



OSHA Masonry Safety Course - Evaluation Report

For

Tallahassee Community College

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**Final Evaluation Report:
Summary, Data Analysis, and Interpretation**



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Evaluation Summary: Final Report

Introduction and Purpose

The purpose of the Susan Harwood OSHA Masonry Safety Grant was to reduce job-related injuries and fatalities in the masonry/concrete industry. The primary goal was to provide safety education to help prevent lost wages, lost benefits, and more importantly, injuries or deaths in the field. Tallahassee Community College (TCC) provided all grant training free to eligible employers and their employees with a focus on residential masons. Eligible employers were defined as any employers located in North Florida.

Training Goals

- Teach fall prevention and safe use of power tools, especially masonry saws, rigging, and scaffolding
- Provide 5 hours of safety and 3 hours of occupational Spanish training to 75 employers in a train-the-trainer program
- Provide 2 hours of intensive onsite safety training to 400 employees
- Use National Center for Construction Education & Research (NCCER) industry-recognized safety curriculum

With any training effort, it is important to ensure that program goals are met. Evaluation is a critical part of ensuring program outcomes match objectives. This report provides analyses and interpretation of data including information from 530 completed surveys.

Kirkpatrick's Four Levels of Evaluation

Evaluation is a critical part of understanding the effect of training. Kirkpatrick (1975) identifies four main levels of evaluation:

1. Level 1- feedback on training (reactions)
2. Level 2- measurable outcomes and assessments (learning)
3. Level 3- conveyance of learning (transfer)
4. Level 4- impact on organization (results)

The levels of evaluation are presented in the following figure. It should be noted that the evaluation efforts of the Susan Harwood OSHA Masonry Safety Grant sought to measure the first three levels of evaluation: reactions, learning, and transfer.

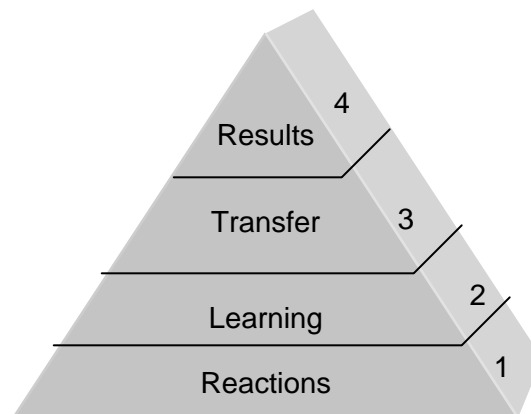


Figure 1: Kirkpatrick's Four Levels of Evaluation

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Evaluation Methodology

The program evaluation efforts consisted of a multi-part methodology including:

1. Write learning objectives for non-supervisory employees
2. Write learning objectives for supervisors
3. Design pre-test assessments
4. Design post-test assessments
5. Design evaluation forms to collect quantitative and qualitative data on participant perceptions of effectiveness of training
6. Design instruments for supervisors to collect data to determine transfer of learning to the organization
7. Collect data at training sessions
8. Analyze quantitative data
9. Report and summarize qualitative data
10. Interpret data

There were three different instructors who taught the classes and were highly experienced and skilled in the field. Training classes were conducted in 22 sessions at 17 different locations in north Florida. Examples included:

1. Tallahassee Community College
2. Gulf Coast Academy
3. W. Florida Institute
4. Dozier School
5. Hamilton County Institute Masonry
6. Baker County Institute Masonry
7. Taylor County Institute Masonry
8. Painter Masonry, Inc.
9. Orange Park Masonry Apprenticeship
10. Gulf Coast Training Academy
11. Walton Career Development Center
12. Bradford Union Technical Center



Survey Design

The OSHA Masonry Safety Course Employee Training Evaluation Form survey consisted of 17 questions plus blanks for instructor name, date, and location (see Appendix A for the complete survey). Three questions had open-ended components where respondents could fill in the blank, and the others were selectable on a 4-point Likert scale. TCC worked closely with Gabrielle Consulting, Inc. on the survey design.

Table A: Level 1 Survey Design: Question Descriptions and Methods

Question	Description	Method
1	The objectives of the course were met.	5 Selectable
2	The instructor(s) answered questions sufficiently.	5 Selectable
3	I acquired specific approaches, skills, or techniques that I can use in my work.	5 Selectable
4	The information presented was well organized.	5 Selectable
5	The content was relevant and appropriate.	5 Selectable

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6	The material presented was easy to understand.	5 Selectable
7	The course met my professional needs.	5 Selectable
8	The instructor(s) was knowledgeable.	5 Selectable
9	The course held my attention.	5 Selectable
10	The presentation materials were helpful to the learning experience.	5 Selectable
11	The participant manual was useful.	5 Selectable
12	The practice exercises helped me better understand the material.	5 Selectable
13	I was satisfied with the learning experience.	5 Selectable
14	Overall course rating	5 Selectable
15	What learners liked most	Open-ended
16	Suggestions for improvement	Open-ended
17	Other comments	Open-ended

Data Collection

Data was collected at 22 different training sessions where 530 participants provided completed surveys and assessments (the project trained a total 586 individuals or 90% of all trainees provided a completed evaluation). For Level 2 evaluation, instructors distributed pre-test assessments at the beginning of each course and post-test assessments at the end of each session. For Level 1 evaluation, session training evaluation forms were distributed at the end of each class session. Finally, the Level 3 evaluations were distributed to supervisors to report the information at the time of training including data for the past year. The intention is to contact those supervisors 6 months to a year following the training to track how their safety numbers may have changed.

Summary of Results: Level 1 Evaluations

Question 1: The objectives of the course were met.

