
Training Your Hispanic Workforce...

Orlando Gil

Training Connections/Translation Services

Keys to Successful Employee Management

Iowa Pork Congress
Des Moines, Jan 29th 2009

Some of the Labor Challenges in the Swine Industry...

- Distance to work location – transportation costs, time
 - Dirty job, physical
 - Long hours
 - Holidays, weekends
 - Hot/cold environments
 - Mainstream perception
 - Wages
-

Labor Shortage in Swine Industry

- Age 25-30
 - 1990 – 26.7%
 - 2000 – 17.8%
 - 2005 – 14.8%
 - Decrease of 44.5% in 15 yrs
 - How do we deal with the shortage?
-

© Pork Checkoff



Hispanic Workforce

A Solution to a Growing
Challenge?

Population Trends for USA

- 438 million in 2050 – USA will grow 48%
- 82% increase due to immigrants and their US descendants
- 1 in 5 will be an immigrant
- Whites will become minority (47%)
- Nation's elderly will double in size
- By 2025, 1 out of 2 people born will be Hispanic
- Hispanics will make up 30% of population – 132.8 million

The Hispanic Work Force Challenges...

- Impact on:
 - Managers
 - Other employees
 - Organization/business
 - Communities
 - Communication
 - Language
 - Will say "yes" when not sure
-

Fluency in the English Language

- 1st Generation - 23%
- 2nd Generation - 88%
- 3rd+ Generation - 94%

What Do We Need From Employees Doing the Work?

- Skill
 - Knowing what to do
 - Attitude
 - To produce consistent quality
 - Knowledge
 - When things go wrong
-

Challenges of Training

- Language
 - Who does it?
 - Delegation
 - Time
 - Knowing how to train
-

Trainer's Guide

5 step training

- Prepare
 - Tell
 - Show
 - Do
 - Review
-

The Training Model



The Hispanic Work Force

How to Train...

- Evaluate:
 - Tell, show, do, review
 - Consider:
 - Show, do, review
 - Invest in SOP development - Prepare
 - Implement
-
- Treat training as an investment -Prepare
 - Bilingual trainers
 - Training materials
 - Translated

The Hispanic Work Force Challenges...

- Safety
 - compliance
 - Do you have to know Spanish in order to train?
 - Not really...
 - It does help
 - key words
 - Key phrases
 - Train first WHAT to do...then, worry about the WHY...
-



Support for this presentation was provided by the National Pork Board and the Pork Checkoff.



¡Gracias!