



Can You Defend Your Safety Training: Is it Good Enough?

Facilitator

Dr. Daniel Snyder, CSP

Earn CEUs For This Session

Participants must:

1. Check in with attendance scanner at the door or in the back of the room.
2. Attend at least 95% of the session.
3. Complete the session and post-program evaluation.
4. Complete a brief assessment with a score of 75% or greater.



0.1 IACET CEU | The Associated General Contractors of America (AGC) has been accredited as an Accredited Provider by The International Association for Continuing Education and Training (IACET). In obtaining this accreditation, AGC has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Accredited Provider status, AGC is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.

Additional instructions will be emailed to attendees requesting CEU credits.

Learning Objectives

By the end of this session, participants will be able to:

1. Identify the need for a defensible OSH training and educational system
2. Define the major elements of safety, health and environmental training standards
3. Discuss how to use this standard to assess and improve their own corporate training programs
4. Evaluate if their current standard can hold up to litigation and regulation



Discussion Points

- How to use standards to assess and improve safety and training programs
- Major elements of the ANSI Z490.1 standard
- The need for a defensible OSH training and educational system
- Additional Resources

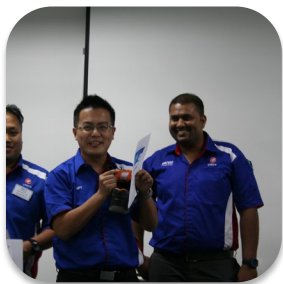


Why Train and Educate?

NIOSH Study Results



Training has a significant positive impact on worker safety.



The systematic Approach to training yields positive results.



Instructional Systems Development (ISD) Systems Approach to Training (SAT)

Prepare people for work

Ensure training is as realistic as possible

Conduct training for all types and levels of operations

Give attention to training for specialized operations

Increase knowledge



Analyze Design Develop Implement and Evaluate (ADDIE model)

Analysis

Design

Development

Implementation

Evaluation

Increase knowledge

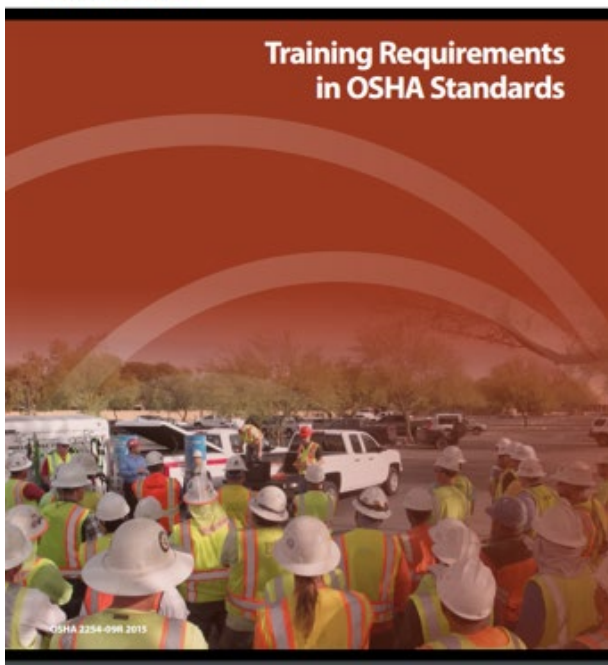


Why Defensible?

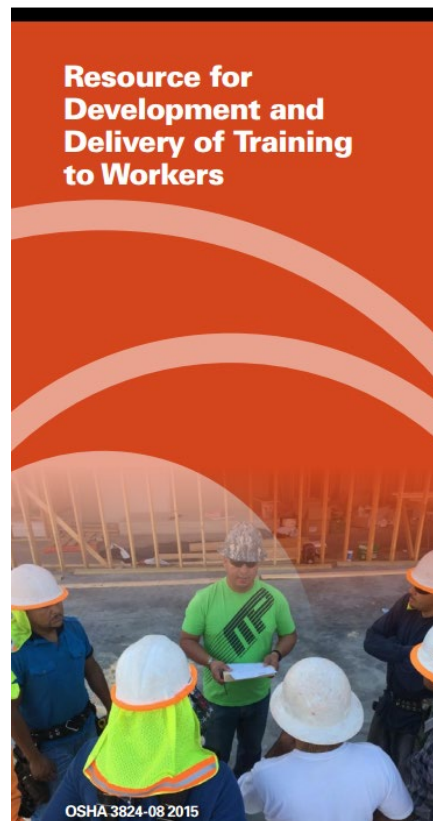
- OSHA 2254-09R 2015
- OSHA 3824-08 2015



