

RMC Research Corporation, Portland, OR

Team Awareness for Electricians Program for Young Adults in the Workplace (YIW)
 under the Center for Substance Abuse Prevention and Substance Abuse and Mental Health Services Administration (SAMHSA)
 Eric Einspruch, PhD, Chris O'Neill, RN, DMin, Kelly Jarvis, PhD, Kelly Vander Ley, PhD

1. YIW Program Overview

About Young Adults in the Workplace (YIW) initiative:

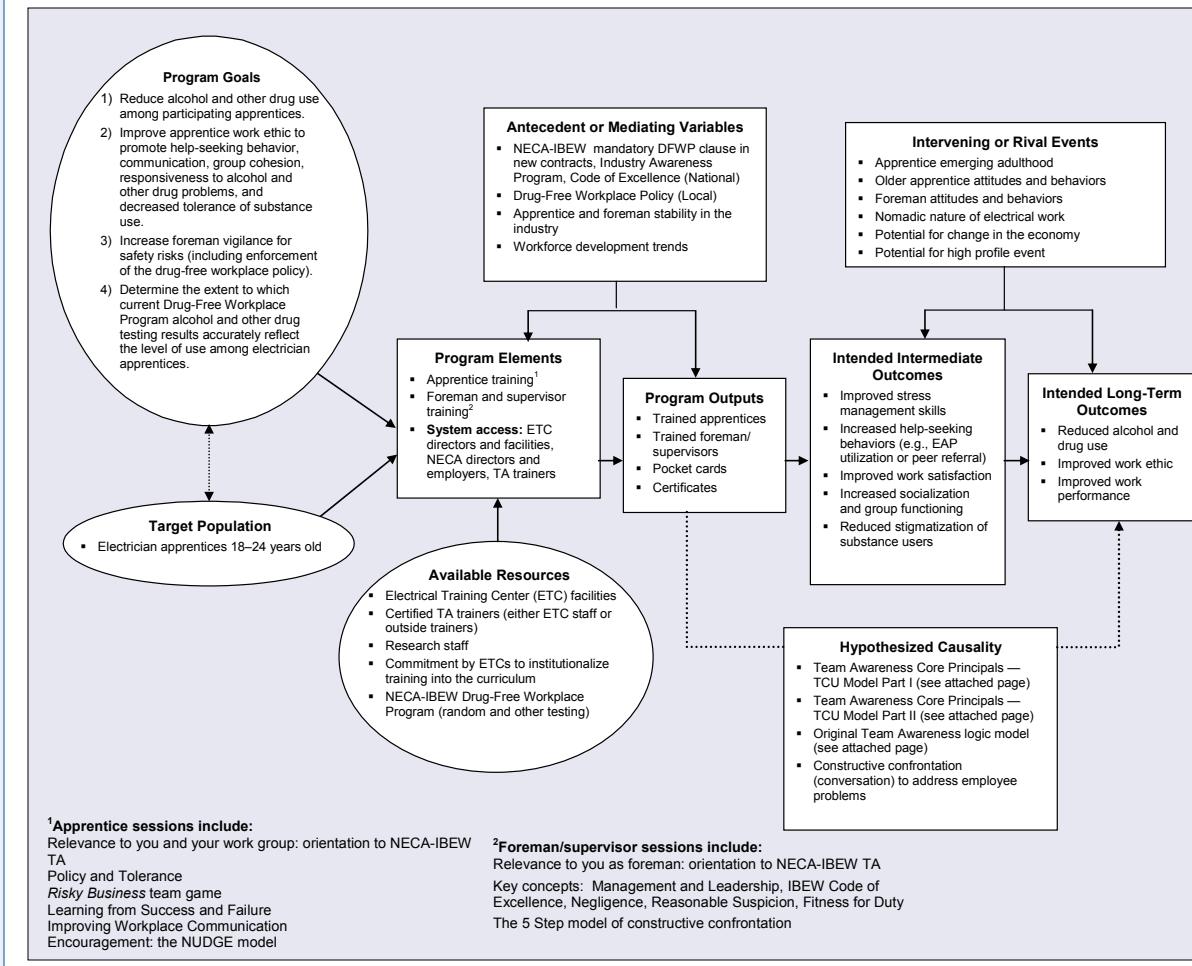
- A multi-site collaborative project
- Six multidisciplinary SAMHSA-funded grant teams
- Implementing and evaluating workplace-based substance abuse prevention and early intervention programs for young workers
- Designed to provide employers, unions, and organizations empirical information about the efficacy of a diverse set of approaches to prevention and early intervention of substance abuse and comorbidity

2. Team Awareness for Young Adults Program Description

- RMC Research is delivering a Team Awareness program adapted for foremen/supervisors and apprentices at seven Electrical Training Centers (ETC) in Oregon and Washington.
- The adapted training addresses industry stakeholders' interests in improving apprentice work ethic and increasing foremen willingness to implement the drugfree workplace policy.
- The adaptation accommodates diverse local training schedules and the industry norm of frequently changing job location and team composition.
- Electrical apprentices are in a 5-year program with a total cost of \$250,000 per apprentice.
- The adapted Team Awareness training has been institutionalized as part of the first term apprentice curriculum.
- To date, 580 apprentices in 4 ETCs have been trained (almost one third of these apprentices are young adults).
- Key partners include the following:
 - National Electrical Contractors Association (NECA, 3 chapters),
 - International Brotherhood of Electrical Workers (IBEW, 7 locals),
 - Oregon Nurses Foundation, and
 - Organizational Wellness and Learning Systems (OWLS).