Table A1: Perception of Achieved Goals by Survey Respondents

	Count	Percent	Rank
Strongly agree	364	69.87	1
Agree	152	29.17	2
Disagree	3	.58	3
Strongly disagree	2	.38	4
N/A	0	0	5
Total Respondents = 521			

An important question to ask is if participants felt that the course objectives were met. 516 respondents, or 99.04%, strongly agreed or agreed that the course objectives were met.

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Question 2: The instructor(s) answered questions sufficiently.

Table A2: Instructor Answered Questions Sufficiently.

	Count	Percent	Rank
Strongly agree	406	77.63	1
Agree	112	21.41	2
Disagree	4	.76	3
Strongly disagree	1	.19	4
N/A	0	0	5
Total Respondents = 523			

518 of 523 respondents, or 99.05%, strongly agreed or agreed that the instructor(s) did a good job of answering questions. Five respondents reported that he or she disagreed, but overall this shows that participants were convinced that instructors answered questions sufficiently.

Question 3: I acquired specific approaches, skills, or techniques that I can use in my work.

Table A3: Acquired Skills I Can Use in My Work

	Count	Percent	Rank
Strongly agree	336	64.24	1
Agree	177	33.84	2
Disagree	8	1.53	3
Strongly disagree	2	.38	4
N/A	0	0	5
Total Respondents = 523			

Safety is the most critical priority of the OSHA Masonry Safety Course, so this question was very important. 513 respondents, or 98.09%, strongly agreed or agreed that they acquired specific approaches, skills, or techniques that they can use in my work. These are encouraging data suggesting that participants will be able to apply what they learned in the classroom to improve safety on the job.

Question 4: The information presented was well organized.

Table A4: Information Well Organized

I	Count	Percent	Rank
Strongly agree	400	76.34	1
Agree	119	22.71	2
Disagree	4	.76	3
Strongly disagree	1	.19	4
N/A	0	0	5
Total Respondents = 524			

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Organized information helps facilitate participant learning. 519 of 524 respondents, or 99.05%, strongly agreed or agreed that the information presented in the safety course was well organized. Just five respondents reported that they did not agree that the training was well organized.

Question 5: The content was relevant and appropriate.

Table A5: Content Relevant and Appropriate

	Count	Percent	Rank
Strongly agree	381	72.85	1
Agree	131	25.05	2
Disagree	9	1.72	3
Strongly disagree	2	.38	4
N/A	0	0	5
Total Respondents = 523			

If participants feel the content is relevant and appropriate, they are more likely to be motivated and pay closer attention to the content. 512 respondents, or 97.9%, strongly agreed or agreed that the content presented was relevant and appropriate.

Question 6: The material presented was easy to understand.

Table A6: Material Easy to Understand

	Count	Percent	Rank
Strongly agree	383	73.09	1
Agree	135	25.76	2
Disagree	4	.76	3
Strongly disagree	2	.38	4
N/A	0	0	5
Total Respondents = 524			

If material is difficult to understand, course objectives will not be met and participants will not be able to apply the course when they return to their jobs. 518 of 524 respondents, or 98.85%, strongly agreed or agreed that the material was easy to understand. Just 6 participants reported that they did not think the material was easy to understand.

Question 7: The course met my professional needs.

Table A7: Course Met Professional Needs

	Count	Percent	Rank
Strongly agree	331	64.40	1
Agree	168	32.68	2
Disagree	12	2.33	3
Strongly disagree	3	.58	4
N/A	0	0	5
Total Respondents = 514			

This connection from course material to professional needs enables participants to better apply the material presented in the course when they return to their jobs. 499 of

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514 respondents, or 97.08%, strongly agreed or agreed that the course met their professional needs. 15 participants out of the 514, or 2.91% reported that the course did not meet their professional needs.

Question 8: The instructor(s) was knowledgeable.

Table A8: Instructor(s) Knowledgeable

	Count	Percent	Rank
Strongly agree	421	80.19	1
Agree	96	18.29	2
Disagree	3	.57	4
Strongly disagree	5	.95	3
N/A	0	0	5
Total Respondents = 525			

Instructors must be knowledgeable of the course content in order to have credibility and establish trust. 517 of 525 participants, or 98.48%, reported that the instructor was knowledgeable in the subject matter. Eight respondents, or less than 2%, reported that they disagreed or strongly disagreed that the instructor(s) was knowledgeable.

Question 9: The course held my attention.

Table A9: Course Held Attention

Instructor Answered Questions.	Count	Percent	Rank
Strongly agree	332	63.60	1
Agree	172	32.95	2
Disagree	14	2.68	3
Strongly disagree	4	.77	4
N/A	0	0	5
Total Respondents = 522			

Holding the attention of participants is vital to ensure that they are fully absorbing course material. 504 of 522 respondents, or 96.55% reported that they strongly agreed or agreed that the course held their attention. Eighteen reported that they disagreed that the course held their attention, but given the nature of the content, this is a very good indication that the participants were engaged in learning the information.

Question 10: The presentation materials were helpful to the learning experience.

Table A10: Presentation Materials Helpful to Learning

Instructor Answered Questions.	Count	Percent	Rank
Strongly agree	372	70.45	1
Agree	150	28.41	2
Disagree	4	.76	3
Strongly disagree	2	.38	4
N/A	0	0	5
Total Respondents = 528			

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Presentation materials are vital to the learning experience because they help illustrate key points and can result in better retention and transfer of learning. 522 respondents, or nearly 99% of the participants reported that they either strongly agreed or agreed that the presentation materials were helpful to the learning experience. This is a strong indicator that the materials were pivotal to the course's success.

Question 11: The participant manual was useful.

