

A large-scale demolition site in an urban environment. A tall building is being dismantled by a crane with a long boom. In the foreground, two excavators are working on the ground, surrounded by a cloud of dust and debris. The sky is blue with scattered white clouds. The overall scene is one of active construction or demolition work.

Evaluating Site-specific Training

Facilitators:

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and Bruce Lippy**

Debatable: brilliant facilitation

1. Facilitators prepared questions
2. Assigned participants to 4 groups
3. Provided each group same 2 questions and 2 unique questions
4. Tackled definition of site-specific training together then broke for group discussions

Full group defined site-specific training together

- Just-in-time, just-enough disaster training
- Directed towards specific tasks or hazards on the jobsite
- Delivered on the job or on the spot
- Customized to specific industry or hazard
- E-learning based on specific geographic sites or facilities (e.g. Command Plan)
- Maritime training provided after reviewing chemical use

Have you developed any site-specific training tools, and if so, what metrics?

Training Tools	Metrics
Confined space program	Checklists
Fire training in debris fields with tri-fold	Less fires observed
Hazard Mapping	Hazards identified and tracked
8-hour refresher using company HASP as basis	Useful for on-site training requirement
Training for readiness reviews at DOE sites	Same tools as pharmaceutical industry
E-tool for small businesses emergency response	Follow-up with hands-on
Maritime training on site	Clicker answering system

What were the challenges of evaluating training on-site?

- Workers rushing evaluation forms at end of day
- Equipment problems with e-learning
- Difficulty evaluating hands-on activity
- Money, time and strong commitment from management
- Responding to hot topics
- Following-up over geographic distances
- Poor, improvised training facilities

Disaster training after Katrina



How does the emergence of hand-held devices affect evaluation methods?

- It is possible to record near-misses anonymously
- Online surveys must consider smart phone formats (10-20% said link didn't work because they attempted it from smart phone)



What are the barriers to achieving more participation in completing follow-up surveys?

- Time, money, buy-in, trust
- Accessibility
- Communicating the importance of the survey
- Making safety a value
- Incentives
- Not enough recognition

How do you evaluate online training?

- E-training at HAMMER allows you to challenge the module
- Focus group with students after training
- Compare time required (e-races)
- Work from independent server to limit access to web from tablets
- Amount of blended training



How do your evaluations take into account diverse populations?

- Many DOE classes have real mix of technical levels. Best approach is to allow them to participate in presenting course
- Age is a challenge for PPE dress-out and newer technology
- New tablet training is facilitated by allowing time to play with the technology and controlling access

What response rates do you shoot for and what do you achieve?

- **Shoot for 100%, but 7 to 15% is typical for one group (okay if population is large enough)**
- **Almost all electronic surveys**
- **Other rates reported: 23%, 35%**
- **One program told management the free training would stop if forms weren't returned (90%)**
- **One reported going from 38 to 80% with serious management support**

What methods do you use for longer term surveys of trainees?

- **Broke 30 question online survey into 3 surveys of 10 question using statistics**
- **Use focus groups annually at HAMMER of stakeholders to review evaluations and develop new refresher training**
- **Spend time on designing online survey to get better response rate**
- **Require participating in survey to get certificate**
- **Conduct monthly TNEC debrief of trainers**
- **Provide trainers with results of evaluations**

What are the keys to a good toolbox talk? How do you evaluate them?

- Pre-job briefings should be rotated so everyone trains and takes ownership
- Use a handout or a card as a reference
- Toolbox talks shouldn't be used to spread out an 8-hour refresher
- Training site should show respect to workers (not in locker room)
- NIOSH recommends case studies and involving specifics about the jobsite

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