

Unit 1: Awareness of cultural differences of new employees

Time needed to complete unit:

1 hour

Why is this important to know?

Educators and extension professionals have to be aware of and be able to recognize the cultural differences of new employees in order to do a respectable job and be successful in preparing them to live and work in a complex and interdependent society. We should be able acknowledge the benefits of diversity and build vibrant and stable communities by practicing proper hospitality, civility, and respect for all people. In order to address the differences, we must be willing to work to create an environment that enhances awareness and sensitivity to the issues and challenges the various communities. Individuals and organizations must participate in devise and participate in programs with new employers that are geared toward understanding cultural differences.

1. Identifying cultural practices and differences of new employees.
2. Methods to address cultural differences.
3. Understanding cultural awareness
4. Individuals will demonstrate an understanding of the many dimensions of culture and will grasp an understanding that an emphasis needs to be placed on removing misconception among people in the community about new employees. Enhanced understanding of the importance of addressing cultural issues will help educators and extension in serving a diverse clientele.

Exercise: Building Awareness

- Have participants introduce themselves
 - Name
 - Family origin
 - Places where each has resided
 - Languages spoken
 - Share a favorite holiday event e.g. Christmas

- Record information based on introductions

Begin with groups of two individuals

Identify cultural practices around a holiday and differences and discuss

Suggest methods they can use to address the differences

Express acceptance and evaluate understanding

***Exercise can be enhanced by having participants:**

- Use information from Module I -Building Cultural Competencies
- Module II. Assessing Strengths and Opportunities of a Cultural Community
- Use information from Module VIII- American Engagement

Employers/Employees skills- Skills that employers need in their business and skills that new employees have that employers may need

It is important to know the type of skills that new employees possess in order to determine employability based on the information gather on present opportunities and trends in the job market place. Educators, extension professionals and employment agencies need information on the types of skills that employers desire and those new employees possess or need in order to serve the new employees well.

1. Determine current skills possessed by new employees and can if they fit the current needs of the employers.
2. Determine the skills the employers need but are not possessed by the new employees.
3. Plan strategies to provide new employees with the skills that are demanded by employers but are not available in the new employees' population.

Exercise: Employers/Employees Skills

- Assessment of the new immigrant population is needed to determine the following in order to know the types of services needed.

What types of skills do new workers possess?

What types of skills do the employers need?

What are the skills that employers need that are not found in the new worker population?

Are there programs to provide new workers with skills that employers need?