

EL INFORME

Michigan Department of Career Development • Michigan Commission on Spanish-Speaking Affairs
Dr. Barbara Bolln, MDCD Director • Marylou Olivarez-Mason, COSSA Executive Director

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A.L.S.A.M.E. Opening Doors for Latinos in Higher Education

A.L.S.A.M.E. (Advocates for Latino Student Advancement in Michigan Education) is an organization that is committed to making a college education a reality for Latino students in Michigan. A.L.S.A.M.E. functions as a resource to high school and college students in their pursuit of higher education, as well as serving the needs of higher education institutions by attracting prospective Latino students to campuses. The organization also assists parents, teachers, counselors and administrators by providing information about admission, financial aid, career information, housing, student services, retention, advocacy and Latino student organizations. A.L.S.A.M.E. is a unique organization, as it is able to address the culturally specific needs and special interests of Latino students.

The following colleges and universities participate in A.L.S.A.M.E.: Central Michigan University, Delta College, Eastern Michigan University, Lansing Community College, Lawrence Technological University, Michigan State University, University of Detroit-Mercy, University of Michigan, Wayne County Community College, and Wayne State University.

There are two types of memberships available:
(1) Regular Membership is open to any individual from an institution that engages in the recruitment of Hispanic students, provides services, or which is interested in promoting A.L.S.A.M.E.'s goals. The annual dues are \$25. (2) Student Membership is available to individuals who are actively pursuing an educational degree. The annual dues are \$5. For more information, contact the admissions office of any of the colleges or universities listed above.

Michigan Works! Services

The Michigan Department of Career Development (MDCD) is developing a career development system that serves all Michigan residents, particularly employers and job seekers. In cooperation with Michigan Works! agencies, the MDCD helps workers to find jobs and employers to recruit and train skilled workers.

The Michigan Works! association has 100 certified service centers where the public can easily access a variety of services to assist them in searching for a job free of charge. Job seeker services include:

- Career, job, and labor market information;
- Job, career, and skill self-assessment tools;
- Resume writing software and support materials;
- Directories of human services agencies and employers;
- Information on financial aid, occupational training, and workplace accommodations;
- Access to Michigan's Talent Bank, an Internet-based program (www.TalentFreeway.org) that is available to job seekers 24 hours a day, free of charge. Job seekers can post their resumes and search available jobs.

Employer services include:

- Assistance in finding qualified workers;
- Interview facilities at the service centers;
- Information on business start-up, retention, and expansion services;
- Information on customized training programs;
- Information on labor markets, workplace accommodations, and tax credits for new hires;
- Training incentives such as on-the-job training programs (based on worker eligibility);
- Access to Michigan's Talent Bank, an Internet-based program which is part of the new www.TalentFreeway.org Web site, and which is available to employers 24 hours a day, free of charge. Employers can register job openings and view resumes of job seekers.



Web Site Has Much to Offer Farm Workers & Growers

By Dr. Barbara Bolin
Director of the Michigan Department of Career Development

“I think the site is an excellent vehicle for growers to access employees, and workers to locate jobs,”

—Dan Wyant, Director
Michigan Department
of Agriculture

Michigan’s fruit and vegetable growers have a great vehicle for posting job openings. It’s the Migrant and Seasonal Farm Worker Program site, www.michaglabor.org, which has been launched by the Michigan Department of Career Development (MDCD).

The program site provides helpful information on a variety of topics for growers and migrant and seasonal farm workers. That includes a “Grower Profiles” link that allows growers to present information about their business, the type and number of workers they want to hire, and a picture of their farm or company. Agriculture is one of Michigan’s most important industries, and this Web site is the ideal place for workers and employers to connect.

“I think the site is an excellent vehicle for growers to access employees, and workers to locate jobs,” said Dan Wyant, director of the Michigan Department of Agriculture. “Anything that we can do in this tight labor market to help employers find workers is a big advantage. I also think the site could have long-term benefits. The more people that successfully utilize it this year, the more that will hear about it and want to use it next year,” he added.