Table 11: Participant Manual Useful

	Count	Percent	Rank
Strongly agree	309	63.06	1
Agree	163	33.27	2
Disagree	17	3.47	3
Strongly disagree	1	.20	4
N/A	0*	0	5
Total Respondents = 490			

The participant manual is not just a learning tool while attending the course, but also a reference tool once participants return to the job site. 472 of 490 respondents, or over 96%, strongly agreed or agreed that the participant manual was useful. Eighteen respondents, or 3.67%, reported that they did not feel that the manual was useful. (* It appears that in one class the manual was not given out to the participants. As a result, the evaluations were marked N/A for this question among all participants. These responses were not reported as they are a result of an error and not of the class itself.)

Question 12: The practice exercises helped me better understand the material.

Table 12: Practice Exercises Helped Understanding of Material

	Count	Percent	Rank
Strongly agree	320	63.24	1
Agree	172	33.99	2
Disagree	11	2.17	3
Strongly disagree	3	.59	4
N/A	0	0	5
Total Respondents = 506			

Practice exercises help participants apply information learned to what may happen on the job. In this course, real-life examples were used to help illustrate the importance of safety on the job. 492 of 506 respondents, or 97.23% indicated that the practice exercises helped them to better understand the material that was presented in the course. Fourteen, less than 3%, felt that the exercises were not helpful.

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Question 13: I was satisfied with the learning experience.

Table 13: Satisfied with Learning Experience

	Count	Percent	Rank
Strongly agree	370	71.57	1
Agree	140	27.08	2
Disagree	5	.97	3
Strongly disagree	2	.39	4
N/A	0	0	5
Total Respondents = 517			

510 of 517 respondents, or 98.65%, reported that they strongly agreed or agreed that they were satisfied with their learning experience. Seven, or less than 1.50%, indicated that they were not satisfied with the learning experience.

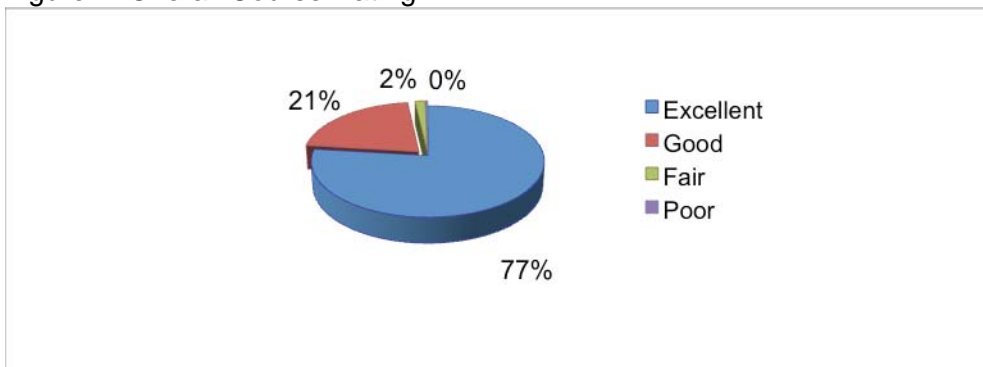
Question 14: I would give this training an overall rating of:

Table 14: Overall Course Rating

	Count	Percent	Rank
Excellent	249	76.85	1
Good	69	21.30	2
Fair	5	1.54	3
Poor	1	.31	4
N/A	0	0	5
Total Respondents = 324			

The final structured question before the open-ended questions asked participants to rate the training overall. A large number (N=206) failed to answer this question, though this is not uncommon in post-course surveys that participants don't always complete the surveys, so the final questions suffer most. Of the 324 that answered the question, 318, or 98.15%, rated the course excellent or good. This indicates that participants perceived that the course and its instructors were very effective resources.

Figure 2: Overall Course Rating



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Question 15: What I liked most about the training

All responses to this open-ended question were favorable. Most mentioned safety, the quality of the instructors, and the value of the presentations and demonstrations.

Here are responses to this open-ended question about what people liked most about the training:

- He would keep our attention.
- The instructors were very clear.
- It is good for us.
- He was plain and straight to the point clearly.
- Everything to be safe. It was good information and needed knowledge.
- Overall content. This course potentially prepares me to reduce accidents and fatalities related to working conditions.
- Good job.
- It is always helpful when safety comes first.
- That the instructor took his time and I understood everything
- The photos made the course easy to understand.
- Is that it taught me about safety measures and how to lessen accidents.
- Great learning experience as well as...
- It will help me stay alive
- The knowledge
- Very informative in safety
- The instructor was easy to understand and made the hazards as real to me as if we were there.
- The well defined lessons the teacher went finely through
- Film instructor Excellent presentation
- It had my attention and I could relate to a lot of it.
- Was the dedication to informing us of this information.
- is the concern for other people's safety
- Concise, good presentation to varied individuals.
- presentation
- the presentation
- The pictures and the use of real time stories about certain situations.
- Presentation
- Instructor's knowledge
- Everything
- Everything
- I learned how to be safe on the job.
- How knowledgeable the instructor was.
- The way it was presented and how the instructor could relate and use personal experience and stories while he instructed.
- How Mr. Clark talked about the masonry.
- Being able to learn something new about masonry and being able to receive a certificate for it.
- Him showing us how to use power tools
- It kept me interested.
- The instructor would act out and explain situations.

