

Program-Specific Requirements for Wagner-Peyser Program (Employment Services)

All program-specific requirements provided for the Workforce Innovation Opportunity Act (WIOA) core programs in this section must be addressed for either a Unified or Combined State Plan.

A. Employment Service Professional Staff Development

1. Describe how the State will utilize professional development activities for Employment Service staff to ensure staff is able to provide high quality services to both jobseekers and employers.

The State will provide professional training and development for Employment Services staff using a multi-modality approach (e.g., conduct classroom training, create online training modules, host webinars, disseminate instructional videos, etc.) Training and development activities seek to raise staff's knowledge, skill, and competence level in specific program areas e.g., Migrant and Seasonal Farmworkers (MSFW), Trade Adjustment Assistance Act (TAA), and Veteran Services to ensure staff is able to provide high quality services to job seekers, employers, and WIOA partners.

Training will ensure that all Employment Services staff will have the knowledge base and skill set to successfully administer Wagner-Peyser (W-P) programs and operate the CalJOBSSM labor exchange system. Further, comprehensive training will give Employment Services staff a thorough understanding of the services and resources at their disposal to competently and effectively serve the job seekers and employers of California, while meeting performance goals and compliance guidelines as outlined in WIOA.

2. Describe strategies developed to support training and awareness across core programs and the Unemployment Insurance program, and the training provided for Employment Services and WIOA staff on identification of UI eligibility issues and referral to UI staff for adjudication.

These strategies include:

- Provided training to W-P and WIOA staff on core programs, including TAA, Veterans programs, MSFW, and Youth and Dislocated Worker programs.
- Developed and provided trainings on UI program related activities, including California Training Benefits (CTB), Trade Readjustment Allowance (TRA) benefits, Personalized Job Search Assistance (PJSA), and Reemployment Services and Eligibility Assessments (RESEA). Additionally, the trainings include UI claim filing eligibility basics, UI claim management, maneuvering UI's public facing computer system, and understanding notices sent to claimants. Employment Services and WIOA staff are trained on identification of potential UI eligibility issues that may arise from the PJSA or RESEA and

how to refer these potential issues to UI staff for adjudication.

B. Explain how the state will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through One-Stop centers, as required by WIOA as a career service.

California will meet the needs of customers requesting assistance in filing UI claims by providing direct in-person customer assistance and guidance. These dedicated America's Job Center of CaliforniaSM (AJCC) staff are located in 45 Local Workforce Development Areas (Local Areas) and are trained to assist customers with completing an application for UI benefits through eApply4UI, UI Online, or telephone, along with providing information on the UI program. Additionally, the AJCCs offer resource rooms with staff that can help guide customers through alternate methods of finding resolution to their inquiries available in UI Online, Ask EDD, and the EDD's website.

- Dedicated AJCC staff, trained in providing meaningful UI program assistance, are available in 45 local development areas across the state of California.
- The eApply4UI application guides the customer through a series of online questions to file their initial or reopen an existing claim.
- The UI OnlineSM allows existing claimants to reopen their claim, along with many other user-friendly features to help customers manage their UI claims. In an effort to improve customer service to UI claimants and enhance the functionality of UI Online, the EDD began working on building components in UI Online to include the current eApply4UI application for new claim filing capabilities. This functionality will be available in mid-2018.
- Ask EDD provides customers with categories containing information specific to common questions and also allows customers an opportunity to send online questions to UI staff.
- EDD website offers dedicated webpages to access unemployment related services and information, including YouTube videos and Frequently Asked Questions.

When these dedicated AJCC staff, trained to provide in-person meaningful assistance in the UI program, have exhausted all available options within the AJCC to provide assistance, phones are available in the AJCC offices to directly access UI services. The "UI Direct" phone lines connect customers to UI Center merit staff and are available from 8am to 5pm (PST) to serve the state of California customers that require more detailed UI merit staff assistance. The UI Direct phone line service is offered only in the AJCCs and in cases where all other direct in-person attempts, by trained AJCC staff, to provide meaningful UI assistance have been exhausted.

C. Describe the state's strategy for providing reemployment assistance to Unemployment Insurance claimants and other unemployed individuals.

California is committed to operating a customer-centric approach to delivering services,

aligned with WIOA, for providing reemployment assistance to UI claimants (job seekers), including:

- Screening the UI applicant pool to identify those individuals that are most likely to exhaust benefits.
- Providing a direct referral to an AJCC orientation or workshop.
- Directing UI customers that are required to seek work to register in the state work search system CalJOBSSM.
- Providing the job seeker, not only job search assistance, but information on the AJCC services and work search assistance videos.
- Encouraging job seekers to attend an AJCC orientation and refer them to subsequent services, as appropriate. These services include basic and individualized career services, training services, and supportive services. Staff at the AJCCs assist job seekers with conducting skills assessments, developing individual employment plans, and career planning. Job seekers are provided access to job search workshops and activities such as developing résumés and cover letters, searching and applying for job openings, and mock interviews. Finally, job seekers at the AJCCs are provided with access to training, education, and work experience opportunities.

Both UI and W-P program representatives will be party to the Memorandum of Understanding (MOU) negotiations with the other Local Area partners to identify the service delivery. The EDD programs, including UI, are committed to their roles as partners within the AJCC and consistently collaborate internally and with the Local Areas to further support the spirit and intent of WIOA.

D. Describe how the State will use W-P funds to support UI claimants, and the communication between W-P and UI, as appropriate, including the following:

1. Coordination of and provision of labor exchange services for UI claimants as required by the W-P Act;

Currently, the EDD requires all UI claimants (job seekers) to register into the state's labor exchange system, CalJOBSSM, and create a resume. Once registered, job seekers have access to all of the online features, such as: searching for jobs, identifying employment trends and occupational information, using the virtual recruiter to automatically receive alerts of new jobs that match the job skills in their resume, having their resume viewable by employers registered in the system, and accessing local education providers and programs.

In addition, job seekers receive information on the W-P services available at the AJCCs. Job seekers can conduct self-service activities by using resources such as computers and phones to conduct job searches and create a resume through CalJOBS, respond to employment opportunities, manage their UI claim through the EDD website, etc. In addition to self-service options, claimants can also receive staff-assisted services, such as

job search workshops, assistance with access and navigating the CalJOBS system, individualized labor market information, referral to veteran services, and referral to education, training, and supportive services.

Both UI and W-P program representatives will be party to the MOU negotiations with the other Local Area partners to identify the service delivery. The EDD programs, including UI, are committed to their roles as partners within the AJCC and consistently collaborate internally and with the Local Areas to further support the spirit of WIOA. These two partners are also coordinating internally within the EDD, as this department administers both of these programs.

2. Registration of UI claimants with the State's employment services if required by State law;

The California Unemployment Insurance Code, Section 1253(b) and the California Code of Regulations, Title 22, Section 1253(b)-1, contain provisions that mandate the claimant, unless exempt, to register for work by entering a resume on CalJOBS within 21 days after filing a UI claim.

When an individual files a UI claim, the EDD mails the *Notice of Requirement to Register for Work*, DE 8405, to the claimant providing the requirement to register in CalJOBS, including the address and telephone number of their local AJCC. Additionally, the notice advises that failure to comply may result in denial of UI benefits. The UI claimant can walk-in or call the local AJCC for technical support on entering a resume on CalJOBS.

The EDD automatically starts an account in CalJOBS for all new UI claimants and generates notices to claimants that fail to enter a resume within 21 days. These notices require claimants to attend a Personalized Job Search Assistance workshop at a local AJCC. This workshop is designed to provide UI claimants with employment services available through the AJCC, including entering a resume in CalJOBS if not previously done, and to respond to questions about their work search. Failure to attend the PJSA will result in the UI claimant having a stop-pay alert activated on their claim record for determination by UI staff.

3. Administration of the work test for the State unemployment compensation system, including making eligibility assessments (for referral to UI adjudication, if needed), and providing job finding and placement services for UI claimants; and

California regulations [22 CCR § 1253 (b)-1] require a claimant to register for work, as a condition of eligibility unless good cause is established, by entering a resume in CalJOBSSM within 21 days after filing a claim for unemployment benefits. Regulations allow the department to waive the registration requirement for claimants that meet specific criteria (such as, union member in good standing, definite return to work date, participating in California Training Benefit program, etc.). If the claimant does not comply with the registration requirement, the EDD schedules the claimant for a Personalized Job Search Assessment (PJSA) or Reemployment Services and Eligibility Assessment (RESEA) appointment to review registration of work within CalJOBSSM and efforts to search for

work. During the assessment, the claimant is referred to a minimum of one additional subsequent service.

