

# EMERGING WORKPLACE HAZARDS: **Creating Adaptable and Innovative Safety and Health Training**

May 2–4, 2023 / Indianapolis, Indiana



## WORKSHOP SESSION SUMMARY

### POST-CONFERENCE PROCEEDINGS

#### 1. Session Title and Presenter's Contact Information:

Workshop number and title: 34 Effective Trainer Development Programs

Presenter (s) Name: Mitchel A. Rosen, Jonathan Rosen

Presenter Organization: Atlantic Center for Occupational Health and Safety Training, National Clearinghouse for Worker Safety & Health Training

Presenter Email: [mrosen@rutgers.edu](mailto:mrosen@rutgers.edu), [jrosen396@gmail.com](mailto:jrosen396@gmail.com)

#### 2. Workshop Summary:

Developing trainers is critical to the long-term success of our program. There are several methods used for trainer development, including large trainer conferences and train-the-trainer programs for specific modules or courses. This session will provide an overview of various types of trainer development programs.

The Atlantic Center for Occupational Health and Safety Training provided train-the-trainer programs for the NIEHS Opioids in the Workplace, COVID-19 Worker General Awareness and Essential and Returning Worker courses. The Center also conducts a trainers exchange.

In this participative workshop participants will share their experiences and methods employed to transfer knowledge and inspire new and veteran peer trainers in key safety and health content areas. Examples featuring several NIEHS grantees will be used to start a conversation around the different trainer development programs offered across the NIEHS WTP network, and to catalog the efforts so that others can learn from and incorporate these trainer development programs for their instructors.

#### 3. Methods:

The session utilized small group activity methods to engage the participants in discussion. The focus of the discussion was to better understand how different grantees engage in and provide instructor development programs. The focus of the session was to answer the following questions:

- a. What are the worker populations the trainers are training?
- b. What is the training topic you want to highlight today?
- c. What methods did you use to familiarize trainers with the curriculum?
- d. Were there specific methods used to increase instructor confidence in presenting the material?
- e. What methods did you use, if any, to allow instructors to adapt the curriculum to their style, needs such as time allotted for training, or specific industry or site conditions, etc.

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- f. What methods did you use to evaluate the impact of the instructor training?
- g. What are the key lessons learned and do you have specific recommendations on how others could apply these methods to their work?

**4. Main Points/Key Points Raised from Participants:**

There is a diversity of methods used to engage trainers in trainer development programs. Some of the key take-aways are:

- a. There is a need for continuous recruitment and preparation of peer trainers to maintain and advance the mission of NIEHS WTP worker training programs.
- b. Trainers need the opportunity to develop and share adult education skills and foundational knowledge of the topics in which they are teaching.
- c. Trainers should learn new topics that build on their experience in teaching and address the safety and health needs of participants.
- d. Trainer development programs can follow the 'see one, do one, teach one' model. Meaning that trainers can learn new information by participating in a class. They will observe the teaching methods of the instructor. And will then be able to create and adapt training on the subject based on industry and population needs and logistics.
- e. Partnering experienced instructors with new instructors will help develop teaching skills in a new trainer.

**5. References:**

None provided

**6. Workshop Handouts/Resources:**

See next page

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### **34 - Effective Trainer Development Programs (60 minutes)**

Mitchel Rosen, Atlantic Center for Occupational Health and Safety Training

Jonathan Rosen, National Clearinghouse for Worker Safety & Health Training

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1. Introduction, objectives
2. Divide the group into those that want to report on instructor development conferences and those that want to report on specific worker population-oriented instructor training programs.
3. Small group activity 1
  - a. Identify the consortium.
  - b. What are the worker populations the trainers will be training?
  - c. What is the training topic you want to highlight today?
  - d. What methods did you use to familiarize trainers with the curriculum?
4. Report back on questions a – d
5. Small group activity 2
  - a. Were there specific methods used to increase instructor confidence in presenting the material?
  - b. What methods did you use, if any, to allow instructors to adapt the curriculum to their style, needs such as time allotted for training, or specific industry or site conditions, etc.
  - c. What methods did you use to evaluate the impact of the instructor training?
  - d. What are the key lessons learned and do you have specific recommendations on how others could apply these methods to their work?
6. Report back on questions a – d
7. Summary and Conclusion