

Work@Health

Training Employers. Promoting Health. Maximizing Performance.

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CDC Work@Health PILOT TRAINING: BLENDED Model EVALUATION SURVEY

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This is a planned paper and pencil survey of employers who participated in the pilot test of the CDC Work@Health training program. Work@Health is an employer-based training on the design, implementation, and evaluation of workplace health and wellness programs. This survey will be administered immediately after the training has been completed in Fall-Winter 2013-2014 to evaluate the effectiveness of the blended model training session.

Introduction

Thank you for your participation in the pilot training session for the CDC Work@Health program. This survey asks about your thoughts and opinions of the training. Your responses will help us make the Work@Health program most useful for employers.

Informed Consent

Before you get started, we'd like to give you some more information to help you decide whether or not you would like to participate.

- This project is funded by the Centers for Disease Control and Prevention (CDC). Many parts of this project are being managed by the ASHLIN Management Group (ASHLIN). ASHLIN is a private business consulting firm concentrating in the area of health and human services based in Greenbelt, MD. They are helping CDC implement the Work@Health program. The Public Health Management Corporation (PHMC), a non-profit, public health institute located in Philadelphia, PA is conducting this survey.

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- You are being asked to complete the survey because you participated in the pilot test of the Work@Health training.
- Your participation is voluntary, and you may skip any questions you do not want to answer. You may also choose to end the survey at any time.
- The survey is designed to take about 20 minutes.
- There are no right or wrong answers or ideas – we want to hear about YOUR experiences and opinions.
- All the comments you provide will be maintained in a secure manner. We will not disclose your responses or anything about you unless we are compelled by law. Your responses will be combined with other information we receive and reported in aggregate as feedback from the group. In our project reports, your name and your employer's name will not be linked to the information or comments you provide.
- There are no risks or benefits to you personally for participating in this survey.
- CDC is authorized to collect information for this project under the Public Health Services Act.
- If you have any questions, you can contact Kristin Minot. Her phone number is 215-985-2519 and her email is Kristin@phmc.org.

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Section 1. Online training

The first questions are about the Work@Health training that you completed **online**. Thinking about the Work@Health training you just completed online, please indicate to what degree you agree or disagree with each of the following statements.

	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Learning Environment					
1. The online training was easy to understand.	1	2	3	4	5
2. The online training contributed to my knowledge of workplace health and wellness.	1	2	3	4	5
3. The pace of the online activities was too slow.	1	2	3	4	5
4. The pace of the online activities was too fast.	1	2	3	4	5
5. The length of the online training course was too short.	1	2	3	4	5
6. The length of the online training course was too long	1	2	3	4	5
Delivery					
7. I had enough time to complete the training activities.	1	2	3	4	5
8. I was given ample opportunity to get answers to my questions.	1	2	3	4	5
9. I did not have enough opportunity to practice the skills that I was asked to learn.	1	2	3	4	5
10. The online facilitator demonstrated a good understanding of the material.	1	2	3	4	5
11. The online facilitator effectively delivered the training activities, feedback assessments, and material.	1	2	3	4	5
12. The online facilitator did a poor job of generating participant interaction.	1	2	3	4	5
13. I was challenged by the training activities.	1	2	3	4	5
14. I was challenged by the training	1	2	3	4	5

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feedback assessments					
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The next questions are about the training activities that you participated in **during the online training**. Please indicate how useful you found each of the following training activities:

How useful were:	Not at all Useful 1	Of little use 2	Moderately useful 3	Useful 4	Very Useful 5
15. The interactive infographics	1	2	3	4	5
16. The real world scenarios	1	2	3	4	5
17. The problem solving activities	1	2	3	4	5
18. The demonstrations	1	2	3	4	5
19. The online discussions	1	2	3	4	5
20. The integrated social media and professional tools	1	2	3	4	5

Section 2. In-person training

The next set of questions are about the **in-person Work@Health training in which you participated**. Thinking about the **Work@Health in-person** training you just completed, please indicate to what degree you agree or disagree with each of the following statements.

