



National Institute of Environmental Health Sciences
Your Environment. Your Health.

Worker Training Program Technical Workshop

NIEHS WTP

Rodbell Auditorium

September 29-30, 2015





NIEHS Worker Training Program

Setting the Stage for the Worker Training Program 2015-2020

Leveraging Program Collaborations, Strengths, and Data





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National Institute of
Environmental Health Sciences
Worker Training Program



Key Workshop Themes

- Importance of Data and Program Evaluation
- Collaboration between Public Health and Hazmat Training
- External Partnerships: National, Regional, and Local
- Partnering between and among WTP Awardees
- Supporting Trainers: Instructor Development Programs
- WTP Trainers: A National Response and Recovery Resource



Achieving Program Balance: Responding to all aspects of the 1910.120 HAZWOPER Training Challenge.

“Within the NIEHS WTP and amongst awardees, there has been continued discussion regarding the focus of the program and the tension between disaster preparedness/response and the core HAZWOPER training mission focused around traditional Superfund cleanup and emergency response. “

-- WETP Strategic Plan



WTP Strategic Plan

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.

WTP Strategic Plan

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.



SETTING THE STAGE

Our Key Objectives:

- **Identifying organizational challenges and obstacles**
- **Building our Worker Trainer Community of Practice**
- **Creating Awardee collaborations**
- **Seeking Partnership opportunities**
- **A robust Evaluation Process, built on data outcomes and metrics of success**
- **Maintaining Training Organizations that are Prepared and Resilient**

SETTING THE STAGE: What Does That Mean to Each of Us?

- Maintaining the Core elements of the program and its mission since its inception in SARA in 1986.
- Re-emphasizing the Core values of the program as it has evolved with time-tested ground truth and awardee training experience.
- Responding to evolving worker safety and health threats creatively and decisively with the worker trainer model.
- Evolving and applying our Training Doctrine as reflected in the Minimum Criteria Document.
- Responding to the events of history that have called us, shaped us and changed us (WTC, Katrina, BP, Sandy, Ebola).



WORKSHOP REPORT

 **Worker Education and Training Program**

Minimum Health and Safety Training Criteria:

GUIDANCE FOR

Hazardous Waste Operations and Emergency Response (HAZWOPER) HAZWOPER-Supporting and All-Hazards Disaster Prevention, Preparedness, & Response



Based upon
NIEHS/WETP National Technical Workshop — March 30-April 1, 2005
National Clearinghouse for Worker Safety and Health Training
Operated by MCR, Inc. • Washington, DC • 202.331.0060 • www.wetp.org

January 2006

Understanding the empowerment process in training evaluation has been a key contribution.

- A key program innovation has been the creation of participatory evaluation methods for teaching worker-trainers evaluation skills.
- Empowering worker-trainers in all steps of evaluation, and creating a forum to develop and share evaluation skills and techniques has improved training efficacy.
- Bringing the political context of empowerment into the training evaluation process has created new outcome measures on training effectiveness.
- Impacts on the workplace as a key training outcome measure have become an essential dimension for evaluating training effectiveness.

Proving what we do is always essential to our program success.

- Program evaluation has always been a core part of our mission.
- Key part of the Minimum Criteria and Terms and Conditions.
- Rigorous program evaluation is essential in determining whether health and safety training has led to substantially improved protections aimed at reducing occupational illness and injuries and their attendant social and financial costs.
- Showing our impact and demonstrating our value to the nation has always been the key goal of program evaluation.



NIEHS WORKER EDUCATION AND TRAINING PROGRAM
Spring 2004 Technical Workshop




**TRAINING PARTNERSHIPS FOR
 PREVENTION, PROTECTION
 AND PREPAREDNESS**





FINAL REPORT
 April 20-25, 2004
 Loews L'Enfant Plaza Hotel
 Washington, D.C.

Produced by
 The National Clearinghouse for Worker Safety and Health Training

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Partnership opportunities

- **Training programs should leverage partnerships with local communities, government agencies, employers, academia, private contractors, and labor unions.**
- **Sustained relationships (MOU's, IAG's) vs. Short term one-timers and single issue -- some balance of those.**
- **Leveraging state and local grantee connections as program opportunities.**
- **Always consider where our partners are going vs. where we are going?**

Interagency Agreements (IAG's) and Memorandums of Understanding (MOU's) for WTP

- DOE Environmental Management Program: Training delivery across the nuclear weapons complex.
- OSHA: Disaster safety and health training development and activation during incidents of national significance.
- HHS: Integration into the National Response and Recovery Framework and leadership on environmental justice and climate health
- EPA: Ongoing collaboration in developing and delivering safety and skills training for brownfields cleanup sites.
- CDC: Ongoing collaboration in training and preparing ebola and infectious disease responders.



New evaluation findings have been key to sustaining and broadening the program.

- Grantee findings have produced research results that are both descriptive and inferential.
- Evidence-based approaches have made important contributions to the peer reviewed literature for validating training metrics and measuring training efficacy.
- Much of the evaluation work has depended on creating newly validated metrics to capture longer term impacts.
- Building new outcome measures has demonstrated the value of HAZMAT safety and health training.
- Innovative ways have been explored to incorporate the Kirkpatrick training evaluation measures into the safety and health training context.

Outcomes and metrics of success

- **Being in a position to choose battles, issues and opportunities while building a strong program defense based on accomplishments on the ground.**
- **Creating growth, mentoring and leadership opportunities for young people and new allies.**
- **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?**

Awardee collaborations

- **Wagging the dog in bigger organizations --- grantees and other partners**
- **Meddling in other partner organizations -- necessity for success? Clear communication is key.**
- **Staying on top of hot, emerging issues while sustaining core values.**
- **Creating structures for awardee collaboration -- conference calls, webinars, working groups**
- **Lifecycle of issue involvement – grabbing on to the “new” while putting the “old” to bed.**

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!)**

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**



Future Program Challenges:

- How do we build model training programs to protect workers in high risk occupations?
- How do we create effective consortia and organizational relationships to support training delivery?
- How do we foster close collaboration between business officials and principal investigators for efficient program operations?
- How do we maintain Interagency Working Partnerships to support innovative program development?
- How do we develop our capacity for utilizing and sharing technology tools to support worker-centered learning?
- How do we share our model training programs through information dissemination, networking & communications?