

Work@Health

Training Employers. Promoting Health. Maximizing Performance.

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CDC Work@Health PILOT TRAINING: TRAIN-THE-TRAINER 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 worksite 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 train-the-trainer session.

Introduction

Thank you for your participation in today's 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 trainers.

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 train-the-trainer 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 15 minutes.
- There are no right or wrong answers or ideas – we want to hear about YOUR experiences and opinions.
- All of the comments you provide will be maintained in a secure manner. We will not disclose your responses or anything about you unless 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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Thinking about the Work@Health training you just completed, please indicate to what extent you agree or disagree with each of the following statements.

	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Learning Environment					
1. The training materials were easy to understand.	1	2	3	4	5
2. The training materials contributed to my knowledge of workplace health and wellness.	1	2	3	4	5
3. The pace of the activities was too slow.	1	2	3	4	5
4. The pace of the activities was too fast.	1	2	3	4	5
5. The length of the training course was too short.	1	2	3	4	5
6. The length of the 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 trainer demonstrated a good understanding of the material.	1	2	3	4	5
11. The trainer effectively delivered the training activities, feedback assessments, and material.	1	2	3	4	5
12. The trainer 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 feedback assessments.	1	2	3	4	5

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The next questions are about the training activities. 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 micro-training	1	2	3	4	5
16. The lectures	1	2	3	4	5
17. The Powerpoint presentations	1	2	3	4	5
18. The cooperative learning	1	2	3	4	5
19. The real world scenarios	1	2	3	4	5
20. The problem solving activities	1	2	3	4	5
21. The face-to-face discussions	1	2	3	4	5

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

	Strongly Disagree 1	Disagree 2	Neither disagree nor agree 3	Agree 4	Strongly agree 5
22A. The learning objectives for the <i>Understanding the Landscape</i> module were clear.	1	2	3	4	5
22B. The learning objectives for the <i>Building the Roadmap</i> module were clear.	1	2	3	4	5
22C. The learning objectives for the <i>Preparing for Delivery</i> module were clear.	1	2	3	4	5
22D. The learning objectives for the <i>Evaluating for Results</i> module were clear.	1	2	3	4	5
22E. The learning objectives for the <i>Supporting Technical Assistance</i> module were clear.	1	2	3	4	5
22F. The learning objectives for the <i>Completing a Practicum</i> module were clear.	1	2	3	4	5
23A. The level of detail in the <i>Understanding the Landscape</i> module was appropriate.	Strongly Disagree	Disagree	Neither disagree	Agree	Strongly agree

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			nor agree		
23B. The level of detail in the <i>Building the Roadmap</i> module was appropriate.	1	2	3	4	5
23C. The level of detail in the <i>Preparing for Delivery</i> module was appropriate.	1	2	3	4	5
23D. The level of detail in the <i>Evaluating for Results</i> module was appropriate.	1	2	3	4	5
23E. The level of detail in the <i>Supporting Technical Assistance</i> module was appropriate.	1	2	3	4	5
23F. The level of detail in the <i>Completing a Practicum</i> module was appropriate.	1	2	3	4	5
		Not at all informative	Not very informative	Somewhat informative	Very Informative
24A. How <u>informative</u> was the <i>Understanding the Landscape</i> module.	1	2	3	4	
24B. How <u>informative</u> was the <i>Building the Roadmap</i> module.	1	2	3	4	
24C. How <u>informative</u> was the <i>Preparing for Delivery</i> module.	1	2	3	4	
24D. How <u>informative</u> was the <i>Evaluating for Results</i> module.	1	2	3	4	
24E. How <u>informative</u> was the <i>Supporting Technical Assistance</i> module.	1	2	3	4	
24F. How <u>informative</u> was the <i>Completing a Practicum</i> module.	1	2	3	4	
		Not at all useful	Not very useful	Somewhat useful	Very useful
25A. How <u>useful</u> was the <i>Understanding the Landscape</i> module.	1	2	3	4	
25B. How <u>useful</u> was the <i>Building the Roadmap</i> module.	1	2	3	4	

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25C. How <u>useful</u> was the <i>Preparing for Delivery</i> module.	1	2	3	4
25D. How <u>useful</u> was the <i>Evaluating for Results</i> module.	1	2	3	4
25E. How <u>useful</u> was the <i>Supporting Technical Assistance</i> module.	1	2	3	4
25F. How <u>useful</u> was the <i>Completing a Practicum</i> module.	1	2	3	4

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

	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
26. The learning objectives were clear.	1	2	3	4	5
27. I understand how to apply what I learned in this training at my job.	1	2	3	4	5
28. I will be able to use what I learned in this training at my job.	1	2	3	4	5
29. I would recommend this training to others in my position.	1	2	3	4	5
30. The training topics met my needs.	1	2	3	4	5
31. The program met my expectations.	1	2	3	4	5
32. The Work@Health training was effective.	1	2	3	4	5
33. I feel the Work@Health training adequately prepared me to train others in workplace health and wellbeing programs.	1	2	3	4	5
34. I have the information I need to train others in workplace health and wellbeing programs.	1	2	3	4	5

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

35. How **confident** are you in your ability to deliver a workplace health and wellbeing training?
(Circle one rating)

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

If you circled 2 or lower, please answer the following question. Check all that apply. If you circled 3 or higher skip to question #36

35A. 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)

36. How **committed** are you in your ability to deliver a workplace health and wellbeing training?
(Circle one rating)

- 1) Not at all committed
- 2) A little committed
- 3) Somewhat Committed
- 4) Committed
- 5) Very Committed

If you circled 3 or lower, please answer the following question. Check all that apply

36A. My commitment 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

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- c. I have other priorities.
- d. I do not have the necessary resources to do it.
- e. Other (please explain):

37. What barriers do you anticipate that might prevent you from holding a workplace health and wellbeing training?	
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	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
38. I intend to hold trainings on workplace health.	1	2	3	4	5

Finally we would like to know your thoughts and suggestions for how this program can be improved.

39. What changes, if any, would you recommend to the Work@Health Train-the-Trainer program? For example, would you recommend changes to the objectives, activities, assessments, materials or format of the training?	
40. Topics to be covered in the Work@Health Train-the-Trainer 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 the Train-the-Trainer training?	
41. How did you learn about the Work@Health Train-the-Trainer program?	<ul style="list-style-type: none"> <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
42. What would encourage or motivate other employers/others in your position to attend a Work@Health Train-the-Trainer training?	

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43. What is the best way to reach other businesses like yours and tell them about the Train-the-Trainer Work@Health program?	
44. What was the most important thing that you learned from the Train-the-Trainer Work@Health training?	
45. What did you like least about the Train-the-Trainer Work@Health training?	
46. What did you like most about the Train-the-Trainer Work@Health training?	

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Participant Characteristics

47. What is your title/role in your business?

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

48. Number of employees at your site or business unit

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

49. What industry best describes your worksite?

- Health department
- Professional Organization
- Private employer
- Non-profit
- Business Coalition
- Chamber of Commerce
- Hospital/Health Care System