



NIEHS

National Institute of
Environmental Health Sciences

Worker Education and Training Program

WETP

Strategic Plan

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Introduction

As part of the National Institute of Environmental Health Sciences (NIEHS), the Worker Education and Training Program (WETP) developed this strategic plan to be consistent with the NIEHS vision, which includes identification and prevention of hazardous exposures. The WETP uses the environmental sciences to reduce risk and protect worker and public health through training.

This strategic plan is a living document. While the priorities are not expected to change, operational items that support these priorities may change. In addition, external circumstances may result in changed priorities.

Vision

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.

Mission

The mission of the NIEHS WETP is to support the development of a network of non-profit organizations that are committed to protecting workers and their communities by creating and delivering high-quality, peer-reviewed safety and health curricula to target populations of hazardous materials/waste workers and emergency responders. Through the National Institutes of Health (NIH) extramural grants process, the WETP awards cooperative agreements in order to:

1. Create major prevention education activities for NIEHS as technical, scientific, and basic research information is delivered to target populations with high-risk toxic exposures.
2. Establish and modify national benchmarks for quality worker safety and health training in collaboration with the stakeholder community.
3. Develop innovative occupational safety and health training for workers and their supervisors who perform dangerous jobs in the nation's hazardous waste management and remediation programs, and for workers who respond to uncontrolled releases.

Values

NIEHS-sponsored training strives to equip hazardous materials and emergency response workers with the knowledge to prevent serious injury and reduce the threat of serious illness by enabling workers to better protect their personal safety, their coworkers, and those in the community in which they work. NIEHS-sponsored training aims to provide the necessary education and training to all workers (federal, state, local, private sector, immigrant, or volunteer) so that they can work safely around hazardous materials. The program emphasizes peer-to-peer training with hands-on activities, as well as primary prevention (i.e., identifying and mitigating safety and health risks). The program also provides training and employment to increase underserved minority representation in the environmental and construction industries.

The WETP supports the development of curricula and training programs to help employers meet Occupational Safety and Health Administration (OSHA) requirements under 29 CFR 1910.120, Hazardous Waste Operations and Emergency Response (HAZWOPER) standard, including training programs to meet site-specific needs of contractors, such as confined spaces, blood-borne pathogens, lead, asbestos, unexploded ordnance and mold. (This training is also referred to as HAZWOPER-supporting training.) Integrated safety management, a formal, organized process whereby people plan, perform, assess, and improve the safe conduct of work, is also a core value of the program.

NIEHS WETP BACKGROUND/PROGRAM AREAS

The NIEHS WETP was given major responsibility for initiating a training grants program under the Superfund Amendments and Reauthorization Act of 1986 (SARA). The primary objective of this program is to fund nonprofit organizations with a demonstrated track record of providing occupational safety and health education and developing and delivering high quality training (governed by a comprehensive Minimum Quality Criteria) to workers involved in handling hazardous waste, or those involved in responding to uncontrolled releases of hazardous materials. Since the initiation of the WETP in 1987, NIEHS has developed a strong network of nonprofit organizations that are committed to protecting workers and their communities by delivering high-quality, peer-reviewed safety and health curriculum to target populations of hazardous waste workers and emergency responders. Since 1987, nearly two million workers have received the NIEHS supported safety and health training. More information on the NIEHS WETP can be found on the Internet at <http://www.niehs.nih.gov/careers/hazmat/index.cfm> and <http://tools.niehs.nih.gov/wetp>.

The NIEHS WETP provides support through the following program areas:

Hazardous Waste Worker Training Program (HWTP)

This program provides model occupational safety and health training for workers who are, or may be, engaged in activities related to hazardous waste removal, containment, or chemical emergency response.

Minority Worker Training Program (MWTP)

This program is focused on delivering comprehensive training to increase the number of underrepresented and disadvantaged minority adults employed in the fields of environmental restoration, hazardous materials, and construction.

NIEHS/EPA Brownfields Minority Worker Training Program (BMWTP)

This program broadens the MWTP to provide comprehensive training of disadvantaged residents in communities impacted by brownfields. This training helps foster economic and environmental restoration of their communities.

NIEHS/DOE Nuclear Worker Training Program (DOE)

This program focuses on training workers engaged in environmental restoration, waste treatment, and emergency response activities at sites in the Department of Energy's (DOE) nuclear weapons complex.

