



PROGRAM OVERVIEW

Supporting Agricultural Workers from Mexico: Balancing Work and Family Demands has been developed for agriculture-sector employers who hire workers from Mexico and other Spanish-speaking countries. These materials may also be of interest to Spanish-speaking agricultural workers and their co-workers, non-profit organization professionals in rural communities, and individuals who are interested in learning more about the lives of agricultural workers from Mexico.

This program is based on data from a University of Minnesota research study in which Mexican agricultural workers in Southern Minnesota and one of their family members in Mexico were interviewed to better understand their work and family situations. Results of the study were used to guide the video and the accompanying educational materials. The people in the video are not the people who were interviewed for the research study. They were asked to get involved in the video project because they personally had similar experiences to those in the research study. While the research focused specifically on workers from Mexico, we believe the ideas can be applied to other Latino/a agriculture workers' situations.

By completing this program employers will:

- Understand the significant role Latino/a agriculture workers play in the United States economy.
- Be aware of the Latino/a worker population's contribution to the U.S. economy.
- Understand the complex lives of workers from Mexico.
- Identify their employees' needs and situations, including:
 - ▷ The complex nature of family care across countries.
 - ▷ Communication and language challenges.
 - ▷ Culture challenges.
 - ▷ Financial needs (advance payments, short-term loans, etc.).
 - ▷ Reasons employees are in the United States, e.g., a strong need for money to care for parents in their home country, and/or a lack of work opportunities in their home country.
- Understand their role in facilitating a positive work environment and improved relationships and communication among employers and employees.
- Develop a plan for creating a safe, healthy work environment — both physically and emotionally.
- Be aware of agencies (national, regional, state, county, and city) to aid their Latino/a workers.

These objectives will be reached through four units using video and discussion to aid learning

The units are:

- Unit 1: Introducing the Program
- Unit 2: Understanding Family Life of Migrant Latino/a Workers
- Unit 3: Understanding the Need to Go Home and Who Workers Are as Individuals
- Unit 4: Understanding the Challenges Associated With Bridging Language Differences