Figure 1. Logic Model

This logic model illustrates the connections between our program goals, activities, and outcomes.



2. Team Awareness for Young Adults Program Description (continued)

- The IBEW Code of Excellence, a union-defined statement of the values of the trade, is emphasized in the program.



CODE OF EXCELLENCE

Come to work on time, fit for duty and ready to work.
 Obey recognized customer and employer work rules.
 Demonstrate zero tolerance for alcohol and substance abuse.
 Exercise proper safety, health and sanitation practices.
 Own up to "8 for 8" and be on the job unless otherwise allowed or authorized to leave.
 Follow safe, reasonable and legitimate management directives.
 Encourage respect for customer's rights and property, as well as for others on the job.
 Exercise the skills and abilities of the trade.
 Care for tools and equipment provided by the employer.
 Eliminate waste and other forms of property destruction, including graffiti.
 Limit lunch and break times to allocated periods; adhere to established start and quit times.
 Leave inappropriate behavior to those of lesser knowledge.
 Employ the proper tool for the job and maintain personal tool responsibilities.
 Not solicit funds or sell merchandise without the Business Manager's permission.
 Curtail use or pursuit of personal business during work hours, including cell phone use.
 Expel job disruptors and refuse to engage in slowdowns or activities designed to extend the job or create overtime or any other conduct that would cast the IBEW in bad light.

3. Demographics and Participating Industry

Demographics

- Goal: train 375 union apprentices
- Ages 18–24 as well as older classmates and foreman/supervisors

Participating Industry

- Electrical construction industry
- Portland, Central Point, Tangent, and North Bend, OR; Longview, Spokane, and Kennewick, WA

4. Program Aims

- Goals of the program:
 - Improve apprentice work performance
 - Reduce apprentice substance use
 - Increase supervisor vigilance for safety risks

5. Early Process Findings

- It is important to understand the context and culture (including socialization), training schedules, and venues in adapting the program for the target population.
- Stakeholder involvement is important to securing workplace commitment.
- Comprehending the nomadic nature of the population is vital for the adaptation and the evaluation plan.
- The implementation strategy is considered an occupational intervention for work where mistakes may be catastrophic.
- The project has received regional and national interest from persons involved in training electrician apprentices.

5. Early Process Findings (continued)

- 32% of apprentices knew that their workplace offered a program to help with personal and work-related problems; 23% thought their workplace did not offer such a program; 43% did not know.
- 2% of apprentices had ever been encouraged by a co-worker to call the EAP for help with a work-related problem.
- 1% of apprentices had ever been encouraged by a co-worker to call the EAP for help with a problem not work-related.
- Less than 1% of apprentices had ever been asked by their supervisor to call the EAP for help with a work-related problem.

6. Survey Information

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- Survey information:
 - The mean age of the surveyed group is similar to that of the cross-site (20.5).

Number of Individuals Surveyed	Age (Years)
250	Mean Std. Dev.
	21.8 1.7

7. Early Survey Findings

Figure 2. Duration at Current Job

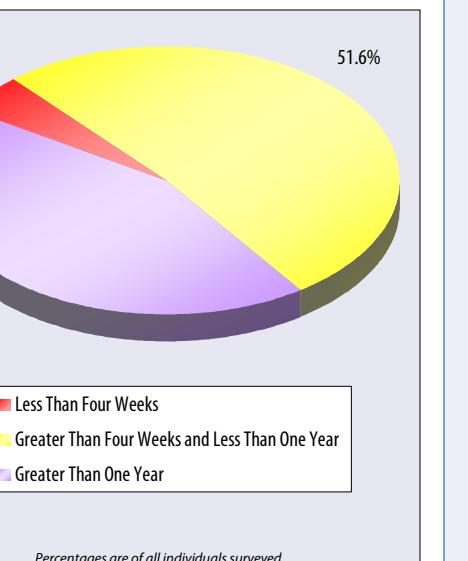


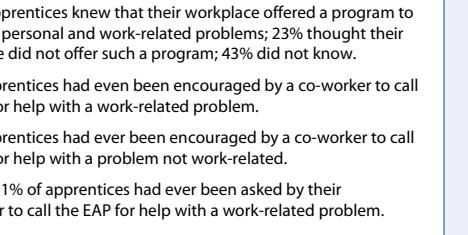
Figure 5. Alcohol-Related Risky Behaviors

- Few apprentices report drinking at work or before going to work.
- Almost two thirds report binge drinking in the past 30 days and one third report driving a vehicle while under the influence during the past year.
- Reducing these behaviors will yield positive health and safety outcomes.
- Over half of the apprentices have been at their current job for more than a month but less than a year.
- Nearly half have been at their current job for over a year.
- The high level of stability reflects apprentice efforts to enter and complete the five-year program.
- It also affords a unique opportunity to integrate prevention into an established training program with stable participants.