Growers who are interested in profiling their business and listing job openings at the site need to fill out the “Grower Profile” information sheet, which can be obtained from one of the Department of Career Development’s Agricultural Employment Specialists located throughout the state. Their names, locations, and telephone numbers can be found on the www.michaglabor.org site, at the “Agricultural Employment Specialists” link. Or, growers can call Gerald Deer, an MDCD agricultural employment specialist, at (231) 876-1629 to request an information sheet.

Other topics covered on www.michaglabor.org include migrant labor housing, day care and educational programs, seasonal crop information, and general service information.

In southwestern Michigan, you can hear other news of special interest to farm workers and growers by listening to “La Hora Del Campesino” (“The Hour of the Farm Worker”) on Dowagiac radio station WDOV 92.1 FM from 8 to 10 p.m. on Sundays. The bilingual talk-music show is co-sponsored by MDCD, the Berrien-Cass-VanBuren Michigan Works! Agency and by several southwestern Michigan businesses. It is hosted by Gerardo Aranda, an MDCD agricultural employment specialist in Benton Harbor.

The program’s primary focus is the announcement of agricultural jobs. All job openings are announced in Spanish and English. Since its debut in November of 1998, more than 800 agricultural jobs have been announced on the program and almost 200 agricultural employers have been served through radio job advertisements.

MDCD Agricultural Employment Specialists also assist farm workers and growers in utilizing the services of the Michigan Talent Bank, the state’s Internet-based public resume and job database. The Michigan Talent Bank, which is part of the new www.TalentFreeway.org Web site, features thousands of resumes for employers to search, and a wide variety of job openings for job seekers to

explore. This system works in conjunction with www.michaglabor.org.

The Migrant and Seasonal Farm Worker Program site can also be accessed at the Department of Career Development’s Web site at www.MDCD.org under “Related Links.” The Michigan Department of Career Development is the state government agency which is charged with providing the skilled workforce Michigan needs to enhance and maintain its economy. To this end, the state’s new career and training development agency is working with employers, K-12 schools, community colleges, and local Workforce Development Boards to develop a comprehensive career development system. For more information about the Michigan Department of Career Development, visit the Department’s Web site at www.MDCD.org or call 1-866-MY GOALS.



Welcome New Commissioners!

Governor John Engler recently announced six new appointments and five reappointments to the Michigan Commission on Spanish-Speaking Affairs.

New Appointments:

- 1) Randall Fernandez, St. Clair County
- 2) Emily Martinez, Lenawee County
- 3) Johnny Morales, Ingham County
- 4) Sergio Paneque, Clinton County
- 5) Frances Plets, Macomb County
- 6) Juanita Rogers, Leelanau County

Reappointments:

- 1) Manuel Alfonso, Oakland County
- 2) Nelida Bravo, Oakland County

- 3) George Fierro, Allegan County
- 4) Mariano Pallares, Oakland County
- 5) Zoraida Sanchez, Kent County
- 6) Ricardo Verdoni, Saginaw County

Commission members who served under terms which expired in December 2000:

- 1) Jorge Cedenno, Kent County
- 2) David Esparza, Wayne County

On behalf of the Commission office, we would like to warmly welcome the new commissioners to the Michigan Commission on Spanish-Speaking Affairs.

We look forward to them joining in our commitment to and efforts on behalf of the enrichment of Hispanic life and interactions in the state of Michigan.

Funding Increased for Migrant Housing Program

Many people do not realize the importance of migrant labor to our state's economy. Each year nearly 45,000 migrant laborers travel to Michigan to work in the nation's fourth largest migrant labor workforce. Migrants are the principal labor source in the production of almost every crop that involves hand labor.

With the need for migrant workers comes the need for migrant housing. Although farmers and growers are generally not legally required to provide housing, the reality is that they usually have to provide it in order to attract workers.

