

# How to Serve Farmworkers and Rural Communities in the Workforce System

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# Agenda

- ▶ Why now?
- ▶ Background & Data
- ▶ Current Status
- ▶ WIOA Special Populations
- ▶ Barriers to Employment
- ▶ WIOA Eligibility for Adult Services and/or Dislocated Worker Services
- ▶ Outreach
- ▶ Progression of Services
- ▶ Career Pathways



# Why Now?

- ▶ Now is the perfect time to foster increased communication and networking between any and all agencies and organizations that work with farmworkers in rural communities. Agriculture makes up a large percentage of California's industries and workforce, and farmworkers face growing challenges in today's economy.



# Background & Data \*from most recent census (2012)

- ▶ California's Population in 2012: 37,325,068
- ▶ California's Immigrant Population in 2012: 10,104,739 or 27.1%
- ▶ Many of California's Immigrants have < 8<sup>th</sup> Grade Education
- ▶ A large percentage of California's Immigrant Population are English Language Learners (ELLs):
- ▶ California Immigrants World Areas of Origin:
  - ▶ Latin America: 53.7%
  - ▶ Asia: 36.2%
  - ▶ Europe: 6.6%
  - ▶ Africa: 1.5%
  - ▶ Oceania: 0.7%
  - ▶ Other: 1.3%



# Who are the farmworkers? \*from LMID

- There are approximately 500,000 agricultural workers in California. This number is projected to grow by 12.4% by 2024.
- Farmworkers work year-round in nurseries or greenhouses.
- Outdoor farmworkers work usually only in spring and summer, and must often move to follow work.
- Farmworkers are exposed to temperature and weather extremes, pesticides, herbicides, and long periods of standing, stooping, or around heavy machinery and other hazards.
- Farmworkers earn a median of \$22,380 annually (\$10.76 an hour)

# WIOA Special Populations

- ▶ WIOA has a listing of Populations with Barriers to Employment:
- ▶ Choice I - Definition: English Language Learners, Individuals with Low Levels of Literacy, Individuals Facing Substantial Cultural Barriers
- ▶ Choice J - Definition: Eligible Migrant and Seasonal Farmworkers



# Barriers to Employment:

## English Language Learners (from WIOA Special Population Definitions)

- ▶ Getting assistance in primary language difficult/impossible
- ▶ Low literacy level in English and in primary language
- ▶ Cannot communicate in English (oral/written/both)
- ▶ Lack of English Language Computer Knowledge
- ▶ AJCC set up to facilitate computer based job searches and teach computer based job search skills
- ▶ Cultural Understanding (of client & staff)
- ▶ LEP clients need labor intensive, individualized services
- ▶ ELL populations avoid AJCC centers due to language barrier and lack of services
- ▶ Refugees & Immigrants are resourceful and learn quickly how to get by, so they don't move out of that comfort zone to an unknown future.



# Barriers to Employment: Eligible Migrant & Seasonal Farmworkers

- ▶ Low literacy in Spanish and English
- ▶ Limited English proficient
- ▶ Limited Spanish proficient
- ▶ Low level of technical skills & knowledge
- ▶ Mobility (migrant workers)
- ▶ Not aware of services available





# WIOA Eligibility for Adult Services (1)

- ▶ General Adult Services

- ▶ UI Eligibility

- ▶ Birth date, US Work Authorization (EV 25), Selective Service Registration

- ▶ One of the following:

- ▶ Receives (or is a family member of a family that receives) cash payments under a federal/state/local income-based public assistance program

- ▶ Income that does not exceed, over a 6 month period, the poverty line or 70% below the Lower Living Standard Income Level

- ▶ Receives or is eligible to receive food stamps

- ▶ Qualifies as a homeless individual

- ▶ Foster child

- ▶ Individual w/ disability who meets option 1 and 2 above, but whose family does not

# WIOA Eligibility for Adult Services (2)

## ► General Adult Services, continued

### ► EV 25: Self-Attestation of Citizenship/Authorization To Work Status For WIOA Services

#### EV 25 SELF-ATTESTATION OF CITIZENSHIP/AUTHORIZATION TO WORK STATUS FOR WIOA SERVICES

The Workforce Innovation and Opportunity Act (WIOA) and the Employment Development Department of the State of California require individuals who apply for WIOA funded programs and services to state which classification describes their citizenship status in the United States:

(Check only one)

- ☐ Citizen of the United States
- ☐ Lawfully admitted permanent resident alien
- ☐ Refugee, asylee, or parolee
- ☐ Other immigrant authorized by the Attorney General to work in the United States\*  
(If this box is checked, please refer to the "Note" at the bottom of this page)
- ☐ None of the above