7. Early Survey Findings (continued)

Figure 3. Age at First Use of Substance

- The average age of first use is much younger than the age of entry into the apprentice program.
- Therefore tailor prevention messages to reduce use rather than delay onset of use.



6. Survey Information

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- Survey information:
 - The mean age of the surveyed group is similar to that of the cross-site (20.5).

Number of Individuals Surveyed	Age (Years)
250	Mean Std. Dev.
	21.8 1.7

7. Early Survey Findings

Figure 4. Substance Use: Lifetime, Past Year, and Past Thirty Days

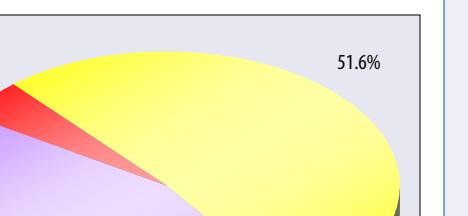


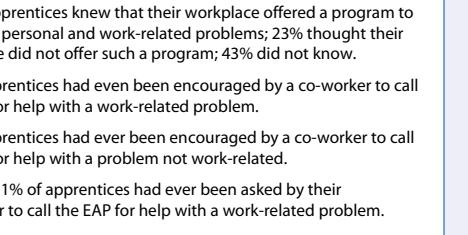
Figure 5. Alcohol-Related Risky Behaviors

- Few apprentices report drinking at work or before going to work.
- Almost two thirds report binge drinking in the past 30 days and one third report driving a vehicle while under the influence during the past year.
- Reducing these behaviors will yield positive health and safety outcomes.
- Over half of the apprentices have been at their current job for more than a month but less than a year.
- Nearly half have been at their current job for over a year.
- The high level of stability reflects apprentice efforts to enter and complete the five-year program.
- It also affords a unique opportunity to integrate prevention into an established training program with stable participants.

7. Early Survey Findings (continued)

Figure 6. Perception of Harm Associated with Use of a Substance, by Use of the Substance in the Past Thirty Days

- There is an apparent association between perceived risk of use and actual use.
- Helping young adults understand the risks of substance use may lead to a reduction in their actual use.



7. Early Survey Findings

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- Survey information:
 - The mean age of the surveyed group is similar to that of the cross-site (20.5).

Number of Individuals Surveyed	Age (Years)
250	Mean Std. Dev.
	21.8 1.7

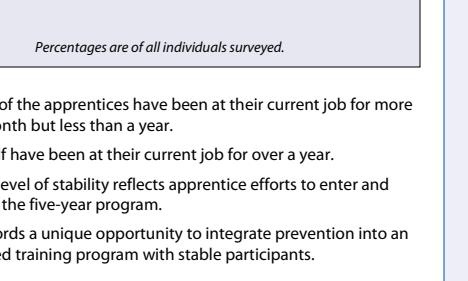
7. Early Survey Findings

Figure 7. Bothered by Feeling Down, Depressed, or Hopeless



Summary of Early Findings

- NECA-IBEW Team Awareness is conceptualized as an occupational intervention (rather than a worksite intervention).
- NECA-IBEW Team Awareness has been integrated into first year apprentice training.
- The Code of Excellence, a union-defined statement of the values of the electrical trade, is integrated throughout the training.
- Helping others is a union value, and the training encourages help-seeking behavior (and support for help-seeking behavior).



- NECA-IBEW Team Awareness is adapted from the original Team Awareness program. For more information contact Joel Bennett, Ph.D., <http://www.organizationalwellness.com/>

Contact Information

Eric L. Einspruch, PhD
 Senior Research Associate
 RMC Research Corporation
 111 SW Columbia Street, Suite 1200
 Portland, OR 97201-5843
 (503) 223-8248 - (800) 788-1887
 fax: (503) 223-8397
 eeinspruch@rmccorp.com
 www.rmccorp.com

NECA-IBEW Team Awareness is adapted from the original Team Awareness program. For more information contact Joel Bennett, Ph.D., <http://www.organizationalwellness.com/>

NECA-IBEW Team Awareness

ORGANIZATIONAL WELLNESS

OWLS

IBEW

The Workplace Project

Institute of Behavioral Research

</