

# Adapting Training to Your Target Audience



Department of Energy  
Trainers Exchange  
Knoxville, Tenn.  
May 2012

# Rail Workers Hazardous Materials Training Program

- ▶ Based in Silver Spring, Maryland – National Labor College
  - ▶ Originally funded by NIEHS IN 1990
  - ▶ 190,000 Rail Workers Nationwide
  - ▶ 9 Rail Union Affiliates
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# Rail Workers Hazardous Materials Training Program

- ▶ 17 Staff Peer Trainers
  - ▶ 509 Regional Peer Trainers
  - ▶ 287 MERRTT
  - ▶ 27,000+ Railroad Workers Trained
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# Target Audience



# Adapting Training To Your Target Audience

» Activity

# ACTIVITY

1. Radiological Basics
2. Biological Effects
3. Rad Material Shipping Packages
4. Hazard Recognition
5. Initial Response Actions
6. Patient Handling
7. Incident Control
8. Radiological Survey Instruments
9. Transport of Safeguard Material
10. DOE Shipments and Resources
11. Decon, Disposal and Documentation
12. W.I.P.P.
13. Pre-Hospital Practices
14. Transportation by Rail
15. Incident Command
16. Public Information Officer

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8. Transportation by Rail

MERRTT

Rail MERRTT

# SUBJECTS FOR REVIEW

- ▶ Determining Needs Through Feedback
  - ▶ Applying ISD – A.D.D.I.E.
  - ▶ Problems/Solutions
  - ▶ RWHMTP Approval Process
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# DETERMINING NEEDS THROUGH FEEDBACK

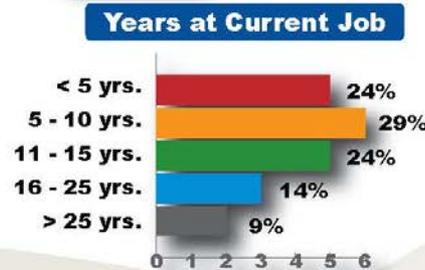
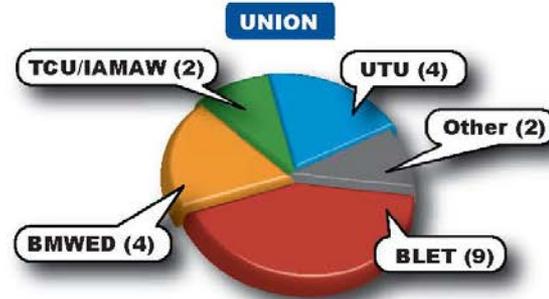
- ▶ Professional Experience
  - ▶ Historical Data
  - ▶ Pre/Post Evaluations
  - ▶ Technology
- 

# Demographic

## Hazmat CER Training Results

March 20 - 24, 2012  
Silver Spring, Md.

This report describes the evaluation results of the HAZMAT C/ER Training Course held in Silver Spring, Maryland on March 20 - 24, 2012.



# Knowledge Baseline

## Hazmat CER Training Results

March 20 - 24, 2012  
Silver Spring, Md.

## Knowledge Gained Questions 17 - 28

**17** Under OSHA 1910.1200, workers must receive training on how to properly and safely use a chemical before actually using it.

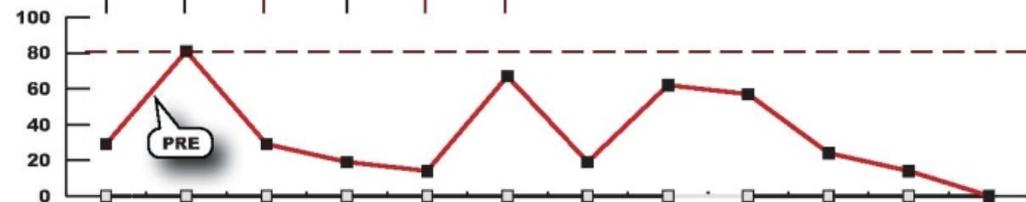
**18** It is okay to take home contaminated work clothes for cleaning, as long as you are not wearing them.

