NIEHS WTP Evaluation and Data Stakeholder Webinar for COVID-19

April 13, 2020
Welcome and Logistics

Demia Wright, MPH
Public Health Educator
NIEHS WTP
Ongoing Communication and Work Groups

Ongoing Communication and Updates

- Grantee calls (Mondays at 12 Noon)
- Week-in review calls (Fridays at 3 PM)

COVID-19 Work Groups and Teams

- Training Technology
- Science and Public Health
- Data and Evaluation
- Vulnerable Populations
- Training Development
- Training Deployment
- SLTT Training Partnerships
Mechanism for Sharing and Feedback: Two-tier evaluation advisory format

- Core Evaluation and Data Advisory Group: Smaller group for focused feedback and development of evaluation resources, planning, implementation
  - Leads: Demia Wright and Mitchel Rosen (Rutgers)
  - Members:
    - Judy Daltuva, University of Michigan
    - Paul Landsbergis, SUNY Downstate
    - Eric Persaud, SUNY Downstate
    - Kristi Pettibone, NIEHS DERT Program Analysis Branch
    - Sue Ann Sarpy, Sarpy and Associates
    - WTP representatives
    - MDB & HSI/VIVID representatives

Current Activities in Development

• Logic Model
• Tip sheet with suggestions and resources
• Evaluation plan with key evaluation questions
Agenda

• Opening thoughts
  – Chip Hughes, NIEHS & Mitchel Rosen, NJ/NY Hazardous Materials Worker Training Center

• Evaluation during disaster: Big picture
  – Sue Ann Sarpy, Sarpy and Associates

• Evaluation challenges during COVID-19
  – Diane Stein, United Steelworkers Tony Mazzochi Center

• Outcomes to consider for the COVID-19 training response
  – Eric Persaud, SUNY Downstate

• Evaluation planning & implementation documents from NIEHS
  – Demia Wright, NIEHS

• Feedback and discussion
Current Activities in Development

- Logic Model
- Tip sheet with suggestions and resources to:
  - Document the important work to assist with short- and long-term reporting and accountability
  - Gain feedback and knowledge about your efforts in real time
- Evaluation plan with key evaluation questions
**Logic Model for the NIEHS Worker Training Program (WTP)**

**COVID-19 Biosafety Training and Infectious Disease Response Initiative**  
_Last Updated: April 8, 2020_

**Program Purpose:** Support the development, implementation, and dissemination of occupational safety and health and infection control worker training programs to prevent and reduce exposure of essential workers and other healthcare and non-healthcare workers who are at risk of exposure to coronavirus (SARS-CoV-2, COVID-19) and other infectious diseases through their work duties.

<table>
<thead>
<tr>
<th>Inputs</th>
<th>Activities</th>
<th>Outputs</th>
<th>Short-term Outcomes</th>
<th>Intermediate Outcomes</th>
<th>Long-term Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human</td>
<td>Use needs assessment/gap analysis, knowledge areas, and performance objectives to inform program</td>
<td>Workers trained</td>
<td>Increased knowledge, skill, and actions to protect against COVID-19 and other infectious diseases across variety of worker populations</td>
<td>National network providing capacity to respond to infectious disease events and provide high quality biosafety trainings and across worker populations with exposure potential</td>
<td>Improved organizational and community capacity to safely respond to a sustained infectious disease event</td>
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<tr>
<td>- WTP Staff</td>
<td>Utilize advisory committees</td>
<td>Trainers trained</td>
<td>Cadre of trainers across varied occupational health and safety sectors preparing other workers and participating in the COVID-19 response</td>
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<tr>
<td>- WTP Grantees</td>
<td>Develop, adopt, and customize trainings and resources for intended worker populations</td>
<td>Training curricula and resources developed and disseminated</td>
<td>Organizations delivering training using adaptable methods under social distancing</td>
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<tr>
<td>- MDb, Inc.</td>
<td>Build capacity to use e-learning and technology enhanced training methods</td>
<td>Partnerships formed across occupational health and safety, hazmat, and infection control professions</td>
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<td>- Subject matter experts</td>
<td>Recruit trainees</td>
<td>Partnerships formed with worker populations with exposure potential</td>
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<td>- E-learning/technology-enhanced training experts</td>
<td>Implement trainings nationally across worker populations inclusive of adult learning principles and skills development</td>
<td>Capacity to deliver technology-enhanced training</td>
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<td></td>
<td>- Awareness</td>
<td>Training ratings on - Preparedness to recognize COVID-19 hazards on the job</td>
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<td></td>
<td>- Operations (when possible)</td>
<td>- Increased knowledge on how to control COVID-19 workplace exposures</td>
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<td></td>
<td>- Train-the-Trainer</td>
<td>- Opportunities to practice training-related knowledge &amp; skills</td>
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<td>Partnerships</td>
<td>Collaborate with key national, regional, state, tribal, and local partners across occupational health and safety, hazmat, and infection control</td>
<td>Preparedness to instruct an infectious disease worker health and safety training class</td>
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<td>- Federal</td>
<td>Be a resource of health and safety information to stakeholders</td>
<td>Changes in organizational practice, plans, policies, and hierarchy of controls that support worker safety and infection control</td>
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<tr>
<td>- Academic</td>
<td></td>
<td>Safety culture in workplaces with exposure potential to infectious diseases that supports worker, patient, and community health</td>
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<tr>
<td>- Professional Orgs</td>
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<td>- Treatment Centers and Containment Units</td>
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<td>- Labor unions</td>
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<td>- Local government</td>
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<td>- Community orgs</td>
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<tr>
<td>Funding</td>
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<tr>
<td>- COVID-19</td>
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<tr>
<td>- Other programs</td>
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- Program evaluation and dissemination  
- Integration of disaster resilience  
- Sustainability of infectious disease training
Simplified WTP COVID-19 Logic Model

