

“Dealing with Sudden Cardiac Arrest in the Rural Workplace”

SHIP grant # 2008XC00065
Sept 29, 2008 – June 30, 2009

Project Contact Person: Rick Anderson
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Sakuma Bros. Farms, Inc.
Sakuma Bros. Processing, Inc.

August 21, 2009
January 26, 2010

Rick Anderson
Corporate Administrator



Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects.

Sakuma Bros. Farms, Inc. and Sakuma Bros. Processing, Inc. is solely responsible for the content of and views expressed in this report and related materials unless they have been formally endorsed by the Washington State Department of Labor and Industries.

PART I

Final Report Narrative

Organization Profile	For awarded organizations, to include partners and collaborators, provide a brief description of each organization. Mission, vision, and purpose of the organizations may be valuable to include.
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Sakuma Bros. Farms, Inc. and Sakuma Bros. Processing, Inc. are 3rd generation family owned agriculture businesses located in the Skagit Valley, near Burlington, WA.

- Sakuma Farms grows strawberries, raspberries, blueberries, blackberries, and apples which are very labor intensive agriculture requiring a large seasonal workforce.
- Sakuma Processing purchases berries from the farm and other area growers, freezes and sells them for use as industrial ingredients for baking, food service, ice cream, yogurt, and other products. It requires a seasonal workforce.
- Mission Statement: *“Together, we work with the earth and our communities, to continue our family tradition of growing, harvesting, and delivering the finest agricultural products possible”.*

Vision Statement: *“Honoring our past, growing our future”.*

Abstract	Present a short overview of the nature and scope of the project and major findings (less than half a page)
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The project goal is to eliminate preventable death from Sudden Cardiac Arrest by having an Automatic External Defibrillator (AED) available as a critical emergency resource, along with a team of trained responders to initiate CPR until EMT's can arrive. To achieve this, the grant proposal included: the acquisition of 2 AED's; train a core group of Certified 1st Aid/CPR/AED trainers from our companies and other area growers; and acquisition of training mannequins, materials, and training supplies.

We employ a large number of bi-lingual and Spanish only workers. Since the availability of bi-lingual 1st Aid/CPR/AED instructors is very limited in our area, it has hampered our efforts to have trained first responders available. With this project of developing in-house bi-lingual trainers, we can achieve our goal of providing training to new employees, or recertifying existing employees, in English, Spanish and 2 Mexican dialects from the Oaxaca region. Over the years, we expect that some of these personnel will change employment and thus bring their skills to other employers, thus magnifying the scope of the project.

Because of the rural nature of our location and business, the response time for EMT's to arrive on scene may be too long in a sudden cardiac arrest situation. Having 2 AED's relatively close by to the various fields where work is occurring, along with trained first responders, we may be able to sustain life in an emergency situation until EMT's can arrive and provide advanced care.

Purpose of Project	Describe what the project was intended to accomplish.
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Save Lives! Provide a timely response to Sudden Cardiac Arrest in the rural workplace.

Statement of the Results	Provide a clear statement of the results of the project include major findings and outcomes
<ul style="list-style-type: none"> • 10 people total were trained to become Certified Trainers in 1st Aid, CPR, and AED. Using the AED's and training materials, they have conducted monthly training and refresher classes in English and Spanish; trainers serve as a core group of early first responders. • In addition to the 7 Sakuma employees participating in the project, area growers were invited to participate. 3 people from 2 businesses also completed the training. 	
Evidence of the results	Demonstrate evidence of how well the results met or fulfilled the intended objectives of the project.
<ul style="list-style-type: none"> • The new instructors learned advanced levels of underlying causes of cardiac arrest, gained greater knowledge of symptoms and appropriate actions as responders. They learned techniques and skills in adult education learning to become effective instructors, demonstrated proficiency in preparing lesson plans, organizing and preparing for a class, presenting information, using visual aids, gaining effective student feedback, and measuring student skills. They have applied these skills in providing safety training on other safety subjects such as heat stress, machine operation, ladders, PTO, etc. • As a result, they became more aware of circumstances and conditions that could put employees at risk, and have taken a more pro-active leadership role to reduce or mitigate. • The emphasis placed on this training program elevated the overall safety awareness and participation by employees and demonstrated credibility that the company is truly committed to the safety and well being of their employees. • Attendees from the other employers have not yet conducted a class at their facility, but are planning on a class this fall after harvest. 	
Project's promotion of prevention	Explain how the results or outcomes of this project promote the prevention of workplace injuries, illnesses, and fatalities?
<ul style="list-style-type: none"> • By including other growers, the awareness as discussed in the "Evidence of Results" section above, expanded the benefits of the project beyond the Sakuma organization. • The Certified Trainers are part of the Sakuma Safety Committee and as such, have assumed a greater leadership role in assessing hazards, taking action to prevent hazards, and providing training on procedures for working safely. • Using the theme, "Safety Begins at Home", Sakuma's have promoted the concept of using the same practices and principles at home to further engrain safety in the workplace which includes training, being rested, using PPE, following safe work practices and habits. 	