Failure to attend the PJSA or RESEA and subsequent services, along with meeting the registration requirement in CalJOBSSM, are referred to UI adjudication and may result in a denial of UI benefits.

4. Provision of referrals to and application assistance for training and education programs and resources.

The EDD provides all UI customers information on the CTB program, work search requirements, and CalJOBSSM registration, and refers these individuals to their local AJCC to obtain employment and training services. At the AJCC, mandatory reemployment workshops connect UI customers with employment services provided under WIOA Title III. In addition, these workshops serve as an access point to inform customers about WIOA Title I and other partner programs and services. This collaborative partnership facilitates a streamlined referral process for UI customers to WIOA programs and services within the AJCC system.

The CTB program allows eligible UI customers to further their education, upgrade their skills, and/or learn a new trade to be more competitive in the labor market while receiving UI benefits. Under the CTB program, the traditional role of UI changes from that of partial wage replacement while the individual looks for work, to one of assisting the individual in training or retraining in an effort to return to full employment. UI customers may be eligible for the program if the individual is attending training authorized by WIOA, Employment Training Panel, Trade Adjustment Assistance, or CalWORKS, if the program and provider are listed on the Eligible Training Provider List, if the individual is an active journey-level union member attending union approved industry-related training, and more. Staff in the AJCCs can provide application assistance to UI customers interested in the CTB program.

E. Agricultural Outreach Plan (AOP). Each State agency must develop an AOP every four years as part of the Unified or Combined State Plan required under sections 102 or 103 of WIOA. The AOP must include—

1. Assessment of Need

Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.

California's Agricultural Outreach Plan (Ag Plan) sets policies and objectives in providing Wagner-Peyser services to the agricultural community, specifically MSFWs. The EDD provides these services through AJCC locations. The EDD ensures that MSFWs receive the full range of employment, training, and educational services on a basis which is

qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs. This Ag Plan is submitted in accordance with the regulations at 20 CFR 653.107(d) to include:

- Assessment of the unique needs of MSFWs in the area based on past and projected agricultural and MSFW activity in the State;
- Assessment of available resources for outreach;
- Proposed outreach and planned activities including strategies on how to contact MSFWs, activities planned for providing the full range of employment, and training services to the agricultural community;
- Compliance assurance with requirements under 20 CFR 653.111 for significant MSFW one-stop centers;

a. An assessment of the agricultural activity in the State means: 1) identifying the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity; 2) Summarize the agricultural employers' needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and 3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.

Value of Agricultural Production

The value of total agricultural production in California, crop and livestock production combined, totaled \$46 billion in 2016. This ranked California as the nation's largest agricultural producer in 2016, outpacing Iowa (\$26.8 billion) and Nebraska (\$21.6 billion). California alone accounted for about one-eighth (12.9 percent) of the national agricultural production. California was far and away the nation's leader in crop production in 2016, with crops produced valued at \$35.6 billion. The state accounted for 18.3 percent of the value of total U.S. crop production. In contrast, Iowa and Illinois were the second and third largest crop producing states in 2016, combining for 14.8 percent of total U.S. crop production. California's livestock production was valued at \$10.4 billion in 2016, fourth highest among all states after Texas, Nebraska, and Iowa. Table 1 shows the nation's largest agriculture, crop, and livestock producing states in 2016.

Table 1
Largest Agricultural Producing States in the United States in 2016
 (Values are expressed as millions of dollars)

	Total		Crop Production Only			Livestock Production Only		
	Value	Share of U.S. Total		Value	Share of U.S. Total		Value	Share of U.S. Total
United States	\$357,252	-	United States	\$223,485	-	United States	\$171,584	-
California	\$ 46,041	12.9%	California	\$ 35,593	18.3%	Texas	\$ 13,155	8.1%
Iowa	\$ 26,840	7.5%	Iowa	\$ 14,740	760.0%	Nebraska	\$ 12,147	7.5%
Nebraska	\$ 21,558	6.0%	Illinois	\$ 13,970	7.2%	Iowa	\$ 12,100	7.4%
Texas	\$ 20,879	5.8%	Minnesota	\$ 9,968	5.1%	California	\$ 10,449	6.4%
Minnesota	\$ 17,055	4.8%	Nebraska	\$ 9,411	4.8%	Kansas	\$ 8,980	5.5%
Illinois	\$ 16,259	4.6%	Texas	\$ 7,724	4.0%	Wisconsin	\$ 7,309	4.5%
Kansas	\$ 15,472	4.3%	Washington	\$ 7,441	3.8%	North Carolina	\$ 7,214	4.4%
Wisconsin	\$ 10,768	3.0%	North Dakota	\$ 7,067	3.6%	Minnesota	\$ 7,087	4.4%
North Carolina	\$ 10,576	3.0%	Indiana	\$ 6,671	3.4%	Georgia	\$ 5,290	3.2%
Indiana	\$ 10,049	2.8%	Kansas	\$ 6,492	3.3%	Oklahoma	\$ 4,839	3.0%

Source: USDA, Economic Research Service

California’s agricultural production decreased in value by \$3.1 billion (6.2 percent) from 2015 to 2016. Crop production in California decreased \$1.7 billion (4.5 percent) in value over the year, while livestock dropped \$1.4 billion (11.8 percent). Over the seven-year period from 2010 through 2016, California’s agricultural production rose in value by \$7.7 billion (19.9 percent). Crop production increased by \$7.0 billion (24.3 percent) and livestock production grew by \$0.7 billion (7.1 percent) over the seven-year period.

In 2016, crop production accounted for 77.3 percent of total agricultural production in California. By commodity group, fruit and nut products were valued at \$19.4 billion in 2016, comprising over one-third (42.1 percent) of the total value of the state’s agricultural products and more than half (54.5 percent) of the value of the crops produced in the state. Vegetables and melons were valued at \$8.0 billion, accounting for over one-fifth of the value of crops produced in California.

Livestock and livestock products made over one-fifth (22.7 percent) of the total value of California’s agricultural production in 2016. Dairy products were valued at \$6.1 billion, comprising almost three-fifths (58.1 percent) of total value of the state’s livestock products. “Meat Animals” (cattle and calves and hogs) and poultry and egg products were valued at \$2.5 and \$1.3 billion, respectively in 2016.

On an individual commodity basis, milk and cream (dairy products) was California’s most valuable commodity in 2016, with cash receipts totaling \$6.1 billion. Grapes and shelled almonds were California’s second and third most valuable commodities, with cash receipts totaling \$5.6 billion and \$5.2 billion, respectively. The cash receipts of six other California commodities exceeded \$1 billion in 2016: cattle and calves, lettuce, berries, pistachios, tomatoes, and walnuts. Twelve of California’s 20 most valuable commodities in 2016

decreased in value from the prior year. Table 2 shows California's twenty most valuable agricultural commodities in 2016, as well as their value and ranking in 2015.

Table 2
California's Top 20 Agricultural Commodities in Value, 2015-2016
 (Cash receipt values are expressed as millions of dollars)

Commodity	2015		2016	
	Value	Rank	Value	Rank
Milk and Cream	\$ 6,293	1	\$ 6,066	1
Grapes	\$ 5,310	3	\$ 5,581	2
Almonds (shelled)	\$ 5,869	2	\$ 5,158	3
Cattle & Calves	\$ 3,205	4	\$ 2,526	4
Lettuce, All	\$ 2,417	5	\$ 1,960	5
Berries ,All Strawberries	\$ 1,875	6	\$ 1,835	6
Pistachio	\$ 888	13	\$ 1,506	7
Tomatoes, All	\$ 1,643	7	\$ 1,330	8
Walnuts	\$ 1,012	9	\$ 1,242	9
Oranges, All	\$ 773	15	\$ 826	10
Broilers	\$ 903	12	\$ 801	11
Broccoli	\$ 1,006	10	\$ 779	12
Hay, All	\$ 958	11	\$ 775	13
Carrots, All	\$ 679	16	\$ 735	14
Rice	\$ 777	14	\$ 704	15
Lemons	\$ 548	18	\$ 594	16
Peppers, All	\$ 444	20	\$ 497	17
Tangerines	\$ 413	22	\$ 457	18
Raspberries	\$ 566	17	\$ 380	19
Cotton, All	\$ 389	23	\$ 358	20

Total value is based on USDA Economic Research Service cash receipts.

