Onsite Water Protection Branch “Specialty Wastewater Improvement & Field Training Team (SWIFT)

Training and Support for Local Environmental Health Programs

Evolution of REHS Training in NC

- Regional Training
- Centralized Intern Training (1994 to present)
- SWIFT Team

Regional Training Counties

- Training Counties:
  - Guildford, Buncombe, Mecklenburg, Cumberland
  - New staff worked with local sanitarians
- Return for “In house” training
  - Work with county staff until “you were ready”
- Complete CDC 3010-G course in "basic sanitation” and course in vector borne diseases
  - Required for RS not authorization

Issues at hand:

- Training county staff were not “trained” trainers
  - Consistency
- Soils work in training county
- Authorizations done by District Sanitarians
  - Field test only- no exam
  - Regional LSS not involved in training/authorization

Is there a better way?

- Improve QUALITY and consistency in training
- Streamline authorization process
- Produce better trained and equipped REHS

Centralized Intern Training Program 15A NCAC 10 .0102.

- Training based on scientific knowledge of public and environmental health principles and regulations;
- Competency-based instruction leading to authorization to serve as an agents of the state;
- Training to promote consistent rule interpretation and enforcement;
- Building skills for improving public education and communication; and
- Intern orientation to people and program resources to improve camaraderie and professionalism.

Centralized Intern Training 1994-Present

Training to be conducted by state and local staff in Raleigh

Modules for General, EH, OSWP and F&L

- Interns spend 6-8 weeks in Raleigh with state and regional staff.

Interns return to county for additional training towards authorization

Regional LSS conducted authorization process (written and field)

Environmental Health – Training Team

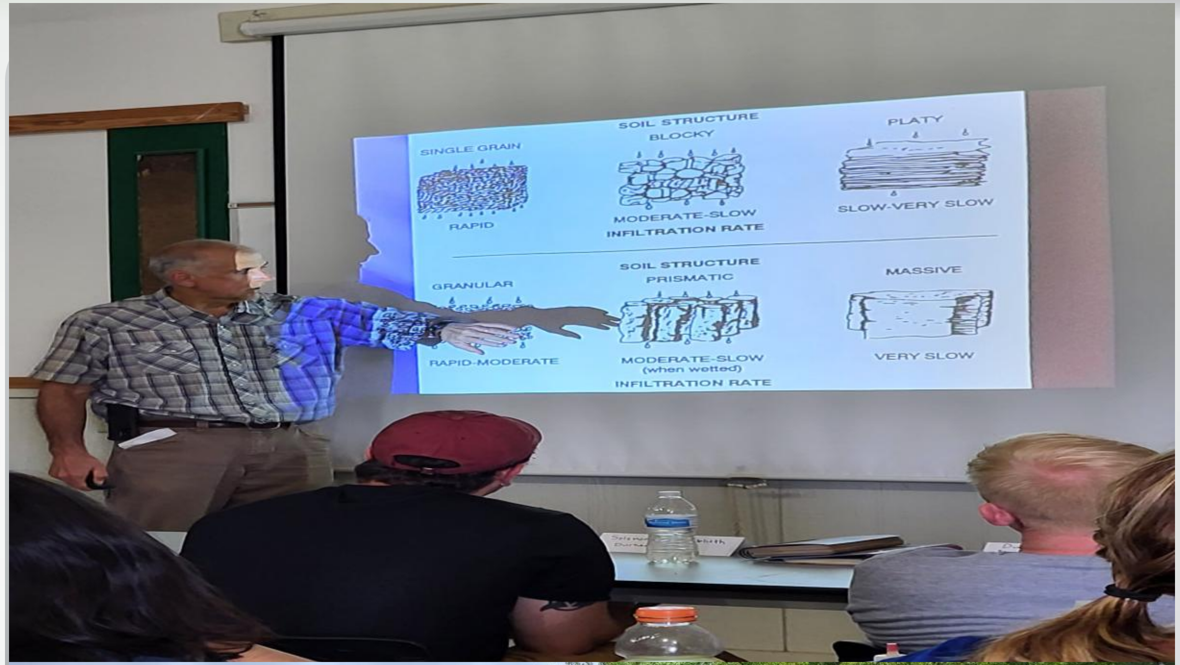
- Specialty Wastewater Improvement and Field Training Team (SWIFT).
- Idea is to help bring intern training to LHDs or regions prior to, during, and after they attend CIT.
- Goals:
  - Improve training for interns
  - Decrease time to receive authorizations
  - Provide more mid-career training

