



THE LONG-TIMERS

Insight from Trainees with Years of Hazmat Training and Experience

Fall 2022 NIEHS WTP Awardee Meeting and Workshop - October 20, 2022



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COLLABORATION

The Atlantic Center for Occupational Health and Safety Training (Atlantic COHST) at the Rutgers School of Public Health, The Midwest Consortium (MWC) at the University of Minnesota, The Western Region Universities Consortium (WRUC) at University of California, Los Angeles, and The New England Consortium (TNEC) at the University of Massachusetts Lowell.



WESTERN REGION
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Atlantic Center for Occupational
Health and Safety Training



The goal of the study was to **assess the impact of the hazardous materials worker training** on trainees who attend yearly refresher trainings with our programs over multiple years, and to **assess the change in workplace practices over time.**



260 Trainees

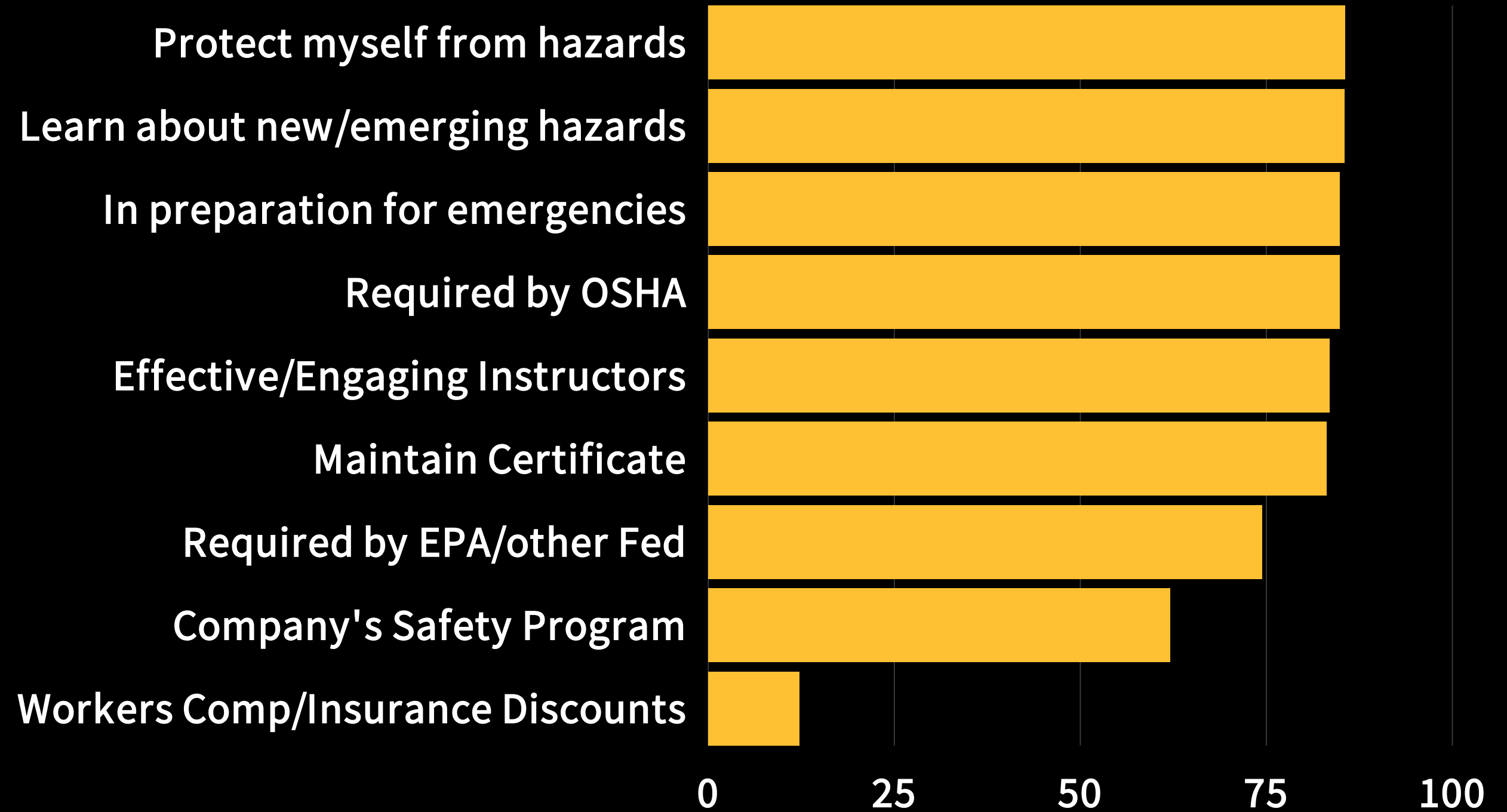
- (1) First refresher or 40-hr initial taken 2009 or before
- (2) Attended at least 5 courses
- (3) Most Recent course was on or after 8/1/2017

