



**EPA**

# **COMPENDIUM**

## **Regional Technology Transfer Through Training**

**October 1988**

*Developed by the  
Human Resources Development Division  
Office of Human Resources Management  
U.S. Environmental Protection Agency*

## FOREWORD

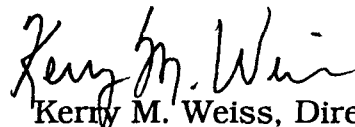
EPA has a number of ways of transferring its technology to others; training is probably our premier tool. Earlier this year I made a commitment to find out what's going on in the Regions in the area of technology transfer through training, and this compendium represents the results of our first effort. The amount and variety of training activities occurring in the Regional offices is truly impressive.

We wish to express our appreciation to the Regional Institute contacts, technology transfer focal points, program office training coordinators, State contacts and others who provided much of the information contained in this compendium. We have included two appendices which list the Institute contacts and technology transfer focal points for your information.

The Human Resources Development Division has been given the lead responsibility to manage the training component of the Agency's technology transfer effort, and we work closely with the Agencywide Technology Transfer Staff. We have created this compendium primarily to serve the needs of Agency personnel who are involved in the technology transfer effort and need to know the status of our ongoing training activities with the States.

The compendium's purpose is to make you aware of training activities that other offices and Regions are engaged in that may be of interest to you or your State partners. We expect the EPA-State partnerships in your offices and Regions to be strengthened by taking advantage of training others have developed and found useful. The whole effort of transferring technology and training to the States depends on your willingness to find new ways to meet your own and the States' needs. This compendium should provide you with ample opportunity to identify different approaches to sharing training. Please feel free to share this compendium with the States.

We recognize that this effort may not have captured all of the training activities taking place between the Regions and States. For that reason, this compendium will be updated as we learn of new and different training efforts occurring. Our goal is to present this information so that it is most useful to you. Please call us with suggestions for improving the compendium and with any additions you have to it.



Kerry M. Weiss, Director  
Human Resources Development Division  
Office of Human Resources Management

## **REGION I**

### **Institute Activities**

Region I has a solid Institute in place which coordinates training for all offices in the Region. The Institute publishes a comprehensive catalog of training offered in the Region and will produce a separate "mini-catalog" of courses that are open to State participants. The Region is working to create an information network with the States to determine what courses they offer which EPA employees could take, and what training State employees can take from the Institute. For more information about the Institute, contact Georgie Bishop, Institute Director, at FTS 835-3393.

### **Popular Emergency Response Courses**

Some of the most popular courses with the States, as in most Regions, are the courses offered by the Environmental Response Team (ERT) which works through a contractor to take 10-12 courses per year to each Region. Two of these courses, the Personnel Protection and Safety and the Hazardous Materials for First Responders courses frequently have 70-80% State participation with an average State participation in ERT courses of at least 50%. ERT sends out a training calendar to the Regions which in turn distribute the calendars to the States. This training information is also included in OSWER's training calendar which is widely circulated throughout the Agency. Call Tom Sell, ERT Training Coordinator, at FTS 684-7537 for more information.

### **Laboratory Activities**

In addition, the New England Regional Laboratory trains State employees both through formal courses coordinated through the Regional Institute, and through informal hands-on training in the lab or on-site in the State. For example, State employees may come to the lab for one week to learn about new technology or equipment, or lab personnel may visit a plant to instruct State employees in how to conduct tests. Call Ed Conley, lab director, at 617-860-4315 for more information.

### **Active Associations**

Region I also has a highly developed network of associations which offer training to their State members and frequently work with EPA to develop and deliver courses. The Northeast States for Coordinated Air Use Management (NESCAUM) is an association of the air quality managers from eight states which identifies the training needs of its members and works to meet them, either through seminars on emerging issues or specific course development. For example, Region I and NESCAUM jointly developed a toxic modelling course for NESCAUM members which EPA offers to other states as well. NESCAUM also has worked with ORD to develop a course for

inspectors to prevent accidental releases. For more information, call Mike Bradley, director, at 617-367-8540.

