



Training the Next Generation of Spill Responders



Presenter:
Leonard Zabilansky,
Program Manager, Ohmsett

Co-Author:
Jane-Ellen Delgado
Marketing Director, Ohmsett

Outline

- Generational Workforce
- Goals of training
- Talent Management
- Mentorship
- What we are doing at Ohmsett



Generational Workforce

	BABY BOOMERS 1946-1964	GENERATION X 1965-1980	GENERATION Y 1981-2000	GENERATION Z 2001-today
	MILLENNIALS			
Work Ethic and Values	Workaholics Productive Personal fulfillment Desire quality Desire hierarchy "Live to Work"	Eliminate the task list Resourceful and self-reliance Skeptical Desires equality "Work to Live"	Fast-paced and asking what's next Multitasking Entrepreneurial Confident Tech-Savvy "We work to have fun and make a difference"	Based on schoolwork: Innovative Entrepreneurial Goal oriented Critical Thinkers STEM-Experienced Tech-Immersed Family
Work is ...	An exciting adventure	A difficult challenge A contract	A means to an end Fulfillment	To be determined
Leadership Style	Consensual Collegial	Everyone is the same Challenge others and ask why Thinks globally	Creative Advice-seekers Used to schedules since childhood	To be determined
Interactive Style	Team player Loves meetings	Entrepreneur Friend-focused	Participative and team-oriented	Connected and Collaborative
Communications	In person Group discussions Telephone	Informal Direct Immediate Like being "in the loop" Technology Literate E-mail & Voice mail	Informal Simultaneous Open and social Smartphone Text, Email & Voice mail Technology natives	Technology dependent and immersed
Learning and Training	Traditional classroom Paper/Book based Experience	Group and Independent Study Book and Computer-based Experience	Independent and Social / Internet Computer/App-Based Mentors Experience	Proactive Independent and Social / Internet Computer/App-Based Mentors and Peers Experience
Feedback and Rewards	Don't appreciate it More money Title recognition and respect	Sorry to interrupt, but how am I doing? Freedom is best reward Money enough + Impatient with those slow to change	Instant gratification Attention that is documented and socially shared Vacation Meaningful work that makes a positive difference	
Work and Family Life	Little to no balance Work to live, live to work	Balance / Integration to juggle it all Flexibility	Balance / Integration to live satisfied and meaningful lives	

Generational Workforce Continued

- Don't dwell on differences
- Build collaborative relationships
- Study your employees
- Consider life paths



