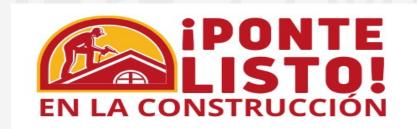


Reaching Hispanic Construction Workers: The *¡Ponte Listo!* Project



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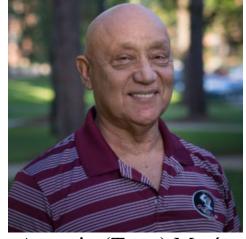


The ¡Ponte Listo! Team





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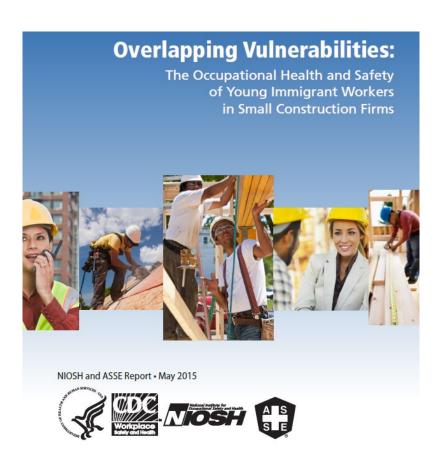
Joseph (Joe) Grzywacz



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A Fundamental Problem Laid Bare



- Poorest health outcomes in
 - Latino Workers
 - Small Operations
 - Young Workers





Explanations for Latinos' Excess Risk

- Speed trumps safety
 - Incentivized by piece rate compensation
 - Financial obligations
 - Few job options
 - I have to work fast so that I don't loose this job to someone who will work faster/harder.







A Translational R2P Design



Formative

Conduct In-Depth Interviews

- Contractors
- Workers
- •Family Members

Analyze & Extract Themes reflecting "leverage points" for intervention



Intervention Development

Develop Lesson Materials

- •Photonovela-like stories and art
- •Engage workers in story development
- Draft interactive facilitator guides/implementation manuals



Intervention Evaluation

Attention-Placebo RCT Design

- Worker only
- •Contractor-enhanced
- •Family-enhanced
- •TAU



Illustrative Results from the Formative Stage

• Goal – Understand why speed at work is preeminent over safety, to inform intervention materials useful in the small-scale residential construction sector.

Aims

- Describe Latino workers' and contractors' attributions of common construction injuries, including fatalities
- Compare and contrast workers and contractors' attributions for common injuries to identify points of synergy and divergence to be leveraged for effective intervention.





- Phase I of sequential mixed-method design
- In-depth interviews following a semistructured interview guide.
- N=22
 - Contractors, n=10; M_{Age}=35.3;
 M_{YrsUS}=15.3; M_{YrsCon}=12.7
 - Workers, n=12; M_{Age}=31.2; M_{YrsUs}=10.5; M_{YrsCon}=8.1
- Grounded theory with thematic analysis









Contractors Perspectives: 2 Dominant Themes

Theme #1 – That's Just the Way We Are

Money Motivated

Substance Use

They Don't Listen

People don't want to be careful (emphasis added) at work. They don't see that wearing protective equipment helps them in case they have an accident. They feel it hinders them at work. And since we get paid (emphasis added) according to what we do during the day, we don't use it. (C1)

Another proble
Latinos are very s
want to do thing
We want to

11.

Well, patrons [general contractors] have to be more aware of the situation. If they want the job done quickly, they have to provide all the necessary equipment. Also, we, as [sub] contractors, have to have all the materials and equipment ready before we start the job. (C2)

Theme #2 – Insufficient Equipment





Workers Perspectives: 3 Dominant Themes

Theme #1 – We are Careless!

We don't think about safety

I've seen that Latino contractors take jobs for less money than Americans do. And since they're getting paid less, they have to work very fast to be able to earn money.

Earning money comes first.

Fast work = more money.

Safety slows you down.

equipment breaks down and that is

Theme #3 – We're Pressured to Produce

Theme #2 – Contractors Lack Equipment

production. (W1)

working. Instead of using a 2×0 , we used a plywood structure. So, we were able to walk freely. (W4)





Comparing & Contrasting

Similarities

- Little value for safety
- Earning money is more important than safety
 - Safety impedes efficient work → earnings
- Lack of appropriate equipment

Differences

- Carelessness
 - Character flaw (contractors)
 - Naivete (workers)
- Safety training
 - Unnecessary (contractors)
 - Might help (workers)
- Working fast
 - Competitive bids (contractors)
 - Pressured to produce (workers)





Summary

- Immigrant Latino workers and contractors share attributions for work injury.
- Interventions in this sector must recognize that immediate earnings is more important than safety.
 - Contractors bidding practices exaggerate the focus of fast work; they operate on volume.
- Interventions must target both contractors and workers





Illustrative Results from the Developmental Stage





Illustrative Results from the Evaluation Stage



