A Review of Best Practice Recommendations for Training Immigrant, Latino/a Dairy Workers in the U.S.

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Introduction
Industrialized dairy production in the U.S. relies on an immigrant, primarily Latino/a, workforce to meet increasing production demands. There are many factors that pose challenges to the provision of effective health and safety training for this growing workforce, including limited formal education and dairy experience, cultural and linguistic differences, and the overall marginalization of immigrant workers. Given the high rates of illnesses and injuries on U.S. dairies, there is a pressing need to develop culturally congruent training programs to reduce occupational hazards and promote safer practices among immigrant dairy workers. To date, there are scant published research articles or guidelines specific to developing effective health and safety training for immigrant, Latino/a workers in the dairy industry.

Method
Relevant literature was examined to identify promising approaches and best practice recommendations for researchers and practitioners involved in the design and implementation of health and safety training programs for immigrant, Latino/a workers in the dairy industry. The search was restricted to peer-reviewed journals and guidelines published by extension programs and universities between 1980 and 2015 that were written in English and related to safety and health training among immigrant, Latino/a workers within agriculture and other high-risk industries. Recommendations to promote the transfer of training were also included from literature in the field of industrial-organizational psychology.

Results
The review revealed a number of promising strategies on how to best tailor health and safety training for immigrant, Latino/a dairy workers, that fall under five main themes: 1) understanding and involving workers; 2) training content and materials; 3) training methods, 4) maximizing worker engagement; and 5) program evaluation.

Conclusion
These best practice recommendations can be used to inform the development of more culturally congruent and impactful health and safety training for immigrant, Latino/a workers in the U.S. dairy industry.