



**The Tallahassee Community College Board of
District Trustees'**

**SUSAN HARWOOD OSHA GRANT FOR
THE MASONRY INDUSTRY OF NORTH FLORIDA
Program Closeout Report**

Submitted to:

Mr. Luis Ramirez

Occupational Safety & Health Administration

Region IV – Atlanta, GA

Submitted by:

Mr. Rick Frazier

Tallahassee Community College – Workforce Development (WD)

Tallahassee, FL

850.201.8708

frazierr@tcc.fl.edu

Table of Contents

A.	Identifying Information	3
B.	Activities Summarized	3
C.	How Did Activities Enable Project Goals	4
D.	Successes and Problems	5
E.	Evaluation/Impact	6

A. Identifying Information

Tallahassee Community College (TCC)

Division of Workforce Development

444 Appleyard Drive

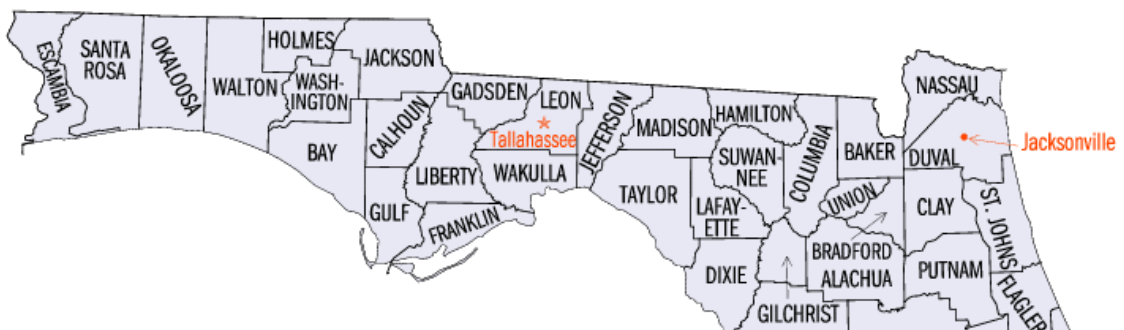
Tallahassee, FL 32304

Grant Number: SH-16605-07-60-F-12

Program Officer: Mr. Rick Frazier, 850.201.8708

B. Activities Summarized

The Masonry Industry of North Florida Susan Harwood OSHA project had two primary goals of providing **residential masonry general safety and health hazards**, with emphasis on preventing falls, scaffolding, rigging and power tool (concrete saws) accidents, to: 1) **400 employees** and 2) **75 employers/supervisors (train-the-trainer)**. The actual cumulative project totals trained were **449 employees (exceeded goal by 12%)** and **137 employer/supervisors (train-the-trainer) trained (exceeded goal by 83%)** or a **grand total of 586 (exceeded goal by 23%)** during the two year life span of the project. This training was provided to the masonry/concrete industry in 34 out of 67 counties in Florida.



C. How Did Activities Enable Project Goals

Critical Activity	What	How Did Activity Enable Project Goals
Training Material	In the project TCC used already developed materials, but with customization for the masonry industry. TCC utilized the National Council of Construction Education and Research (NCCER) select “off-the-shelf” safety curriculum for both employers and employees. Additionally TCC used Command Spanish® curriculum for the safety command’s portion of the employer training.	Allowed for quick deployment of training.
Safety Advisory Committee	Development of a Residential Masonry Safety Advisory Group.	Safety committee became the champions of the training. Brought legitimacy to training.
Instructors	Hiring of Safety Instructors.	Allowed for use of subject matter experts.
Portable Classroom	Purchase of Portable Classroom Components.	Permitted the training to be provided on-site (e.g., construction sites) to encourage engagement in training.
Recruitment	Recruitment of Trainees.	Recruitment was the most essential activity in achieving primary goals. This proved to be the most difficult activity.

D. Successes and Problems

Identified Success	Results
Total number of employees trained.	Goal was to train 400 and actual number trained was 449.
Total number of employers/supervisors (train-the-trainer) trained.	Goal was to train 75 and actual number trained was 137.
Grand total to be trained.	Goal was to train 475 and actual number trained was 586.
Development/forming of an advisory committee.	A very active industry advisory committee assisted in guiding project and engaging employers.
On-site training.	Attractive to employers. Increased participation and reduced obstacles for both employees and employers.
Development of the "SafeMasonry" website and SharePoint Portal.	Great marketing and recruiting tool. Provided safety resources to employers. SharePoint Portal allowed ease of information exchange.
Evaluation results.	Results from level 1, 2 and 3 evaluation data supports efforts of the training.
Identified Problems	Results
The Economy	The economy was the critical problem in delivering the project. The construction industry - both residential and commercial, in FL began its down turn as the grant was awarded/implemented. Since the beginning of the project the construction industry, including masonry, has struggled to show signs of recovery. Initially, employers were difficult to engage since masons were laid off and their focus was on bidding and obtaining contracts. To fill the void of laid off masons, employers utilized supervisors as line workers (e.g., masons). In the 8 th quarter of the project significant staff time was devoted in recruiting supervisors to achieve the train-the-trainer goal.

E. Evaluation

See OSHAMasonrySafeEvaluationReport document for results of the project's impact.