

An Initiative of the California Workforce Development Board

The Center for Land-Based Learning (CLBL) trains individuals in farm management on agricultural operations through the California Farm Academy Apprenticeship program. In 2019, CLBL's survey of 51 farmers from across the state showed that 72% and 90% among mixed-crop and vineyard operations could identify a Spanish-speaking employee with management-level potential if they received more training and education. CLBL's AgHiRE program will create a Spanish-language training pipeline for incumbent workers allowing advancement opportunities for farm workers to obtain higher-paying, quality jobs.

This project will provide critical 21st Century skills including digital-literacy, leadership, and managerial skills, in addition to industry specific training to ensure retention and adaptability of participants as the agricultural field continues to evolve. Two courses with English-Spanish bilingual learning opportunities will be provided, which will include a curriculum with climate change adaptations and practices to prepare participants to take the exam to receive a Pesticide Applicators' Certificate credential.

PROJECT HIGHLIGHTS

- A needs assessment to collect data from farm employers and Spanish speaking agricultural workers regarding existing skill gaps and what is needed to advance workers into higher level positions on farms.
- Develop assessments for English language, math, literacy, and digital skills levels of knowledge.
- Different apprenticeship models will be explored to determine what model fits the needs of employers and workers best.
- Recruit employers to participate in the program, with 20 employers committing to being on the Advisory Committee.
- Develop an advanced training module that integrates basic skills (English, math, literacy, and digital skills), managerial and leadership training, and some production skills.
- Agricultural employees will improve their skills, increase their earning potential and value to farm employers.

KEY PARTNERS

- Almond Alliance of California
 - California Association of Winegrape Growers
 - California Farmworker Foundation
 - California Human Development Corporation
 - Capital Adult Education Regional Consortium
 - Community Colleges
 - Division of Apprenticeship Standards
 - La Familia Counseling Center
 - Sacramento Employment and Training Agency
 - San Joaquin County Employment & Economic Development Department
 - Valley Vision
 - Western Growers
 - Yolo County Workforce
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