



Unified Strategic Workforce Development Plan

Program Specific Requirements for the Wagner-Peyser Program

2024-2027

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

WAGNER-PEYSER ACT PROGRAM (Employment Services)

Employment Service Staff

Describe how the State will staff the provision of labor exchange services under the Wagner-Peyser Act, such as through State employees, including but not limited to state merit staff employees, staff of a subrecipient, or some combination thereof.

California uses state-merit staff to provide labor exchange services under the Wagner-Peyser Act.

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 offer professional training and development for Employment Services (ES) staff through a multi-modality approach. This approach includes conducting classroom training, creating online training modules, hosting educational webinars, and disseminating instructional videos. These training and development activities seek to raise staff's knowledge, skill, and competency level in specific program areas, such as the Migrant and Seasonal Farmworkers (MSFW) Outreach Program, Trade Adjustment Assistance Act (TAA), and Veteran services to ensure staff can provide high-quality services to job seekers, employers, and WIOA partners. In addition, ES staff will be enrolled in a third-party Workforce Development Academy that will provide knowledge and skills on customer service, diversity, labor market intelligence, effective communication, business and economic development intelligence, career development principle, teamwork, and case management.

Training will ensure that all ES staff have the knowledge base and skill set to successfully administer Wagner-Peyser programs and operate CalJOBSSM, California's online labor exchange system. Furthermore, comprehensive training will give ES staff a thorough understanding of the resources and services available to them to serve the job seekers and employers of California competently and effectively, all while meeting performance goals and compliance guidelines as outlined in WIOA.

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

Strategies include:

- Provided training to Wagner-Peyser and WIOA staff on core programs, including TAA, Veterans services, MSFW, Adult, Youth, and Dislocated Worker programs.
- Developed and provided trainings on activities relevant to the UI program, such as California Training Benefits (CTB), Trade Readjustment Allowance (TRA) benefits, Personalized Job Search Assistance (PJSA), and Reemployment Services and Eligibility Assessments (RESEA). The trainings include UI claim filing eligibility basics, UI claim management, overview of UI's public-facing online system, and understanding notices

sent to claimants. ES and WIOA staff are trained on how to identify potential UI eligibility issues that may arise from the PJSA or RESEA appointments and how to refer these potential issues to UI staff for adjudication.

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 and virtual customer assistance and guidance. This hybrid delivery model ensures services are made available to the customers throughout our 45 Local Workforce Development Areas (Local Area). Staff are trained to assist customers with completing an application for UI benefits online or via 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 OnlineSM, AskEDD, and the EDD's website.

- Staff trained in providing basic UI program services through a hybrid delivery model are available in the 45 Local Workforce Development Areas across the state of California.
- The UI Online application guides the customer through a series of online questions to file their new claim or reopen an existing claim.
- The UI Online allows existing claimants to manage their claim, along with many other user-friendly features to help customers navigate their UI claims. 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 "myEDD" customer portal account, which allows claimants to be active participants in managing their UI claims.
- Ask EDD provides customers with categories containing information specific to common questions and allows customers an opportunity to send online questions to UI staff.
- The EDD website offers access to unemployment related services and information, including YouTube videos and Frequently Asked Questions (FAQs).

When these staff have exhausted all available options 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 8 a.m. to 5 p.m. (PT) 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 basic UI program services have been exhausted.

Describe the State's strategy for providing reemployment assistance to UI 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 and dislocated workers, including:

- Screening the UI applicant pool to identify those individuals who are most likely to

exhaust benefits.

- Providing a direct referral to an AJCC orientation or workshop.
- Directing UI customers who are required to seek work to register in CalJOBS, the state's labor exchange system.
- Providing the job seeker job search assistance and information on the AJCC services and work search assistance videos.
- Identifying dislocated workers who are impacted by foreign trade and ensuring that they receive the applicable employment and case management services.
- Encouraging job seekers to attend an AJCC orientation and referring them to additional 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 resumes 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 Wagner-Peyser program representatives will be involved in the Memorandum of Understanding (MOU) negotiations with Local Area partners to identify an appropriate 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 support the implementation of WIOA.

