

Nuclear Workers and the NIEHS/DOE Nuclear Worker Training Program

Session Co-Facilitators

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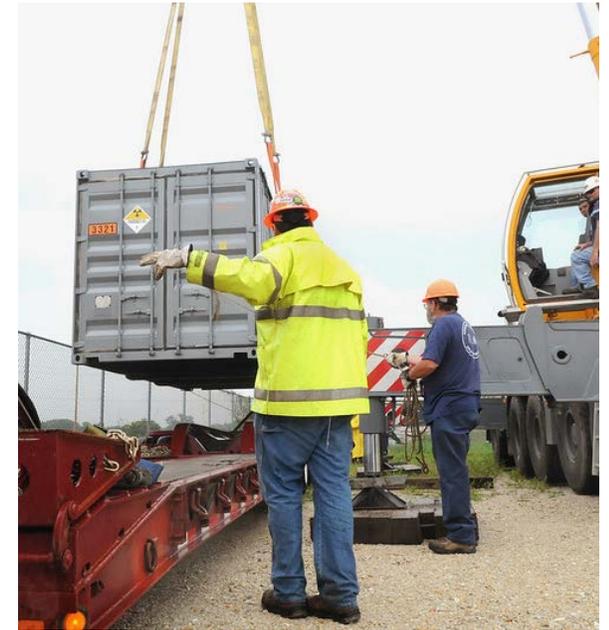
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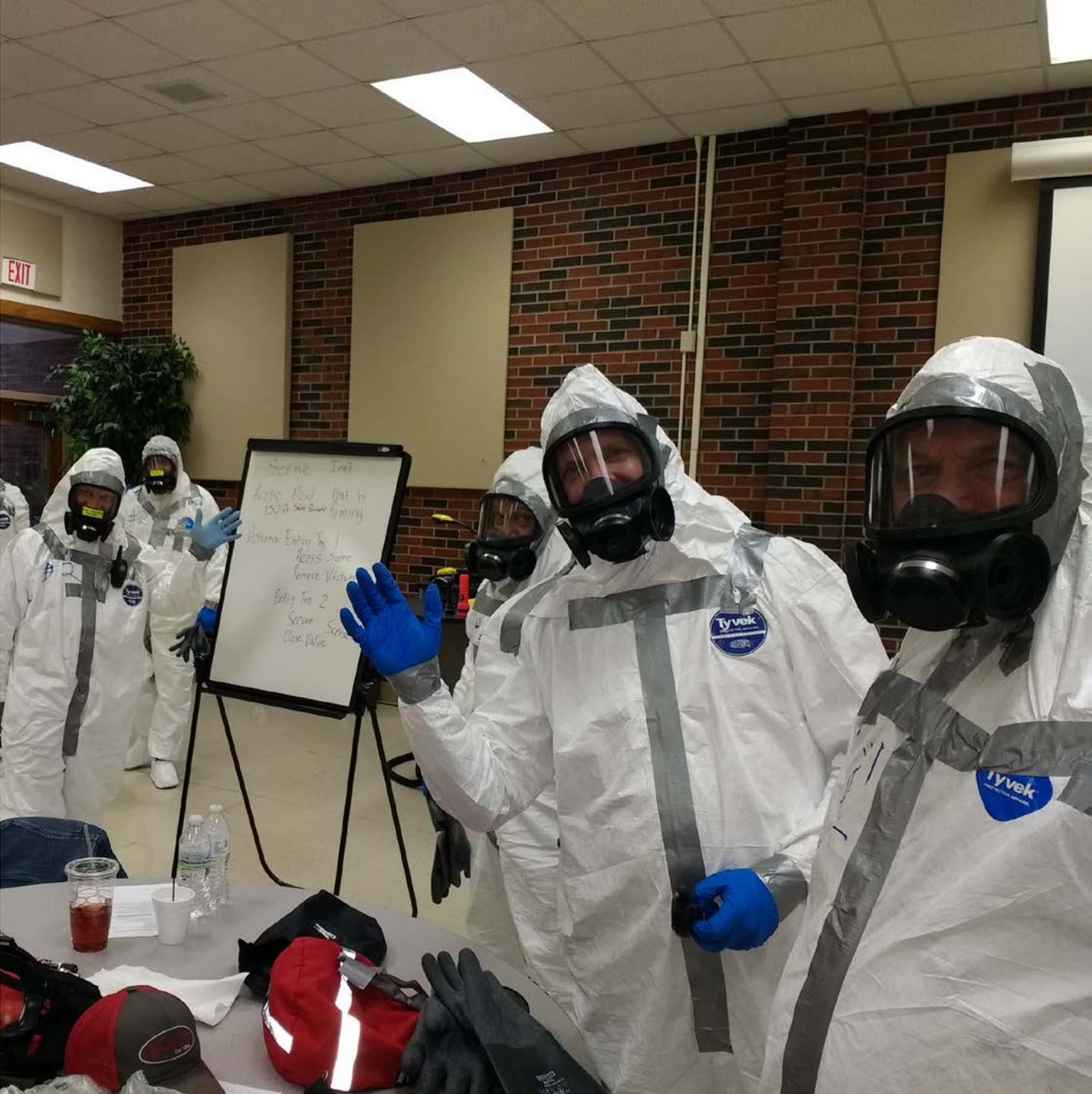