Source: USDA, National Agricultural Statistics Service, Pacific Region-California; California Agricultural Statistics 2016-2017 Crop Year

On a cash receipt basis, California produced all of the nation's almonds, pistachios, walnuts, garlic, plums and prunes, olives, artichokes, honeydews, kiwifruit, and figs in 2016. Eleven additional California commodities comprised more than four-fifths (80.0 percent) of national cash receipts: celery, avocados, tangerines, nectarines, broccoli, carrots, grapes, apricots, cotton lint, raspberries, and cauliflower. Lemons and strawberries accounted for more than three-quarters (75.0 percent) of national cash receipts. Accounting for more than half was dates, lettuce, tomatoes, safflower, chile peppers, spinach, peaches, and bell peppers. Table 3 shows the shares of cash receipts for California commodities as a share of national totals.

Table 3
Leading California Agricultural Commodities in 2016: California
Cash Receipts as a Percent of the Nation's
 (Values are expressed as millions of dollars)

Commodity	Value of California Receipts	Value of U.S. Receipts	California's Share of U.S. Receipts (%)
Almonds	\$ 5,158	\$ 5,158	100.0
Pistachios	\$ 1,506	\$ 1,506	100.0
Walnuts	\$ 1,242	\$ 1,242	100.0
Garlic	\$ 269	\$ 269	100.0
Plums and prunes	\$ 196	\$ 196	100.0
Olives	\$ 138	\$ 138	100.0
Artichokes	\$ 69	\$ 69	100.0
Honeydews	\$ 68	\$ 68	100.0
Kiwifruit	\$ 44	\$ 44	100.0
Figs	\$ 29	\$ 29	100.0
Celery	\$ 340	\$ 359	94.8
Avocados	\$ 296	\$ 316	93.6
Tangerines	\$ 457	\$ 490	93.3
Nectarines	\$ 137	\$ 148	92.6
Broccoli	\$ 779	\$ 851	91.5
Carrots	\$ 735	\$ 818	89.8
Grapes	\$ 5,581	\$ 6,257	89.2
Apricots	\$ 49	\$ 57	85.2
Cotton lint, Long staple	\$ 297	\$ 349	85.2
Raspberries	\$ 380	\$ 458	83.1
Cauliflower	\$ 322	\$ 389	82.7
Lemons	\$ 594	\$ 755	78.6
Strawberries	\$ 1,835	\$ 2,336	78.5
Dates	\$ 47	\$ 68	68.9
Lettuce	\$ 1,960	\$ 2,881	68.0
Tomatoes	\$ 1,330	\$ 2,056	64.7
Safflower	\$ 32	\$ 51	63.3
Peppers, Chile	\$ 99	\$ 163	60.9
Spinach	\$ 169	\$ 293	57.7
Peaches	\$ 350	\$ 629	55.7
Peppers, bell	\$ 398	\$ 736	54.0

Source: USDA, Economic Research Service

The estimated value of California's exported agricultural products totaled \$21.4 billion in 2016. In terms of value, California's exports comprised over one-sixth (15.9 percent) of total U.S. agricultural exports in 2016. California was the nation's top agricultural exporter in 2016, with exports over twice of those of Iowa. Table 4 shows the estimated value of the top ten states in terms of agricultural exports from 2011 through 2016.

Table 4
Largest Agriculture Exporting States in the United States: 2011-2016
 (Estimated values are expressed as millions of dollars)

	2011	2012	2013	2014	2015	2016
United States	\$ 136,444	\$ 141,532	\$ 144,336	\$ 149,970	\$ 133,048	\$ 134,710
California	\$ 18,215	\$ 20,212	\$ 22,859	\$ 23,466	\$ 22,452	\$ 21,396
Iowa	\$ 10,653	\$ 11,453	\$ 10,238	\$ 11,130	\$ 9,984	\$ 10,608
Illinois	\$ 8,517	\$ 8,662	\$ 7,251	\$ 9,741	\$ 8,004	\$ 8,345
Minnesota	\$ 7,007	\$ 7,757	\$ 7,849	\$ 7,269	\$ 6,283	\$ 7,122
Nebraska	\$ 7,183	\$ 6,726	\$ 6,301	\$ 7,183	\$ 6,393	\$ 6,583
Texas	\$ 6,816	\$ 5,990	\$ 6,145	\$ 6,386	\$ 6,071	\$ 6,273
Indiana	\$ 4,967	\$ 5,033	\$ 4,523	\$ 5,773	\$ 4,562	\$ 4,604
North Dakota	\$ 4,414	\$ 4,490	\$ 4,604	\$ 5,017	\$ 4,066	\$ 4,566
Kansas	\$ 4,627	\$ 4,375	\$ 4,832	\$ 4,587	\$ 4,154	\$ 4,543
Washington	\$ 3,654	\$ 3,697	\$ 3,989	\$ 3,823	\$ 3,793	\$ 4,043

Source: USDA, Economic Research Service

California’s agricultural exports decreased by \$1.1 billion (4.7 percent) from 2015 to 2016. During the recent economic expansion, California’s agricultural exports increased \$6.0 billion (39.2 percent) from 2010 through 2016. Tree nuts were California’s most valuable export crop in 2016 with an estimated value of \$7.1 billion, followed by “other plant products” which includes sweeteners, plantings seeds, cocoa, coffee, and other process foods (\$3.7 billion), fruits (\$5.1 billion) and vegetables (\$2.7 billion).

Kern was the largest agriculture producing county in California in 2016, with agricultural production valued at \$7.2 billion. The value of agricultural production exceeded \$4 billion each in Kern, Tulare, Fresno, and Monterey counties and exceeded \$2.0 billion each in Merced, Stanislaus, San Joaquin, Ventura, Imperial and Kings Counties. A total of 14 California counties each produced agricultural products valued at more than \$1 billion in 2016. These counties are shown in Table 5.

The value of agricultural production decreased from 2015 to 2016 in 11 of California’s 14 largest agricultural counties. Stanislaus County (15.9 percent) experienced the largest over-the-year decrease in the value of its agricultural production, followed by San Joaquin, Madera and Monterey counties. In contrast, the value of agricultural production in Imperial, Kern and San Diego counties increased over the year.

Table 5
**Top California Counties as Ranked by Gross Value of Agricultural
Production, 2015-2016**

(Values are expressed as millions of dollars)

County	2015		2016		Percent Change: 2015 to 2016
	Value	Rank	Value	Rank	
Kern	\$ 6,880	2	\$ 7,188	1	4.5%
Tulare	\$ 6,981	1	\$ 6,370	2	-8.8%
Fresno	\$ 6,680	3	\$ 6,183	3	-7.5%
Monterey	\$ 4,705	4	\$ 4,256	4	-9.5%
Merced	\$ 3,590	6	\$ 3,448	5	-4.0%
Stanislaus	\$ 3,879	5	\$ 3,261	6	-15.9%
San Joaquin	\$ 2,733	7	\$ 2,338	7	-14.5%
Ventura	\$ 2,199	8	\$ 2,110	8	-4.0%
Imperial	\$ 1,875	11	\$ 2,063	9	10.0%
Kings	\$ 2,021	9	\$ 2,002	10	-0.9%
Madera	\$ 2,017	10	\$ 1,819	11	-9.8%
San Diego	\$ 1,702	12	\$ 1,747	12	2.6%
Santa Barbara	\$ 1,479	13	\$ 1,427	13	-3.5%
Riverside	\$ 1,302	14	\$ 1,276	14	-2.0%

Source: USDA, National Agricultural Statistics Service, Pacific Region-California;
California County Agricultural Commissioners' Reports and State Board of
Equalization, Timber Tax Division