The New England Interstate Water Pollution Control Commission (NEIWPCC) is another association which offers training to its members and EPA and apprises the Institute of its offerings. It also makes its members aware of EPA training when it receives the Regional Institute's catalog, and is working with the Region to more closely coordinate their training efforts. For more information, call Ron Poltac at 617-367-8522. Call Norm Willard at 617-367-8858 for information on the New England Waste Management Officials Association (NEWMOA.)

### **Next Steps**

A next step for the Institute will be to work with the States to take training out to them, share materials with them, and develop courses through local universities. Call Georgie Bishop at FTS 835-3393 for more information.

## **REGION II**

### **Institute Activities**

The Institute is aware of most of the training put on by program offices and maintains an informal network of program office contacts to track training. It publishes a quarterly Regional training calendar and training course updates, and facilitates some training scheduling. While most of the training States want is offered by program offices, the Institute is aware of States' interest in other areas such as the introductory and Superfund-oriented enforcement negotiation skills courses which are offered alternately in five Regions each year. In fact, the contractor working with the Office of Enforcement and Compliance Monitoring (OECM) on the negotiation skills development workshop will be teaching the same course to the State of Pennsylvania this winter, and EPA staff will probably help teach it. Call Renelle Rae, OECM, at FTS 475-8777 for more information on the enforcement courses. Jane Thomas of the Regional Institute can be reached at FTS 264-0593 for information on other Regional training.

### **Risk Assessment Courses**

The risk assessment courses have also been popular with the States. The Region trained its own people in these courses this year and will focus on training the States in FY 89. ORD is also working on a course in risk assessment guidelines to offer the States. In addition, the Region offers training in the Integrated Risk Information System (IRIS) to States and plans to train universities and other interested parties in a shortened version of the course. Call Alice Jenik, the Region's technology transfer focal point, at FTS 264-4296 for more information.

### **Groundwater Courses**

Groundwater courses are very popular with the States in Region II. Several States are taking training offered by Headquarters through a contractor in wellhead protection area delineation. In a course on the fundamentals of groundwater contamination, State employees comprised 30% of the participants, and in one instance the Region was able to offer the course at a local college campus to 200 people, producing savings of \$70,000 by training many people at one time. The U.S. Geological Survey taught a course in geographical information systems training to the Region. The Region currently is planning a geophysics course to be taught by an EPA employee both in the Regions and in the States. Call Lisa Voyce, Water Management Division, for more information at FTS 264-5635.

### **Title III Education Efforts**

Like other Regions, Region II has invested much effort in educating State and local governments, industry and the public in Title III. A basic course in community relations concepts and skills was offered to Regional and State employees, and State employees comprised a full

25-30% of participants in a workshop on the technical assistance grants program. Call Lillian Johnson, Office of External Programs, at FTS 264-7054 for more information.

**Emergency and Remedial Response**

Region II also takes advantage of the full range of courses offered by the Headquarters OSWER office, as do most Regions. For example, several Superfund-specific courses developed in Headquarters have been delivered in the Regions to joint Regional and State audiences, such as a remedial investigation feasibility study workshop, and a regional groundwater modelling workshop. In addition, States often host courses offered by the Environmental Response Team. The host State gets 50% of the slots in the course for its students, and the Region and other States take the remaining slots. Call Peter Ucker, Emergency and Remedial Response Division, at FTS 264-6324 for more information.

## **REGION III**

### **Institute Activities**

The Regional Institute is preparing a list of all the courses planned for FY 89 to share among the program offices and with the States. It plans to designate which courses are open to State participants and to provide a contact person for the States to call. In addition, the Institute plans to publish a monthly training calendar and to establish a training committee with representatives from each program office in order to share information and more closely coordinate their activities. Call Larry Merrill or Eileen Burrows, Regional Institute, at FTS 597-8924 for more information.

### **Joint Training Efforts with State and Local Governments**

The Institute has met with trainers from the District of Columbia (DC) to share materials developed for some administrative and management courses such as secretarial training programs, and to discuss other areas in which they can share training. In addition, DC is talking with the Hazardous Waste Management Division about sending some of its employees to Regional courses. Maryland has also expressed an interest in reviewing the Region's calendar to identify courses of interest to its employees.