**Inputs**
- Human
- Organizational
- Partnerships
- Funding

**Activities**
- Inform, develop and adapt trainings
- Build capacity for tech-enhanced methods
- Recruit trainees & deliver training
- Collaborations
- Be an information resource

**Outputs**
- Workers, trainers, curricula, resources
- Partnerships
- Capacity for tech-enhanced training
- Training ratings

**Short-Term Outcomes**
- ↑ knowledge, skill, actions
- Cadre of trainers
- Organizations with adaptable training methods
- ↑ Worker preparedness, risk awareness, & empowerment
- Integration of OHS, hazmat, and infection control

**Intermediate Outcomes**
- National network providing capacity to respond to ID events
- Changes in organizational practice, plans, policies, and hierarchy of controls

**Long-term Outcomes**
- Improved organizational and community capacity to respond to an ID event
- Safer workplaces
- Safety culture in workplaces with exposure potential
Evaluation Tip Sheet and Resources

Sections:

A. COVID-19 Training Course Documentation and Real-time Feedback

B. Suggestions for evaluation questions – adapted from the NIEHS Infectious Disease Response Worker Training Program (IDR WTP)

C. Frequently Asked Questions

D. Evaluation Reporting Tips

E. Technology Tips for Virtual Meetings and Interactive Online Sessions
COVID-19 Training Course Documentation and Real-time Feedback: Consider documenting these items

• DMS required information
• Occupational background of participants (when available)
• Names of trainers, training organization
• If in-person, how was safety addressed during COVID-19?
• Did the participants report that the training was helpful for their job duties or community? (see post-test questions below for examples)
• What went well with the training? (content, personal safety, technology)
• What problems occurred that need to be resolved for the future? (content, personal safety, technology)
• How were cultural needs of the attendees addressed?
• What participant questions were unresolved or where is more training needed?
# Evaluation Question Examples:
## Post-Course Questions

## Participant Training Evaluation Post-Course (Upon Completion)

**To what extent do you agree with the following statements?**

<table>
<thead>
<tr>
<th>All Courses</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) The training has prepared me to recognize COVID-19 hazards on the job.</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>2) The training has increased my knowledge on how to control COVID-19 workplace exposures.</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Train-the-Trainer Courses</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>3) I feel prepared to instruct a COVID-19 worker health and safety training class.</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Evaluation Question Examples: Participant Follow-up

Grantees may use different time periods for follow-up and may use different methodology (survey, interview, etc.)

• Did you or your organization make any changes or apply the training knowledge and skills in the workplace as a result of the COVID-19 course? Please provide specific examples in your response, such as:
  – Change in how you use Personal Protective Equipment (PPE)
  – Shared knowledge or skills with coworkers or supervisors
  – Reached out to others outside your direct field of work
  – Discussed possible changes a policy, procedure, or the work environment with supervisor or organization
  – Created or updated an exposure control plan based on level of risk
  – Implemented controls necessary to address risks
  – Purchased new equipment
  – Changed a policy or procedure
  – Changed the work environment to make it safer
Evaluation Question Examples: Participant Follow-up (cont’d)

*Train the Trainer*

- What training opportunities have you had since the COVID-19/Infectious Disease Response train-the-trainer class?

