

MEAT-PACKING/MEAT-PROCESSING EMPLOYEES OR SUPERVISORS

NEED TO LEARN ENGLISH OR SPANISH?

Reality Language is a program that teaches individuals to recall functional bites of language needed to make communication possible with clients, employees, and community members. The program, which emphasizes connection, not perfection, uses a method pioneered by Dr. Gaye Jenkins called COLA, or context-based optimized language acquisition. In collaboration with [Purdue Center for Regional Development](#) and [Learning Network of Clinton County, Inc.](#), [Ivy+ Career Link](#) offers Reality Spanish and Reality English training solutions tailored to an organization's specific industry, size, and language requirements.



Some considerations for employers as you're considering whether to choose Reality Spanish or Reality English to meet your language training needs:

ALL REALITY LANGUAGE TRAININGS

12-week, in-person, 2.5-hour classes either to train supervisors in Spanish or train frontline employees in English and can be arranged between the hours of 9 a.m. and 3 p.m. to accommodate the schedule of your workforce.

REALITY SPANISH

Specifically trains supervisors to speak spontaneously to their Spanish-speaking employees, targeting words and phrases used in everyday workplace dialogue with them. A trainer will come out to observe your communication a month prior to the start of your class in order to customize the vocabulary used in your specific training. Twelve weeks of training for this group will go further, particularly if they have at least a high school education, and will also help to build empathy for their emergent bilingual co-workers.

REALITY ENGLISH

Specifically trains frontline employees who first language is other than English. Whether they speak Spanish, French Creole or a Burmese dialect (or other language), Reality English is designed to start from the basics of English communication to build their skills through the natural language (total physical response) approach, which does not require literacy in their first language. Twelve weeks of training for this group (particularly if they have not earned at least a high school diploma) can begin to build a foundation of English proficiency, but a second training (of 12 weeks or more) will likely be necessary for them to continue practicing and using English daily to move towards fluency.



Center for Regional Development