Describe how the State will use Wagner-Peyser Act funds to support UI claimants and the communication between the Employment Service and UI, as appropriate, including the following:

- (i) *Coordination of and provision of labor exchange services for UI claimants as required by the Wagner-Peyser Act;*

Currently, the EDD requires all UI claimants (job seekers) to register into the state's labor exchange system, CalJOBS, and create a resume. Once registered in CalJOBS, job seekers have access to all 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 registered employers, and accessing local education providers and programs.

In addition, job seekers receive information on the Wagner-Peyser 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, and more. In addition to self-service options, claimants can also receive staff 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 Wagner-Peyser program representatives are involved in the MOU negotiations with Local Area partners to identify the appropriate service delivery model. The EDD programs are committed to their roles as partners within the AJCC and consistently collaborate internally and with the Local Areas to support the implementation of WIOA. These two partners also coordinate internally within the EDD, as this department administers both programs.

(ii) Registration of UI claimants with the State's employment service if required by State law;

The California Unemployment Insurance Code, Section 1253(b), and the California Code of Regulations (CCR) 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 informing them of 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 who fail to enter a resume within 21 days. These notices require claimants to attend a Personalized Job Search Assistance (PJSA) workshop at a local AJCC. This workshop is designed to provide UI claimants with employment services available through the AJCC. These include entering a resume in CalJOBS if not previously done and responding 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.

(iii) 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

Title 22 CCR Section 1253 (b)-1 requires a claimant to register for work as a condition of eligibility, unless good cause is established, by entering a resume in CalJOBS 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 a CTB program, etc.). If the claimant does not comply with the registration requirement, the

EDD schedules the claimant for a PJSA or RESEA appointment to review registration of work within CalJOBS and efforts to search for work. During the assessment, the claimant is referred to a minimum of one additional mandatory subsequent service. The EDD also established a virtual platform to deliver PJSA/RESEA workshops and career services and is looking to further expand these virtual services to better assist claimants throughout the state.

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

- (iv) *Provision of referrals to and application assistance for training and education programs and resources.*

The EDD provides all UI customers information on the California Training Benefits (CTB) program, work search requirements, and CalJOBS 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 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 program, or California Work Opportunity and Responsibility to Kids (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.

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 an assessment of need.

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 AOP sets policies and procedures for 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 that is qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs. This AOP is submitted in accordance with Title 20 CFR 653.107(d) to include:

- a. Assessment of the unique needs of MSFWs in the area based on past and projected agricultural and MSFW activity in the state.*
- b. Assessment of available resources for outreach.*
- c. 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.*
- d. Compliance assurance with requirements under Title 20 CFR 653.111 for Significant, Multilingual, and Special Circumstance (Significant) MSFW AJCCs.*

Provide an assessment of the agricultural activity in the State:

- Identify the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity;*
- 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*
- Identify 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 \$51.4 billion in 2021. This ranked California as the nation's largest agricultural producer in 2021, outpacing Iowa (\$34.9 billion) and Nebraska (\$26.6 billion). California alone accounted for about one-ninth (11.8 percent) of the national agricultural production. California was far and away the nation's leader in crop production in 2021, with crops produced valued at \$38.7 billion. The state accounted for 16.1 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 2021, combining for 15.6 percent of total U.S. crop production. California's animals and products production (meat animals, dairy products, poultry and eggs, miscellaneous animals and products) was valued at \$12.6 billion in 2021, the fourth highest among all states after Texas, Iowa, and Nebraska.

Table 1 shows the nation's largest agriculture, crop, and livestock producing states in 2021.

TABLE 1: LARGEST AGRICULTURAL PRODUCING STATES IN THE UNITED STATES IN 2021

(Values are expressed as millions of dollars.)