The Michigan Department of Agriculture licenses migrant housing, and the department's Migrant Labor Housing and Construction Grant Program plays a significant role in helping to finance migrant housing. Since being elected to the Michigan House of Representatives in 1998 and to the state Senate in March 2001, state Senator Valde Garcia (26th District) has worked hard to increase funding for the program. Not

only is he a voice for the 26th District, but he also is a voice for the Hispanic community. Prior to Senator Garcia's arrival in the state Legislature, funding for the program was stagnant at \$300,000 annually. He was able to work with colleagues over the last two years to help bring funding to \$950,000 for fiscal year 2001, an increase of more than 200 percent.

This funding increase is important because the state Department of Agriculture is now able to provide more money for construction grants for building new facilities and improving existing migrant housing. There are actually more licensed labor housing sites now than 15 years ago, and with the increased appropriation for 2001 more are on the way.

Increased funding for the Migrant Labor Housing and Construction Grant Program is expected to be just one of what, hopefully, will be a number of advances for Michigan Hispanics and the state as a whole in the coming years.

Each year nearly 45,000 migrant laborers travel to Michigan to work in the nation's fourth largest workforce.

Michigan Department of Career Development Employee Wins National Award



Gerardo Aranda, a Michigan Department of Career Development (MDCD) agricultural employment specialist in Benton Harbor, recently received a Leader, Unity, Professional, & Excellence Award at the 2001 National Farmworker Conference for his work with farm workers, and specifically for “La Hora Del Campesino” (“The Hour of the Farm Worker”), the bilingual talk-music show that he created and hosts. The conference was held in March in Albuquerque, New Mexico.

Aranda was one of three recipients of the award. He was nominated for the award by Rick Olivarez, state monitor advocate for MDCD’s Employment Service Agency, and Lewis Gibert, regional monitor advocate for the U.S. Department of Labor’s Employment Service Agency.

“La Hora Del Campesino’s” primary focus is the announcement of agricultural jobs. All job openings are announced in Spanish and English. Other news that is of special interest to farm workers and growers is also featured. Since its debut in 1998, more than 800 agricultural jobs have been announced on the program and almost 200 agricultural employers have been served through radio job advertisements. The program airs 8–10 p.m. Sundays on Dowagiac radio station WDOV-FM 92.1. It is sponsored by MDCD, the Berrien-Cass-Van Buren Michigan Works! agency, and several southwestern Michigan businesses.

“I congratulate Gerardo Aranda for being named a recipient of this award,” said Dr. Barbara Bolin, director of the Michigan Department of Career Development. “He certainly deserves this recognition

of his dedication to helping migrant and seasonal farm workers and Michigan’s fruit and vegetable growers.”

“I was very happy and honored to receive this award,” Aranda said. “I’m always glad to do whatever I can to help farm workers, especially when it comes to helping them find jobs here in Michigan.”

Aranda also hosts a new Spanish-language radio program, the “Tex-Mex Supershow,” which airs 7–9 a.m. Saturdays on WGMV-AM 940, and 7–9 a.m. Sundays on WCSY-FM 98.3. It is underwritten by the Van Buren Intermediate School District.

Aranda is the sixth oldest of 11 children and the first to graduate from high school, with all of his younger brothers and sisters following in his footsteps and pursuing higher education. A native of Weslaco, Texas, he traveled as a farm worker with his family throughout several states. He is married and is the father of three children. He has worked as an agricultural employment specialist for 22 years.

The Michigan Department of Career Development is the state government agency which is charged with providing the skilled workforce Michigan needs to enhance and maintain its economy. To this end, the state’s new career and training development agency is working with employers, K–12 schools, community colleges, and local Workforce Development Boards to develop a comprehensive career development system. For more information about the Michigan Department of Career Development, visit the Department’s Web site at www.MDCD.org or call 1-866-MY GOALS.

