Training the Next Generation of Spill Responders

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Outline

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

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

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