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National Institute of  
Environmental Health Sciences



U.S. Department of Health and Human Services  
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National Institute of Environmental Health Sciences

## Technical Workshop

October 20 – 21, 2005 — Research Triangle Park, North Carolina



# Worker Education and Training Program Technical Workshop: Katrina Response: Flexible, Focused Training for Disasters



Produced by

The National Clearinghouse for Worker Safety and Health Training

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## Executive Summary

In September 2005, the National Institute of Environmental Health Sciences (NIEHS) awarded over \$37 million to eighteen organizations. These awards will support the first year funding of a five year period for the continuation of model programs for the safety and health training of workers engaged in activities related to hazardous materials and waste generation, removal, containment, transportation, and emergency response. From October 19-21, 2005, NIEHS successfully convened its Fall Worker Education and Training Program (WETP) conference. This conference was divided into an Awardee Meeting followed by a Technical Workshop. The conference provided a timely opportunity for the new and existing awardees and community members to come together and strategically address current and future activities of WETP. This report summarizes the Technical Workshop. The Awardee Meeting is summarized in a separate report.

Shaped by the September 2005 announcement of new NIEHS Worker Safety Training Awards, including the newly created Hazmat Disaster Preparedness Training Program, and the effects of Hurricanes Katrina and Rita, this conference set the pace for innovative thinking, information sharing, and cooperation. Approximately one hundred experts in training participated in this conference, emphasizing flexible, focused training for disasters.

The Technical Workshop highlighted the response to Hurricane Katrina and ways to enhance and continue focused training for disasters. Panelists discussed topics including Hurricane Katrina updates, effective environmental job training of displaced residents affected by Katrina, training responders in the Gulf Coast, and new tools for disaster response training. Attendees also participated in one of four breakout sessions related to safety and health hazards in the Katrina site orientation, adapting NIEHS training programs to train non-federally funded workers for cleanup and rebuilding in the Gulf Coast, revising the OSHA Disaster Site Worker Course, and fleshing out a WETP training deployment plan for the Gulf.

This year's conference met and exceeded the participants' expectations. Based on an analysis of the evaluation forms, the overall conference proved to be effective, well organized, and informative. The breakout sessions were well received. More than eighty percent of Technical Workshop respondents rate the breakout sessions as good or excellent. More than ninety percent of respondents rated both meetings as well organized.

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## TECHNICAL WORKSHOP: OCTOBER 20-21, 2005

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## Welcome

### Anne Sassaman, NIEHS



Joseph Hughes introduced Anne Sassaman, Ph.D., Director, Division of Extramural Research and Training (DERT). Dr. Sassaman welcomed everyone to North Carolina and NIEHS, and offered her congratulations to all on being successful in making it there after recompetition. She also commended everyone for being “very impressive” in responding to the Katrina disaster and acknowledged that the new Institute director is impressed with their response, as well.

Dr. Sassaman explained that the Institute is trying to design a program that would look at respiratory implications of the Katrina disaster, and is brainstorming ways to follow-up as people return to the affected area. NIEHS has a lot of activities going on including working closely on a proposal with EPA and

CDC. Activities will be carried out through NIEHS’ centers and the Superfund Basic Research Program (SBRP). The disaster activities continue to be a high priority for the Institute. Dr. Sassaman mentioned the Katrina and Institute websites and suggested to all to look at and use them. The website can be found by visiting the following url:

*<http://www-apps.niehs.nih.gov/Katrina>.*

She thanked all the dedicated and committed people who make WETP a successful program.

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## Panel 1, Update on Katrina

**Moderator: Ted Outwater, NIEHS**

**Panelists: Chip Hughes, NIEHS; John Moran, National Clearinghouse; Rod Turpin, EPA Response Team**

Joseph “Chip” Hughes, NIEHS, opened the panel with an update of what has been done since August 31, 2005, what is new, what is next, and suggested ideas that would be helpful in the breakout sessions. He asked the audience to consider the following: what questions do we want help answering; what have we learned in our deployment so far; and what are the questions that our partners and OSHA need to answer that they have not yet answered. Chip also recommended that the group consider a potential plan of what things will look like for the next year with regards to Katrina.

Mr. Hughes discussed some lessons learned since the Katrina disaster. He added that NIEHS strived to create a structure that would effectively allow the Institute to activate and to operate within the protocols in the national response plan. In addition, the Protecting Yourself While Helping Others PowerPoint presentation has been effective and has evolved into a website and booklet in English and Spanish. He pointed out that the Surgeon General requested 6,000 copies.

NIEHS is actively maintaining and increasing its involvement in the cleanup and recovery process. Several of NIEHS’ efforts include:

- NIEHS had a mission assignment for a \$300,000 training piece that would last until the end of October.
- NIEHS is also in the middle of negotiations with OSHA and FEMA for a Katrina zone wide deployment in the neighborhood of \$3.4 million through next October 31<sup>st</sup>.
- NIEHS is an integral component of the Incident Command System (ICS) and they are working with the safety officer for the joint field office. He emphasized the importance of cooperation and communication in order for the ICS work.
- NIEHS has signed a MOU with OSHA and are looking forward to participating.

Mr. Hughes posed the question: “What is our current training capacity if we could put people on the ground in all these areas?”

He mentioned that having a close relationship with the Army Corps is important and that people need to look at and use the Katrina health and safety plan (HASP) in order to make it work and have an impact.

He petitioned the participants for their input on the OSHA FEMA mission assignment and suggested that 2005 carry over requests and re-budgeting requests are potential funding sources.

The second panelist, John Moran, National Clearinghouse, gave a summary of the Katrina Response. He stated that OSHA coordinated the Worker Safety and Health (WSH) Annex of

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the National Response Plan and that the training and technical assistance came mostly from experience at the World Trade Center.



Mr. Moran mentioned twelve specific actions from the Annex and that they apply to the federal government and federal contractors only. He highlighted the following actions: the HASP, collecting and managing data, coordinating and providing training, providing psychological first aid, and providing technical advice.

Mr. Moran talked in detail about the Katrina HASP. He suggested doing a generic HASP and having it ready to go to make it disaster specific. He stated that all contractors funded by the federal government are required to follow the OSHA standards, including record keeping and reporting. Under current OSHA standards, there is no requirement for reporting except when an OSHA inspector shows up and asks for it. He also stated that they are going to be required to provide such information to OSHA on a weekly basis, that this should lead to an outstanding data base to monitor injury and illnesses, and that all of the information and material that has been provided by the program to date has been based on a general overview of what we think the hazards are down there, not on actual injury and illness data.