League of Latin American Citizens (LULAC) National Scholarship Fund

The League of Latin American Citizens(LULAC) offers scholarships for high school seniors and undergraduate and graduate students through its educational counterpart, the LULAC National Educational Service Center, Inc. Applicants must be of Hispanic descent with a strong academic record. Awards are based on financial need, community involvement, grade point average, and academic performance.

Award: varies

Deadline: varies

LULAC National Office
2000 L Street NW
Suite 610
Washington, DC 20036
(202) 833-6130
www.lulac.org

Uninsured Hispanics Face Health Crisis

The Hispanic population is facing a health care crisis that threatens to grow much worse in the near future, according to the consensus reached at a symposium sponsored by the American College of Physicians-American Society of Internal Medicine (ACP-ASIM), the National Hispanic Medical Association, and the Commonwealth Fund.

The symposium brought together health care providers, politicians, and business leaders to discuss the current problems facing uninsured Hispanics.

In Florida, Hispanics are more than twice as likely to be uninsured as the non-Hispanic white population, and nearly 50 percent more likely than African-Americans.

“A lack of insurance puts Hispanics at great risk because they do not receive routine preventive care, and that often results in greater complications or worse symptoms from easily treated diseases such as diabetes, asthma, or hypertension,” said Sandra Adamson

Fryhofer, M.D., Fellows of the American College of Physicians (FACP), president of the ACP-ASIM. “For example, incidences of diabetes-related end-stage renal disease in the Hispanic population are up to six times greater than in the non-Hispanic white population.”

The symposium identified a number of barriers to health care for Hispanics. It was stated that Hispanics tend to work for small, low-wage businesses that do not offer insurance. In addition, not enough information is available about existing programs due to cultural and linguistic barriers that often hinder interactions with physicians and make it difficult to complete the paperwork required for public assistance. It also was stated that Hispanics may be concerned about being labeled a public charge if they use public assistance.

Possible solutions by the symposium and the business community were undertaken to begin a series of sequential steps that will hopefully lead to health insurance for all Americans.

“...incidences of diabetes-related end-stage renal disease in the Hispanic population are up to six times greater than in the non-Hispanic white population.”

—Sandra Adamson Fryhofer, M.D., Fellows of the American College of Physicians (FACP), president of the ACP-ASIM

Famous Hispanics

Famous Hispanic Inventor: Carlos J. Finlay (1833–1915)

Carlos Juan Finlay was a Cuban epidemiologist who discovered that *yellow fever* is transmitted from infected to healthy humans by a mosquito. Finlay published experimental evidence of this discovery in 1886, but his ideas were ignored for almost 20 years.

It wasn't until 1900 that the U.S. Army Yellow Fever Board, which was headed by the physician Walter Reed, was persuaded by Finlay to consider accepting his mosquito-vector theory.

Although skeptical, Reed decided to investigate the theory, refining Finlay's experimental procedures in the process. Reed found proof that mosquitoes do indeed transmit yellow fever, and shortly thereafter William Gorgas' eradicated the disease in Cuba and Panama.

Finlay was appointed chief sanitation officer of Cuba (1902–1909), and after his death on August 20, 1915, in Havana, Cuba, the Finlay Institute for Investigations in Tropical Medicine was created in his honor by the Cuban government.

