Emergency Management and Response: Characterizing and Assessing Critical Self-Escape Competencies



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Part 1: Background

The National Academy of Sciences (NAS) has recommended a shift from time-based to competency-based self-escape training

"Regulations appear to emphasize training duration and frequency rather than training to mastery...

A train-to-mastery system with competency standards is needed, not time in class."

-NAS, 2013

Time-based training might not adequately prepare mineworkers for successful self-escape

"In training, miners seldom have to demonstrate mastery of a skill, but only have to be in attendance"

-NAS, 2013

tell me and i'll forget. show me and i may remember. involve me and i learn.

- Benjamin Franklin

What does a competency-based training system require?



- 1) A standardized definition of competence
- 2) Safety personnel to serve as competence assessors
- 3) Assessment tools and workplace observations
- 4) Performance monitoring and improvement

Competency-based training and assessment has been shown to improve performance outcomes

"Results cited early and sustained improvement in resident technical ability..."

-Nguven & Lovee

"After assessment and remediation practices, nearly all teams achieved mastery of the required skills"

-Scott et al.

"99.7% of healthcare providers improved their overall competency score..." -Ameh et al.

"Residents' skills rapidly improved and transferred from the classroom to the laboratory setting"

-Martin et al

Not new to the mining industry: Competency-based assessment is used at mine rescue team competitions



Miner performing CPR at a mine rescue team competition while a judge observes

First Aid: CPR

Skill	Competencies
Establishing unresponsiveness	A. Tap or gently shake shouldersB. Ask "Are you okay?"C. Determine unconsciousnessD. Call for helpE. Get AED
Monitoring patient for breathing	A. Look for absence of breathing or gasping breaths
Checking for carotid pulse	A. Correctly locate the carotid pulseB. Check for presence of carotid pulseC. Immediately start CPR if there is no pulse

^{*}Adapted from the National Mine Rescue, First Aid, Bench, and Preshift Contest Section II First Aid Rules handbook

Recent NIOSH findings suggest that hours in training \neq competence

Survey results are included in the Jan-Feb 2018 Coal Age issue (pp. 30-31)

SAFETY TRAINING

THE ABCs OF KSAs

Assessing the self-escape knowledge, skills and abilities of coal miners

BY CASSANDIA HOSBIES, MICHAEL J. BENICH AND MARGARET B. BYDA

What simple step can help to prevent a . In light of training regulations that mine emergency from becauting a mine disaster? Preparation.

Mine emergencies can happen at one moment. Although all mines and mine emorganics are unique, being equipped. Identifying Critical Self-escape #58a. with an eavily adaptable set of lamwhelps. PriorNIDSH research, the National Research stills and stilling (ESAs) can help under- Council 2013 report, "Improving Self-Deground and mines prevent a dangenous case From Underground Coal Mines," and struction from becoming a tragedy.

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What are the critical self-escape com- appropriated Budget. perencies that all miners need in order to be prepared to respond to an Assessing Eags in Critical Self-escense.



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KSAs in Miners

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MAKE SURE YOU HAVE A GOOD UP-TO-DATE MAP AND DIED IN THE FIRE KNEW THEIR ESCAPEWAYS ... AND KNEW WHERE THEIR SELF-RESCUENS WIRE, THEY

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JANUARY/FIREWARY 2018

Among 696 hourly mineworkers surveyed:

Over 50% were less than fully confident in their ability to:

- Read mine map symbols
- Identify what alarms/alerts mean

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JANUARY/FIREWARY 2018

Among 696 hourly mineworkers surveyed:

Over 40% were less than fully confident in their ability to

- Identify what lifeline symbols mean
- Identify the location of SCSR caches, escapeways, tetherlines, or the refuge alternative (RA)

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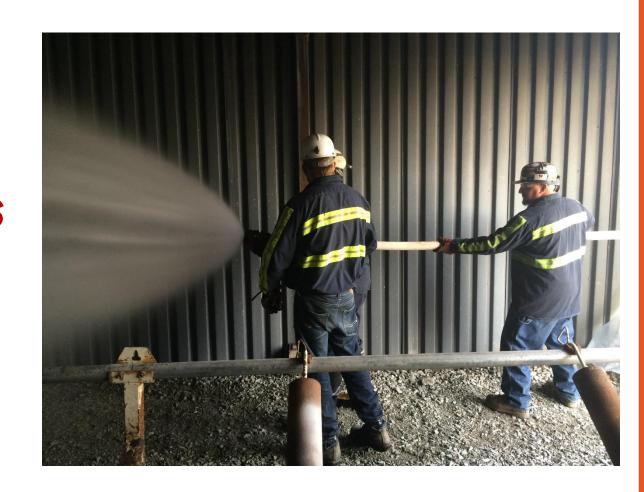
Over 20% were less than fully confident in their ability to

- Don an SCSR
- Know when to don an SCSR

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Furthermore...

Miners who found their escape training realistic and hands-on were 4 times more likely to report high self-escape confidence than those who did not.



Could competency-based training and assessment practices help improve miners' competence? **ERPs** Plan SCSR caches Organize/ Evaluate/ RAs Equip **Improve Emergency** Lifelines Preparedness Cycle Annual refresher Train **Exercise** Annual expectations Quarterly Escapeway Drill Mine Emergency Response Drill

The NIOSH Core Competency Profiles

Competency Areas:

- 1. Everyday preparedness
- 2. Situational awareness: mine layout
- 3. Emergency diagnosis and response
- 4. Wayfinding
- 5. SCSRs: locating, donning/switching
- 6. SCSRs: when wearing
- 7. Communication
- 8. Refuge alternatives
- 9. Firefighting

For each:

- Core & supplemental knowledge, skills and abilities (KSAs)
- Training suggestions
- KSAs in action

Core Competencies – Situational Awareness: Mine Layout

Location of Mine	■ Recognizes personal position in the mine relative to the locations of all emergency
	features and apparatus, including:
Emergency Features	☐ Mine phones and other communication technology
and Resources	☐ Meeting places
	SCSR caches
	Lifelines
	Primary and secondary escapeways
	☐ Refuge alternatives
	Tetherlines
	☐ Mine maps
	☐ Firefighting equipment
	☐ First aid equipment/medical supplies
Establishing and	
Maintaining Situational	Knows the general layout of the mine
	Knows how entries and crosscuts are numbered
Awareness	 Establishes and maintains awareness of own location relative to the event
	 Establishes and maintains awareness of own position relative to fresh air and exits
	Uses handheld multigas meters to assess air quality as location in mine changes
	□ Notes whether transportation is staying or going

Training Suggestions – Situational Awareness: Mine Layout

Ask miners to consider these questions every time they go to a place to work:

- What am I going to do in an emergency?
- Which direction will I head in order to escape?
- Where is the closest escapeway?
- What is between the escapeway and me?



KSAs in Action – Situational Awareness: Mine Layout

Cases:

Aracoma Alma:

"...[they] did not escape via the alternate escapeway ... [one] possibility is the two miners intended to remain in... the route with which they were most familiar"

Darby:

"... the lack of practice relating to the alternate escapeway, more likely than not, added to the delay in evacuation of the mine"

Wilberg:

". . . we always said if anything happened go to the new air shaft. He didn't do it. He went the wrong way"



Relevant KSAs:

- Recognizes personal position in the mine relative to the locations of all emergency features and apparatus, including primary and secondary escapeways
- Establishes and maintains awareness of own location within the mine relative to the event
- Establishes and maintains awareness of own position within the mine relative to all exits and fresh air
- Knows general locations of man doors (e.g. every 5th crosscut, etc.)

