



# **Unified Strategic Workforce Development Plan**

## **Program Specific Requirements for Wagner-Peyser Program**

**2020-2023**

IN FULFILLMENT OF THE REQUIREMENTS OF THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT  
PUBLIC LAW 113-128

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## Program Specific Requirements for Wagner-Peyser Program

### Employment Service Professional Staff Development

The State provides 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 increase staff 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 ensures that all Employment Services staff have the knowledge base and skill set to successfully administer Wagner-Peyser (W-P) programs and operate the CalJOBS<sup>SM</sup> labor exchange system. Further, comprehensive training gives Employment Services staff a thorough understanding of the available services and resources to competently and effectively serve the job seekers and employers of California, while meeting performance goals and compliance guidelines as outlined in WIOA.

California meets the needs of customers requesting assistance in filing UI claims by providing direct in-person customer assistance and guidance. The dedicated America's Job Center of California<sup>SM</sup> (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, UI Online<sup>SM</sup>, 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 Employment Development Department's (EDD) website.

- Dedicated AJCC staff, trained in providing meaningful UI program assistance, are available in 45 Local Areas across California.
- The UI Online<sup>SM</sup> allows existing claimants to file or reopen their claim, along with many other user-friendly features to help customers manage their UI claims.
- 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.
- The 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 8a.m. to 5p.m. (PST) to serve the California customers that require more detailed UI merit staff assistance. The UI Direct phone line service is only offered in -designated AJCCs, can only be accessed by AJCC staff and in cases where all other direct in-person attempts by trained AJCC staff to provide UI assistance have been exhausted.

## Reemployment Assistance

California continues its commitment of operating a customer-centric service delivery model for providing reemployment assistance to UI claimants. Key elements to implementing the service delivery model include:

- Screening the UI applicant pool to identify those individuals that are most likely to exhaust benefits.
- Communicating recent layoff information to AJCC staff to ensure that timely contact is made with UI claimants to assist with reemployment efforts.
- Directing UI claimants who are required to seek work to register in the state's labor exchange system, CalJOBS<sup>SM</sup>.
- Providing UI claimants with not only job search assistance, but information on the AJCC services and work search assistance videos.
- Providing a direct referral to an AJCC orientation or workshop.
- Encouraging UI claimants to attend an AJCC orientation and refer them to an additional mandatory career service, formally known as a subsequent service, as appropriate. These services include basic and individualized career, training, and supportive services. Staff at the AJCCs assist UI claimants with conducting skills assessments, developing individual employment plans, and career planning to obtain a job. UI claimants have access to job search workshops and activities such as developing résumés and cover letters, searching and applying for job openings, and mock interviews. Finally, UI claimants are connected with access to training, education, and work experience opportunities available at an AJCC.
- Coordinating co-enrollment of UI claimants with WIOA Title I and W-P programs, which can provide wrap-around services to support employment and training participation and result in better outcomes.

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 local service delivery model. The EDD programs, including UI, are committed to their roles as partners within the AJCC to consistently collaborate internally, and with the Local Areas, to further support the spirit and intent of WIOA.

### Coordination of and provision of labor exchange services for UI claimants

Currently, the EDD requires all UI claimants to register into the, CalJOBS<sup>SM</sup>, and create a resume. Once registered, UI claimants have the same access as registered jobseekers to all the online features in CalJOBS<sup>SM</sup>, 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, UI claimants have many resources available to them when they visit an AJCC. A UI claimant can conduct self-service activities by using resources such as computers and phones to conduct job searches, create a resume through CalJOBS<sup>SM</sup>, respond to employment opportunities, manage their UI claim through UI Online<sup>SM</sup>, and more. In addition to self-service options, UI claimants

can also receive staff-assisted services, such as job search workshops, assistance with access and navigating the CalJOBS<sup>SM</sup> 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 local service delivery model. 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.

#### Registration of UI claimants with the State's employment services if required by State law

The California Unemployment Insurance Code (CUIC) Section 1253(b) and the California Code of Regulations, Title 22, Section 1253(b)1 requires UI claimants unless exempt, to register for work within 21 days after filing a UI claim.

When an individual files a UI claim, the EDD mails a Notice of Requirement to Register for Work letter to the UI claimant. The letter informs a UI claimant of their requirement to enter a resume in CalJOBS<sup>SM</sup>, and includes 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<sup>SM</sup>.

The EDD automatically starts an account in CalJOBS<sup>SM</sup> 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 PJSA workshop at a local AJCC. This workshop is designed to connect UI claimants with employment services available through the AJCC, including entering a resume in CalJOBS<sup>SM</sup>, if not previously done, and to respond to questions about their work search. Failure to attend the PJSA will result in a scheduled eligibility determination by UI staff.

#### Administration of the work test for the State unemployment compensation system

State law requires a UI claimant to register for work, as a condition of eligibility unless good cause is established, by entering a resume in CalJOBS<sup>SM</sup> within 21 days after filing a claim for unemployment benefits. The law allows 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, participation in CTB program, etc.). If the UI claimant does not comply with the registration requirement, the EDD schedules the claimant for a PJSA appointment to review their registration of work within CalJOBS<sup>SM</sup> and efforts to search for work.

Additionally, UI claimants that meet specific characteristics and profiling criteria are scheduled for a RESEA appointment. During the assessment, the UI claimant is referred to a minimum of one additional mandatory career service which may include, but not limited to, one-on-one case management services, or employment workshops on resume building and career counseling.

Failure to attend the PJSA or RESEA and an additional mandatory career service, along with meeting

the registration requirement in CalJOBS<sup>SM</sup>, are referred to UI adjudication and may result in a denial of UI benefits. Provision of referrals to and application assistance for training and education programs and resources.

The EDD provides all UI claimants with information on the CTB program, work search requirements, and CalJOBS<sup>SM</sup> registration, and refers these individuals to their local AJCC to obtain employment and training services. At the AJCC, mandatory reemployment workshops connect UI claimants with employment services provided under the W-P. 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-time employment in a sustainable role. A UI claimant may be eligible for the program if the individual is attending training authorized by WIOA, Employment Training Panel (ETP), TAA, CalWORKs, if the program and provider are listed on the Eligible Training Provider List (ETPL), 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.

### **Agricultural Outreach Plan (AOP)**

California's AOP sets policies and objectives in providing W-P 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.

In accordance with the regulations at Title 20 Code of Federal Regulations (CFR) Section 653.107(d), the AOP includes:

- An assessment of the unique needs of MSFWs in the area based on past and projected agricultural and MSFW activity in the state.
- An 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 assurances with the requirements under Title 20 CFR Section 653.111 for Significant, Multilingual, and Special Circumstance (Significant) MSFW AJCC offices.

*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 \$50.3 billion in 2017. This ranked California as the nation's largest agricultural producer in 2017, outpacing Iowa (\$26.6 billion) and Texas (\$22.8 billion). California alone accounted for about one-eighth (13.5 percent) of the national agricultural production. California was far and away the nation's leader in crop production in 2017, with crops produced valued at \$39 billion. The state accounted for 20.0 percent of the value of total U.S. crop production. In contrast, Illinois and Iowa were the second and third largest crop producing states in 2017, combining for 13.6 percent of total U.S. crop production. California's livestock production was valued at \$11.2 billion in 2017, fourth highest among all states after Texas, Iowa, and Nebraska. Table 1 shows the nation's largest agriculture, crop, and livestock producing states in 2017.

