

Targeted Model Training Programs

Hazardous waste and emergency response workers represent a diverse training population ranging from technical/professional and supervisory personnel to trade and industrial workers. Because of this diversity, NIEHS and its awardees have needed to be innovative in designing their training programs. Several distinct models have emerged. They include:

- **Train-the-Trainer Models** - These important models are designed so that lay or worker/supervisor trainers can guide trainees (co-workers) through classroom activities and simulations, acting as facilitators. Curriculum materials include facilitator resource guides and student activities, including small group challenges, problem solving exercises, interactive video and hands-on activities (for example, proper use of respirators, spill response and simulated site cleanups). In addition, worker trainers may play critical roles in program evaluation and measuring the effectiveness of training impacts.
- **Models for training a technical/professional audience** - These models are designed for a more technically advanced learning audience. Curriculum materials are comprehensive, including the development of instructor and student materials, slide and video presentations, site simulations, and hands on training. The technical training has been augmented with more interactive learning approaches to aid in effective problem analysis and problem solving.
- **Models for low literacy, limited English language fluency** - These models utilized special learning materials and instructional techniques to effectively reach their training audience. Learning materials have been translated into appropriate languages and geared to the appropriate literacy level of the particular training population. These models utilize an interactive, adult-learned participatory approach to learning.
- **Trade or occupation specific models** - These models are tailored to specific occupations or trades involved in remediation, construction and hazardous waste handling and emergency response (e.g. laborers, ironworkers, chemical workers). While trainees are exposed to all the core curriculum areas fundamental to hazardous wastes training, the curriculum also includes trade specific information.