*Except in circumstances when the "Other immigrant authorized by the Attorney General to work in the United States" has been checked, I understand I am eligible for WIOA funded Individualized Career and Training services. I also understand that if I wish to participate in WIOA activities at a future date for which I will be paid a wage I will be required to produce documentation of my right-to-work in the United States before I can be placed at a worksite.*

Printed Name of Applicant \_\_\_\_\_

Date \_\_\_\_\_

Signature of Applicant \_\_\_\_\_

*\*Note: If "Other immigrant authorized by the Attorney General to work in the United States" is checked, please answer the following question:*

*Are you a DACA (Deferred Action for Childhood Arrivals) recipient?*

☐ Yes ☐ No

*If "Yes" is checked, I understand that I must provide documentation of my authorization to work in the United States in order to be eligible for Individualized Career and Training services. If I am unable to provide documentation of my authorization to work in the United States, I am only eligible for Basic Career Services.*

Printed Name of Applicant \_\_\_\_\_

Date \_\_\_\_\_

Signature of Applicant \_\_\_\_\_

# WIOA Eligibility for Dislocated Worker Services (1)

- ▶ EV 15 Unlikely To Return To Previous Occupation For Dislocated Worker
  - ▶ Job Application Records for Same or Similar Occupation
  - ▶ EDD Job Service/CalJOBS – EDD contact info & current labor market demand
  - ▶ LMI Publications showing decline or no growth in previous occupation
  - ▶ Agency employer contacts
  - ▶ Agency Determination, including special circumstances

**EV 15 UNLIKELY TO RETURN TO PREVIOUS OCCUPATION  
FOR DISLOCATED WORKER**

Client: \_\_\_\_\_ Previous Occupation(s): \_\_\_\_\_

**NOTE: At least one of the five sections below shall be completed:**

**1. Job Application Records for Same or Similar Occupation or attach job search records**  
Employer: \_\_\_\_\_ Occupation: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ ( ) application on file, or ( ) not accepting  
Month/Year Applied: \_\_\_\_\_ / \_\_\_\_\_  
Employer: \_\_\_\_\_ Occupation: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ ( ) application on file, or ( ) not accepting  
Month/Year Applied: \_\_\_\_\_ / \_\_\_\_\_

**2. EDD Job Service/CalJOBS**  
EDD Contact: \_\_\_\_\_ Office \_\_\_\_\_  
Location: \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_  
Present labor market demand for previous occupation within commute area (i.e. generally 50 miles): \_\_\_\_\_

**3. LMI Publications and Projections Showing Decline or No Growth in Previous Occupation**  
( ) NCCC Occupational Outlook Reports – Occupation and Survey Date: \_\_\_\_\_  
( ) State or local EDC, Chamber of Commerce, or other survey data: list Source, Report, and Page: \_\_\_\_\_

**4. Agency Employer Contacts**  
( ) Employer Contacts - Employers and Findings: \_\_\_\_\_

**5. Agency Determination**  
( ) Explain special circumstances (e.g. client health/age/ability factors, seasonal) Describe what supporting documents indicate (if applicable): \_\_\_\_\_

\_\_\_\_\_  
Staff Signature Date

# WIOA Eligibility for Dislocated Worker Services (2)

## ► Dislocated Worker Survey

- Current Job
- Name, address, phone, email, educational level, need language accommodations?, lined up a new job already?
- Select services interested in: job searches, WIOA, Training, financial support, education, etc.

Dislocated Worker Survey		
<small>Instructions: Please complete the following information. All information in this survey is confidential and will be used as a group to create a service proposal that best meets the needs of all employees. Completing the survey will not necessarily result in services from the Workforce Investment Act programs.</small>		
Today's Date: _____		
<b>Section A: About Your Current Job Or the Job You Were Most Recently Laid Off From</b>		
Employer Name:	Job Title:	
Employer Address:		
What is your last day of work?	How many years or months of service do you have with this employer?	
What is/was your most recent wage/salary with this employer?	Do you belong to a union? <input type="checkbox"/> Yes Please List Union Name/Local #: _____	
<b>Section B: Individual Information</b>		
Name:	What is your age range? <input type="checkbox"/> 16-21 <input type="checkbox"/> 22 or above	
Address:	City:	Zip: _____
Phone (home or cell):	Email: _____	
I have already lined up a replacement job: <input type="checkbox"/> Yes When will you start the new job: _____		
What is your educational level:		
<input type="checkbox"/> Less than High School/GED	<input type="checkbox"/> Some college	<input type="checkbox"/> Associate degree/professional certificate
<input type="checkbox"/> High School/GED completion	<input type="checkbox"/> Some trade/technical college	<input type="checkbox"/> Post Graduate degree
<input type="checkbox"/> Attained a certificate/license		
Do you need additional language or accommodations? Please list: _____		
<b>Section C: Looking Ahead</b>		
Which of the following services are you interested in:		
<input type="checkbox"/> I do not need/want any services at this time because: (please list) _____		<input type="checkbox"/> Information on the Workforce Investment Act and services at the One Stops
<input type="checkbox"/> Help finding a new job	<input type="checkbox"/> Information on the labor market	<input type="checkbox"/> Updating skills in math, reading, writing
<input type="checkbox"/> Training to update job specific skills	<input type="checkbox"/> Training in new occupation	<input type="checkbox"/> Training in basic computer skills
<input type="checkbox"/> Information on re-training options	<input type="checkbox"/> Information on financial support	<input type="checkbox"/> Help with job search skills, resume writing, interviewing, job search tips
<input type="checkbox"/> Training on how to start a business	<input type="checkbox"/> Attainment of a High School diploma / General Education Degree	
If you are interested in commuting for a new job, how far: _____		
Is it alright to follow-up with you? <input type="checkbox"/> Yes <input type="checkbox"/> No		
What is your preferred method of contact? <input type="checkbox"/> mail <input type="checkbox"/> phone <input type="checkbox"/> email		