Table 1  
**Largest Agricultural Producing States in the United States in 2017**  
(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
<b>U.S.</b>	<b>\$371,431</b>	<b>-</b>	<b>U.S.</b>	<b>\$195,397</b>	<b>-</b>	<b>U.S.</b>	<b>\$176,034</b>	<b>-</b>
CA	\$50,264	13.5%	CA	\$39,077	20.0%	TX	\$14,337	8.1%
IA	\$26,605	7.2%	IL	\$13,353	6.8%	IA	\$13,409	7.6%
TX	\$22,769	6.1%	IA	\$13,195	4.9%	NE	\$12,464	7.1%
NE	\$21,315	5.7%	MN	\$ 9,536	4.5%	CA	\$11,187	6.4%
MN	\$17,119	4.6%	NE	\$ 8,851	4.3%	KS	\$ 9,529	5.4%
IL	\$15,932	4.3%	TX	\$ 8,432	3.9%	WI	\$ 7,972	4.5%
KS	\$15,656	4.2%	WA	\$ 7,709	3.5%	NC	\$ 7,745	4.4%
NC	\$11,480	3.1%	IN	\$ 6,851	3.4%	MN	\$ 7,583	4.3%
WI	\$11,331	3.1%	ND	\$ 6,606	3.1%	GA	\$ 5,837	3.3%
IN	\$10,580	2.8%	KS	\$ 6,126	3.3%	AR	\$ 5,317	3.0%

California's agricultural production increased in value by \$2.8 billion (5.6 percent) from 2016 to 2017. Crop production in California also increased by \$2.1 billion (5.5 percent) in value over the year. Total livestock productions increased in 2017 by \$0.7 billion (6.3 percent). Over the seven-year period from 2011 through 2017, California's agricultural production rose in value by \$7.0 billion (14.0 percent). Crop production increased by \$8.0 billion (20.6 percent), however, livestock production decreased by \$0.9 billion (8.1 percent) over the seven-year period.

In 2017, crop production accounted for 77.7 percent of total agricultural production in California. By commodity group, fruit and nut products were valued at \$22.0 billion in 2017, comprising over one-third (43.9 percent) of the total value of the state's agricultural products and more than half (56.4 percent) of the value of the crops produced in the state. Vegetables and melons were valued at \$8.4 billion, accounting for over one-fifth of the value of crops produced in California.

Livestock and livestock products made over one-fifth (22.3 percent) of the total value of California's agricultural production in 2017. Dairy products were valued at \$6.6 billion, comprising almost three-fifths (58.6 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 \$2.6 and \$1.4 billion, respectively in 2017.

On an individual commodity basis, milk and cream (dairy products) was California's most valuable commodity in 2017, with cash receipts totaling \$6.6 billion. Grapes and shelled almonds were California's second and third most valuable commodities, with cash receipts totaling \$5.8 billion and \$5.6 billion, respectively. The cash receipts of six other California commodities exceeded \$1 billion in 2017: cattle and calves, lettuce, berries, pistachios, tomatoes, and walnuts. Only three of California's 20 most valuable commodities in 2017 decreased in value from the prior year. Table 2 shows California's twenty most valuable agricultural commodities in 2017, as well as their value and ranking in 2016.



Table 2  
**California's Top 20 Agricultural Commodities in Value, 2016-2017**  
 (Cash receipt values are expressed as millions of dollars)

Commodity	2016		2017	
	Value	Rank	Value	Rank
Milk and Cream	\$6,065	1	\$6,562	1
Grapes	\$5,621	2	\$5,793	2
Almonds (shelled)	\$5,052	3	\$5,604	3
Berries, All Strawberries	\$3,085	4	\$3,100	4
Cattle & Calves	\$2,556	5	\$2,625	5
Lettuce, All	\$1,865	6	\$2,415	6
Walnuts	\$1,275	9	\$1,594	7
Tomatoes, All	\$1,310	8	\$1,054	8
Pistachio	\$1,506	7	\$ 1,014	9
Broilers	\$801	11	\$939	10
Oranges, All	\$826	10	\$934	11
Broccoli	\$774	13	\$850	12
Hay, All	\$796	12	\$758	13
Rice	\$700	14	\$678	14
Carrots, All	\$698	15	\$615	15
Lemons	\$594	16	\$608	16
Tangerines	\$457	17	\$535	17
Cotton, All	\$339	20	\$475	18
Raspberries	\$328	23	\$452	19
Garlic	\$334	22	\$390	20

*Total value is based on U.S. Department of Agriculture (USDA) Economic Research Service cash receipts. Source: USDA, National Agricultural Statistics Service, Pacific Region-California; California Agricultural Statistics 2017-2018 Crop Year*

On a cash receipt basis, California produced all of the nation's almonds, walnuts, pistachios, garlic, plums and prunes, olives, honeydews, artichokes, kiwifruit, and figs in 2017. Twelve 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, strawberries, raspberries, and cauliflower. Cauliflower and apricots accounted for more than three-quarters (75.0 percent) of national cash receipts. Accounting for more than half was lettuce, dates, safflower, tomatoes, peaches, chile peppers, spinach, 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 2017: California Cash Receipts as a  
Percent of the Nation's Receipts**  
(Values are expressed as millions of dollars)

<b>Commodity</b>	<b>Value of California Receipts</b>	<b>Value of U.S. Receipts</b>	<b>California's Share of U.S. Receipts (%)</b>
Almonds	\$5,604	\$5,604	100.0
Walnuts	\$1,594	\$1,594	100.0
Pistachios	\$1,014	\$1,014	100.0
Garlic	\$390	\$390	100.0
Plums and prunes	\$345	\$345	100.0
Olives	\$187	\$187	100.0
Honeydews	\$94	\$94	100.0
Artichokes	\$65	\$65	100.0
Kiwifruit	\$35	\$35	100.0
Figs	\$28	\$28	100.0
Avocados	\$383	\$392	97.8
Celery	\$302	\$315	96.0
Lemons	\$718	\$763	94.0
Tangerines	\$532	\$568	93.7
Nectarines	\$133	\$143	93.1
Broccoli	\$850	\$926	91.8
Grapes	\$5,793	\$6,460	89.7
Cotton lint, Long staple	\$377	\$423	89.3
Carrots	\$615	\$691	89.1
Strawberries	\$3,100	\$3,487	88.9
Raspberries	\$452	\$517	87.6
Cauliflower	\$304	\$387	78.6
Apricots	\$35	\$44	78.3
Lettuce	\$2,415	\$3,632	66.5
Dates	\$99	\$151	65.5
Safflower	\$26	\$41	64.0
Tomatoes	\$1,054	\$1,674	63.0
Peaches	\$371	\$599	62.0
Peppers, Chile	\$86	\$143	60.1
Spinach	\$233	\$401	58.2
Cantaloupes	\$135	\$267	50.4

Source: USDA, Economic Research Service

The estimated value of California's exported agricultural products totaled \$23.1 billion in 2017. In terms of value, California's exports comprised over one-seventh (14.9 percent) of total U.S. agricultural exports in 2017. California was the nation's top agricultural exporter in 2017, 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 2012 through 2017.