	Total		Crop Production Only			Livestock Production Only		
	Value	Share of U.S. Total	U.S.	Value	Share of U.S. Total	U.S.	Value	Share of U.S. Total
U.S.	\$436,538	-	U.S.	\$240,646	-	U.S.	\$195,892	-
CA	\$51,360	11.8%	CA	\$38,716	16.1%	TX	\$16,776	8.6%
IA	\$34,880	8.0%	IA	\$18,897	7.9%	IA	\$15,983	8.2%
NE	\$26,643	6.1%	IL	\$18,594	7.7%	NB	\$13,048	6.7%
TX	\$24,568	5.6%	NE	\$13,595	5.6%	CA	\$12,644	6.5%
MN	\$21,773	5.0%	MN	\$13,436	5.6%	KS	\$11,493	5.9%
IL	\$21,704	5.0%	KA	\$ 9,810	4.1%	NC	\$ 9,251	4.7%
KS	\$21,303	4.9%	IN	\$ 9,743	4.0%	MN	\$ 8,337	4.3%
IN	\$14,192	3.3%	TX	\$ 7,792	3.2%	WI	\$ 8,194	4.2%
NC	\$13,253	3.0%	ND	\$ 7,686	3.2%	OK	\$ 5,835	3.0%
WI	\$12,876	2.9%	OH	\$ 7,167	3.0%	AR	\$ 5,804	3.0%

Source: USDA, Economic Research Service

California’s agricultural production has increased in value by \$2.4 billion (4.9 percent) from 2020 to 2021. Crop production in California has increased by \$1.6 billion (4.3 percent) in value over the year. Total animals and products production has increased in 2021 by \$0.7 billion (6.2 percent). Over the seven-year period from 2015 through 2021, California’s agricultural production has increased in value by \$2.3 billion (4.6 percent). Crop production increased by \$1.6 billion (4.3 percent), and the animals and products production has increased by \$0.8 billion (7.0 percent) over the seven-year period.

In 2021, crop production accounted for 75.4 percent of total agricultural production in California. By commodity group, fruit and nut products were valued at \$22.2 billion in 2021, comprising over one-third (43.2 percent) of the total value of the state’s agricultural products and more than half (57.3 percent) of the value of the crops produced in the state. Vegetables and melons were valued at \$7.7 billion, accounting for over one-fifth of the value of crops produced in California.

Animals and products made over one-fifth (22.0 percent) of the total value of California’s agricultural production in 2021. Dairy products were valued at \$7.6 billion, comprising over three-fifths (60.3 percent) of total value of the state’s animal products. “Meat Animals” (cattle, calves, and hogs) and poultry and egg products were valued at \$2.9 and \$1.5 billion, respectively in 2021.

On an individual commodity basis, milk and cream (dairy products) was California’s leading commodity in 2021, with cash receipts totaling \$7.6 billion. Shelled almonds and grapes were California’s second and third most valuable commodities, with cash receipts totaling \$5.3 billion and \$5.2 billion, respectively. The cash receipts of seven other California commodities exceeded \$1 billion in 2021: strawberries, cattle and calves, pistachios, lettuce, tomatoes, walnuts, and rice. Only four of California’s 20 most valuable commodities in 2021 decreased in value from the prior year. Table 2 shows California’s twenty most valuable agricultural commodities in 2021, as well as their value and ranking in 2020.

TABLE 2: CALIFORNIA’S TOP 20 AGRICULTURAL COMMODITIES IN VALUE, 2020-2021

(Cash receipt values are expressed as millions of dollars.)

Commodity	2020		2021	
	Value	Rank	Value	Rank
Dairy products, Milk	\$ 7,265	1	\$ 7,571	1
Almonds	\$ 5,251	2	\$ 5,342	2
Grapes	\$ 4,489	4	\$ 5,209	3
Miscellaneous crops	\$ 4,552	3	\$ 4,966	4
Strawberries	\$ 2,211	8	\$ 3,020	5
Cattle and calves	\$ 2,737	6	\$ 2,899	6
Pistachios	\$ 2,623	7	\$ 2,495	7
Lettuce	\$ 3,068	5	\$ 2,029	8
Tomatoes	\$ 1,118	9	\$ 1,180	9
Walnuts	\$ 948	11	\$ 1,063	10
Rice	\$ 946	12	\$ 1,049	11
Broilers	\$ 690	17	\$ 996	12
Hay	\$ 679	18	\$ 970	13
Carrots	\$ 773	16	\$ 964	14
Floriculture	\$ 967	10	\$ 962	15
Oranges	\$ 858	13	\$ 881	16
Tangerines	\$ 795	14	\$ 828	17
Lemons	\$ 615	19	\$ 641	18
Broccoli	\$ 782	15	\$ 605	19
All other animals and products	\$ 559	20	\$ 587	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 2020-2021 Crop Year