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- All of it
- That we learn more about safety.
- Getting to learn things that I didn't know and getting shown the proper way to do things. Learning how to be safe
- Everything
- The necessity of it
- The way the instructor taught everyone in a manner that we all understand and he was straight to the point.
- was learn about scaffolding
- Learning different things about the masonry program.
- The safety
- Help me in the future was learning all about the safety equipment and how to use it in the appropriate manner.
- Help me figure out what I need to do to keep safe
- Is that I now know how to scaffold correctly.
- The knowledge I learned
- Taught new things
- It was a great learning experience.
- Everything
- The presentation
- That I learned a lot about this class
- The teachers
- The way he explained everything so the students could comprehend
- Everything
- How it held my attention and was presented.
- It helped me find what job career I wanted to get into.
- Learning about all of the stuff
- When they explained things out.
- Was how they used the harness
- Was about the scaffolding equipment part.
- Teaching us more about safety procedures
- What I liked was just the experience to hear and learn more about the construction industry
- I would like most about the course is the way they got your attention.
- How the instructor presented the materials
- A great way to learn about safety in the field
- They gave examples of how proper use and improper use of material could affect the outcome of the day's work
- The slideshow A very experienced person explained, and answered all questions
- I can use it in the real world
- The instructor kept things interesting and used examples often.
- How organized the instructor was at explaining the material.
- The organization of the program.
- How the instructor was well organized.
- Was easy to learn
- Learn a lot more than what I knew
- Pictures of bad scaffolds.

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- Good presentation
- Gave me better understanding on safety
- Excellent
- The instructor kept our attention, he explained things well, and it was all easily understood.
- It seemed to hold the attention of everyone who attended this class.
- Well organized.
- Learning more about safety
- seeks to improve safety
- on hand demonstrations
- some new information
- I learned things that I did not know
- The instructor's presentation
- The instructor I taken another one
- Very informative and personable
- The instructor used many photo examples of both safe and unsafe practices taken in the field.
- a knowledgeable speaker
- visual support
- Teaches how similar buidling is to life.
- The instructor was very helpful and I'm sure everyone appreciated him coming out sharing this knowledge with us.
- insight
- very knowledgeable
- The instructor explaining things so I can understand them
- The way the instructor explained each and every thing.
- knowledgeable
- The information and knowledge provided.
- The information and knowledge provided.
- presentation
- The instructors were very, very knowledgeable and exact about the cause.
- It teach you all about safety
- The way the instructor explained everything.
- Brush up on safety regulations
- Knowledgeable and entertaining
- The actual presentation and well knowledgeable instructor.
- The knowledgeable instructorThe understand of the instructor.
- The instructor presentation was easy to understand.
- It was a learnable course about safety
- The fact the material was so easy to understand.
- Everything
- Instructor was very knowledgeable and had examples of safety materials.
- The way it was presented
- Everything
- I was paid for it
- The speaker made it easy to understand
- Everything was explained well and clear.

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- Instructor kept it interesting
- The information is useful!
- Interesting, perfect presentation
- The instructor lectured clearly so I could understand.
- It was to the point
- Seeing the actual equipment
- Great presentation and very informative
- The instructor was knowledgeable and funny
- It held my attention and I learned a lot
- Firsthand knowledge brought to presentation

Question 16: Suggestions for Improvement

Most responses to this open-ended question were either very positive (rather than suggestions for improvement) or “none”. Many respondents said that they wanted more. A large amount of responses specifically addressed how much the course and instructor were appreciated.

- Keep up the good work.
- Thank you for helping me. Be safe.
- None, very good.
- Go more in depth with illustrations and extend.
- N/A
- None
- None
- None
- None
- Excellent
- I can think of none.
- None at all.
- We need more of these guys. :)
- More time allotted
- none
- More use of examples and pictures of accidents/ incidents.
- one
- Best as it is.
- No
- Thank you.
- None.
- None.
- Nothing, you were great.
- None
- N/A
- None
- N/A
- None
- N/A
- none
- Make it a little more exciting

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- none
- It helped me better understand the use of certain tools and a better understanding of the safety issues.
- none
- Good job
- Keep doing what you are doing to help people
- N/A
- A little more equipment for show
- None
- N/A
- None
- N/A
- None
- I have none
- None
- None
- None
- None
- N/A
- N/A
- N/A
- okay
- I can't think of any
- more safety
- more video examples
- none
- more
- involvement with the students
- All about the same
- None
- Go over the answers to the pre and post tests.
- not so long
- Keep up the good work cause it's paying off trust me
- business cards
- None
- N/A
- None
- None
- None
- None
- more detailed demonstrations
- None are necessary they did outstanding job.
- Talk more about rigging
- If we could actually practice (putting on harness) covered techniques.
- more hands on training
- maybe more real life pictures
- none
- none

**Final Evaluation Report:
Summary, Data Analysis, and Interpretation**



- N/A
- N/A
- none
- Quieter environment
- Keep up the good work
- better location
- maybe more information
- shorten it up a little
- doing great – don't change a thing
- involving different trades, not just brick masons

Question 17: Other Comments

The final question elicited many more positive responses and gratitude for the course.

