

Practice: Hazardous Waste Disposal Computer Program

Issue Lab scientists needed to record the disposal of hazardous waste accurately or the company could receive steep fines from the EPA. An application was created by IT to do the recording, but it was up to the scientist to enter the information correctly. A course had been created and participants had to pass an assessment that required them to record disposal information precisely and accurately in order to be allowed to perform real disposals. The assessment included the SOP for hazardous waste disposal and a piece of paper with hazardous waste information on it. The students struggled with the assessment, which wasn't a realistic representation of the recording process.

Solution I labeled baby food jars with the hazardous waste information and then put the labeled containers in a box. This was a miniature version of what the scientists would encounter when they were recording their disposal items. I used baby food jars because they were safe and didn't cost anything to bring in from home!
At the end of the course, each student used the SOP for hazardous waste disposal, the application by IT, and a box of jars to complete the assessment. The change to using the baby food jars switched the course from unrealistic to realistic and it also became more visual and kinesthetic.

Results The students completed the assessment much faster and required far less assistance.

Classifications The table below lists two classifications and the recipients of this work sample.

Performance Experience Design¹	Characteristics²	Recipients
Innovative	Creative	Corporation's R & D Scientists
Seeks learner input	Resourceful	
Empathy		
Measures improvement		

¹ [Click here](#) to view list and descriptions of Performance Experience Design characteristics

² Reason(s) it was provided as a work sample