Agricultural Employment in California

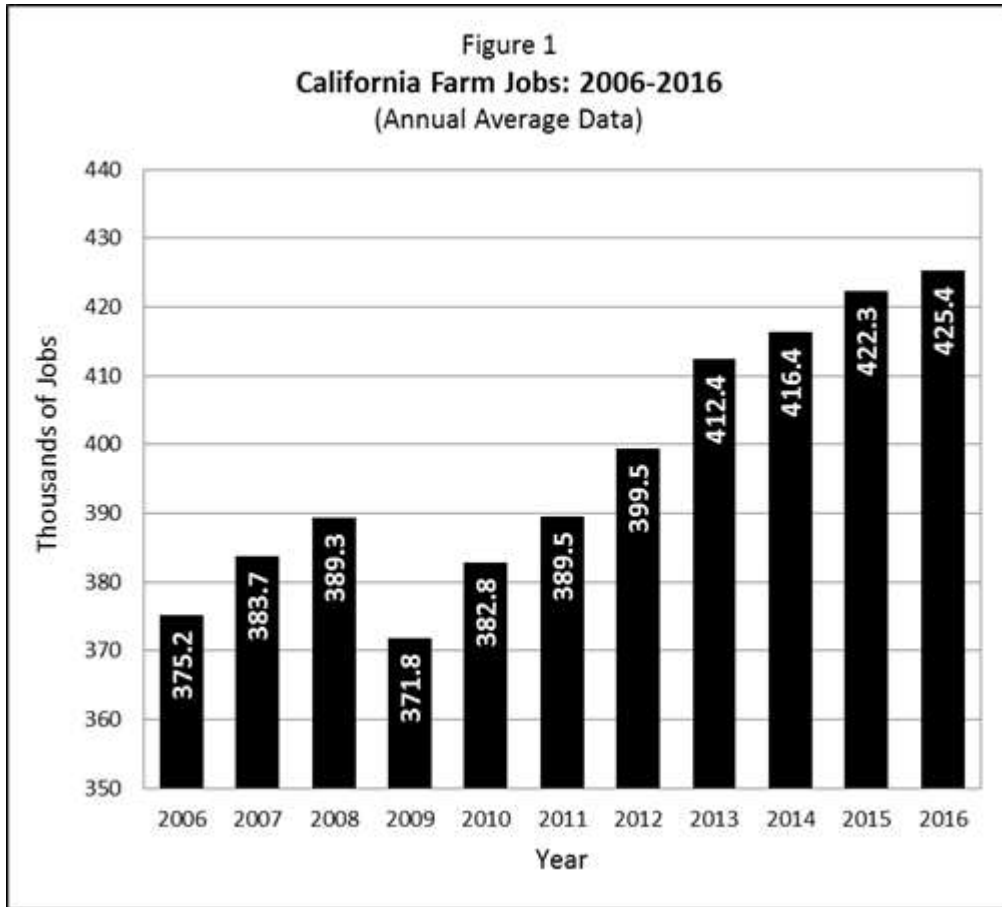
Employment in agriculture is inherently difficult to estimate because agricultural production, and in particular crop production, is characterized by seasonal spikes in the demand for farm labor, some of which are often of short duration. For example, most crops must be planted at certain times of the year, weeded and pruned, and perhaps most importantly harvested and prepared for market as they ripen. As a result, California agriculture-based employers have traditionally employed large numbers of seasonal, and often migrant farmworkers who move from farm to farm and region to region. However, official estimates of agricultural employment are derived from a survey of agricultural establishments that participate in the unemployment insurance system and are thus more likely to count more permanent agricultural workers than migrant and seasonal farmworkers (MSFWs).

According to official estimates from the California Employment Development Department (EDD), payrolls in California's farm sector totaled 425,400 jobs in 2016. Farm jobs made up just 2.5 percent of California's total industry employment in 2016.

On an annual average basis, California farm payrolls increased by 3,100 jobs (0.7 percent) from 2015 to 2016, and by 5,900 jobs (1.4 percent) from 2014 to 2015. Total farm employment has been remarkably stable over the last decade amidst year-to-year

variability. From 2006 through 2016, annual average total farm employment in California grew by 50,200 jobs (13.4 percent), an average of 5,000 jobs per year.

Figure 1 shows the number of estimated farm jobs in California from 2006 through 2016.



Source: EDD, Current Employment Statistics Data

California agricultural employment estimates are broken out into six regions: Central Coast, Desert, North Coast, Sacramento Valley, San Joaquin Valley, and South Coast.

Over half (50.4 percent) of California’s agricultural jobs were in the San Joaquin Valley Region in 2016. Employers in the Central Coast and South Coast regions accounted for about one-third (32.7 percent) of the state’s agricultural jobs. Individually, the Central Coast and South Coast Regions accounted for 16.8 and 15.9 percent of total agricultural employment, respectively. California’s remaining agricultural jobs were distributed across the smaller Sacramento Valley, Desert, and North Coast Regions, each of which accounted for less than 7.0 percent of the state’s agricultural jobs.

Table 6 shows the mean and median wages of agricultural occupations in California in the first quarter of 2016, with the occupations ranked by mean annual wage. The data were derived from information collected through the Occupational Employment Statistics (OES)

Program, a federally sponsored survey program conducted through a cooperative agreement between the federal Bureau of Labor Statistics and the EDD.

Table 6
Agricultural Wages by Occupation in California: First Quarter 2016

SOC Code	Occupational Title	May 2015 Employment Estimates	2016 - 1st Quarter Wages			
			Mean Hourly Wage	Mean Annual Wage	Median Hourly Wage	Median Annual Wage
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,080	\$ 37.26	\$ 77,498	\$ 34.75	\$ 72,289
13-1074	Farm Labor Contractors	390	\$ 30.12	\$ 62,649	\$ 25.80	\$ 53,654
45-2011	Agricultural Inspectors	2,690	\$ 21.13	\$ 43,959	\$ 19.34	\$ 40,229
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	4,920	\$ 21.12	\$ 43,929	\$ 18.18	\$ 37,830
45-2021	Animal Breeders	150	\$ 18.14	\$ 37,739	\$ 15.36	\$ 31,945
45-2099	Agricultural Workers, All Other	740	\$ 16.62	\$ 34,557	\$ 16.48	\$ 34,273
45-2093	Farmworkers, Farm and Ranch Animals	2,620	\$ 14.75	\$ 30,665	\$ 13.55	\$ 28,174
45-2091	Agricultural Equipment Operators	7,200	\$ 13.24	\$ 27,544	\$ 12.43	\$ 25,857
45-0000	Farming, Fishing, and Forestry Occupations	208,710	\$ 11.17	\$ 23,225	\$ 9.67	\$ 20,114
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	178,130	\$ 10.53	\$ 21,903	\$ 9.62	\$ 20,003
45-2041	Graders and Sorters, Agricultural Products	8,870	\$ 10.38	\$ 21,578	\$ 9.58	\$ 19,942

Source: Employment Development Department, Occupational Employment Statistics (OES) Survey

Farmers, ranchers, and other agricultural managers, with a mean annual wage of \$77,498, earned the highest wages in agriculture. This occupational group comprised of just 0.3 percent of overall agricultural employment in May 2015. The next highest paying agricultural occupations were: farm labor contractors (\$62,649); agricultural inspectors (\$43,959); first-line supervisors or managers of farming, fishing and forestry workers (\$43,929); and animal breeders (\$37,739). As a group, the four highest paying agricultural occupations comprised of just 2.3 percent of total estimated agricultural employment in May 2015.

Most California farmworkers earn low wages. The median annual wage in the three largest agricultural occupational groups, in terms of employment, was less than \$21,000 in the first quarter of 2016: farming, fishing, and forestry occupations (\$20,114); farmworkers and laborers, crop, nursery, and greenhouse (\$20,003) and graders and sorters or agricultural products (\$19,942). According to OES employment estimates, these three occupational groups comprised of 95.2 percent of total agricultural employment.

Effect of Drought on California’s Agricultural Employment

In 2015, California entered the fourth year of drought, with 41 percent of the state considered to be in a status of “exceptional drought.” California has 8 million irrigated acres of which 430,000 were fallowed in 2014 and 560,000 in 2015. It is inherently difficult to predict the effects of a drought on agricultural employment because they differ according to the length and severity of the drought, the response or coping measures agricultural employers take to mitigate the effects of a drought, and the effectiveness of water management strategies and policies of public agencies and government entities.

Agricultural employment losses often are less than expected during droughts because many farmers shift production to less water intensive crops, adopt more water efficient

irrigation techniques, and rely on groundwater to compensate for water shortages. Water allocation and re-allocation efforts may also help mitigate the effects of the drought. Agricultural employers may also reduce the number of hours worked but not the overall number of jobs.

Commodity price fluctuations may alter the level of agricultural employment, as increases can at least partially offset any increased production costs related to the drought. If commodity prices drop, the rising cost of production may eliminate any incentive to continue seasonal activities. This is often seen to have the greatest effect in ranching and livestock farming during a drought.