Pennsylvania, Delaware and the city of Philadelphia frequently take advantage of being located near the Regional office by participating in training there. Project officer and contract administration courses are popular with State and local governments, as are courses offered by the program offices. Call Larry Merrill or Eileen Burrows at FTS 597-8924 for more information on these training efforts.

### **Working with Local Colleges**

In the past, the Regional Institute has organized focus groups from the program offices to meet and discuss what topics they would like to have covered in a given course, e.g., an emergency response course for the Hazardous Waste Management Division. The Institute then organizes a meeting with local colleges to solicit proposals to meet these training needs. The schools work with EPA to develop course proposals and submit them for approval. They then offer the courses on a semester basis for EPA employees and others to take. These courses reach a larger audience, including State and local personnel, than the Region could on its own by offering the courses internally. Call Larry Merrill or Eileen Burrows at FTS 597-8924 for more information.

### **Technology Transfer Initiatives**

The Regional technology transfer focal point has recently published a Technical Assistance Directory of various technology transfer efforts going on in the Region. An example of these efforts is the risk assessment training that was developed in the Region and given to

more than 50 Regional, State and local employees over the last two years. The Region taught the whole risk training module to the State of Virginia. It plans to offer the Headquarters-developed risk assessment courses to the States this year. Contact Sam Rotenberg in the Waste Management Branch at FTS 597-2842 for more information.

Another example is the Pretreatment of Industrial Wastewater Workshop offered by the Water Management Division to municipalities and some State personnel in preventing excess discharges of industrial wastewater into sewage treatment plants. Next fiscal year, this training will be provided to the States of Pennsylvania and Virginia to educate them about pretreatment, their responsibilities under the delegated program, and how to conduct industrial user investigations. In a recent meeting with the Region, Maryland and Pennsylvania, Maryland shared its experiences in this area in an attempt to prepare Pennsylvania for starting its own program. Call John Lovell at FTS 597-6279 for more information.

Several universities in the Region have formed consortia with institutions in Region V to apply to become one of the five Hazardous Substance Research Centers being developed under Superfund. Headquarters OSWER has paired each Region with a partner Region to ensure that the five Centers are evenly placed throughout the country. These centers will spend \$100-150,000 each year for five years to develop programs to train hazardous waste workers. For example, a center might develop a videotape to train EPA and State Superfund employees or organize a network to distribute research and training information. Call Roland Schrecongost, Hazardous Waste Management Division, at FTS 597-9492 for more information.

In a separate effort, the Hazardous Waste Management Division is establishing a technology transfer and training center to consolidate all training information into one database, and organize its technical documents into an easy-to-use reference system. It will coordinate this effort with the Regional Institute. For more information, call Joanne McKernan at FTS 597-8182.

The Region is working to launch an Institute for Cooperative Environmental Management (ICEM) to pool the talents of industry, government, academia and the public to facilitate joint environmental activities. The Institute would focus on disseminating information, offering training, conducting joint R&D efforts, developing educational programs in schools, and sharing planning. The Executive Board of the Institute will meet in October 1988 to flesh out its future activities. For more information on this and other technology transfer and training efforts listed in the Technical Assistance Directory, call Greene Jones, the Regional technology transfer focal point, at FTS 597-4532 or Norm Kulujian, ORD Region III representative, at FTS 597-9336.



## **REGION IV**

### **Institute Activities**

The Institute functions as a clearinghouse of training information and publishes bi-annual calendars of courses offered in the Region. It sends these calendars to State training contacts and facilitates State employees signing up for courses where there is room available. Some courses have spaces reserved for State employees, while others operate on a first-come/first-serve basis. The Institute is seeking to consolidate training calendars with the program offices, and the Waste Management Division has recently appointed three contacts to form a training committee with the Institute to coordinate the division's training and target it to the appropriate Regional, State and local audience. For more information on the Institute, call Rich Nawyn at FTS 257-3486.

### **Training Activities with the States**

Since travel costs to Atlanta prevent many States from sending employees to the Regional office for training, the Region offers several courses on-site in the States. In addition to the hazardous materials courses offered on-site by the Environmental Response Team and Headquarters OSWER, the Environmental Services Division (ESD) teaches courses in the States on how to sample at hazardous waste sites. ESD also offers courses in the states on trouble-shooting wastewater treatment facilities and compliance monitoring. In addition, the Waste Management Division offers a risk assessment decision-making course in the Regional office which States have attended, and it has trained the States to put on the course themselves. The division will make a staff member available to support States in their first efforts to train their own employees this year. For more information, contact Rich Nawyn at FTS 257-3486.

