

PUBLIC HEALTH & PREVENTIVE MEDICINE

GRAND ROUNDS

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Training Effectiveness Interventions in Occupational Populations

ABSTRACT

Interventions are critical for establishing, improving and maintaining the safety, health and wellness of the workforce. Training is the primary intervention tool in the workplace, but most training lacks consistency, is poorly paced and is not evaluated to determine if it was effective. Much on-the-job-training (OJT) is provided by technically-competent supervisors with no education in teaching. Computer-based training founded on behavioral principles, however, can be effective with many if not most cultures, ages, education levels, industries/occupations. Evidence from research conducted in education, agriculture, government, transportation, grocery, food service and construction using a common method supports the universality of behavioral principles to effectively train diverse knowledge and skills. Examples will illustrate the principles and the impact of training on reaction, knowledge, behavior and results, following Kirkpatrick's four levels of training evaluation. The results will be compared to findings from meta-analyses of occupational training research. You will learn the key behavioral principles associated with effective training that you can use in public health research.

Food and beverages will be provided.