Mr. Moran discussed WETP Emergency Support Activation Plan (ESAP) activation. Triggered through the activation of the NRP and subsequently the safety and health annex, the ESAP has been coordinated with OSHA. That actual activation, with respect to the ability to get resources, requires specific allowance by OSHA through the memorandum of understanding. At this time, the director of NIEHS has signed the MOU but OSHA has not. However, OSHA recently



corresponded with Mr. Hughes about activating WETP for purposes outlined in the annex and in the ESAP. Chip stated that they are waiting for a mission assignment to tell them what training needs to be done. This applies only to the federal government and its contractors.

He discussed the WETP Actions to date. These include: development of ESAP and approval by OSHA, coordination per WSH Annex, health and safety briefing, and the health and safety booklet.

He discussed funding to date. This includes: \$800 thousand from the EPA has yet to be awarded, \$302 thousand from the Worker Safety and Health Annex, and \$0 from ESF. Harwood grants have not yet been activated as they are pending approval.

He also discussed HASP activation. The OSHA HASP has been approved by all agencies involved in the response and it is important that the Corps makes it part of all the contractor contracts. He stated that this will trigger the weekly injury illness reports and that they need to check on integration of such data into the contracts mechanism.

Mr. Moran discussed a Training Deployment Plan. He mentioned that the identified target audience will be challenging and difficult and diverse and that it will include workers that are covered by the federal government and those that are not. Mr. Moran also mentioned that, based on OSHA's draft document "The Application of HAZWOPER to Worksite Responder Cleanup Activities," there would be little demand for additional HAZWOPER training.

Rod Turpin, with the EPA Response Team discussed the National Contingency Plan (NCP) of 1968. He mentioned the 1967 Oil Spill in Torrey Canyon where thirty-seven million gallons of crude oil were spilled. This was the first comprehensive system of accident reporting, spill containment, and cleanup and the event resulted in the establishment of the Response Headquarters, National Reaction Team (NRT), Regional Reaction Teams (RRT) and other precursors to today's NRT and RRTs.

He also discussed the National Response Plan (NRP) of 2004. The plan describes the structure and processes comprising a national approach to integrate efforts and resources at the federal, state, local, tribal, private-sector, and nongovernmental levels. He added that today's 2004 NRP contains a significant amount of information including appendixes on emergency support functions (ESF) and support annexes, functional and administrative guidance to ensure effective and efficient implementation of the NRP, and incident annexes focused on hazard situations requiring specialized application of NRP.



Mr. Turpin mentioned the New ESFs and discussed modifications to existing ones. ESF # 5, Emergency Management, did not exist during response to September 11<sup>th</sup> attacks. Other new ESFs include # 13, public safety and security and # 14, long-term community recovery and mitigation. As trainers, we are permitted and encouraged to use the NCP when we are engaged, using 1910.120.

Mr. Turpin discussed EPA's 2003 National Approach to Response (NAR).

Specifically, on June 27, 2003, the former EPA Administrator, Governor Christine Todd Whitman, signed the NAR policy, and on January 12, 2004, former Assistant Administrator for the Office of Solid Waste and Emergency Response, Marianne Horinko, issued EPA's NAR work plan.

Mr. Turpin emphasized the top ten priorities of the EPA's NAR Workplan including: training and exercises; national response criteria, health and safety, national telecommunication plan, incident and data management, equipment, identification clothing, incident management assistance teams, radiological response coordination, and contracts.

Mr. Turpin directed the audience's attention to several useful websites and technologies. "TRAINTRAX" is an employee record on the Internet. "WEBEOC" is a web-based emergency management communications system. Other useful websites include [www.epa.gov/katrina](http://www.epa.gov/katrina), [www.epaosc.net](http://www.epaosc.net), and [www.ert.org](http://www.ert.org).

Mr. Turpin's final topic of discussion focused on the mandatory implementation of the National Emergency Response Health and Safety Manual. The EPA has assigned three tiers to ensure implementation. Tier 1, the Health and Safety Implementation Workgroup, comprised of on scene coordinators, reviews the concepts and policies. Tier 2, the Removal Managers Committee, include key managers in all ten regions that have committed to help. The final tier, the Health and Safety Senior Management Committee, includes Debbie Detriect for OEM, Mike Cook with the EPA Office of Response and Technology Transfer, Dennis Bushda with the health and safety division of EPA, and Rob Turpin, the lead health and safety expert for the program office.

This panel concluded with a question and answer period. The panelists provided the following comments:

- Each EPA and Army Corps of Engineers safety plan requires vaccinations.
- One participant commented on the difference between federal employees, federal contractors, and federalized contractors. The panelists answered that with a reference to the Stafford Act. The statutory authority for FEMA's intervention in a disaster and the relationship between state and local officials and the Feds in a disaster declaration might help answer this question. We talked about the local officials asking for health and safety assistance through the JFOs. There are several difficult scenarios that the EPA faces.

## EPA's Brownfields Program Update

### Joseph Bruss, EPA



Sharon Beard began by wishing Linda Garczynski well in her retirement from the EPA. Sharon next introduced, Joseph Bruss, who spoke in Ms. Garczynski's place, as she was unable to attend the conference. Mr. Bruss serves as the coordinator of the EPA job-training program and has been with the EPA for over one year.

Joseph Bruss discussed his background working on environmental equity issues. He explained that the Brownfields program has developed significantly since 1994 when it was a pilot. It now has job training, assessment, revolving loans, and research and technical assistance grants. Over time, more than 700 assessments, 150 cleanups, and 180 revolving loan funds grants have occurred or been awarded. Over 380 million dollars have been granted, 7400 properties assessed, 7.2 billion dollars leveraged, and 330,000 jobs leveraged.

Since 1994, the EPA worked with NIEHS via an interagency agreement. Joe recognized this partnership with Sharon Beard and Chip Hughes and acknowledged the working relationship that the EPA and NIEHS share. He added that there will be a mini competition for existing NIEHS awardees for supplemental funding to be dedicated to Hurricane Katrina relief and job training. Mr. Bruss emphasized the importance of community involvement and ensuring that the economic development achieved from Brownfields redevelopment be realized by the community in which the redevelopment occurs. He closed with a reminder that the training programs do more than just train and place graduates, they change lives.



