NIEHS WTP Evaluation and Data Stakeholder Webinar for COVID-19

April 13, 2020

Welcome and Logistics

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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

Training Development

Science and Public Health

Training Deployment

Data and Evaluation

Vulnerable Populations

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

- COVID-19 Evaluation Forum: Builds on the WTP Evaluation Community of Practice and others who would be interested.

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

DRAFT

Send feedback to demia.wright@nih.gov

- 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

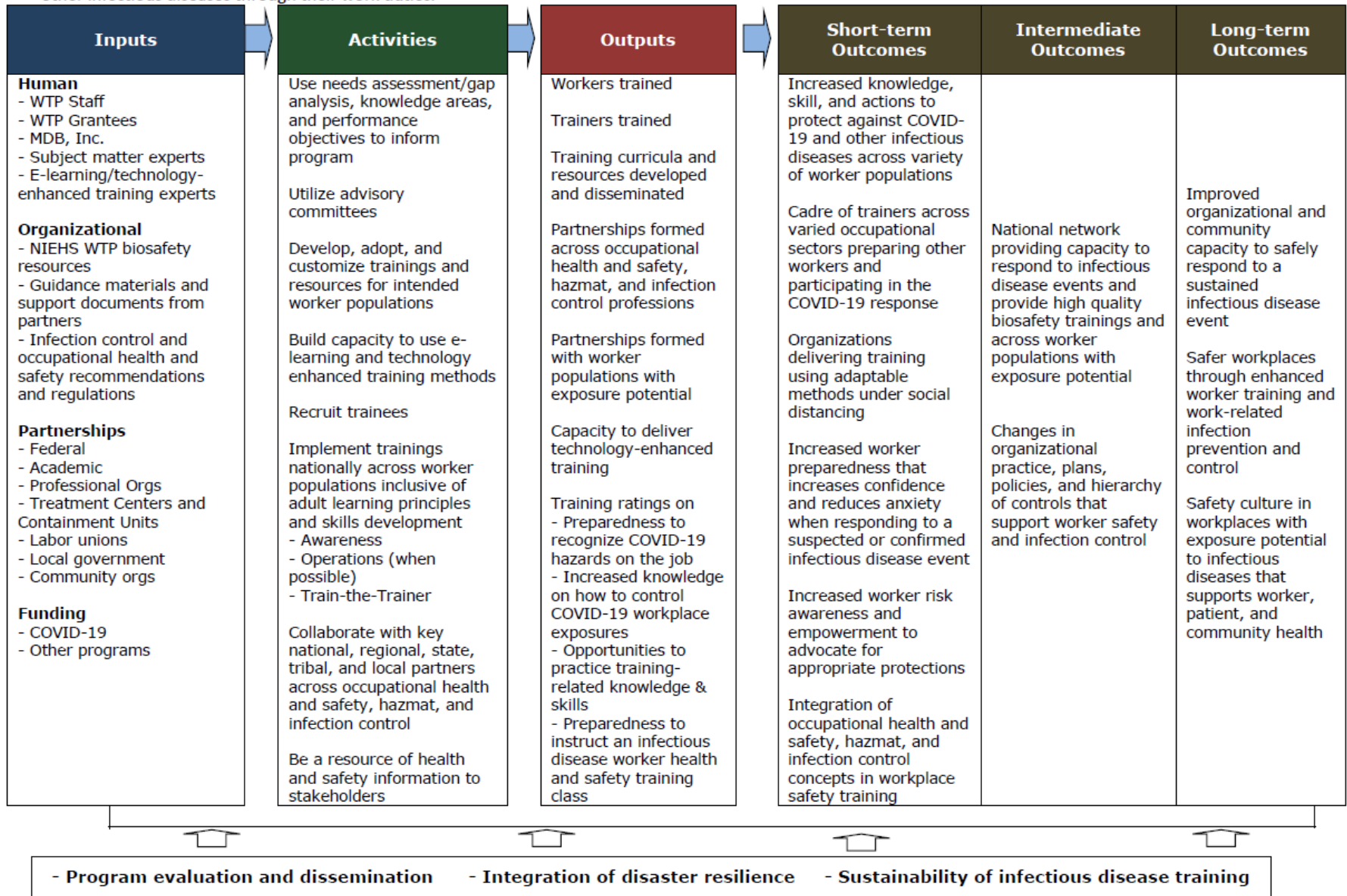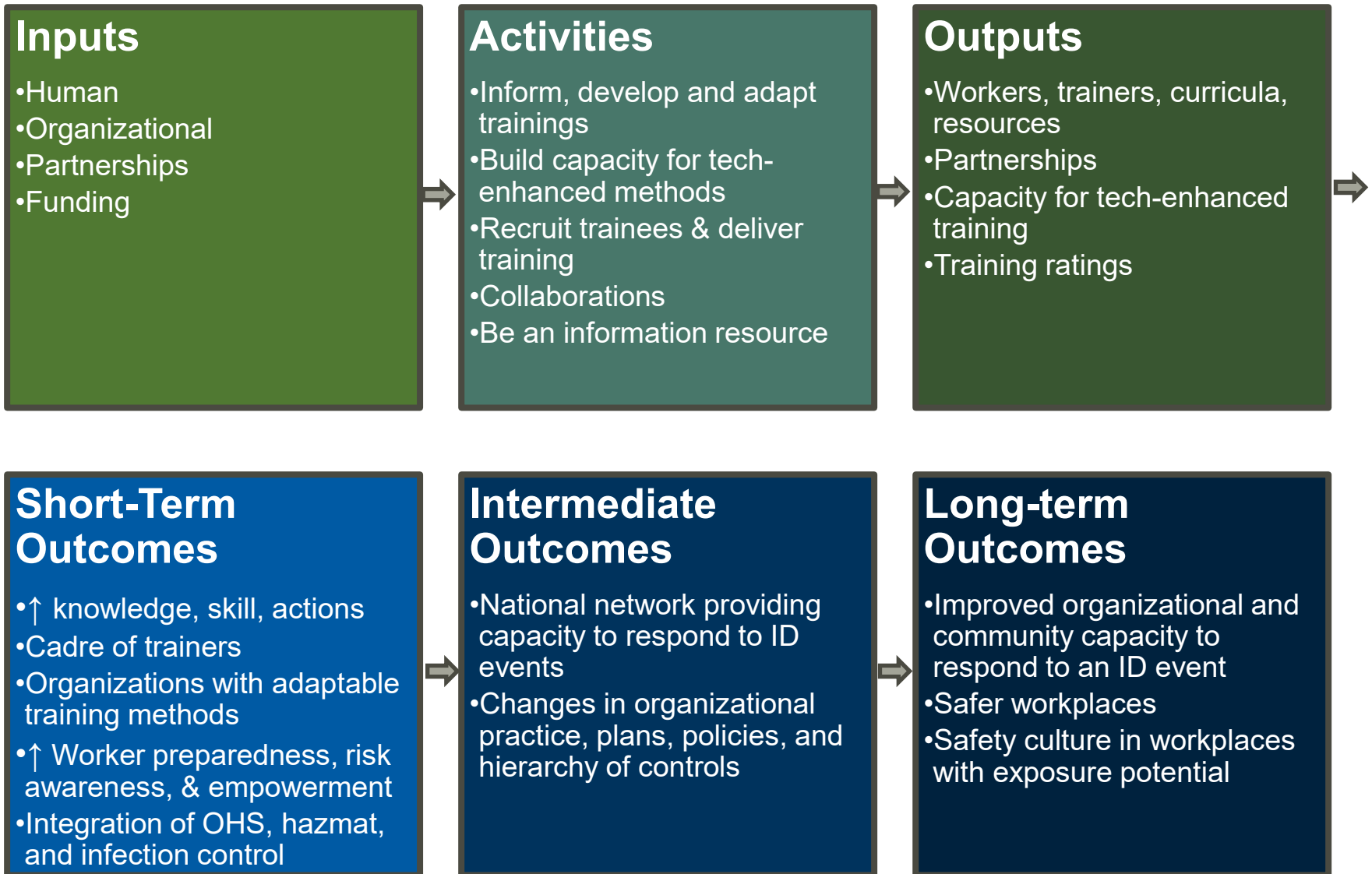- Evaluation plan with key evaluation questions