### **Innovative Training Initiatives**

There are several new efforts underway in the Region to get training out to a wider audience. The Hazardous Waste Management Institute at East Tennessee State University opened in June 1988 to serve as a national center to provide short-term technical training relating to Superfund activities to Federal, State and local employees; long-term academic training in a Masters program; and special research projects. This institute is supported by the entire Agency, not just Region IV. Call George Moien, Director (*on IPA from Region IV*), at 615-929-4429 for more information.

In addition, the Region is planning to open a RCRA training institute at Mississippi State University to offer a range of courses from basic orientation to more specific implementation and compliance activities. The institute will offer a two-week annual course for new compliance employees to at least 35 State and Regional employees each year. More courses may be offered as Mississippi

State works with the Region and States to develop materials and curricula. The institute will be jointly funded by Region IV and the States. Call Otis Johnson, Waste Management Division, at FTS 257-3016 for more information.

As the lead Region for enforcement, Region IV is hoping to pilot a State inspector training course to be a model for other Regions as they begin to implement this newly-ordered Agency- and State-wide training program. Call Tom Nessmith, Region IV technology transfer focal point, at FTS 257-7109 for more information.

Region IV also has a contract with the University of Florida to administer a program using funds pooled from the States' 105 air grants to pay for travel and per diem associated with training for State employees. The States found in the past that they frequently ran out of travel funds before their staffs received necessary training. Under this arrangement, the States pool roughly \$100,000 each year to pay for air-related training, such as a workshop at Georgia Tech in asbestos removal, or a New Source Review workshop in the Region. 128 State and local employees benefited from this program in FY 87. Call Bruce Miller, Air Programs Branch, at FTS 257-2864 for more information.

### **Medical Monitoring**

Finally, the Institute has developed a field safety and medical monitoring system to track category I-III employees who are required to take these training courses. The Institute is willing to share a copy of its computer program with other Regions. Contact Rich Nawyn at FTS 257-3486 for more information.

## **REGION V**

### **Institute Activities**

The Institute keeps track of some training taking place in the Region, although not all program office training is coordinated with the Institute. The Institute is encouraging the program offices to let it know about training activities with the States so that it can coordinate the various outreach efforts to the States, academia, and the private sector. It plans to accompany the program offices on their annual visits to the States this year in order to talk with States about their training needs. The Region's technology transfer focal point will also work out of the Institute so that these activities will be coordinated. Call Ric Sims or Bob Thayer, Regional Institute, at FTS 886-7535, or Janet Mason, Regional technology transfer focal point, at FTS 886-7501 for more information.

### **Computer Training for the States**

States come to the Region to take computer training courses in the various database systems used in the Agency. In addition, since many States cannot afford to travel to the Regional office to take training, the Region is working with a contractor to offer some computer courses off-site in a central location more convenient to the States. Call Janet Mason, technology transfer focal point, at FTS 886-7501 for more information.

### **State Participation in Waste Management Division Training**

States come to 80% of the courses offered by the Waste Management Division. The division mails catalogs listing its courses, including Environmental Response Team courses, community relations courses, risk assessment courses and others to the States to advertise them. It also issues individual course announcements six to eight weeks before courses start to its State contacts. Frequently States comprise 10-15% of the classes, and States sometimes ask for special courses to meet their specific training needs. The division provides courses, videotapes, assistance in developing courses, and any other help it can to meet the States' needs. The division plans to send its training coordinator to the States this year to let them know what training and assistance is available. It also will coordinate its courses closely with the Institute to produce a unified catalog, and plans to share needs assessment information it learns from its State visits with the Institute.

In FY 89, the division plans to work with the State of Indiana Department of Environmental Management to develop a soil/glacial geology course which a State employee will teach. It will be offered to other States and the Region in the Regional office, then may be offered in the States if there is interest. Alternately, EPA and Indiana may train the other States' trainers so they can teach the course themselves.