## Panel 2: Effective Environmental Job Training of Displaced Residents Affected by Katrina

**Moderator: Sharon Beard, NIEHS**

**Panelists: Tina Hines, Mississippi Department of Employment Security; Dr. Beverly Wright, Dillard University; Donald Elisburg, National Clearinghouse**

Tina Hines, with the Mississippi Department of Employment Security, spoke about adapting training programs to address critical workforce needs. Ms. Hines discussed Hurricane Katrina's effect on workforce development and emphasized Mississippi Governor Barbour's acknowledgment that Katrina is the worst natural disaster in U.S. history, considering overall death, injury, and property damage.



All eighty-two counties within Mississippi were declared disaster areas by FEMA, with 49 of 82 counties receiving public and individual assistance. As a result, the state applied for a National Emergency Grant (NEG) provided by the Department of Labor. Mississippi received a \$50 million award and have received an additional \$16 million increment. The state requested and received approval to fund both the temporary job and workforce development and retraining components.



Next, Ms. Hines spoke about the National Emergency Grant (NEG), which is included under the Workforce Investment Act. The NEG covers all eighty-two counties within Mississippi and requires close collaboration between Local Workforce Investment Areas, local community and government entities, and MEMA/FEMA. The program provides an estimated 10,000 temporary jobs for individuals who became unemployed due to one of the hurricane disasters. The assigned jobs must be for clean-up, recovery,

humanitarian services, clerical support, or restoration of public or non-profit properties – jobs cannot be with private businesses. Ms. Hines also discussed several components of the NEG including the following: (1) there are no residency requirements, (2) participants cannot exceed 1,040 hours of employment or \$12,000 in wages, and (3) support services such as transportation and child care assistance can be provided to temporary recovery workforce.

Ms. Hines also addressed the Workforce Investment Network, referred to as WIN. WIN is a one-stop employment and training service for job seekers and businesses. The WIN system in

Mississippi includes over 65 WIN job centers and represents a collaboration effort with private businesses, local elected officials, and state public agencies.

The effect of the hurricanes was tremendous and to best serve the affected populations, partnerships and collaborations are key. Ms. Hines concluded by emphasizing three key points. First, referrals to one-stop systems in Louisiana or Mississippi should be made. Second, information about organizations' programs should be shared with the WIN System to help with recruiting and partner programs. Finally, attempts should be made to contact local workforce area directors.



Ebony Turner, with Dillard University, Deep South Center for Environmental Justice, gave a presentation titled, "Environmental Job Training Activities: An Effective Vehicle to Train Residents." Ms. Turner noted the preference to train evacuees from the Mississippi River Gulf Coast area. However, due to logistical problems and complexities, we, as trainers, need to be creative in finding means to reach these evacuees. Logistical and general problems include geography and distance, housing shortages, discrimination on jobs in hiring and firing, availability of food, and cheaper labor. To overcome these problems, she offered the following recommendations. First, supervisor level training is needed. Second, evening classes should be available to accommodate the busy schedules of the evacuees. Third, community based organizations, academic institutions, and awardees must develop solid, trusting relationships with contractors. Finally, training classes should be offered in areas that are local and convenient for those being trained.

Donald Elisburg spoke next. He explained that while substantive, common training topics such as mold awareness and lead abatement are necessary as a result of Hurricane Katrina, the methods used to conduct the actual training will be more difficult and uncommon. Mr. Elisburg agreed with Ms. Turner that we should think creatively. For example, since little to no infrastructure exists to reach the target population, meals, temporary housing, and transportation options should be provided to make attending the trainings more accessible and worthwhile.

Hurricanes Katrina and Rita created a situation where we must learn how to best reach the evacuees to be trained, how to innovatively market these outreach strategies, and how to cooperate with local contracting agencies and the people and organizations granting the money. Mr. Elisburg added that programs such as the MWT and the BMWT must begin to partner with each other to determine what awardees can do for other programs in terms of providing resources and identifying and recruiting the target population. Don concluded by commenting that everyone has a piece but no one has the whole. We need to bring the different components together.

The session ended with a question and answer period. Tina Hines addressed how Mississippi would provide training and personal protective equipment to those who need it and how training would be provided to evacuees outside the Gulf States region. She commented that the



local workforce directors would coordinate with local support including NEMA to handle such situations. Linda added that Mississippi is trying to use formula funds and allow states to apply for national emergency grants to train hurricane impacted individuals who were displaced. Other resources include individual training accounts, the eligible training provider list, and state and federal rapid response systems. When asked about the prevailing wage law, Ms. Hines stated that the national emergency grant guidelines, published in April 2004 in the Federal Register, ensured that this could not be repealed. Mississippi's governor was also helpful in ensuring this.

## Panel 3, Training Responders in the Gulf

**Moderator: Jim Remington, NIEHS**

**Panelists: Darryl Hopperton, DOE Savannah River Site; Cathy Cronin, OSHA Training Institute; David Schaller, Texas Engineering Extension Service of Texas A&M**

The session began with a presentation from Darryl Hopperton with the DOE Savannah River Site. Mr. Hopperton emphasized the need to talk to others and build relationships to find out how to best handle the recovery states from Hurricane Katrina. He added that the NIEHS Protecting Yourself While Helping Others PowerPoint was an extremely important initial training resource; however, to maintain its effectiveness, the content needs to be tailored so that it provides specific information to specific areas (e.g. New Orleans, Mississippi, etc). Another means to improve coordination efforts is by contacting the joint field offices (JFO) located in the various areas of the Gulf Coast states. One caveat is to ensure the cleanup contractors are certified in safety and health. Many businesses are setting up quick cleanup practices and are not taking the necessary measures to account for worker safety and health.



Dave Schaller with Texas Engineering Extension Service of Texas A&M (TEEX) discussed how TEEX targets companies deploying to the Gulf Coast area and trains them in 5600 and 7600 courses. Since their grant only allows them to train in construction, TEEX is trying to increase the number of trainers in the area so they can train all the people who need to be trained.

Due to the urgency in the area, local advertisements invite local residents to bring their own equipment and work for twelve dollars per hour on cleanup activities. However, this population of workers is not receiving the necessary training. Mr. Schaller argued that there needs to be a federal mandate requiring that they, and homeowners doing their own cleanup activities, be trained in safety and health.

Cathy Cronin, with the OSHA Training Institute, spoke last. Ms. Cronin stated that the OSHA Disaster Site Worker program was developed as a pre-incident training program. There needs to be a post-training component. She said that OSHA wants to work with the NIEHS grantees to figure out what is needed (and what is not needed) for such a course and how the course can be tailored to specific regions in the Gulf Coast. OSHA is currently gathering information for its regional offices. Some sections, including one on mold, have been added to the OSHA 16-hour course that could be applied to the post-incident course. She will work with WETP to disperse to whatever is needed to whoever needs it, or to disperse anything that has been created.