A recent study completed by U.C. Davis Center for Watershed Sciences in 2015 suggests that California's resilience to surface water shortages is likely to continue through 2015. The ability to irrigate permanent crops with groundwater or marketed water will largely prevent the sector from more expensive fallowing of higher-valued crops and permanent crops. It is estimated that the drought in 2015 may result in the fallowing of 560,000 irrigated acres, almost all (99.5 percent) in the Central Valley. Increased prices for some crop groups will add to the total revenues in areas less affected by drought and with access to groundwater, especially in the central and south coast regions.

An EDD analysis of third quarter 2014 Quarterly Census of Employment and Wages (QCEW) showed that California gained 3,100 agricultural jobs from the third quarter of 2013 through the third quarter of 2014 despite the severe drought. Although the statewide data showed no sign of direct job losses due to drought, they strongly suggested that California did not experience the agricultural job growth that recent history suggests would have occurred had there been no drought. These estimates of agricultural job growth foregone totaled 5,000 to 6,000 jobs in 2014, with the losses concentrated in the lower San Joaquin Valley. Applying the two workers to every officially reported job ratio implies that 10,000 to 12,000 California agricultural workers were adversely affected by drought in 2014. The effects of California's drought are expected to intensify the longer it persists.

The Impacts of Agricultural Technology on Today's Farm Workforce

Today's farm employers have increased their reliance on mechanization to save on the cost of labor, counteract the impact of a reduction in farm labor resources (e.g., workers), and adjust to the increase in the minimum wage according to research conducted by the University of California-Davis (UCD) School of Agricultural and Resource Economics. The use of mechanization is not new to the U.S. agriculture industry that went from 95.0 percent of U.S. residents in agriculture in 1790 to less than 2.0 percent today.

The mechanization of labor activities has had various impacts on the farm labor workforce that range from increased worker productivity to the replacement of hired hands for advanced machinery. An example of this increased productivity is the use of hydraulic platforms, instead of having workers going up and down ladders to fill large bags of hand-

picked produce.[1] In addition, workers are benefiting from the use of conveyor belts to move produce and this reduces the need of workers to carry harvested produce to various locations on the farm.

However, according to UCD research the production and harvesting of some of the nation's largest agricultural commodities—corn, cotton, rice, soybeans, and wheat—have been mainly been mechanized.[2] In addition, machines have substituted human hands in even the most labor intensive of areas such as the planting and pruning of blueberries, peaches, and leaf lettuces.

The current means of data collection conducted at the state and federal level do not allow for an accurate estimate of the net employment impact of mechanization on the farm workforce, but qualitative data from various members of the farm industry (e.g., farm labor contractors, farmers, consultants) have reported its relative impact on employment.

b. An assessment of the unique needs of farmworkers means summarizing Migrant and Seasonal Farm Worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the State during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farmworkers). This information must take into account data supplied by WIOA Section 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations, and State and/or Federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor (DOL) Employment and Training Administration.

The official estimates of agricultural employment in this report are derived from agricultural labor data that the EDD, in collaboration with the U.S. Department of Agriculture (USDA), compiles from monthly surveys of farm owner-operators in California. Agricultural employers who participate in the survey report the number of jobs filled by all workers in their establishments during the survey's reference week. However, given the crop cycle, demand for farm labor tends to be highly seasonal, with peak periods of demand for work that is often of very short duration. As a result, high job turnover and worker mobility are distinguishing features of the agricultural labor market. While survey-based official employment estimates count permanent farm jobs and include any jobs filled by migrant and seasonal farmworkers (MSFWs) identified by employers as working during the survey's reporting week³, they do not necessarily count positions that are filled by MSFWs at other times of the month. Moreover, an analysis of preliminary public use data from DOL's 2015-2016 National Agricultural Workers Survey (NAWS)⁴ indicated that

¹ Martin, Philip L., *Immigration and Farm Labor: Challenges and Opportunities*. Giannini Foundation of Agricultural Economics-University of California, 2017, page 20.

² Martin, Philip L., *Immigration and Farm Labor: Challenges and Opportunities*. Giannini Foundation of Agricultural Economics-University of California, 2017, page 21.

³ The survey reference week is always the week that includes the 12th of the month.

⁴ The 2015-2016 public use NAWS data will be available soon from the U.S. DOL Website at: <http://www.doleta.gov/agworker/naws.cfm>.

56.0 percent of California farmworkers were undocumented, many of whom were employed under informal work arrangements. As such, official estimates of agricultural jobs most likely understate the actual number of individuals in California's agricultural workforce. This is particularly true of MSFWs.

This report provides a best estimate of the number of MSFWs in California in 2016 because data unavailability and limitations preclude making a precise estimate. This best estimate relies on official 2016 survey-based agricultural employment estimates, a 2017 study undertaken by the University of California at Davis (UC Davis) and EDD's Labor Market Information Division (LMID), *Employment and earnings of California farmworkers in 2015*⁵, that estimated the actual number of farmworkers in 2015 and calculated a ratio of actual farmworkers to the number of officially estimated farm jobs, and preliminary findings from the 2015-16 NAWS survey to estimate the number of MSFWs.

Migrant and seasonal farmworkers are typically employed as crop workers and demand for their labor ebbs and flows with the crop production cycle. Under the North American Industry Classification System (NAICS), crop production jobs are counted in two industries: crop production and farm labor contractors and crew leaders (FLCs). Whereas crop production jobs are mostly field-based and reported directly by growers, FLCs supply workers to farms, and a job reported by an FLC may include work done on more than one farm. In 2016, employment in crop production totaled 173,000 jobs and FLCs reported an additional 43,800 jobs, yielding a combined total of 316,800 crop production jobs in California. Three-quarters (75.2 percent) of all agricultural jobs in California in 2016 were in crop production.

The *Employment and earnings of California farmworkers in 2015* study by UC Davis and LMID compared the number of agricultural workers to the number of officially reported farm jobs in 2015 based on an analysis of the comprehensive wage and employment records that are maintained by EDD. The study used social security numbers (SSNs) to identify and count the number of workers in agricultural establishments as coded under NAICS. After making adjustments for what appeared to be false or shared SSNs, the study determined that there were 848,000 unique SSNs reported by agricultural establishments in 2015. In contrast, the official EDD estimate was that California had 421,000 agricultural jobs in 2015. Based on these findings, the UC Davis/LMID study concluded that there were 2.0 agricultural workers for every reported agricultural job in California in 2015. The study also determined that this ratio has held steady since 2007

Assuming that most MSFWs are primarily crop workers employed by growers and FLCs, the estimate of the number of MSFWs in California in 2016 was calculated as follows:

- In 2016, the reported number of crop production and FLC jobs totaled 173,000 and 143,800, respectively, for a total of 316,800 jobs in the crop production. Assuming that

⁵ Martin, Philip, Brandon Hooker, and Marc Stockton, 2017. *Employment and earnings of California farmworkers in 2015*. California Agriculture, November 16, 2017.

there were 2.0 farmworkers for every officially estimated job, this implies that there were 633,600 crop workers in California in 2016.

- Analysis of the preliminary 2015-2016 NAWS public use data indicated that 59.9 percent of California farmworkers reported that they worked for their employer on a year-round basis and 40.1 percent reported they worked on a seasonal basis.
- The preliminary 2015-2016 NAWS public use data also indicated that 16.0 percent of crop farmworkers in California were migrants.⁶ Applying the NAWS-derived estimated shares of crop workers who were seasonal and migrant to the estimated number of crop workers in 2016, yields an estimate that there were approximately 254,100 seasonal farm workers in California in 2016, of whom 40,700 were migrant workers.
- Barring significant changes to national immigration policies, the estimated numbers of MSFWs in California are expected to remain near these same levels over the next two years.

These calculations are also summarized in tabular format below.

Table 7
Estimated Number of Migrant and Seasonal Farmworkers in California in 2016
 (Estimates are rounded to the nearest hundred)

Total Jobs in Crop Production (Official Estimates)	316,800
Assumed Farmworker to Job Ratio	2.0
Estimated Number of Crop Workers in California	633,600
Share of Farmworkers Who Work Seasonally (NAWS)	40.1%
Estimated Number of Seasonal Farmworkers in California	254,100
Share of Farmworkers Who Are Migrants (NAWS)	16.0%
Estimated Number of Migrant Farmworkers in California	40,700

Source: EDD, Labor Market Information Division

Our California NFJP partners regularly share data they collected regarding the needs and presence of MSFWs in this State. This information was particularly useful in collaborating with them to provide Drought Emergency related assistance using both federal and state funding.