Training workers across the DOE complex since 1993

Program Grantees, 2020 – 2025

CPWR	CPWR - The Center for Construction Research and Training
IAFF	International Association of Firefighters
IBT	International Brotherhood of Teamsters
ICWUC	International Chemical Workers Union Council Center for Worker Health and Safety Education
LIUNA	Laborers International Union of North America Training and Education Fund
PETE	National Partnership for Environmental Training and Education/ Community College Consortium for Health and Safety Training
USW TMC	United Steelworkers Tony Mazzochi Center

Top-line Accomplishments and Opportunities



Contractor/Site Connections

- Ongoing and new connections at sites: Oak Ridge, Pantex, Idaho National Lab, Los Alamos National Lab
- Working closely with specific sites
- Great opportunities and successes, with stops and starts
- Challenges in on-site staff turnover, trainer certification, other items
- Looking for new opportunities and greater efficiency



DOE Training and COVID-19

- Many/most sites are returning to in-person training
- Grantee ability to train is dependent upon multiple factors, e.g., ability of trainer travel, trainer health precautions, organizational use of virtual platforms
- Ongoing sharing of lessons learned across grantees, HAMMER, Energy Facility Contractor's Group (EFCOG)



Building the Workforce

- Fenceline trainings build local workforce, helps fill DOE job openings/new work scope
 - Native American tribes (WA, ID)
 - Partnership with local community and career tech center (Piketon, OH)
- Some grants would like to build/increase cadre of local trainers around sites
 - Currently hampered with COVID-19



Photo: [Pike County News Watchman](#)

Reciprocity Process with the DOE National Training Center

- Many benefits: portability of worker training, reduce redundant training, project mobilization, course consistency between contractors
- Three grantees, plus consortium members, hold reciprocity
- NTC working through approving LIUNA apprenticeship program
- Supports our work in training partnerships with contractors

 [Training Reciprocity](#)

Search this site 

Training Reciprocity

Welcome to the Training Reciprocity Site

TRAINING RECIPROCITY is a DOE Health and Safety Reciprocity Policy (DOE P 364.1) and process certifying the fundamental content of health, safety, and security training courses as meeting requirements established by Federal regulations, national consensus standards, and DOE directives, allowing for portability of training courses across the DOE complex. Acceptance of fundamental training by other DOE organizations is required by the Policy.

To view the list of training providers who have been certified for Training Reciprocity, select [Approved Reciprocity Training](#) from the list to the left or scroll down the page.

For more information about participating in the Training Reciprocity program, please contact:
John Lujan at 505-845-2306 or email Reciprocity@ntc.doe.gov.



Safety Culture Support

- Courses from CPWR
 - Foundations for Safety Leadership (FSL) for DOE
 - Safety Orientation for DOE Workers
 - Now TLP 100 – piloted and will be finalized
- Course from IAFF
 - Frontline Safety for DOE
- Some challenges around demand from sites for ongoing delivery



Rochelle Zimmerman

- Updates from Environmental Management:
 - Teleworking

- Vision and Goals
 - Virtual training in a pandemic
 - Lessons learned with virtual training
 - Think outside the box for training/refresher



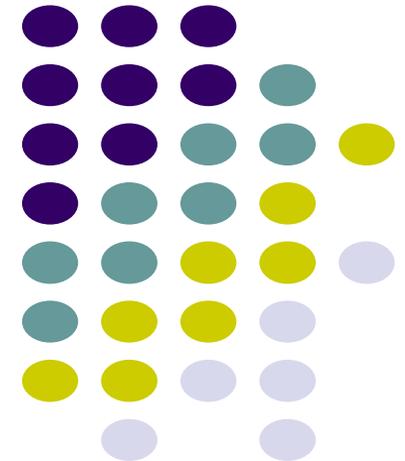
Nuclear Workers/DOE Session Speakers

- **Patricia Aldridge**, Subject Matter Expert – HAMMER, ANR Group, Inc. at HAMMER Volpentest Training Center
- **Ted Giltz**, Kelly Contractor for NIEHS WTP
- **Shayne Eyre**, Manager, Training Services, Idaho National Laboratory and Chair, Energy Facility Contractors Group (EFCOG) Training Working Group