You can find out more about Carlos Juan Finlay on the Internet at www.britannica.com

July 14-18, 2001

Milwaukee, Wisconsin
The National Council of
La Raza (NCLR)
2001 NCLR Annual Conference,
The Ultimate Hispanic Experience
www.NCLR.org
(845) 439-3893 • Fax: (845) 439-3898

August 12, 2001

Negaunee, Michigan
Immigrant Heritage Day
Michigan Iron Industry Museum
Celebrate Michigan's immigrant history through music, crafts and dance. Priscilla Massie will present "Michigan Historic Cookery" in the museum auditorium at 2:00 pm. Celebration from noon–4:00 pm
Free admission • Call (906) 475-7857

August 13, 2001

Macomb County, Michigan
9th Annual Hank Aguirre Golf Outing
8:00 am • Proceeds from this event will go toward promoting Hispanic and minority businesses throughout the state. The golf outing will be held at four golf courses in Macomb County. Contact Lubna Bazzi with the Michigan Hispanic Chamber of Commerce at (248)208-9915.
www.MHCC.org

EVENT CALENDAR

Healthy Lifestyle Tips: *Exercise to a Healthier You*

It is a fact that more people over the age of 45 are overweight, seldom exercise, overeat, and/or eat the wrong foods.

Unfortunately, poor health and serious diseases are more common with minorities. For example, one-third of Hispanics have diabetes (the sixth leading cause of death in the United States).

Although it is a challenge, some people can take control of diabetes by maintaining regular exercise and proper nutrition.

Whether it is a structured exercise program or just part of your daily routine, all exercise adds up to a healthier you.

The *American Heart Association* recommends these tips:

- 1 Wear comfortable, fitted footwear, and loose-fitting clothing that is appropriate for the weather and activity.
- 1 Find a convenient time and place to do activities. Try to make it a habit, but be flexible. If you miss an exercise opportunity, work activity into your day another way.
- 1 Add VARIETY. Try not to rely too much on one activity, but develop a repertoire of several that you can enjoy. That way exercise will never seem boring or routine.
- 1 Choose activities that are fun, not exhausting.
- 1 Use your favorite upbeat music to keep you entertained.
- 1 Share your activity time with others. Spend time with the children while you exercise, or invite a friend or co-worker to go for a brisk walk through the neighborhood.
- 1 Don't overdo it. Do low to moderate level activities, especially at first. You can slowly increase duration and intensity of your activities as you become more fit. Over time, work up to exercising three or four times per week for 30–60 minutes.

For more information on exercising tips for better health, look on the Internet at:

www.americanheart.org

Diabetes Will Strike Half of U.S. by 2010

The national Centers for Disease Control and Prevention (CDC) says that by the year 2010, half of the nation's adult population will have diabetes.

Diabetes is more common in minority populations, including one-third of Hispanics by the age of 65.

Diabetes is the leading cause of blindness, non-traumatic amputation, and kidney failure, and it increases the risk of heart disease and stroke.

Symptoms of diabetes, which are sometimes ignored, include extreme fatigue, extreme thirst, frequent urination, nausea, blurred vision, itching, slow wound healing, numbness in the feet, and rapid weight loss.

Research has shown that most people can lower their blood sugar and avoid the serious complications of diabetes by maintaining regular exercise and proper nutrition and by monitoring their blood sugar.

Diabetes is not caused by eating too much sugar. Diabetes is simply the body's inability to produce any insulin (Type 1 or juvenile diabetes) or the body's inability to use insulin and access stored energy (Type 2 or adult-onset diabetes). Detection of diabetes can be diagnosed with a simple blood test. A simple blood test allows those who need treatment to receive the care that is needed before it is too late.



La Diabetes Atacará la Mitad de los EE.UU. para el Año 2010.

El Centro para el Control y Prevención de Enfermedades (CDC) de los Estados Unidos afirma que para el año 2010 la mitad de la población adulta de la nación padecerá de diabetes.

La diabetes es más común en la comunidad minoritaria, incluyendo una tercera (1/3) parte de los Hispanos, los cuales son generalmente afectados antes de cumplir los 62 años de edad.

La diabetes es la principal causa de la ceguera, amputaciones de extremidades por causas no-traumáticas, y fallo renal, y puede

aumentar significativamente, los riesgos de enfermedades cardíacas y derrames cerebrales.