- Appreciated greatly.
- It was great.
- Keep it coming!
- Thank you
- Thank you for coming...would like to do the same type of work.
- Thank you. Your time and consideration for us is very appreciated. You could have went anywhere else. But you came here, for us! Thanks.
- I'm very glad to have experienced this class.
- Thank you for coming.
- Thanks for coming.
- I'm confident that others have learned a great deal from your presentation, of course my approval may mean nothing to you.
- None
- Enjoyed the class.
- Was presented very well.
- Great class
- Thanks
- I enjoyed this opportunity to learn about OSHA and safety.
- It was a good course.
- It was helpful.
- Thanks a lot for your help.
- I thank you for the time spent and the help that was provided.
- Thank you for teaching me more.
- Good job!!!
- Great job
- Enjoyed it, thank you.
- Helped me better myself in masonry.
- Good job!
- Great job. Can't get any better.
- very good
- Thank you!
- Learned a lot
- The class was very helpful and understanding.
- thank you

**Final Evaluation Report:
Summary, Data Analysis, and Interpretation**



- God bless
- overall very good
- Good presentation.
- Nice pictures and props.
- Good presentation.
- Thank you for your time
- good course
- Have a great day!
- good job
- thanks for your time
- Thank you for the opportunity
- Did a very good job under the conditions
- The instructor did a great job. Thank you!
- Thanks for coming
- Has a great time
- Excellent presentation and delivery

Table 15: Summary of Ratings for Each Survey Question

Question	Rating
The objectives of the course were met.	3.69
The instructor(s) answered questions sufficiently.	3.76
I acquired specific approaches, skills, or techniques that I can use in my work.	3.62
The information presented was well organized.	3.75
The content was relevant and appropriate.	3.70
The material presented was easy to understand.	3.72
The course met my professional needs.	3.61
The instructor(s) was knowledgeable.	3.78
The course held my attention.	3.59
The presentation materials were helpful to the learning experience.	3.69
The participant manual was useful.	3.59
The practice exercises helped me better understand the material.	3.60
I was satisfied with the learning experience.	3.70
Overall course rating	3.75

In conclusion, responses from the Training Evaluation Form (Level 1) resulted in favorable ratings for all responses. The average for each question was greater than 3.59, on the positive side of Strongly Agree and Agree. People who attended the classes reported that they were pleased with the instructional content and reported that they felt it would help them in their work.

Summary of Results: Level 2 (Pre-test) Evaluations

While Level 1 evaluations (“smile sheets”) are good indicators of how satisfied people are with training overall, Level 2 evaluation is a more important instrument that measures achievement. A pre-test was administered to get a general indication of each participant’s knowledge of the course content prior to its delivery, and a post-test was administered after people completed the course. 560 of 565 participants completed the pre-test. Of the possible 5600 (560 respondents X 10 questions) correct answers, there were 3307 or 59.05 percent answered correctly. This indicates basic knowledge of the content before taking the course.

Table B: Level 2 (Pre-test) Survey Design: Question Descriptions and Methods

Question	Description	Method
1	What is the number one cause of construction workplace fatalities?	4 Selectable
2	Contact with bloodborne pathogens puts you at risk for infectious disease such as:	4 Selectable
3	Pneumatic tools are powered by _____.	4 Selectable
4	You should use a safety harness and lanyard EXCEPT when _____.	4 Selectable
5	Which of the following includes the best examples of PPE?	4 Selectable
6	When using water to control dust and to cool the blade of an electrical saw, you should:	4 Selectable
7	Subpart C of 29 CFR 1926 outlines the _____ provisions for the construction industry.	4 Selectable
8	When choosing ladders, you should never use:	4 Selectable
9	When you tie a lanyard off, it should be _____.	4 Selectable
10	As a general rule, scaffolding must be capable of holding at least:	4 Selectable

What follows is a summary of each question including the number of reported responses (N) and the percentage for each correct answer and each distractor (incorrect answer). Responses in **bold** indicate the correct answer for each question, and the plain text items are the distractors. In each case, totals are less than 100% when participants chose to skip answering the question.

Question 1: What is the number one cause of construction workplace fatalities?

Table BA: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. Struck-by accidents	56	10.00
b. Falls	400	71.43
c. Electrocution	33	5.89
d. Caught-in accidents	69	12.32
TOTAL	558	99.64

Question 2: Contact with bloodborne pathogens puts you at risk for infectious disease such as:

Table B2: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. asbestosis	50	8.93
b. cancer	45	8.04
c. HIV	396	70.71
d. mesothelioma	62	11.07
TOTAL	553	98.75

Question 3: Pneumatic tools are powered by _____.

Table B3: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. compressed air	444	79.29
b. electricity	77	13.75
c. water pressure	22	3.93
d. solar energy	13	2.32
TOTAL	556	99.29

Question 4: You should use a safety harness and lanyard EXCEPT when _____.

Table B4: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. more than 10 feet above the ground	133	23.75
b. near a large opening in a floor	50	8.93
c. near protruding rebar	263	46.96
d. working alone	98	17.50
TOTAL	544	97.14

Question 5: Which of the following includes the best examples of PPE?

Table B5: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. taglines, rope, beam clamps, hooks	45	8.04
b. earplugs, hardhat, gloves, respirator	406	72.50
c. ladders, saws, splitters, grinders	37	6.61
d. aluminum, wood, steel, fiberglass	25	4.46
TOTAL	513	91.61

Question 6: When using water to control dust and to cool the blade of an electrical saw, you should:

Table B6: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. make sure the saw is grounded	218	38.93
b. unplug the saw	188	33.57
c. ensure that all dust is cleaned away thoroughly	14	2.50
d. work with the same level of caution as when not using water	103	18.39
TOTAL	523	93.39

Question 7: Subpart C of 29 CFR 1926 outlines the _____ provisions for the construction industry.

Table B7: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. commercial driving	26	4.64
b. demolition	30	5.36
c. general safety and health	404	72.14
d. toxic and hazardous substance	53	9.46
TOTAL	513	91.60

Question 8: When choosing ladders, you should never use:

Table B8: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. wooden ladders when heavy loads will be moved up and down	121	21.61
b. a fiberglass ladder where it might receive rough treatment	22	3.93
c. an aluminum ladder where it must be frequently moved	19	3.39
d. aluminum ladders around electrical hazards	362	64.64
TOTAL	524	93.57

Question 9: When you tie a lanyard off, it should be _____.