Collaboration between Labor TWG & EFCOG TWG



Shayne Eyre
Battelle Energy Alliance (INL)
Working Group Chair
September 3, 2020



Collaboration 2018



- Joint meetings kickoff – March 2018
 - Information sharing
 - Safety Culture training - worker level
- Communication on local labor offerings for individual sites – June 2018
 - Evaluate courses developed for general use
 - Expand acceptance & use of EM funded NIEHS grantee provided training programs
 - Response to challenge of replacing DTI mobile training teams' capacity with other forms of site delivered training support
- Partner with Labor TWG – Dec 2018
 - Conducted successful joint session
 - Grantees are fully funded and available to instruct almost any safety and health course required by CFR 851 and other DOE requirements

Collaboration 2019



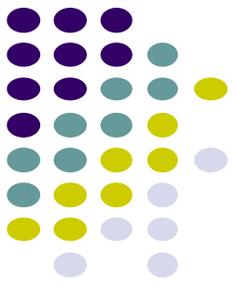
The Training Working Group was committed to collaborating with other working groups for training-related tasks.

- Safety Culture training - TLP150 for Front-line Leaders course was finalized and delivery is occurring in the Enterprise. 5 sites have qualified instructors to deliver locally. TLP-100, Safety Culture for New DOE Workers, has been piloted.
- Electrical Safety training for non-electrical workers - Holding 3 days training per month utilizing grantee funded IBEW instructors. By December 2019 over \$700K in training costs have been avoided.
- Laser worker trainer web course - course is now being used for DOE, other Federal agency, educational organizations and international organizations.
- Rad Worker consistency complex-wide – Revision restarted in January with AU11 SME, NNSA, SCI, EM, RP EFCOG, and labor. First drafts of updated knowledge objectives done. Peer review of objectives and updates to the design document will occur in the June-August timeframe

Collaboration 2020

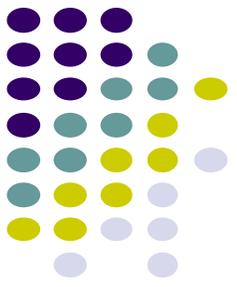


- Training Resources during COVID-19
 - Web courses available to all sites through NTC learning management system
 - Labor trainings made available locally and nationwide
 - IH/OS topical resources, including additional training
 - COVID trainings and fact sheets available through NIEHS
- Reciprocity
 - Five DOE contractors and 3 labor providers have completed reciprocity program periodic reverification reviews.
- Best Practices sharing
 - Lessons Learned series of presentations & discussions (August 2020 - ongoing)
 - Worker involvement in training
 - Acceleration of technology implementation
 - Share successes & lessons learned through CARDS/other mechanisms
 - Preparation of instructors to use new technology and gain support to implement.
 - Develop guidance for meetings in post COVID-19 world



2021 Potentials for Collaboration

- Provide technical expertise in course creation and delivery.
 - Possible focus on HAZWOPER Refresher and HAZCOM
- Develop better processes to promote shared course delivery.
- Revision to DOE O 426.2 and associated training standards and guides.
 - DOE-STD-1070-94 revision
- Develop detailed TWG collaboration plan
 - Create a collaboration web page
 - Further leverage annual workshop to reach more DOE training personnel
- Solidify training developments in response to COVID-19
 - Advertise and share emerging training resources (virtual tools)
 - Changes in training delivery, platform evaluation, protection of workers



Thoughts on future collaboration

- How to reduce barriers to collaboration in the contract-based DOE community.
 - Increase collaboration to reduce sense of proprietary ownership
 - Facilitate means for sites to leverage others' capabilities without lengthy/costly contracting
- Improve consistency in core training by eliminating duplicative training using CARDS, Reciprocity, and standardized NTC courses
- Understanding and matching labor training capabilities with contractor needs
- Document ways to continue to perform safe, practical hands-on training

Key Points for Discussion and Breakout Focus

- **Contractor Connections:** How do we connect and communicate with contractors at various levels, that can more easily endure contractor changes? Where is the low hanging fruit for contractor connections?
- **COVID-19:** Longer-term, where are virtual methods appropriate that still promote worker safety, peer learning, and worker-trainers? How do we provide leadership on this for DOE?
- **Building the Workforce:** What are strategies to build the local workforce, including enhancing our trainer development programs? How do community partnerships and “fenceline” trainings play into this?

Charge to Breakout Groups: Questions and Report Back

Discuss goals and action items for NIEHS and DOE grantees for the future. **Report back on 1 or 2 recommendations for each of the following:**

- Short-term (not related to COVID-19)
- Short-term (related to COVID-19)
- Long-term/five years

Breakout Groups

- Group 1: Gary Gustafson
- Group 2: Demia Wright
- Group 3: Deborah Weinstock
- Group 4: Tom Frazee
- Group 5: Chris Cain
- Group 6: Chip Hughes
- Group 7: Ted Giltz
- Group 8: Don Elisburg
- Group 9: Ron Snyder
- Group 10: Sharon Beard
- Group 11: Kathy Ahlmark
- Group 12: Jim Remington
- Group 13: Steve Doherty

Facilitators: Please assign a notetaker in your breakout group.
Link will be provided for the Google Slides doc for notes.