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.

Inputs	Activities	Outputs	Short-term Outcomes	Intermediate Outcomes	Long-term Outcomes
Human - WTP Staff - WTP Grantees - MDB, Inc. - Subject matter experts - E-learning/technology-enhanced training experts **Organizational** - NIEHS WTP biosafety resources - Guidance materials and support documents from partners - Infection control and occupational health and safety recommendations and regulations **Partnerships** - Federal - Academic - Professional Orgs - Treatment Centers and Containment Units - Labor unions - Local government - Community orgs **Funding** - COVID-19 - Other programs	Use needs assessment/gap analysis, knowledge areas, and performance objectives to inform program Utilize advisory committees Develop, adopt, and customize trainings and resources for intended worker populations Build capacity to use e-learning and technology enhanced training methods Recruit trainees Implement trainings nationally across worker populations inclusive of adult learning principles and skills development - Awareness - Operations (when possible) - Train-the-Trainer Collaborate with key national, regional, state, tribal, and local partners across occupational health and safety, hazmat, and infection control Be a resource of health and safety information to stakeholders	Workers trained Trainers trained Training curricula and resources developed and disseminated Partnerships formed across occupational health and safety, hazmat, and infection control professions Partnerships formed with worker populations with exposure potential Capacity to deliver technology-enhanced training Training ratings on - Preparedness to recognize COVID-19 hazards on the job - Increased knowledge on how to control COVID-19 workplace exposures - Opportunities to practice training-related knowledge & skills - Preparedness to instruct an infectious disease worker health and safety training class	Increased knowledge, skill, and actions to protect against COVID-19 and other infectious diseases across variety of worker populations Cadre of trainers across varied occupational sectors preparing other workers and participating in the COVID-19 response Organizations delivering training using adaptable methods under social distancing Increased worker preparedness that increases confidence and reduces anxiety when responding to a suspected or confirmed infectious disease event Increased worker risk awareness and empowerment to advocate for appropriate protections Integration of occupational health and safety, hazmat, and infection control concepts in workplace safety training	National network providing capacity to respond to infectious disease events and provide high quality biosafety trainings and across worker populations with exposure potential Changes in organizational practice, plans, policies, and hierarchy of controls that support worker safety and infection control	Improved organizational and community capacity to safely respond to a sustained infectious disease event Safer workplaces through enhanced worker training and work-related infection prevention and control Safety culture in workplaces with exposure potential to infectious diseases that supports worker, patient, and community health

- **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

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

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 On-line 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?	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
All Courses					
1) The training has prepared me to recognize COVID-19 hazards on the job.	○	○	○	○	○
2) The training has increased my knowledge on how to control COVID-19 workplace exposures.	○	○	○	○	○
Train-the-Trainer Courses					
3) I feel prepared to instruct a COVID-19 worker health and safety training class.	○	○	○	○	○

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?

Overall Evaluation Plan

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.

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