Hazmat Disaster Preparedness Training Program (HDPTP)

This program enhances the safety and health training of current hazardous materials workers and chemical responders; trains skilled support response personnel; creates materials and delivers training to weapons of mass destruction response workers; and augments prevention and preparedness efforts in a wide variety of high risk settings.

Advanced Training Technology Program (ATT)

This program focuses on the development of Advanced Technology Training (ATT) products for health and safety training of hazardous materials (HAZMAT) workers, emergency responders, and skilled support personnel. This includes the Small Business Innovative Research and Small Business Technology Transfer (SBIR/STTR) programs.

National Clearinghouse for Worker Safety and Health Training (National Clearinghouse)

The National Clearinghouse supports the work of WETP by facilitating national workshops on safety and health topics, and by maintaining a website that contains the important documents developed by WETP, as well curricula created by its awardees. These curricula focus on OSHA's hazardous waste worker standard (1910.120) and are available at no cost to the public. The Clearinghouse website also contains a database of important worker protection documents organized by subject matter, along with downloadable materials including training tools, such as the Hurricane Response PowerPoint awareness presentation and the printable formatted booklet based on the PowerPoint.

Significance Of HAZWOPER Regulations

The SARA (1986) established the requirement for the Department of Labor (DOL)-OSHA to develop and promulgate two standards applicable to hazardous waste operations and responses to hazardous materials incidents. The first required a standard for the protection of workers engaged in hazardous waste operations; hazardous waste treatment, storage, and disposal activities (TSD); and emergency responses to hazardous materials incidents without regard to location. This standard, 29 CFR 1910.120 'Hazardous Waste Operations and Emergency Response,' was promulgated on March 6, 1989 at 54 FR 9317, as amended at 55 FR 14073 on April 13, 1990 and 56 FR 15832 on April 18, 1991. An identical standard, also required by SARA, was promulgated by EPA at 40 CFR 311 for the principal purpose of providing coverage for public workers otherwise exempt for coverage under the OSH Act. The second standard required by SARA required that OSHA develop and promulgate a standard for the certification of training programs required by the worker protection standard. OSHA published a Notice of Proposed Rulemaking but has never finalized action on that standard. As a consequence, no current federal standard exists specific to requirements for certification of the extensive training requirements established in the worker protection standard. OSHA amended the standard, however, to add the non-mandatory Appendix E that provides guidelines for training providers and the training program curriculum. Appendix E is primarily based on the NIEHS WETP 'Minimum Criteria' for 29 CFR 1910.120 training providers and the training curriculum, which was developed at a national technical consensus workshop in the early 90's. This appendix continues to serve as the primary core criteria for all WETP training grant programs.

The HAZWOPER standard is unique in that it is based on a pro-active approach to worker and public health protection. It is assumed that each of the three categories of operations covered by the standard (hazardous waste cleanup operations, TSD operations, and emergency response actions) are potentially hazardous and complex in nature; as a result, worker exposure cannot be predicted in advance of worker engagement. Workers are required, at the outset, to be protected until such time when actual exposures can be adequately determined and protective measures specifically established. As a consequence, the worker training provisions embodied within the standard are quite rigorous and comprised of: 1) pre-job core training requirements that include knowledge, skill and ability elements; 2) site-specific training; and 3) annual refresher training. With respect to public health protection, the standard has extensive requirements with regard to hazardous materials and substance containment; decontamination requirements that apply to workers and equipment to prevent the transfer of hazardous materials into the public environment; and hazardous waste transportation requirements.

Engagement in operations covered by the HAZWOPER standard often includes potential exposures to additional hazards for which specific standards and related training requirements apply. Some examples include asbestos, lead, confined spaces, and demolition operations. The WETP awardees have additionally developed training programs to address these special hazards (now referred to as HAZWOPER-supporting), as appropriate, for their training target audience and constituency.

EVOLUTION OF THE WORKER EDUCATION AND TRAINING PROGRAM

The NIEHS WETP has the same mission and function as it did when it began in 1987. The program still exists to provide high quality safety and health training and resources to workers handling hazardous materials and responding to emergencies involving hazardous materials. While the scenarios that result in the hazardous materials or the emergency response may have changed, the core function of the program, educating workers to work safely and protect themselves and their communities when performing environmental remediation and emergency response activities, has not. Needless to say, there are some aspects of the program that have changed since its 1987 inception. The program was first conceived to provide workers who were cleaning up Superfund sites and performing Resource Conservation and Recovery Act (RCRA) removal actions and the like. Now the program also finds itself responding to terrorist attacks, natural disasters, and methamphetamine labs. Regardless of the specific circumstances, the jobs require that workers have the same knowledge base in order to protect themselves and the communities in which they are working, and that knowledge base is HAZWOPER and HAZWOPER-supporting training.

