# Midwest Consortium Snapshot:

| **HWWT TRAINING:** |
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| **Principal Investigator:** |
| • Carol Rice |
| **Evaluator(s):** |
| • Evaluator Services Center – Jerry Jordan |
| **Grant Number:** |
| • U45ES06184 |
| **Goal(s) of Evaluation:** |
| • Document the impact of training by identifying changes in workplace practices and barriers to change<br>• Assess the quality and relevance of the training program<br>• Get trainee feedback on instructors, the course, and abilities in course-specific core competencies and relevance to work activities<br>• Measure trainee knowledge gain |
| **Evaluation tools:** |
| • All participants are asked to complete registration forms, to gather demographic and work information from trainees.<br>• Curricula of 24-hours or longer duration include pretest and posttest assessments.<br>• The University of Cincinnati Evaluation Services Center designed new program evaluation forms aligned with program-specific outcome criteria. The Consortium implemented these program evaluation forms across the curricula on February 1, 2011. (All forms are shown at the evaluation website, http://www.uc.edu/evaluationservices/mwc/courseforms.html)<br>• During refresher training, participants are asked to evaluate the relevance of their training to their current work. (scale 1=Strongly Disagree to 4= Strongly Agree)<br>• Refresher trainees were asked if they believed the course greatly improved their ability to perform key tasks. (response on a 4-point scale from 1=strongly disagree, to 4=Strongly Agree )<br>• In trainee follow up at refresher courses, aside from the types of activities they performed, site worker refresher trainees reported where they had worked in the past year.<br>• Content-based pretests and posttests used.<br>• Collection of anecdotal stories from students and employers. |
| **Population Served:** |
| • Workers who may be exposed to hazardous materials while performing jobs covered by the OSHA Hazardous Waste Operations and Emergency Response standard in the Midwest.<br>• In 2012, among those reporting race and sex, 18 percent were nonwhite, 21 percent were female, and 43 percent reported one year of experience or less with hazardous materials. |
| **Types of Courses/ Training Curricula Offered:** |
| • Include Site Worker, Site Worker Refresher, Hospital Decontamination, First-on-the-Scene Industrial, First-on-the-Scene Municipal, Toxic Use Reduction, Reporting Environmental Releases, Mold Remediation, Meth Lab Cleanup, Health & Safety for Weatherization, Emergency Response and Technician Level Courses |
| **Trainers:** |
| • Each training center provides initial training and orientation for new instructors, as well as |

ongoing technical training and opportunities for critique of presentation style in order to improve training delivery skills.

**Proof of effectiveness/value?**

- Of 1737 refresher trainees responding: 99% agreed or strongly agreed that this course updated them on new information; 98% was appropriate for their job; 98% taught them skills they will use on their job; 97% made them feel that they can do their job better; and 99% made them want to work more safely.
- Across all courses, trainees' posttest scores increased by an average of 23 units over their pretest scores. (Score indicates percent correct on the test)
- Sample comment from a trainee: "The safety training I have received has helped to identify potential hazards to myself and co-workers. Due to this training my company has started using more citrus and organic based cleaners."
- Sample comment from a trainee: "I was asked to remove a material I was not familiar with at the site of one of my regular customers. As a result of my training, I asked to read the MSDS sheet, just to make sure I knew what I was handling."

**Most beneficial aspects/well received methods:**

- Short, informational programs continue to be offered to the ESL community
- Thorough collection and use of anecdotal data from trainees and employers