

# ADVANCED DOEHR'S COACHING



**BATTELLE**

# Are you using DOEHRs to optimize your industrial hygiene practices?

Effective implementation of the Defense Occupational and Environmental Health Readiness System (DOEHRs) requires more than one-shot introductory training. That's why Battelle developed Advanced DOEHRs Coaching for our Department of Defense (DoD) clients. Our experienced teams provide in-depth coaching to help you engrain best practices for health risk assessment and informatics.

## **OUR APPROACH: "TRAINING BY DOING"**

Our coaching methods are designed to support the way people learn best: by doing. We use a hands-on approach where coaches guide participants through actual DOEHRs activities while they are being trained. This methodology has been crafted and improved through 5 years of delivering Advanced DOEHRs coaching at nearly 80 U.S. Air Force bases.

We'll work with you to design a customized program around your location's unique needs. The coaching is geared toward sound industrial hygiene (IH) practice using DOEHRs as a tool. Instead of simply doing a slide presentation on DOEHRs, we work directly with your personnel to improve your surveillance programs, perform the assessments and ensure that DOEHRs data entry is complete and accurate. Our aim is to ensure that IH personnel are confident and competent in utilizing DOEHRs to meet their local IH program goals. This enables headquarters and support center staff to assess the health of IH programs across their entire enterprise.

## **EXCEPTIONAL DELIVERY, REAL RESULTS, LASTING IMPACT**

Unlike self-teaching methods, didactic slide presentations and webinars, training by doing produces results that last. Our participant surveys speak for themselves: since 2012, our coaches have received near-perfect scores for professionalism, technical knowledge and effective delivery. More importantly, impact studies show that the knowledge that IH personnel gain during Battelle coaching has a lasting impact on their IH business practices.

The U.S. Air Force needed its personnel to improve their occupational and environmental health exposure data entry, assessment, management and reporting in DOEHRs. After initial DOEHRs training, base staff were still not typically prepared to utilize the full capability DOEHRs provides. They also needed additional support in understanding and following IH best practices.

They came to Battelle for help in developing coaching programs that would prepare base personnel to implement an effective IH program using DOEHRs. These advanced courses include Periodic Survey Exposure Assessment Coaching, Ventilation Systems Surveillance Coaching, Inhalation Exposure Assessment Coaching and Radiation Safety Program Evaluation.

Battelle received outstanding feedback from course participants at the time the courses were delivered, but Battelle and our clients wanted to find out whether the courses had a lasting impact on program quality. We conducted an impact study to look at IH practices and DOEHRs utilization data 2 to 4 years after training was complete. The study showed that participants in Battelle's Advanced DOEHRs Coaching program were still applying IH best practices that they had learned in the program 2 to 4 years later.

**"Very effective! A hands-on approach is exactly what's needed to have the training sink in."**

- 122<sup>nd</sup> Indiana

**"This training has made my job more efficient already. I am faster at using DOEHRs and know exactly where to look for certain items. Well done, Battelle instructors."**

- 186<sup>th</sup> Mississippi

**"Our organization prides itself in performing top quality work and it was clear that Battelle holds those same values."**

- 105<sup>th</sup> New York

### Periodic Survey Currency Metric

n = 20 bases

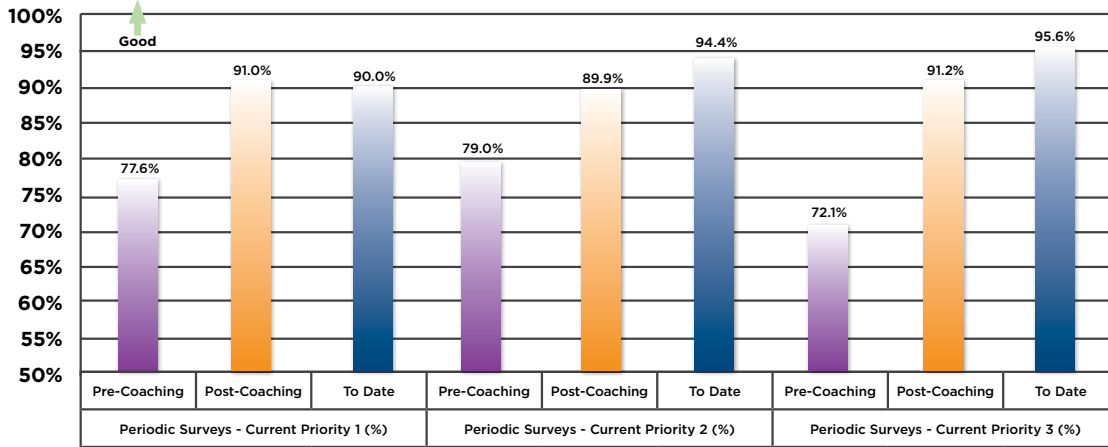


Figure 1. Comparison of periodic survey metrics pre-coaching, post-coaching and to date shows consistent improvements for Priority 2 and 3 shops, even well after the coaching event, and a large improvement post-coaching and maintaining between post-coaching and to date for Priority 1 shops.