2. Outreach Activities

The local offices outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities.

⁶ The NAWS defines a migrant farmworker as one who travels more than 75 miles to obtain a job in U.S. agriculture.

The EDD operates an MSFW Outreach Program consisting of 28 primary and 29 alternate Outreach Workers (OWs) located in AJCCs throughout the State. The OWs provide MSFWs with information on the services and resources available at local AJCCs, Community Based Organizations (CBOs), and other state and federal agencies serving MSFWs in the area.

The OWs spend 85 percent of their time in outreach activities contacting MSFWs where they live, work, or gather. Typically, MSFWs live in economically depressed locations in the outskirts of cities or in farm homes. Often the infrastructure in farmworker housing is inadequate, recently in communities such as Porterville, local wells have gone dry because of the drought, causing farmworker communities additional distress. Thus, farmworkers and the isolation and conditions in which they live are in and of themselves barriers to accessing services, be they social services, community resources, training etc.

Thus, the work of the MSFW is normally performed outdoors in remote areas in varied weather conditions, around pesticides, and machinery. The OWs are frequently required to drive on dirt roads off main highways often impacted by extreme weather conditions or by irrigated farm fields requiring the use of 4-wheel drive vehicles.

A. Contacting farmworkers who are not being reached by the normal intake activities conducted by the employment services offices.

Acknowledging that many farmworkers live in remote and often isolated areas, the existing language barriers, and historically the lack of adequate infrastructure in agricultural communities including adequate housing facilities, transportation etc., the OWs are strategic in how they reach farmworkers, a few strategies include:

- Utilizing local networks of existing relationships to state, community and local partners that provide services to farmworkers, will identify community events and have presence to share information and educate MSFWs about resources available to them.
- Statewide, the EDD promotes local coordination with partner departments to compliment efforts on the ground reaching MSFW populations.
- Strategic and regular collaboration with local non-profit and advocacy organizations occurs statewide and on the ground to ensure that we are reaching the MSFW population in the best manner, and adequately addressing their needs.
- As described above, the EDD OWs will deliver and engage MSFWs in a manner that is culturally and linguistically appropriate to meet their needs, and where necessary, this will be a component of the professional development opportunities for OWs.

B. Providing technical assistance to outreach workers. Technical assistance must include trainings, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (i.e. availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), the employment services complaint system, information on the other

organizations serving MSFWs in the area, and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.

The EDD uses all of the methods referenced in this section to increase the capacity of its Outreach Worker staff. Additionally, the EDD hosts MSFW Outreach Quarterly Conference Calls (QCC) that provide an open forum for representatives from EDD, partners, and CBOs to discuss the delivery of services, training programs, and technical support to better serve MSFWs. Participants at these forums are able to share best practices, discuss the goals for the upcoming quarter, and promote partnerships with state agencies and CBOs. The MAO and WSB's Agricultural Services Unit use this valuable feedback to update and enhance EDD's policies and procedures affecting MSFWs. Keynote speakers are invited to provide information and educational material at each MSFW Outreach QCC forum. Below are examples of the topics discussed at these training sessions:

- The California Department of Pesticide Regulation provided training on pesticide safety. The Agricultural Service Unit and MAO provided new CalJOBSSM guidance and training for Workforce Services staff and management. The training focused on the MSFW Outreach Program, the use of CalJOBSSM relating to the MSFW Outreach Program, and the Migrant Indicator of Compliance report.
- The Equal Employment Opportunity Commission provided a presentation on how to prevent and identify human trafficking. The Disability Insurance Branch provided an overview of the Paid Family Leave and State Disability Insurance programs.
- The DOL's Wage and Hour Division presented training and coordinated efforts on complaint referrals. The California Rural Legal Assistance presented information on legal services available to MSFWs.

C. Increasing outreach worker training and awareness across core programs including the Unemployment Insurance (UI) program and the training on identification of UI eligibility issues.

The EDD has continued its efforts to increase outreach workers' awareness of core programs by doing the following:

- Provided training on core programs, including California Training Benefits, Unemployment Insurance (UI), Trade Adjustment Assistance, Veteran's programs, and Youth and Dislocated Worker programs.
- Developed and provided two hour training on the UI program. The training included UI claim filing eligibility basics, UI claim management, maneuvering UI's public facing computer system, and understanding notices sent to claimants. The UI programs. The UI training also included seek work requirements and the results of non-compliance.

D. Providing State merit staff outreach workers professional development activities to ensure they are able to provide high quality services to both jobseekers and employers.

The State will use professional development activities that increase cultural and linguistic related competencies for OW staff to ensure that they are able to provide high quality services to both job seekers and employers. These training activities will enable staff to assist MSFW job seekers with knowing and improving their skills, obtaining the best job possible, and progressing in a Career Pathway. Furthermore, these training activities will provide employers with access to qualified candidates and strengthen their businesses. Staff will be provided with the required information about core programs including Unemployment Insurance, and hear a consistent message regarding expected levels of performance, service delivery and service quality. These professional development opportunities will be provided throughout the State to promote consistency. The delivery methods of these trainings will include, but will not be limited to, workshops, seminars, on-the-job training, and web based technology.

Local (WSB) AJCC managers provide on-going training and development for staff regarding WSB employment services through its core curriculum regarding serving the public and marketing of EDD services. There is also training and community vendor services available to MSFWs and employers to better support outreach worker responsibilities in the field. The Monitor Advocate Office assists in providing technical support and guidance to support Local Area managers and outreach staff on state and federal regulations pertaining to MSFW outreach and the JS Complaint system. The length of training varies between 1 day to three weeks, depending on the content and staff development needs. Some training may be shorter in duration and self-paced when taken online.

E. Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.

Other outreach efforts include partnering with La Cooperativa Campesina de California (La Cooperativa), a statewide association of service providers operating WIOA Title I Section 167 and Community Services Block Grant MSFW service programs. La Cooperativa's Board of Directors consists of National Farmworker Jobs Program (NFJP) grantees which include the Center for Employment Training, California Human Development Corporation, Central Valley Opportunity Center, County of Kern Employer's Training Resource, and Proteus, Inc. The NFJP grantees currently operate 66 service centers throughout 35 California counties, offering a wide range of self-sufficiency and training services to rural, low income, largely Latino populations. The services include workforce development under WIOA Title I Section 167, affordable housing, home weatherization and energy efficiency, treatment and recovery from addiction, health outreach, immigration and other services. These providers serve more than 100,000 MSFWs in 35 agricultural counties and maintain outreach links

with AJCCs. They will work to become strategic local partners (required under WIOA) that help inform Local Workforce Development Boards on farmworker and low-income population needs and will through local plans jointly plan to help ensure the best service delivery to these underserved population.

Because the services offered by NFJP grantees focus on increasing self-sufficiency and protecting farm workers in local communities in which they live, and with partners whom are trusted in communities, they are able to achieve much higher rates of participation by this traditionally hard-to-reach population.

The EDD will continue to pursue and promote more collaborative co-enrollment policies between WIOA Title I Section 167 providers and other WIOA funded programs that will assist the WIOA Title I Section 167 network provide their mutual farmworker customers with an enhanced and accessible range of services. This effort will be augmented by the mutual use of the State's CalJOBSSM system.

In accordance with the DOL Training and Employment Guidance Letter (TEGL) 8-17, the MAO has participated in meetings with La Cooperativa and NFJP grantees to discuss the NFJP Memorandum of Understanding (MOU) as well as marketing and outreach efforts to create awareness among MSFWs. Future meetings will take place via ongoing quarterly conference calls and in person during the annual Western Association of Farmworker Advocates (WAFA) conference when all NFJP grantees, La Cooperativa Board Members, and local providers are attending. The MOU is currently in process and projected to be completed by June 30, 2018. Subsequently, the discussion to cross-train staff will be coordinated to ensure services to farmworkers are seamless.

La Cooperativa is also an ongoing recipient of WIOA 25 Percent Dislocated Worker funding with a current grant to serve over 1,000 dislocated MSFWs with a comprehensive program of core, intensive training services designed to place them into full-time, non-seasonal employment or upgraded agricultural employment. This comprehensive program is being implemented in coordination with the WIOA Title I Section 167 providers and AJCCs.

