

## Fellowship Report

**Project Title:** Understanding the Demand for a Farm Management Certificate Program taught in Spanish

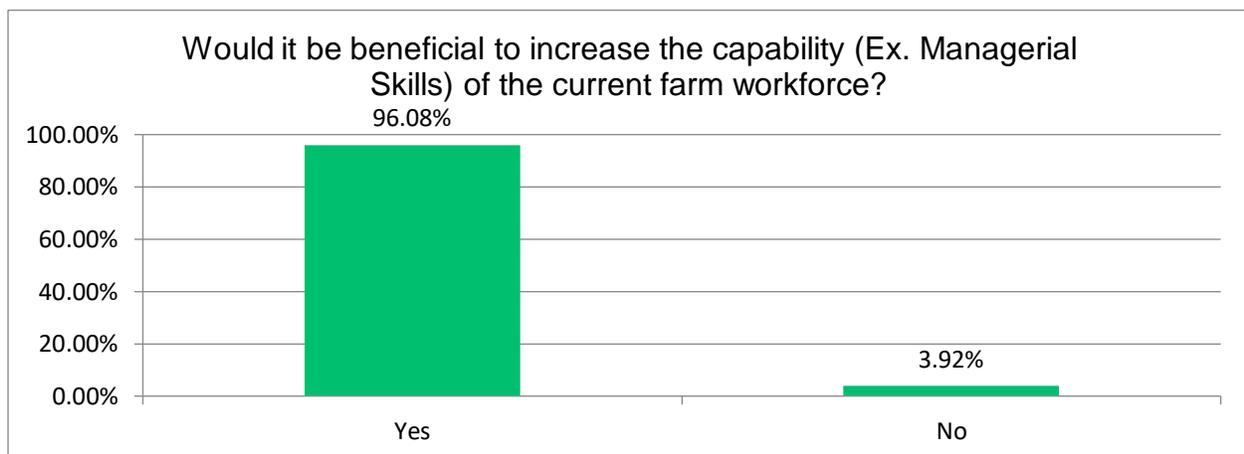
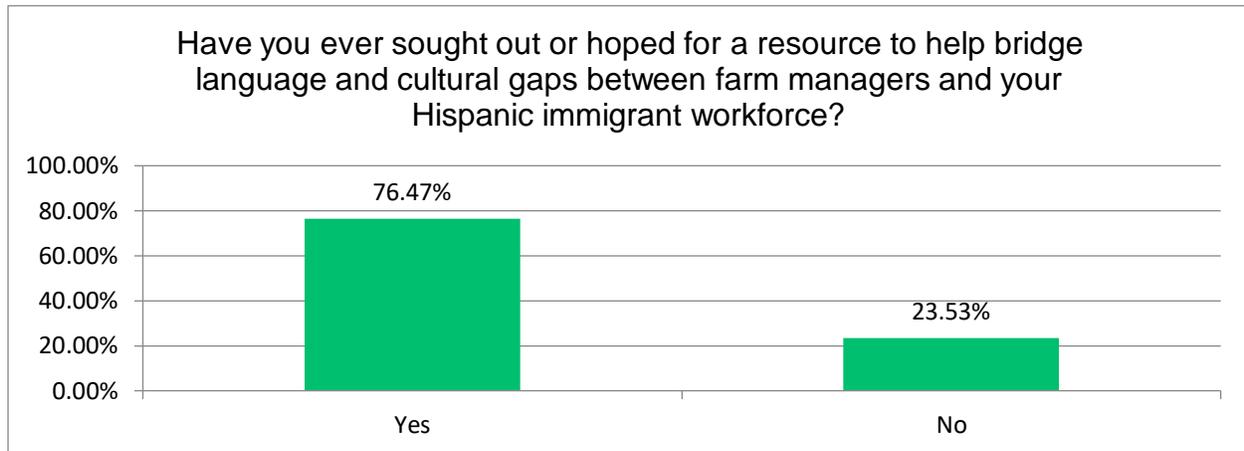
**Fellow:** Dr. Sophie Ano