The session concluded with a question and answer period.

- Cathy Cronin commented that over 300,000 people have been trained overall but not specifically for disaster site.
- David Schaller stated that oil refinery workers are a targeted population for training; however, the more people who are targeted, the more people who get trained.
- Both Cathy and David agreed that hand-outs, fact sheets, etcetera for the Spanish-speaking populations should include fewer words and more pictures. OSHA has a Spanish dictionary on its website to help with translation.
- The group concurred that situational training is not feasible to cover all hazards present in the Gulf Coast areas. There needs to be a course that teaches people how to recognize the hazards themselves.
- Some participants also commented on their concern over the push to modularize the training bites into tiny pieces. They see this as an attempt by contractors to provide as little training as possible. Cathy Cronin responded that she is open to all training ideas and would take the comments into account.
- One participant commented that during the Exxon Valdez spill, union crews had fewer accidents than non-union because of better training and better supervision. Are the supervisors being trained to look at situations to see what problems are? David Schaller responded that his recommendation is to target supervisors with hazard analysis training.

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## Breakout Sessions

### **Breakout #1: Addressing Safety and Health Hazards in the Katrina Site Orientation**

**Facilitators: Bruce Lippy, National Clearinghouse and Ken Oldfield, UAB**

Participants in this breakout reviewed the NIEHS Katrina module and learning objectives to suggest field-experience improvements to update the program. Before addressing the facilitators' questions, participants made general comments about how the Katrina Module can be improved for future use. The group agreed that the PowerPoint should have more detailed instructor notes and the accompanying booklet should be more pictorial; the module should have performance objectives instead of knowledge objectives and the performance objectives should be based on specific target audiences; materials should train workers to ask the right questions and think critically about hazards; materials should be more scenario-based and tied to the HASP; and workers' rights need to be more prominent in the materials, particularly the booklet.

After the general comments were discussed, the moderators had the participants address a number of questions. The first question asked how should the Katrina module be integrated into other courses provided under the OSHA HASP? The consensus was that a short, specific module like the Katrina orientation is needed for every course provided. OSHA has included it in the Katrina-revision of the 7600 Disaster Site Worker class, for instance. It was also decided that the existing orientation is most effective when used for the emergency portion of a response. Most importantly, participants felt that the more detailed training should be developed for the recovery portion of a response.

The second question asked what the role should be for awareness courses. The group agreed that WETP should emphasize that awareness training must be considered in the context of the disaster timeline. There should be a distinct point where awareness training is no longer sufficient. WETP should use the DOT Guidebook approach and define the timeframe. It should be noted that WETP must confront extended "urgency" because it extends risk for response workers.

Most importantly, the orientation needs to be field tested to determine who is using it, how it is being used, and what needs to be added or removed.

Question three asked if the training should always include an opportunity to wear respirators. The general consensus was 'yes,' with the understanding that initially this will be difficult. Participants felt that materials should stress NIOSH-approved respirators and should also point out what respirators and behaviors are not acceptable.

Question four asked what a reasonable amount of time is for this training. While there was no consensus reached, participants agreed that trainers should not focus on whether fifteen minutes is possible, but what they can do to maximize training in that time.

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Question five asked if government should attempt to standardize this training. While this question was not discussed at length, the concern with identifying and focusing training for populations that participants often mentioned, argued against it. For example, different methods of training should be implemented for day laborers or workers who do not speak English and do not read Spanish very well. Participants also felt that OSHA needed to allow more options in the 7600 class.

Question six asked what WETP should do to ensure it is prepared to respond quickly in the next disaster. Participants agreed that awardees should prepare awareness programs for their areas based on the most likely scenarios (for example, earthquakes in CA and tornadoes in the Midwest). Awardees should also consider a “training team” approach similar and possibly tied to OSHA teams.

The last question asked how advanced training technologies should be used in future events. The consensus was that it is impossible to predict what training methods will be most effective for a particular event – consequently all methods should be developed. In addition, WETP must ensure that basic paper documents are available, preferably in a kit.

## **Breakout #2: Adapting and Streamlining NIEHS Training Programs to Train Non-Federally Funded Workers for Cleanup and Re-building in the Gulf Coast**

**Facilitators: Sharon Beard, NIEHS and Kizetta Vaughn, CPWR**

Sharon Beard dedicated time at the start of the breakout to allow the participants to ask Tina Hines more in-depth questions about her program. Ms. Hines elaborated about her organization, WIA Communications, and its WIN program, which offers one stop interactions for workers, both trained and untrained, to assist them in finding jobs. In addition to job training and career services, WIA offers support services, including transportation, childcare, relocation assistance, and supplies, depending on locality.

After the Q&A with Ms. Hines, the discussion shifted to how to adapt and streamline NIEHS training in response to Hurricane Katrina. The group first discussed what populations should be targeted for training. They determined that the best focus would be on the traditional target populations – minority workers and the underserved workforce. Before expanding to the general populace, another option is to target the awardee base, which includes CBOs, apprenticeship programs, community colleges and universities.

The next topic covered the necessary training needs and requirements of those who will rebuild the affected areas. The consensus included a broad base of topics to cover many possible hazards that workers may come into contact with in the Gulf Coast area. This list included:

- Public Health
  - 4 Hour Katrina Orientation
  - Mold
  - Hazard Communications/Awareness course
  - Supervisor
  - Asbestos
-

- Debris Issues
- CDL
- Heavy Equipment Operator
- First Aid/CPR
- Air/Soil/Water Sampling Technician
- HAZMAT Transportation
- Constructions Skills
- HAZWOPER (modified)
- OSHA 10/OSHA 30
- OSHA Disaster Site Worker (7600) Course

The amount of material that was determined to be necessary is very extensive and it was understood that some streamlining would be necessary. It was suggested that a tiered approach to the training would be best. The three main components include:

- Dividing workers into groups based on how much training they have previously received;
- Categorizing workers into workgroups to determine individual training needs; and
- Utilizing supportive services from other sources, e.g. WIA.

The absolute necessary components that every worker must have are the modified HAZWOPER course, Construction Skills, the Katrina Orientation and/or HAZCOM. Site analysis was also determined to be a beneficial tool that would allow for training, appropriate for given areas.

One crucial issue that needs to be addressed is how the training will be delivered. There are a number of factors to providing training that need to be attended to in order to provide quality training, including location, scheduling, resources, illiteracy, etc.