	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Learning Environment					
21. The training materials were easy to understand.	1	2	3	4	5
22. The training materials contributed to my knowledge of workplace health and wellness.	1	2	3	4	5
23. The pace of the in-person activities was too slow.	1	2	3	4	5
24. The pace of the in-person activities was too fast.	1	2	3	4	5
25. The length of the in-person training course was too short.	1	2	3	4	5
26. The length of the in-person training course was too long.	1	2	3	4	5

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Delivery					
27. I had enough time to complete the training activities in-person.	1	2	3	4	5
28. I was given ample opportunity to get answers to my questions.	1	2	3	4	5
29. I did not have enough opportunity to practice the skills that I was asked to learn.	1	2	3	4	5
30. I did not have enough time to interact with my peers who were participating in the training.	1	2	3	4	5
31. The facilitator demonstrated a good understanding of the material.	1	2	3	4	5
32. The facilitator effectively delivered the training activities, feedback assessments, and material.	1	2	3	4	5
33. The facilitator did a poor job of generating participant interaction.	1	2	3	4	5
34. I was challenged by the training activities.	1	2	3	4	5
35. I was challenged by the feedback assessments.	1	2	3	4	5

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The next questions are about the training activities you participated in during the in-person training.

Please indicate how useful you found each of the following in-person training activities:

How useful were:	Not at all Useful 1	Of little use 2	Moderately useful 3	Useful 4	Very Useful 5
36. The lectures	1	2	3	4	5
37. The Powerpoint presentations	1	2	3	4	5
38. The cooperative learning activities	1	2	3	4	5
39. The real world scenarios	1	2	3	4	5
40. The problem solving activities	1	2	3	4	5
41. The face-to-face discussions	1	2	3	4	5

The next group of questions are about your overall impressions of the entire training. For each question, please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree 1	Disagree 2	Neither disagree nor agree 3	Agree 4	Strongly agree 5
42. The learning objectives of the in-person training were clear.	1	2	3	4	5
43. I understand how to apply what I learned in this training at my job	1	2	3	4	5
44. I will be able to use what I learned in this training at my job.	1	2	3	4	5
45. I would recommend this in-person training to others in my position.	1	2	3	4	5
46. The in-person training topics met my needs.	1	2	3	4	5
47. The in-person training met my expectations.	1	2	3	4	5
48. The in-person Work@Health training was effective.	1	2	3	4	5

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The next group of questions is about your perceptions of the individual training course modules.

	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
49A. The learning objectives for the <i>Making the Business Case</i> module were clear.	1	2	3	4	5
49B. The learning objectives for the <i>Assessing Your Company's Current Support of Employee Health and Wellness</i> module were clear.	1	2	3	4	5
49C. The learning objectives for the <i>Planning and Designing a Comprehensive and Effective Program</i> module were clear.	1	2	3	4	5
49D. The learning objectives for the <i>Building and Sustaining a Total Leadership Approach</i> module were clear.	1	2	3	4	5
49E. The learning objectives for the <i>Implementing Key Policy, Benefit, and Environmental Supports</i> module were clear.	1	2	3	4	5
49F. The learning objectives for the <i>Designing an Effective Communications Campaign</i> module were clear.	1	2	3	4	5
49G. The learning objectives for the <i>Implementing and Sustaining Your Program</i> module were clear.	1	2	3	4	5
49H. The learning objectives for the <i>Evaluating Your Program</i> module were clear.	1	2	3	4	5
50A. The level of detail in the <i>Making the Business Case</i> module was appropriate.	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree

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50B. The level of detail in the <i>Assessing Your Company's Current Support of Employee Health and Wellness</i> module was appropriate.	1	2	3	4	5
50C. The level of detail in the <i>Planning and Designing a Comprehensive and Effective Program</i> module was appropriate.	1	2	3	4	5
50D. The level of detail in the <i>Building and Sustaining a Total Leadership Approach</i> module was appropriate.	1	2	3	4	5
50E. The level of detail in the <i>Implementing Key Policy, Benefit, and Environmental Supports</i> module was appropriate.	1	2	3	4	5
50F. The level of detail in the <i>Designing an Effective Communications Campaign</i> module was appropriate.	1	2	3	4	5
50G. The level of detail in the <i>Implementing and Sustaining Your Program</i> module was appropriate.	1	2	3	4	5
50H. The level of detail in the <i>Evaluating Your Program</i> module was appropriate.	1	2	3	4	5
		Not at all informative	Not very informative	Somewhat informative	Very Informative
51A. How <u>informative</u> was the <i>Making the Business Case</i> module.	1	2	3	4	
51B. How <u>informative</u> was the <i>Assessing Your Company's Current Support of Employee Health and Wellness</i> module.	1	2	3	4	
51C. How <u>informative</u> was the <i>Planning and Designing a Comprehensive and Effective Program</i> module.	1	2	3	4	
51D. How <u>informative</u> was the <i>Building and Sustaining a Total Leadership Approach</i> module.	1	2	3	4	
51E. How <u>informative</u> was the <i>Implementing Key Policy,</i>	1	2	3	4	