Table 4  
**Largest Agriculture Exporting States in the United States: 2012-2017**  
(Estimated values are expressed as millions of dollars)

	2012	2013	2014	2015	2016	2017
<b>U.S.</b>	<b>\$141,532</b>	<b>\$144,336</b>	<b>\$149,970</b>	<b>\$133,034</b>	<b>\$134,650</b>	<b>\$138,152</b>
CA	\$20,182	\$22,781	\$23,931	\$22,897	\$21,860	\$23,050
IA	\$11,552	\$10,344	\$11,192	\$9,962	\$10,970	\$10,295
IL	\$8,750	\$7,332	\$9,851	\$8,039	\$8,305	\$8,158
TX	\$5,971	\$6,097	\$6,269	\$5,953	\$6,057	\$7,195
MN	\$7,800	\$7,908	\$7,384	\$6,297	\$6,991	\$6,869
NE	\$6,791	\$6,378	\$7,240	\$6,467	\$6,677	\$6,397
KS	\$4,410	\$4,874	\$4,635	\$4,165	\$4,721	\$4,831
IN	\$5,059	\$4,550	\$5,807	\$4,673	\$4,499	\$4,600
ND	\$4,437	\$4,536	\$4,914	\$3,823	\$4,629	\$4,535
MO	\$3,880	\$3,927	\$4,344	\$3,613	\$3,554	\$4,027

Source: USDA, Economic Research Service

California's agricultural exports increased by \$1.2 billion (5.2 percent) from 2016 to 2017. During the recent economic expansion, California's agricultural exports increased \$2.9 billion (14.2 percent) from 2012 through 2017. Tree nuts were California's most valuable export crop in 2017 with an estimated value of \$7.4 billion, followed by "other plant products" which includes sweeteners, plantings seeds, cocoa, coffee, and other processed foods (\$3.9 billion), fruits (\$2.9 billion) and vegetables (\$3.1 billion).

Kern was the largest agriculture producing county in California in 2017, with agricultural production valued at \$7.3 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, Kings and Imperial counties. A total of 14 California counties each produced agricultural products valued at more than \$1 billion in 2017. These counties are shown in Table 5.

The value of agricultural production decreased from 2016 to 2017 in only 3 of California's 14 largest agricultural counties. The largest over-the-year decrease in agricultural production was for Riverside County (4.4 percent), which was followed by Merced and Ventura counties. In contrast, the value of agricultural production over-the-year was increased in Stanislaus (14.6 percent), Fresno, Santa Barbara, Tulare, Madera, San Joaquin, Monterey, San Diego, Kings, Kern, and Imperial counties.

Table 5  
**Top California Counties as Ranked by Gross Value of Agricultural Production,  
 2016-2017**

(Values are expressed as millions of dollars)

County	2016		2017		Percent Change: 2016 to 2017
	Value	Rank	Value	Rank	
Kern	\$7,188	1	\$7,254	1	0.9%
Tulare	\$6,370	2	\$7,039	2	10.5%
Fresno	\$6,186	3	\$7,025	3	13.6%
Monterey	\$4,256	4	\$4,425	4	4.0%
Stanislaus	\$3,183	6	\$3,648	5	14.6%
Merced	\$3,445	5	\$3,409	6	-1.0%
San Joaquin	\$2,338	7	\$2,528	7	8.1%
Ventura	\$2,110	8	\$2,100	8	-0.5%
Kings	\$2,037	10	\$2,066	9	1.4%
Imperial	\$2,063	9	\$2,065	10	0.1%
Madera	\$1,819	11	\$1,973	11	8.5%
San Diego	\$1,747	12	\$1,774	12	1.6%
Santa Barbara	\$1,427	13	\$1,590	13	11.5%
Riverside	\$1,276	14	\$1,219	14	-4.4%

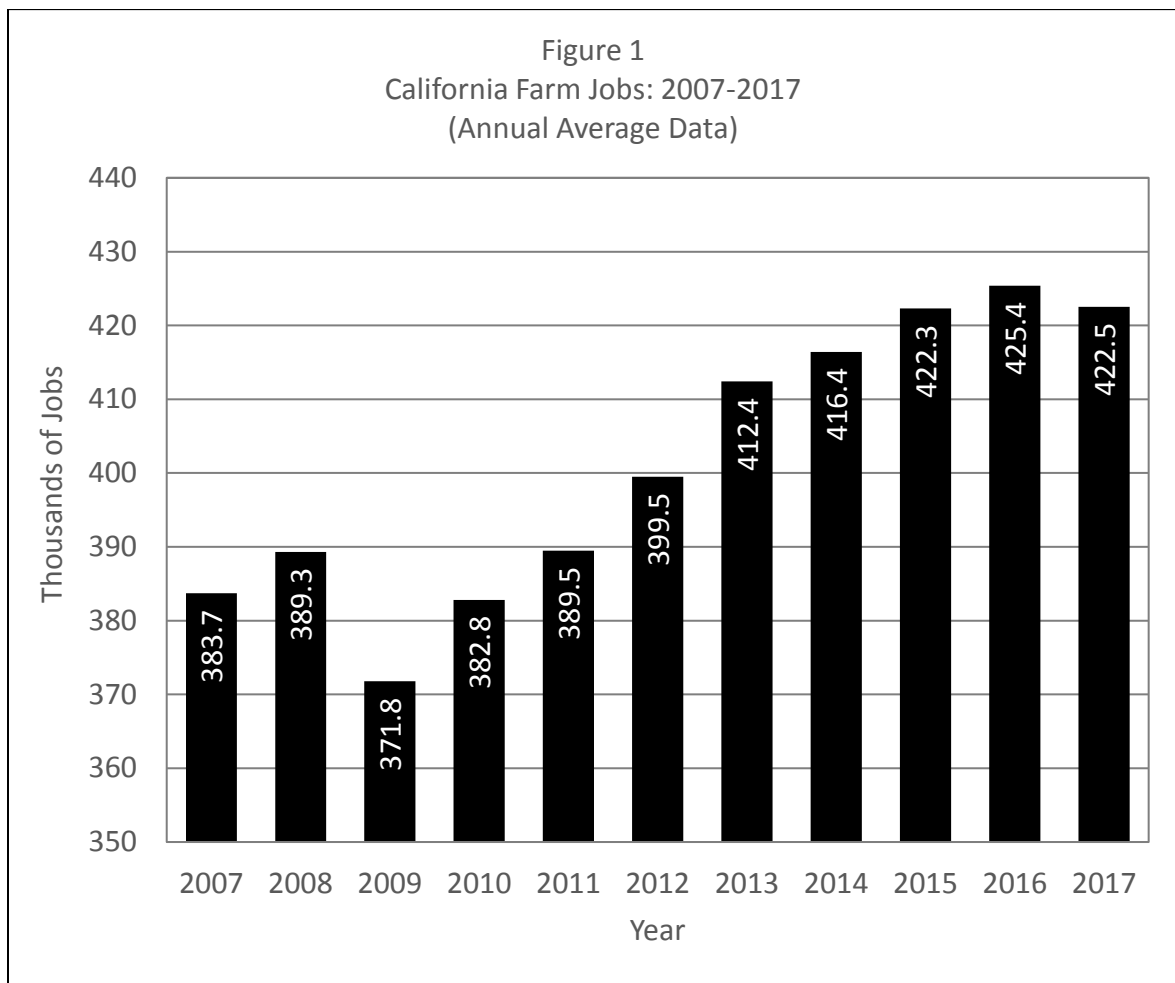
Source: CDFA, California Agricultural Statistical Review 2016-2017; *County Rank by Gross Value of Agricultural Production, 2016-2017*; County Agricultural Commissioners' Reports and State Board of Equalization, Timber Tax Division

### 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 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 UI system and are thus more likely to count more permanent agricultural workers than MSFWs. According to official estimates from EDD, payrolls in California's farm sector totaled 422,500 jobs in 2017. Farm jobs made up just 2.4 percent of California's total industry employment in 2017.