### **Breakout #3: Revisiting the OSHA Disaster Site Worker Course**

**Facilitators: Ted Outwater, NIEHS and Don Ellenberger, CPWR**

Ted Outwater, NIEHS, and Donald Ellenberger, CPWR, moderated the breakout session, which revisited various aspects about the OSHA Disaster Site Worker Course, a 16-hour awareness level course. The OSHA Office of Training and Education and the OSHA Directorate of Construction, in cooperation with the OSHA Training Institute Education Centers, the National Institute of Environmental Health Sciences and its grantees, and the Office for Domestic Preparedness (DHS), developed the course. It was created to enable disaster site workers to recognize that they have a responsibility to make decisions and choices that will positively affect their personal health and safety as well as that of others.

The course teaches participants to recognize characteristics of a disaster site and their responsibility as a disaster site worker, support the purpose and use of an Incident Command System, recognize disaster site health and safety hazards, recognize CBRNE agents and symptoms, show awareness of effects of and techniques for managing traumatic incident stress, recognize and demonstrate proper use of respiratory protection equipment, recognize proper use of other personal protective equipment, and cite reasons for and simple methods of decontamination.

During this session, several consensus points were reached. First, the 7600 course, for pre-incident training, is a comprehensive and “outstanding” course. It should be accepted as the minimal standard. Anything less than the 16-hour course should not be given an OSHA number.

Second, in a disaster or emergency, training should be organized to meet the time and the need. But it should not be labeled a 7600 course if it does not contain all the critical components of the 7600 course. Third, supervisors should receive the gold card training, too. Fourth, it is more effective to teach workers before they rotate in the zone. Fifth, peer training is an important and critical aspect of the 7600 course. Next, site specific training should be incorporated into the Disaster Site Worker course.

Finally, the 7600 course needs post-incident flexibility. Instructors should be granted more authority to make judgment calls to cover topics. Critical topics must be covered but flexibility should be allowed for site-specific information. Additional modules should be added to the course that the trainer could choose from (e.g. ICS, hurricanes, tornadoes, and earthquakes instead of WMD). Importantly, the group agreed that flexibility does not equate to shorter training.

More information on the OSHA Disaster Site Worker Course can be found by visiting the following link: [http://www.wetp.org/wetp/newsbriefs/may05/May13\\_OSHA%20Brochure.pdf](http://www.wetp.org/wetp/newsbriefs/may05/May13_OSHA%20Brochure.pdf).

## **Breakout #4: Fleshing out a WETP Training Deployment Plan for the Gulf**

**Moderators: Jim Remington, NIEHS and Ron Sndyer, HMTRI**

There were six questions assigned to this breakout group, however, it was decided that there were other key questions that must be answered instead. The three key questions to be answered were:

1. How do we quickly determine the training needs that need to be met over the next three to six to nine months in this area?
2. What are the elements of the training plan that need to be coordinated with OSHA to give direction to the training providers who will meet those needs?
3. How do we coordinate among the multiple awardees and various training providers with different funding streams in all four states?

One of the key points discussed was the need to train people before they enter the field to work. The JFO is the only control point for contractors and it is imperative that the contractors understand that workers need proper health and safety training before entering the field. NIEHS is currently trying to work within the JFO to accomplish this goal. Secondly, it is important to learn from the current situation in Mississippi. Mississippi can offer a model for other Gulf Coast states as relief and rebuilding commences. Third, HASP language needs to be incorporated into all contracts for cleanup and rebuilding, if it hasn't been already. At the very least, it must be incorporated before the re-bid process commences. To the extent we can make it happen, training needs to be provided prior to worker deployment.

The best way to proceed is to answer the three questions for Mississippi before making a deployment plan in the other three states. There was discussion about the need to develop a longer training program. Turning the orientation course into four and eight hour segments to be given over time.

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Three main populations of people that need training were identified. Federal employees and other civil service types, construction workers, and other contractors all need some level of health and safety training. The Clearinghouse will do a needs assessment to further explore these populations.

Also discussed was a need to develop a checklist for deployment as part of the ESAP. This would be to prepare trainers who are going to the Gulf Coast . Those that do go to the Gulf Coast to provide training need to be prepared to be flexible to the needs of those down there, because every group has different needs.



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## Panel 4, New Tools for Disaster Response Training

**Moderator: Chip Hughes, NIEHS**

**Panelists: Dr. Marie Lynn Miranda, Duke University and Dr. George Everly, Johns Hopkins**

Marie Lynn Miranda, Ph.D. from Duke University, presented on the topic of “Using GIS-Based Strategies for Disaster Preparedness and Disaster Response.”

Dr. Miranda explained that spatially based data would be very useful information for first responders, as long as it was relevant and easily accessible. Along with colleagues at the University of California San Diego, her team developed a portal that maps hurricane- affected areas. The portal provides information to first responders that can be used to form the basis for understanding the extent of the impact. Eventually, it can become a long-term resource for investigating environmental health consequences.

Dr. Miranda gave a tour of the Geography Information Systems (GIS) website dedicated to Hurricane Katrina. The website can be accessed via the NIEHS website and currently offers aerial imagery of the Gulf Coast States (Louisiana, Mississippi, Alabama, Texas and Florida). Depending on criteria selected, layers of GIS data can be overlaid onto the aerial imagery. This feature allows first responders and workers to accurately map areas that have or could potentially contain hazardous materials. Dr. Miranda demonstrated the different options the website offers for organizing and representing the data available. New data and features are constantly being added, and eventually the goal is to include data encompassing the entire United States, and potentially the world.

### Questions/Comments:

- Does the website have data related to spills/releases of contaminants as a result of the hurricane, or is it strictly historical?
  - Currently there is a lot of environmental sampling occurring. As soon as Dr. Miranda receives the data, it will be uploaded to the site.
- Location and information regarding water treatment and sewage treatment plants would be a useful addition.
  - Some information is not public data and is only available for access by first responders. The issue of allowing specific people access to specific data is being addressed, but the issue has not been resolved yet.

The final speaker during this panel was George S. Everly, Jr., Ph.D. Dr. Everly presented on “Critical Stress Incident Management: How should it be applied in the Katrina Response?” Dr. Everly’s expertise is in the field of disaster mental health, a field that was largely born in 1992.

Up to fifty percent of disaster responders may suffer some type of adverse psychological or behavioral reactions to their work, including depression, substance abuse, domestic violence,

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post-traumatic stress disorder. A number of factors can increase the risk of these psychological problems occurring – lack of pre-deployment preparation, extended exposure, the death of children, and terrorism.