On a cash receipt basis, California produced all the nation’s almonds, walnuts, pistachios, garlic, plums and prunes, olives, honeydews, artichokes, kiwifruit, celery, and nectarines in 2021. Ten additional California commodities comprised more than four-fifths (80.0 percent) of national

cash receipts: avocados, tangerines, broccoli, cauliflower, carrots, grapes, cotton lint, strawberries, apricots, and lemons. Lettuce, tomatoes, and raspberries accounted for more than three-quarters (75.0 percent) of national cash receipts. Accounting for more than half were spinach, cantaloups, dates, oranges, and peaches. Table 3 shows the shares of cash receipts for California commodities as a share of national totals.

TABLE 3: LEADING CALIFORNIA AGRICULTURAL COMMODITIES IN 2021: CALIFORNIA CASH RECEIPTS AS A PERCENT OF THE NATION’S RECEIPTS

(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	\$ 5,342	\$ 5,342	100.0
Pistachios	\$ 2,495	\$ 2,495	100.0
Walnuts	\$ 1,063	\$ 1,063	100.0
Celery	\$ 361	\$ 361	100.0
Plums and prunes	\$ 265	\$ 265	100.0
Garlic	\$ 206	\$ 206	100.0
Nectarines	\$ 135	\$ 135	100.0
Kiwifruit	\$ 86	\$ 86	100.0
Olives	\$ 85	\$ 85	100.0
Honeydews	\$ 64	\$ 64	100.0
Artichokes	\$ 55	\$ 55	100.0
Tangerines	\$ 828	\$ 850	97.4
Lemons	\$ 641	\$ 662	96.8
Avocados	\$ 327	\$ 342	95.7
Grapes	\$ 5,209	\$ 5,510	94.5
Carrots	\$ 964	\$ 1,021	94.4
Apricots	\$ 33	\$ 36	91.7
Strawberries	\$ 3,020	\$ 3,419	88.3
Broccoli	\$ 605	\$ 692	87.4
Cotton lint, Long staple	\$ 339	\$ 395	85.6
Cauliflower	\$ 319	\$ 393	81.0
Raspberries	\$ 411	\$ 521	79.0
Tomatoes	\$ 1,180	\$ 1,504	78.5
Lettuce	\$ 2,029	\$ 2,680	75.7
Spinach	\$ 356	\$ 492	72.2
Dates	\$ 161	\$ 254	63.4
Peaches	\$ 378	\$ 624	60.6
Cantaloups	\$ 151	\$ 265	56.9
Oranges	\$ 881	\$ 1,612	54.7

Source: USDA, Economic Research Service

The estimated value of California’s exported agricultural products totaled \$24.3 billion in 2021. In terms of value, California’s exports comprised over one-eighth (14.0 percent) of total U.S. agricultural exports in 2021. California was the nation’s top agricultural exporter in 2021, followed by the second in rank state Iowa (\$14.3 billion), and the third rank state Illinois (\$11.2 billion). Table 4 shows the estimated value of the top ten states in terms of agricultural exports from 2016 through 2021.

TABLE 4: LARGEST AGRICULTURAL EXPORTING STATES IN THE UNITED STATES: 2016-2021

(Estimated values are expressed as millions of dollars.)