Training Requirements in OSHA Standards



Resource for Development and Delivery of Training to Workers





OSHA's publication 2254

- Determining if Training is Needed
- Identifying Training Needs
- Identifying Goals and Objectives
- Developing Learning Activities
- Conducting the Training
- Evaluating Program Effectiveness
- Improving the Program



1910.120 Appendix E

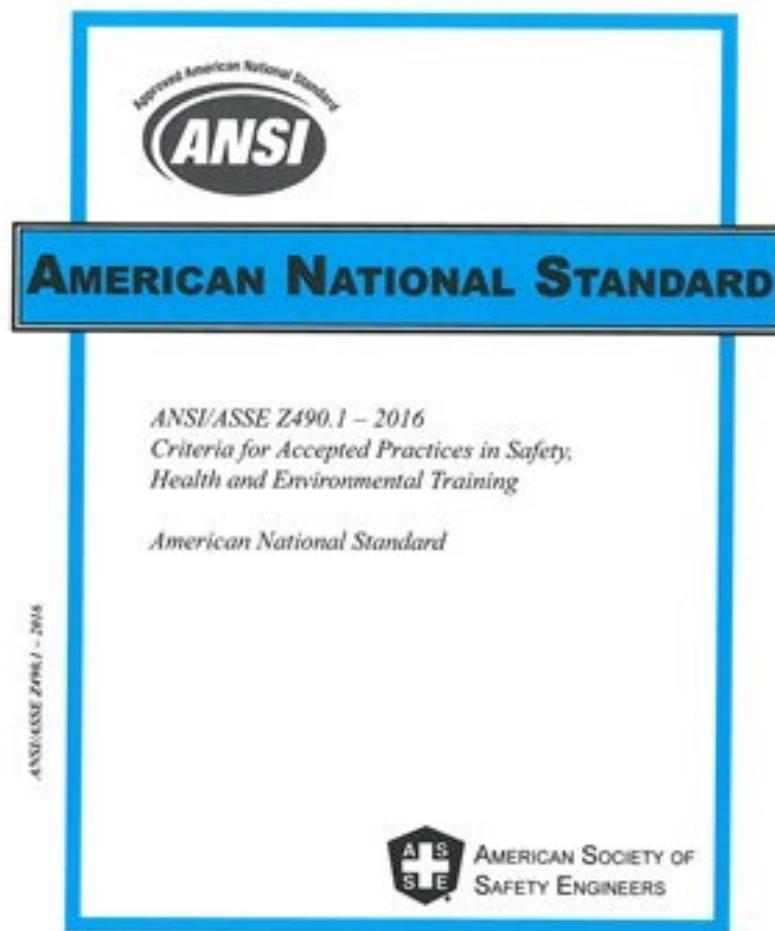
- Curriculum guidelines
- Competency
- Proficiency Assessment





ANSI Z490.1-2016

- Guidance for a robust and defensible training system





Overview of the ASSE/ANSI Z490.1-2016

- Scope, Purpose, and Application
 - Scope
 - Purpose
 - Application
- Definitions
- Management of a Comprehensive Training Program
 - Accountability & Responsibility
 - Minimum Training Requirements
 - Resource Management and Administration
 - Program Evaluation



Overview of the ASSE/ANSI Z490.1-2016

- Training Program/Course Development
 - Training Development
 - Needs Assessment
 - Learning Objectives
 - Course Design
 - Evaluation Strategy
 - Criteria for Completion
 - Continuous Improvement of the Training Course



Overview of the ASSE/ANSI Z490.1-2016

- Training Delivery
 - Trainer Qualifications
 - Training Delivery Methods and Materials
- Training Evaluation
 - General Criteria
 - Evaluation Approaches
 - Continuous Improvement
- Documentation and Recordkeeping
 - Systems and Procedure
 - Records
 - Record Confidentiality and Availability



Overview of the ASSE/ANSI Z490.1-2016

- Annexes
 - Preface to Use of Annexes
 - Annex A References
 - Annex B Training Course Development Guidelines
 - Annex C Safety, Health, and Environmental Trainer's Checklist
 - Annex D Virtual Learning



Analysis

- First step, verify the problem
 - Is training the solution?
- Conduct performance gap analysis





Know the Learners

Age

Life experiences

Education

Career stage

Job roles and responsibilities.

