



Review of the National Training Strategy for Air Officials

Revised per Joint Training Committee at March 2006 Meeting

**NATIONAL ASSOCIATION OF CLEAN AIR
AGENCIES (NACAA)**

TRAINING MEETING

March 26-28, 2008

Sheraton Gateway Suites Chicago O'Hare

National Training Strategy



- Purpose of this Presentation
- Meeting Participants' Goals
 - **Vision**
 - **Goals**
 - **Elements**
- **Implementation**

Presentation Purpose

- Where there is a will, there is a way!
 1. Is there a will?
 2. If there is, then from shelf to action
 3. From action to sensible structure
 4. From structure to results that matter
 5. Consensus – ask ourselves, can we live with it

Meeting Participants' Goals

- Who's doing what/when/where on course updates and developments
- Improve wide dissemination of course schedules/where/when are they happening
- Training needs assessment – how to
- What is each consortium doing; what are their best practices; how to share and exchange ideas
- What areas need improvement

Meeting Participants' Goals (Continued)

- Small training miracles to counteract staff losses or turnover
- Roadmap to maintaining APTI courses
- Prevent ongoing path erosion to national training goals – keep within sight
- Where is everyone heading in training
- Training structure, structure, structure
- Have a working training plan to take back and speaks volumes
- Emphasis on training coordination as key JTC function

Meeting Participants' Goals (Continued)

- Ensure good understanding of training needs for new and tenured staff
- Gather useful/practical information to take back and apply
- Learn as much as possible, especially on APTI
- What to update/develop with one voice/cohesive-representation
- What/If EPA supports – APTI?
- How are decisions made – what's the structure

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**, to quickly learn new job responsibilities and to maintain, enhance and update skills in their existing areas of responsibilities.

National Training Strategy Goals

- Understand the training needs of local, state and federal air quality officials on-going.
- 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.

National Training Strategy

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.

National Training Strategy Elements (1 of 7)

Communication

- EPA (including OAR, OECA and the regions) will communicate its strategic priorities and programmatic changes so that training needs assessments and course development and offerings can reflect these priorities.
- EPA will communicate upcoming rulemakings and policy changes that require changes to courses or new courses.
- States and localities will communicate information relevant to developing courses and curriculum, such as training plans for staff.
- An effective way will be developed for communicating course opportunities and curriculum requirements to new employees, training coordinators and existing employees.

National Training Strategy Elements (2 of 7)

Assessment of Needs

- A periodic assessment will be conducted at the local, state and national level and will be updated frequently.
- State and local agencies will be encouraged to maintain training plans for their staff.
- The assessment will assess, in addition to core training needs, the special needs of states and localities due to regional variations in air quality and sources.
- In developing the assessment, upcoming and future regulatory requirements should be taken into consideration. For example, if EPA is slated to revise the New Source Review (NSR) requirements, then NSR training will likely be necessary.

National Training Strategy Elements (3 of 7)

Development of Curriculum

- Introductory core courses
 - Inspection and Enforcement
 - SIP Planning and Development
 - Air Quality Monitoring and Data Management
 - Permitting and New Source Review
 - Mobile Sources
 - Modeling
- A suggested curriculum for core air quality positions that is acceptable and available to all agencies will be developed. Existing curriculum will be reviewed and modified.
 - A curriculum will be developed for new employees that prepares them in the subject matter areas described above. A curriculum will be developed for existing employees to refresh their skills and update them.

National Training Strategy Elements (4 of 7)

Development and updating of course content and workshops

- Existing courses:
 - Course evaluation tool
 - Priority system for selecting courses
 - Best formats for delivering materials
- New courses and workshops:
 - Annual review for determination
 - Base on periodic needs assessment
 - Advanced and/or region specific training

National Training Strategy Elements (5 of 7)

Course Format Development and Updating

- EPA's Training Benchmark Study
 - Lists criteria for selecting delivery method
 - Classroom or interactive synchronous method
 - Classroom or laboratory
 - Self-instructional or web-cast or blended
 - Different technologies for satisfying tng needs
 - Use of blended approaches
 - Use of web resource pages
 - Evaluation of alternative delivery methods
 - Instructors with specified attributes

National Training Strategy Elements (6 of 7)

Training Program Administration

- Use of model course evaluation (JTC's)
 - Compilation of evaluations and analyses
 - Changes to course? Course delivery? Instructor?
- Efficient course scheduling to meet needs
 - Master course calendar
- Training logistics
 - Storage and distribution of course materials
 - Record-keeping for course and curriculum completion
- Training coordination
 - Primary points of contact for local/state, MJO, EPA R

National Training Strategy Elements (7 of 7)

Resources

- Consistent adequate funds for training
- JTC resource determination to meet needs
 - Periodic assessment of training needs
 - Evaluation of current program needs being met or not
- JTC advocacy for securing funds to secure resources needed (vision/goals-strategy)

National Training Strategy Implementation Mechanisms

- EPA (OAQPS and NETI – regions?)
- States
- Localities
- MJOs
- Assignment of responsibilities (re-assess; specify; commit!)
- Funding – work with what we know we have!
- Reformatting of Conference calls – create momentum; set doable milestones; steady and measurable progress

Next

- **Much already said about what's lacking to ensure an adequate national training program, so**
 - Decide what at a minimum needs fixing, including agreeable structure with best chance to work
 - Keep the fixing in bite-size chunks not to over commit
 - Select the bite size chunks to work on
 - Identify the JTC laborers on the bite size chunks to connect the dots and create a recommended road map
 - Report, re-tweak as needed, put plan to work!
 - Begin flip charting; connect each pre/subsequent agenda item to this effort incl. Next Steps/Goals item

What Now

- Let's get to work!