Public health, public safety and other disaster responders are very resistant to seeking mental health care. Many of those who recognize that they have a problem refuse to seek care. It is imperative that these workers receive effective mental health care, since they are not actively seeking it out. One area to look at to provide this care is the employer.

Critical Incident Stress Management (CISM) is the most widely used disaster mental health response system. It consists of an integrated multi-component strategic planning system with many components, e.g. pre-incident preparation, large and small group crisis intervention, individual assessment and intervention, follow-up, and referral. New tools currently being incorporated into the CISM system are crisis leadership for managers, surveillance in the field, psychological first aid, and building resistance and enhancing workers' natural resilience to the trauma.

### **Questions:**

- Who is running the mental health efforts for survivors of Hurricane Katrina/Rita?
  - The person to contact is Dr. Susan Hamilton at the Red Cross or contact the Salvation Army.
- How do you circumvent the machismo image in the construction field that is a barrier to worker receiving proper mental help?
  - The machismo image is not unique to construction. It is also found in law enforcement and fire fighters, among other occupations. The best method to use is to emphasize two main things: (1) Workers cannot be selfish when they are part of a team as other people's lives depend on their actions. (2) Workers also have a responsibility to take care of themselves. Peer counseling is a very effective tool, when the counselors are appropriately trained.

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## Dr. David Schwartz – Director of NIEHS

Dr. David Schwartz, the Director of NIEHS, took the time to speak about WETP's role within NIEHS. Dr. Schwartz emphasized the importance of WETP to both NIEHS and the nation, particularly WETP's importance during times of national disasters. Dr. Schwartz expressed his desire that WETP serve as a bridge – doing applied work as well as asking fundamental questions about the safety of workers and citizens. He also announced his plans to visit the Gulf Coast region with Chip Hughes to observe worker education programs in action.

The floor was then open for a question and answer period.

- One participant commented that the World Trade Center disaster and Hurricane Katrina are opportunities for the workforce to identify potential and real exposures, which will thus allow NIEHS to move forward with newer and safer protections. Dr. Schwartz responded that because precise measurements of exposure do not currently exist, we fail at identifying a correspondence between exposures and disease. We need to invest in a series of biomarkers of exposures in order to fingerprint them.
  - It was recommended that NIEHS use WETP as a method to introduce members of the nation's workforce to one of the government's national research agencies, to enable the breakdown of anti-science attitudes and other barriers between the science community and others. Dr. Schwartz responded that NIEHS is going through a strategic planning process and looking for areas to invest funds to find ways to best affect society. NIEHS's goal is to figure out how to allocate its funds to best benefit humanity globally.
    - Especially in the wake of Hurricane Katrina, a participant questioned whether or not environmental justice would be cut. Dr. Schwartz commented that it would not be cut but that the issue has not been discussed yet. It will be looked at in the broadest sense possible regarding environmental health.
  - It would be very helpful if research was sorted and filtered to provide the awardees with the most cutting edge and applicable information and technology so it can be incorporated directly into curricula and training.
    - NIEHS is in the process of developing Translation Research Centers, which will bring together people to attack a problem that is meaningful in health sciences.
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## Report Back Sessions from the Breakouts

### **Moderator: Patricia Thompson, NIEHS**

This session provided the audience with a brief summary of the findings and information discussed in each of the breakout sessions. Many participants provided positive feedback on the breakout sessions and the Technical workshop overall. Comments captured from the evaluation forms include:

#### Breakout Sessions:

- Great discussion/facilitation - Excellent
- Needed longer time for discussion. Too vague on final consensus.
- Many good ideas.

#### Technical Workshop:

- Very informative, well organized and lively.
- Good discussion
- I felt that it was inspiring to see how much the WETP leadership and organizations were doing.
- Great information from all speakers.
- This meeting had a clearly defined goal that was accomplished.
- This was the most engaging NIEHS meeting I've attended. The integration of all the NIEHS WETP program areas was well done.



## Appendix A: Meeting Agenda



### NIEHS WETP Technical Workshop

October 20 – 21, 2005 — Research Triangle Park, North Carolina

#### Agenda

### October NIEHS WETP Technical Workshop

**Katrina Response:** Flexible, Focused Training for Disasters

**Thursday, October 20, 2005**  
**Technical Workshop**

- 8:00 a.m. **Bus departs hotel**
- 8:30 a.m. **Registration and continental breakfast**
- 9:00 a.m. **Welcome** Rodbell 101-ABC  
Anne Sassaman, Ph.D., Director, DERT, National Institute of Environmental Health Sciences (NIEHS)
- 9:15 a.m. **Panel 1, Update on Katrina** (Three 15-minute presentations and 15 minutes of questions and feedback from awardees)  
Moderator: Ted Outwater, NIEHS
- WETP Activation: What is the Latest? Joseph "Chip" Hughes, NIEHS
  - OSHA's Safety and Health Annex and Katrina HASP: Integrating the WETP efforts. John Moran, NIEHS Clearinghouse
  - EPA's Katrina Field Response. Rod Turpin, EPA Response Team
- 10:30 a.m. **Break**
- 10:45 a.m. **EPA's Brownfields Program Update: Linda Garczynski, Director, EPA Brownfields Program**
- 11:00 a.m. **Panel 2, Effective Environmental Job Training of Displaced Residents Affected by Katrina.**  
This panel will look at Gulf Coast Workforce Training Needs. Two 10-minute presentations with 20 minutes for questions and answers.  
Moderator: Sharon Beard, NIEHS
- Adapting training programs to address critical workforce needs in the Gulf. Tina Hines, Mississippi Department of Employment Security
  - How can environmental job training activities be an effective vehicle to train residents? Dr. Beverly Wright, Dillard University
- 12:00 p.m. **Lunch**