Within the NIEHS WETP 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. These concerns are raised primarily as a result of the limited size of the program and the desire to avoid sacrificing one focus for another. Some have argued that the program is evolving as Superfund cleanups have substantially slowed over the past several years, and that now we use the core HAZWOPER to promote preparedness for emergencies (which have frequently occurred over the past several years).

Yet even though Superfund cleanups have slowed during the last several years, there is still an enormous amount of cleanup to be done. The report, *Cleaning Up the Nation's Waste Sites: Markets and Technology Trends 2004 Edition* (U.S. EPA), estimates there are 77,000 sites contaminated with hazardous waste and petroleum products, with up to 9,267 more discovered each year. By 2039, as many as 355,000 hazardous waste sites in the U.S. could require cleanup. Additionally, in its 2008-2012 Five Year Plan, the Department of Energy (DOE) estimates completing cleanup of 100 contaminated sites by 2025.

As a result of its work providing critical training to workers responding to disasters, particularly the World Trade Center attacks, the NIEHS WETP is now part of the National Response Framework (NRF) via the Worker Safety and Health Annex. Under the NRF Worker Safety and Health Annex, NIEHS may be activated by OSHA to provide: training technical assistance, such as instructional staff, curriculum development experts, subject matter experts, and professional staff; safety training to target worker populations with respect to the nature and location of the incident and the particular hazards; assistance and support in the development and delivery of site-specific health and safety training through appropriately qualified WETP awardee instructional staff; and assistance, such as respirator fit-testing and distribution of PPE.

As a result of its new role, WETP has been spending resources on preparedness and response activities. For instance, its role in the National Response Plan (predecessor to the NRF) required WETP to develop a mechanism to deal with emergency response in terms of its ability to activate awardees to participate in a response. This mechanism is the Emergency Support Activation Plan (ESAP). In order to better prepare skilled support personnel for disaster response and recovery activities, the program has also invested resources to develop training tools that address the Department of Homeland Security's (DHS) planning scenarios.

WETP strives to balance the core program with its new role in emergency preparedness and will continue to provide training and education to those who work with hazardous materials, regardless of the circumstances that bring about their exposure to these substances.

BACKGROUND OF STRATEGIC PLANNING PROCESS

In February 2007, the staffs of the NIEHS WETP and the National Clearinghouse met in Charleston, SC to begin the process of reviewing and updating, as necessary, the WETP Strategic Plan published in 2002.

Key issues were identified and shared with the Clearinghouse Advisory Board in March 2007. In March 2007, at the National Trainers' Exchange, the WETP used a group activity during a plenary session to obtain input from the attendees on the program's direction for the next five years.

During the summer of 2007, the WETP staff participated in many of the Awardees' Advisory Board meetings in an effort to inform Advisory Board members of this effort, and to gather their thoughts as to where the program should be headed.

A champions' meeting was held on September 25, 2007 to gain input from those outside the organization, but familiar with the program. These champions included individuals with expertise in occupational health and safety and knowledge of the WETP. The meeting primarily focused on the strategic issues facing the program, giving rise to discussions about several topics, including the need to: expand the program; continue developing partnerships with a variety of organizations; give minority populations more access to information; continue to integrate advanced training technologies into the training; and demonstrate the importance of the WETP's work in the national emergency response arena.

The WETP Awardee Meeting and Workshop, titled The Future of Hazardous Materials Cleanup and Training, was held October 17-19, 2007 in Chapel Hill, NC. This meeting allowed the WETP to present key priorities and solicit final input into the strategic plan. The strategic plan owes its insights and direction, in large part, to the hard work of the WETP staff, the awardees who provided input and feedback, and the program's champions.

NIEHS WETP STRATEGIC PRIORITIES

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.
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.

Organizational Priorities:

1. Foster more awardee partnership activities.
2. Institutionalize the WETP in awardee organizations by capturing program history and maintaining strong leadership development programs.

Mission Priority #1

Continually seek and encourage opportunities to collaborate with organizations (at all levels) that share the common goal of protecting workers and their communities.

The WETP strives to collaborate with community based organizations (CBOs), volunteer organizations, contractors, local and state agencies, and other federal agencies. We are proud of our partnerships with local, state and federal government agencies and other organizations. These partnerships enable the program to grow and expand the capacity of our training and ensure the program's sustainability.