Relevant processes	Specify all relevant processes, impact or other evaluation information which would be useful to others seeking to replicate, implement, or build on previous work.
<ul style="list-style-type: none"> • Commitment from company management & employees willing to participate in the project • Contract with a certified instructor trainer to train participants • Develop list of needed materials for the training supply kits • Promote within the company and area employers who might participate as a joint project • Establish a calendar to acquire equipment, materials, supplies, schedule training, schedule student teaching, and conduct actual class under supervision of the training instructor 	
Lessons Learned	Provide information on lessons learned through the implementation of your project. Include both positive and negative lessons. This may be helpful to other organizations interested in implementing a similar project. <i>Lessons outlined should not relate to SHIP grant processes.</i>
<ul style="list-style-type: none"> • Broaden the scope to include more area employers. Initially the project was to be limited to Sakuma Bros, however when space became available, it was expanded to include other employers. One-on-one phone calls and e-mails were used to solicit other growers. For future projects like this one, the suggestion would be to solicit about 60 days prior to the start of the project by direct phone calls, e-mail, and/or mailings, including commodity or association newsletters. • Anticipate needed training supply kits. Suggestion that the instructor provide a list of required supplies approximately 30 days prior to the start of the training. • Allow for 2 days of training, 1 day of student teaching, 1 day conducting a class under supervision of training instructor. • The best time of year to conduct a project similar to this one is entirely dependent upon seasonal activities associated with farming and is weather dependent. By allowing for some flexibility, the project start date may need to be adjusted. It would depend upon the types of crops or livestock that the farmers/growers are involved with and would have to reach mutual agreement for the actual start times. • In deciding where to physically locate the AED's, an obvious location was the main headquarters which is also the location of the processing plant, warehouses, greenhouses, and administrative and accounting offices and accounts for a large number of employees within very close proximity to the AED. The location of the 2nd AED was more difficult. A map of all the field locations was generated by crop and it was determined that the AED could be located at the Benson Road field office for the majority of the year which would place it within a 1.5 mile radius of the fields. During peak harvest, the AED would be moved to the field location where the majority of the harvest workers are located, still keeping both AED's within about a 1.5 mile radius of the other workers. 	

Measures to judge success	If relevant, state what measures or procedures were taken to judge whether/how well the objectives were met and whether the project or some other qualified outside specialist conducted an evaluation.
<ul style="list-style-type: none"> • Success was measured by skill the participants were able to demonstrate to the training instructor (Certificates of completion were awarded by Christian Mey, training instructor for Alpine Fire & Safety) • Sakuma's had 7 employees participate, 6 received Certification, and 1 is pending upon completion of the student teaching and conducting a class. • Knutzen Farms and Hinton Ranch had 3 participate, 2 received certification. No classes have been conducted by this group yet, but are planning to hold a class in November 2009. • Sakuma Certified trainers have conducted 5 First Aid/CPR/AED classes in English and Spanish. Approximately 28 people have been trained in these classes to date. The trainers have scheduled periodic training and/or refresher courses beginning October 2009, and classes will be offered quarterly thereafter. • 2 AED units were acquired to be placed in close proximity to work areas and be accessible until EMT's can arrive on the scene. • A core group of early responders and trained personnel is interspersed throughout the organization so that each group of workers has at least 1 trained person working with, or in very close proximity. • All of the training, whether internal or external, is currently under the supervision and oversight of the training instructor at Alpine Fire & Safety. This involves providing course completion wallet cards, maintaining the data base for renewals, as well as periodic review of course checklists, materials, and support. Although this is not required, it provides the trainers direct access to a professional trainer/mentor and it was determined that by having this resource available at no cost, it would be valuable to take advantage of the services offered by Alpine Fire & Safety. 	

