

Briefing on Draft National Training Strategy



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Training Committee

Background—EPA Training

- **Several parts of EPA provide various forms of training assistance**
 - ❑ **OAQPS has operated the Air Pollution Training Institute (APTI) since the early 1970s**
 - ❑ **Congress established the National Enforcement Training Institute (NETI); OECA houses it**
 - ❑ **In addition to the formal courses offered by APTI and NETI, EPA organizes various conferences annually and workshops or webcasts on an ad-hoc basis**

Background--APTI

- **APTI courses have been supported by section 105 funds**
 - **Grants to 7 centers at state universities for on-site and off-site course delivery**
 - **Grants to MJOs who contract for delivery**
 - **State/local funds used to attend courses**
- **APTI has also provided distance learning through satellite broadcasts**

Background—Benchmarking Study

- **In 2004-5 EPA conducted a benchmarking study to evaluate APTI courses in comparison to other training efforts and recommend improvements for**
 - ▣ **Needs assessment**
 - ▣ **Course design and update**
 - ▣ **Course delivery**
 - ▣ **Course evaluation process**

Background—Benchmarking Study

- **The Benchmarking Study recommended**
 - **Conducting regular needs assessments with more open-ended questions and posting course feedback**
 - **Creation of a feedback process for monitoring course evaluations and improving courses**
 - **A review of current courses leading to decision on which courses should be shelved and which need to be updated and identifying the most important courses for transfer to new media**

Background—Benchmarking Study

- **Further Benchmarking Recommendations**
 - ❑ **Systematize the course development process**
 - ❑ **Evaluate opportunities to use web-based training and implement if feasible**
 - ❑ **APTI should focus more on distance learning (especially using internet) and less on classroom courses**
 - ❑ **Incorporate interaction in all courses**
 - ❑ **Ensure trainers are qualified in subject matter and training medium**

Background—Resource Shortfalls

- **EPA has reduced support for training**
 - **OAQPS has lost both budget and authorized positions**
 - **NETI has also lost funding and positions**
 - **OAQPS has reorganized – February 2006**
 - **Eliminated Education and Outreach Group**
 - **Staffing support for training will be minimal (1 FTE), with some contractual assistance**

Background—Training Grants

- **Training Grants**
 - **Training grants are forward funded, with 2005 funds being used to support 2006 activities**
 - **This is important to developing course schedules**



*Awards, Grants,
Scholarships, and
Publications*

Background—Training Grants

- **EPA is phasing in a requirement that training grants be awarded competitively.**
 - **MJO training grants have been combined with base grants awarded through Regional offices.**
 - **MJOs must make annual demonstration that they are co-regulators, exempt from competition.**
 - **Grants to training providers (e.g., universities) must be awarded competitively after 2006.**

Development of National Training Strategy

- **The STAPPA/ALAPCO Board asked the Joint Training Committee to develop a National Training Strategy to provide a framework for future training. The JTC Subcommittee included:**
 - **Chairs: Mary Boyer, CARB; Arturo Blanco, Houston, TX**
 - **Eddie Terrill, OK; Steve Friedman, OH; Harold Garabedian, VT; Casie Lord, Dayton, OH**
 - **Scott Mathias, OAQPS; Zena Aldridge, NETI; Matt Loesel, EPA Region 6**
 - **Susan Wierman, MARAMA; Charla Rudisill, NESCAUM; John Hornback, Metro4-SESARM; Dan Johnson & Jeff Gabler, WESTAR; Amy Royden-Bloom, STAPPA/ALAPCO**

Summary of National Training Strategy

- **Vision**
- **Goals**
- **Elements of Strategy**
- **Options for Implementation**
- **Recommendations**
- **Next Steps**

National Training Strategy—Vision

- A national training program that enables local, state and federal air quality professionals to develop the knowledge, skills and abilities to...
 - ▣ effectively contribute to attaining and maintaining healthy air quality,
 - ▣ quickly learn new job responsibilities, and
 - ▣ maintain, enhance and update skills in their existing areas of responsibilities.