For example, in the emergency preparedness and response realm WETP recently partnered with United States Department of Agriculture, Animal and Plant Health Inspection Service (USDA-APHIS) on its efforts to prepare workers for an avian influenza outbreak. Other examples of existing partnerships in this realm include NIEHS' work with OSHA in developing the Disaster Site Worker course and in carrying out its functions under the Worker Safety and Health Annex of the National Response Framework. Over the years, NIEHS has also developed relationships with numerous other federal agencies, including the Department of Energy, the Army Corps of Engineers, the National Institute for Occupational Safety and Health, the Environmental Protection Agency, and the Federal Emergency Management Agency (FEMA).

The Brownfields and Minority Worker Training Programs both have numerous examples of collaboration and partnerships with community organizations.

Efforts could be made to consider international training partnerships, but may be tempered by resource constraints and limited ability to access key decision makers.

Operationalizing Mission Priority #1

1. Examine existing awardee partnerships to see if they can be leveraged more broadly.
2. Continue to develop strategic partnerships for technical meetings.
3. Reinvigorate programmatic relationships with agencies responsible for hazardous materials cleanup.

Mission Priority #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.

The WETP has an acknowledged and respected role in the National Response Plan/Framework through the Worker Safety and Health Annex. As part of its efforts to protect workers involved in national response activities, to date, the WETP developed awareness level training tools for workers involved in response, recovery, and cleanup activities related to hurricanes, avian influenza, dirty bomb incidents, and wildfires.

In addition to establishing a skilled worker registry or participating in the credentialing process, the WETP will continue its efforts to develop relationships with contractors that have federal contracts in place for the cleanup and recovery work following disasters. The WETP's ability to effectively meet this priority depends, in part, on its ability to grow as a program.

Operationalizing Mission Priority #2

1. Continue developing training tools targeted for skilled support personnel that align with the Department of Homeland Security's 15 disaster planning scenarios.
2. Continue advocating for cleanup and recovery worker safety and health in the public forum.
3. Continue efforts to become an integral part of the government disaster preparedness construct.
4. Determine how to continue working with training constituencies (local, state and federal) after the initial money allocated for the disaster is expended. Similarly, determine a way to obtain resources to train immigrant workers and other at-risk populations in future disaster responses.
5. Begin to think about community preparedness for disasters. This could be done by focusing on the Community Resilience Need under Homeland Security Presidential Directive (HSPD) 21, Public Health Preparedness.

WETP's Role in National Response Activities

NIEHS may be activated by OSHA under the NRF Worker Safety Health Annex to provide:

- Training technical assistance such as instructional staff, curriculum development experts, subject-matter experts, and professional staff.
- Safety training to worker target populations with respect to the nature and location of the incident and the particular hazards.
- Assistance and support in the development and delivery of site-specific health and safety training through appropriately qualified WETP awardee instructional staff.
- Assistance such as respirator fit-testing and distribution of Personal Protective Equipment (PPE).

More information can be found at
<http://www.fema.gov/pdf/emergency/nrf/nrf-support-wsh.pdf>

Mission Priority #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.

Safety and health training provides workers responding to a disaster with the knowledge and critical information necessary to protect themselves and the safety and health of the community in which they work. Unfortunately, WETP's experience in responding to disasters shows that workers rarely get the full extent of training they need before going to work on a disaster site. There has been a major reliance on just-in-time, site specific awareness briefing sessions, sometimes as brief as 15 minutes; a practice that places workers at risk.

There is a need for more skilled support personnel to have disaster response training prior to an incident. Workers must receive all of the necessary training required to properly prepare them for the risks they may face before a disaster occurs. The OSHA Disaster Site Worker course was developed, with NIEHS involvement, specifically for this purpose; however, barriers to attendance in this program are apparent. Overcoming these barriers would pose a significant demand for the Disaster Site Worker course.

Operationalizing Mission Priority #3

1. Work with OSHA to develop the Disaster Site Worker Refresher course.
2. Work with OSHA to broaden the appeal and acceptance of the Disaster Site Worker course.
3. Identify the full scope of barriers that result in the lack of pre-incident training for disaster site workers and develop strategies to address them.
4. Work with OSHA to better integrate the Disaster Site Worker course with other OSHA training.