Beliefs, attitudes, values

Increase knowledge



Design

- Task Analysis
- Learning Objectives
- Evaluation Methods





Example of basic task inventory

- Select appropriate respirator and cartridges
- Inspect respirator
- Don respirator
- Perform positive and negative fit tests
- Doff respirator
- Store respirator





Development

Training/lesson Plan is a Blueprint for instruction

- learning objectives
- instructional strategies
- media support
- evaluation techniques



Develop Task Performance Criteria

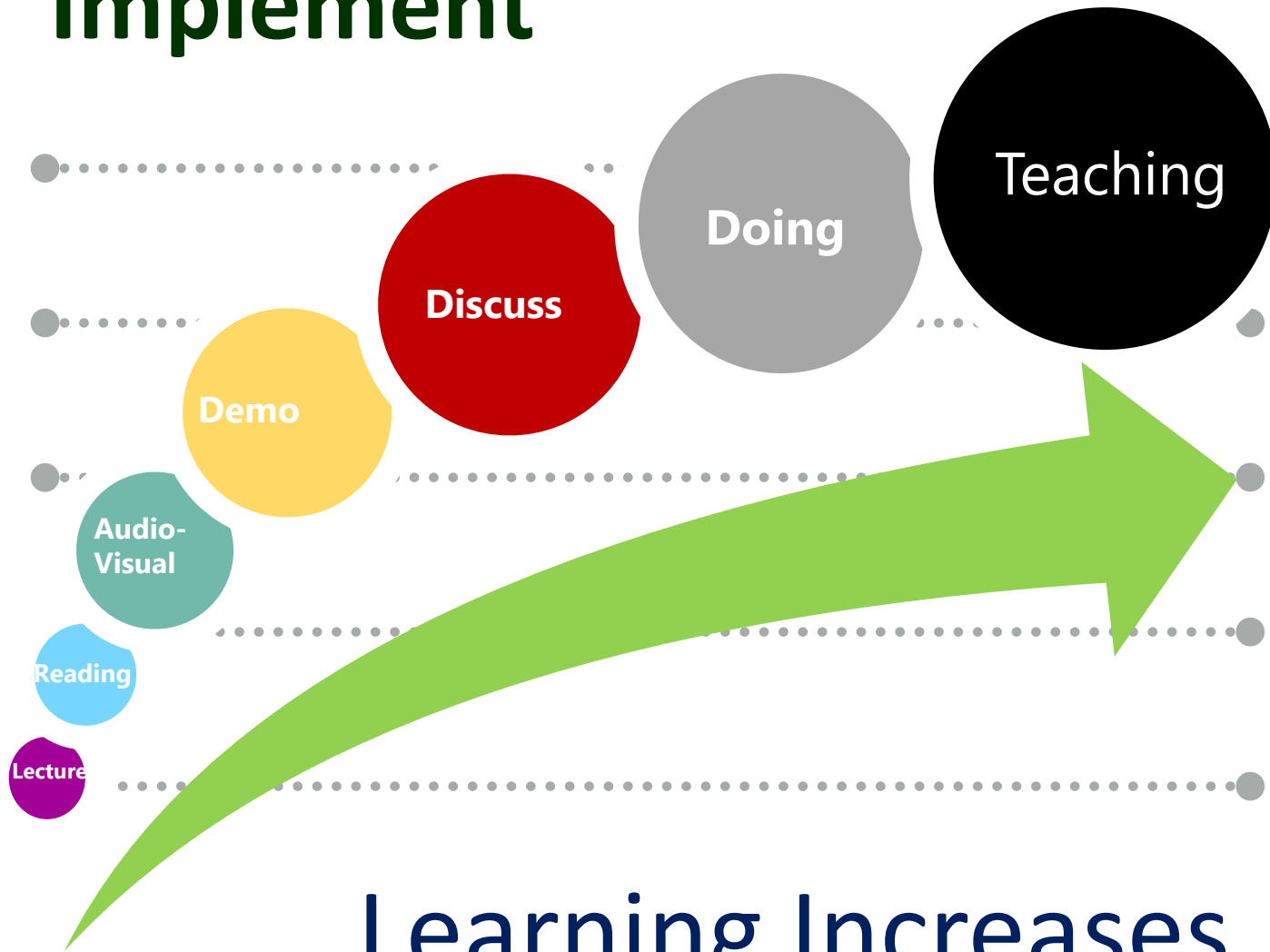
- Define task conditions
- Define task standards
- Develop performance measures
- Prioritize
 - Safety hazard severity
 - Criticality of performance
 - Frequency of performance





Implement

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Learning Increases



Adult Learning

- Actively Involve participants in the learning process
- Make participants accountable for learning and participation
- Design problem-solving activities
- Create a learner-centered, rather than instructor-centered, learning environment
- Observe verbal and non verbal cues from the learner



Case Study: Power of Imagery

Increase knowledge





Evaluate

Kirkpatrick's 4 Levels of Evaluation

Reaction

Learning
(knowledge)

Behavior

Results

Increase knowledge



Validity and Reliability

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Validity

- Most important evaluation tool characteristic
- The tool measures what is intended to measure.