Popular courses with the States over the past year included: Introduction to Procurement under Superfund; RCRA Orientation; Superfund RI/FS Workshop; CERCLA Orientation; and Skills Development in RCRA/CERCLA Disputes. Altogether, a total of 66 State employees received training. For more information about these courses, call Pat Easley, Waste Management Division training coordinator, at FTS 886-2775.

Barbara Lambert of the Waste Management Division is working to develop a basic solid waste training program for the Indian tribes in the Region. Call her at FTS 886-6822 for more information.

#### **Air Division Interaction with States**

The Air Pollution Training Institute out of RTP offers its courses in the Region and through the Illinois Institute of Technology and other avenues. States take these courses along with Regional personnel. For example, in an inspection procedures and safety course, 20 of the 36 participants were from State and local governments.

Other popular courses this year included: Control of Particulate Emissions; Combustion Evaluation for Air Pollution Control; Control of Volatile Organic Compounds; and Control of Gaseous Emissions. All of these courses had approximately 50% State and local participation, and a total of 46 State and local employees were trained altogether. Call George Hurt, Air Compliance Branch, at FTS 886-6822 for more information.

## **REGION VI**

### **Institute Activities**

The Institute does not function as a central clearinghouse for training information, but it is aware of courses offered by the program offices which are popular with the States. The program offices invite State employees to participate in their classes, or the Institute reserves spaces in a course for States at the program offices' request. The Institute does plan to include the States next year in its training needs assessment. Call Cynthia Singletary or Sally Bela, Regional Institute, at FTS 255-6560 for more information.

### **Popular Courses with States**

There have been several highly specialized courses offered by ORD in which States have participated. For example, 30 State and 40 Regional employees recently attended a course on the ecological effects of toxic substances. Similarly, 50% of the participants in a course on investigation of groundwater contaminated by field activities were State employees. Other courses popular with the States were on groundwater hydrology, hazardous waste landfills design, and statistical sampling.

Like most Regions, Region VI is experiencing significant State participation in the risk assessment courses. In fact, the Region is planning to take the risk assessment and decision-making course out to the States in the coming year. In addition, the Office of Pesticides runs an expert witness course in which more than 70% of the participants are from the States.

The Regional technology transfer focal point is compiling a catalog of courses offered by both the Institute and the program offices, and plans to share it with the States. He also plans to visit each of the States to establish technology transfer contacts there. He expects the Region to continue to share ORD reports and other technical information and guidance with these State contacts, as well as sharing training. Call the technology transfer focal point, Norm Dyer, at FTS 255-2270 for more information.

### **New Initiatives**

In conjunction with the Agencywide Technology Transfer Staff, the Region has recently established the EPA-University of Texas at Arlington (UTA) Environmental Institute for Technology Transfer. The Institute is a cooperative effort between Region VI and UTA to support the needs of the Region VI community in environmental research, education, and training programs. It will set up a network between EPA, universities, industry and State and local governments to work through academic institutions in the Region to conduct joint research projects and training programs to help States and industry better carry out regulatory programs.

The Institute will not directly teach courses but will provide assessment tools to the State agencies to help them identify their training needs; develop courses and materials to respond to these needs; and develop programs to train Regional, State and local staffs. The Institute will then share these developed curricula with other universities and community colleges to further ensure that training is getting out to meet local needs. In addition, the partners in the Institute will jointly develop research agendas, share new technologies, and provide a forum to address common concerns. Call Gerald Nieman (*on IPA from EPA to UTA*) at 817-273-2300 for more information.

## **REGION VII**

### **Institute Activities**

The Institute publishes a quarterly training catalog and sends it to the States. It allows State employees to sit in on courses, especially when a State has expressed a particular training need. For example, in the past when several States have expressed an interest in getting ADP training from the Region, State people have come to the Regional office for training and the Region has also gone out to provide training in the States. This has occurred frequently when the States needed modifications to their data systems and training in these system changes. Call Mary Melton or Marian Hess at FTS 757-2821 for more information on the Institute.

