

International Union of United Autoworkers Snapshot:

<i>HWWT TRAINING:</i>
Principal Investigator:
<ul style="list-style-type: none"> • Darius Sivin
Evaluator(s):
<ul style="list-style-type: none"> • Evaluation through University of Michigan
Grant Number:
<ul style="list-style-type: none"> • U45ES06180
Goal(s) of Evaluation:
<ul style="list-style-type: none"> • Evaluate effectiveness of and opinions regarding the peer-training model • Determine changes in workplace behavior and injuries resulting from training • Determine trainee increases in knowledge
Evaluation tools:
<ul style="list-style-type: none"> • At the 2012 Annual Health and Safety Conference, all returning delegates filled out a short follow-up questionnaire. • Brief interviews and a focus group were conducted with a sample of delegates to explore how the training was put to use in their workplaces. • Evaluation forms collected throughout the grant year. • Pre/post training assessments are given to students in core classes and a sample of electives. • Students in the advanced cores participated in a follow-up survey regarding how they put their past Black Lake training to use at their workplaces. • Worker-trainers participated in a self-assessment focusing on their skills and needs as trainers as a part of the Trainer Development Program. • UM used Appreciate Inquiry (AI) evaluation techniques and a card sort and concept mapping exercise at the 2011 Train-the-Trainer.
Population Served:
<ul style="list-style-type: none"> • Hazardous Waste Workers
Types of Courses/ Training Curricula Offered:
<ul style="list-style-type: none"> • Include Confined Space Training, Ventilation Evaluation and Training, Hazard Communication Training, Hazard Recognition Training
Trainers:
<ul style="list-style-type: none"> • Worker-trainers used • Worker-trainers have conducted training in pairs or with project staff, identified training needs of local unions and worksites, recruited participants for training programs, assisted project staff in revising curricula and applied the hierarchy of controls to create safer workplaces in their own facilities • Annual Trainer Development Program held • Evaluations at Black Lake were conducted by UM and a team of four worker-evaluators, trained in the model used by the Solidarity Research Project (SREP). Three separate self-administered questionnaires were used to collect data from all delegates on core classes, the elective classes, and the experience of the entire health and safety week
Proof of effectiveness/value?
<ul style="list-style-type: none"> • Anecdotal feedback from a Ventilation Evaluation and Training:

- “We will be using it in several ways to solve some of our air quality issues in the shop.”
- Anecdotal feedback from delegates at the 2012 Annual Health and Safety Conference:
 - “Upon return from Black Lake, our local convened a meeting and developed an inspection schedule that encompassed multiple areas of our plant. This has led to a 23% injury reduction.”
- Over 97% of the participants in the IER Technician courses training delivered by the UAW strongly agreed that the training showed them how to get the information they need on health and safety hazards and 96% strongly agreed the training will help them identify and respond to hazardous conditions in their workplaces.
- Evaluations continue to indicate that LUDLs feel confident about presenting UAW training programs using the materials provided, and that the peer-training model is highly effective.

Most beneficial aspects/well received methods:

- The UAW has greatly expanded training underserved communities (particularly in the Detroit area).
- Two key features of the UAW training program are the Small Group Activity Method and the use of worker-trainers. Additionally, hands-on activity based techniques that facilitate communication are used.
- Delegates mentioned enjoying the use of the “clickers” (an Audience Response System).
- Thus far the automotive group has used participatory techniques to explore determining factors and deviations that influence safety culture in their day to day activities; instituted a near miss reporting system; installed equipment to reduce job hazards, improved involvement of the trades in set up and installation of equipment, and is exploring ways to keep safety as the major focus of a work team program being instituted at their facility.