### Operational Capability Metrics

n = 20 bases

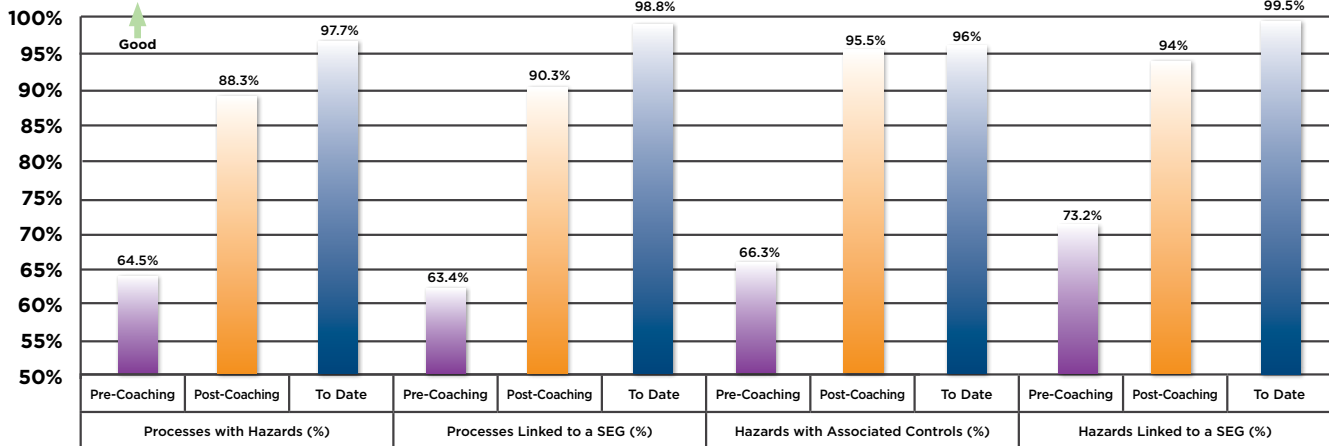


Figure 2. Comparison of DOEHS data entry pre-coaching, post-coaching and to date shows improvements for all shops.

### Overall Base Hazards without Completed Assessments

n = 20 bases

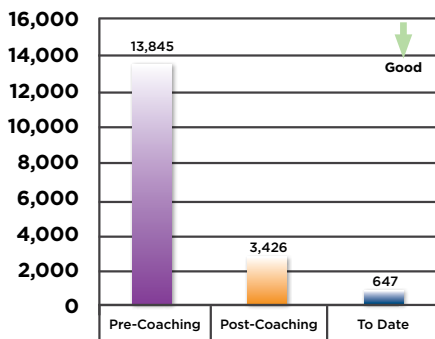


Figure 3. Comparison of Base Hazards without Completed Assessments pre-coaching, post-coaching and to date shows lasting positive impact of the coaching.

## THE BATTELLE 5-DAY ADVANCED DOEHRS COACHING MODEL

Battelle conducts each coaching visit in three phases—pre-visit, during visit and post-visit—to ensure that the experience is custom-made for the mission, personnel and program needs and DOEHRS skills at each location.

**Pre-Visit.** Prior to the coaching, we'll work with the leader of your IH program to gather key data and ensure a successful advanced DOEHRS coaching event. We use your worksite data (shop data in DOEHRS) and surveillance schedule for Periodic IH Surveys to plan a coaching program tailored to your needs. We also review the quality and quantity of existing DOEHRS data (i.e., worksites, processes, hazards and controls). This allows us to maximize “training by doing” during our visit.

**During Visit.** Coaching is provided during an intense 5-day visit in which we will work directly with your personnel through hands-on DOEHRS activities. Each day has specific exercises planned that will guide the workshop and coach IH personnel. This schedule is flexible and can be adjusted to meet the needs of your IH office.

**Post-Visit.** We will provide the leader of your IH program with a report of what we accomplished during our visit and what he/she needs to do next. We'll also leave you with detailed instructions and contact information for a coach you can engage with remotely after we depart.

Are you interested in Advanced DOEHRS Coaching?

Contact **Marty Baugher** at [baugherm@battelle.org](mailto:baugherm@battelle.org) or  
**Paul Pirkle, PE, CIH** at [pirklep@battelle.org](mailto:pirklep@battelle.org) to learn more.

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It can be done