Training

Performance Management Performance Assessment

Feedback

Training Performance Performance Assessment Management Feedback

 Emphasize students' abilities and needs in design and instruction (Martin et al.)

Use trainee
 performance to
 assess/improve
 training curriculum
 and delivery (Holmboe et al.)

Training Performance Performance Management Assessment Feedback

 Require the demonstration of essential skills (Martin et al.)

Measure
 performance
 against objective
 criteria (Lockyer et al.)

Training Performance Performance Assessment Management Feedback

 Include timely and focused feedback on performance (Nguyen & Losee)

 Identify, address, and remediate areas of concern or deficiency (Nguyen & Losee)

Training Performance Performance Management Assessment Feedback

 Document and monitor trainee performance over time (Lockyer et al.)

Part 2: A Case Study

Case Study - NIOSH teamed with a mine company to implement competency-based training and assessment at its FY18 training events

A detailed description of the case study is included in Coal Age's 2018 October-November issue (pp. 29-31)

OPERATING IDEAS

USING PERFORMANCE MANAGEMENT STRATEGIES TO IMPROVE MINE EMERGENCY TRAINING AND PREPAREDNESS

BY MARGARET E. RYAN, JASON DIAMOND, MICHAEL

The MINER Act of 2006 called for significant improvements to emergency ers's response training and preparedness at fied c U.S. underground coal mines. Yet, re- from sults from a recent survey on self-escape uarycompetency by the National Institute of KSA for Occupational Safety and Health edge, (NIOSH) suggest that underground coal ers." nineworkers may still be underprepared mine for self-escape. These findings can motivate safety trainers to identify strategies pleme for improving the workforce's self-escape asset preparedness for every worker during everyshift in the event of an underground allow mine emergency,

While the MINER Act requires assessment of self-escape competency, it pro- on or vides no standardized definition of the mine specific self-escape competencies that all after mineworkers must have, no standardized The competency-based training methods or tency tools, nor any guidelines on how to as- strates sess them. In the 2013 report, "Improv- media Mines," the National Academy of Sciences tor a urges the industry to adopt a "train-to-thmus mastery" system with competency-based standards instead of focusing on fulfilling Survey time-based training requirements. To that In 2 end, competency-based self-escape train- mines ing and assessment focuses on outcomes, ticipat such as the mastery of critical self-escape tency knowledge, skills, and abilities (KSAs). worker thus placing the emphasis on task performance and individual proficiency instead fied the of training duration. The National Acade- Rese my of Sciences report noted that this shift worke toward a train-to-mastery system would sors a help improve self-escape training and, in

turn, improve self-es cape preparedness. In response to the report recommen- prehe dations. NIOSH identified the critical of fine self-escape competencies and adminis- includ tered the Self-Escape Competency Survey self-e under a research protocol approved by the mine NIOSH Institutional Review Board (IRB) ered th and Office of Management and Budget self-es

NOVEMBER 2018



self-escape preparedness.

ising fire hoses in the company's fire gal- Incorporating Competency-based lery To improve mineworkers' procedural Assessment Into Self-Escape Training process more intuitive.

Early Results: Increased Engagement and Personal Accountability

had seen improvement in his workforce's sponse drills, etc.). self-escape KSAs as well as their attitude training, more willing to ask for specific weaknesses in self-escape competency

gling on a training topic, demonstrating sary. This enables mine companies and ncreased personal accountability for their safety trainers to respond to KSA gaps at

Mine rescue team members, who assisted in carrying out the expectations and sults also indicated that mineworkers fire prevention training similarly reported were more confident in their self-escape aving seen marked improvement and KSAs when they felt that health and safe increased engagement among the work- ty training was a priority at their mine force, noting that mineworkers seemed and that their escape training was realisto be asking more questions and partic- tic and hands-on. Simply making the efipating more enthusiastically compared fort to assess and improve preparedness

To reinforce the year-round retention terly escapeway drills. This will enable that improvement consistent and targeted self-escape KSA monitoring and improvement.

knowledge and understanding of refuge Mine safety professionals who particitrainings. The aforementioned critical Iternative setup and operation, company pated in NIOSH's Self-Escape Compe-self-escape items included on the competrainers revised this training by grouping tency Survey were surprised when results tency survey, detailed in the prior Coal Age related activation and setup steps into showed that their mineworkers were not article, "The ABCs of KSAs," can help mine logical step clusters. Trainers used spe- as prepared for self-escape as they had companies to prioritize key competencies cific feedback from the survey and from believed. Unfortunately, many times the to focus on during training. Additionally, trainees' recommendations to develop true self-escape preparedness of a mine's a detailed table listing training resource this training, with the intent of making the workforce is only determined after an ac- and assessment opportunities for each tual mine emergency occurs, when it is of the self-escape competencies listed on too late to intervene. Regular competen- the Self-Escape Competency Survey was cv-based assessment and remediation included in that article and is available by would help mines to make informed deci- request from NIOSH. When NIOSH researchers spoke with the sions about where to direct their resources company's training coordinator about and efforts to best maximize the benefit of Disclaime the results of these competency-based the already-required self-escape trainings The findings and conclusions in this paper ining, assessment, and remediation ef- (e.g., the annual refresher training, annual are those of the authors and do not necesforts, the coordinator mentioned that he smoke expectations training, quarterly re-sarily represent the official position of the

By employing simple, cost-effective and Health, Centers for Disease Control about health and safety training at the assessment methods such as pen-and- and Prevention. Mention of any company mine site. He reported that, in his opinion, paper quizzes (like the ones developed or product does not constitute endorse the workforce was more engaged in their by Consol), mine companies can identify ment by NIOSH. trainings that they were interested in or and tailor training content to "fill in the Mangaret E. Ryan is an associate service felt were necessary (e.g., more realistic and gaps," These methods allow for the assess- fellow with NIOSH, Igson Diamond is the hands-on escape training, including using ment of a large number of mineworkers at live one-hour SCSR units as well as live once, making it easier and more time ef ... Harvey and Enlow Fork mines Michael J. 10-minute units, etc.). The trainer also re- fective than trying to gauge competency Brnich (retired) was a lead mining engi-

both the mine-wide and individual level.

