



Workers Defense Project

Proyecto Defensa Laboral



LEARNING ASSESSMENT—WORKERS DEFENSE PROJECT

Susan Harwood Grant SH22319SH1

Training Program for Construction Workers

TRAINING LOCATION	TRAINING DATE
Workers Defense Project 5604 Manor Rd. Austin, TX 78723	
<input type="checkbox"/> Pre-training assessment	<input type="checkbox"/> Post-training assessment

DESIGN & METHODOLOGY

The majority of construction workers WDP contacts are hard-to-reach, low-literacy, Spanish-speakers who have little to no formal safety training in construction. The purpose of CEPA is to provide these hard-to-reach construction workers with a basic awareness of key workplace hazards, and to develop their ability to work collectively and proactively to create safer working conditions. WDP has therefore selected an evaluation approach most appropriate for the above training demographic, using visual aides and peer-to-peer interaction as the basis of the assessment. Drawing upon a “participatory empowerment” evaluation approach, which assesses group knowledge through small group activities and peer-to-peer communication,¹ the learning assessment emphasizes participant interaction and group presentation. The assessment design therefore directly contributes to the overall training goal of developing workers’ ability to work collectively and proactively to eliminate workplace safety hazards.

INSTRUCTIONS

- The class will be divided into small groups of 3-4 people per table. Each group will be given a workplace hazard photo and will have 5 minutes to identify the hazards and discuss possible solutions. There are three photos, so some groups may have the same photo.
- Ask each group to elect one person to write the group answers on a large post-it sheet, and one or two people to present.
- After 5 minutes, ask each group to present to the class the hazards and solutions identified during small group discussion. Presentations should be limited to 2 minutes per table. When a table presents on a photo that another group also analyzed, ask the additional group if they have anything to add. This will cut down on total facilitation time.

¹ WDP draws upon the following literature in developing and administering evaluations: Cousins JB, Earl LM. The case for participatory evaluation. *Educational Evaluation and Policy Analysis*. 1992; 14(4):397-418; King JA. Making sense of participatory evaluation practice. *New Directions for Evaluation*. 1998; 80:57-67. Patton MQ. *Qualitative Research and Evaluation Methods*, 3rd Edition. Thousand Oaks: Sage Publications, 2002. Davidson EJ. *Evaluation Methodology Basics: The Nuts and Bolts of Sound Evaluation*. Thousand Oaks: Sage Publications, 2005.



Workers Defense Project

Proyecto Defensa Laboral

- ❑ After all groups have presented, the facilitator should save the group post-it notes and record answers on the following checklist. Each answer is assigned a point-value range. After training, tally up points. Compare scores with pre- and post-training assessments.



Workers Defense Project

Proyecto Defensa Laboral

HAZARD PHOTO CHECKLIST

Susan Harwood Grant Training Program for Construction Workers

PHOTOGRAPH	A. HAZARDS (5 POINTS EACH)	B. SOLUTIONS (5 POINTS EACH)
1. SCAFFOLD	<input type="checkbox"/> Scaffold is not fully planked.	<input type="checkbox"/> Eliminate – fully plank scaffold
	<input type="checkbox"/> Scaffold platform less than 18 inches in width.	<input type="checkbox"/> Eliminate – fully plank scaffold
	<input type="checkbox"/> Bricks, wood blocks, or other such materials should not support scaffold. Must be supported by a base plate.	<input type="checkbox"/> Eliminate – provide proper base-plate support
	<input type="checkbox"/> Scaffold lacks cross bracing.	<input type="checkbox"/> Eliminate – provide cross bracing
	<input type="checkbox"/> Scaffold is not leveled.	<input type="checkbox"/> Eliminate – level scaffold.
	<input type="checkbox"/> Scaffold lacks safe means of access and egress (such as a built-in ladder or ladder tied off at top and bottom)	<input type="checkbox"/> Eliminate – provide a ladder of appropriate length, tied off at top and bottom to prevent slippage.
	<input type="checkbox"/> Scaffold not 14 inches or less from surface of working area.	<input type="checkbox"/> Eliminate – reposition scaffold closer to working surface.
	<input type="checkbox"/> Other:	<input type="checkbox"/> Substitute – construct/use a properly designed and leveled scaffold. <input type="checkbox"/> Administrative – train worker on fall protection and scaffold safety
Subtotal	A. _____ of 40 points	B. _____ of 45 points
TOTAL	A+ B. = _____ of 85 points	



Workers Defense Project

Proyecto Defensa Laboral

HAZARD PHOTO CHECKLIST

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PHOTOGRAPH	A. HAZARDS (5 POINTS EACH)	B. SOLUTIONS (5 POINTS EACH)
2. LADDER IN WATER	<input type="checkbox"/> Do not use metal ladders near electricity	<input type="checkbox"/> Eliminate and substitute – use wooden ladder instead of metal one.
	<input type="checkbox"/> Keep extension cords away from water	<input type="checkbox"/> Substitute – use cordless drill
	<input type="checkbox"/> Worker is wet and has no shoes	<input type="checkbox"/> Administrative – train worker on dangers of electricity and water. <input type="checkbox"/> PPE – provide worker with rubber boots.
	<input type="checkbox"/> Worker carried drill up ladder. Must always have three points of contact when climbing or descending.	<input type="checkbox"/> Engineering – use tool belt with holster for cordless drill. <input type="checkbox"/> Administrative – train worker on safe ladder use.
	<input type="checkbox"/> Other:	<input type="checkbox"/> Other:
Subtotal	A. _____ of 25 points	B. _____ of 35 points
TOTAL	A+ B. = _____ of 60 points	



Workers Defense Project

Proyecto Defensa Laboral

HAZARD PHOTO CHECKLIST

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PHOTOGRAPH	A. HAZARDS (5 POINTS EACH)	B. SOLUTIONS (5 POINTS EACH)
3. LADDER ON SCAFFOLD	<input type="checkbox"/> Ladder placed on top of scaffold	<input type="checkbox"/> Eliminate & Substitute – remove ladder from scaffold; use proper ladder long enough for the job
	<input type="checkbox"/> Worker not wearing fall protection (full body harness)	<input type="checkbox"/> Eliminate – provide worker with proper PPE <input type="checkbox"/> Administrative – train worker on fall protection <input type="checkbox"/> PPE – provide worker with fully body harness
	<input type="checkbox"/> Incorrect scaffold: job-built, not fully planked, no cross bracing, lacks proper access, platform planks do not extend 6-12 inches from side., etc.	<input type="checkbox"/> Eliminate & Substitute – remove job-built scaffold; use proper ladder instead of job-built scaffold
	<input type="checkbox"/> Scissor ladder not fully open and braced.	<input type="checkbox"/> Eliminate & Substitute – remove ladder; use proper ladder long enough for the job
	<input type="checkbox"/> Ladder not long enough for the job: should extend three feet above landing surface.	<input type="checkbox"/> Substitute – use proper ladder long enough for the job
	<input type="checkbox"/> Ladder not tied off at top and bottom.	<input type="checkbox"/> Engineering – tie off top and bottom of new ladder to prevent movement.
	<input type="checkbox"/> Workers not wearing hard hats	<input type="checkbox"/> Eliminate – provide worker with proper PPE
	<input type="checkbox"/> Worker using improper ergonomic form	<input type="checkbox"/> Administrative – train worker on proper lifting techniques.
Subtotal	A. _____ of 40 points	B. _____ of 50 points
TOTAL	A+ B. = _____ of 90 points	



Workers Defense Project

Proyecto Defensa Laboral

HAZARD PHOTOS ON POWER POINT

Susan Harwood Grant Training Program for Construction Workers

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