On an annual average basis, California farm payrolls decreased by 2,900 jobs (0.7 percent) from 2016 to 2017, and increased by 3,100 jobs (0.7 percent) from 2015 to 2016. Total farm employment has been remarkably stable over the last decade amidst year-to-year variability. From 2007 through 2017, annual average total farm employment in California grew by 38,800 jobs (10.1 percent), an average of 3,900 jobs per year.

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



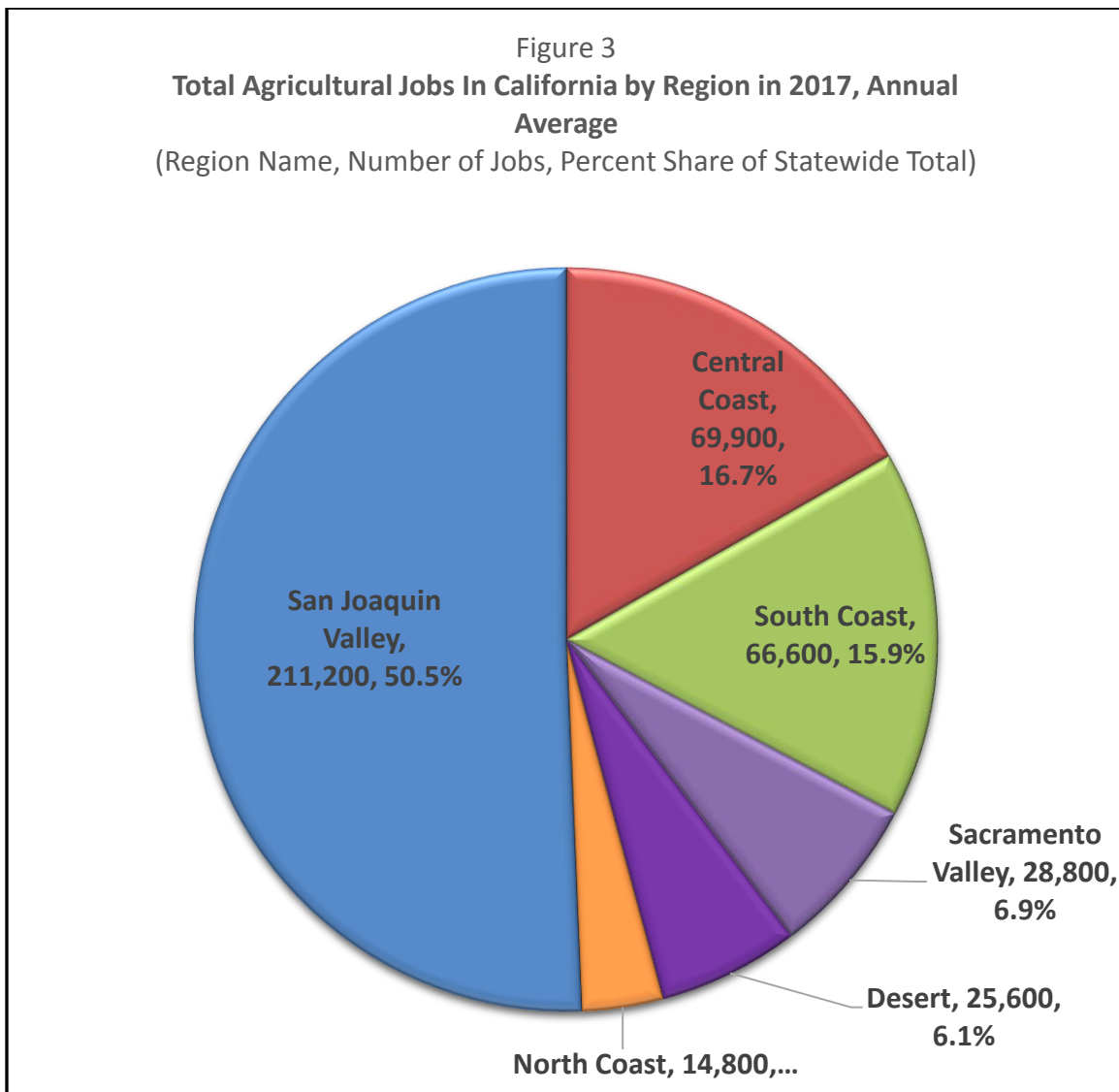
Source: Employment Development Department, Current Employment Statistics Data



California agricultural employment estimates are broken out into six regions: Central Coast, Desert, North Coast, Sacramento Valley, San Joaquin Valley, and South Coast. These regions are displayed on the map in Figure 2.

Over half (50.5 percent) of California's agricultural jobs were in the San Joaquin Valley Region in 2017. Employers in the Central Coast and South Coast regions accounted for about one-third (32.6 percent) of the state's agricultural jobs. Individually, the Central Coast and South Coast Regions accounted for 16.7 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.

Figure 3 displays the distribution of California agricultural jobs by region in 2017 by number and as a percentage share of total agricultural employment.



Source: Employment Development Department, Agricultural Employment Data Series.  
Percentage will not sum due to rounding.

Figure 4 displays the distribution of California agricultural employment by county for 2017.