OPERATING IDEAS CONTINUED

gaps and asking mineworkers what they of self-escape KSAs and to continue to de- efforts can demonstrate the mine comelop trainings that are tailored to specific pany's commitment to the health and competency gaps among the workforce, safety of its mineworkers, creating more the training coordinator plans to in corpo- opportunity for open communication rate additional assessment and remedi- about areas where improvement is neces ation strategies into the mine sites' quar- sary and what efforts might help achieve

> has produced materials that can aid mine companies in developing competen cy-based training and assessme es to implement during already-required

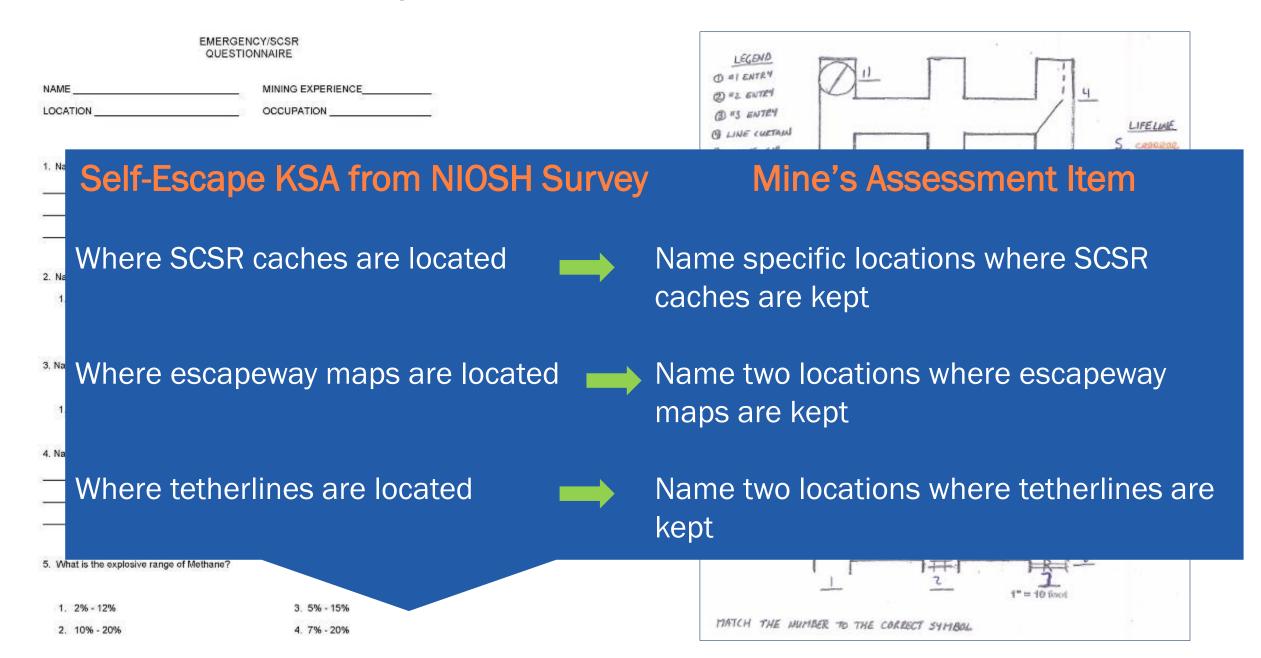
ported that mineworkers were more eager through performance, also allowing safety neer with NIOSH for 30 years. Cassandra o ask questions when they needed more trainers to identify mineworkers who are Hoebbel is a research behavioral scientist information or help on a subject and were struggling so that they may provide more with NIOSH. For more information, con Training activities built around identified competency gaps

- Assessment and feedback given at each training event
- Performance tracked throughout year

Case Study - Improving situational awareness: mine layout

Miners quizzed Miners travelled about where key to meeting self-escape location, located equipment resources are underground located 1st 3rd 4th 2nd Quarter Quarter Quarter Quarter Miners filled in Miners retook and used a map quiz from quarter 1 to assess to locate resources during competency smoke escape improvement exercise in simulated mine

1st Quarter: Competency-based assessment

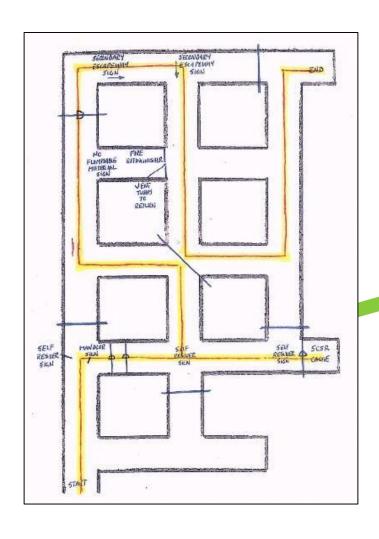


2nd Quarter: Competency-based training



Trainees
participated in an
escape exercise in
smoke

2nd Quarter: Competency-based training



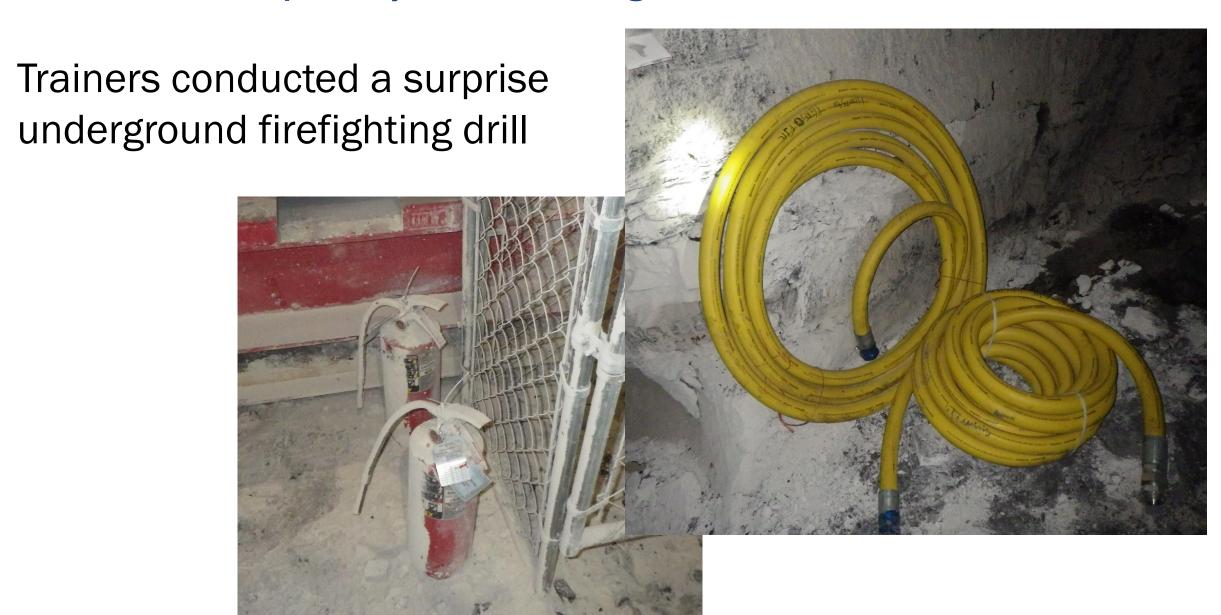


2nd **Quarter: Competency assessment** and feedback





3rd Quarter: Competency-based training, assessment, and feedback



4th Quarter: Competency assessment and feedback

- Training activities built around competency gaps
- Assessment and feedback at each training event
- Performance tracked throughout year
- Training tasks built around the workforces' identified competency gaps



Part 3: Practice

The NIOSH-developed competency profiles will set the foundation for competency-based training and assessment in underground mining

Requirements:

- A standardized definition of competence ✓
- 2) Trainers/safety personnel willing to serve as competence assessors
- 3) Evidence-based assessment tools and workplace observations
- 4) Performance monitoring and remediation



The NIOSH-developed competency profiles will set the foundation for competency-based training and assessment in underground mining