### **Technology Transfer**

When the Region offers formal courses like those from the Environmental Response Team or the Air Pollution Training Institute, it normally invites the States to attend, and may even hold the courses on-site in the States. The Region also offers more informal training to the States. It is setting up a library with self-study training materials that Regional and State employees can use. It has jointly developed a slide show on wetlands management with the State of Nebraska, the Army Corps of Engineers, and the Fish and Wildlife Service. Finally, the Region is considering expansion of its risk assessment training this year to include State soil conservation staffs. Call Gene Ramsey, Regional technology transfer focal point, at FTS 757-2819 for more information on these initiatives.

### **Joint Training Efforts with Kansas University**

The Region has a special relationship with Kansas University (KU) wherein KU develops manuals and provides specialized training to EPA and the States in asbestos, air toxics monitoring for inspectors, and other areas. KU was one of seven universities that received a seed grant to develop asbestos training courses. It has eight mobile training facilities which travel into the field and teach asbestos removal techniques. Call Gene Ramsey at FTS 757-2819 for more information.

### **Waste Management Training**

The Waste Management Division has an extensive contract with the Ecology and Environment Technical Assistance Team (TAT) which accounts for much of the training offered in the Region and to the States. The TAT coordinates a joint effort by Region VII and the Union Pacific Railroad to teach a first responders course. The audience for this course is usually 20-25% State employees, 65-70% local employees, and 5-10% industry employees. It is offered at no cost to the students.

This initial course is followed by a more detailed hands-on course for first responders, and the two courses are each offered

approximately 15 times per year. The contractor provides the States with the course schedules, and the States advertise the courses to local agencies. For more information on these courses and other waste management training activities, call Bill Keffer, Waste Management Division, at FTS 757-3720.



## **REGION VIII**

### **Institute Activities**

The Institute is working to centralize training and to include all program offices' courses in its annual calendar. It also publishes a monthly newsletter, as well as special course announcements. It is working closely with program office contacts to keep abreast of training going on with the States, and plans to share its annual calendar with the States in the future.

In addition, the Institute is working to increase its technical understanding of the training offered by the program offices so it can more effectively market these courses. It wants to receive advance schedules of program office training in order to advertise the courses to States before they fill up. The Institute lets States know if there are spaces still available in a class, and will take registration over the phone to facilitate the States' participation. Call Mary Rogers, Regional Institute, at FTS 564-1498 for more information.

### **Popular Courses with the States**

Risk training has been successfully taken to the States this year. The Region offered the basic risk assessment course in Colorado, Montana, Utah and South Dakota to about 250 people, and taught the more technical exposure assessment training to an additional 50. The Region plans to train some State trainers to teach these risk courses.

Whenever the Region offers training at its operations office in Helena, Montana it invites the State to attend. These courses have included project officer and contract administration training, risk assessment, RCRA orientation, and training in the Integrated Risk Information System (IRIS). Call Mary Rogers for more information on these courses at FTS 564-1498.

### **Technology Transfer Group**

The Region's technology transfer focal point chairs a group of program office and State contacts involved in the transfer of technology and training in the Region. The Institute participates in the group and uses it to identify mechanisms to get training to the States. The group is planning to publish a directory listing the expert staff contacts associated with various fields and subject areas in the Region to share with the States.

In addition, the technology transfer focal point has visited each program office to find out what they are doing in the area of technology transfer. Several of the initiatives from this list are described below. Call the technology transfer focal point, Jim Lehr, at FTS 564-1441 for more information.

### **New Initiatives with Regional Academic Institutions**

The Region is working with the Colorado School of Mines on a pilot program to provide engineers and geoscientists who have project management experience with the training they need to move into the field of managing remediation of hazardous waste sites. This program is part of a larger effort by the Region, States and others to retrain out-of-work miners and energy workers into this field. The Region is on the advisory committee to evaluate this pilot program and direct future training efforts to meet government agencies' needs. The pilot began earlier this year and will be completed this fall.

Front Range Community College is adding an associate degree and EPA courses to its curriculum and will become a Center of Excellence to train a much-needed applicant pool of hazardous waste technicians. The Region has shared training materials with the Center, and Regional personnel will teach some courses. Rocky Mountain Junior College is also developing as a Center of Excellence to train sewage treatment plant operators. The Region has contributed grant money, and Regional staff will be teaching some courses.