**19** A rail worker, even if first on the scene of a HazMat incident, is never an incident commander.

**20** Emergency action plans (1910.38) are not required when employees are evacuated and not expected to respond.

**21** The ERG helps make a preliminary assessment of a situation if you suspect criminal/terrorist use of chemical, biological and/or radioactive materials.

**22** During a chemical release, when the odors fade, it's always an indication of reduced vapor concentrations.



**23** The number in the bottom corner indicates that in addition to an inhalation hazard, the material is also flammable.

**24** The symbol, color, and hazard class number on a placard all show the primary hazard in transportation.

**25** Sealed containers of high vapor pressure chemicals can explode at high temperatures.

**26** Chronic health effects occur rapidly as a result of a short-term exposure to a chemical.

**27** High vapor pressure chemicals become airborne hazards at room temperature.

**28** When the acronym CBRNE is used during a response, it's an indication that authorities suspect what is involved?

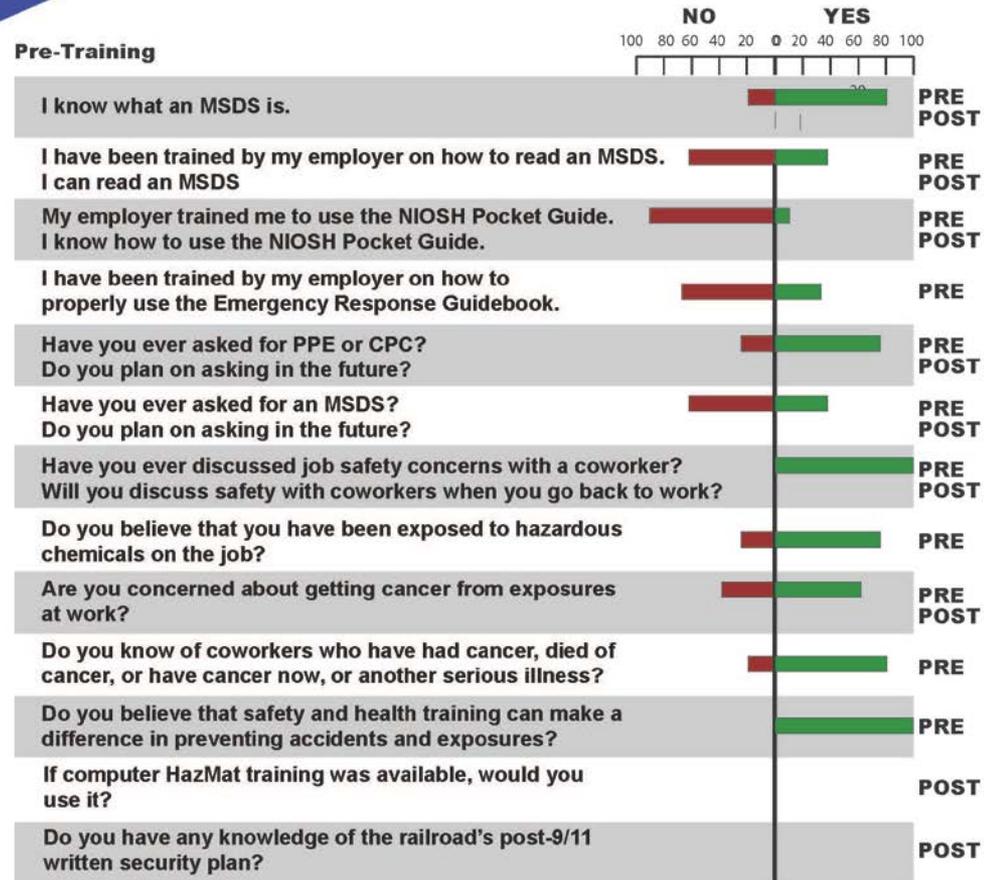
Target knowledge gains of 80% .

