

NIEHS WTP FY 2024 Operational Matrix

Red=Year 4; Green=Year 5; Blue=Year 1

Activity	Awardees	WTP			Clearinghouse					
Goal 1: Improved Safety Culture in the Workplace										
1a. Increased worker empowerment										
DOE Labor Training Workgroup - Crosswalk the training qualifications re: federal quals and confirm that the Safety Culture Improvement Panel's (SCIP) new focus on psychological safety is not behavior-based safety.	AE				AE				AE	
Ensure and document (via progress reports) diversity in trainer cadre and advisory boards.	AE	AE	AE		*	*	*	*	*	*
1b. Trained workers who can identify workplace hazards										
Develop/update materials around climate related disasters (infectious diseases, heat)					*				AE	
Update infectious diseases information on the Clearinghouse web page					*				AE	
Develop the voluntary respiratory protection program for disaster workers not covered by OSHA					*				AE	
Develop supplemental slides for the chemical hazards and pathogens in flood waters					*				AE	
Develop supplemental slides for the mold training tool (e.g., building materials used in hot/humid climates)					*				AE	
1c. Trained workers who understand how to take action										
Train workers and employers on the importance of meaningful worker involvement in safety and health programs; focus on engagement with DOE Energy Facility Contractors Group (EFCOG) and Labor Training Workgroup	AE	AE	AE		*	*	*	*	*	*
Train workers to advocate for protections from the highest level of the hierarchy of controls, including at DOE	A	AE	AE		*	*	*	*	*	*
Explore new workforce development models across programs; focus on engagement to discuss ECWTP model with DOE and Tribal groups	AE	AE	AE		AE	AE	AE		*	*
1d. Safer company practices and policies										
Promote the adoption of Recovery Friendly Workplace practices by employers. (NIOSH, Parse, Rutgers Symposium, Webinar and sharing materials)	AE	AE	AE		*	*	*	*	*	*
Advocate for diversity and inclusion training for managers and supervisors for all programs	AE	AE	AE		*	*	*	*	*	*
Encourage employers to implement protections at the highest level of the hierarchy of controls for all programs	AE	AE	AE		*	*	*	*	*	*
Goal 2: Reduced Morbidity and Mortality										
2a. Improved policies and regulations/ Improved enforcement of health and safety practice/policy/regulation										
Bring an occupational health disparities lens (using the U.S. Department of Health and Human Services (HHS) Equity Action Plan)) to all safety and health training activities in all programs (Spring Workshop Topic)	AE	AE	AE		AE	AE	AE	AE	AE	AE
2b. Updated policy and regulation										
Provide comments on relevant standards when one is issued (e.g., emergency response, silica, heat, and infectious disease standards)	AE				*				*	
Goal 3: Reduced Occupational Health Disparities/Increased Protection and Remediation of Communities										
3a. Increased job opportunities/increased links between workers, workplace, and communities										
Hold interagency webinar focused on resources agencies can provide to disadvantaged communities impacted by disasters. Also HHS EJ Strategic Plan Activities	*				AE				*	
Increase outreach/training to young workers (Include in Spring Workshop)	AE	AE	AE		*	*	*	*	*	*
Conduct outreach to and collaboration with local/state gov't, tribal communities and contractors	AE	AE	AE		*	*	*	*	*	*
3b. Increased grantee knowledge base										
Share high level notes from Grantee Update calls	*	*	*		*	*	*	AE	AE	AE
Plan for Spring 2024 workshop (Occupational Health Disparities)	*				*			AE		
Plan for Fall 2024 workshop	*				*			AE		
Disseminate and utilize orientation slides created for succession planning. Created to ensure continuity of institutional knowledge.	*				*			AE		
3c. Improved capacities to effectively train, evaluate, communicate, collaborate, build/sustain partnerships, and accomplish WTP goals										
Develop and disseminate new 5 year WTP Notice of Funding Opportunity (for U45 and UH4)	*				AE				*	
Enhance program communication within NIEHS; collaborate with NIEHS Office of Communications and Public Liaison (OCPL) to disseminate messages	*	*	*		AE	AE	AE	AE	AE	AE
Utilize WTP communication plan as a guide to determine effective messaging for target audiences	AE	AE	AE		AE	AE	AE	AE	AE	AE
Hold webinar series on disasters for communities impacted by disasters	*				*			AE		
Develop a report and supplemental materials on disaster act supplement grantee activities	*				*			AE		
Continue partnerships with EPA and DOE around EJ and training issues	*	*	*		AE	AE	AE	*	*	*
Support 2024 Women's Health Awareness conference and citizen science project					AE	AE	AE	AE	AE	AE
Participate in March DOE/EFCOG Training Working Group conference	AE				AE			AE		
Work with other agencies and offices to promote climate and disaster-related resources (e.g., NIH Climate Change and Health Initiative; Office of Climate Change and Health Equity; EPA Office of EJ; FEMA; and others)	*				A			A		
Use Evaluation Community of Practice (COP) for disaster training broadly	AE	AE	AE		AE	AE	AE	AE	AE	AE
Increase grantee collaborations for disaster preparedness efforts with a focus on climate change and equity	AE	AE	AE		*	*	*	*	*	*
Goal 4: A Sustainable Program Based in Science and that Incorporates Current Technologies and Promotes Innovation in all Aspects of its Mission										
4a. Appropriate levels of funding										
Continue developing and sharing success stories, state profiles, briefing materials, etc.; include themes on return on investment.	*	*	*		AE	AE	AE	AE	AE	AE
Develop congressional briefing materials for NIEHS	*	*	*		AE	AE	AE	AE	AE	AE
Share/communicate findings from ECWTP Comprehensive Impact Evaluation and the report	AE				AE			AE		
4b. Use of current technologies in training										
Explore ways to promote better integration of SBIR grantees with other WTP grantees ("Matchmakers" website)	AE	AE	AE		AE	AE	AE	AE	AE	AE
Disseminate (and update annually) the SBIR fact sheet	AE	AE	AE		AE	AE	AE	AE	AE	AE
4c. Promotion of innovation through research and grants										
Share lessons learned on ECWTP and workforce development	AE	AE	AE		AE	AE	AE	AE	AE	AE
Encourage innovation in different training models and promote peer advocates/mentors, especially in ECWTP	AE	AE	AE		*	*	*	*	*	*
4d. Science-based activities										
Encourage grantees to publish in peer-reviewed journals and grey literature; write stories on their programs	*				AE			AE		
Participate in Disaster Research Response (DR2) Environmental Health Sciences (EHS) Network calls	AE				*			*		
Update WTP strategic plan and logic model to include updated themes, goals, and objectives	*	*	*		AE	AE	AE	AE	AE	AE
A= Aspirational, D= Developmental, AE= Active Engagement, C = Complete										
A, D, or AE - Lead Organization; *- Organizational awareness/involvement										
DR2 - Disaster Research Response Program; EHS - Env. Health Science; HHS - Health and Human Services										