Environmental Health – Legislative Update

- Session Law 2023-134 (H259)—2023 Appropriations Act
  - Provided funding to establish an On-Site Water Protection Training Team (3 FTEs).

SWIFT Team Goals:

- Better prepare interns for their first day of CIT
- Help reduce errors
- Increase knowledge
- Help prevent legal action
- Produce more competent, confident workforce
- Hope to carry this model to all Branches in the EH Section in the future!



Training Team

- SWIFT Team will provide an extra layer of training outside of CIT and take some of this burden off the LHD staff.
  - Full team of 6 was needed and we were able to combine the previous well program into the SWIFT Team to meet this need.

Introducing the SWIFT Team Members

- Experienced Environmental Health Specialists
  - Collectively over 100 years of experience
- Fully Staffed and ready to roll:
  - Andy Blethen: 30 years LHD
  - Chad Rakes: 28 years LHD
  - Karen Wallace: 18 yrs as Regional LSS
  - Chris Hedrick: 34 years LHD
  - Tre' Breedlove: 7 yrs LHD and Regional EH Specialist
  - Jose Borjas: 4.5 yrs LHD

SWIFT Team Members

Andy Blethen

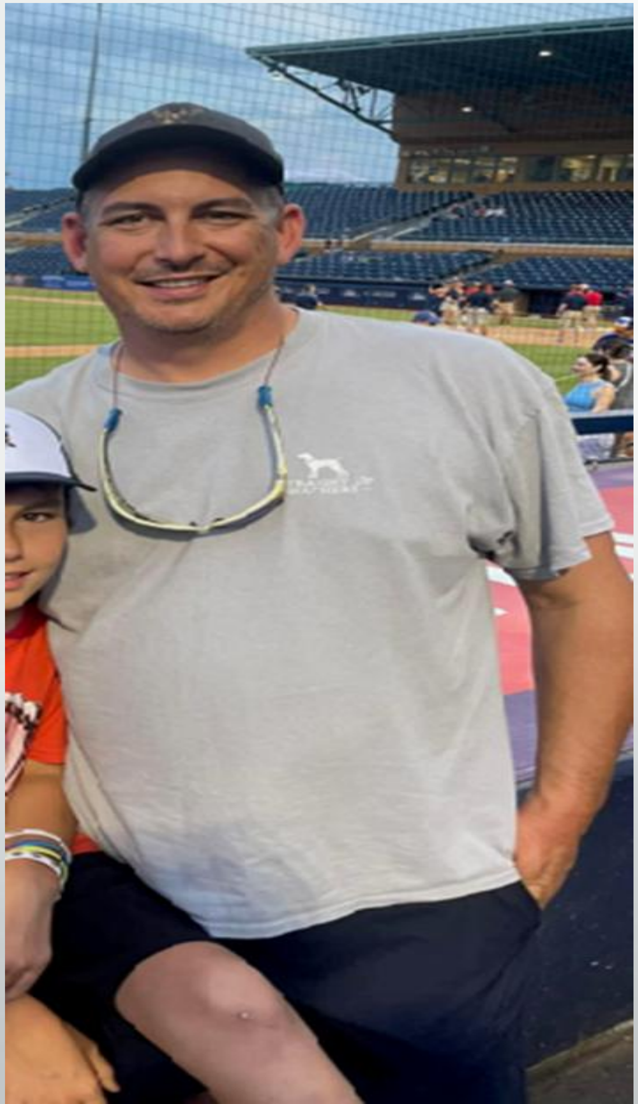
Chad Rakes

Karen Wallace

SWIFT Team Members

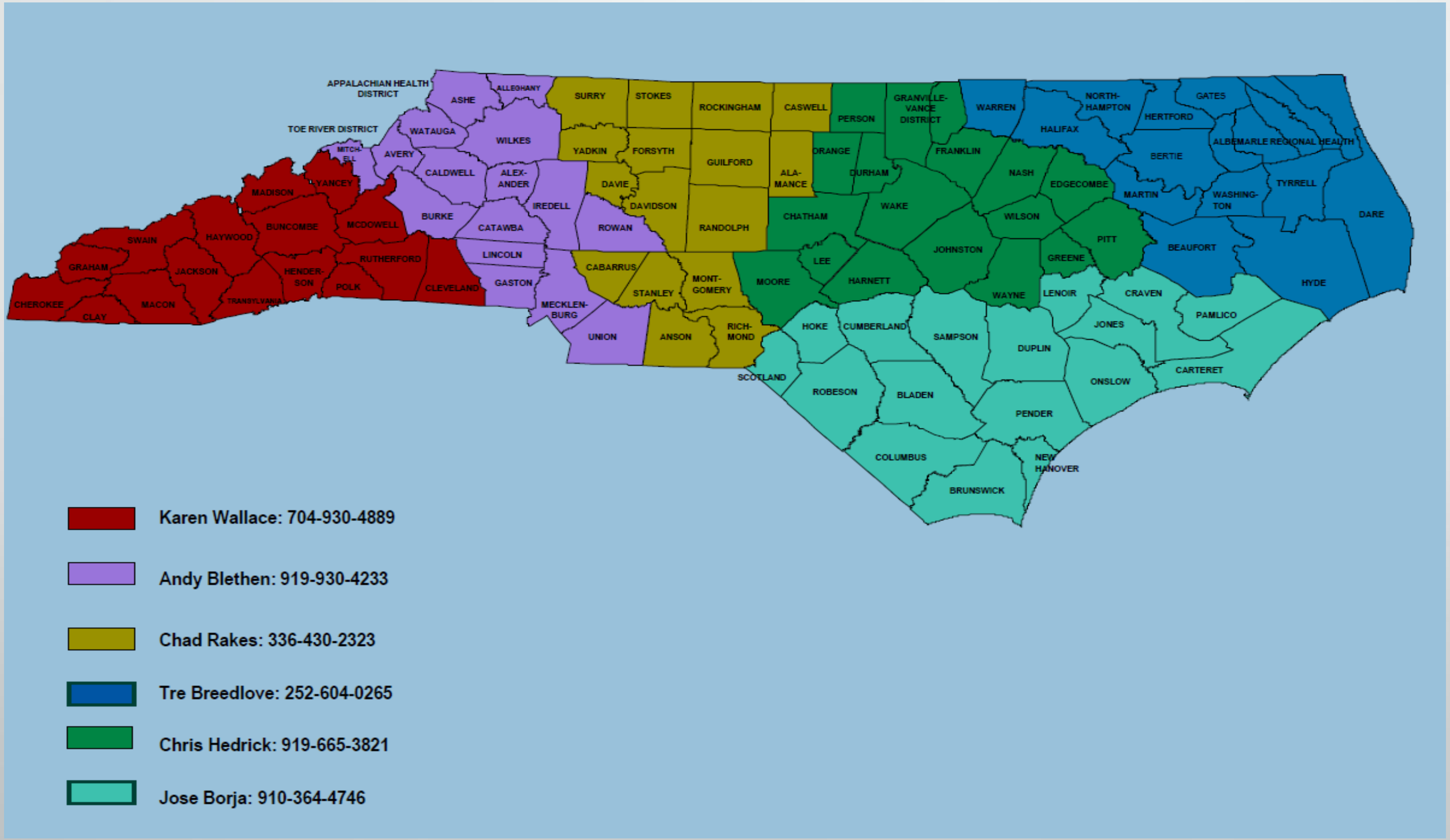
Chris
Hedrick

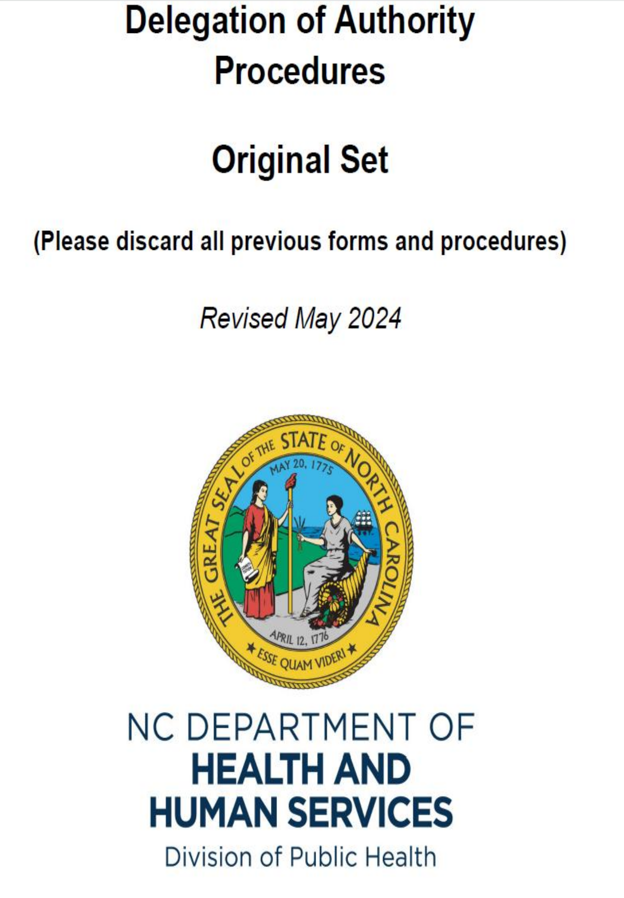
Tre'
Breedlove



Jose
Borjas

SWIFT Team Territories





Delegation of Authority Procedures

Original Set

(Please discard all previous forms and procedures)

Revised May 2024

NC DEPARTMENT OF
HEALTH AND HUMAN SERVICES
Division of Public Health

SWIFT Team will provide:

- Pre, Mid, and Post-CIT assessments, one-on-one mentoring, regional training with interns
- Team members will help determine when interns are properly trained and ready to begin the authorization process
- Goal is to have interns authorized no more than 4 months after date of hire.

Current Plan:

- The plan moving forward is for the SWIFT team to spend at least a day or two with interns prior to their arriving at the first week of CIT.
- Basic materials will be taught in the field to ensure there is a basic understanding before their first day of intern training.
- They will then attend the first week of CIT.
- Upon returning to the county, the SWIFT team intends to spend a few more days with the intern to refine skills taught during the first week and prepare them for week two.
- Once they complete the second week of CIT, the SWIFT team will work with each intern and ensure they are ready for the regional to begin the authorization process.

Current Plan:

- Interns are now allowed to begin performing their 6 lots/soil evaluation sheets during the time between the two weeks of CIT. This was required homework that would have been completed after the two weeks of CIT and can now be completed earlier.
- This will cut down on the length of time needed to obtain their authorization once they have completed both weeks.
- These 6 evaluations can be performed with their supervisor or SWIFT team staff.
- **During the onsite training with SWIFT team members, they will also be discussing well permitting which help expedite well authorizations also!

Pre-CIT Training

SWIFT Regional OSWW Training – PRE-CIT

SWIFT Regional OSWW Training is a part of the On-Site Wastewater Module of the Centralized Intern Training (CIT) program.