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- 3) Evidence-based assessment tools and workplace observations
- 4) Performance monitoring and remediation

Company A:

- NIOSH-identified critical selfescape KSAs
- Training coordinator, corporate safety personnel, mine rescue team members
- Quizzes, mapping exercises, simulated and underground escape exercises
- Assessment, remediation, and monitoring

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Requirements:

- A standardized definition of competence ✓
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Barriers to implementing competency-based training and assessment

- Time
- Cost
- No standardized assessment protocol or tools available
- Large groups hard to assess each trainee individually
- Certain tasks that are trained may not be practiced hands-on (e.g., firefighting, deploying refuge alternatives)



^{*}Barriers come from the NIOSH publication "Enhancing mine workers' self-escape by integrating competency assessment into training"

Barriers to implementing competency-based training and assessment

• Time

- Cost
- No standardized assessment protocol or tools available
- Large groups hard to assess each trainee individually
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Company A:

- Incorporated into already-required training events cuts down time requirements
- Costs (personnel time, assessment quiz prints, etc. minimal)
- Assessment at the group level during observation, at the individual level with quizzes
- Incorporated hands-on training with tasks during required training events

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- Time
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- Certain tasks that are trained may not be practiced hands-on (e.g., firefighting, deploying refuge alternatives)



Competency-based training exercises and assessment

Let's discuss:

- How to incorporate competency-based training exercises into required training events throughout the year
- How to assess miners' competencies

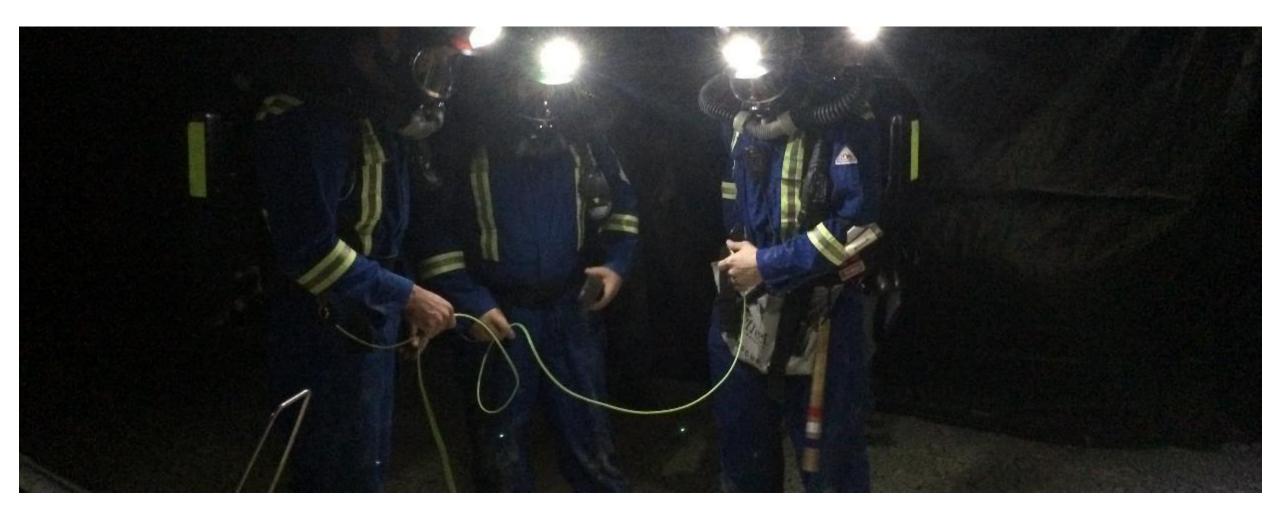
Core Competencies – SCSRs: Locating and Donning/Switching

Locating	☐ Knows the locations of SCSR caches
	□ Understands that SCSR caches are relocated during a section equipment or power move
	☐ Moves outby toward next accessible cache to switch SCSRs
Donning	☐ Knows to don an SCSR:
	□ Upon evidence of a fire
	☐ At the first sign of smoke
	□ When a multigas detector alarms
	☐ When instructed to do so
	□ Understands how to perform steps for opening, preparing, and donning all SCSRs in use at mine:
	□ Isolates the lungs first and adjust straps to secure the unit close to the body second
	☐ Uses the manual start-up procedure if necessary and the correct procedure for model
	 Adjusts neck straps so there is no tension or kinking in the breathing tube
	☐ Knows how and when to help others don SCSR
	□ Understands that sealed, mine-ready SCSRs are more difficult to open than training units
Switching	□ Knows when to switch between SCSRs
	☐ Masters the sequence of steps for switching between SCSRs
	□ Knows how and when to help others switch between SCSRs
General	□ Inspects SCSRs before each shift, checking case, seals, clips, oxygen gauge, and temperature
Maintenance	indicator
	□ Does not use an SCSR for anything unsuited to its design (e.g., as a blunt force tool)
	□ Knows when an SCSR should be removed from service

Core Competencies – Wayfinding

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General Principles	☐ Trusts and relies on procedures taught in training and the resources available	
	□ Understands escape speed in emergency can be slower than normal walking speed	
	■ Knows how to use other tactile wayfinding techniques (rib line) lifeline not available	
	 Returns doors to position found in when travelling through man doors or regulators Crosses over or under belt at designated crossings 	
	Uses handheld multigas gas meters to assess air quality as position changes	
	☐ Recognizes the need for oneself or someone else to assume a leadership role	
	■ Knows to always ride out of the mine instead of exiting by foot if possible	
Moving Effectively as	☐ Moves with the group, avoids splitting up the group, and gathers others as encountered	
a Group	□ Places hand on shoulder or belt of the person directly ahead if a tagline is not available	
	□ Reminds others to use available tethers or taglines	
	☐ Allows most experienced worker to lead tethered group, with slowest person in middle	
	Participates in the identification of all miners present underground	
	□ Ensures the safety of inexperienced miners, if assigned	
Mine Emergency	☐ Knows how to locate and use the following:	
Features and	□ SCSRs	
Apparatus	☐ Taglines (e.g., with everyone on same side, reattaches upon exiting transportation)	
	☐ Lifelines (knows tactile symbols)	
	□ Escapeways (knows types of markers used and colors)	
	Escapeway maps	
	☐ Firefighting equipment	

A necessary next step is to study the implementation of competency-based systems at mines in the U.S.







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Human Factors and Lighting for Underground Mining



Why conduct lighting research?

