

Lessons from a peer-based participatory training program for Latino day laborers

Rutgers OTEC

New Labor

UMDNJ School of Public Health

NJ Laborers Health and Safety Fund

LIUNA-NJ Local 1030

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Focus of presentation

- Summarize the population and intervention
- Describe evaluation measures: baseline and follow-up surveys, follow-up interviews
- Summarize evaluation results and limitations
- Address lessons from this effort and plans for the future

Project Overview

- Outreach to day laborers in 5 communities
- Curriculum development through focus groups
- Training peer trainers
- Training offered to more than 350 DL—training is ongoing
- Pre- and post-training surveys, interviews and focus groups

Participatory Elements

- Recruitment through community organization
- Community provided input on focus group and survey instruments
- Peer trainers led focus groups and surveys
- Curriculum contents led by workers

Findings from baseline survey (n=117) and focus group surveys (n=43):

- Most have no prior construction experience or training
- First jobs in the U.S.
- Typical earnings \$250 - \$350 per week
- Regular work only six months of year
- Little to no English
- Primarily Mexican men, with a range of ages and literacy

Evaluation of the Impact of the Training

- Compared pre-training survey results (n=117) to sub-group attending follow-up training (n=47).
 - Could not match individual first responses to follow-up responses
 - Compared overall results for pre and post groups
- Interviews with participants after training collected qualitative information

Evaluation Surveys: Comparing Injuries and Exposures

- Injury within previous 3 months:
 - Pre-training: 37%
 - Post-training: 29%
- Recent hazardous exposures:
 - Similar levels of exposure to excessive noise, power tools, heavy equipment, falling objects, heights over 2 meters, trenches

Impact of Training: Use of Personal Protective Equipment

- Use of PPE increased post-training, comparing pre (n=115) to post (n=47) surveys (any use).
 - Work Boots: + 7%
 - Hard hats: + 8%
 - Safety Vests: + 14%
 - Ear Protection: + 12%
 - Goggles: + 10%
 - Fall Protection: + 13%
 - Masks/Respirators: + 0%

Interviews Post-Training Reveal Similar Self-Reports

- “In roofing...if I see that the inclination is too steep, I ask for a safety harness...”
- “I got a box of masks so I have my own masks. And I got some sunglasses...to protect my eyes.”
- “I can’t afford full PPE, but I have mask and safety glasses. I can’t afford a safety harness.”

Impact of Training: Survey Results Showed Some Changes in Self-Protective Actions.

	% > Never Pre-Training (n=115)	% > Never Post-Training (n=47)
Tried to talk to a boss	75	81
Talked to co-workers	88	96
Tried to find out on own	69	85
Refused task	67	66
Left job site	52	45

Interviews highlighted attempts and difficulty at self-protection:

- “If I put into practice everything I have learned I may have no jobs, won’t be able to work!”
- “I began to learn what I need to do in my job. So then I talked to my employer...”
- “Before the conference, we used to tell only friends, but now we tell everybody [about bad employers].”

Impact of Training: Other Findings

- Survey showed it was more probable post training workers would talk to other workers, refuse too dangerous jobs, present complaints to OSHA, and take other protective actions.
- Workers reported using the workbook and sharing materials with co-workers.
- Interviews affirmed participatory training methods, need for hands-on training, and improved confidence in health and safety.

Summary of Evaluation

- Very limited descriptive data shows, post-training, higher percentages of the use of PPE and self-protective actions.
- No way to ascertain change in actual injury risk, individual change, or whether pre and post groups were truly comparable.
- Workers reporting using the training materials and new knowledge to improve health and safety.

Challenges in Evaluation of Interventions among Day Laborers

- Outreach and organizing quite labor intensive
- Economic imperative experienced by DL's—
planning is difficult
- Transience of DL's—follow-up becomes
uncertain
- Limited literacy of some participants: everything
takes longer

Lessons and Future Plans

- Continue to combine survey and interviews for evaluation.
- Shorten and simplify survey instruments.
- Provide hands-on, mobile training to meet the needs of day laborers, especially for fall protection, PPE.
- Rely on participatory peer-led training methods.

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