

Hispanic Workers

(Continued from Page 32)

panding employee skills, Vinton Smith of Penn State on overcoming the language barrier, Dave Grusenmeyer of Cornell's PRO-DAIRY on gaining multicultural acceptance in the community, and two attorney who spoke on legal issues surrounding immigrant workers.

A panel made up of John Gatley, Leidy's Inc., a pork processing company from Souderton; Logan Bower, dairy farmer from Blain, Perry County; and Jorge Estrada handled questions on promoting Hispanic workers to supervisory positions.

Participants generally agreed that grooming Spanish-speaking workers for management positions has its challenges and can be a slow process, but is becoming an increasing necessity in order for farm operations to survive and thrive.

As an example of the employment trend on dairy farms, Estrada noted that the number of Hispanic workers on Franklin County dairies increased from a total of three or four in the early 1990s to more than 60 today.

"Coaching and grooming is needed across all of your businesses," Estrada said. "It takes time and it

takes a plan."

Estrada said the increase in dairy herd sizes and number of employees on farms requires a "paradigm shift" from "managing cows to managing people."



QUALITY POURED CONCRETE WALLS

Specializing:

- Bunker Walls
- Foundation Walls
- Manure Storage



STOLTZFUS CONCRETE CONSTRUCTION

717-423-6974

Cumberland Co.
Newburg, PA