

# Work Perspectives Among Mexican Immigrants

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## Overview

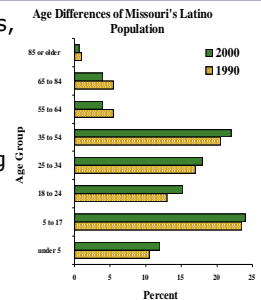
- Latino immigrants in U.S.-- and *Missouri*
  - Characteristics of population(s)
  - Significance of Mexican immigrants in MO
- Mexican immigrants' work experiences
  - Analytic frameworks & methodology
  - Key preliminary results
- Research limitations & implications
  - For researchers & practitioners
  - For Mexican immigrant workers

## Latino Immigrants in the U.S.

- Estimated 40 million Latinos in US
  - Roughly 13% of total US population
  - Approx. 20 million are immigrants
- Underrepresented in education pipeline
  - 14% Latino college degree completion
- Overrepresented in service sector
  - Light manufacturing, agricultural, construction & service industries
  - Significant increases in day labor participation by Latinos

## Growth of Latinos in Missouri

- Since 1990 Census, MO Latino population has doubled
- Challenges for Latinos & receiving communities
  - Education
  - Employment
  - Services



## Analytic Framework & Methodology

- *Psychology of Working* (Blustein 2001, 2006)
  - Cognitions, values & beliefs about work
  - Importance of work context
- Structured qualitative interviews
  - Confidentiality & anonymity
  - Culturally competent data collection procedures
- *Consensual Qualitative Research (CQR)* data analysis (Hill, Thompson, Williams 1997)

## Participant Descriptions

	Age	Gender	Relationship Status	Years in US	Years of Education	Monthly Income	Years Working in US
1	33	Male	Married	5.0	6	\$1200.00	--
2	29	Male	Single	1.5	16	\$1200.00	.08
3	25	Male	Married	1.5	6	--	1.5
4	24	Female	Single	2.3	11	\$1204.00	.5
Mean	27.75	-	-	2.56	10.5	\$1201.33	.69
SD	4.11	-	-	1.66	5.26	\$2.31	.72

Note: All participants are from Mexico and identified as 1<sup>st</sup> generation. Worked an average of 40.8 hours/week (SD=8.35) and average hourly wages was \$8.41 (SD=\$0.52).

### Key Preliminary Results

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- Motivation for working in US
  - Economic opportunities
- Barriers to working
  - Limited language skills & discrimination
- Access to working
  - Networking & family support

### Key Preliminary Results

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- Work attitudes
  - Hard but enjoyable
- Conceptions of work
  - For survival & to develop character
- Work climate
  - Both positive & negative with some danger

### Key Preliminary Results

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- Work goals & expectations
  - Obtain or improve skills (incl. English) & advance
- Americans' stereotypes of Mexicans
  - Negative- manual labor
- Information for others
  - Diversity among group
  - Provide support, appreciation & value Mexican heritage
  - Awareness of language barriers

### Research Limitations

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- Recruitment & sample size issues
- Nuances lost (or lessened) in translation
- Results are preliminary

### Research Implications

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- For vocational psychologists
  - Provide multicultural education & skill training to employers
  - Advocate for workplace policies that support the work of Mexican immigrants
- For Mexican immigrants
  - Vocational workshops
  - Referrals for community services

### For additional information

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