Goals



- **Understand the training needs of local, state and federal air quality officials on an on-going basis**
- **Provide training opportunities that meet the needs of local, state and federal air quality professionals utilizing effective and cost-efficient training methods.**
- **Utilize course material that is up-to-date, complete and easy to use.**

Goals, continued

- **Ensure that training is effective by using instructors who are recognized subject matter experts, communicate clearly and are effective teachers.**
- **Enhance the delivery of training through the use of existing, new and emerging technologies where appropriate.**

Elements of Strategy

A glowing lightbulb with a blue background, symbolizing an idea or strategy. The lightbulb is the central focus, with its filament glowing and casting a warm light. The background is a solid blue color, and the lightbulb is slightly out of focus, creating a sense of depth. The overall image conveys a message of innovation and strategic thinking.

- **Communication**
- **Needs assessment**
- **Curriculum development**
- **Course content development/updating**
- **Course format development/updating**
- **Training program administration**
- **Resources**

Recommendations

- **Conduct needs assessment:** Conduct periodic formal needs assessments supplemented by informal assessments. Continue collaborative national/regional/state/local effort. Development of training plans by state/local agencies would facilitate needs assessment.
- **Identify curriculum/course path:** To help states/locals develop training plans, update the recommended course path for major job categories (permits, enforcement, etc.)—Seen as EPA HQ responsibility with assistance from JTC and other STAPPA/ALAPCO Committees.

Recommendations

- Update/Develop course content: Cooperatively set priorities in response to needs assessment and course evaluations. Basic courses seen as EPA responsibility, with advanced courses and regionally-specific courses/workshops developed collaboratively by training providers MJOs EPA/state & local agencies. Training providers handle lab courses with grant support. Courses/workshops on new rules/guidance an EPA HQ responsibility. Resources for updating basic courses are uncertain.
- Continue workshops/information exchange: Developed as needed by EPA, STAPPA/ALAPCO and MJOs.

Recommendations

- **Course format development/updating: Form a JTC subcommittee to provide recommendations on Pilot Study that would:**
 - ❑ Evaluate/recommend course(s) that would be used in the pilot study that could be offered in more than one format (e.g., self-instructional and in-person).
 - ❑ Utilize information from CARB and NETI evaluations and practices.
 - ❑ Answer questions regarding resource and feasibility issues.
 - ❑ Resources for development are uncertain; recommend EPA fund Pilot study.

Recommendations

- **Maintain course master calendar:** EPA or STAPPA/ALAPCO must maintain nationally with input from all training schedulers/providers. STAPPA/ALAPCO will explore creation of web-based system to allow direct input of updates.
- **Coordinate course scheduling:** Coordination through JTC to spread offerings through the year and across regions, particularly for basic courses.
- **Use training evaluations:** A standard evaluation form has been developed. EPA should consolidate responses and communicate results. Results will influence course scheduling and updating.