SWIFT Regional Specialist: ____________________ Regional Soil Scientist: ____________________
Intern Name: ____________________ County: ____________________
Group Training Participants (if applicable): ____________________
Training Date(s): ____________________

SWIFT Pre-CIT Orientation Checklist

Preparing Environmental Health Specialist Interns for CIT

Date	Intern & Regional Initials	Activity	Perform /Observe	Discuss	N/A
		Review Application for Site Evaluation			
		Wastewater design flow & wastewater characteristics	☐	☐	☐
		Proposed system(s) requested	☐	☐	☐
		Foundation type (crawl space, basement, slab, etc.)	☐	☐	☐
		Water supply (potable)- private or public	☐	☐	☐
		Complete & detailed site plan including plat	☐	☐	☐
		Field Equipment Overview			
		Auger	☐	☐	☐
		Water bottle	☐	☐	☐
		Measuring devices	☐	☐	☐
		Clinometer	☐	☐	☐
		Laser level/transit	☐	☐	☐
		Grade rod	☐	☐	☐
		Munsell color chart	☐	☐	☐
		Other	☐	☐	☐

Date	Intern & Regional Initials	Activity	Perform /Observe	Discuss	N/A
		Soil/Site Evaluation Fundamentals & Hands-on Skills			
		Landscape position & slope percentage	☐	☐	☐
		Soil color	☐	☐	☐
		Soil texture and ribboning	☐	☐	☐
		Soil structure	☐	☐	☐
		Clay mineralogy	☐	☐	☐
		• Moist consistence	☐	☐	☐
		• Wet consistence	☐	☐	☐
		○ Plasticity	☐	☐	☐
		○ Stickiness	☐	☐	☐
		Soil wetness	☐	☐	☐
		Soil depth – rock, saprolite and parent material	☐	☐	☐
		Restrictive Horizons	☐	☐	☐
		Suitability	☐	☐	☐
		LTAR	☐	☐	☐
		Trench depth	☐	☐	☐
		Demonstration-Evaluating a soil boring using a tape measure to match the depth of profile display on surface	☐	☐	☐
		Optional/Advanced (Based on availability and intern's prior experience)			
		Final inspection	☐	☐	☐
		System layout and design	☐	☐	☐
		System design scenarios	☐	☐	☐
		Determining soil boring/pit locations	☐	☐	☐
		Setbacks & site constraints	☐	☐	☐

SWIFT Comments:

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Mid-CIT Training

SWIFT Regional OSWW Training – MID-CIT

SWIFT Regional OSWW Training is a part of the On-Site Wastewater Module of the Centralized Intern Training (CIT) program.

SWIFT Regional Specialist: ____________________ Regional Soil Scientist: ______________________

Intern Name: ______________________________ County: _____________________________

Group Training Participants (if applicable): _______________________________________

Training Date(s): ____

SWIFT Mid-CIT Orientation Checklist

Preparing Environmental Health Specialist Interns for CIT

Date	Intern & Regional Initials	Activity	Perform /Observe	Discuss	N/A
		Reinforcing Soil/Site Evaluation Fundamentals & Hands-on Skills			
		Guidance on accurate completion of soil/site evaluation sheet **Required CIT Homework (x6)**	☐	☐	☐
		Landscape position & slope %	☐	☐	☐
		Soil color	☐	☐	☐
		Soil texture and ribboning	☐	☐	☐
		Soil structure	☐	☐	☐
		Clay mineralogy	☐	☐	☐
		• Moist consistence	☐	☐	☐
		• Wet consistence	☐	☐	☐
		o Plasticity	☐	☐	☐
		o Stickiness	☐	☐	☐
		Soil wetness	☐	☐	☐
		Soil depth – rock, saprolite and parent material	☐	☐	☐
		Organic layers	☐	☐	☐
		Restrictive Horizons	☐	☐	☐
		Suitability	☐	☐	☐
		Individual and overall LTAR	☐	☐	☐
		Vertical separation and trench depth	☐	☐	☐
		Demonstration-Evaluating a soil boring using a tape measure to match the depth of profile display	☐	☐	☐