Recommended Training for Workers Engaged in Response Operations

- **General training** for disaster site workers should be given in advance of a worker's deployment to a disaster site (preparedness training) or prior to actual deployment (pre-deployment training) at a disaster site.
- **Site-specific training** includes an overview of conditions specific to the worksite where the employee will be deployed.
- **Task specific training** includes items such as hazard communication, personal protective equipment PPE, use of tools, safety at elevations, etc. Training that is mandated by various agencies, such as OSHA, EPA, U.S. Coast Guard, Department of Transportation, etc., should be provided in accordance with those agencies' standards or guidelines.
- **Pre-deployment and pre-job briefings** are conducted on a daily basis by the worker's immediate supervisor to cover the day's work plan.

Definitions for site specific, task specific and pre-deployment/pre-job briefings are from OSHA's *Hurricane Katrina Worker Health and Safety Plan, October 2005*.

Mission Priority #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.

The Minority Worker Training and Brownfields Minority Worker Training Programs (B/MWTP) continue to be an important, yet relatively small part of the overall NIEHS WETP. Some organizations have been experimenting with integrating the core goal of these programs into their overall training programs with some success. This includes increasing the capacity for outreach and diversity by providing more resources to train workers in multiple languages and develop culturally specific outreach to Hispanics/Latinos and other groups. Other programs are interested in providing training, not only in environmental remediation and construction, but in other emerging fields with the goal of improving the environment (e.g., green sustainable industries).

Revised national and local energy policies are moving to invest in alternative renewable energy systems. This next generation of technologies will likely provide new opportunities for occupational and environmental safety and health training.

Operationalizing Mission Priority #4

1. Use sustainability initiatives and growth of green business to strengthen job creation and retention. More research needs to be done on the growing green industry to determine what the jobs are, what skills they require, what courses exist, and what green grants exist, etc.
2. Foster the integration of core B/MWTP goals into overall training programs.
3. Strengthen the links between workers and their workplaces and surrounding communities. The Brownfields and Minority Worker Training Program Awardees have access to these communities and can help facilitate this process which will yield benefits to the communities, the trainees, and the programs. One way to begin doing this is to invite contractors/employers and community leaders to sit on program boards, and increase the number of organizational employees who sit on the boards of community organizations.
4. Document the continuing need for programs that focus on under- and unemployed populations.

Mission Priority #5

Leverage and actively integrate technology and innovation to improve the delivery of education and training to workers performing duties in a hazardous environment.

Monitor the development of advanced training technologies (ATT) and integrate developments into appropriate curricula. In recent years there have been enormous advancements in technology and application development; these ATT include a wide variety of electronic learning (e-learning) components, such as distance learning, electronic classrooms, interactive TV, multimedia, computer-based training, computer assisted training, virtual reality training simulations, CD, CD-R, DVD, video teleconferencing, and others. These ATT are being further developed and advanced to support the expanding training needs and requirements for educating those working in hazardous environments.

The NIEHS WETP is building on its program experience in environmental safety and health training by stimulating creative Small Business Innovation Research (SBIR) proposals to create ATT products that will support high quality health and safety training for hazardous materials workers, emergency responders, and skilled support personnel. To further enhance our ability to move toward commercialization of ATT products relevant to model safety and health training for hazardous materials workers, emergency responders, and skilled support personnel, this initiative focuses on the development of technology driven commercial products using the SBIR/ Small Business Technology Transfer (STTR) program(s).

Operationalizing Mission Priority #5

1. Improve current communication gaps between the SBIR grantees and the training grantees by:
 - Better integration of the SBIR grantees into the WETP awardee meetings and/or workshops.
 - Increasing the visibility of SBIR grantees at WETP awardee meetings and workshops.
 - Improving the ATT section of the Clearinghouse website.
2. Consider developing minimum criteria specifically for using ATT for worker safety and health training. This would be done in partnership with developers and users.
3. Use new training technologies to address hazards associated with emerging technologies.
4. Review the Department of Defense SBIR program for lessons learned that can be translated to the NIEHS SBIR program.

Organizational Priorities:

Organizational Priority #1

Foster more awardee partnership activities

There is value added when awardees work together. Experience includes joint development of, or at least input into, Clearinghouse training tools, joint work projects, such as those in Louisiana and Mississippi following Hurricanes Katrina and Rita (in terms of sharing materials and resources), and the partnership between Dillard's Deep South Center for Environmental Justice and the Steelworkers on the Safe Way Home project. Each new partnership produces positive outcomes and should be encouraged.

