SAFETY AND HEALTH INVESTMENT PROJECTS
FINAL REPORT

Project Descriptive Title

Provide Disaster Site Worker (including Fall Protection) and Pandemic Preparedness Training Seminars to Contractors

Assigned SHIP grant #2011XA00167
Funding Period
2/12-4/13

Project Contact Person

Kris Alberti
Email address
kris.alberti@gmail.com

Applicant Organization/ Partners/ Collaborators

Northwest Independent Contractors Association

Date

5/7/13

Author of Report

Kris Alberti

Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects.

PART I

Narrative Report

Organization Profile:
Brief history of organization(s)
Northwest Independent Contractors Association (NICA) is a non-profit 501(c)6 trade organization formed in 2005 to provide training and compliance help for contractors in the Northwest. Since 2005, NICA has trained over 1500 individual students in safety, over 500 in business topics, and 500 in Disaster Site Work specifically. We also run a soft floor apprenticeship program through the Washington State Apprenticeship Training Council, and are an EPA/WA Dept. of Commerce accredited Certified Lead Renovator and Dust Sampling Technician provider. NICA administrates a Medic First Aid/ASHI training center. Kris Alberti and Dale Yerabek are regular presenters for Contractor Training Days for Labor and Industries around the State.

Brief Statement of organization's vision/mission
NICA is dedicated to helping small businesses take on issues too daunting, complex or expensive to take on by themselves. We pool the resources of our members to provide easy to use compliance and training tools, such as our Small Business Basics book, Safety Calendar, and other training programs, these give real world, simple solutions for meeting regulations, requirements, and succeeding in business in Washington State.

Abstract:

The nature and scope of the project was to develop tools for contractors to prepare for and safely respond to disasters. Though the outline for the Federal OSHA courses OSHA 10 and OSHA 7600 were available to provide training, the existing materials didn't fit the needs of Washington State contractors in terms of Labor and Industries standards, Northwest potential natural and man-made disasters, and the quality of training needed to impact the Culture of Safety of the companies involved.

To accomplish this goal, we first updated existing OSHA curriculums to meet our WAC 296-395 construction standards in the form of our "Monthly Safety Plan". This extremely popular tool serves as a portion of the curriculum for OSHA 10, written Accident Prevention Plan with the 12 most common construction topics, weekly safety meeting template, in-house training resource guide, and employee training documentation for construction companies. Integrating this tool into the class was an important step for many of the contractors overall safety culture and programs. The first two day training session covered construction specific safety topics that could be used daily on construction sites and then transferred to Disaster Site Work, if necessary. The value of this portion of the program cannot be overestimated, as it was not contingent on a disaster event for companies to benefit from the information.

Next, we updated the OSHA 7600 curriculum to a more visual and solution orientated format. Much of the existing curriculum was based on recognizing hazards, but did not have specific actions for workers to take when faced with the condition. Our 56 page handout covered the required Federal Topics including Introduction to Disasters, PPE and Preparedness, Incident Command, Safety Hazards, Health Hazards including Pandemic Flu, CBRNE (Chemical, Biological, Radiological, Nuclear, and Explosives), Traumatic Incident Stress, Decontamination, Search and Rescue and Triage. Our classes were truly interactive, with disaster scenarios, hands on fall protection, respiratory fit testing, and small group activities that empowered construction workers to see how they may have to perform in a disaster scenario.

Our final product was the Contractors Guide to Disaster Response. Interestingly, the majority of responders to a disaster are construction workers. However, they often have zero disaster related training before responding. This brochure helps contractors to realize they have unique and challenging safety responsibilities when it comes to responding to a disaster. It helps them plan for, train for, and respond to disasters in a more responsible manner. It will continue to be a valuable tool for Washington State Disaster Preparedness even without the advanced training truly needed to protect workers.

Working with Home Builders Associations, Contractors Trade Associations, and Contractor Training Day program NICA was able to provide Disaster Site Worker Seminars with the full program of OSHA 10**,** OSHA 7600 Disaster Site Training, and First Aid/Pandemic Flu Preparedness training to construction companies across Washington, helping them to prepare and respond to natural and manmade disasters.

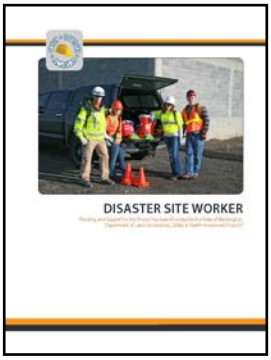
Purpose of Project:
The project was intended to help Contractors to safely prepare for, train for, and respond to Disasters in Washington State, thereby reducing injuries, chronic health problems, and fatalities linked to disaster response.

