

WETP Evaluation Workshop

October 11, 2012

National Institute of Environmental Health Sciences



WORKER EDUCATION AND TRAINING PROGRAM



NIH...Turning Discovery Into Health

Joseph "Chip" Hughes, Jr. , Director Worker Education and Training Branch, NIEHS

Why we keep having to "Prove It"

Proving what we do is always essential to our program success.

- Program evaluation has always been a core part of our mission.
- Key part of the Minimum Criteria and Terms and Conditions.
- Rigorous program evaluation is essential in determining whether health and safety training has led to substantially improved protections aimed at reducing occupational illness and injuries and their attendant social and financial costs.
- Showing our impact and demonstrating our value to the nation has always been the key goal of program evaluation.

WORKER EDUCATION AND TRAINING PROGRAM

Multiple approaches have been taken by NIEHS grantees.

- These include:
- Building on the principles of adult learning theory, grantees have been using both an individual and group focus for evaluating training impact and efficacy.
- Creating and validating instruments for Pre and post testing for judging knowledge gain and skills retention in classroom, hands-on and on-learning contexts.
- Innovative evaluation methodologies that are both qualitative and quantitative in their approach.
- Data collection and approaches that have varied from a focus on trainee performance and learning, trainer effectiveness, longer term training impact, and overall training program effectiveness.

New evaluation findings have been key to sustaining and broadening the program.

- Grantee findings have produced research results that are both descriptive and inferential.
- Evidence-based approaches have made important contributions to the peer reviewed literature for validating training metrics and measuring training efficacy.
- Much of the evaluation work has depended on creating newly validated metrics to capture longer term impacts.
- Building new outcome measures has demonstrated the value of HAZMAT safety and health training.
- Innovative ways have been explored to incorporate the Kirkpatrick training evaluation measures into the safety and health training context.

Understanding the empowerment process in training evaluation has been a key contribution.

- A key program innovation has been the creation of participatory evaluation methods for teaching worker-trainers evaluation skills.
- Empowering worker-trainers in all steps of evaluation, and creating a forum to develop and share evaluation skills and techniques has improved training efficacy.
- Bringing the political context of empowerment into the training evaluation process has created new outcome measures on training effectiveness.
- Impacts on the workplace as a key training outcome measure have become an essential dimension for evaluating training effectiveness.

We are all the children of Kirkpatrick!

“Training directors might be well advised to take the initiative and evaluate their programs before the day of reckoning arrives.”

**Don Kirkpatrick, *Techniques for Evaluating Training Programs*
1959**

We learn from those before us.

We rebel against those who don't serve our interests.

And we make our own path!



WORKER EDUCATION AND TRAINING PROGRAM