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<i>Benefit, and Environmental Supports module.</i>				
51F. How <u>informative</u> was the <i>Designing an Effective Communications Campaign</i> module.	1	2	3	4
51G. How <u>informative</u> was the <i>Implementing and Sustaining Your Program</i> module.	1	2	3	4
51H. How <u>informative</u> was the <i>Evaluating Your Program</i> module.	1	2	3	4
	Not at all useful	Not very useful	Somewhat useful	Very useful
52A. How <u>useful</u> was the <i>Making the Business Case</i> module.	1	2	3	4
52B. How <u>useful</u> was the <i>Assessing Your Company's Current Support of Employee Health and Wellness</i> module.	1	2	3	4
52C. How <u>useful</u> was the <i>Planning and Designing a Comprehensive and Effective Program</i> module.	1	2	3	4
52D. How <u>useful</u> was the <i>Building and Sustaining a Total Leadership Approach</i> module.	1	2	3	4
52E. How <u>useful</u> was the <i>Implementing Key Policy, Benefit, and Environmental Supports</i> module.	1	2	3	4
52F. How <u>useful</u> was the <i>Designing an Effective Communications Campaign</i> module.	1	2	3	4
52G. How <u>useful</u> was the <i>Implementing and Sustaining Your Program</i> module.	1	2	3	4
52H. How <u>useful</u> was the <i>Evaluating Your Program</i> module.	1	2	3	4

The next sets of questions are about your ability to start or expand a workplace health program at your place of employment.

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53. How **confident** are you in your ability to start or expand a workplace health program at your employer? (Circle one rating)

- 1) Not at all confident
- 2) A little confident
- 3) Confident
- 4) Very Confident
- 5) Extremely Confident

If you circled 2 or lower, please answer the following questions. Check all that apply.

54. My confidence is not high because:

- a. I do not have the necessary knowledge and skills.
- b. I do not have a clear picture of what is expected of me.
- c. I have other priorities.
- d. I do not have the necessary resources to do it.
- e. I do not have the support from my employer to do it.
- f. Other (please explain).

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Finally we would like to know your thoughts and suggestions for how the Work@Health program can be improved.

55. Did you experience any technical difficulties with the online training?	<p>a. Yes b. No If Yes, please explain.</p>
56. What changes, if any, would you recommend to the Work@Health program? For example, would you recommend changes to the objectives, activities, assessments, materials or format of the training?	
57. Topics to be covered in the Work@Health training will include making the case for a healthy worksite, leadership and motivation, data collection methods and tools, health promotion and safety, and program evaluation. What additional topics do you think should be covered in a workplace health and wellness training?	
58. How did you learn about the Work@Health program?	<p><input type="radio"/> Through a business association (e.g., Small Business Association) <input type="radio"/> Website <input type="radio"/> Letter in the mail <input type="radio"/> Newspaper <input type="radio"/> Radio</p>
59. What would encourage or motivate other employers/others in your position to attend a Work@Health training?	
60. What is the best way to reach other businesses like yours and tell them about the Work@Health program?	
61. What was the most important thing that you learned from the Work@Health training?	
62. What did you like least about the Work@Health training?	
63. What did you like most about the Work@Health training?	

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Employee Characteristics

64. Please describe your position in your business

- CEO/President/Owner
- VP
- Director, HR
- Director, Benefits
- Wellness Manager
- Environmental Health and Safety Representative
- Union/Labor Representative
- Other (specify): _____

65. Number of employees

- 30
- 31 - 50
- 51 to 100
- 101 to 500
- More than 500

66. What industry best describes your worksite?

- Agriculture, Forestry, Fishing and Hunting
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Management of Companies and Enterprises
- Administrative and Support and Waste Management and Remediation Services
- Educational Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Public Administration
- Other Services (specify) _____

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