
FIELD Outcomes

In Brief



FIELD's outcomes in the first two years have been extremely positive. Not only have we surpassed our enrollment goals, but our training is making a real difference for workers. FIELD 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.

updated November 2003

NUMBERS SERVED BY FIELD

2002

- 442 farmworkers completed at least one Participant Services training program;
- FIELD trained 887 workers in Health and Safety training at four agribusinesses companies through our Industrial Services division; and
- FIELD trained 92 workers in Conflict Resolution at two agribusinesses companies through our Industrial Services division.

2003

- 285 workers enrolled in FIELD's Participant Services courses so far this year. Of those....
 1. 155 workers have completed Vocational English as a Second Language (VESL).
 2. Workers who take FIELD VESL courses are also eligible for cross training and skill upgrade courses, including the following (number of workers who enrolled):
 - Cross training: 80 workers
 - Forklift driving: 53 workers
 - Pesticide application safety 52 workers
 - First Aid/CPR: 89 workers
 3. 30 additional workers are currently enrolled in VESL.
- FIELD trained 1,075 workers in Health and Safety at 9 agribusiness companies through our Industrial Services division.
- FIELD trained 240 workers in job skills upgrades (Job Readiness), 110 with an agribusinesses company and another 130 participants of FIELD's programs.

TRAINING OUTCOMES

Completion rates

FIELD's completion rates are quite high – most people who enter one of our training courses complete it, as Table 1 shows.

Table 1: Year to date completion rates for FIELD courses

Course	Length of course	Number completed	Completion rate
VESL	10 weeks (night class) 5 weeks (day class)	106 out of 155	68%
Cross training	Two days	74 out of 80	93%
Forklift driving	Three days	50 out of 53	94%
Pesticide application	One day	52 out of 52	100%
First aid/CPR	One day	88 out of 89	99%

IMPACT OF FIELD'S HEALTH AND SAFETY TRAINING

FIELD provided Heat Stress Health and Safety training to 838 workers at three agribusinesses in 2002. The training and the tests were given in both English and Spanish. 312 of those workers completed pre- and post-tests to determine how much knowledge they gained as a result of the training. As Table 2 shows, FIELD's training increased their knowledge, giving workers the skills they need to keep themselves safe on the job.

Table 2: Comparison of Three Company Outcomes, and Overall

	Company A	Company B	Company C	Overall
Number tested	204	76	32	312
Average pre-test	77.0	73.8	68.8	75.4
Average post-test	84.6	87.2	89.7	85.7
Difference	+7.5 points	+13.4 points	+20.9 points	+10.4 points
% difference	+9.8%	+18.2%	+30.5%	+13.7%
How many increased score	54%	74%	88%	62%
How many scored same	28%	17%	6%	23%

More importantly, our programs take those with the greatest need for training and bring their knowledge level nearly up to the average level of all trainees.

Table 3: Knowledge gained by FIELD trainees

	All Trainees	Workers scoring 50% or lower on the pre-test
Number	312	24 (8%)
Average pre-test score	74.5	39.2
Average post-test score	85.7	81.3
% increase	+13.7%	+107.4%

Among the 24 workers who scored 50% or less on the pre-test, FIELD's training gave them enough knowledge that they were able to score almost as high as the overall average on the post-test, the average score increasing by more than 107%.

WHAT TRAINEES THINK

FIELD also gives workers an opportunity to comment on the training we give them. For example, FIELD trained 75 workers, supervisors and foremen in conflict resolution at a fourth agribusiness company. Results of the course evaluation were extremely positive. Fully 98% of the trainees reported that they would be interested in taking another training course from FIELD.

Table 4: Course evaluation responses

Question	Responses	
How useful do you think this training was?	Not/Somewhat useful 3%	Useful/Very useful 96%
How would you rate the instructor of this course?	Poor/Fair/Adequate 8%	Good/Excellent 92%
How well did this training course meet your expectations?	Inadequate/Adequate 8%	Satisfying/Very satisfying 90%