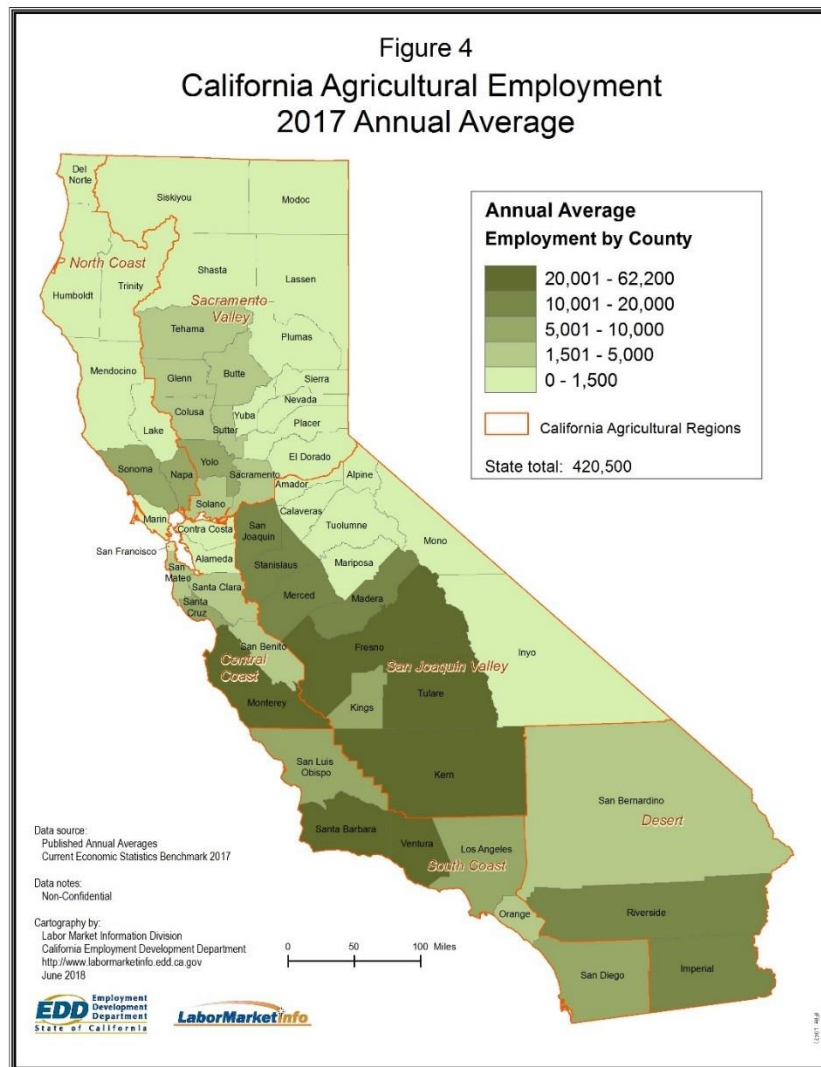




Table 6 shows the mean and median wages of selected agricultural occupations in California in the first quarter of 2017, with the occupations ranked by mean annual wage. The data were derived from information collected through the Occupational Employment Statistics (OES) Program, a federally sponsored 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 2017						
SOC Code	Occupational Title	May 2016 Employment Estimates	First quarter 2017 Mean Hourly Wage	First quarter 2017 Mean Annual Wage	First quarter 2017 Median Hourly Wage	First quarter 2017 Median Annual Wage
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,240	\$39.34	\$81,807	\$34.89	\$72,573
13-1074	Farm Labor Contractors	350	\$29.46	\$61,266	\$25.11	\$52,225
45-2011	Agricultural Inspectors	2,710	\$22.07	\$45,922	\$19.62	\$40,806
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	5,430	\$21.69	\$45,106	\$18.20	\$37,860
45-2021	Animal Breeders	170	\$18.94	\$39,389	\$16.03	\$33,346
45-2099	Agricultural Workers, All Other	990	\$17.13	\$35,629	\$15.99	\$33,264
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	2,630	\$15.15	\$31,532	\$13.33	\$27,730
45-2091	Agricultural Equipment Operators	7,430	\$13.83	\$28,760	\$13.25	\$27,557
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	182,570	\$11.58	\$24,082	\$10.76	\$22,380
45-2041	Graders and Sorters, Agricultural Products	9,780	\$11.25	\$23,389	\$10.78	\$22,421

Source: Employment Development Department, OES Survey

Most of California farmworkers earn low wages. The median annual wage in the three largest agricultural occupational groups, in terms of employment, was less than \$30,000 in the first quarter of 2017: agricultural equipment operators (\$28,760); farmworkers and laborers, crop, nursery, and greenhouse (\$24,082); and graders and sorters, agricultural products (\$23,389). According to OES employment estimates, these three occupational groups comprised of 92.1 percent of total agricultural employment.

Farmers, ranchers, and other agricultural managers, with a mean annual wage of \$81,807, earned the highest wages in agriculture. This occupational group comprised of just 0.6 percent of overall agricultural employment in May 2017. The next highest paying agricultural occupations were: farm labor contractors (\$61,266); agricultural inspectors (\$45,922); and first-line supervisors or managers of farming, fishing and forestry workers (\$45,106).

### The Impacts of Agricultural Technology on Today's Farm Workforce

According to a University of California Davis (UC Davis) research study, 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 adjusted to the increase in the minimum wage. 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 impacts the farm labor workforce that ranges 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 workers using ladders to fill large bags of hand-picked produce.<sup>1</sup> 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 UC Davis research, the production and harvesting of some of the nation's largest agricultural commodities—corn, cotton, rice, soybeans, and wheat—have been mainly mechanized.<sup>2</sup> 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.

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

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



## Number of Migrant and Seasonal Farm Worker (MSFW) in California

The official estimates of agricultural employment in this report are derived from agricultural labor data that the EDD, in collaboration with the 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 official employment estimates, based on surveys, count permanent farm jobs and include any jobs filled by MSFWs identified by employers as working during the survey's reporting week<sup>3</sup>, 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)<sup>4</sup> indicated that 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 2017 because data unavailability and limitations preclude making a precise estimate. This best estimate relies on official 2016 survey-based agricultural employment estimates, a 2018 study undertaken by the UC Davis and EDD's Labor Market Information Division (LMID), *California Farmworkers in 2016*<sup>5</sup>, that estimated the actual number of farmworkers in 2016 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.

MSFWs 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. Whereas crop production jobs are mostly field-based and reported directly by growers, farm labor contractors supply workers to farms and a job reported by a farm labor contractor may include work done on more than one farm. In 2017, employment in crop production totaled 169,100 jobs and farm labor contractors reported an additional 143,800 jobs, yielding a combined total of 312,900 crop production jobs in California. Nearly three-quarters (74.8 percent) of all agricultural jobs in California in 2017 were in crop production.

The *California Farmworkers in 2016* study by UC Davis and the EDD-LMID compared the number of

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<sup>3</sup> The survey reference week is always the week that includes the 12<sup>th</sup> of the month.

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

<sup>5</sup> The survey reference week is always the week that includes the 12<sup>th</sup> of the month.

<sup>5</sup> The 2015-2016 NAWS public use data will be available soon from the DOL Website at: <http://www.doleta.gov/agworker/naws.cfm>.

<sup>5</sup> Martin, Philip, Brandon Hooker, and Marc Stockton, 2018. *California Farmworkers in 2016*. November 10, 2018.

agricultural workers to the number of officially reported farm jobs in 2016 based on an analysis of the comprehensive wage and employment records that are maintained by EDD-LMID. The study used social security numbers (SSN) 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 989,500 unique SSNs reported by agricultural establishments in 2016. In contrast, the official EDD estimate was that California had 421,000 agricultural jobs in 2016. Based on these findings, the UC Davis/EDD-LMID study concluded that there were 2.0 agricultural workers for every reported agricultural job in California in 2017. The study also determined that this ratio has held steady since 2007.

Assuming that most MSFWs are primarily crop workers employed by growers and farm labor contractors, the estimate of the number of MSFWs in California in 2017 was calculated as follows:

- In 2017, the reported number of crop production and farm labor contractor jobs totaled 169,100 and 143,800, respectively, for a total of 312,900 jobs in the crop production. Assuming that there were 2.0 farmworkers for every officially estimated job, this implies that there were 625,800 crop workers in California in 2017.
- Analysis of the 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 2015-2016 NAWS public use data also indicated that 16.0 percent of crop farmworkers in California were migrants.<sup>6</sup> Applying the NAWS-derived estimated shares of crop workers who were seasonal to the estimated number of crop workers in 2017, yields an estimate that there were approximately 250,900 seasonal farm workers in California in 2017, of whom 40,100 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.

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

These calculations are also summarized in tabular format below.

