

Facilitating Workforce Development

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Introduction

With the entrance of new immigrant groups, the challenge increases for service providers, particularly as it relates to overcoming cultural and language barriers in achieving effective training and job placement. Extension professionals will benefit from additional innovations and instruction that can assist them in addressing the special needs of new immigrant populations and working with community employers.

This module will address the following issues:

- Analysis and discussion of the client group's cultural and work background
- Skills assessment methods for new immigrants
- Review of vocational/agricultural training approaches
- Industry requirements, needs, and expectations relative to new employees
- Data collection methods for acquiring information on dietary and food choice patterns in working with immigrants

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<u>UNIT 1</u>	Awareness of cultural differences of new employees
<u>UNIT 2</u>	Employers/employees relations
<u>UNIT 3</u>	Education and training- meeting the needs of the new workers
<u>UNIT 4</u>	Worker placement

It is recommended that you commence this module with Unit 1 which provides a broad overview of the cultural issues that will impact other issues addressed in the subsequent units. Each unit can stand alone and can be supplemented with relevant information in other modules as necessary. This module has been constructed to start with the participants getting to know each other and to examine some of the major cultural issues and challenges that they may encounter when working with new immigrant populations. The second unit, Unit 2 proceeds to build a basic understanding of culture, an acceptance for cultural differences, and methods the extension educator can use in helping to facilitate the new workers transition into the new culture, while helping them to better understand and build proper working relationships with employers. Employers should make significant efforts to understand the importance of understanding cultural differences of new workers and possible impact on worker performance. Unit 3 offers the educator basic information on the education level and assess education and training needs and availability of assistance for immigrant populations and how they qualify for the types of jobs employers have available. Unit 4 addresses the placement of new workers and how the extension professional can play a day-to-day role in assisting the new workers in finding employment, preparing them and assessing the success of assimilation into the job market. Therefore, the extension educator should be able to assist new workers in addressing various challenges that they face in achieving the appropriate education level, skills and training that employers need. This module concludes with information on where the educator can find resource information on work availability, education and training that are available immigration as well as legal issues as it relates to immigrant populations.