
PROGRAM EVALUATION

CYPRESS MANDELA TRAINING CENTER, OAKLAND

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BACKGROUND



- Community
- Three programs offered
 - Pre-Apprentice Training (16 weeks)
 - Environmental Certification (8 Weeks)
 - PG&E/CMTC PowerPathway Training Program (8 Weeks)

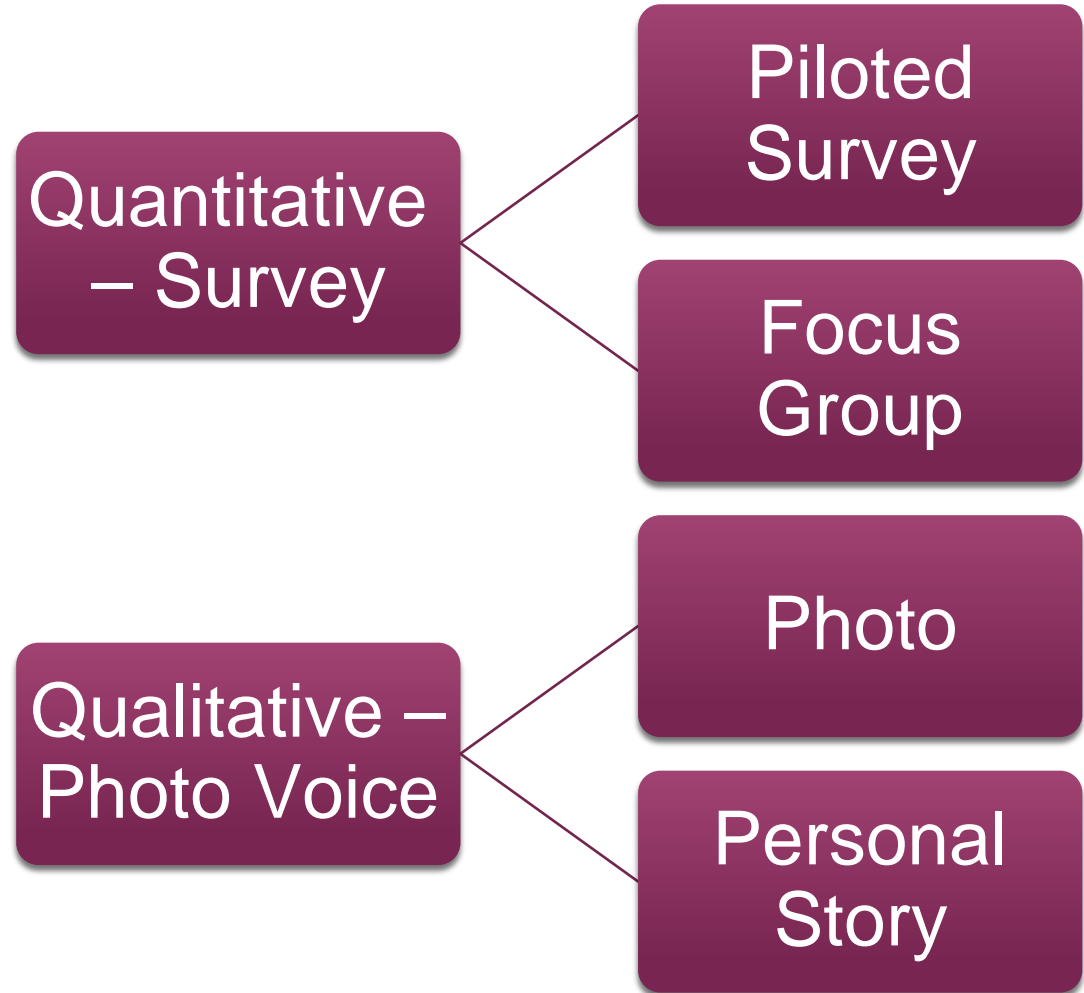
OBJECTIVES

Evaluate the effectiveness of three training programs

Create evaluation tool for future use

Contribute a give back product

METHODS



RESULTS

Age Range: 18-48

Gender: Female = 14% Males = 86%

Education: HS Diploma = 43% GED = 5% Some College = 33% Associate's Degree = 14%
Bachelor's Degree/Master's Degree = 5%