- Do you have any stories to share of how the trainings you delivered were used by or helped the trainees or their organizations, or helped your own organization?
Evaluation & DMS Frequently Asked Questions

1. How is blended learning and on-line only defined for the DMS?
2. What DMS classes should we use for COVID-19?
3. How do we note that the class is related to COVID-19 specifically?
4. What kind of evidence does NIEHS need for a training roster under e-learning or virtual training?
5. How do we capture training encounters less than 30 minutes?
6. How should we report training before and after the COVID-19 disruption in our progress report?
National Institute of Environmental Health Sciences
Your Environment. Your Health.

Overall Evaluation Plan

National Institute of Environmental Health Sciences (NIH)
Worker Training Program Coronavirus Response

Overall Evaluation Plan
April 2020

Purpose of this Document
To describe the overarching evaluation plan for the NIH Worker Training Program response to the Coronavirus (SARS-CoV-2, COVID-19) pandemic. This plan was designed with stakeholders and was refined with feedback.

The NIH Worker Training Program Coronavirus Response
The NIH Worker Training Program (WTP) is to fund high-quality, peer-reviewed interventions for training and developing safe and healthful work cultures. The WTP was created to meet the immediate and longer-term needs of the NIH workforce in response to the COVID-19 pandemic.

Background
The purpose of the NIH Worker Training Program (WTP) is to fund high-quality, peer-reviewed interventions for training and developing safe and healthful work cultures. The WTP was created to meet the immediate and longer-term needs of the NIH workforce in response to the COVID-19 pandemic.

Program Evaluation
The WTP evaluation involves a range of approaches including process evaluation, formative evaluations, and summative evaluations. The evaluation is designed to provide insights into the effectiveness of the WTP and to inform future program development.

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Each of the work areas of the WTP received high marks from the evaluation team. The work areas included:

- Training topics, including on-line course and resource website
- Supplemental funding to grantees
- Virtual training courses across grantees

The WTP evaluation involved comprehensive evaluation of the WTP, including:

- Training topics, including on-line course and resource website
- Supplemental funding to grantees
- Virtual training courses across grantees

Overall, the WTP evaluation demonstrated its effectiveness in meeting the goals set forth by the NIH and its stakeholders.
Evaluation Focus/Evaluation Questions – Process Evaluation

• What challenges have there been in delivery of COVID-19 awareness training, in terms of virtual training logistics? Reaching essential workers and vulnerable populations?

• In what ways have grantees moved their HWWT, HDPTP, ECWTP, and DOE regularly scheduled training to virtual platforms?

• How has training addressed traditionally in-person skills development under pandemic conditions?

• What training technologies have been used and been the most helpful in virtual training?
Evaluation Focus/Evaluation Questions – Program Outputs

- Traditional training metrics
- Levels of training (awareness, operations, train-the-trainer)
- Breakdown of in-person, blended learning, and on-line only
- Occupations and populations reached through the training
- On-line training tools – downloads and metrics available from HSI/VIVID
- What training resources and publications have been developed?
- Dissemination strategies – webinars, resources
- Training course ratings, as available
Evaluation Focus/Evaluation Questions – Outcome Evaluation

• What are examples of grantee outcomes in terms of:
  – Knowledge applied, skills used, or actions taken by trainees
  – Changes in organizational practice, plans, policies, and hierarchy of controls, such as those discussed by OSHA:
    • Plans that consider and address the level(s) of risk associated with various worksites and job tasks
    • Controls necessary to address those risks
    • Encourage workers to stay home if they are sick
    • Promote frequent and thorough hand washing
    • Policies and procedures for immediately isolating people who have signs and/or symptoms.
Evaluation Focus/Evaluation Questions –
Outcome Evaluation (cont’d)

• Sustainability through integration and availability of COVID-19 and other infectious disease training into broader curricula, training programs, and continuing education credits

• National capacity to provide biosafety trainings

• Organizational capacity to deliver training using adaptable methods under social distancing restrictions
Discussion & Feedback

Please use the chat box or raise your hand if you would like to be unmuted.