Uses	<p>How might the products of your project be used within the target industry at the end of your project?</p> <p>Is there potential for the products of the project to be used in other industries or with different target audiences?</p>
<ul style="list-style-type: none"> • Based upon the success of the project to date, we believe that other growers throughout the state might benefit from a similar project, especially those rural areas that are some distance from EMT's. In addition to the actual AED's and skills in 1st Aid and CPR, the training techniques and knowledge gained in how to conduct successful training would be beneficial in providing safety training of other types. It helps Supervisors become better at their jobs in managing and directing their employees. • With the enthusiasm shown by the participants, we have encouraged them to make evening training available to 4-H groups, Boy Scouts, and other groups they may be affiliated with. Sakuma's have made the training kits, mannequins, and AED's available for this purpose. We have also offered the use of instructors and training kits to other growers. None have yet, but our understanding is that they are planning to with their fall classes. 	

Product Dissemination	Outline of how the products of the project have been shared or made transferrable.
<ul style="list-style-type: none"> • Sakuma Safety Committee • Sakuma Board of Directors and their staff • Sakuma Bros. managers and supervisors • Sakuma internal communications • WA Farm Bureau RETRO Safety personnel. The Safety Directors have been kept informed of the project and have encouraged members to consider similar projects. We anticipate being part of a state meeting agenda to present the project. • Allen Fire Department (volunteer fire dept and closest EMT) • Skagit County growers through associations and organizations. We have made several presentations discussing and promoting the project. We will ask them to advertise to their membership that we have trainers and supplies available to share with other growers in the area. 	
Feedback	Provide feedback from relevant professionals, stakeholder groups, participants, and/or independent evaluator on the project.
<ul style="list-style-type: none"> • I have observed pride in accomplishment of the participants, emerging leadership in the participants for safety related topics, improved quality of safety training and training in general by utilization of the skills they obtained by participating in the project. • Sakuma's is a very active promoter of agriculture safety whenever a group of growers meet and there are indications that others are taking more positive steps in their safety programs. • Quote from a participant: "The Train the Trainer that was conducted by Alpine Fire & Safety and Christian Mey has greatly changed the way I conduct training. I conduct training on a fairly regular basis and I have been able to incorporate the training methods into all I teach. It has assisted me with confidence in the classroom, especially in regards to First Aid, CPR, and AED. 	

PART II

SAFETY AND HEALTH INVESTMENT PROJECTS
SHIP Final Expenditure Report
Budget Summary

Project Title:	"Dealing with Sudden Cardiac Arrest in the Rural Workplace"		
Project # :	2008XC00065	Report Date:	8-21-09 revised
Contact Person:	Rick Anderson	Contact #:	(360) 757-6611 x 102
Start Date:	9-29-08	Project Completion Date:	5-31-09

1.	Total budget for the project		\$ 10,080.48
2.	Total SHIP Grant Award		\$ 10,080.48
3.	Total of SHIP Funds Used		\$ 10,080.48
4.	Budget Modifications (if applicable)		\$
5.	Total In-kind contributions		\$ 5,725.00
6.	Total Expenditures (Lines 3 + 4 + 5)		\$ 15,805.48

Instructions:

- Complete the Supplemental Schedule (Budget) form first (on the next page).
- The final report must include all expenditures from date of completion of interim report through termination date of grant
- Indicate period covered by report by specifying the inclusive dates
- Report and itemize all expenditures during specified reporting period per the attached supplemental schedules
- Forms must be signed by authorized persons (see last page)
- Forward one copy of the report to **Nichole Rose, SHIP Project Manager, PO Box 44612, Olympia, WA 98504-4612.**



SAFETY AND HEALTH INVESTMENT PROJECTS
SHIP Final Expenditure Report
Supplemental Schedules (Budget)

Project Title:	"Dealing with Sudden Cardiac Arrest in the Rural Workplace"		
Project # :	2008XC00065	Report Date:	6-5-09
Contact Person:	Rick Anderson	Contact #:	(360) 757-6611 x 102
Total Award \$:	\$ 10,080.48		

ITEMIZED BUDGET -- How were SHIP award funds used to achieve the purpose or your project?

