionnaire
- Language and cultural barriers among the Vietnamese participant group can lead to biased results. Unclear translations of questionnaire items or answers can lead to inaccurate responses.
- For Vietnamese group, the questionnaire administered in a group format may cause participant responses to be influenced by

### Implications

Issues highlighted in this sample for further research:

- Language barriers in training courses from knowledge-based questionnaire items showing non-native English speakers in this sample were less able to correctly answer true or false questions compared to native English-speaking workers.

- Pocket-sized Oil Spill Cleanup Guide was almost always helpful to non-native English speaking participants and almost never helpful for native-English speaking participants. Because this material was provided to the non-native English-speaking participants in their own language, future materials may need to be translated.

- Through this questionnaire, more information about the population demographics of the cleanup workers were gathered, including the best ways of contacting this hard-to-reach population who does not have reliable phone or internet access, the range of education levels, among the workers, and in the case of the Vietnamese community: their lack of familiarity with the survey and questionnaire process.
• Assesses, Evaluate, and Improve
  
  – The Training Employment Process
    • Who needs what training
    • Communication to contractors-workers
    • Effective training delivery for comprehension by the audience
  
  – Training Documentation Process
    • Single point of control/database of workers who meet qualifications
Other Activities

• National Level Exercise (New Madrid Earthquake Scenario)
  – USW and KCTCS training of CERT in Kentucky
Other Activities

- Japanese Earthquake
  - Training Tool

NIEHS Response Training Tool

Controlling Hazards During the 2011 Earthquake and Tsunami Response

Dangerous work: Members of Virginia Task Force 1 from the Fairfax County Fire and Rescue Department search for survivors in Ofunato, Japan. U.S. Navy photo by Mass Communication Specialist 1st Class Matthew M. Bradley/Released.
GRANTS MANAGEMENT

Pam Clark and Wanda Boggs
• New WETP Grants Management Specialist (GMS) Team

- How are we organized?

- Who do you contact?

• Reminder on prior approval requests
**Who Is My Grants Management Specialist (GMS)?**

We Are Now Assigned by Program Official (PO):

<table>
<thead>
<tr>
<th>PROGRAM OFFICIAL</th>
<th>GRANTS MGMT SPECIALIST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sharon Beard</td>
<td>Aaron Nicholas</td>
</tr>
<tr>
<td>Jim Remington</td>
<td>Donald Ellis</td>
</tr>
<tr>
<td>Chip Hughes</td>
<td>Pam Clark</td>
</tr>
<tr>
<td>Ted Outwater</td>
<td>Wanda Boggs</td>
</tr>
<tr>
<td>Kathy Ahlmark</td>
<td>Aaron Nicholas</td>
</tr>
<tr>
<td>For SBIR’s</td>
<td>Pam Clark</td>
</tr>
</tbody>
</table>
GRANTS MGMT CONTACT INFORMATION

Aaron Nicholas: nicholaa@niehs.nih.gov
Phone: 919.541.7823

Donald Ellis: donaldellis@niehs.nih.gov
Phone: 919.541.1874

Pam Clark: evans3@niehs.nih.gov
Phone: 919.541.7629

Wanda Boggs: boggsw@niehs.nih.gov
Phone: 919.316.4638
Reminder on Requests for Prior Approval

- U45 Consortium dollar restrictions
  - Need Prior Approval to Rebudget funds out of Consortium Line Item
- Rebudgeting between programs requires prior approval (Note: Funds awarded for MWT cannot be rebudgeted into any other program.)
- Requests must be made in writing to the GMO / GMS no later than 30 days prior to the proposed change.
- Signed by and/or emailed by the Business Official
- Include the grant number and the name of the PI