<p>Table 7</p> <p><b>Estimated Number of MSFWs in California in 2017</b></p> <p>(Estimates are rounded to the nearest hundred)</p>	
<b>Total Jobs in Crop Production (Official Estimates)</b>	<b>312,900</b>
Assumed Farmworkers to Job Ratio	2.0
<b>Estimated Number of Crop Workers in California</b>	<b>625,800</b>
Share of Farmworkers Who Work Seasonally (NAWS)	40.1%
<b>Estimated Number of Seasonal Farmworkers in California</b>	<b>250,900</b>
Share of Farmworkers Who Are Migrants (NAWS)	16.0%
<b>Estimated Number of Migrant Farmworkers in California</b>	<b>40,100</b>

Source: EDD-LMID

Note: Seasonal share as reported by NAWS PLUS allocation of "Don't knows" by same percent.

### 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. Describe the State agency's proposed strategies for:

The EDD operates an MSFW Outreach Program throughout the state to meet the needs of MSFWs and to locate and contact MSFWs in areas are not being reached through normal intake activities in areas. The state's strategy is to designate Significant MSFW AJCC to deliver the services and conduct outreach activities where there is a high concentration of MSFWs. On annual basis, the state reviews the agricultural employment numbers on MSFWs to identify and recommends a list of AJCCs to the Department of Labor for certification. Once the AJCCs Offices are certified, each Significant MSFW AJCC is allocated personnel resources to conduct vigorous outreach for the MSFW population. Currently the MSFW Outreach Program consists of 29 primary outreach workers located in Significant MSFW AJCC offices throughout the state. These outreach workers provide MSFWs with information on the services and resources available at the Significant MSFW AJCC offices, community based organizations (CBO), and other state and federal agencies serving MSFWs in the area.

Outreach workers spend 85 percent of their time conducting outreach activities to contact MSFWs who are not reached by normal intake by conducting outreach where they live, work, or gather. Typically, MSFWs live in economically depressed locations in the outskirts of cities or in farm homes. Often the housing infrastructure for MSFWs is inadequate. Therefore, due to the isolation and conditions in which MSFWs live, barriers for MSFWs are created, thereby preventing them from accessing social services, community resources, and employment and training services.

Outreach worker responsibilities include:

- Educate MSFWs of their rights with respect to terms and conditions of employment.
- Develop and maintain relationships with MSFWs, public and private community agencies, MSFW groups, and employers.
- Coordinate outreach efforts with MSFW community service providers, including WIOA Title I Section 167 providers.
- Assist MSFWs with job search and placement, initiating job development contacts, and referrals to supportive services.
- Conduct informational workshops for MSFWs at Significant MSFW AJCC offices or other locations.
- Assist with the completion of the CalJOBS<sup>SM</sup> registration, resume, job applications, and other documents as needed.
- Document all reportable services provided to MSFWs.
- Conduct follow-up interviews with reportable individuals to ensure service or training was received.
- Assist MSFWs with making appointments and arranging transportation.
- Observe the working and living conditions of MSFWs.
- Provide assistance with obtaining UI benefits, information on the California Training Benefits program, and referrals to specific employment opportunities if MSFWs are unemployed.
- Provide information regarding employment opportunities that may be available including any available H-2A agricultural job orders.
- Inform MSFWs of the full range of available services, including: job training opportunities available through the Significant MSFW AJCC offices and CBOs.
- Engage in public awareness campaigns to educate job seekers and small businesses about Covered California<sup>TM</sup> as a resource to help make informed decisions about health care coverage options. The outreach workers may provide MSFWs helpful fact sheets regarding the program, financial assistance, and hand out informational brochures in English and Spanish.
- Contact MSFWs 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.
- Inform MSFWs about the Equitable Services (ES) Complaint System and providing assistance with the complaint process.
- Identifying signs related to human trafficking, documenting and referring such complaints/apparent violation to the appropriate enforcement agencies.

The work of the MSFW is predominately performed outdoors in remote areas in varied weather conditions, around pesticides and machinery. Outreach workers frequently drive off main roadways onto dirt roads which are often impacted by extreme weather conditions or by irrigated farm fields that require high clearance four-wheel drive vehicles.

Acknowledging that many MSFWs live in isolated areas, outreach workers are strategic in how they reach MSFW. The EDD's statewide strategies include:

- Utilizing networks of community and local partners that provide services to MSFWs to identify community events and establish a presence to share information and educate MSFWs about resources available to them.
- Promoting coordination with local partner agencies to compliment outreach efforts to reach the MSFW populations.
- Collaborating with local non-profit and advocacy organizations and ensuring ensure we are reaching the MSFW population to adequately address their needs.
- Engaging MSFWs in a manner that is culturally and linguistically appropriate to meet their needs.

#### Providing technical assistance to outreach workers

The EDD uses all of the methods referenced in this section to increase the capacity of its outreach worker staff. Additionally, the Foreign Labor and Farmworker Services Group (FLFSG) hosts quarterly MSFW conference calls to provide a forum for EDD staff as well as representatives from partner agencies and CBOs to discuss the delivery of services, training programs, and technical assistance to better serve MSFWs. Participants are able to share best practices, discuss outreach goals for the upcoming quarter, and promote partnerships with state agencies, NFJP grantees, and other CBOs. The Monitoring Advocate Office (MAO) and FLFSG obtain feedback to update and enhance EDD's policies and procedures. Keynote speakers are invited to provide information and educational material at each quarterly MSFW conference call.

Below are examples of presenters and topics discussed during quarterly MSFW conference call:

- The Agricultural Labor Relations Board provided an overview of its role and responsibilities, including the type of complaints it investigates and best practices for collecting information to process complaints. The MAO provided information regarding the elements reviewed during the on-site annual review of the Significant MSFW AJCCs for staff and management. The information focused on the MSFW Outreach Program daily and monthly reports, the recruitment of workers to the H-2A Temporary Agricultural Program job orders, and the Migrant Indicator of Compliance (MIC) report.
- The Labor & Workforce Development Agency provided a presentation on former Governor Jerry Brown's initiatives to increase services to MSFWs, which are further expanded under Governor Gavin Newsom, to ensure underserved populations are better served in California. The UI Branch provided an overview of the UI objectives related to the MSFW program and the requirement to provide meaningful assistance at peak times to MSFWs.
- The Department of Industrial Relations (DIR) Division of Labor Standards Enforcement presented information regarding wages in California including the 2019 minimum wage, overtime requirements in agricultural, and MSFWs paid piece rate wages. In addition, the DIR Division of Occupational Safety and Health Administration presented information on best practices regarding heat illness prevention.



## **Increasing outreach worker training and awareness across core programs**

The EDD continues its efforts to increase outreach worker awareness of core programs by conducting the following:

- Providing training on core programs, including California Training Benefits, Trade Adjustment Assistance, Veteran's programs, and Youth and Dislocated Worker programs.
- Developing and providing a two hour training on the UI program. The training includes UI claim filing eligibility basics, UI claim management, maneuvering the UI public facing computer system, and understanding notices sent to claimants. The UI training also includes requirements to seek work and the results of non-compliance.