62% employed

38% not employed



RESULTS

Survey

Internal Reliability: Cronbach alpha

Knowledge Scale	$\alpha = .938$
Attitude Scale	$\alpha = .970$
Behavior Scale	$\alpha = .542$

Types of Questions Asked

- I feel confident that I can properly secure a fall protection harness to my body.
- I wear my earplugs, safety glasses, and hard hat while at my work site.
- When I have questions about a safety issue, I ask my supervisor.
- I feel confident that I can find information about how to protect myself on a Safety Data Sheet.

Pearson's R

RQ: Is there a relationship between knowledge of health and safety and attitudes towards health and safety

$$r = .967, p = .000$$

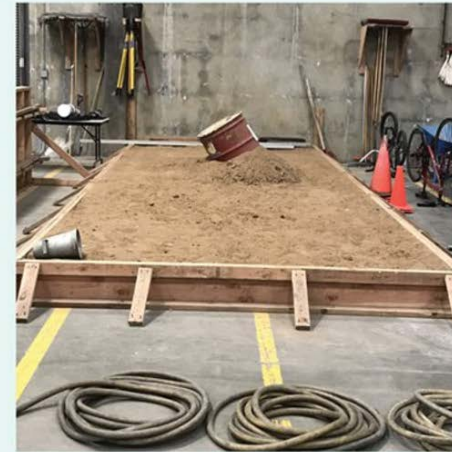
RQ: Is there a relationship between knowledge of health and safety and behavior on the job

$$r = .007, p = .975$$

PHOTOVOICE 1



When I look at this picture, I smile and admire every person on it. Each one have brought their skills, hard work, and heart into the facility. I came to Cypress looking for an opportunity to grow and become self reliant. The sixteen week military training really shaped me, not only physically but mentally. I was hoping for inner growth. I was 22 and knew that by 30 there were certain things in my life that I wanted. I knew I needed help to grow as a person. I began to mature through the training and being on time to the facility. After the training I started working as a carpenter. Eventually I got into the electrical union and I was very proud to be there because this is what I had come to Cypress for. I worked at the electrical union, but left because I became pregnant. But even coming back here on days when I had trouble at work and where I didn't do so well. It was like a blessing. I didn't want to come in because I felt bad that I had not succeeded the way I was expected, I felt like I was going to be scorn at. But they would say no you are doing great you just have to pick yourself up and keep going. That really helped me to wipe my tears and say I can do this.



I chose the picture of the dirt box with the ropes around it because I just feel like this symbolizes the grind that we had to go through at Cypress. You got the shovels in the picture, you got the trenches, you got the poles and everything. These are the tools we put work in with every day. It made me, I feel like it made me who I am today. When I first got into Cypress I was hard headed. I didn't care about much. I didn't know about much. And coming here for 16 weeks every day, it taught me a lot. It taught me how to be respectful for one. That was probably one of the biggest accomplishments I can say I got out of here, it's life skills and showing respect. I am grinding everyday hard. We grind hard with whatever we needed to do. Whether it was a workout, whether it was digging a trench, it didn't matter we grind at it. And I feel this is what this picture symbolizes, the hard work you have to put in at Cypress.

CHALLENGES



- Survey Participation
- Contacting Graduates
- Lack of relationships
- Lack of time

SUCCESSSES



- Creating a survey tool
- Piloting survey tool
- Building relationships with community constituents

RECOMMENDATIONS



- Obtain SPSS Software
- Baseline, midterm, final evaluation
- Continue qualitative research



REFLECTIONS

ACKNOWLEDGMENTS

- Cypress Mandela Training Center (CMTTC)
- The International Chemical Workers Union Council (ICWUC)
- The Coalition of Black Trade Unionist (CBTU)
- National Institute of Occupational Safety and Health (NIOSH)
- Labor Occupational Health Program UC Berkeley (LOHP)
- Labor Occupational Safety and Health UCLA (LOSH)
- Association of Environmental and Occupational Clinics (AEOC)