**Date Submitted:** August 1, 2020

### Project Summary:

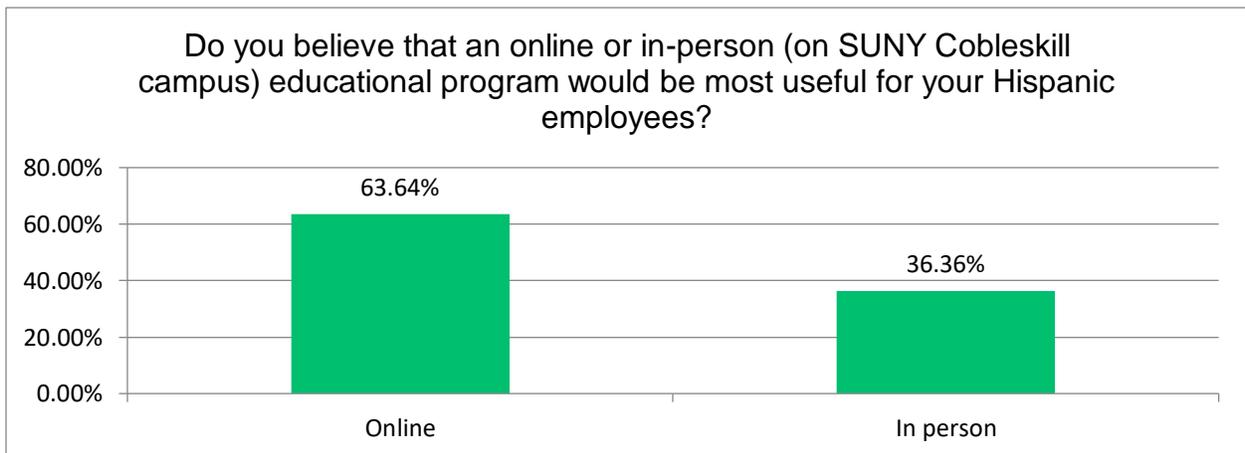
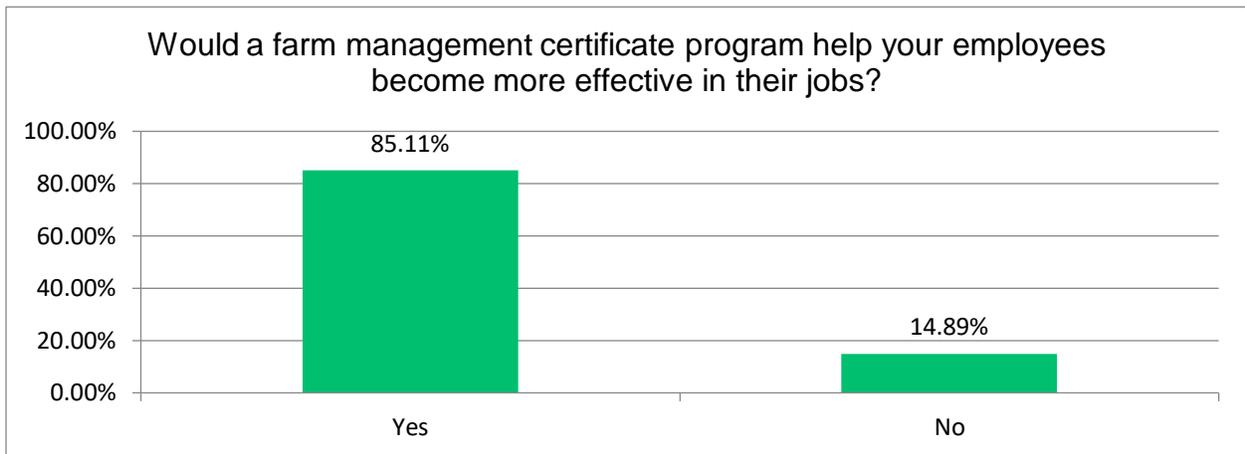
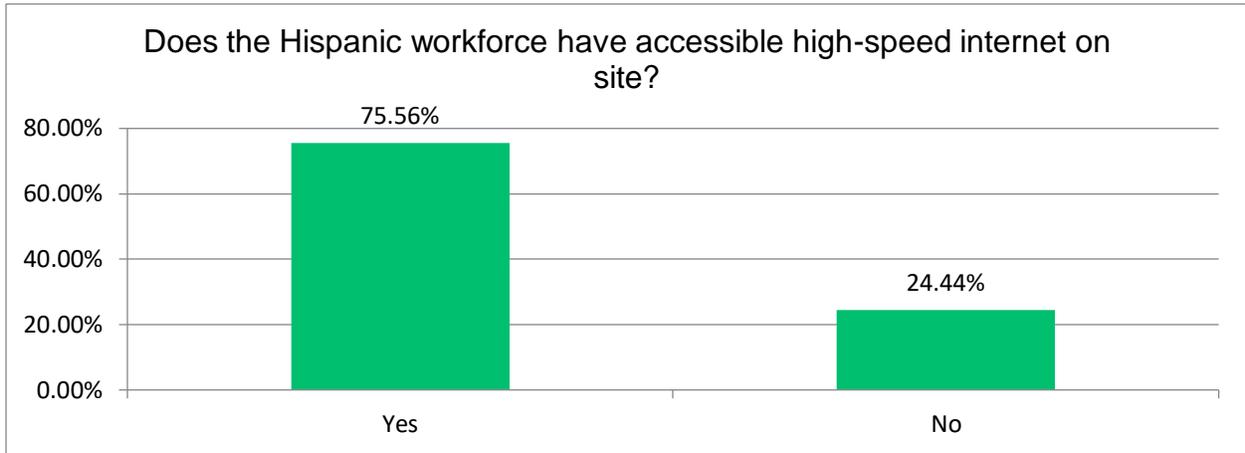
The fellowship project primary consisted of a survey that was open June 18, 2020 to August 18, 2020. With 52 respondents, whom identify as farm managers or supervisors, the questions were focused on determining the demand for a Farm Management Certificate Program taught in Spanish. The survey was developed with the support of [Cornell Agricultural Workforce Development](#) and distributed through Cornell Cooperative Extension’s communication network.