Recommendations

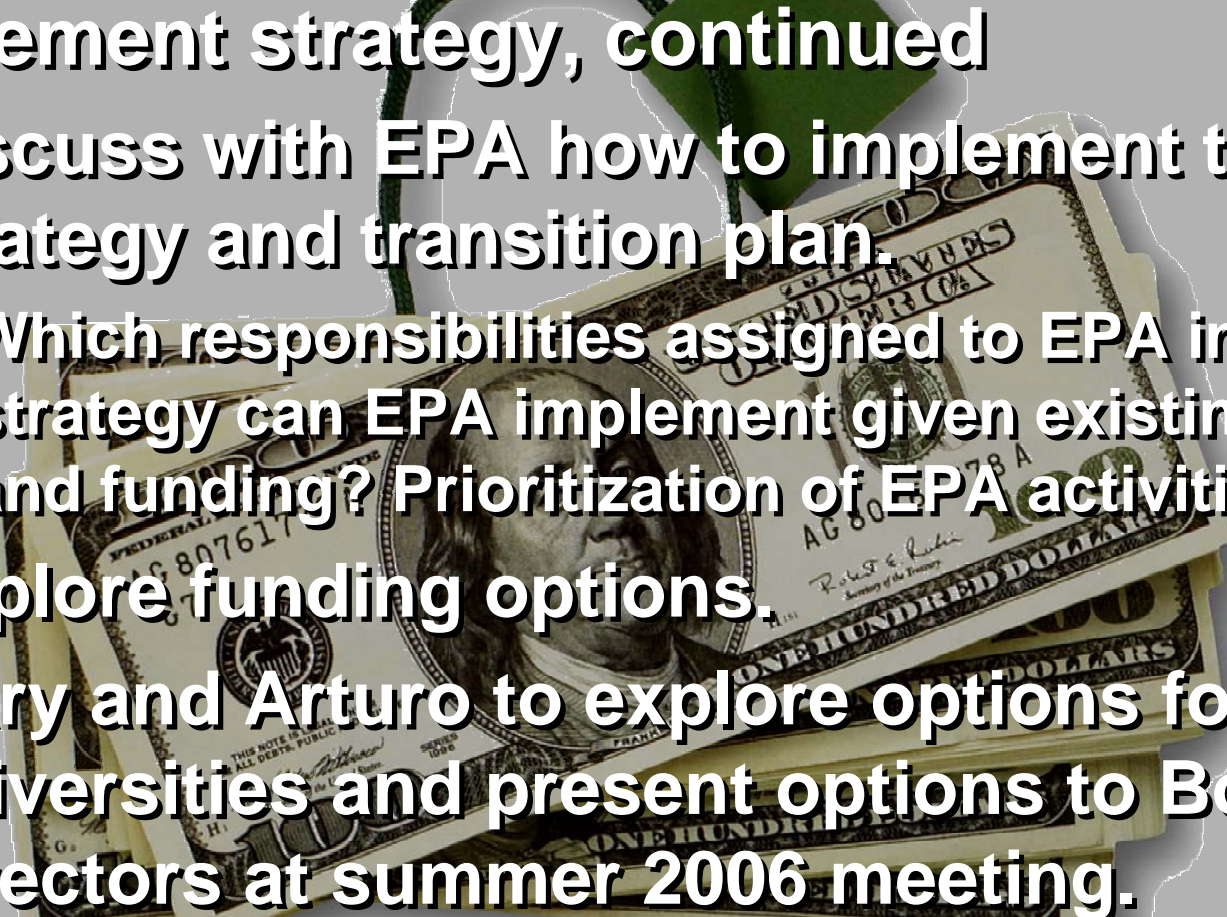
- Explore resource options: Continue forward-funding grants for training. In addition to 105 funds, explore the availability of other funds, e.g., 103 grants, other federal grants, EPA programmatic funds, state/local budgets, SEP funds and opportunities to partner with nonprofits or the private sector. Adequate and consistent funding is essential to achieving the vision of this Strategy.
- Consider options for training provider grants: Provide 2006 grants. Form committee to consider options for future, including: EPA HQ grants/contracts to providers, or EPA regional grants/contracts to providers/MJOs/states/locals.

Options for Implementation

- National Training Manager
- Regional Training Manager
- Hybrid – a combination of EPA, MJO's and training providers (see matrix)



Next Steps, Continued

- **Implement strategy, continued**
 - **Discuss with EPA how to implement training strategy and transition plan.**
 - **Which responsibilities assigned to EPA in the strategy can EPA implement given existing staffing and funding? Prioritization of EPA activities.**
 - **Explore funding options.**
 - **Mary and Arturo to explore options for universities and present options to Boards of Directors at summer 2006 meeting.**
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Options for Implementation

- **What national coordination is needed?**
 - EPA (OAQPS, NETI, OTAQ), APPA/ALAPCO,
- **What can be accomplished regionally?**
 - MJOs or EPA Regional offices
- **What is role of state/local agencies?**
- **What are options for training providers?**

Next Steps

■ Obtain feedback on draft Strategy

- JTC Chairs presented training strategy to Boards of Directors and Committee Chairs in January; positive feedback
- Scott Mathias and Eddie Terrill have discussed Strategy with EPA management.
- Strategy presented to Joint Training Committee at March meeting.
- Present strategy at April STAPPA/ALAPCO membership meeting for feedback.
- Subcommittee to develop final strategy & transition plan after hearing from above groups.

Next steps, Continued

■ Implement the Strategy

- ❑ Form JTC sub-group to explore options for conducting pilot project examining course formatting options.
 - Work to be completed by July 2006.
- ❑ Form JTC and STAPPA/ALAPCO Committee group to develop curriculum for various positions.
 - Complete work by June/July 2006.
- ❑ Coordinate strategic planning for course scheduling. (JTC)
- ❑ Look into capability of putting calendar on a web site accessible to all and modifiable to all. (Amy)



QUESTIONS ?