It's fundamental for health & safety

80% of our perception is visual

Workers depend on lighting to see hazards and work safely

Underground mines are considered one of the most difficult places to light

Underground mines present unique challenges that need to be addressed

Low ceilings and very low reflectivity

Constantly changing environment

Strict lighting regulations

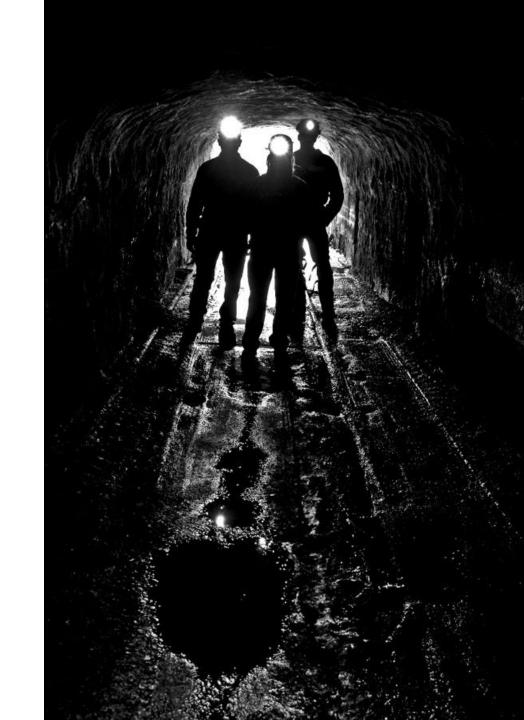
Some areas not lit at all

Shift work and darkness can increase fatigue

Aging of the mining workforce

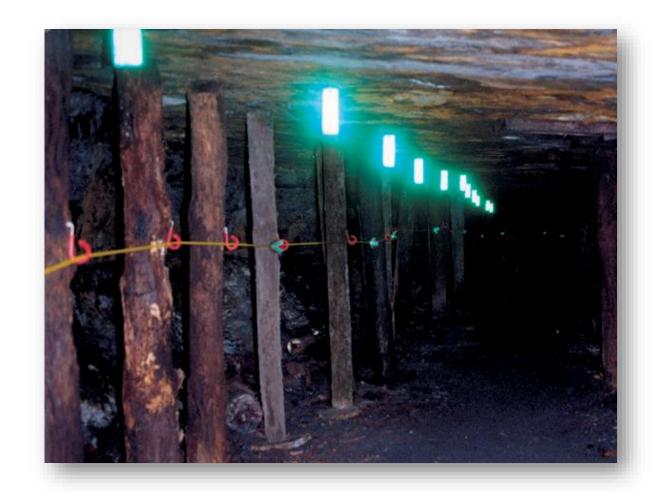
Topics for discussion:

- 1. Visual cues for self-escape
 - a. Escapeway markers
 - b. Lighted Lifeline
- 2. Lighting interventions for visibility
 - a. Saturn light
 - b. NIOSH LED cap lamp
- 3. Light and fatigue



Improving self-escape

- Every second counts during an emergency escape
- Small improvements to visual cues can have life-saving effects
- Improving escapeway markers and lifelines

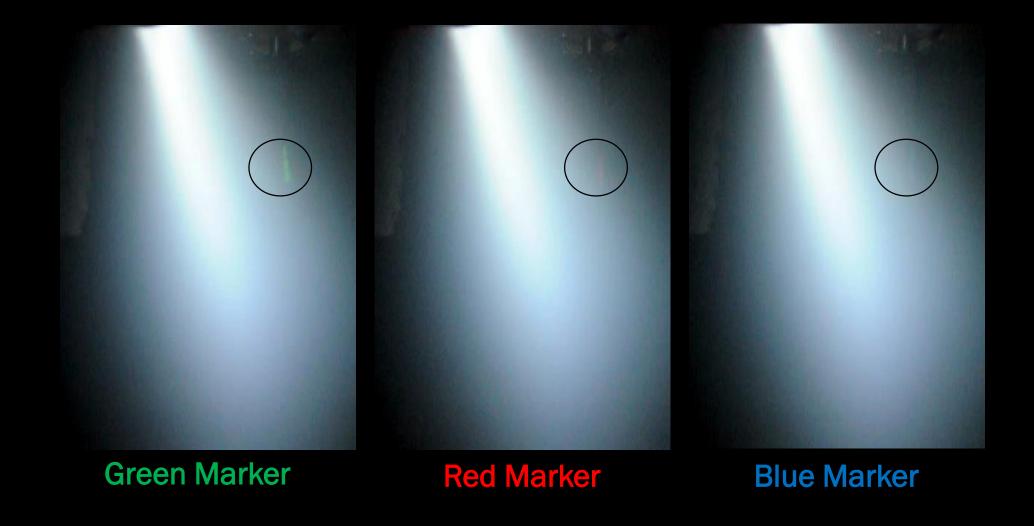


Escapeway markers: Passive beacons

- Federal law requires marking primary and secondary escapeways
- Problems:
 - No color code
 - Various colors, sizes, and shapes
 - Various retroreflective materials
- Tested red, green, and blue markers for detectability in smoke
- Tested FYG, white, yellow, and green markers for differentiation



Escapeway marker color is critical for visibility in smoke



NIOSH researchers are testing markers to generate recommended escapeway colors

Experiment:

- Tests are performed in clear and smoke
- People are asked to identify colors
- Then they are asked to differentiate marker colors between primary and secondary escapeways

Results so far:

- White marker correctly has nearperfect identification
- Fluorescent yellow-green misidentified at a rate of 35%