## NIEHS WETP Technical Workshop

October 20 – 21, 2005 — Research Triangle Park, North Carolina

### Agenda

- 1:30 p.m. **Panel 3, Training Responders in the Gulf:** Update on activities.  
Moderator: Jim Remington, NIEHS
- This panel will involve discussions of the latest efforts on training responders and cleanup workers in the affected areas. Participants include Cathy Cronin from the OSHA Training Institute, David Schaller, from Texas Engineering Extension Service of Texas A&M, a representative from the NIEHS Gulf Team, and several awardees.
- 2:30 p.m. **Charge to the Breakouts,** Donald Elisburg, NIEHS Clearinghouse
- 2:45 p.m. **Break**
- 3:15 p.m. **Breakouts**
- These breakouts will focus on the following four key questions:
1. What are the target populations to be trained?
  2. What are their training needs?
  3. What training is required to meet those needs?
  4. How should that training be delivered?
- Breakout 1:** Addressing safety and health hazards in the Katrina Site Orientation. Participants in this breakout will review the NIEHS Katrina module and learning objectives to suggest how best to update the program based on field experience. Facilitators: Bruce Lippy, NIEHS Clearinghouse and Ken Oldfield, UAB Rodbell 101-A
- Breakout 2:** Adapting and Streamlining NIEHS training programs to train non-federally funded workers for the cleanup and re-building in the Gulf Coast. Awardees will discuss strategies to effectively integrate existing job training programs into the workforce plans for this region. How can the job training vouchers that will be issued to residents be used to train additional workers through NIEHS Brownfields and Minority Worker Training Programs? Facilitators: Sharon D. Beard, NIEHS and Kizetta Vaughn, CPWR Rodbell 101-B
- Breakout 3:** Revisiting the OSHA Disaster Site Worker Course. This breakout will provide recommendations for making the DSW more flexible for training after specific incidents. Recommendations by the OSHA ERCs that the courses be structured like the OSHA-10 and 30 will be considered. Facilitators: Ted Outwater, NIEHS and Pete Stafford and Don Ellenberger, CPWR Conference Room F193
- Breakout 4:** Fleshing out a WETP training deployment plan for the Gulf. WETP has received an official assignment from OSHA to train in the gulf. The first team is on the ground, but the training needs are great and the target populations are diverse. This breakout will consider immediate and long-term plans for coordinating the awardee efforts in the affected areas. Facilitators: Jim Remington and Chip Hughes, NIEHS and Ron Snyder, HMTRI Rodbell 101-C



## NIEHS WETP Technical Workshop

October 20 – 21, 2005 — Research Triangle Park, North Carolina

### Agenda

- 4:30 p.m. **Adjourn**
- 5:00 p.m. **Buses Depart for Durham Marriott at the Civic Center**
- 7:30 p.m. **Dinner at Taverna Nikos** for interested parties (Meet at 7:15 in hotel lobby. Pre-registration required.)



## NIEHS WETP Technical Workshop

October 20 – 21, 2005 — Research Triangle Park, North Carolina

### Agenda

## October NIEHS WETP Technical Workshop

**Katrina Response:** Flexible, Focused Training for Disasters

### Friday, October 21, 2005 Technical Workshop

- 8:00 a.m. **Bus departs hotel**
- 8:30 a.m. **Hot Breakfast Buffet**
- 9:00 a.m. **Panel 4, New Tools for Disaster Response Training.** (20-minute presentations with 10 minutes of questions at the end of each presentation)  
Moderator: Chip Hughes, NIEHS
- Depicting sampling data to help disaster responders and trainers: NIEHS research efforts.  
Marie Lynn Miranda, Ph.D., Duke University
  - Critical Stress Incident Management: How should it be applied in the Katrina Response?  
George Everly, Ph.D., Center for Public Health Preparedness, Johns Hopkins
- 10:00 a.m. **Report Back Sessions from the Breakouts** (10 minutes each with 20 minute discussion)  
Moderator: Patricia Thompson, NIEHS
- 11:00 a.m. **Break**
- 11:15 a.m. **Open Forum, Implementing Strategies for Flexible Focused Training for Disasters**  
Moderator: Chip Hughes, NIEHS
- 12:00 p.m. **Adjourn**
- 12:30 p.m. **Buses Depart NIEHS Facilities for Raleigh/Durham Airport**



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Sutton	Lisa	Clark Atlanta University - EJRC	404-880-6608	<a href="mailto:lsutton@cau.edu">lsutton@cau.edu</a>
Szymczak	Alex	Center to Protect Workers Rights	301-578-8500	<a href="mailto:smalik@cpwr.com">smalik@cpwr.com</a>
Tarbrake	Mary	Center to Protect Workers Rights	301-578-8500	<a href="mailto:smalik@cpwr.com">smalik@cpwr.com</a>
Thomas	George	UMDNJ	732-235-9198	<a href="mailto:thomasg1@umdnj.edu">thomasg1@umdnj.edu</a>
Thompson	Patricia	NIEHS WETB	919-541-0117	<a href="mailto:thomps02@niehs.nih.gov">thomps02@niehs.nih.gov</a>
Treanor	David	IUOE	202-778-2643	<a href="mailto:dtreanor@iuoe.org">dtreanor@iuoe.org</a>
Turner	Ebony	Dillard University DSCEJ	504-782-8989	<a href="mailto:turner1596@aol.com">turner1596@aol.com</a>
Vaughn	Kizetta	Center to Protect Workers Rights	301-578-8500	<a href="mailto:smalik@cpwr.com">smalik@cpwr.com</a>
Wehby	Tim	USW	615-831-6775	<a href="mailto:twehby@steelworkers-usw.org">twehby@steelworkers-usw.org</a>
Weinstock	Deborah	National Clearinghouse	202-331-0060	<a href="mailto:dweinstock@michaeldbaker.com">dweinstock@michaeldbaker.com</a>
Wright	Beverly	Dillard University DSCEJ	504-782-8989	<a href="mailto:bhwright@aol.com">bhwright@aol.com</a>

## Appendix C: Workshop Evaluations



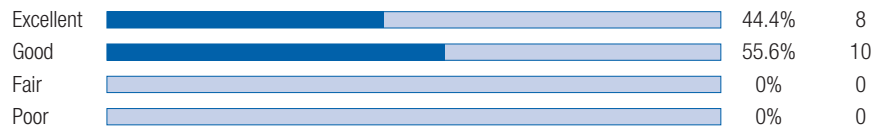
### NIEHS WETP Technical Workshop

October 20 – 21, 2005 — Research Triangle Park, North Carolina

#### Survey Results

### October NIEHS WETP Technical Workshop

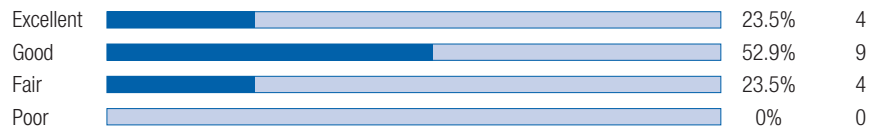
#### 11. I thought Panel 1 Update on Katrina was...



##### Comments

1. Very informative, well organized and lively. I did not see anyone in the gallery sleeping or reading the papers. Only suggestion: handouts to take notes on would be good.
2. Good discussion
3. I felt that it was inspiring to see how much the WETP leadership and Awardee organizations were doing.
4. Great information from all speakers.
5. Attended only the Wednesday meetings.