### **Other Technology Transfer Efforts**

The Region has taken a course in biological monitoring techniques for stream assessment to the States and trained four to six State employees at each location. In addition, the Region's inspectors often join State employees in conducting their annual inspections of wastewater and drinking water plants and train them in proper techniques.

The Region took an Incinerator Technology and Safety course to the State of Utah last year in response to a special request from the State. Utah had six applications for new incinerators in one year, and no one in the State was adequately familiar with the field to review the applications. The Region taught a workshop for State employees and the public to educate them about incinerator technology, and other States came to take the training as well.

Colorado State University is working closely with the Region to develop an integrated pest management videotape on the alternatives to using pesticides. It should be available this year.

Call Jim Lehr at FTS 564-1441 for information on these and other Region VIII technology transfer activities.

## **REGION IX**

### **Institute Activities**

The Institute is well-coordinated and keeps abreast of the training offered by the various program offices. It plans to hire a full-time training officer to establish contacts with State training officers, assess State training needs, and explore how the Region can meet some of the States' most pressing needs. The Institute publishes an annual course catalog which includes program office training information. Call John Duff, Regional Institute, at FTS 454-8016 for more information.

### **Popular Courses with the States**

Risk assessment and decision-making is a very popular course and has been offered to States both in-house and on-site. The University of California (UC) at Berkeley has been the site for some classes, and UC has sent an individual on an IPA to EPA to facilitate the transfer of risk training. The Region offers the course every two months in California to an audience of approximately 20 EPA and 20 State employees. The course delivery facilitates team-building between the Region and State and focuses on problem-solving techniques and hands-on application of the material. Call Bill Wilson, Waste Management Division, at FTS 454-0960, or John Duff, Regional Institute, at FTS 454-8016 for more information.

Another popular course with the States has been contract administration, both for project officers and for supervisors; 15 State and 20 EPA employees have been trained so far. Enforcement negotiation training is also of interest to the States, which have comprised 10% of the audiences in the classes taught to date. For more information on State participation in Regional courses, call John Duff at FTS 454-8016.

### **Air Training Initiatives with States**

The California Air Resources Board (ARB), comprised of the various air districts in the State, has been working on a task force with the Region's Air Management Division for the last two years to develop a series of training materials and videotapes to provide a uniform air quality training program for air agency personnel, particularly field inspectors. The program will consist of three levels of training videotapes to be offered to all the districts in the State.

The first-year curriculum includes 14 courses in such areas as the history of air pollution control and the Clean Air Act, climatology and meteorology, concepts of regulation development, inspector conduct and liability, field safety, air contaminants, air pollution control equipment, sampling techniques, and other courses. The task force developed the materials, the Region is paying for the videotapes, and the ARB will track individuals' progress through the training,

administer exams, and issue certificates to personnel who successfully complete the training. Three of the 14 first-year videotapes have been developed, and the rest are underway.

The second-year training offers more advanced courses, such as one in paints and coatings. The third-year curriculum focuses on more specialized topics such as asbestos training. The Region expects to reach over 200 air inspectors in the State of California alone, not to mention the air supervisors and other air personnel who will be taking some of the more general training. The ARB arranged with a local university to have continuing education units attached to these courses.

The Region is developing a workplan that involves making this training available to other States in the future. It is willing to share the tapes with other Regions to distribute to their States. In addition, the ARB also offers other training courses which it advertises in a quarterly newsletter. The Region coordinates the training with them, and Regional staff frequently teach the courses. Call Vickie Boothe, Air Management Division, at FTS 454-8923 for more information.

#### **Technology Transfer**

The Region's technology transfer focal point is working closely with the Institute to coordinate training efforts. She participates in a monthly meeting of training coordinators from the various program offices, and is putting together a summary of technology transfer activities going on in the Region. Call the technology transfer focal point, Marsha Harris, at FTS 454-0960 for more information.

#### **Waste Training Initiatives with the States**

The Region has trained State and EPA personnel in the past by conducting seminars to educate them about Federal programs. For example, the Region launched a RCRA educational campaign in California in 1987 to explain what hazardous waste is, who needs a permit, and what some of the more technical permitting requirements are.

