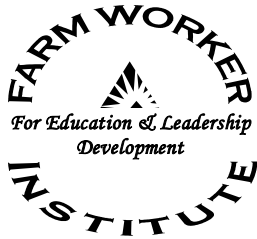

Health & Safety Training 2002



funded by
The California Endowment

FIELD'S COMMITMENT TO EXCELLENCE

The Farmworker Institute for Education and Leadership Development is committed to providing high quality training programs that have a measurable, positive impact on both the workers we train and the companies we work with. We utilize a variety of research methods to evaluate the impact of our programs.

FIELD'S HEALTH AND SAFETY TRAINING IN 2002

FIELD trained 887 workers and managers at four San Joaquin Valley agribusiness companies in Health and Safety training through our Business Development training programs:

Number of employees	Training received	Company
730	Heat & Cold Stress	Jackson & Perkins
32	Heat Stress	Brannstrom Harvesting
80	Heat Stress	Rio Bravo Tomato
45	Slips, Trips and Falls	Rio Grande Farms

CURRICULUM DEVELOPMENT

FIELD created three new Health and Safety Training Curricula in 2002, and is currently in the process of developing a fourth. Each curriculum was customized for employers who utilized FIELD's training services:

- | | |
|------------------------------|---------------|
| 1. Heat Stress | Completed |
| 2. Cold Stress | Completed |
| 3. Slips, Trips, and Falls | Completed |
| 4. Musculo-skeletal Injuries | 50% Completed |

In addition, FIELD is taking photos of agricultural workers at work that will be used to supplement the existing curricula. These will help workers with limited literacy to understand the concepts we are teaching.

PROGRAM EVALUATION – A SAMPLE

All of FIELD's training programs include an evaluations process. In our Health and Safety training programs, we give pre- and post-tests to all participants in order to measure the knowledge trainees gain. FIELD provided Heat Stress safety training to 108 workers and supervisors at two agribusinesses companies in the region. The tests were given in both English and Spanish.

The outcomes were extremely positive, demonstrating that our training increased workers' knowledge dramatically. As the table below shows, the average pre-test score at Company 1 was 73.8%, which increased to 87.2% in the post-test. At Company 2, FIELD's training raised the average pre-test score of 68.8% to 89.7% on the post-test.

Heat stress pre/post test outcomes

	Company 1	Company 2
Average pre-test score	73.8%	68.8%
Average post-test score	87.2%	89.7%
% increase	+18.2%	+30.5%

IMPROVING OUR EVALUATIONS – GATHERING DATA ON BUSINESS IMPACTS

The outcomes outlined above demonstrate that we are having a positive impact on the workers and managers we train. In order to measure the impact our training has on businesses, FIELD is implementing a process whereby companies we provide training to share their standard quality, productivity and safety data with us for evaluation purposes. We will analyze data from before and after the training in order to learn how our training increases quality and productivity, while decreasing costs associated with safety and absenteeism. FIELD also plans in early 2003 to conduct a customer satisfaction survey with every business we worked with this year.

If you would like more information about FIELD's Health & Safety training programs or our research and evaluations, please contact Joaquin Garza at 661-978-3767 or joaquin@farmworkerinstitute.org.