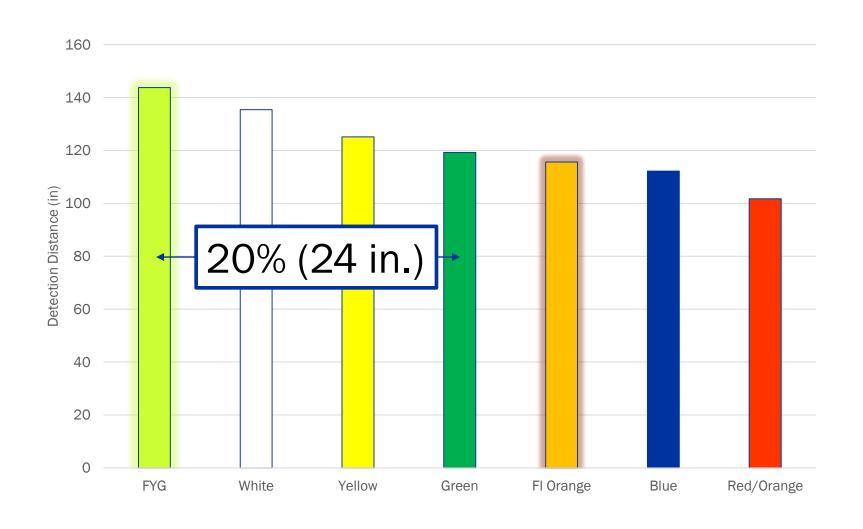




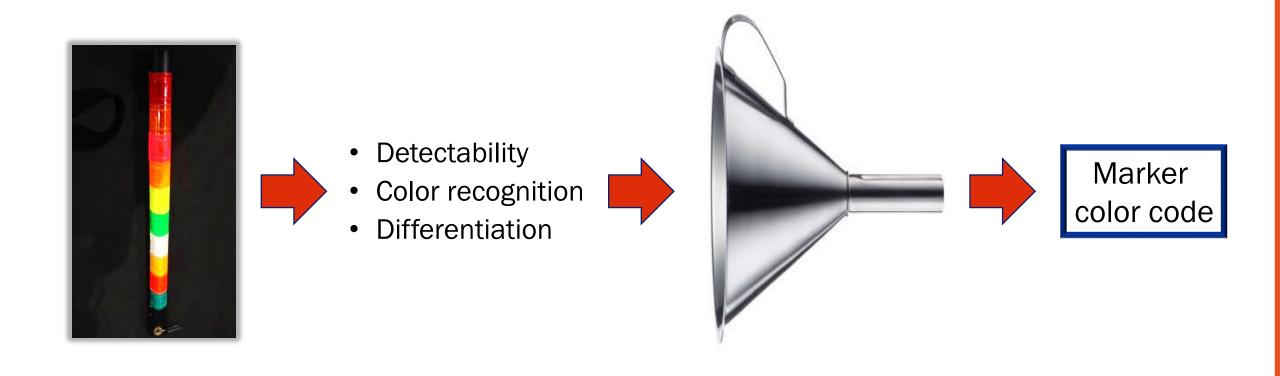




Escapeway marker detection improved 20% for FYG vs. Green

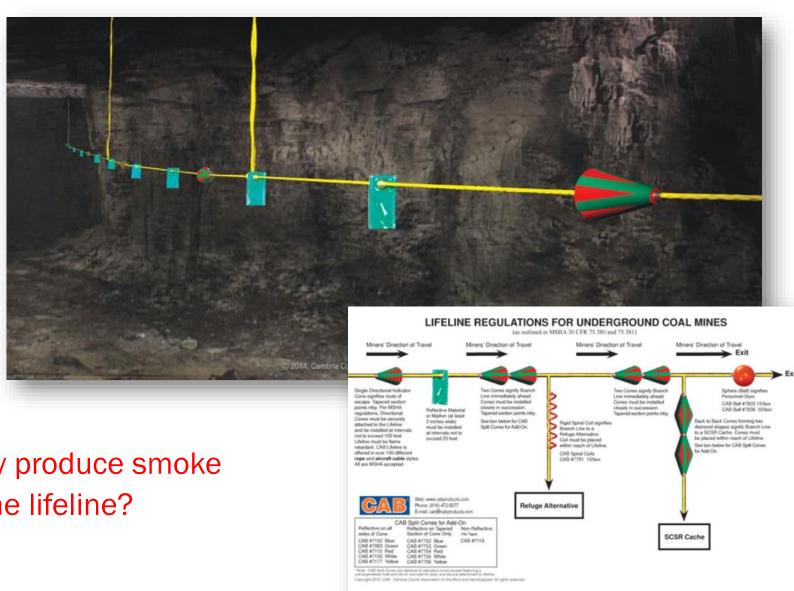


Form industry group to standardize marker colors



Lifelines for emergency self-escape

- Required by law for underground coal mines
- Tactile objects indicate:
 - Escape direction
 - Locations of safety resources



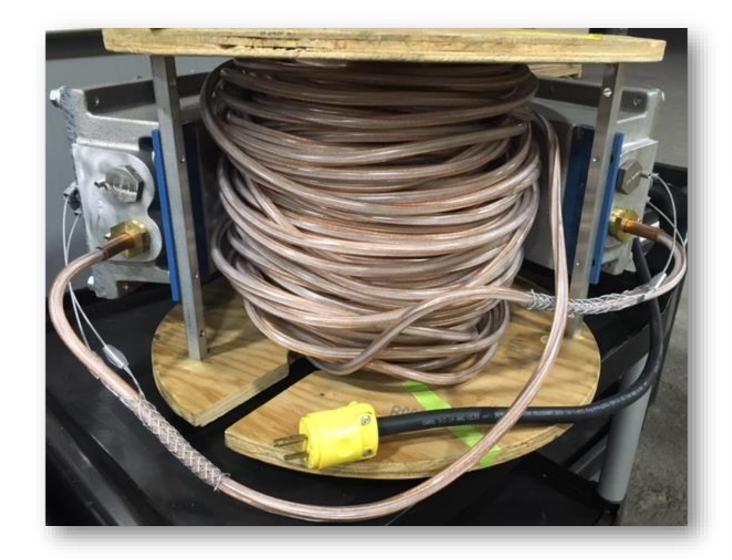
- Problem:
 - Mine disasters typically produce smoke
 - How can miners find the lifeline?

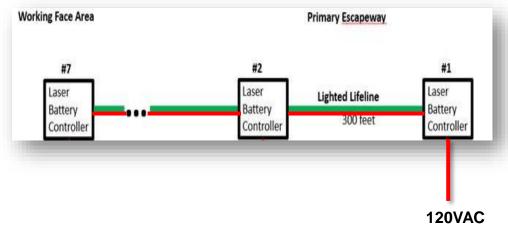
The Lighted Lifeline increases detectability in smoke for miner self-escape

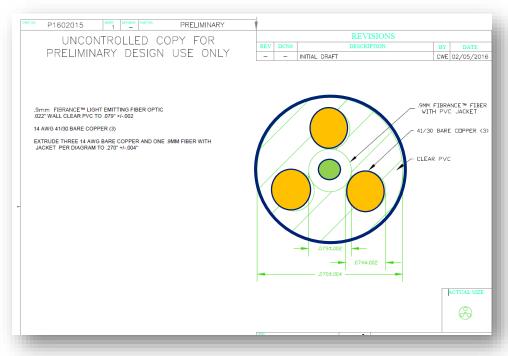
- Fiber optic cable illuminated by lasers
- Greatly increases lifeline visibility in smoke



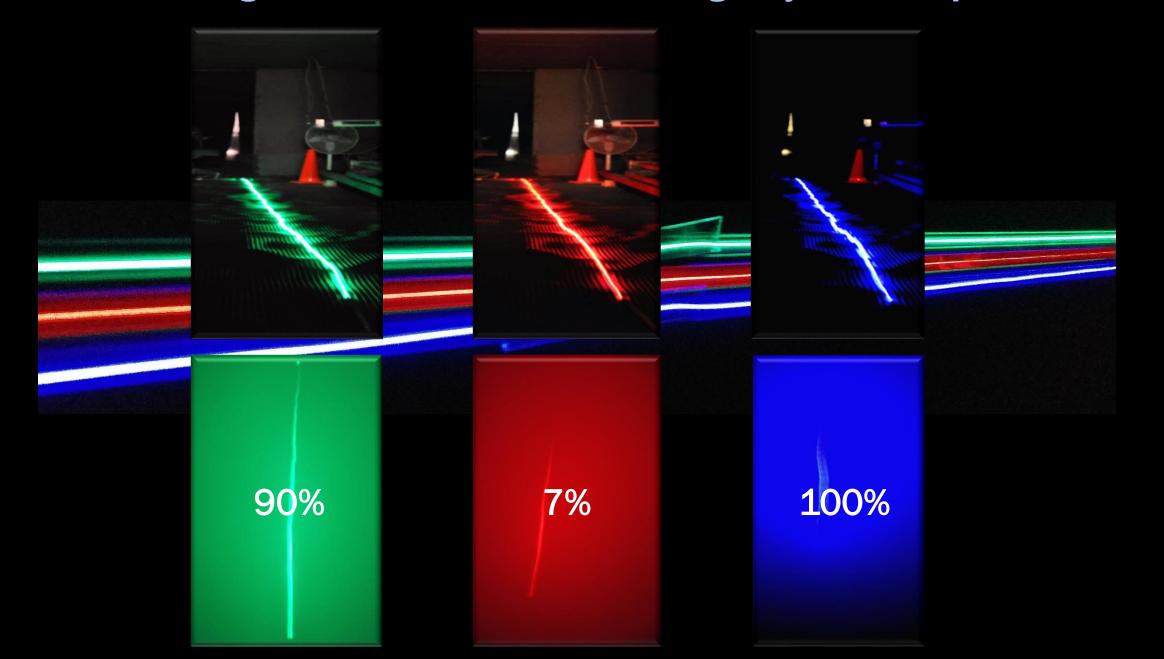
Prototype Lighted Lifeline System Overview