## **Providing state merit staff outreach workers professional development activities**

The state uses professional development activities that increase cultural and linguistic related competencies for outreach workers to ensure that they are able to provide high quality services to both job seekers and employers. EDD staff will be provided with the required information about core programs, including UI, and hear a consistent message regarding expected levels of performance, service delivery and service quality. The training activities enables EDD staff to assist MSFW job seekers with job search assistance and coaching, job screening and resume writing, and referrals to jobs. Furthermore, the training activities facilitate EDD staff to coordinate with employers to provide referrals of qualified job seeker, general information regarding agricultural labor, health and safety laws, and assistance with job seeker screening to strengthen their businesses. These professional development opportunities are 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 training sponsored by the U.S. Department of Labor Employment Training (DOL ETA) as listed below:

- Migrant and Seasonal Farmworkers 101 Training Modules
- Agricultural Outreach Workers Training Module
- State Monitor Advocate Roles and Responsibilities Training Module
- Employment Service Complaint System
- Create Effective Outreach Strategies for Farmworkers, Employers and Stakeholders
- Youth in Agriculture: Serving Young Farmworkers
- Provide Exemplary Customer Service to Farmworkers - Perform Better on the Job Series

Significant MSFW AJCC office managers provide on-going training and development for staff regarding ES 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 workers responsibilities in the field. The FLFSG assists in providing technical support and guidance to support managers and outreach staff on state and federal regulations pertaining to MSFW outreach. The length of training varies between one to three days depending on the content and staff development needs.

## **Coordinating outreach efforts with National Farmworker Jobs Program (NFJP) grantees and others**

Other outreach efforts include partnering with La Cooperativa Campesina de California, a statewide association of service providers operating WIOA Title I Section 167 and Community Services Block Grant MSFW service programs. La Cooperativa Campesina de California's Board of Directors consists of representatives from member agencies and members of the community. La Cooperativa Campesina de California's five member agencies are NFJP grantees which include the Center for Employment Training (CET), California Human Development (CHD), Central Valley Opportunity Center (CVOP), County of Kern Employer's Training Resource (ETR), and Proteus, Inc. These NFJP grantees currently operate 66 service centers including mobile service units and other service access sites throughout 31 counties in California, offering comprehensive services to rural, agricultural regions. The services provided include education and ES, supportive services, emergency and disaster services, and advocacy and awareness.

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

The EDD continues to pursue and promote more collaborative co-enrollment policies between the WIOA Title I Section 167 providers and other WIOA funded programs that assist the WIOA Title I Section 167 network. This will 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 CalJOBS<sup>SM</sup> system.

### **WIOA 25 Percent Additional Assistance Grants**

La Cooperativa Campesina de California is a recipient of WIOA 25 Percent Additional Assistance funding who received \$6,643,200 to serve MSFWs in 30 counties in California from April 1, 2019 to March 31, 2021. This funding will be used to provide career services, training services, and follow up services to a total of 956 participants affected by dislocation due to seasonal farm work and have significant barriers to employment. Barriers that are addressed include basic skills deficiency, low education, limited English, and limited career exposure and poverty.

La Cooperativa Campesina de California also received \$998,550 for an Energy Efficiency/Renewable Energy (EERE) Jobs Project to provide services to over 150 dislocated agricultural workers from July 1, 2018 to December 31, 2019. The County of Kern ETR, through a network of partnerships, provides comprehensive services that address the barriers of this population while providing training in high demand EERE jobs. Vocational training that has been developed with employers are provided to all participants to transition into good paying jobs in the EERE industry that offer career potential and self-sufficiency.

### Wagner-Peyser 10 Percent Discretionary Grants

La Cooperativa Campesina de California received \$150,000 in W-P 10 percent discretionary grant funding to establish an access point between NFJP grantees and the EDD for the referral of complaints, and to increase awareness of the ES Complaint System from November 1, 2019 to November 30, 2020. The funding is divided into five awards up to \$30,000 for each NFJP grantee to use their existing outreach system to strengthen and expand the EDD's ES Complaint System. Additionally, the MAO will develop a training plan to train outreach and front-line NFJP grantee managers and staff on the process, forms and reporting associated with the ES Complaint System.

To expand MSFWs outreach efforts throughout the state of California, Mixteco/Indigena Community Organizing Project (MICOP) received \$100,000 in W-P 10 discretionary grant funding to provide information to MSFWs and their families using radio and media strategies from November 1, 2019 to November 30, 2020. MICOP unites indigenous leaders and allies to strengthen the Mixtec and indigenous immigrant community in Ventura County, estimated at 20,000 people. Most are strawberry farmworkers, and speak in their indigenous language. MICOP's majority-indigenous staff builds community leadership and self-sufficiency through education and training programs, language interpretation, health outreach, humanitarian support, and cultural promotion reaching approximately 6,000 individuals each year.

MICOP Radio Indigena produces and broadcasts 24 thirty minute radio segments broadcasted in Spanish with additional daily public service announcements in Spanish and indigenous languages including Mixteco, Purepecha, Zapoteco with additional proposed expansion to Triqui, Urdu, Hmong and Punjabi for selected regions of California. The segments air as part of the "Empoderando la Comunidad" radio program in live and recorded formats by Radio Indigena, Radio Bilingue, and Radio Campesina. Additionally, live streaming and recorded on demand versions are available on the radio stations' websites and various dedicated social media channels.

While the partnership with La Cooperativa Campesina de California and its members, and the MICOP 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 AJCC system on the needs, and best strategies to increase MSFW participation at the Significant MSFW AJCC offices.

In accordance with the DOL Training and Employment Guidance Letter (TEGL) 8-17, the MAO participated in meetings with La Cooperativa Campesina de California and NFJP grantees to discuss the NFJP Memorandum of Understanding (MOU) and marketing and outreach efforts to create awareness among MSFWs. Future meetings will consist of quarterly conference calls with all La Cooperativa Campesina de California, NFJP grantees, and local service providers. An umbrella MOU is currently in process and projected to be completed by December 30, 2019. Subsequently, the discussion to cross-train staff will be coordinated to ensure services to farmworkers are seamless.

The Significant MSFW AJCC office managers and outreach workers are encouraged to have on-going meetings with NFJP staff, participate in local MSFW forums and farmworker appreciation events, and promote EDD services and NFJP grantee resources. The NFJP grantees and Significant MSFW AJCC office staff will support, refer, and co-enroll participants, if necessary.

## **Services provided to farmworkers and agricultural employers through the one-stop delivery system**

The EDD successfully serves the agricultural community through an outreach program designed to serve both MSFWs and agricultural employers. The outreach worker's responsibility is to locate and contact MSFWs who are not being reached by the normal intake activities conducted by the Significant MSFW AJCC offices. Outreach workers 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. Outreach worker responsibilities 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 Significant MSFW AJCC offices or other locations.
- Assisting with the completion of the CalJOBS<sup>SM</sup> 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 UI 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 Significant MSFW AJCC offices and CBOs.
- Engaging in public awareness campaigns to educate job seekers and small businesses about Covered California<sup>™</sup> as a resource to help make informed decisions about health care coverage options. The outreach workers may provide MSFWs helpful fact sheets regarding the program, financial assistance, and hand out informational brochures in English and Spanish.
- Contacting MSFWs 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.
- Informing MSFWs about the Employment System (ES) Complaint System and providing assistance with the complaint process.

In addition, staff from WIOA Title I Section 167 providers, such as the NFJP grantees, co-located or near Significant MSFW AJCC offices, collaborate to provide MSFWs with a comprehensive list of services designed to place them into full-time, non-seasonal employment or provide placement

assistance in agricultural occupations offering higher wages. The Significant MSFW AJCC offices actively participate in recruitment activities to identify and refer qualified U.S. workers to employers for H-2A job openings.