Table B9: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. tied off to the scaffolding	54	9.64
b. tied to an anchor point above where you are working	293	52.32
c. tied off to the nearest pivot point where you are working	101	18.04
d. tied to an anchor point at waist level	96	17.14
TOTAL	544	97.14

Question 10: As a general rule, scaffolding must be capable of holding at least:

Table B10: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. four times the maximum intended load	105	18.75
b. eight times the maximum intended load	49	8.75
c. its own weight and at least four times the maximum intended load	286	51.07
d. its own weight and at least eight times the maximum intended load	108	19.29
TOTAL	548	97.86

Summary of Results: Level 2 (Post-test) Evaluations

After the conclusion of the course, participants were given a post-test to assess comprehension of the course materials presented. 520 participants out of 565 completed the post-test. Out of the possible 5200 (520 respondents X 10 questions) correct answers, there were 3816 correct answers or 73.38%. This indicates a significant improvement in average results between the pre-tests and post-tests.

As with the case of the pre-tests, what follows is a summary of each question including the number of reported responses (N) and the percentage for each correct answer and each distractor (incorrect answer). Responses in **bold** indicate the correct answer for each question, and the plain text items are the distractors. In each case, totals are less than 100% when participants chose to skip answering the question.

Table C: Level 2 (Post-test) Survey Design: Question Descriptions and Methods

Question	Description	Method
1	What is the agency that enforces protection of employees from hazards?	4 Selectable
2	You should use a safety harness and lanyard if the scaffolding is over ____ bucks (scaffold sections) high.	4 Selectable
3	The number one cause of workplace fatalities in construction is _____.	4 Selectable

4	Guards and protective devices on hand and power tools _____.	4 Selectable
5	Which of the following is cause for a citation and fine under OSHA's General Duty Clause?	4 Selectable
6	A(n) _____ results in injury or property damage.	4 Selectable
7	When rigging, what is the proper way to safely lift loads?	4 Selectable
8	Which of the following is true with regard to ladders?	4 Selectable
9	As a general rule, each scaffold and scaffold component must be capable of supporting, without failure, its own weight and at least _____ times the maximum intended load:	4 Selectable
10	Under Subpart C of 29 CFR 1926, a company-appointed person "who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them" is a/an _____ person.	4 Selectable

Question 1: What is the agency that enforces protection of employees from hazards?

Table C1: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. Occupational Safety and Health Administration	504	96.92
b. Occupational Safe Harness Administration	10	1.92
c. Outstandingly Safe Handling Agency	5	.96
d. Occupation Standards and Hiring Agency	1	.19
TOTAL	520	100

Question 2: You should use a safety harness and lanyard if the scaffolding is over ____ bucks (scaffold sections) high.

Table C2: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. 1	121	23.27
b. 2	181	34.81
c. 3	84	16.15
d. 4	131	25.19
TOTAL	517	99.42

Question 3: The number one cause of workplace fatalities in construction is _____.

Table C3: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. Falls	480	92.31
b. Struck-by accidents	21	4.04
c. Caught-in accidents	14	2.69
d. Electrocution	3	.58
TOTAL	518	99.62

Question 4: Guards and protective devices on hand and power tools _____.

Table C4: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. are only needed until you become familiar with a tool	9	1.73
b. are designed for easy removal	3	.58
c. can be used in place of a PPE	37	7.12
d. should never be altered or removed	471	90.58
TOTAL	520	100

Question 5: Which of the following is cause for a citation and fine under OSHA's General Duty Clause?

Table C5: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. The job duties were not provided in writing to employees.	14	2.69
b. The employees were paid in a timely manner.	5	.96
c. The employers failed to keep the workplace free of a hazard to which employees were exposed.	420	80.77
d. The employers reported injuries and hazards to OSHA	32	6.15
TOTAL	471	90.57

Question 6: A(n) _____ results in injury or property damage.

Table C6: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. incident	61	11.73
b. near miss	14	2.69
c. event	7	1.35
d. accident	389	74.81
TOTAL	471	90.58

Question 7: When rigging, what is the proper way to safely lift loads?

Table C7: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. slowly and uniformly and keeping the load directly below the boom point and load blocks	277	53.27
b. slowly and keeping the load at no more than a 70 percent angle between the legs of the slings	49	9.42
c. slowly and uniformly and always using taglines made of metallic or similar rope	80	15.38
d. slowly and keeping the load as far away as possible from the boom point and load blocks	59	11.35
TOTAL	465	89.42

Question 8: Which of the following is true with regard to ladders?

Table C8: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. Stepladders may also be used as straight ladders.	17	3.27
b. Aluminum ladders are ideal for electrical work.	17	3.27
c. It is safe to work from the top two steps of a stepladder.	18	3.46
d. You should maintain three-point contact when working on a ladder	418	80.38
TOTAL	470	90.38

Question 9: As a general rule, each scaffold and scaffold component must be capable of supporting, without failure, its own weight and at least _____ times the maximum intended load:

Table C9: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. two	14	2.69
b. three	28	5.38
c. four	454	87.31
d. five	19	3.65
TOTAL	515	99.03

Question 10: Under Subpart C of 29 CFR 1926, a company-appointed person “who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them” is a/an _____ person.

Table C10: Percentage of Answers by Distractor and Correct Response

Response	N	Percentage
a. knowledgeable	61	11.73
b. competent	222	42.69
c. authorized	126	24.23
d. safe	102	19.62
TOTAL	511	98.27

Summary of Results: Level 2 Evaluations

Level 2 evaluations help measure achievement. Pre-tests are generally not expected to result in high scores, but by the end of the training, people are expected to perform better on post-tests. It is important to ensure that pre-tests and post-tests are not identical. As a result, not all responses can be compared side-by-side in terms of achievement. On the other hand, overall achievement should show improvement, and in the case of the OSHA Safety project, this was the case. Participants scored 59.05 percent on average for the pre-test and 73.38 percent on average for the post-test.