Statement and Evidence of the Results:

Provide a clear statement of the results of the project include major findings and outcomes and provide evidence of how well the results met or fulfilled the intended objectives of the project.

Clear evidence of the success of the project is the participation at each of the training seminars presented. At each of the 12 seminars we had between 17 and 30 construction workers attend portions of or the entire seminar. The total participation by construction related workers was 267, with workers from public works, colleges, maintenance, fire service, emergency services, retail stores, medical and dental clinics, and volunteers also attending the open enrollment classes.

Another measure of results are the products that were developed including the Monthly Safety plan, Disaster Site Worker curriculum, and Contractor's Guide to Disaster Response. These tools are available as downloadable pdfs on nicasafety.com.



The necessity of a Washington State basic OSHA 10 like safety program was implied by the number of companies attending who took advantage of the training and the Monthly Safety Plan (some did not even complete the program). We can see a ***WISHA 12*** program (12 hours of Labor and Industries compliant safety training) would be vastly helpful to construction companies who work under Labor and Industries rules for Construction, with Washington rules discussed rather than Federal requirements. In a similar manner, a Labor and Industries clarification and designation of a Disaster Site Worker training program would be a tangible goal to help define necessary training for construction companies, companies that have workers who must stay on the job during a disaster, and State, County, and City Workers who respond to Disasters. Feedback from our presentations at the Governor's Safety Conference echoed those sentiments.

Measures to Judge Success:

Though the measure of success of this project can be made in objective terms, such as the number or classes given or students attended, it's the subjective terms that make this project so interesting. The response to the classes was beyond our expectations. First of all, the students themselves showed great interest in the topics being given, especially preparedness topics, safety and health topics, and the need for respirators. Almost 100% of the students brought personal respirators and were fit tested to see if the sizes were appropriate. Secondly, many students volunteered to help with the program as it progressed. To utilize these volunteers, we provided special trainings in respiratory fit testing and other topics that related to the program. Several attendees went on to get their OSHA 500 or OSHA 5600 instructor certifications. One of the Instructors we trained has continued to put on a Disaster Site Worker program since we have completed our grant.

Finally, as word spread of the class, many from non-construction companies were eager to take the training (we curbed this at times), including College employees, Public Works employees, and school district employees who see the need to be able to safely work during the first few days after a disaster. Demand for classes continued past our initial 7 offerings (and is still requested) through Contractor Training Day. To meet this demand, the NICA staff pooled travel resources so we could use funds for additional trainings. The 'feel' of this program was safety culture centric, positive, and self-perpetuating. Attendees of the program went back to their companies and kept talking about the class, this raised the awareness of many who did not attend.

Lessons Learned- Types of Learning: Our first lesson we learned was as a group of trainers. Those early participants in class seemed to be drawn to Disaster Site Worker program as individuals who were interested in helping or working in a disaster. They were highly motivated to apply the information and share it with their companies, families, and communities. We learned if we could impact how our participants felt about the topic of safety, we could impact their absorption and application of the material, as well as the proficiency of their skills.

To leverage what we learned from our participants, we made a huge effort to apply teaching techniques that impact the Affective (values and feelings about the topic), Cognitive (knowledge of the topic), and Psychomotor (skill sets relating to the topic) domains of our students. Briefly, here are some things we tried during the Disaster Site Worker program.

Affective Domain: We focused on changing our attendees feelings about safety. OSHA and Labor and Industries have not been traditionally embraced by Employers (or employees for that matter). Though substantial lives have been saved by the safety standards set, it's often the approach by the agencies that has been questioned. Fining or penalizing people to follow safety rules may have been and be necessary in certain situations, but building a "Safety Culture" where employers and employees think safely because of the benefits (not the repercussions) has resonated with our audience. We have succeeded in making many of our students see the financial, social, and even personal benefits in building a safety culture within their company, whether they are the employer or the employee. Our video (made for in-house purposes) shows the impact of the program on it's participants.