Outreach workers are trained in local office procedures, ES Complaint System, and in the services, benefits, and protections afforded to MSFWs. In addition, outreach activities are conducted on a year-round basis by outreach workers who are fluent in Spanish and able to relate to the needs of MSFWs and promote community resources.

Agricultural employers and MSFWs receive additional services from five Agricultural Business Representatives (ABR). The ABRs complete housing inspections for agricultural employers that use the H-2A Program to ensure employers are providing adequate housing to MSFWs. The ABRs also collect agricultural data and prepare crop activity reports of their respective agricultural areas, as well as conduct field checks of H-2A employers to ensure employers follow the terms and conditions of their work contract. They also assist with conducting prevailing wage and prevailing practice surveys and play an important role in the health and safety and protection of the H-2A workers.

### Services to Agricultural Employers

The EDD recognizes the importance of the agricultural industry in California and devotes resources to meet the labor needs of agricultural employers and MSFWs. Agricultural services funding is provided by W-P and annual Foreign Labor Certification (FLC) funds granted to the state. Federal W-P funds are allocated to the state based on a formula. The DOL allocates \$1.5 million in FLC funds to California to process Agricultural and Food Processing Clearance Orders ETA Form 790, conduct housing inspections, conduct prevailing wage and prevailing practice surveys, and collect agricultural crop and labor information.

California also provides labor exchange services to agricultural employers. These services target the specific needs of the agricultural employer by using the following services provided by CalJOBS<sup>SM</sup>:

- Generate CalJOBS<sup>SM</sup> letters that enable staff to create and send letters to job seekers who are registered in CalJOBS<sup>SM</sup> 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 CalJOBS<sup>SM</sup>.
- Assist with résumé searches and ES office staff mediated services that encourage agricultural employers to publish their job openings using CalJOBS<sup>SM</sup> 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.
- Provide Rapid Response services due to plant closures 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 AJCC offices.

### Marketing the ES Complaint System to farmworkers and other farmworker advocacy groups

Information on the ES Complaint System is an integral part of the outreach workers' educational toolkit and is shared with MSFWs and the advocacy organizations. The Significant MSFW AJCC staff receive training on the ES Complaint System. The MAO revised the ES Complaint System Manual and provides technical assistance to the system users during on-site monitoring reviews. A website is available with training modules, 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 continues to discuss with the NFJP grantees to publicize the ES Complaint System including efforts to refer any complaints or apparent violations to the nearest AJCC EDD complaint specialist that serves agricultural employers. In addition, the EDD reserved up to \$150,000 of Wagner-Peyser 10 percent Governor's Discretionary funds through the Campesino de California Outreach Grant – Complaint System Awareness and Referral Program. The goal of this initiative is to create partnership with the NFJPs to expand access points to the Employment Service and Employment-Related Laws Complaint System. The MAO continues to work with federal and state enforcement agencies to help enforce employment laws and address complaints related to labor law violations.

### Marketing the Agricultural Recruitment System (ARS) to agricultural employers

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 more cost effective for employers that use the H-2A Program.

The EDD continues to market the ARS to employers and Significant MSFW AJCC offices. EDD will improve the use of the ARS system by providing training, developing a marketing plan, and organizing employer forums with federal and state partner agencies.

By training the employers and Significant MSFW AJCC office managers and staff on the use of the ARS, the reliance on the use of the H-2A program will decrease resulting in cost savings for agricultural employers.

## **Other Requirements**

### Collaboration

The EDD has substantial financial agreements with MSFW service providers including various contracts with La Cooperativa Campesina de California. The agreements total more than \$11,087,142 for National Dislocated Worker Grants awarded from January 24, 2018 to December 31, 2020.

The EDD has implemented ongoing efforts to strengthen its collaborative efforts with advocacy agencies including the Consulate General of Mexico, Sacramento.

The EDD continues to build these relationships and agreements and develop new relationships over

the next four years by:

- Continuing to work with our NFJP partners to strengthen and improve how we serve our immigrant and limited English proficient populations including increasing co-enrollment between both WIOA Title I and W-P by using the CalJOBS<sup>SM</sup> case management system to track, manage, and report on MSFWs.
- Providing additional WIOA discretionary resources to develop California's capacity to serve MSFWs and other limited English proficient populations. For example, during state Program Year 2019-20, \$1.2 million of WIOA discretionary funds for Regional Workforce Accelerator projects will be awarded to develop and test innovations that accelerate employment for these populations.
- Participating in convening stakeholders that have specialized expertise in serving immigrants and/or persons with limited English language proficiency to identify and develop partnerships with immigrant rights organizations.

### Review and Public Comment

*In developing the AOP, the State Workforce Agency (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 MAO reviewed the 2019 submission of the AOP and provided valuable feedback in compiling the final draft. The EDD is awaiting comments and recommendations from La Cooperativa Campesina de California and NFJP grantees. The comments and suggestions received will be reviewed, addressed, and considered before incorporating in the final AOP.

### Data Assessment

The state has historically met the W–P performance goals to provide qualitatively equivalent and quantitatively proportionate services to MSFW compared to services for non–MSFWs.

The past four years of W–P data reports indicates that EDD has met all equity service level indications for PY 2018-19 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 2018-19, EDD met four out of four minimum service level indicators.

The EDD has taken an active role to ensure compliance in tracking services to MSFWs and all job seekers. The EDD has trained staff and AJCC partners on the use of CalJOBS<sup>SM</sup> and has created comprehensive tools on the CalJOBS<sup>SM</sup> service codes.

### Assessment of progress

The DOL ETA requires states to 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 2018-19 the EDD exceeded the number of referrals to employment for MSFWs by 934 compared to PY 2017-18. The EDD continues to exceed the expectation by a significant amount and continues to refer MSFWs to all available employers.
- Received Staff Assisted Services: In PY 2018-19 the number of staff assisted services received by MSFWs increased by 2,815 compared to PY 2017-18. The EDD continues to exceed the expectation by a significant amount and continues to assist MSFWs with their needs.
- Referred to Supportive Services: In PY 2018-19 the number of MSFWs referred to supportive services increased by 3,200 compared to PY 2017-18. The EDD continues to exceed the expectation by a significant amount and continues to refer and inform MSFWs of all available services.
- Career Guidance: In PY 2018-19 the number of MSFWs receiving career guidance increased by 2,547 compared to PY 2017-18. The EDD continues to exceed the expectation by a significant amount and continues to guide and encourage the MSFWs to use their current skills and apply them to a new career plan.
- Job Development Contacts: In PY 2018-19 the EDD decreased the number of job development contacts to MSFWs by 20 compared to PY 2017-18. 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 assist MSFWs individually according to their needs.

### State Monitor Advocate

The State Monitor Advocate Office reviewed the AOP and provided valuable, informal feedback in compiling the final draft.



## **Wagner-Peyser Assurances**

1. The state assures 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. [WIOA Section 121(e)(3)].
2. The state assures the state agency complies with the requirements under 20 CFR 653.111 (state agency staffing requirements) if the state has Significant MSFW one-stop centers.
3. The state assures cooperation with all entities who administer W-P services and Adult and Dislocated Worker programs and Youth Programs under Title I.
4. The state assures that state agency merit based public employees provide W-P funded labor exchange activities in accordance with DOL regulations.