Reliability

- The tool produces consistent results.



Validity Applied to Training

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Training Validity:

- Did trainees learn during training?

Transfer Validity:

- Is what has been learned in training transferred

Intraorganizational Validity:

- Does current and previous trainers perform the same?

Interorganizational Validity:

- Can training work from one organization to another?



Case Study: Effectiveness Evaluation

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Documentation

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Dates course was presented

Names of attendees

Proof of successful completion

Sign in sheet/roster

Course title and outline

Course materials

Name and contact information of training provider

Maintained for 5 years

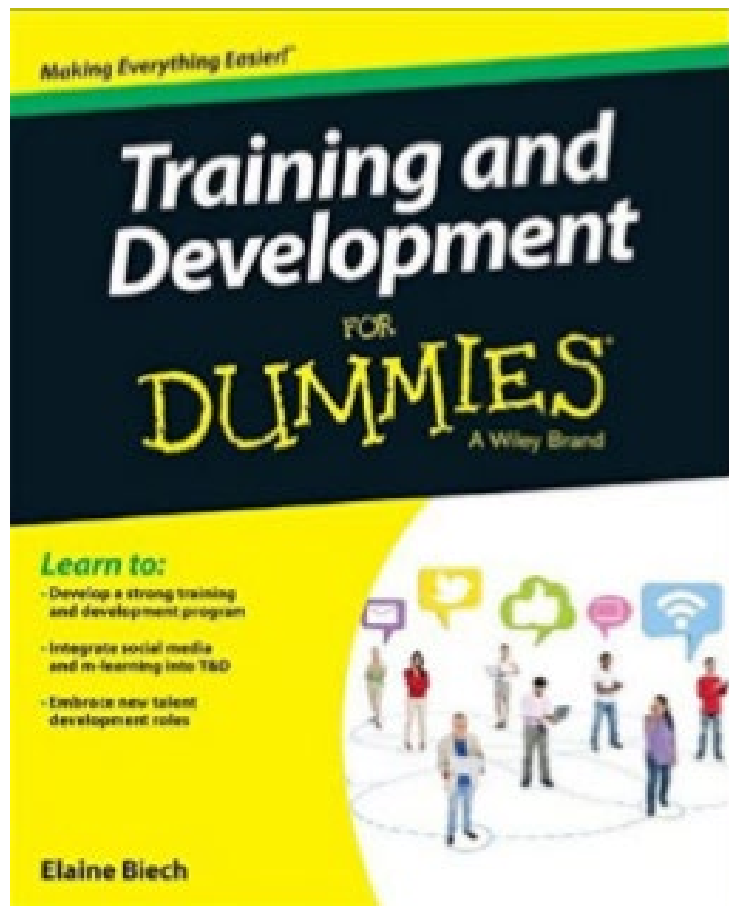
Available and provided per request or law






Additional Resources

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it's here!



The Safety Training Ninja
by Regina McMichael

Get yours today!

<https://assp.us/Safety-Ninja>



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- ATD TechKnowledge
- ATD Telling Ain't Training
- Government Workforce
- LearnNow: Change Management
- LearnNow: Flipped Classroom
- LearnNow: Game Design
- Leaving ADDIE for SAM Mega-Workshop

INTERNATIONAL EVENTS

- ATD Asia Pacific Conference
- China Summit
- India Summit
- Japan Summit
- Mexico Summit

**Telling
Ain't Training**

Based on the hot-selling book of the same name, this event offers an experiential approach to transforming "telling" into activities that result in long-term retention and behavior change.

Register Today!



Learning games are a hot trend. After attending this workshop you will leave with a coherent road map to help design future games.



Learn techniques necessary to produce the meaningful, memorable, and motivational learning experiences your organization needs.

