

A Comprehensive Review



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2004 - 2014

BSL4/ABSL4 Training Program

(2004)

**BSL3/ABSL3 Training Program
Onsite BSL3/4 Training Program**

(2005)

ALERT Program

(2006)

Leadership Institute for Biosafety Professionals

(2008)

**Emory/ERGRF CARES Program
Trainer Preparation Program**

(2009)

Lunch Break Series

(2012)

BSL4



BSL3



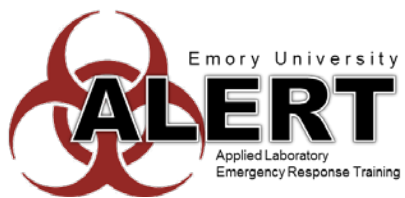
Leadership Institute



CARES/TPP



“Safe Science is Good Science”



ALERT



Onsite Program



Lunch Break Series



Acknowledgements

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BSL4 Lessons Learned (2004)

- ✓ Over 200 individuals completed training.
- ✓ At one time – there was a great need for BSL4 training center. Today – BSL4 laboratories are (for the most part) self-sufficient.
- ✓ Goal of program was to expand the BSL4 workforce by offering a basic training program.
- ✓ Plans + Behaviors = Outcomes
- ✓ Learned early – training in BSL4 was needed but training needs for BSL3 were in greater demand. Also learned – this program could screen people successfully.



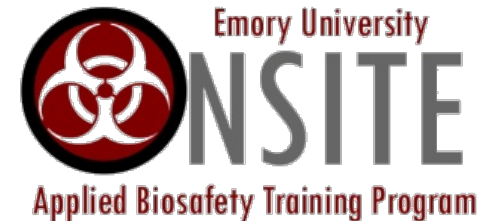
BSL3 Lessons Learned (2005)

- ✓ Over 850 individuals completed the program.
- ✓ Large streams of funds were distributed to increase BSL3 capacity. This led to a large increase in BSL3 training needs.
- ✓ Serious design issues – needed understanding of containment differences (engineering perspective).
- ✓ Spill clean-ups needed to be refined. Kissing the BSC alternatives were highlighted.
- ✓ Emergency response (needle-sticks, eye-wash issues, and unconscious individuals) addressed.
- ✓ Sending **one to change many** is not most ideal training model.



Onsite Training Program (2005)

- ✓ Over 1,400 participants completed training.
- ✓ Institutions around the world face the same safety challenges.
- ✓ Concept of Behavioral Evolution presented to explain the need for behavioral-based training.
- ✓ SOPs turned to SOB – needed focus on the process of SOB integration into the workforce rather than the process of writing them.
- ✓ Biosafety Officer's were being challenged with behavioral compliance issues – were in great need for behavioral motivation strategies.
- ✓ Predictable personality differences between BSOs and PIs led to many challenges.



ALERT Program (2006)

- ✓ Over 1,000 first responders completed training.
- ✓ Created by and for first responders – aimed at minimizing risk perceptions surrounding high containment laboratories.
- ✓ Individuals would be DOA using existing response strategies.
- ✓ Develop Green, Yellow, Red evacuation process for laboratory evacuation (Chief Burke – Boston Fire Department) – as one evacuation plan is insufficient in emergency preparedness.
- ✓ Provided table-top and tactical exercises surrounding earthquakes, workplace violence, suspicious packages, and suicides in high containment facilities.



Leadership Institute (2008)

- ✓ Over 100 individuals have completed training.
- ✓ Is now an ABSA/ERGRF/Emory Program.
- ✓ An annual event – next year being the 7th Leadership Institute for Biosafety Professionals (San Diego).
- ✓ Developed based on the expanded roles and responsibilities of biosafety officers.
- ✓ Provides a complete personal/professional investment experience for those serving the biosafety profession.
- ✓ Biosafety Officers need continuous mentoring – and programs should be established to do so.



C.A.R.E.S. (2009)

- ✓ ABSL3 and ABSL4 programs shutdown – even though interest in programs were high.
- ✓ One of the highest risk jobs in the laboratory is working with animals – but animal care technicians tend to be the least prepared to handle biological risks.
- ✓ Animal Care Technicians have resource and time constraints – preventing them from attending needed training programs.
- ✓ Due to high turnovers (at some institutions) – investment in these employees is dangerously low (medical surveillance).
- ✓ **Critical training gaps among animal care technicians continue to exist.**



Trainer Preparation Program (2009)

- ✓ Over 100 individuals have completed training.
- ✓ Separation between teaching risk/benefit (awareness), skills (training), problem-solving (education), and readiness (verification) programs.
- ✓ Different levels of learners requiring different types of training (novices, practitioners, and experts).
- ✓ The word “trained” does not exist.
How long does someone stay “trained”?
- ✓ Systematic evaluation of training programs is greatly needed to separate effective from non-effective programs.



Lunch Break Series (2012)

- ✓ Over 1,000 individuals attended and over 2,000 have registered for the monthly event.
- ✓ 30-minute conference call aimed at offering continued professional development on biosafety issues.
- ✓ Great interest in small bite-size pieces of professional development in biosafety.
- ✓ Technical glitches do exist and very difficult to make everyone happy.
- ✓ Generates good post-call discussion/comments.
- ✓ Well received and greatly appreciated by many attending – and is gaining more and more momentum.



Moving Forward

- ✓ February 2014 training facility closes.
- ✓ Courses will continue.
- ✓ New courses coming.
- ✓ Behavior is a major component of safety.
- ✓ Designed to support the profession – not threaten it.
- ✓ Opportunities to partner are very welcomed – let's start building the next legacy 😊

How may I serve you?