Goal 1: Improved Safety Culture in the Workplace
1a. Increased worker empowerment
Objective 1: Identify areas where training can empower workers to promote workplace safety
Objective 2: Educate supervisors of the advantages of empowered workers as they relate to health and safety
1b. Trained workers who can identify workplace hazards
Objective 1: Identify hazard identification competencies for workers
Objective 2: Incorporate hazard identification competencies into all WTP training
Objective 3: Assess hazard identification competencies after training
Objective 4: Work with stakeholders to incorporate hazard identification competencies into their worker training
1c. Trained workers who understand how to take action
Objective 1: Identify mechanisms by which workers may take action to protect themselves from workplace hazards
Objective 2: Include these mechanisms in all WTP training
Objective 3: Assess worker competency in understanding these mechanisms
Objective 4: Collaborate with stakeholders to incorporate these competencies in their training
1d. Safer company practices and policies
Objective 1: Identify company workplace health and safety practices/policies that require revision
Objective 2: Collaborate with stakeholders to develop revisions for improvement
Objective 3: With stakeholders, work with company leadership to revise company health and safety practices/policies
Goal 2: Reduced Morbidity and Mortality
2a. Improved policies and regulations/improved enforcement of health and safety practice/policy/regulation
Objective 1: Identify policies and regulations that require improvement
Objective 2: Collaborate with stakeholders to develop revisions that incorporate recommended improvements
Objective 3: Meet with policy makers/regulators to promote change in policies/regulations
Objective 4: Identify enforcement strategies to be used to improve compliance with practice/policy/regulation
Objective 5: Work with stakeholders to incorporate enforcement strategies into company practice
Objective 6: Integrate enforcement strategies into worker empowerment training
Objective 7: Assess effectiveness of enforcement practices at the company level
2b. Updated policy and regulation
Objective 1: Monitor policies/regulations for need of revision
Goal 3: Reduced Occupational Health Disparities/Increased Protection and Remediation of Communities
3a. Increased job opportunities/increased links between workers, workplace, and communities
Objective 1: Working with community stakeholders, identify job opportunities for hazardous materials workers (Grantees)
Objective 2: Continue funding environmental health/hazardous materials training programs
3b. Increased grantee knowledge base (and supporting and developing trainers)
Objective 1: Identify mechanisms for cross training of grantees
Objective 2: Support grantees by funding cross training experiences
3c. Improved capacities to effectively train, evaluate, communicate, collaborate, build/sustain partnerships, and accomplish WTP goals
Objective 1: Assess strategic stakeholders and opportunities for collaboration in support of WTP programs
Objective 2: Support and provide mechanisms, including websites, to communicate with stakeholders
Objective 3: Develop and implement mechanisms to evaluate WTP program activities
Objective 4: Promote innovative and technologic methodologies to deliver training
Goal 4: A Sustainable Program Based in Science and that Incorporates Current Technologies and Promotes Innovation in all Aspects of its Mission
4a. Appropriate levels of funding
Objective 1: Maintain the base budget to at least current levels
Objective 2: Develop partnerships with other federal organizations to fund joint projects
Objective 3: Work with HHS leadership to compete for supplemental appropriations when available
4b. Use of current technologies in training
Objective 1: Assess and apply current technologies to WTP training programs
Objective 2: Promote training technology development and application in SBIR program
Objective 3: Evaluate benefits of technology in training
4c. Promotion of innovation through research and grants
Objective 1: Identify opportunities to incorporate innovation in WTP training
Objective 2: Use grants and other funding methods to advance innovation in WTP programs
Objective 3: Assess use of innovation in enhancing WTP programs
4d. Science-based activities
Objective 1: Support science-based research activities
Objective 2: Incorporate science-based practices into all WTP programs and training
Objective 3: Collaborate with stakeholders in conducting research related to worker health and safety