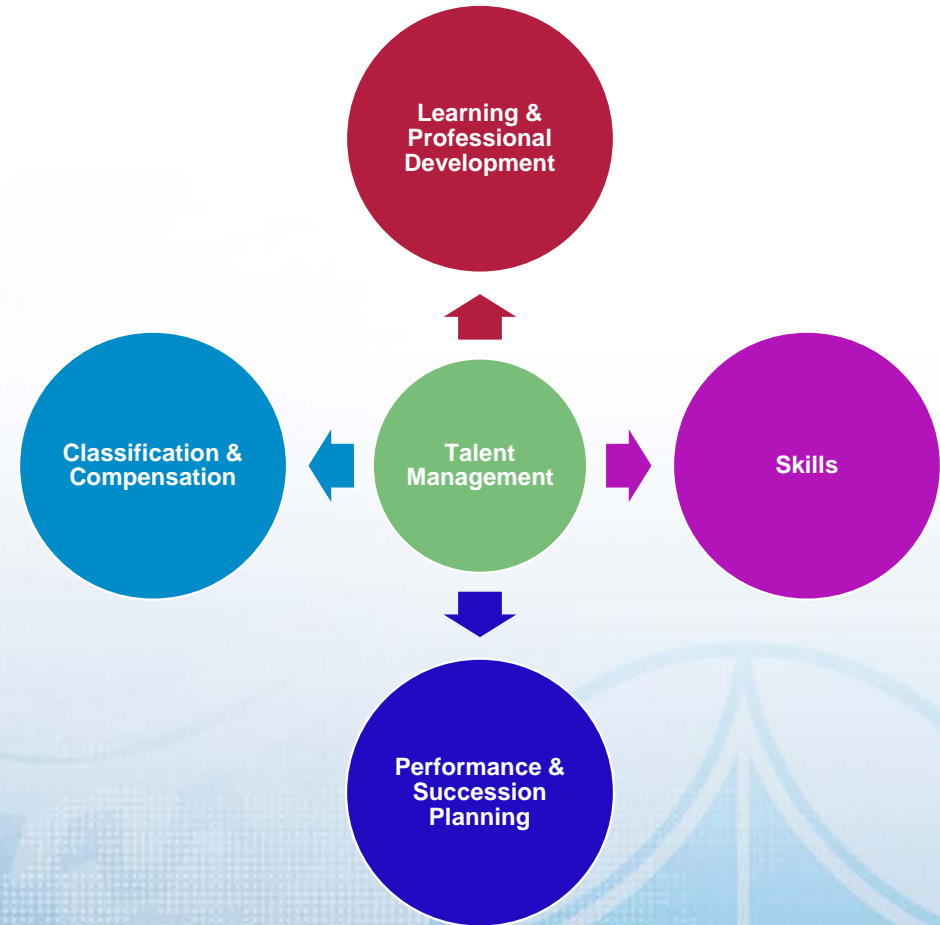
Goals of training

- Experts define what is needed to get job done
- Competency requirements
- Continuing education
- Accelerate development



Talent Management

- Workforce development
 - Identify skills needed
 - Same standards for all employees
- Retention/Transition
 - Focus on future leaders
- Compensation program



Mentorship

- Ensures the transfer of knowledge (pass down expertise)
- Individual
- Team Projects



What we are doing at Ohmsett

Large outdoor salt water test tank located in Leonardo, NJ

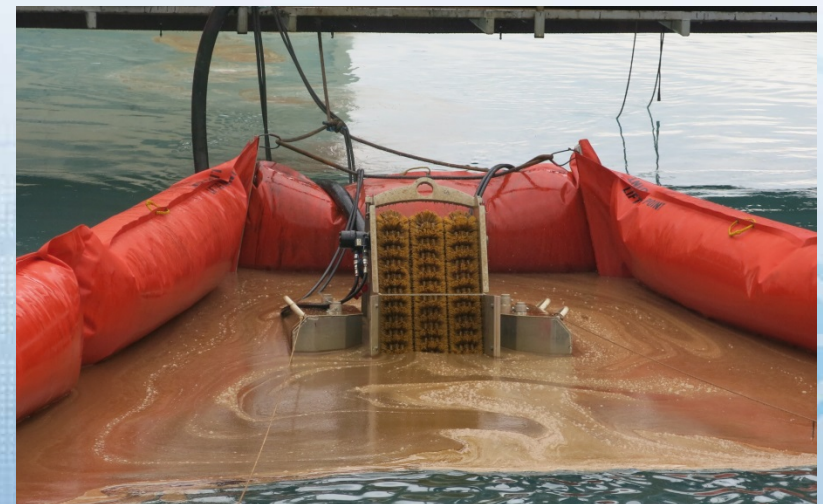
- 203 meters (667 feet) long
- 20 meters (65 feet) wide
- 2.4 meters (8 feet) deep
- 10 million liters (2.6M gallons)
- Wave capacity: ~1 meter (~3 feet)
- Open ocean salinity (32 -35 ppt)



Operated by U.S. Department of Interior's Bureau of Safety and Environmental Enforcement (BSEE) and maintained through a contract with Applied Research Associates, Inc. since September 2018

What we are doing at Ohmsett

- Partnering with the experts
- Workshops with demonstrations
- Classroom instruction and 'Hands-on' exercises
- Opportunity to train along-side responders with various levels of experience
- Network with people from other companies, and countries
- Customized classes to meet customer-specific training needs



Training Best Practices

Competency Requirements

- 8-hr HAZWOPER
- Oil spill response safety & special considerations
- Developing response strategies
- Equipment selection
- Environmental fates and effects of oil spills



Training Best Practices Continued

Competency Requirements

- Zones of control
- Waste Management in oil spill response
- Current guidance on the use of:
 - Dispersants
 - Surface cleaning agents
 - In-situ burning



Wrap up

- Understand how each generation is motivated/engaged
- Focus on future leaders
- Mentorship: Understand the similarities with each generation to build an effective team
- Have a training program that is adaptable: provide multiple training platforms
- Provide what they need to know for their position
- Communicate what will make them successful team member





Thank You

Contact:

Len Zabilansky
Program Manager, Ohmsett
lzabilansky@ohmsettnj.com
732-866-7285

Jane-Ellen Delgado
Marketing Director, Ohmsett
idelgado@ohmsettnj.com
908-601-7082