#### 12. I thought the EPA Brownfields Program Update was...



##### Comments

1. If I was in Brownfields, it might have been more interesting.
2. Many useful linkages for potential funding/network building.

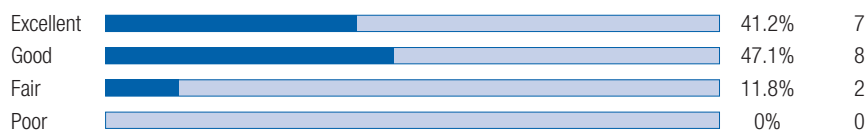


## NIEHS WETP Technical Workshop

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### Survey Results

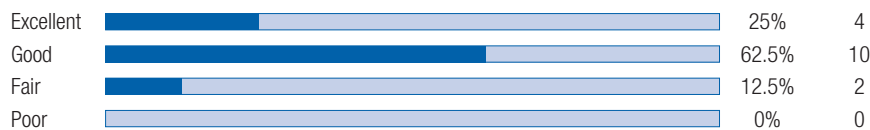
#### 13. I thought Panel 2 Effective Environmental Job Training of Displaced Residents Affected by Katrina was...



##### Comments

1. Outside of our speaker, we did not cover much of the topic.
2. Short, concise and great job by Tina Hines.

#### 14. I thought Panel 3 Training Responders in the Gulf: Update on Awardee Activities was...



##### Comments

1. Great photos.

#### 15. Which Breakout Session did you attend on Thursday?

Breakout 1: Addressing Safety and Health Hazards in the Katrina Site Orientation	38.9%	7
Breakout 2: Adapting and Streamlining NIEHS Training Programs to Train Non-federally Funded Workers for the Cleanup and Re-building in the Gulf Coast	22.2%	4
Breakout 3: Revisiting the OSHA Disaster Site Worker Course	27.8%	5
Breakout 4: Fleshing Out a WETP Training Deployment Plan for the Gulf	11.1%	2



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#### 16. I found the breakout session I attended to be:

Excellent		33.3%	6
Good		50%	9
Fair		16.7%	3
Poor		0%	0

#### Comments

1. While the idea behind these breakouts is good, they typically turn out to be nothing more than information sharing. The goals are usually not accomplished. I'm not sure how to suggest making it better.
2. Did not find this session well planned. A chance for each person to sell his or her agenda. Did not see any advancement in the challenge.
3. Needed longer time for discussion. Too vague on final consensus.
4. Great discussion/facilitation - Excellent
5. Need more time.
6. Many good ideas. NOW, we need to do something with them.

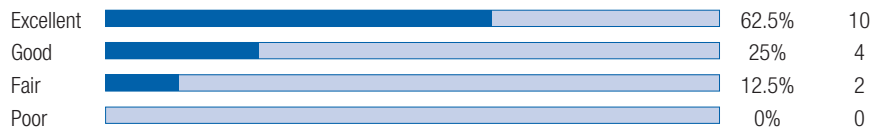


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### Survey Results

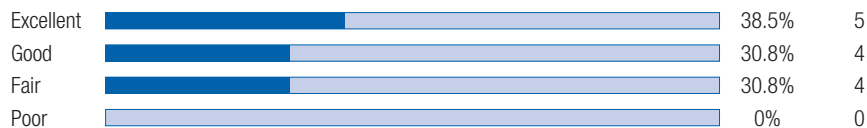
#### 17. I found Panel 4 New Tools for Disaster Response Training to be...



##### Comments

1. Dr. Everly was very lively and informative. His message was good and something to hear.
2. Great reports. Both had a good presentation. Dr. Everly was great.
3. Both speakers were terrific
4. Need more of these types of speakers. Those from outside NIEHS and the grantees whose expertise is applicable to what we do with our programs.
5. GIS was interesting, as was the Critical Incident Stress Management - especially the slides.
6. Great visuals.
7. One of the best presentation ever at a grantees meeting.

#### 18. I found the Report Back Sessions from the Breakouts to be...



##### Comments

1. Schwartz was great.
2. Short and to the point.





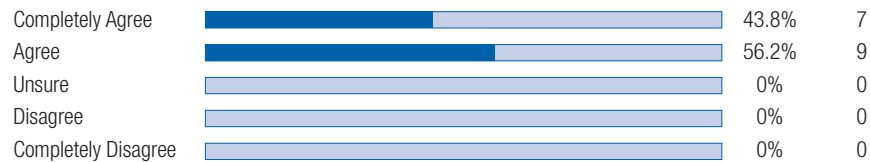
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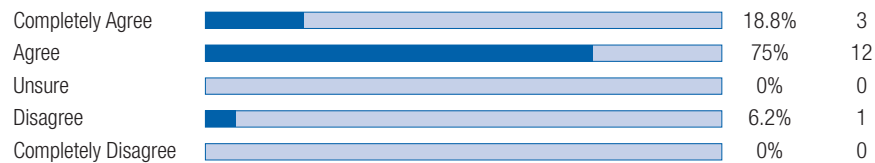
### Survey Results

#### Overall Comments

##### 19. I found the meeting to be well organized.



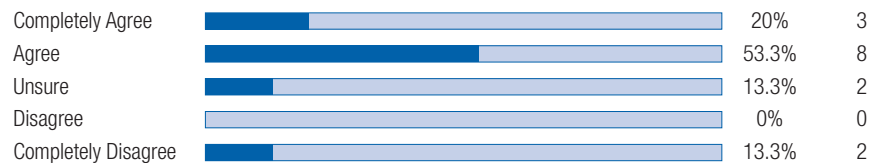
##### 20. The meals provided at the conference were good.



##### 21. The length of the conference was:



##### 22. I like the traditional Thurs-Fri pattern for meetings.



#### Comments

- Issues of not allowing responders, recovery personnel continually being driven to do the work of training and preparedness in too little time. Don't take the talent and creativity for granted.



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### Survey Results

## 23. What topics would you like to see at the next meeting?

### Comments

1. In the future, if we focus a meeting on a natural disaster, we need to have some presentations from first responders who were there on day one while the city is still flooded and not just what we can do after.

## 24. Additional Comments

### Comments

1. The meeting was 100% better than the meeting in LA. This meeting had a clearly defined goal that was accomplished. The last meeting in LA focused too many people to try to deal with something small groups should have done. I like the way you started and ended on time. At the end of this meeting, I did not feel like I wasted my time. Also, in main sessions, have more tables set up.
2. This was the most engaging NIEHS meeting I've attended. The integration of all the NIEHS/WETP program areas was well done.