Over time the Region found it increasingly difficult to offer sufficient training to keep up with the frequent turnover in both State and Regional staff. As a result, it is replacing this training with four training modules using videotapes and text materials which new employees can use at any time to learn about the hazardous waste program. The first module, on permitting, will be available this fall.

In addition, the Waste Management Division is asking Headquarters OSWER to offer its basic courses more frequently so that new employees can more readily take the training they need. Call Bill Wilson at FTS 454-8915 for more information on waste training initiatives with the States.

## **REGION X**

### **Institute Activities**

The Institute keeps track of the training offered throughout the Region and publishes a monthly training bulletin listing all courses. States can take some of these courses, but the Institute does not send the training bulletin to the States because most courses are targeted to an EPA audience. However, if a State hears about a course and wants to participate, it is included. The Institute may modify the bulletin in the future to list those courses of particular relevance to the States and send them this abbreviated bulletin. This effort will depend in part on how much information on States' training needs the Region is able to learn through its newly established network with State training contacts. It is currently relying on its program office contacts to learn what training the States need, and it also gets information from the Regional management's annual meetings with each State. For more information, call Micheline Ward or Mike Manner, Regional Institute, at FTS 399-2955.

### **Popular Training with States**

Much of the Regional training which States participate in is offered at the Regional operations offices in each state which are housed in the same building as the State offices. These offices serve as liaisons with the States to convey the intent of Federal program, understand State needs, and help States with programs. The States are invited to take any training that is offered in the operations offices, and it is much less expensive for them to take training locally than to travel to the Regional office.

The Region also is developing a negotiation skills course jointly with the State of Oregon for FY 89 to be a model of a joint State-EPA training effort. EPA will teach the first course, then train State instructors to teach it on their own. This demonstration project will model a process to more effectively transfer training in a State-EPA partnership. Call Micheline Ward, Regional Institute, at FTS 399-2955 for more information on these efforts.

### **Occupational Health and Safety Courses**

The Occupational Health and Safety (OHS) staff coordinate the Environmental Response Team courses having to do with protection and safety. In addition, the staff members travel to the States to teach a four-hour segment of the OSHA-required annual eight-hour refresher training for EPA and State employees. There are usually five to seven EPA employees in a class, and 18 to 20 State employees. Staff members also loan videotapes to the Region's operations offices and States to complete the other four hours of their training. They provide quantitative respirator fit testing in the States as well, since many States do not have the equipment to test their own employees.

The OHS staff also train lab workers in lab disposal techniques and environmental compliance at the Manchester lab. They offer the training once a year to new EPA and State workers, as well as offering a refresher course for the rest of the staff. The State employees usually comprise 50% of these classes.

In addition, the OHS staff offer a one-day field exercise every six months at the laboratory for ESD and Washington State employees to keep them familiar with wearing protective clothing and handling equipment. They also offer safety training for asbestos inspections and respiratory protection. The staff members are working with Headquarters to develop a safety and health course on underground storage tanks to offer to Regional, State and local government workers.

The OHS manager serves on an advisory board of experts to the University of Washington (UW) and helped UW get a grant to develop training for hazardous materials workers across the country. UW will offer an annual eight-hour refresher course to meet OSHA requirements; a three-day safety and health course for new employees; an eight-hour OSHA-required course for hazardous materials supervisors; and a correspondence course for industrial hygienists to maintain their proficiency. Regional staff will help teach some of these courses. Call Ron Blair, Occupational Health and Safety manager, at FTS 399-0370 for more information.

### **Technology Transfer and Training for the States**

The Region has trained its staff in the inspector training program and is now ready to train the States. It will use the course materials developed in Headquarters and modify them to meet the States' needs. The States of Oregon and Washington are particularly interested in this training, and the Region will offer it in conjunction with the States' own enforcement inspectors. The Region will incorporate the quality assurance sampling techniques training which it has offered to the States in the past into the inspector training program.

The Region has also conducted in-stream biomonitoring training on-site in the States of Idaho and Washington in the past, and may expand this training to other States. It is also preparing to take a risk and decision-making course out to the States. The States have expressed interest in this course, and some State staff have already been trained. Call Bob Courson, the technology transfer focal point, or Bill Schmidt, at FTS 399-1295 for more information on these and other technology transfer efforts.

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