Worker Training Program Evaluation Community of Practice

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On Today's Call

Grantee Presentation: Ruth Ruttenberg, PhD

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Collecting trainer stories at the May 2018 Trainers' Exchange

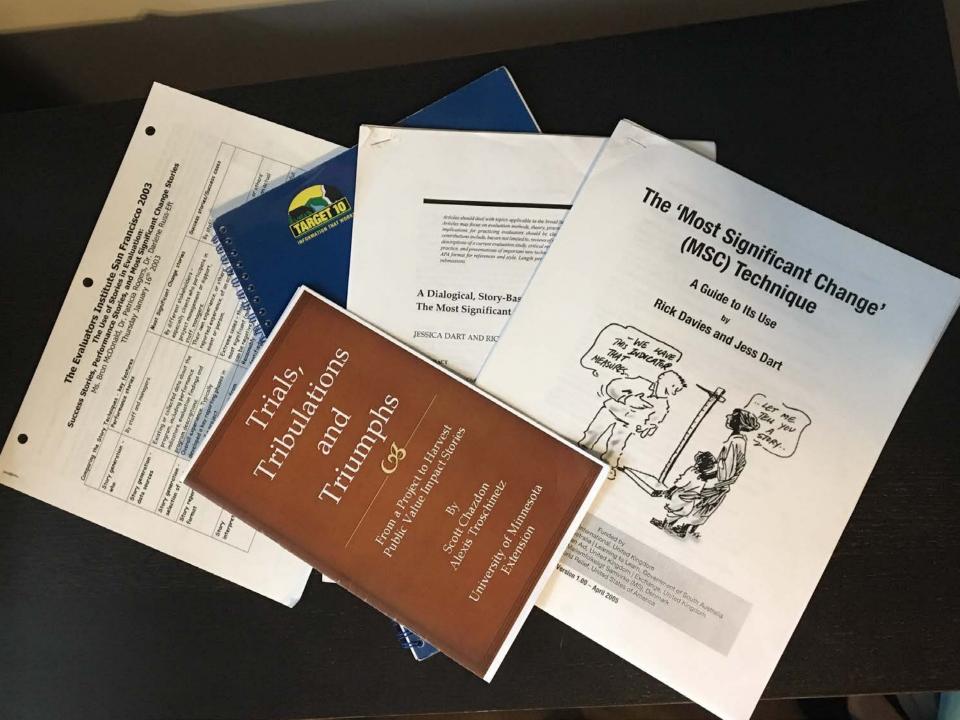


Ruth Ruttenberg, PhD

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Collecting trainer stories at the May 2018 Trainers' Exchange



Most Significant Change (MSC) – What is it?

MSC approach involves **generating and analysing personal accounts of change** and deciding **which...is the most significant – and why.** - Better Evaluation

http://www.betterevaluation.org/en/plan/approach/most_significant_change

MSC involves the collection and systematic participatory interpretation of stories of significant change. Unlike conventional approaches to monitoring, MSC...is a qualitative approach. - Clear Horizon MSC Quick Start Guide http://www.clearhorizon.com.au/all-blog-posts/msc-user-guide.aspx

[MSC] allows for unexpected (and even unintended) outcomes to be expressed. - Clear Horizon blog http://www.clearhorizon.com.au/all-blog-posts/powerful-insights-and-stories-of-most-significant-change-taking-place-across-africa.aspx

MSC Traditional Methodology

From Better Evaluation – Three basic steps:

- Deciding the types of stories that should be collected (stories about what - for example, about practice change or health outcomes or empowerment)
- Collecting the stories and determining which stories are the most significant
- Sharing the stories and discussion of values with stakeholders and contributors so that learning happens about what is valued.

http://www.betterevaluation.org/en/plan/approach/most_significant_change

Loose Adaptation of the MSC at the WTP Trainers' Exchange (TRX)

Purpose - Help us to:

- Celebrate successes
- Be accountable to funders and stakeholders
- Further understand key areas of program impact.

Uses:

- Explore health and safety achievements in communities and worksites across the country
- Help understand what trainers and trainees value, which can guide future programming and evaluation efforts
- Acknowledge and share what has been achieved through public communications.

Our Draft Ideas for Adapting MSC to the TRX

Before TRX:

 Get feedback from grantees during the Evaluation CoP call, including deciding on domains to organize stories

At TRX:

- Distribute/explain the story feedback form
- Allow people to record and submit stories in various ways

After TRX:

- Collate stories and organize by domains
- Use a future Evaluation CoP call to review stories under the domains, potentially assess most significant
- Communicate stories, potential report on most significant and why
- Use for future programming and evaluation

Story Collection – TRX Feedback Form

Adapted from: "The 'Most Significant Change' (MSC) Technique: A Guide to Its Use", by Rick Davies and Jess Dart. April 2005.

Confidentiality:

We may want to use your stories for reporting to our funders, sharing across the WTP network, or sharing in NIEHS public communications, such as in success stories.

Do you, the trainer:

- Want to have your name on the story? Yes/No
- Agree to use using this story for public communications or publication? Yes/No

Story Collection – TRX Feedback Form (cont'd)

Contact Information:

- Name of Trainer
 - If the trainer would like to remain anonymous, can write something like "HazMat trainer" or "WTP Trainer in California"
- Trainer's Organization/NIEHS Grantee
- Name of Person Recording Story (if not the trainer)
- May we contact the trainer for follow-up questions on this story? Yes/No
- Trainer contact: Phone/E-mail
- [Ask for state of story?]

MSC Questions

- From your point of view, as a trainer, describe a story that shows the most significant change that has resulted from training you delivered under the NIEHS WTP program and your consortium.
- Why was this story significant for you?

Possible Domains (Organized Afterwards)

- Use key <u>WTP Logic Model</u> concepts
 - Improved company/worksite policies and practices
 - Worker empowerment
 - Reduced illness and injury
 - Increased job opportunities
 - Increased community protection (and preparedness?)
- Add:
 - Economic Benefit
 - Lessons learned (if any negative outcomes)
 - Other

Your Feedback

- Overall thoughts
- Use of various platforms to send in stories
- Domains generally, any priorities