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National Institute of Environmental Health Sciences (NIEHS) Worker Education and Training Program

- <http://tools.niehs.nih.gov/wetp/>

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National Institutes of Health U.S. Department of Health and Human Services

NIEHS is Celebrating 50 Years of Research 1966-2016

National Institute of Environmental Health Sciences
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National Response & Disaster Recovery

Other Links & Resources

National Clearinghouse for Worker Safety and Health Training

The National Clearinghouse for Worker Safety and Health Training is the national resource for [hazardous waste worker curricula](#), technical reports, and [weekly news](#) on hazardous materials, waste operations and emergency response. Funded by the National Institute of Environmental Health Sciences' Worker Training Program ([NIEHS WTP](#)), the Clearinghouse provides assistance for NIEHS WTP staff, program grantees, and the general public.

The National Clearinghouse's services include disseminating technical information related to safety and health training development, organizing and documenting [NIEHS WTP meetings and workshops](#), and analyzing research products to enhance and support on-going and new initiatives. For more information on the resources available from the Clearinghouse, please view our [Training Resources Fact Sheet](#) (1.0 MB).

National Clearinghouse Highlights

- [The Economic Impact of the Environmental Career Worker Training Program](#) (1.6 MB)
- [2015 Advancing Environmental Justice Report](#) (3 MB)
- [NIEHS WTP Emergency Response Resources Hurricanes and Floods Page](#)
- [Protecting Yourself While Removing Post-Disaster Debris From Your Home or Business Fact Sheet](#) (1.5 MB)
- [NIEHS WTP Emergency Response Resources Resilience Page](#)
- [Climate Change Vulnerability Assessment Report](#) (4.4 MB)
- [New Solutions, Special Issue: Worker Health and Safety Training](#)

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RADIATION

Learn More About Radiation and Health

<http://emergency.cdc.gov>

Key Documents

- [Clearinghouse Training Resources Fact Sheet](#) (1.0 MB)
- [Minimum Criteria Document](#) (1.4 MB)
- [2008 NIEHS WTP Strategic Plan](#) (1.1 MB)
- [2008 NIEHS WTP Strategic Plan Overview](#) (434 KB)
- [Worker S&H Training Support Annex](#) (116 KB)

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CERTIFIED ENVIRONMENTAL, SAFETY, AND HEALTH TRAINER®

The Certified Environmental, Safety & Health Trainer (CET) is a certification held by those with experience and expertise in developing, designing, and delivering safety, health, and environmental training.

REQUIREMENTS

1. Candidates have conducted at least 135 delivery hours of teaching or training in any SH&E specialty.
2. Will have a BCSP Qualified Credential:

- Associate Safety Professional (ASP)
- Certified Safety Professionals (CSP)
- Construction Health and Safety Technician (CHST)
- Graduate Safety Practitioner (GSP)
- Occupational Hygiene and Safety Technician (OHST)
- Safety Management Specialist (SMS)
- Safety Trained Supervisor (STS)
- Safety Trained Supervisor Construction (STSC)



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International Board for Standards for Training, Performance and Instruction



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Summary

- Follow a training Model
- Know your audience
- Identify measurable learning objectives
- Delivery with creativity.. Sticky factor
- Evaluate the learner and program
- Document performance proficiency



Dr. Daniel Snyder, CSP

With 28 years of global occupational safety and health consulting experience, Dr. Snyder partners with stakeholders to develop strategies for improving safety and health management systems by conducting workplace evaluations, facilitating research to improve safety performance, and designing customized educational curriculum. Daniel served in the Army in military intelligence and as a safety liaison for implementing field expedited safety training as part of the National Incident Management System for disaster response. He holds a doctorate degree in Human Resource Development and Adult Lifelong Learning from the University of Arkansas. As the former owner of SPAN, he is a subject-matter expert on certification exam blueprints, safety and health management systems, and safety training, and is currently a consultant to ClickSafety.com. He is the author of the SPAN Exam study workbooks and serves on several standards and professional development committees, including the Chairperson for the ANSI/ASSP Z490.1 Criteria for Accepted Practices in Safety, Health and Environmental Training Standard. Daniel is a member of the U.S. Technical Advisory Group to the ISO Technical Committee 283 responsible for the ongoing development and enhancement of ISO 45001, (OHSMS), international standard. Dr. Snyder's research-based consultancy and curriculum help organizations develop influential safety leaders. Daniel is an accomplished speaker and author whose works include the Ethics chapter in the American Society of Safety Professionals' *Consultants Business Development Guide* (2015) and the National Safety Council's *Pocket Guide to Safety Essentials*, 2nd Edition (2014). Dr. Snyder is dedicated to advancing health and safety professional development by offering safety expert services. He can be contacted at expert@danielsnyder.com