### Supporting Data/Documents:

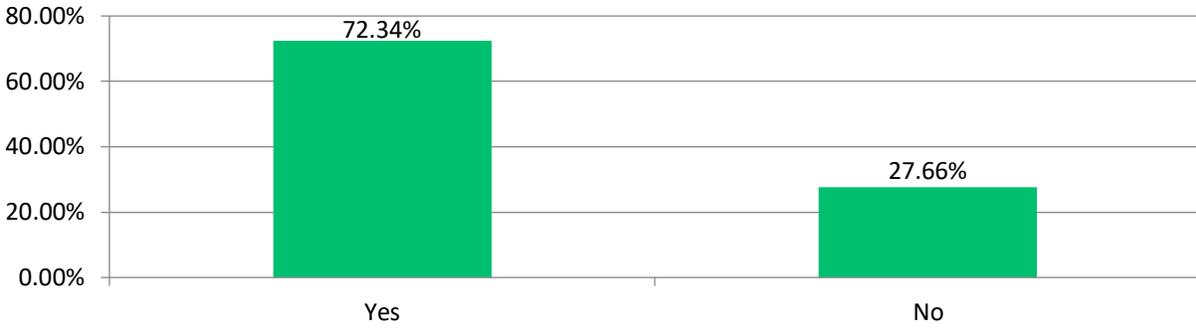


When asked:

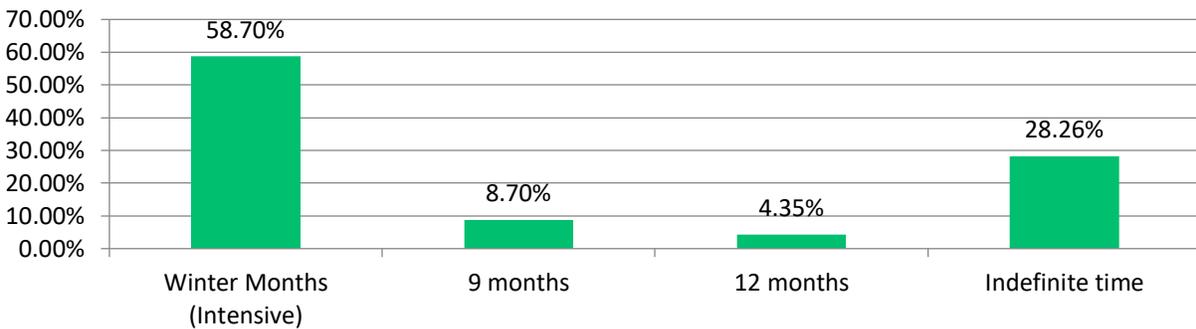
- What are the most significant challenges that arise in day-to-day operations related to the immigrant workforce employed? Top response(s): Language and Communication
- What specific management and production-related concepts would be of most benefit to the farm operation? Top response(s): HR and Leadership