Los síntomas de la diabetes, los cuales son ocasionalmente ignorados incluyen: fatiga, extrema sed, frecuencias urinarias, náusea, visión borrosa, prurito, cicatrización lenta de heridas, entumecimiento de los pies, y la rápida pérdida de peso.

Las personas pueden disminuir la azúcar en la sangre, y evitar serias complicaciones de la diabetes, si mantienen regularmente un buen programa de ejercicios,

una nutrición apropiada, y monitorean los niveles de azúcar en la sangre.

La diabetes es la incapacidad del cuerpo humano de producir insulina (Tipo I ó Diabetes Juvenil), ó la incapacidad del cuerpo de usar insulina y utilizar los depósitos de energía en el cuerpo (Tipo II ó Diabetes Adulta).

La diabetes se puede detectar con un simple examen de sangre. Este examen le permite a aquellas personas que necesitan tratamiento recibir el cuidado necesario antes de que sea demasiado tarde.

Career Web Site for Hispanics Provides Helpful Information

The U.S. Hispanic Chamber of Commerce has a career resource and employment center on the Internet. The site offers nationwide information on employment opportunities and resources, tips on writing an effective resume and cover letter, 10 things to do for an interview, tips on how to dress for an interview, how to sell your skills at an interview, and other useful information.

The U.S. Hispanic Chamber of Commerce has partnered with companies nationwide to bring the best job opportunities to those seeking employment. The Web site address is **www.jobcentro.com**.

The U.S. Hispanic Chamber of Commerce has a career resource and employment center on the Internet at: www.jobcentro.com.

El Sitio de Empleos para Hispanos en el Internet

La Cámara de Comercios Hispanos de los EE.UU. ofrece recursos profesionales y un centro de empleo en el Internet. El sitio ofrece información acerca de oportunidades de empleos y otros recursos nacionales, consejos sobre cómo escribir cartas de empleo y résumés, 10 cosas que se deben de hacer antes de ir a una entrevista, consejos sobre cómo vestirse cuando necesita presentarse a una entrevista de empleo, cómo vender sus habilidades en una entrevista, y otras informaciones.

La Cámara de Comercios Hispanos de los EE.UU. se ha asociado a compañías nacionales, para traerles las mejores oportunidades de empleo a todos aquellos individuos buscando trabajo. La dirección Web de este sitio (Website) es: **www.jobcentro.com**

Did You Know?

The Hispanic population in the United States is expected to grow significantly as a percentage of the U.S. population over the next half century. The U.S. Census Bureau estimates that 12 percent of the

United States' population in 1999 was of Hispanic origin. This proportion is expected to grow to 24 percent by 2050, making Hispanics the largest minority group in the U.S.



Michigan Department
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Director's Message

On behalf of the Michigan Commission on Spanish-Speaking Affairs and staff, I would like to inform you of the changes within our office. On March 10, 2000, Governor John Engler issued Executive Order 2000-5, which transferred all of the authority, power, duties and responsibilities of the Commission on Spanish-Speaking Affairs and office from the Michigan Department of Civil Rights to the Michigan Department of Career Development, effective May 10, 2000.

The Michigan Spanish-speaking population plays a vital role in Michigan's culture and economy. The Michigan Department of Career Development's unique focus on education and career development will enhance the commission and office as they continue to meet the needs of the Spanish-speaking

community. With each day that passes, the enthusiasm we are experiencing continues with our new venture with the Michigan Department of Career Development.

We will keep you informed of all of the new happenings, and we look forward to working with our statewide Hispanic community as we strengthen our educational and career development programs.

Sinceramente,



Marylou Olivarez-Mason



Michigan Department of Career Development • Michigan Commission on Spanish-Speaking Affairs
Dr. Barbara Bolin, MDCD Director • Marylou Olivarez-Mason, COSSA Executive Director

Quantity: 2,000; Cost: \$1,308.70; Unit Cost: 6.65; MDCD is an Equal Opportunity Employer/Program • TTY: 1-888-605-6722