

Pocket Reference Guide



Figure 2: Laminated Pocket Reference Guide - The workers can take this foldable laminated guide with them to their job sites and access it whenever they need it.

Bilingual Training Course for Redwood Residential Fence Company

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The Hispanic population has been increasing in the US over the past twenty years, and made up 42.9% of the construction workforce in 2018 (Data USA, n.d.). Due to this population increase, many language barriers exist and create serious issues in construction. Language barriers cause productivity to decrease and increase concerns for the workers' safety. Although OSHA trainings are available in Spanish, the opportunity to take these courses vary from company to company and are rare to see in smaller companies, with a majority Hispanic workforce. To solve this issue, this project teamed up with Redwood Residential Fence Company in Santa Rosa, California, to develop a bilingual training course for laborers and tailored the course with information related to their specialization. A 4-hour course was developed, consisting of four sections which teach basic construction vocabulary and phrases, and one section which goes in depth into OSHA safety trainings. The hope is that after taking this course, this information helps the workers in their daily lives and facilitates communication.

Problem:

- Increasing Hispanic Population = Hispanics make up a majority of construction workforce
 - Many of these immigrant workers have low levels of education
- Hispanic workers experience more hazardous working conditions
- Many Language Communication Barriers arise
- Supervisors need a translator to communicate
 - If translator doesn't show up: productivity & safety decreases
- Some supervisors have had bilingual instruction in the past, but many forget or aren't advanced enough to communicate adequately
- OSHA trainings exist in spanish, but smaller companies don't require this
 - Smaller companies = most hispanic workers
- Hispanic workers hindered from language barrier
 - No safety trainings
 - Career advancement requires fluency in english

Solution:

- Create a Bilingual safety training course for hispanic workers
 - Tailor it to a specific company

Training Guide (57 Page Binder)

The course consists of **Four** Sections:

- Simple Direct Language Phrases to Facilitate Basic Communication & Survival Phrases
- Basic OSHA Standards to Follow
- Construction Related Vocabulary
- Names of Tools, Equipment and Material

Booklet instruction:

After the instructor introduces the respective section, the teaching style will follow as proposed:

- The word is shown on the slideshow and read to participants by the instructor in English and Spanish
- Participants repeat the word several times
- Participants write the pronunciation of the word (phonetic sound);
- Comments are discussed.

Booklet Handout

4. Names of Tools, Equipment and Material

4. Nombres de Herramientas, Maquinaria y Materiales

Tools / Herramientas	
Image / Imagen	Translation / Traducción
	English: Bar Español: Barra Pronunciación Fonética:
	English: Brush Español: Cepillo / Escoba Pronunciación Fonética:
	English: Chalk line Español: Línea de tiza Pronunciación Fonética:
	English: Chainsaw Español: Motosierra Pronunciación Fonética:
	English: Circular Saw Español: Sierra Circular Pronunciación Fonética:

Figure 3: Booklet - English term (Blue), Spanish term (Red), Phonics pronunciation (Purple) on SlideShow

Deliverables:

- Training Guide
- Booklet
- Pocket Reference Guide

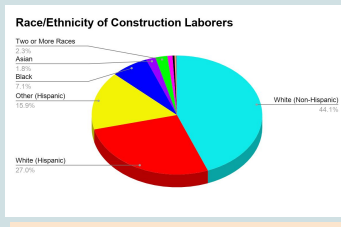


Figure 1: Race/Ethnicity of Construction Laborers - Hispanics = 42.9%