



Spanish Language Training

Presenters

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Goals for This Session

- ❖ Gain a better understanding of the challenges of bilingual training
- ❖ Learn how this problem transcends the workplace and has a ripple effect on other areas such as healthcare, workers rights and workers compensation
- ❖ Learn techniques to help deliver a better more effective product to target audiences



Demographics

- ❖ Low to Mid Level English Proficiency
- ❖ Varying Native Language Literacy
- ❖ Cultural Differences
- ❖ Average age of immigrant – between 14 & 21 years old



Demographics

- ❖ Immigrants tend to migrate to areas with industries that are labor intensive and require little training or no prior experience
- ❖ Last statistics available for fatal occupational injuries to Hispanic workers is 2005
- ❖ A total of 5,702 fatal work injuries were recorded in the United States in 2005
- ❖ Hispanic fatalities totaled 917(16%)



Demographics

- ❖ Overall private industry injury and illness rates dropped 35% between 1992 and 2001 but;
- ❖ **Fatalities among Latino workers increased by 67% during the same time span**
- ❖ In the year 2000, 849 foreign-born workers were killed on the job, of these 494 or **58%** were of Latino origin.

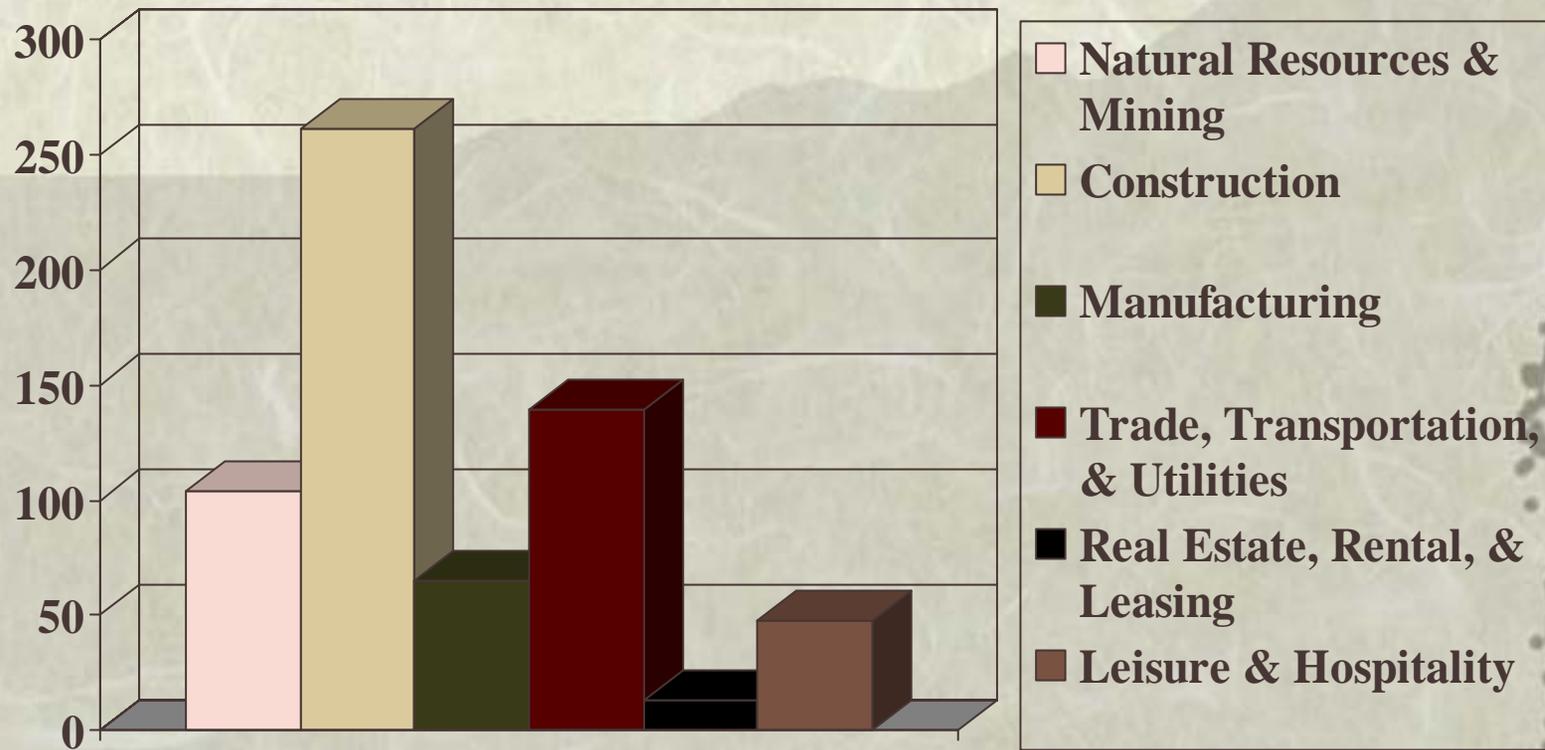


Demographics

- ❖ Latino workers comprise 11% of the U.S. labor force
- ❖ Latino workers suffered 14 % of the fatal occupational injuries in 2000, up from 11.4 % in 1994-99
- ❖ Fatal work injuries among Hispanic workers increased by 2% in 2005 to a new series high



Statistics



Cultural and Literacy Issues



Cultural and Literacy Issues

COUNTRY **SPANISH SPEAKING POPULATION**

1. SPAIN	39,500,000
2. U.S.A	22,500,000
3. GUINEA ECUATORIAL	300,000
4. FILIPINAS	2,900,000
5. GUATEMALA	9,200,000
6. EL SALVADOR	5,200,000
7. HONDURAS	4,500,000
8. NICARAGUA	3,100,000
9. COSTA RICA	3,100,000
10. ECUADOR	10,000,000
11. PERU	22,000,000
12. MEXICO	80,000,000

COUNTRY **SPANISH SPEAKING POPULATION**

13. CUBA	10,800,000
14. REPUBLICA DOMINICANA	- 7,300,000
15. PUERTO RICO	3,500,000