49 Completed the survey

- 78% White
- 88% College Educated
- 86% Men
- 65% Late-career Professionals



Motivations to Return Annually



Motivations to Return Annually: Trainee-Trainee and Trainee-Instructor Relationships

“
I've been going there for a long time and developed a relationship with the instructors
”

“
I enjoy the course and the usual faces I see annually
”



Motivations to Return Annually: Training Organization

“
Professionally run courses
by leaders in the field of
safety and health
”

“
Location
”

“
Relevance
”

“
Cost
”

“
Availability
”

“
Quality
”



Impact of Training

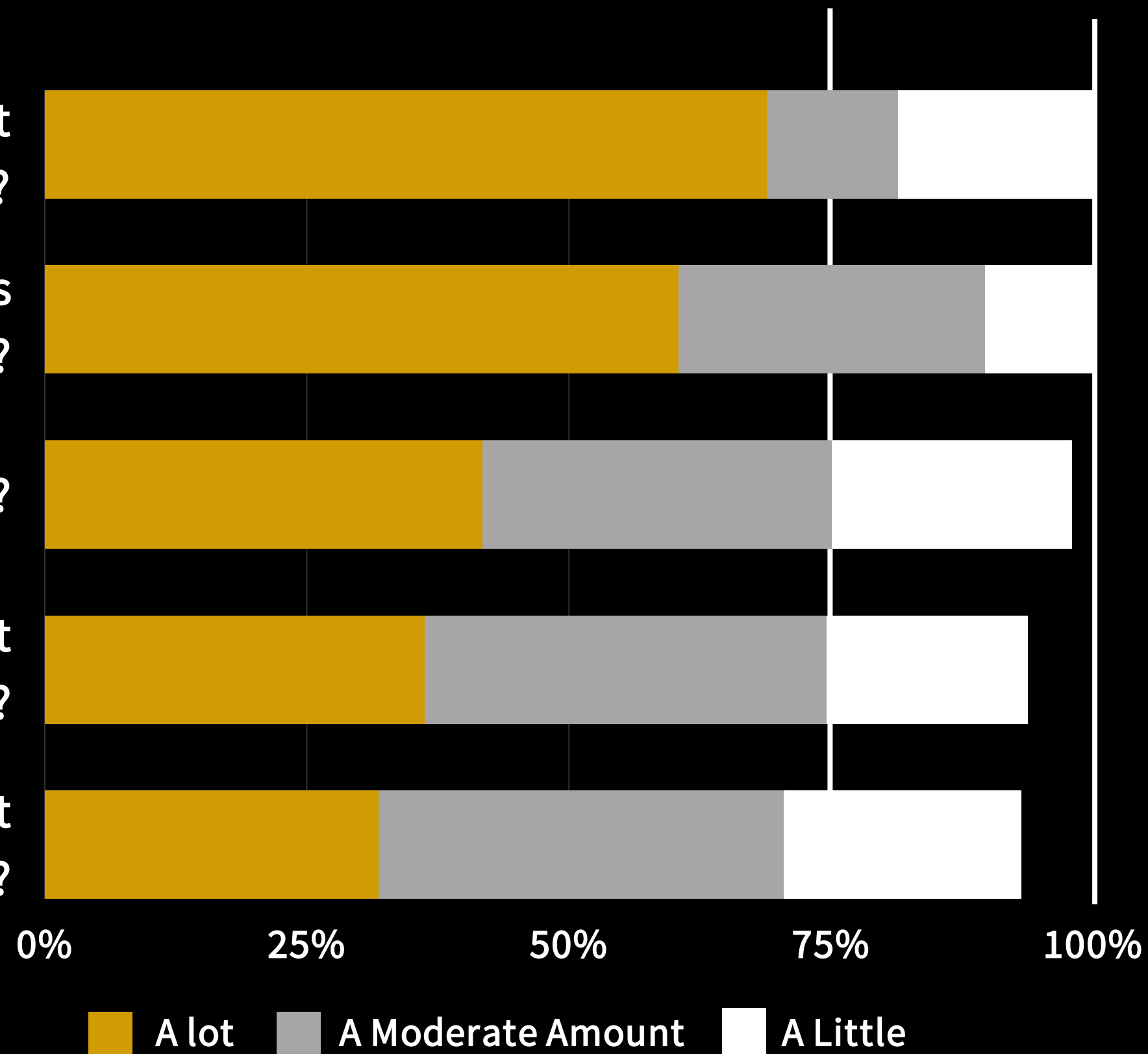
Been applied to behavior at home or in the community?