# Knowledge Gain

## Hazmat CER Training Results

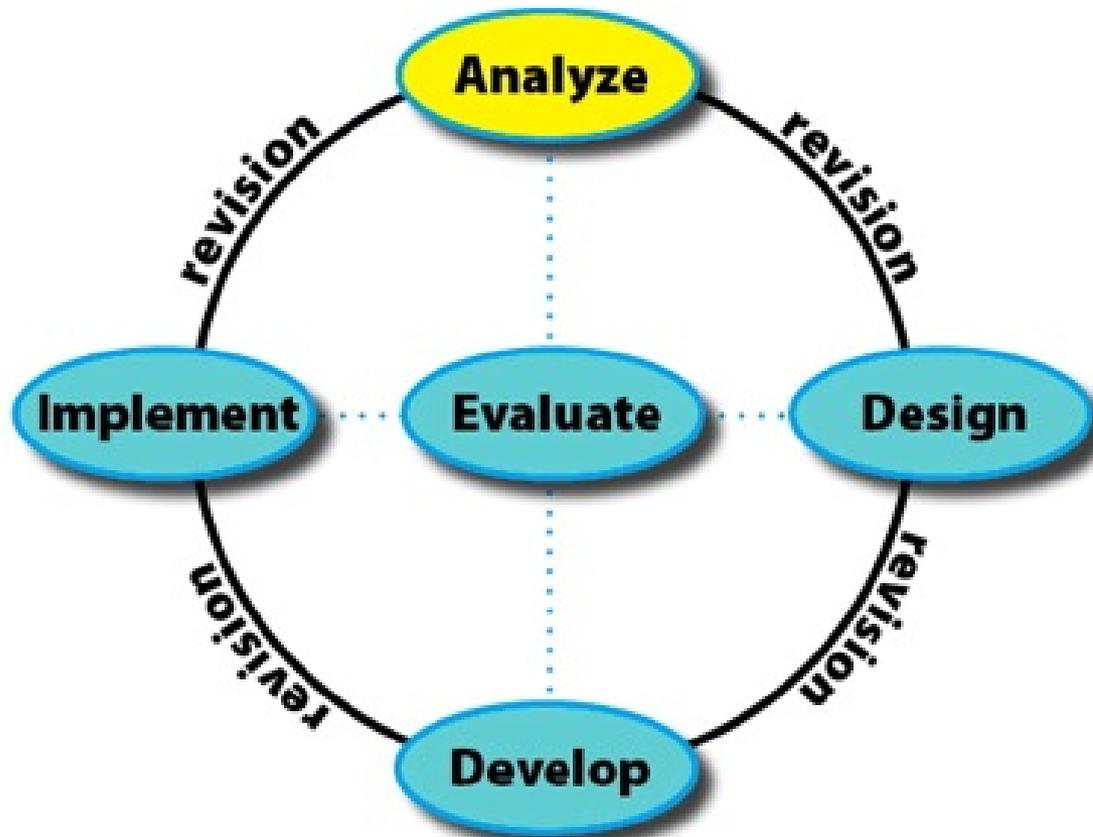
March 20 - 24, 2012  
Silver Spring, Md.

## Knowledge Gained Questions 1 - 16



# ADDIE FLOW CHART

## Core Elements of the ADDIE Model



# Evaluation of Materials

- ▶ Does the material meet the needs of the target audience?
  - ▶ Does the presentation material address the objectives ?
  - ▶ Does the presentation allow for adjustments?
- 

# Problems/solutions

- ▶ Training Criteria
- ▶ Training Opportunities
- ▶ Time Constraints
- ▶ Budget Constraints & Waste Reduction
- ▶ Lack of Employer Support

Problem

- ▶ Rail MERRTT
- ▶ RWHMTP Toolbox
- ▶ Radiological Pamphlet
- ▶ Resource Disk
- ▶ Union Support

Solutions

# RWHMTP Approval Process

- ▶ DOE / NRC approval not required
  - ▶ Program must meet NIEHS minimum training criteria
  - ▶ Review and approval by SME Advisory Board
  - ▶ Final approval by the Program Director
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# Wrap up



Peer trainers dedicated to providing quality education and awareness of hazardous materials, empowering rail workers and communities