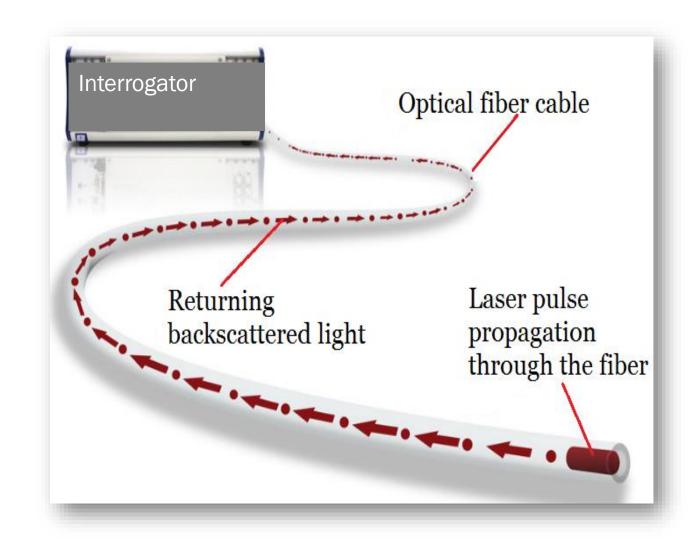


Detection of Lighted Lifeline colors for emergency self-escape in smoke



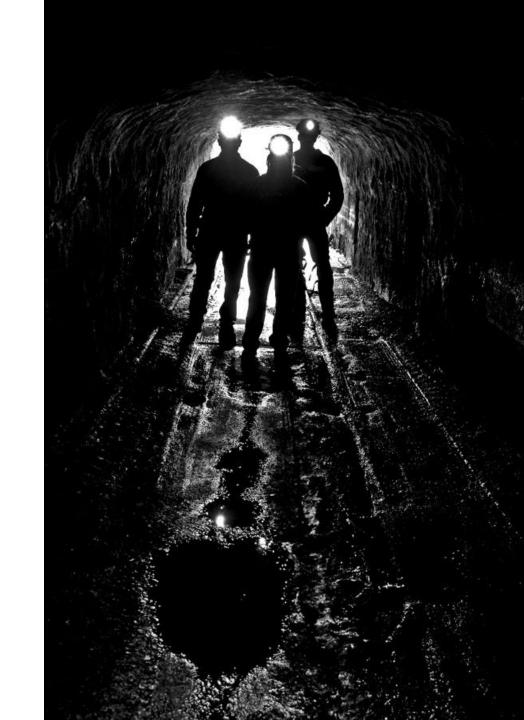
Lighted Lifeline added value: potential distributed sensing abilities

- Vibration:
 - Sensing tapping on lifeline
- Temperature:
 - Locate fires
 - Locate people
- Measure strain:
 - Locate roof falls
 - Locate people flexing the lifeline



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Roof bolter illumination

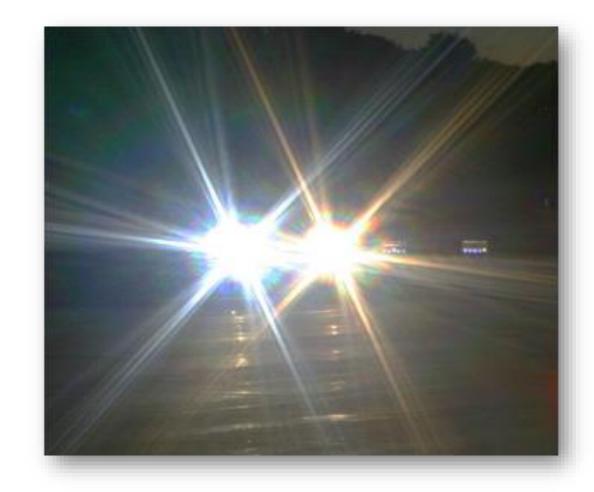
- One of the most dangerous machines to operate
- Drills bolts to secure roof
- Federal requirements for lighting

- Problems:
 - Excessive glare
 - Poor lighting of interior workspaces
 - Confined spaces difficult to illuminate
 - Hazardous environment requires explosionproof lights



Glare types and consequences

- Disability glare: impedes vision
 - Inability to see hazards
 - Eyestrain
- Discomfort glare: annoying or uncomfortable
 - Distraction
 - Reduced work efficiency
- How to develop a lighting intervention that:
 - Reduces glare
 - Improves hazard detection



Saturn LED Area Light

- Reduces glare and improves hazard detection
- Replaces two existing CFLs
- Improvements:
 - 37% less glare
 - 112% increased reaction time
 - 2303% more floor illumination
 - 875% less weight
 - 675% less electrical power
 - 598% less volume



Saturn area light increases illumination while decreasing glare

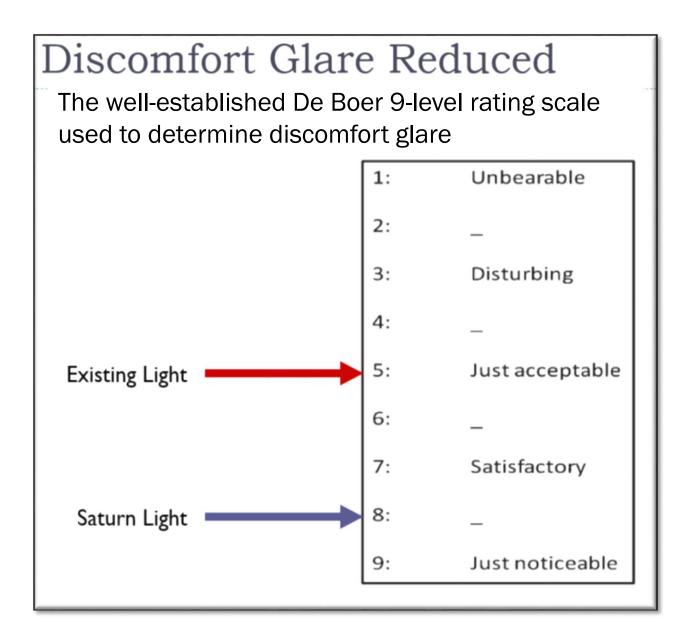


Trip object detection greatly improved

- Up to 53% faster trip hazard detection
- Trip hazard "miss" rate
 - <1% Saturn
 - 28% Existing lighting



Discomfort glare reduced by 3 levels



Jupiter II Area Light



Specifications Summary			
Total output	1664 lumens (lm)		
Efficacy	78.1 lm/watt		
Maximum candela	983 candela		
Voltage	120 volts AC		
Current	0.1854 amps		
Power	21.29 watts		