# WIOA Eligibility for Dislocated Worker Services (3)

## ▶ Dislocated Worker Eligibility Checklist

- ▶ Option 1: Has been terminated/laid off
  - ▶ AND is eligible for or exhausted unemployment compensation OR has worked for long enough to show attachment to workforce but not long enough to be eligible for benefits or with an employer that is not covered under UI
  - ▶ AND is unlikely to return to a prior industry or occupation
- ▶ Option 2: Has been terminated/laid off due to closure or substantial layoff at facility
- ▶ Option 3: Was self-employed but has become unemployed as a result of general economic conditions in their area or because of natural disasters
- ▶ Option 4: Is a displaced homemaker
  - ▶ AND is having difficulty obtaining employment

# Progression of Services (1)

- ▶ Begin with understanding the farmworker/rural community population
  - ▶ Working Conditions:
    - ▶ Long hours, seasonal, no benefits, hard labor, climate extremes, no place for advancement, low wages
  - ▶ Language Barriers
  - ▶ Cultural Gender Roles: Barriers & Myths
  - ▶ Education & Skills
  - ▶ Other supportive services needed
    - ▶ Housing, daycare, transportation



# Progression of Services (2)

- ▶ Then address how to meet the needs of this population:
  - ▶ Steps to Enrollment
  - ▶ Multiple Services - ESL classes, vocational training, daycare, etc.
  - ▶ Working With Other Agencies and Partnerships
  - ▶ Training Stipends (gas, rent & food)
  - ▶ Working to Meet Employers Needs
  - ▶ Increasing Employer Engagement
  - ▶ Longer Duration of Services
  - ▶ Outcomes?



# Outreach

- ▶ Partners with like mission
- ▶ Groups where customers attend meetings/services
- ▶ Local CBO's (La Cooperativa, CHDC, Proteus)
- ▶ Churches
- ▶ Employers
- ▶ Local Education Agencies
- ▶ Temp Agencies
- ▶ MSFW Housing & Self-Help Enterprises
- ▶ Federal/State Partners (EDD, USDA, DOL)





# Multiple Services & Partner Engagement

- ▶ Individual Need (assessment)
- ▶ Partner involvement (services offered)
- ▶ Day-care
- ▶ Transportation
- ▶ Training
- ▶ Education
- ▶ Housing/Food
- ▶ Legal services
- ▶ Health Care
- ▶ General Assistance



# Wrap-Around Services

- ▶ Family inclusion services
- ▶ Individual Services
- ▶ Employer investment
- ▶ Increased outcomes



# Employer Engagement

- ▶ Employer outreach - involvement- the why
- ▶ Increasing employer outcomes
- ▶ Better productivity
- ▶ Less loss in time
- ▶ Higher skills
- ▶ Lower turnover rates
- ▶ New skill development in a changing industry
- ▶ Better safety-lower workers comp



# Duration of Services

- ▶ Longer Term Investment Strategy
- ▶ Career Exploration/Career Pathways
- ▶ Skill development-long term
- ▶ Wrap around services
- ▶ Better outcomes
- ▶ Meeting objectives ( Numbers)
- ▶ Partner engagement crucial-long term effect on customer
- ▶ Better employer outcomes
- ▶ Engaged Community/Investment





# Outcomes

- ▶ Year-to-Year Dislocated Worker Strategy
- ▶ Increasing skills three to four year strategy
- ▶ Educational Attainments
- ▶ Financial Stability
- ▶ Employer Satisfaction
- ▶ Numbers served increases
- ▶ Entered Employment
- ▶ Long term community health-less reliance on services overtime
- ▶ Positive effects on families