16. PANAMA	2,100,000
17. VENEZUELA	18,000,000
18. COLOMBIA	33,600,000
19. BOLIVIA	6,900,000
20. PARAGUAY	4,500,000
21. ARGENTINA	32,500,000
22. CHILE	13,600,000
23. URUGUAY	3,150,000



Cultural and Literacy Issues

- ❖ Over 23 countries
- ❖ Over 330,250,000 Spanish Speakers
- ❖ Over 2,000 Different Dialects



Cultural and Literacy Issues

- ❖ Culture changes from region to region as well as from country to country
- ❖ Dialect changes from region to region as well as from country to country



Cultural and Literacy Issues

- ❖ China – Naranjada = Orange
- ❖ Guiar – Manejar = Drive
- ❖ Wawa – Autobus = Bus
- ❖ Autopista – **La Libre** = Freeway
- ❖ Unionado – Miembro = Union Member
- ❖ Particulas – Polvo = Dust / Particulate
- ❖ Adiestramiento – Entrenamiento = Training



Cultural and Literacy Issues

- ❖ Native language literacy should be tested before training starts, if possible
- ❖ English language literacy should also be tested before training starts



Cultural and Literacy Issues

❖ Three cultural factors that shape the Hispanic worker

1. Family

2. Perception of authority

3. Machismo



Cultural and Literacy Issues

- ❖ The Hispanic worker does not want to disappoint his or her family
 1. No injuries
 2. Do not get fired
 3. Do not call off work when sick



Possible Solutions

- ❖ Research your target audience
- ❖ Determine, if possible, both native and English literacy levels
- ❖ Have to be flexible with training programs



Possible Solutions

- ❖ Have trainers from the workforce available, that can deliver the training in both languages
 1. Peer training
 2. Train the trainer courses for employees

- ❖ Use of more non-written materials
 1. Photos
 2. Visuals/ props
 3. Activities



Discussion Questions

- ❖ How did you feel when the class and materials were in foreign language?
- ❖ What topics, issues or barriers that we discussed, do you encounter the most frequently out in the field?
- ❖ What are your specific needs?



Discussion Questions

- ❖ What are you doing at this time with regards to native language training?
- ❖ Did anything you learned today surprise you?