The reliability of the instrument is high and in each case, the majority of respondents answered the questions with the correct response. However, It should be noted that one question on the post-test (Question 2) did not elicit as many correct responses as one would expect. There are several possible reasons for this issue, including:

1. The course content was not taught.
2. The distractors were confusing.
3. There was an error with the question.

If this program were to be implemented again, this question would be examined in more detail to determine the cause of so many respondents answering with the distractors rather than the correct response. The question would be re-written or the content re-examined to ensure that all learning objectives were taught.



Summary of Results: Level 3 Evaluations

While Level 2 evaluations measure achievement, Level 3 evaluation is one of the most important ways to determine the success of program outcomes by examining transfer of learning to the job. Unfortunately it takes time to implement such safety measures and accurately report any changes in accidents and incidents. Supervisors who took the OSHA Safety Course have these evaluations in hand and will report the results in 6 months to one year since implementation. It is hoped and anticipated that the number of accidents and incidents will decline as a result of the Susan Harwood OSHA Masonry Safety Grant.

Table D: Level 3 Survey Design: Question Descriptions and Methods

Question	Description	Method
A	Demographic	Fill in the Blank
1	How many accidents (defined as an event that results in injury or property damage) has your company had in the past year?	Fill in the Blank
2	How many incidents (defined as a close call or a near miss that does NOT result in injury or property damage) has your company had in the past year?	Fill in the Blank
3	How many accidents does your company have on average in any given year?	Fill in the Blank
3a	Of any accidents you may have had, how would you categorize in terms of percentage?	Fill in the Blank
4	Does your company currently have a safety training program?	Fill in the Blank
4a	If yes, how would you rate the effectiveness of your current training?	5 Selectable
5	Other Comments	Open-ended

Question 1: How many accidents (defined as an event that results in injury or property damage) has your company had in the past year?

Reported _____

Not Reported _____

Question 2: How many incidents (defined as a close call or a near miss that does NOT result in injury or property damage) has your company had in the past year?

Reported _____

Not Reported _____

Question 3: How many accidents does your company have *on average* in any given year? _____

Reported _____

Not Reported _____

Question 3a: Of any accidents you may have had, how would you categorize in terms of percentage?

Falls	%
Scaffolding	%
Rigging	%
Lifting	%
Power Tools	%
Cuts	%
General Safety	%
TOTAL	100%

Question 4: Does your company currently have a safety training program?

Question 4a: If yes, how would you rate the effectiveness of your current training?

Question 5: Other comments

Conclusions

The Susan Harwood OSHA Masonry Safety Grant is an important part of improving safety in the masonry/concrete industry. The results of the Level 1 evaluation show that the training was perceived as highly effective for all participants (see Table 15 for details showing that all responses were rated high on the 4-point Likert scale). Level 2 evaluations showed marked improvement in achievement. Participants scored 59.05 percent on average for the pre-test and 73.38 percent on average for the post-test. Evaluation efforts are also underway to attempt to track the transfer of learning to the job and hopefully show that the new knowledge will help reduce incidents and accidents in the industry. Such transfer of learning takes time, so it is anticipated that data will be returned six to twelve months from implementation.

The program goals were to:

- Teach fall prevention and safe use of power tools, especially masonry saws, rigging, and scaffolding
- Provide 5 hours of safety and 3 hours of occupational Spanish training to 75 employers in a train-the-trainer program
- Provide 2 hours of intensive onsite safety training to 400 employees
- Use National Center for Construction Education & Research (NCCER) industry-recognized safety curriculum



Program goals were not only achieved, but they were exceeded. For example, 449 employees were trained, exceeding projections by 12% and 137 employers/supervisors were trained, exceeding projections by 83%. If additional funds were secured, this successful program that was implemented in north Florida counties could be taken statewide. Its emphasis on masonry safety, combined with knowledgeable instructors and hands-on opportunities, would help prevent accidents and potentially could save lives.



Appendix A: Level 1 Evaluation Form

OSHA Masonry Safety Course - Tallahassee Community College Employee Training Evaluation Form

Your feedback about this training is highly valued and important to our improvement efforts. Please respond to the questions below by checking only one box. Your responses will remain anonymous.

Instructor Name: _____ **Date:** _____ **Location:** _____

	Questions	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	N/A
A.	The objectives of the course were met.					
B.	The instructor(s) answered questions sufficiently.					
C.	I acquired specific approaches, skills, or techniques that I can use in my work.					
D.	The information presented was well organized.					
E.	The content was relevant and appropriate.					
F.	The material presented was easy to understand.					
G.	The course met my professional needs.					
H.	The instructor(s) was knowledgeable.					
I.	The course held my attention.					
J.	The presentation materials were helpful to the learning experience.					
K.	The participant manual was useful.					
L.	The practice exercises helped me better understand the material.					
M.	I was satisfied with the learning experience.					
	I would give this training an overall rating of: (Please check one)	Excellent	Good	Fair	Poor	N/A

What I liked most about the training:

Suggestions for improvement:

Other comments:



Appendix B: Level 2 Pre-Test

Susan Harwood OSHA Masonry Safety Course

Pre-test

1. What is the number one cause of construction workplace fatalities?
 - a. Struck-by accidents
 - b. Falls
 - c. Electrocutation
 - d. Caught-in accidents

2. Contact with bloodborne pathogens puts you at risk for infectious disease such as:
 - a. asbestosis
 - b. cancer
 - c. HIV
 - d. mesothelioma