	Budgeted for Project	Amount Paid Out	Difference
A. PERSONNEL	\$ 2,400.00	\$ 2,900.00	\$ 500.00

Explanation for Difference and other relevant information:

Sakuma Employees:

- 2 additional days of training was required beyond the "Train the Trainer" instruction for student teaching and conducting an actual 1st Aid/CPR/AED class. The difference of \$500.00 was applied from "B. Subcontractor" section below. The balance of the training costs were absorbed as "In-Kind" contribution.
- Personnel expense calculated as follows: 7 employees x 14 hrs each (2 days) training = 98 hrs; 7 employees x 5 hrs student teaching = 35 hrs; 6 employees x 6 hrs teaching class = 36 hrs. Total = 169 hours spread over 4 days @ \$25/hr = \$4,225.00.
- \$4,225.00 less \$2,900.00 paid out = additional \$1,325.00 absorbed as "In-Kind" contribution in section F below.

Other Growers:

- 3 employees x 14 hours each (2 days) training = 42 hrs; 2 employees x 5 hrs student teaching = 10 hrs. Total = 52 hrs @ \$25/hr = \$1,300.00 absorbed as "In-Kind" contribution in section F below.

	Budgeted for Project	Amount Paid Out	Difference
B. SUBCONTRACTOR	\$ 2,500.00	\$ 2,000.00	\$ (500.00)

Explanation for Difference and other relevant information:

- Training instructor adjusted rate down as there were 10 students instead of the planned 12. The difference was applied to "A. Personnel" above.

	Budgeted for Project	Amount Paid Out	Difference
C. TRAVEL	N/A	N/A	N/A

Explanation for Difference and other relevant information:

	Budgeted for Project	Amount Paid Out	Difference
D. SUPPLIES	\$ 3,500.00	\$ 5,180.48	\$ 1,680.48

Explanation for Difference and other relevant information:

- Additional supplies were required to obtain training supply kits which had been overlooked in the original SHIP Grant application.

	Budgeted for Project	Amount Paid Out	Difference
E. PUBLICATIONS	N/A	N/A	N/A

Explanation for Difference and other relevant information:

	Budgeted for Project	Amount Paid Out	Difference
TOTAL DIRECT COSTS	\$ 8,400.00	\$ 10,080.48	\$ 1,680.48

	Budgeted for Project	Amount Paid Out	Difference
INDIRECT COSTS	\$ -0-	\$ -0-	\$ -0-

	Budgeted for Project	Amount Paid Out	Difference
TOTAL SHIP BUDGET	\$ 8,400.00	\$ 10,080.48	\$ 1,680.48

	Budgeted for Project	Amount Paid Out	Difference
F. IN-KIND	\$ 3,100.00	\$ 5,725.00	\$ 2,625.00

Explanation for Difference:

- 2 additional days of training was required beyond the "Train the Trainer" instruction for student teaching and conducting an actual 1st Aid/CPR/AED class. Additional \$1,325.00 absorbed as In-Kind contribution by Sakuma and \$1,300.00 as In-Kind contribution by Other Growers.

Sakuma Bros. Farms, Inc.
Sakuma Bros. Processing, Inc.

By:  Title: Corporate Administrator

Date: 1-26-2010

PART III

Attachments:

Provide resources such as written material, training packages, or video/audio tapes, curriculum information, etc produced under the grant.

Also include copies of publications, papers given at conferences, etc.

This information should also be provided on a **CD or DVD** for inclusion in the file.

REMINDER!!: All products produced, whether by the grantee or a subcontractor to the grantee, as a result of a SHIP grant are in the public domain and can not be copyrighted, patented, claimed as trade secrets, or otherwise restricted in any way.