The EDD and La Cooperativa also collaborate on a public information and awareness campaign designed to assist MSFWs with workforce and labor market information, social service information, and current job openings. As part of this campaign, La Cooperativa publishes 12 issues of *La Voz del Campo* (The Voice of the Fields) newsletter annually including an e-publication that is distributed to agencies that work directly with MSFWs. *La Voz del Campo* is a newsletter written in English and Spanish designed to assist MSFWs and their families with information on programs and services offered by EDD, CBOs, and other government agencies. Information on agricultural issues, employment opportunities, crop activities, and federal and State services is also included. A printing production of 45,000 copies of each issue is disseminated statewide through over 450 access points.

In addition to the *La Voz del Campo* publication, the broader multimedia approach includes bilingual radio. Radio Bilingue is a non-commercial, bilingual, Latino-owned and operated public radio network headquartered in Fresno and Oakland that produces 12 one-hour live talk shows, supporting each issue of *La Voz del Campo*. Additional information discussed on the air includes information about the H-2A program and the agricultural jobs available statewide for MSFWs looking for work. This has been an excellent medium to disseminate information on emerging topics like the Affordable Care Act which was featured in one of the publications. Radio Bilingue has the capacity to reach thousands of MSFWs in the central valley, coastal, and desert labor market areas.

While the partnership with La Cooperativa and its member helps to enhance our footprint in agricultural communities, the personal touch and one-on-one engagement with MSFWs is limited. Thus, it requires educating partners within the workforce system on the needs, and best approaches to get farmworkers in the door, and offer them the services they need as part of the larger workforce system.

The EDD's local Ag worker Outreach teams, consisting of outreach workers and managers, have on-going meetings with NFJP staff, they participate in local MSFW forums, e.g, co-sponsor Farmworker Appreciation events, and promote continuous collaboration with NFJP to promote EDD services and NFJP resources. The NFJP grantees and the outreach teams support and ensure cross referral to MSFWs and co-enrollment of participants as much as possible.

3. Services provided to farmworkers and agricultural employers through the one-stop delivery system.

Describe the State agency's proposed strategies for:

- A. Providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system. This includes:**
 - i. How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers;**
 - ii. How the State serves agricultural employers and how it intends to improve such services.**

The EDD has been able to successfully serve the agricultural community through an outreach program designed to serve both MSFWs and agricultural employers. The primary responsibility of the OW is to locate and contact MSFWs who are not being reached by the normal intake activities conducted by the AJCCs. The OWs search for MSFWs throughout the State, especially in rural areas where they live, work, and gather to present the services in a language readily understood by them. The responsibilities of an OW include:

- Educating MSFWs of their rights with respect to terms and conditions of employment;
- Developing and maintaining relationships with MSFWs, public and private community **agencies, MSFW groups, and employers;**
- Coordinating outreach efforts with MSFW community service providers, including WIOA title I Section 167 providers;
- Assisting MSFWs with job search and placement, initiating job development contacts, and referrals to supportive services;
- Conducting informational workshops for MSFWs at AJCCs or other locations;
- Assisting with the completion of the California Job Opening Browse System (CalJOBSSM) registration, resume, job applications, and other documents as needed;
- Documenting all reportable services provided to MSFWs;
- Conducting follow-up interviews with reportable individuals to ensure service or training was received;
- Assisting MSFWs with making appointments and arranging transportation;
- Observing the working and living conditions of MSFWs;
- Providing assistance with obtaining unemployment insurance benefits, information on the California Training Benefits program, and referrals to specific employment opportunities if MSFWs are unemployed;
- Providing information regarding employment opportunities that may be available including any available H-2A agricultural job orders;
- Informing MSFWs of the full range of available services, including: job training opportunities available through the AJCCs and CBOs; engaging in public awareness campaigns to educate job seekers and small businesses about Covered CaliforniaTM as a resource to help make informed decisions about health care coverage options. OWs may provide MSFWs helpful fact sheets regarding the program, financial assistance, and hand out informational brochures in English and Spanish;

Contacting seasonal farm workers working under the H-2A program to provide them information pertinent to workers employed under this program, including information about their rights and protections under the H-2A contractual agreement.; and Informing MSFWs about the Employment Services and Employment-Related Law Complaint System and providing assistance with the complaint process.

In addition, information from WIOA Title I Section 167 providers located in AJCCs statewide is included to help MSFWs receive a comprehensive blend of services designed to place them into full-time, non-seasonal employment or upgraded agricultural employment. The AJCCs are heavily engaged in a number of employment services activities including various recruitment activities to find and refer qualified U.S. domestic workers to fill H-2A job openings.

The OW is trained in local office procedures, informal resolution of complaints, and in the services, benefits, and protections afforded to MSFWs.

The OW is fluent in Spanish and able to relate to the needs of MSFWs who may not be aware of community resources available to them. The outreach activities are conducted year-round. In addition, some AJCCs have an alternate OW available to fill in when the primary OW is not available to conduct outreach activities.

Outreach services to locate and assist dislocated MSFWs affected by the current drought, which is considered one of the worst recorded in CA history, will be more intensive in PY 2015. The current 2015 dry weather conditions in our state, preceded by dry years in 2012, 2013, and 2014 has compounded the impact it will have on farmers, ranchers and farm workers:

On January 17, 2014, Governor Brown issued a proclamation declaring a drought state of emergency in the state which was “...*experiencing record dry conditions, with 2014 projected to become the driest year on record.*” According to the United States Department of Agriculture (USDA), the San Joaquin Valley (SJV) alone “*is one of the highest grossing agricultural regions in the world.*” This community is highly dependent on agricultural employment with 33 to 41 percent of low income residents classified as food insecure. The USDA notes that “*Historic and continuing high levels of unemployment and poverty within SJV communities suggest increased vulnerability should the drought persist.*” The plight in the SJV alone offers an insight into the alarming situation our state is in. This has sparked a number of initiatives by the federal and state governments to provide assistance to affected employers and farm workers. These initiatives include housing assistance, accessible low interest rate loans, and training services, among others. The OWs may be confronted with an unknown number of MSFWs affected directly or indirectly by the drought, presenting a greater opportunity to advocate for MSFWs and help them mitigate the negative impacts of the drought.

The EDD and its partners (state, federal and local), are developing strategies to help mitigate impacts of the drought on California farm workers including providing temporary employment for farm workers who are unemployed or underemployed as a result of the drought. Temporary employment will be provided for dislocated workers to assist in clean-up and recovery efforts, as a result of the drought, by performing specific drought impact work, such as sod removal, replacement of outdated irrigation systems, tree and brush removal, and maintenance and upkeep of public facilities. This initial effort will serve 1,000 workers to be employed for up to six months in the Northern Sacramento Valley and the Central Valley, which are the areas most impacted by the drought.

Agricultural employers and farm workers (foreign and domestic) receive additional services from five Agri Business Representatives (ABR). The ABRs spend approximately eighty percent of their time conducting housing inspections for agricultural employers that use the H-2A Program to ensure employers are providing adequate housing to farm workers. Ten percent of their time is spent collecting agricultural data and

preparing monthly crop activity reports of their respective agricultural areas. The other ten percent is spent conducting unannounced, Random Field Checks of H-2A employers to ensure employers are in compliance with all the terms and conditions of the work contract. They also assist a lead analyst to conduct prevailing wage and practice surveys. There are 5 ABRs in the state carrying out these important functions that support the H-2A Program at EDD. It is important to note that the ABRs are trained in the JS complaint system and will take complaints from workers or if they identify any apparent violations during the course of their work. The ABRs provide employers with timely housing inspections, education regarding housing standards, and other H-2A Program related support. At the same time they play an important role in the health and safety and protection of the H-2A workers' rights.

Services to Agricultural Employers

The EDD recognizes the importance of the agricultural industry in California and has devoted resources to meet the labor needs of agricultural employers and MSFWs. Funding for agricultural services comes from W-P and Foreign Labor Certification (FLC) funds granted to the states annually. W-P funds are given to California based on a formula basis. The FLC funds are provided by DOL to California to process foreign labor application requests, conduct housing inspections, agricultural wage and prevailing practice surveys, and collect agricultural crop and labor information. California was recently informed that its DOL FLC funding was being reduced by almost 50 percent (\$1 million reduction) to \$1.2 million. This unexpected funding cut will likely result in reductions in activities and/or services unless funding is restored in future Foreign Labor Certification grant awards.