Cap Lamps

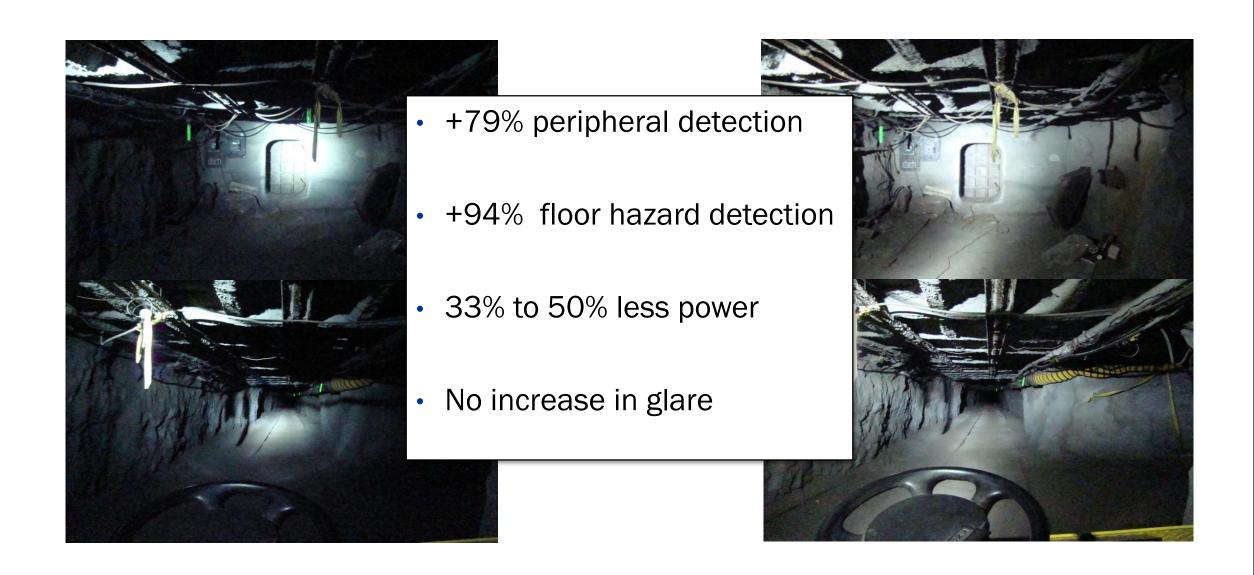
- Problem:
 - Current cap lamps provide poor visibility
 - No peripheral vision from tunnel vision effect
 - Causes glare from spot beam

NIOSH LED Cap Lamp

- 3 angled LEDs with optics
- Programmable intensity & light pattern
- Uses less power
- Reduces glare and tunnel vision effect

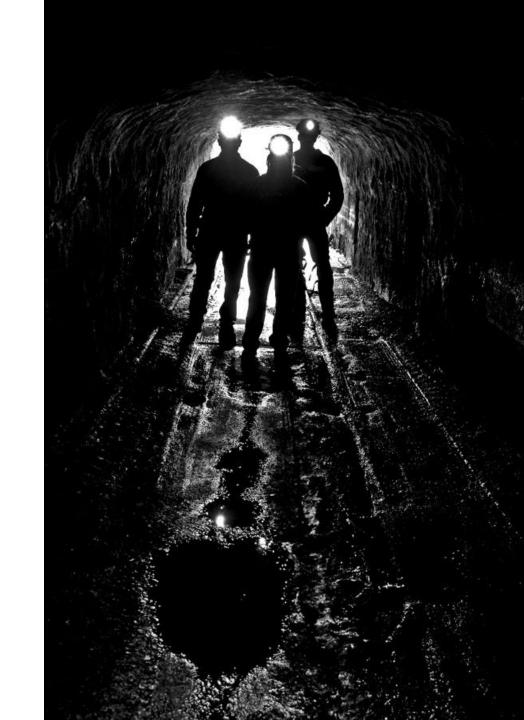


The NIOSH LED Cap Lamp improves visibility without causing glare



Topics for discussion:

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Insufficient light can disrupt circadian rhythms and lead to fatigue

- Highly dependent on the day/night cycle of light
- Underground miners work in darkness for large portions of the day making them especially vulnerable
- Majority of miners shiftwork
- Some areas and machines use "yellow" light



Insufficient light has numerous impacts on safety, including:

alertness
productivity
reaction time
cognitive function

Increased:

- accidents
- health impacts
- sensitivity to light
- fatigue



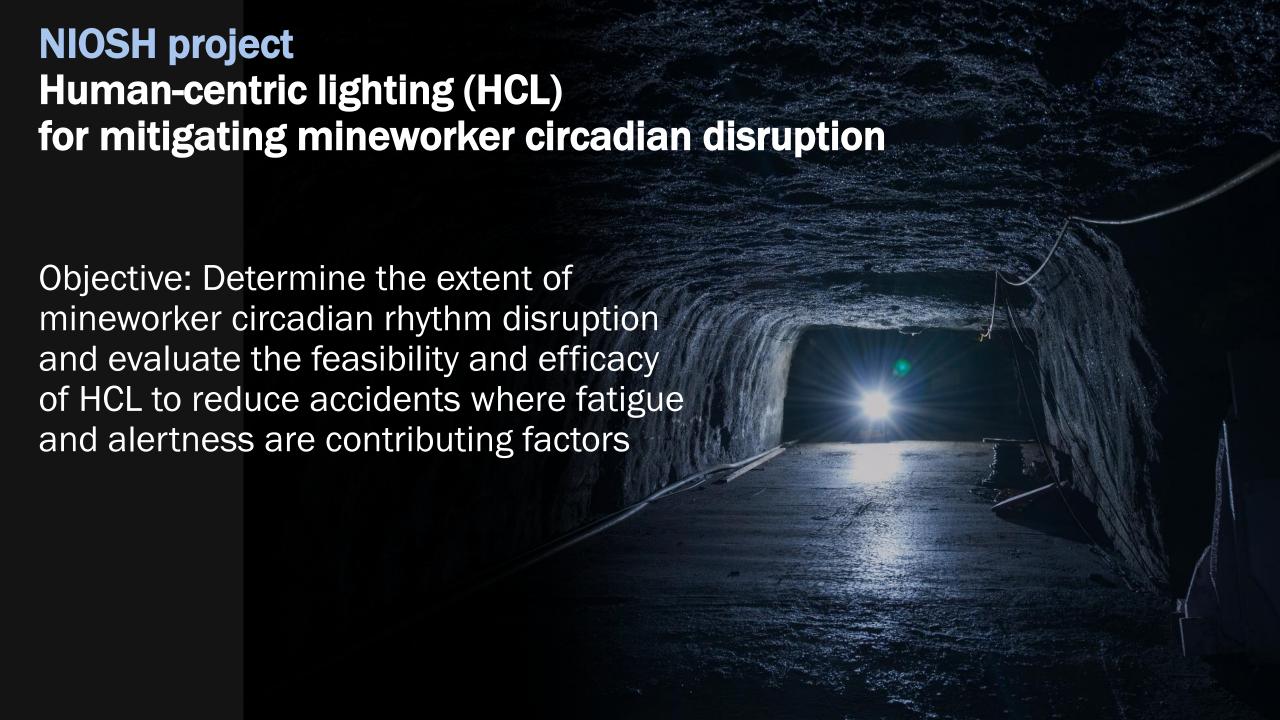
Circadian disruption can lead to severe consequences for health

Short-term:

- Loss of sleep
- Weak immune system
- Depression

CancerObesityDiabetes







Lighting is fundamental for the health & safety of underground miners