Cognitive Domain: The Disaster Site Worker program had several purposes in educating workers. First, a basic understanding of Accident Prevention programs and resources for safety compliance was shared with each attendee. Though the OSHA curriculum has the "Focus Four" fatality approach to recognizing safety and health hazards, we intertwined that with the need to approach safety methodically, using Job Hazard Analysis, written safety plans (Monthly calendar), and weekly safety meetings. Our focus on the *process* of a safety culture easily transferred into Disaster Site Work. An additional purpose of the educational portion of the program was the ability to use the construction methodical approach to safety in the unpredictable environment of a Disaster Site. Participants could see the application of basic safety principals associated with fall protection, ladders, tools, electrical hazards, heat stress and other topics in a disaster setting. Raising the intellectual awareness of man made, natural and technological disasters was also a key objective of the program. Many of the attendees in disaster prone areas had no idea of the potential disasters in the Pacific Northwest.

Psychomotor Domain: Our skills objectives for the participants including teaching fall protection harness inspection, donning, use on a roof system, and doffing. The respiratory portion of the curriculum is of specific interest to OSHA because of the long term health effects of those workers who were exposed to the 9/11 disaster. To ensure our participants proficiency in using respiratory protection, we covered the information in both the first two day OSHA 10 program and in the OSHA 7600 portion. Participants were then put into small groups and demonstrated their abilities to inspect, assemble, don, use, and doff respirators. Participants were then "fit tested" using a smoke fit test kit. This process showed many participants they had purchased the wrong size respirator and how important annual fit testing is.

Lessons learned -Staffing: We also learned staffing for hands-on training is extensive. We used volunteers to fill necessary staffing for hands-on activities and demonstrations such as the Decontamination line demonstration. Ideally, we needed a team of "operations" assistants who setup Demonstrations, Scenarios, and hands-on activities. Any SHIP grantees who have hands on activities as part of their programs, should make sure they have a 1 to 10 ratio of "operations" to participants to cover setup, safety monitoring, training, and breakdown needs. Smaller class sizes help with this. We struggled with wanting to teach as many people as possible through the project period and being appropriately staffed to do so. Many grantees will not have the advantage of volunteers and will need to be keenly aware of staff requirements for hands-on activities.

Lessons learned - Audience: Our early classes were open enrollment through websites and didn't have enough controls on attracting the target audience. We had a lot of interested workers attend the program and some volunteers instead of the focus being solely construction.

We changed our marketing and strategy for signing people up to partner more directly with Contractor Training Day, we marketed directly to restoration companies, and used the LNI list serve to more narrow down our audience. Though we left the classes "open enrollment", we were able to serve our target audience better.

Lessons Learned - Releases for Pictures

Though we took many pictures in the classes, we did not get releases to use them publicly in videos or advertisements from the majority of students. This will limit our ability to use the pictures in the future.

Product Dissemenation:

The Monthly Safety Plan, OSHA 7600, and Contractor's Guide to Disaster Response handouts were given to each student that attended the class. Often students asked for additional copies for their companies, which we provided. We could have easily dissemenated 1,000 more of the Monthly Safety Plan as companies wanted one copy for each employee. These products were also dissemenated through the Govenor's Safety Conference booth, at Contractor Training Day though the main check in station, and off of the main page of our nicasafety.com website in English, Spanish, and Russian. We plan to continue to market these products through our upcoming classes, newsletters, and website updates.

Feedback:

Below are some comments off of our class surveys. In most surveys, we scored a 5 or 4 (in that order) on every question. Here is a typical survey from the project.

Disaster Site Worker Program Survey

OSHA 7600

Instructors: KRIS ALBERTI & TEAM Date of Training: 10-11/12-12

Enter the Number that represents your feelings of the value of the class:

	Not at All				Very
How timely do you think it was to attend this course?	1	2	3	4	(5)
Overall, how effective were your instructors in getting you to understand a Disaster Worker objectives & responsibilities?	1	2	3	4	(5)
How effective was the class in teaching the unit objectives such as Safety Hazards, Health Hazards, CBRNE Agents?	1	2	3	4	(5)
Do you feel that the information has practical value to your families and to communities that you live in?	1	2	3	4	(5)
How valuable was the homework assignment to prepare a 'Go-Bag'?	1	2	3	4	(5)
Were the PowerPoints effective in illustrating work practices?	1	2	3	4	(5)
How valuable to you think this information is to people who are living in a disaster prone area?	1	2	3	4	(5)
How well did the handouts and visuals help you understand the objectives?	1	2	3	4	(5)

Though the Curriculum is established by OSHA Standards, would you like to see anything additional added or explained that would make this education more useful to you?