3. Pneumatic tools are powered by _____.
 - a. compressed air
 - b. electricity
 - c. water pressure
 - d. solar energy

4. You should use a safety harness and lanyard EXCEPT when _____.
 - a. more than 10 feet above the ground
 - b. near a large opening in a floor
 - c. near protruding rebar
 - d. working alone

5. Which of the following includes the best examples of PPE?
 - a. taglines, rope, beam clamps, hooks
 - b. earplugs, hardhat, gloves, respirator
 - c. ladders, saws, splitters, grinders
 - d. aluminum, wood, steel, fiberglass

6. When using water to control dust and to cool the blade of an electrical saw, you should:
 - a. make sure the saw is grounded
 - b. unplug the saw
 - c. ensure that all dust is cleaned away thoroughly
 - d. work with the same level of caution as when not using water

7. *Subpart C* of 29 CFR 1926 outlines the _____ provisions for the construction industry.
 - a. commercial driving
 - b. demolition
 - c. general safety and health
 - d. toxic and hazardous substance

8. When choosing ladders, you should *never* use:
 - a. wooden ladders when heavy loads will be moved up and down
 - b. a fiberglass ladder where it might receive rough treatment
 - c. an aluminum ladder where it must be frequently moved
 - d. aluminum ladders around electrical hazards

9. When you tie a lanyard off, it should be _____.
 - a. tied off to the scaffolding
 - b. tied to an anchor point above where you are working
 - c. tied off to the nearest pivot point where you are working
 - d. tied to an anchor point at waist level

10. As a general rule, scaffolding must be capable of holding at least:
 - a. four times the maximum intended load
 - b. eight times the maximum intended load
 - c. its own weight and at least four times the maximum intended load
 - d. its own weight and at least eight times the maximum intended load



Appendix C: Level 2 Post-Test

Susan Harwood OSHA Masonry Safety Course

Post-test

1. What is the agency that enforces protection of employees from hazards?
 - a. Occupational Safety and Health Administration
 - b. Occupational Safe Harness Administration
 - c. Outstandingly Safe Handling Agency
 - d. Occupation Standards and Hiring Agency

2. You should use a safety harness and lanyard if the scaffolding is over ____ bucks (scaffold sections) high.
 - a. 1
 - b. 2
 - c. 3
 - d. 4

3. The number one cause of workplace fatalities in construction is _____.
 - a. Falls
 - b. Struck-by accidents
 - c. Caught-in accidents
 - d. Electrocution

4. Guards and protective devices on hand and power tools _____.
 - a. are only needed until you become familiar with a tool
 - b. are designed for easy removal
 - c. can be used in place of a PPE
 - d. should never be altered or removed

5. Which of the following is cause for a citation and fine under OSHA's *General Duty Clause*?
- a. The job duties were not provided in writing to employees.
 - b. The employees were paid in a timely manner.
 - c. The employers failed to keep the workplace free of a hazard to which employees were exposed.
 - d. The employers reported injuries and hazards to OSHA.
6. A(n) _____ results in injury or property damage.
- a. incident
 - b. near miss
 - c. event
 - d. accident
7. When rigging, what is the proper way to safely lift loads?
- a. slowly and uniformly and keeping the load directly below the boom point and load blocks
 - b. slowly and keeping the load at no more than a 70 percent angle between the legs of the slings
 - c. slowly and uniformly and always using taglines made of metallic or similar rope
 - d. slowly and keeping the load as far away as possible from the boom point and load blocks
8. Which of the following is true with regard to ladders?
- a. Stepladders may also be used as straight ladders.
 - b. Aluminum ladders are ideal for electrical work.
 - c. It is safe to work from the top two steps of a stepladder.
 - d. You should maintain three-point contact when working on a ladder.

9. As a general rule, each scaffold and scaffold component must be capable of supporting, without failure, its own weight and at least _____ times the maximum intended load:
- a. two
 - b. three
 - c. four
 - d. five
10. Under *Subpart C* of *29 CFR 1926*, a company-appointed person “who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them” is a/an _____ person.
- a. knowledgeable
 - b. competent
 - c. authorized
 - d. safe



Appendix D: Level 3 Evaluation Form

**OSHA Masonry Safety Course - Tallahassee Community College
Training Impact Form for Employers**

Your honesty in completing this form is critical; please estimate the numbers to the best of your ability. The purpose of this training is to attempt to improve safety and reduce accident rates in the masonry industry. Please take a few minutes to complete this questionnaire so that we can follow up with you to see how the training might have helped. Your information will be kept strictly CONFIDENTIAL and is for the purpose of tracking the impact and effect of the training.

Name: _____ Title: _____ Date: _____

Company Name: _____ Address: _____

Phone: _____ Email: _____ Fax: _____

1. How many accidents (defined as an event that results in injury or property damage) has your company had in the past year?
 - a. Reported _____
 - b. Not Reported _____
2. How many incidents (defined as a close call or a near miss that does NOT result in injury or property damage) has your company had in the past year?
 - a. Reported _____
 - b. Not Reported _____
3. How many accidents does your company have *on average* in any given year? _____
 - a. Reported _____
 - b. Not Reported _____

Of any accidents you may have had, how would you categorize in terms of percentage?

Falls	%
Scaffolding	%
Rigging	%
Lifting	%
Power Tools	%
Cuts	%
General Safety	%
TOTAL	100%

4. Does your company currently have a safety training program? Yes _____ No _____
 - a. If yes, how would you rate the effectiveness of your current training? _____
4= Excellent 3= Very Good 2= Average 1= Not Very Effective 0 = Ineffective

Other comments _____