Helped you understand what resources are available if there are problems?

Changed your work behaviors?

Changed work behaviors of others at your workplace?

Impacted how you think about hazards at your job?



Impact of Training

NIEHS WTP FY 2022 Operational Matrix
Baseline: Aug 2020; Green: Year 1; Black: Year 2

Activity	Awardees	WTP	Clearinghouse	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Goal 1: Improved Safety Culture in the Workplace															
1a. Increased worker empowerment															
Train workers on worker (labor) rights, including wage and hour; particularly in Recovery Centers and ECWTP; explore metrics to include in progress reports under trainer development	A	AE		*	*	*	*								
Increase diversity and inclusion training in programs; discuss DEI during workshops and other meetings; explore metrics to include this in progress reports	A	AE	AE	AE	AE	AE	AE	*	*	*	*				
1b. Trained workers who can identify workplace hazards															
Continue to develop and disseminate information on COVID-19 and the vaccine	AE														
1c. Trained workers who understand how to take action															
Train workers and employers on the importance of meaningful worker involvement in safety and health programs	AE	AE	AE												
Train workers to advocate for protections from the highest level of the hierarchy of controls, include focus on DOE	A	AE	AE	*	*	*	*								
Develop/publish materials around climate-related disasters such as wildfires, floods, tornadoes	*	*	*	*	*	*	*					AE	AE	AE	AE
1d. Safer company practices and policies															
Promote and provide Opioids and the Workplace Leadership course; develop webinar series around substance use disorders (SUD) and the workplace; develop module or course on the impact of COVID-19 on those with substance use disorders	*			*											AE
Advocate for diversity and inclusion training for managers and supervisors for all programs	A	AE	AE	*	*	*	*								*
Encourage employers to implement protections at the highest level of the hierarchy of controls for all programs	AE	AE	AE	*	*	*	*								*
Goal 2: Reduced Morbidity and Mortality															
2a. Improved policies and regulations/Improved enforcement of health and safety practice/policy/regulation															
Scale vaccine literacy for trainees	AE														
Bring an occupational health disparities lens to all safety and health training activities in all programs	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE
Develop materials and provide training related to COVID-19 and all infectious diseases	AE			*	*	*	*								
Provide comments on the proposed lead standard when one is issued	A			*	*	*	*								
2b. Updated policy and regulation															
Increase the levels of protection we're providing/recommending (encourage more than just PPE)	AE	AE		*	*	*	*					*	*		
Increase caches of PPE within programs in preparation for in-person training	AE	AE		*	*	*	*								
Goal 3: Reduced Occupational Health Disparities/Increased Protection and Remediation of Communities															
3a. Increased job opportunities/increased links between workers, workplace, and communities															
Focus on stakeholder engagement activities for Justice40 disadvantaged communities impacted by disasters	*	*	*	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE
Promote and engage other agencies to expand reach of the EJ and Natural Disaster report and implement next steps	*	*	*	AE											AE
Update the climate vulnerability assessment	*			*											AE