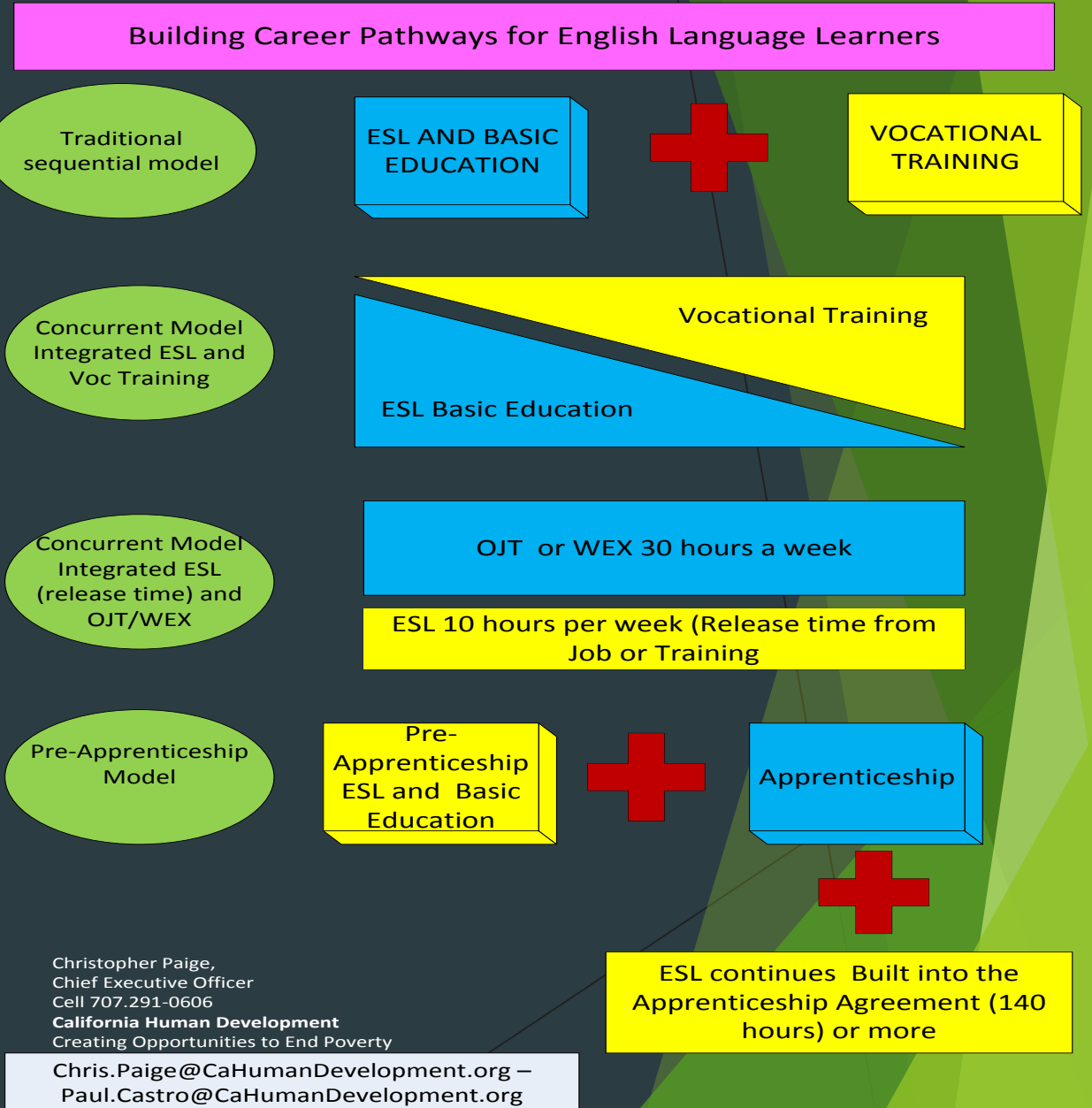


# Career Pathways

## ▶ A Career Pathway

- ▶ Is a combination of education, training, and other services that:
- ▶ Aligns with industry needs,
- ▶ Prepared the individual for a full range of educational options,
- ▶ Provides education and career counseling
- ▶ Offers education & training in the same context as workforce preparation,
- ▶ Organizes training, education, and other services to meet the needs of the individual while advancing them along a career path,
- ▶ Enables the individual to obtain relevant degrees and/or certificates, and
- ▶ Helps the individual enter or advance in a particular industry or occupational cluster

# Career Pathway Chart



# Resources

For additional Information:

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- ▶ To Sign-up for the ELL List Serve, send an email to [ELL@CWDB.CA.GOV](mailto:ELL@CWDB.CA.GOV) and write “Add me” in the Subject line.
- ▶ Materials and additional resources will be available online at:  
<https://cwdb.ca.gov/initiatives/english-language-learners-navigator-initiatives/>



# Any Questions?