Maybe a 3rd day to go into more detail on specific areas such as Lead or Asbestos as these seem to be comming up in any remodel jobs that small contractors are doing

General Comments you'd like to make about the class:

I have been in Construction for fifty-two years and the OSHA 10 & 7600 that is done by Kris dad, her team is the best ones I have ever attended. I am the Safety person for a Co here in Spokane that employees about 25-30 people. This will make my work better and make our employees safer.

Thank you
Kris, Team & State of WA

Though the Curriculum is established by OSHA Standards, would you like to see anything additional added or explained that would make this education more useful to you?

THOUGHT GOOD OVERVIEW SCANT MAYBE FOR TWO DISASTER YOU HAVE POSSIBLE FOR THIS AREA. DECONTAMINATION WAS PERFECT SETUP FOR LEAD MATERIALS AS COVERED

General Comments you'd like to make about the class:

POSITIVE PRESENTATION BY INSTRUCTORS AWESOME TEAM AWESOME. SOME DRAB TOPICS WERE SPICED UP WITH DEMONSTRATIONS & INTERACTIVE SCENARIO'S

"Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects"

Though the Curriculum is established by OSHA Standards, would you like to see anything additional added or explained that would make this education more useful to you?

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"Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects"

Though the Curriculum is established by OSHA Standards, would you like to see anything additional added or explained that would make this education more useful to you?

Excellent!. Keep it as it is. Current events as they come. Speakers are poised, informative, entertaining! Effective!

General Comments you'd like to make about the class:

The triage, tsunami, decontam, harness - fall protection, and evacuation drills were invaluable! Thank you and we really liked the video clips.

"Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects"

General Comments you'd like to make about the class:

THIS IS A FABULOUS CLASS. VERY MOTIVATING IN A POSITIVE WAY. LOVED THE "CULTURE OF SAFETY" IDEA AND THE IDEA OF MAKING THE REALLY BAD AS MUCH BETTER AS YOU CAN. HELPED THE PARALYZING FEAR OF DOING THINGS "WRONG"

"Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects"

General Comments you'd like to make about the class:

Outstanding content and instructing. Extremely applicable. Thank You!

Project's Promotion of Prevention: Explain how the results or outcomes of this project promote the prevention of workplace injuries, illnesses, and fatalities?
Both the results and outcomes of this project will promote the prevention of workplace injuries, illnesses, and fatalities by the students bringing the "culture of safety" and the specific designed tools back to their companies. Participants all returned to their companies with written safety plans, ideas for safety meetings, and safety skills they can share with their co-workers and managers. Because of the dual nature of the program, construction safety and disaster response, the outcomes of this program are not only positively based if there is a disaster. Companies can improve their safety programs now with the tools developed from the project. Accident prevention was promoted in every aspect of the program, including the ***"DSW Go Bag"*** assignment where workers gathered a personal bag with PPE, respirator's, lighting, and First Aid supplies readily available to help where ever they may be when a disaster strikes.

Uses:

How might the products of your project be used within the target industry at the end of your project?

Is there potential for the product of the project to be used in other industries or with different target audiences?

The products designed in our project can be downloaded by Contractors directly from nicasafety.com in three languages, English, Spanish and Russian. Companies can use the Monthly Safety Plan to design their in house safety programs for construction activities. Companies interested in Disaster response work can pre-train their employees using our Disaster Site Worker curriculum on the website. The Contractors Guide to Disaster Response can be used to educate companies of the need to develop an Emergency Response Plan and give them an easy tool to help them fill one out. These include evacuation and shelter in place contingencies and the need to have available Disaster Supply kits. Basic First Aid/CPR, Fire Extinguisher, Earthquake, and Pandemic Flu preparedness is also covered in the brochure.

All these products and classes have relevancy with ***Public Works employees with the State, County, and Cities*** who have workers who will be required to report to work during disaster conditions. ***Colleges and Universities*** can also benefit from the classes and products developed during this project.

(NICASAFETY.COM WEBSITE)

Basic Emergency Response Planning is needed for all companies who have businesses in disaster prone areas and the products created in this project could be easily modified to meet the needs of many different types of industries and target audiences in Washington State.

Additional Information

Project Type

Training and Education Development

Target Audience: Contractors, workers from all industries who may have to work during a disaster.