Report on what should be done to address impacts of urban flooding on worker safety and health	AE			*	*	*	*								AE
Consider partnering with the National Association of City and County Health Officials (NACCHO)				A											A
Conduct outreach to and collaboration with local/state gov't, tribal communities and contractors	AE	AE	AE	*	*	*	*					*	*	*	*
3b. Increased grantee knowledge base															
Plan for spring 2023 Trainers Exchange	*	AE		AE	AE							AE	AE		
Reinforce the fundamentals of managing a worker training program and program history at upcoming awardee meetings and workshops	*	*		AE	AE							*	*		
3c. Improved capacities to effectively train, evaluate, communicate, collaborate, build/sustain partnerships, and accomplish WTP goals															
Finalize and implement the communication plan	*	*	*	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE	AE
Create partnerships with OEL and NIOSH around opioids	*	*		A	*							AE	AE		
Foster outreach and community engagement on disasters	AE														*
Strengthen partnerships with CDC/NIOSH and OSHA	*	*		D	AE							D	AE		
Continue partnerships with EPA around Environmental Justice and training issues	*	*	*	AE	AE	AE	AE					*	*	*	*
Develop and implement training programs as related to Justice40	AE	AE		*	*	*	*					*	*	*	*
Develop and implement training programs as related to Justice40	A	D	AE	A	D	AE	*	*	*	*	*	*	*	*	*
Develop and implement training programs as related to Justice40	D	AE	AE	*	*	*	*					*	*	*	*
Develop and implement training programs as related to Justice40	D	AE	AE	D	AE							*	*	*	*

1a. Increased worker empowerment

1b. Trained workers who can identify workplace hazards

1c. Trained workers who understand how to take action

1d. Safer company practices and policies (implement protections at the highest level of hierarchy of controls)



Impact of Training:

Worker Empowerment

“
Your life is worth more than
a job
”

“
I have a responsibility to the
families of my staff to
deliver them safe home to
their loved ones
”



Impact of Training:

Identify Workplace Hazards

“
The ability to recognize
hazards everywhere
around me
”

“
I am more aware of potential
hazards, and I constantly
think of ways to reduce the
risk of harm to myself and
others
”



A person wearing a yellow hazmat suit and a respirator mask with two filters stands in the bottom left corner. The background features a large, green-tinted clock face with numbers 12, 1, 5, and 7 visible. The overall scene is set against a dark background.

Impact on Workplace Safety:

Understand How to Take Action

Hazard Control

Knowing where to find information

Critical thinking skills

Proper use of PPE

Knowing personal limits

Impact of Training:

**Improved Capacity to Train,
Communicate, Collaborate**

Communicating information
learned in training

“
being versed enough in
topics covered in class to
educate people once
returning to my facility
”

Safer company practices

Always working in teams

Hierarchy of controls



Change in Hazmat Work Over Time:

Work processes

Technology

Changes in the workforce



Limitations

21% response rate

Demographics of the study population



Future Directions

Emerging Contaminants & Issues

Opioids
COVID + other infectious diseases
Wildfires
Climate-related hazards

Changes in the Workforce

Skill and Expertise
Aging Workforce
Leadership Training

Integrating Technology

Online Asynchronous
Virtual Synchronous
Social Media Platforms





Megan Rockafellow Baldoni, PhD, MPH
megrock@rutgers.edu



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