Operationalizing Organizational Priority #1

1. Determine if there are programmatic barriers to awardee partnership activities.
2. To the extent possible, remove or minimize programmatic barriers to partnership activities.
3. Encourage regional trainer exchanges amongst subsets of awardees.

Organizational Priority #2

Institutionalize the WETP in awardee organizations by capturing the program history and maintaining strong leadership development programs

The majority of Principal Investigators (PIs) and program contacts among the NIEHS awardees have been involved in this work since the program's inception. As valued and committed safety and health experts begin to retire, there will be a huge loss of institutional memory; organizations need to make a commitment to pass along the knowledge to the next generation.

The transfer of program history and organizational knowledge to future leaders is critical to the continuity and viability of the WETP.

As grantees experience turnover in key personnel (PIs or program contacts), organizations must ensure that the new parties understand the history of the NIEHS WETP.

Operationalizing Organizational Priority #2

1. Convene a PI forum to share/capture experiences and discuss succession planning, mentoring, staff development, and key program management and leadership components. Involve others as appropriate.
2. Each individual awardee organization should commit to leadership development within their programs.

Key Challenges

Synthesize the emerging programs and issues with the core program and its issues

- Meet the emerging threats and opportunities posed by issues, such as changing climate, alternative energy sources, and rapidly penetrating new materials and technologies into global commerce. (For example, climate change has increased our concern about more natural disasters, such as Hurricane Katrina, which resulted in 6-8 million gallons of petroleum released onto grounds and waterways from four major oil spills and 134 minor spills.) The WETP community needs to better understand the science and implications of global climate change and prepare for the emergencies likely to result.
- Alternative energy sources, such as biofuels and hydrogen, will likely provide new opportunities for occupational and environmental safety and health training. New chemicals, materials, and technologies will present opportunities for training the workforces involved in production, and industrial application in secondary products and disposal.
- Changes are occurring in the assessment and remediation phases of Superfund work. New cleanups are approached with a focus on green assessment, green remediation and green construction. The program will assess the need for training in these areas. At the same time, WETP needs to maintain attention to the core program areas of hazmat training and emergency response in order to successfully manage the legacy of current and older materials and technologies.

Promote the program and educate other agencies and contractors on the value of the program.

- Continue working to reach meaningful partnership agreements with appropriate Department of Homeland Security (DHS) agencies to ensure better coordination of training to protect responders, and recovery and cleanup workers in disaster situations.

Appendix A:

PROGRAM STRENGTHS AND ACCOMPLISHMENTS

1. Training programs employ student-focused learning by using cutting edge adult education training strategies.
2. ATTs are explored, evaluated, and applied in ways that maximize learning; training programs evolve as the audience's technological competency evolves. The NIEHS WETP and MetaMedia Training, an NIEHS SBIR awardee, received a 2006 Telly Award for the DVD Lessons Learned from Graniteville. The Telly Awards recognize excellence in educational media.
3. Evaluation of training effectiveness is a central component to the development of the programs of the grantee community.
4. Grantees and potential grantees receive an enhanced and continuing education about superior compliance with the federal policies and fiscal responsibilities.
5. The WETP staff and grantees collaboratively work with other federal agencies to promote training programs and effectiveness (e.g., DOE, EPA, OSHA, et al.)
6. The WETP responds quickly and effectively to ascertain and meet new training challenges posed by events such as the 9-11 World Trade Center terrorist attack, the Hurricane Katrina disaster, anthrax attacks, and avian flu threats.
7. While grantees compete for limited training grants, the overall lessons and best practices derived from each grantee's efforts are broadly shared in ways that continually improves the effectiveness of the overall training program.
8. Since 1987, nearly two million workers have received NIEHS WETP supported safety and health training. This includes training through five NIEHS WETP training programs: Hazardous Waste Worker Training Program, Department of Energy /NIEHS Nuclear Worker Training Program, Brownfields and Minority Worker Training Programs, and the Hazmat Disaster Preparedness Training Program.
9. The NIEHS Brownfields and Minority Worker Training Program have a combined job placement rate of nearly 70 percent.
10. The program continues to revisit and revise, as necessary, its Minimum Criteria for Worker Safety and Health Training document. The latest revision recognizes advances in adult education in the hazardous waste operations and emergency response sector, particularly the application and integration of advanced training technologies, requirements for additional training programs to support HAZWOPER work, and the post 9/11 all-hazards preparedness training, including that for skilled support personnel.