

**APRIL 30, 2008**  
**HSS/UNION MEETING TO ADDRESS TRAINING**  
**INTEGRATED EXECUTIVE SUMMARY AND FINAL ACTION LIST**

HSS and the labor unions who participated in the initial 2007 HSS Focus Group meetings agreed to a path forward in which various unions combined to form core working groups to address union identified issues by topical area. The following is a synthesis of actions/activities identified in the April 30 HSS/Union meeting to address training issues with focus in the areas of the development of DOE-wide HAMMER modeled training, standardization of training requirements and implementation, as well as, broader based worker safety training DOE-wide.

1. **Define minimum training standards/requirements** (851 as a guiding basis) [HSS]
  - Baseline training requirements [NIEHS/HS-10, NTC, HS-20]
  - Baseline DOE training activities [HS-10, NTC, HS-30]
  - Submit union training catalogs [Unions]
  - Identify training gaps [Unions]
  - Identify training modalities to audience [Unions]
2. **List of physical (training facilities) and intellectual (available trainers) training assets already available through the unions.** [Unions]
  - Specialty training: Identify existing DOE/Union specialty/broader-based training programs (beyond craft specific) and benchmark developers and deliverers [HSS (NTC, HS-10)/Unions]
3. **Unions requested further discussion with HSS to establish minimum standards to qualify and pre-qualify contract workers that may enter DOE sites based on safety, training, technical competency qualifications.** [HSS/Unions]
  - Establish criteria for basic training requirements (e.g., 10 hour OSHA) from which reciprocity across DOE sites can be defined [HSS]
  - Define pre-requisites for DOE site access [HSS]
4. **Oversight action to verify consistent training implementation** [HSS]
  - Provide examples of specific training requirement/implementation inconsistencies creating concern (e.g., collocated workers) [Unions]
5. **Analytical basis to support training needs and outcomes:**
  - Provide safety & health data/statistics to support training needs and positive outcomes [Unions]
  - Provide DOE-wide analytic safety performance information; HSS as a forcing mechanism through its analysis function [HS-30]
  - Quantify reliability – target modernizations, analyze impacts of infrastructure beyond design life to crafts’ expert based intellectual property [HSS/Unions]
  - HSS to follow-on with an analysis of cost vs. liability – development of a business model to better account for cost vs. liability. [HS-30]
  - DOE to share complex wide analytic results. [HS-30]
  - Instill worker involvement ethos through analysis function - expand lessons learned to/from workers [HS-30/Unions]

In addition, the National Training Center will actively coordinate with other HSS offices such as HS-10, HS-20 and HS-30, as well as, HAMMER, National Institute for Environmental Sciences (NIEHS) and others who have a training interface with HSS at large to collaboratively scope their new role to address specific areas of contractor and worker safety training program development and implementation.