

Partnerships: Training and Outreach to Multicultural Populations

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Immigrant Workers Are Silent In Sickness And in Health

THERE ARE few things more secret to immigrants than the statistics told about their companies.

Together, these people live in the United States in thousands. In U.S. cities, they have helped others find jobs.



This photo by...

Immigration and Naturalization Service, and will deport them if they come in for care.

It's because of these fear that he's found, or to see his family, or to work in a company.

He's afraid of losing his health plan. Fear of losing his job is a constant threat.

The fear of deportation keeps illegal workers quiet.

Firm Put Untrained Immigrants At Risk to Remove Asbestos

The U.S. Environmental Protection Agency announced last Friday that **Construction Resources Inc.**—also known as **Service Management Inc.**—of Chatham, Tenn., and several of its employees pleaded guilty to federal charges on Dec. 5 for planning to bring untrained workers into the U.S. to remove asbestos without proper training.

For Hispanic Immigrants, a Higher Job-Injury Risk

They show that Hispanic workers, both legal and illegal immigrants, also have higher and more frequent injury rates than other workers in the United States.

A new study by the Bureau of Labor Statistics shows that Hispanic workers are less likely to get on...

Hispanics risk life, limb to work in unsafe U.S. factories

By PETER J. AILORNI
Special to the Times

CHICAGO — Hispanic workers in the United States are more likely to be injured on the job than other workers...

Immigrants urged to work in U.S. factories

Immigrants are urged to work in U.S. factories to help the economy. The U.S. needs more workers to help with the aging population and to help with the economy.

NATIONAL

THE NEW YORK TIMES



➤ Yet immigrant workers often have less training than other workers because it is not available in their native language.



Labor Occupational Health Program at UC Berkeley developed:

- Outreach
- Training
- Educational Materials

Targeted towards Spanish-speaking workers.

Presentation will focus on:

- The need for training in other languages
- How we developed the program
- What worked
- Challenges we faced
- Lessons learned





Latino Workers In the U.S. Face Increased Risk of Injury and Illness On The Job

Greater risk:

Latino Men:

**2 times
more likely**

Latina Women:

**1.5 times
more likely**

Fatalities among Latinos in Construction also increasing



➤ 1996 – 99:
Fatalities
increased by 68
percent

➤ Construction
worker deaths in
Georgia, Texas,
Florida remain
high



In California

- Adults with very high blood lead levels: 46% were Latino.
- Victims of serious accidents in LA: 3 in 4 had Spanish surnames.
- Day laborers in LA: twice the rate for construction workers in California.



Census figures: 1990's was a period of explosive growth for minority groups nationwide:

- Latino populations across America increased by nearly 40 percent.
- Asians and Pacific Islanders grew by over 45 percent.

Nevada saw a 144 percent increase in Latino's; Arkansas topped the nation for growth with a 170 percent.



Developing LOHP's Training Program in Spanish

- Workers coming to English HW courses who only spoke Spanish.
- Local Statistics documented higher risks for injury/illness.
- 1990: Supplemental funding from NIEHS to develop Spanish Language outreach, training and materials.

LOHP's approach

➤ Three keys areas of focus:

- Health and Safety Knowledge and Skills
- Outreach: Promoting the Program and Reaching Workers
- Training for Action: Having Impact in the Workplace/Policy





Focus #1: Increasing Health and Safety Knowledge and Skills

- Providing
- Technical
- Geographical scope included workers along U.S./Mexico border and throughout the Southwest





What We Learned: Worker's Experiences from our training program

Workers' Rights:

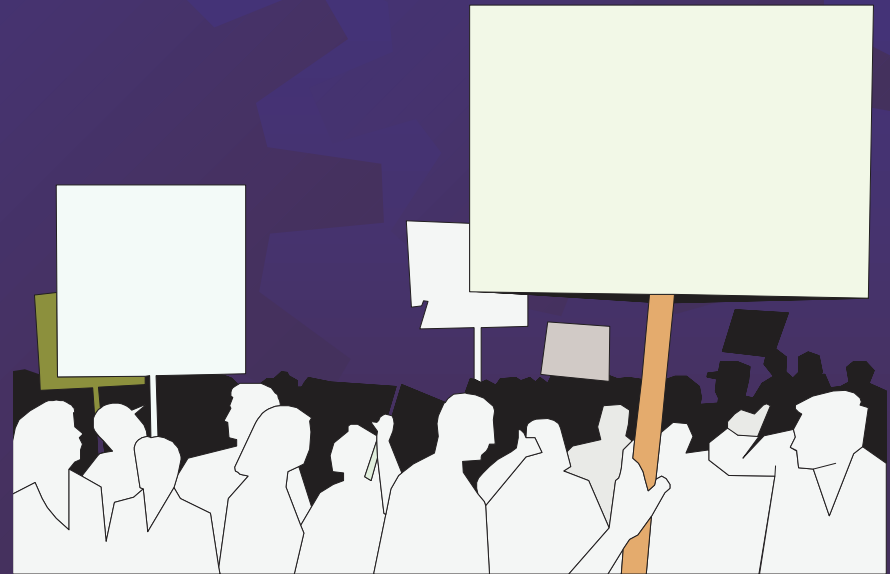
Training:

Regulations/Cal-OSHA

- Unaware of Hazard Communication or Injury and Illness Prevention Program requirements
- Have no knowledge of Cal/OSHA
- Express cynicism toward the role of inspectors


Taking Action to Improve Health and Safety

Following training, Spanish speaking workers attempted action as often as English speakers. However, they were only half as successful in achieving changes.





What We Learned

- Developing training in other languages takes strong commitment of time and energy
 - Involving workers/target audience in key steps is critical
 - Needs Assessment
 - Creating easy to read/visual materials
 - Use trainers and participatory training methods that are culturally appropriate
- 



Focus #2 Outreach: Promoting the program and reaching workers

- Outreach strategies: Used media, flyers, letters, trade associations, TOT's, community organizations, unions
- Workforce was primarily in unorganized industries
- Targeting outreach to employers was key



What We Learned

- Enrolling HW courses often difficult and frustrating
- Employers resistant to sending workers for HW training
- Lack of HAZWOPER enforcement created barriers to recruitment



Focus #3: Training for Action – Having Impact in Workplace

- Linking to unions and organizing campaigns
- Linking to Enforcement Agencies/Impacting Policy
 - Cal-OSHA emphasis on electroplating inspections
 - Cal EPA/CUPA's



What We Learned

- Working in partnership is critical
 - Building relationships with community organizations
 - Linking with unions/immigrant rights issues (advocating for Health and Safety)
 - Reaching workers through trusted/existing resources



Summary: Lessons for other Programs

- Network/Share Resources
 - NIEHS Clearinghouse
 - Trainers Exchange
 - OSHA Federal and State Programs
 - National/Regional Conferences