California also provides labor exchange services for agricultural employers. These services target the specific needs of the agricultural workforce by using one or more of the following services provided by CalJOBSSM:

- Generate CalJOBSSM letters that enable staff to create and send formatted letters to job seekers who are registered in CalJOBSSM regarding job opportunities and targeted recruitment letters;
- Employer self-service options to update their company profiles, post and update recruitments, conduct résumé searches, and contact qualified job seekers;
- Perform recruitment activities to find and refer qualified MSFWs in order to fill the labor needs of agricultural employers;
- Conduct mass job referrals electronically through CalJOBSSM;
- Assist with résumé searches and ES office staff mediated services that encourage agricultural employers to publish their job openings using CalJOBSSM to fill their job openings;
- Provide labor market information such as data on supply and demand, salaries, training requirements, new and emergent occupations, and industry growth; and
- Provide Rapid Response services due to plant closure or mass layoffs. These

services are offered to workers at the employer's job site and include information on assistance that can be provided at the AJCCs.

B. Marketing the employment services complaint system to farmworkers and other farmworker advocacy groups.

Information on the employment services complaint system is an integral part of the Outreach Workers' educational toolkit, and is constantly shared with the workers and the advocacy organizations that the EDD outreach workers interact with on a daily basis. EDD Outreach Workers and AJCC staff receive regular training on the complaint system. The MAO recently rewrote the ES Complaint System Manual and continues to provide technical assistance to the system's users during on-site monitoring reviews. An internet team site was also created to allow staff to view training modules, pertinent forms and instructions, and webinars. The Workforce3One training modules are among the various trainings available on this site.

In accordance with TEGL 8-17, the MAO has discussed with NFJP grantees to begin publicizing the ES Complaint System including efforts to refer any complaints or apparent violations to the nearest AJCC EDD that serves agricultural employers. The MAO continues to work with federal and state enforcement agencies to help enforce employment laws and address complaints related to labor law violation.

C. Marketing the Agricultural Recruitment System to agricultural employers and how it intends to improve such publicity.

The ARS is a nationwide recruitment and referral system. It can be used to systematically move workers within a State and from other States when there is an anticipated shortage of agricultural workers. The process is less time consuming and can cost less than the H-2A program.

The EDD will continue its efforts to market this system to employers despite the limited success it's had in the past. This will include trying new marketing strategies that the department has not used before.

The ARS Clearance Order form is being used almost exclusively to recruit/refer foreign workers in conjunction with the H-2A program, as there is in fact a shortage of legal domestic workers to refer as evidenced by the low numbers of domestic referrals to the H-2A job orders.

4. Other Requirements

A. Collaboration

Describe any collaborative agreements the state workforce agency (SWA) has with other MSFW service providers including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and in establishing new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

The EDD has substantial financial agreements with MSFW service providers including various contracts with its 5 NFJP grantees, as detailed earlier. These agreements are facilitated by EDD contracting with La Cooperativa Campesina de California, the not-for-profit association of these providers. These agreements total more than \$20 million dollars which is a greater amount than what they receive in NFJP funding. The EDD has implemented ongoing efforts to strengthen its collaborative efforts with advocacy agencies including the Mexican Consulate and California Rural Legal Assistance.

The EDD plans to continue building on these relationships and agreements and develop new relationships over the next 4 years through the following:

- Continue working with our NFJP partners to strengthen and improve how we serve our immigrant and limited English proficient populations including increasing co-enrollment between both Title I and W-P and using the same case management system to track and report on these customers.
- Provide additional WIOA discretionary resources to develop California's capacity to serve MSFWs and other limited English proficient populations, e.g., will be investing \$7.7 million of PY 2016 WIOA Discretionary funds for Regional Workforce Accelerator projects that will develop and test innovations that accelerate employment for these populations.
- Participate in coverings of stakeholders that have specialized expertise in serving immigrants and/or persons with limited English language proficiency to identify and develop partnerships with these organizations, e.g., immigrants' rights organizations.

B. Review and Public Comment.

In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore; and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP. The AOP must include a statement confirming NFJP grantees, other

appropriate MSFW groups, public agencies, agricultural employer organizations and other interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

The State Monitor Advocate's office reviewed the 2016 submission of the Ag Outreach Plan and provided valuable feedback in compiling the final draft.

The EDD also only received comments and recommendations from La Cooperativa Campesina de California which is the association of the WIOA Section 167 DOL grantees for the State of California. Its five members include California Human Development (CHD), Central Valley Opportunity Center (CVOC), Proteus, Inc., Employers' Training Resource (ETR), and Center for Employment Training (CET). These comments resulted in various additions to the final draft of the Ag Plan.

C. Data Assessment.

Review the previous four years W-P data reports on performance. Note whether the State has been meeting its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. If it has not met these goals, explain why the State believes such goals were not met and how the State intends to improve its provision of services in order to meet such goals.

The State has historically met the Wagner–Peyser performance goals to provide qualitatively equivalent and quantitatively proportionate services to Migrant and Seasonal Farm workers (MSFW) as compared to services to non-MSFWs.

A review of the past four years of Wagner–Peyser data reports indicates that EDD has met all equity service level indications for PY 2016-17 ensuring MSFWs continue to receive qualitatively equivalent and quantitatively proportionate services at significantly greater rates than non-MSFWs.

The EDD is also required to meet the minimum service level indicators of compliance which are established to ensure that MSFWs receive equitable employment services. During PY 2016-17, EDD met three out of four minimum service level indicators. The EDD did not meet the required level for field checks conducted due to the lack of resources and staff shortages.

The EDD has taken an active role to ensure compliance in tracking services to MSFWs and all job seekers. To ensure that the goals were met, EDD has corrected the way the new CalJOBSSM tracks and populates data in the MIC Report. The EDD has trained staff and AJCC partners on the use of CalJOBSSM and has created comprehensive tools on the CalJOBSSM service codes.

D. Assessment of progress

The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved and an explanation as to why the State believes the goals were not achieved, and how the State intends to remedy the gaps of achievement in the coming year.

The DOL Employment and Training Administration require that states ensure equity of services for MSFWs and non-MSFWs. The MAO ensures MSFWs continue to receive qualitatively equivalent and quantitatively proportionate services similar to non-MSFWs by monitoring indicators of compliance on all service outcomes tracked for regular job seekers, including MSFWs. A summary of the more recent progress made by EDD includes the following:

- **Referred to Employment:** In PY 2016-17 the EDD exceeded the number of referrals to employment for MSFWs by 284 compared to PY 2015-16. The EDD continues to exceed the expectation by a significant amount and continues to refer farm workers to all available employers.
- **Received Staff Assisted Services:** In PY 2016-17 the number of staff assisted services received by MSFWs decreased by 1,773 compared to PY 2015-16; however, the EDD still met the minimum service level to MSFWs. The EDD encourages farmworkers to come into the AJCC's to provide them with an individual career plan. The AJCC's are working on catering to the specific needs of their areas and the farm workers they service. They are creating specific worker shops to meet the needs of their Local Areas.
- **Referred to Supportive Services:** In PY 2016-17 the number of MSFWs referred to supportive services decreased by 1,554 compared to PY 2015-16; however, the EDD still met the minimum service level to MSFWs. The EDD continues to exceed the expectation by a significant amount and continues to refer and inform farm workers of all available services.
- **Career Guidance:** In PY 2016-17 the number of MSFWs receiving career guidance decreased by 902 compared to PY 2015-16; however, the EDD still met the minimum service level to MSFWs. The EDD continues to exceed the expectation by a significant amount and continues to guide and encourage the farmworker to use their current skills and apply them to a new career plan.
- **Job Development Contacts:** In PY 2016-17 the EDD exceeded the number of job development contacts to MSFWs by 44 compared to PY 2015-16. The EDD continues to exceed the expectation by a significant amount and continues to assist farm workers individually according to their needs.

E. State Monitor Advocate

The plan must contain a statement confirming the State Monitor Advocate has reviewed and approved the AOP.

The State Monitor Advocate's office reviewed the Ag Outreach Plan and provided valuable, informal feedback in compiling the final draft.

F. W-P Assurances

The State Plan must include assurances that:

- 1. The W-P Employment Services is co-located with one-stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time. (sec 121(e)(3)); Yes**
- 2. The State agency is complying with the requirements under 20 CFR 653.111 (State agency staffing requirements) if the State has significant MSFW one-stop centers; Yes**
- 3. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers W-P services, Adult and Dislocated Worker programs and Youth Programs under Title I; Yes**
- 4. State agency merit-based public employees provide W-P Act-funded labor exchange activities in accordance with DOL regulations. Yes**