		on surface			
		System Options & Design			
		Basic systems overview: Conventional, Provisional, Accepted, Innovative	☐	☐	☐
		Pump systems overview: components and placement	☐	☐	☐
		Final inspections & highlighting design principles	☐	☐	☐
		Linking soil site evaluation to septic system layout and design	☐	☐	☐
		System design scenarios	☐	☐	☐
		Determining soil boring/pit locations	☐	☐	☐
		Setbacks & site constraints	☐	☐	☐
		Measurements for site sketch and their importance	☐	☐	☐
		Drafting a site sketch	☐	☐	☐

SWIFT Comments:

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Post-CIT Training

SWIFT Regional OSWW Training – POST-CIT

SWIFT Regional OSWW Training is a part of the On-Site Wastewater Module of the Centralized Intern Training (CIT) program.

SWIFT Regional Specialist: ________________ Regional Soil Scientist: ________________
Intern Name: ________________ County: ________________
Group Training Participants (if applicable): ________________
Training Date(s): ________________

SWIFT POST-CIT Orientation Checklist

Preparing Environmental Health Specialist Interns for authorization

Date	Intern & Regional Initials	Activity	Perform /Observe	Discuss	N/A
		Mentored Soil/Site Evaluation Fundamentals & Hands-on Skills			
		Guidance on accurate completion of soil/site evaluation sheet	☐	☐	☐
		Landscape position & slope %	☐	☐	☐
		Soil color	☐	☐	☐
		Soil texture and ribboning	☐	☐	☐
		Soil structure	☐	☐	☐
		Clay mineralogy	☐	☐	☐
		• Moist consistence	☐	☐	☐
		• Wet consistence	☐	☐	☐
		○ Plasticity	☐	☐	☐
		○ Stickiness	☐	☐	☐
		Soil wetness	☐	☐	☐
		Soil depth – rock, saprolite and parent material	☐	☐	☐
		Organic layers	☐	☐	☐
		Restrictive Horizons	☐	☐	☐
		Suitability	☐	☐	☐
		Individual and overall LTAR	☐	☐	☐
		Vertical separation and trench depth	☐	☐	☐
		Challenging soils – fill, redoximorphic features, etc.	☐	☐	☐
		System selection and placement decisions	☐	☐	☐

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		System Design			
		Flagging systems	☐	☐	☐
		Sloped sites & flat sites	☐	☐	☐
		Final inspection challenges	☐	☐	☐
		Regulatory reasoning	☐	☐	☐
		Mock evaluation and system design to reinforce CIT principles	☐	☐	☐

SWIFT Comments:

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SWIFT Team Advanced Trainings:

- The Branch is bringing back Onsite Regional Training events this year!
  - Advanced systems
  - Repair workshops
  - Pump workshops
  - System design/layout
  - Conducting final inspections
  - Drinking water well workshops
  - Customized trainings for LHD programs

SWIFT Team: Accreditation and QA

- Perform LHD OSWP accreditation program reviews
  - Build relationships with local programs and staff
  - Perform “mid-cycle reviews”
  - Regional trainings/meetings

- Assist counties with implementation of QA programs
  - Review LHD Policies
  - Work to strengthen policies
  - Perform file/field reviews for counties with staffing issues
    - Contract workers and limited staff

SWIFT Team: Pvt. Drinking Water Well Program

- Regional Specialists for private well program
  - Guidance/Assistance
  - Consistency across state

- Private Well Program Authorizations
  - CIT, one-on-one mentoring, regional training with interns
  - Team members will determine when interns are properly trained and ready to begin the authorization process

- Review and process drinking water well variance requests
  - Requests packet are complete and accurate
  - Ensure requests are valid and not for "connivence"

Questions/Discussion?

Thank you!

Andrew Blethen, REHS

NCDHHS/DPH

Onsite Water Protection Branch