Languages: English, Spanish, Russian

Industry Classification (check industry(s) this project reached directly)

- 11 Agriculture, Forestry, Fishing and Hunting
- 21 Mining
- 22 Utilities
- 23 Construction
- 31-33 Manufacturing
- 42 Wholesale Trade
- 44-45 Retail Trade
- 48-49 Transportation and Warehousing
- 51 Information
- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing
- 54 Professional, Scientific, and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support and Waste Management and Remediation Services
- 61 Educational Services
- 62 Health Care and Social Assistance
- 71 Arts, Entertainment, and Recreation
- 72 Accommodation and Food Services
- 81 Other Services (except Public Administration)
- 92 Public Administration

Please provide the following information - - (information may not apply to all projects)

# classes/events:	12
# hours trained	360
# companies participating in project	
# students under 18	4
# workers	267
# companies represented (est)	215
# reached non construction (if awareness activities)	126
Total reached	397

List, by number above, industries that project products could potentially be applied to.

11, 22, 23, 31-33, 44-45, 48-49, 54, 56, 61, 62,72, 92

Potential impact (in number of persons or companies) after life of project?

500 Companies

Have there been requests for project products from external sources?

If Yes, please indicate sources of requests: NICA has gotten requests or delivered information and Emergency Response planning and education from several medical related facilities, colleges, a Tribe and other groups.

PART II

Financial Information
Budget Summary

Project Title:	Disaster Site Worker		
Project #:	2011XA00167	**Report Date:**	5/7/13
Contact Person:	Kris Alberti	**Contact #:**	509-236-9080
Start Date:	2/6/2012	**Completion Date:**	4/31/13

1.	**Total budget for the project**	$ 168,420
2.	**Total SHIP Grant Award**	$ 168,420
3.	**Total of SHIP Funds Used**	$ 168,420
4.	**Budget Modifications (if applicable)**	$ 0
5.	**Total In-kind contributions**	$13,800
6.	**Total Expenditures (lines 3+4+5)**	$182,220

Instructions:

- Complete the Supplemental Schedule (Budget) form first (on the next page).
- The final report must include all expenditures from date of completion of interim report through termination date of grant.
- Indicate period covered by report by specifying the inclusive dates.
- Report and itemize all expenditures during specified reporting period per the attached supplemental schedule.
- Forms must be signed by authorized person (see last page).
- Forward one copy of the report to **, SHIP Project Manager** at **PO Box 44612, Olympia, WA 98504-4612**

PART II
(Continued)

Financial Information
Supplemental Schedules (Budget)

Project Title:	Disaster Site Worker Training		
Project #:	2011XA00167	**Report Date:**	4/29/13
Contact Person:	Kris Alberti	**Contact #:**	509-246-9080
Total Awarded:	168,420		

ITEMIZED BUDGET: How were SHIP award funds used to achieve the purpose of your project?

	Budgeted for Project	Amount Paid Out	Difference
A. PERSONNEL	79182	85,000	+5818
Explanation for Difference and other relevant information: 5 Additional Training Sessions required more Personnel budget.			

	Budgeted for Project	Amount Paid Out	Difference
B. SUBCONTRACTOR	17360	17520	+160
Explanation for Difference and other relevant information: Additional Training Sessions			

	Budgeted for Project	Amount Paid Out	Difference
C. TRAVEL	24060	19457.37	-4602.63
Explanation for Difference and other relevant information: Cost Savings by carpooling, finding alternative housing.			

	Budgeted for Project	Amount Paid Out	Difference

D. SUPPLIES	11600	11600	0
Explanation for Difference and other relevant information: We were within the budget variance guidelines on these items.			

	Budgeted for Project	Amount Paid Out	Difference
E. PUBLICATIONS	15550	14328.53	-1221.47
F. OTHER	20668	20514.10	-153.90
Explanation for Difference and other relevant information: Actual costs varied due to amount of students, freight on publications, and rental agreements.			

	Budgeted for Project	Amount Paid Out	Difference
TOTAL DIRECT COSTS	168,420	168,420	0

	Budgeted for Project	Amount Paid Out	Difference
TOTAL INDIRECT COSTS	0	0	0

	Budgeted for Project	Amount Paid Out	Difference
TOTAL SHIP BUDGET	168,420	168,420	0

	Budgeted for Project	Amount Paid Out	Difference
F. IN-KIND	13,800	13,800	0
Explanation for Difference and other relevant information:			

I hereby certify that the expenditures listed on this report were made with my approval:

5/7/13

Date

Signature of Project Manager

PART III
Attachments:

Provide resources such as written material, training packages, or video/ audio tapes, curriculum information, etc. produced under the grant.

Also include copies of publications, papers given at conferences, etc.

This information should also be provided on a **CD** or **DVD** for inclusion in the file.