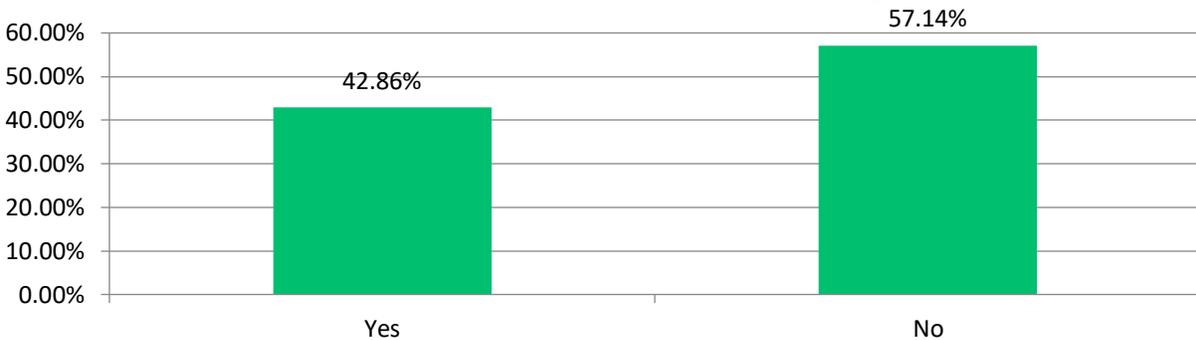
In addition to technical skills, would you like to see intensive language classes in the program?



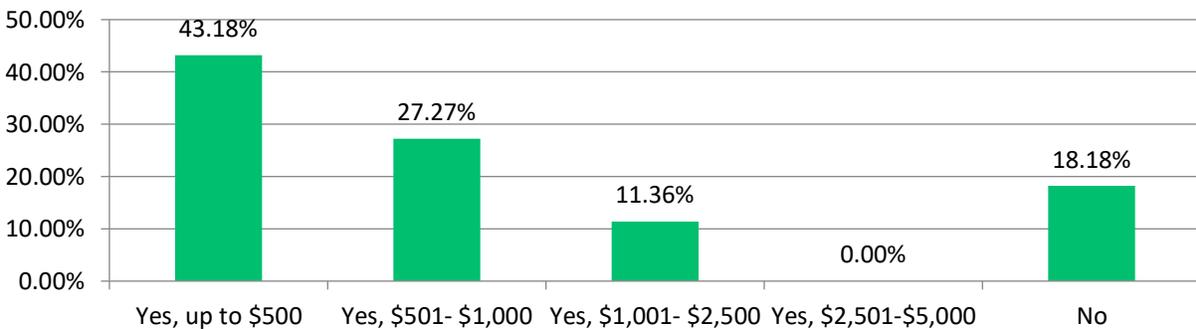
Is there a certain time of the year that would work best to hold the program (10 courses total)?



Do you have any concerns about the ability of Hispanic employees to successfully complete such a certificate program?



Would the farm be willing to pay for a program of this design, on behalf of the employees?



- What other thoughts would you like to share about a certificate program for Hispanic employees? The responses were:
  - I think this would be great for Hispanic employees, but I also think that similar courses should be held for native English speakers as well. There are still many non-Hispanic farm workers that would like to improve their skills and move into management roles.
  - In all seriousness, a common language is critical to a strong and functional nation. As recently as the late second wave of European immigration to the U.S., it was common for immigrants to not speak a word in public until they had learned English. It has far reaching effects, from workplace safety to healthy local culture.
  - It's a great idea, the more you make it an on farm local program, the better success rate you will have. Asking them what areas they are interested in the farm management areas.
  - Protecting the privacy of employees and employers.
  - A lot of our guys would also be interested in taking classes to learn English.
  - the value of education has been a tricky topic for us to navigate with our immigrant employees. Those that have higher education do not seem to be valued by those who have worked their way through with experience, yet personally they feel they deserve that recognition.
  - Even though I have not personally looked for this resource, I can clearly identify a need for it. There are numerous Hispanic farm laborers in the Mid-Hudson Valley, many of whom are capable and intelligent, and offering a course such as this is positive.
  - I have not, but this could be useful if English language communication is a key focus. Historically, immigrants who have learned English have had better opportunities and outcomes than those who have not. Multilingual cultures often suffer division and inequality. Illegal workers and temporary work visas should be reduced in favor of a trained, permanent workforce.
  - When we go beyond the concept of "seasonal workers" or "migrant labor" and look to their real potential as partners and future managers, it will only enhance the state's agricultural industry. A smart, educated worker is a better worker, and just like the old Alger stories of "pick yourself up by your bootstraps", there are untapped potentials in providing such a course to the Hispanic agricultural community.
  - Basic English language communication and lower level management skills would be beneficial for a start.
  - Online would serve a wider area and many potential Hispanic employees may not be able to travel to the nice campus you have. What is wrong with offering both programs? Or a hybrid program to include both online and on campus?
  - English should be taught, and Spanish used only in the teaching of English. Management concepts need to be learned in English so that it is natural to communicate in English.