	2016	2017	2018	2019	2020	2021
U.S.	\$135,436	\$138,276	\$140,890	\$137,460	\$146,819	\$173,262
CA	\$ 22,446	\$ 22,425	\$ 24,372	\$ 24,320	\$ 23,091	\$ 24,342
IA	\$ 10,944	\$ 10,313	\$ 10,517	\$ 9,988	\$ 11,332	\$ 14,271
IL	\$ 8,258	\$ 8,034	\$ 8,557	\$ 7,886	\$ 8,780	\$ 11,197
MN	\$ 7,033	\$ 6,961	\$ 6,941	\$ 6,292	\$ 7,202	\$ 9,397
NE	\$ 6,637	\$ 6,312	\$ 6,745	\$ 6,233	\$ 7,283	\$ 9,317
TX	\$ 5,790	\$ 6,898	\$ 6,880	\$ 6,192	\$ 5,947	\$ 7,267
KS	\$ 4,679	\$ 4,796	\$ 4,853	\$ 4,930	\$ 5,822	\$ 7,108
IN	\$ 4,545	\$ 4,763	\$ 4,612	\$ 4,562	\$ 5,244	\$ 6,694
MO	\$ 3,554	\$ 4,081	\$ 4,024	\$ 3,714	\$ 4,515	\$ 5,277
OH	\$ 3,659	\$ 3,692	\$ 3,838	\$ 3,598	\$ 4,132	\$ 5,083

Source: USDA, Economic Research Service

California’s agricultural exports increased by \$1.3 billion (5.4 percent) from 2020 to 2021. Tree nuts were California’s most valuable export crop in 2021, with an estimated value of \$8.0 billion, followed by “other plant products,” which includes sweeteners, planting seeds, cocoa, coffee, and other processed foods (\$3.8 billion), fresh fruits (\$2.8 billion), and processed fruits (\$2.5 billion).

Kern was the largest agriculture producing county in California in 2021, with agricultural production valued at \$8.3 billion. The value of agricultural production exceeded \$4 billion each in Fresno, Tulare, and Monterey counties and exceeded \$2 billion each in Stanislaus, Merced, San Joaquin, Kings, Imperial, Ventura, and Madera counties. A total of 14 California counties each produced agricultural products valued at more than \$1 billion in 2021. These counties are shown in Table 5.

The value of agricultural production increased from 2020 to 2021 in 12 of California’s 14 largest agricultural counties. The largest over-the-year increase in agricultural production was for

Imperial County (12.9 percent); two other counties with an increase of at least ten percent in their agricultural production were Tulare County (11.9 percent) and Kern County (10.2 percent). In contrast, the value of agricultural production over-the-year has decreased in the remaining two counties: San Diego County (3.2 percent) and Riverside County (0.6 percent).

TABLE 5: TOP CALIFORNIA COUNTIES AS RANKED BY GROSS VALUE OF AGRICULTURAL PRODUCTION: 2020-2021

(Values are expressed as millions of dollars.)

County	2020		2021		Percent Change: 2020 to 2021
	Value	Rank	Value	Rank	
Kern	\$ 7,569	2	\$ 8,342	1	10.2%
Fresno	\$ 7,966	1	\$ 8,110	2	1.8%
Tulare	\$ 7,229	3	\$ 8,089	3	11.9%
Monterey	\$ 3,908	4	\$ 4,100	4	4.9%
Merced	\$ 3,473	5	\$ 3,698	5	6.5%
Stanislaus	\$ 3,438	6	\$ 3,471	6	1.0%
San Joaquin	\$ 3,048	7	\$ 3,212	7	5.4%
Kings	\$ 2,179	8	\$ 2,338	8	7.3%
Imperial	\$ 2,026	9	\$ 2,287	9	12.9%
Ventura	\$ 1,983	10	\$ 2,052	10	3.5%
Madera	\$ 1,942	11	\$ 2,046	11	5.4%
Santa Barbara	\$ 1,847	12	\$ 1,918	12	3.8%
San Diego	\$ 1,810	13	\$ 1,753	13	-3.2%
Riverside	\$ 1,424	14	\$ 1,414	14	-0.6%

Source: CDFA, California Agricultural Statistical Review 2021-2022; County Rank by Gross Value of Agricultural Production, 2020-2021; County Agricultural Commissioners' Reports and State Board of Equalization, Timber Tax Division

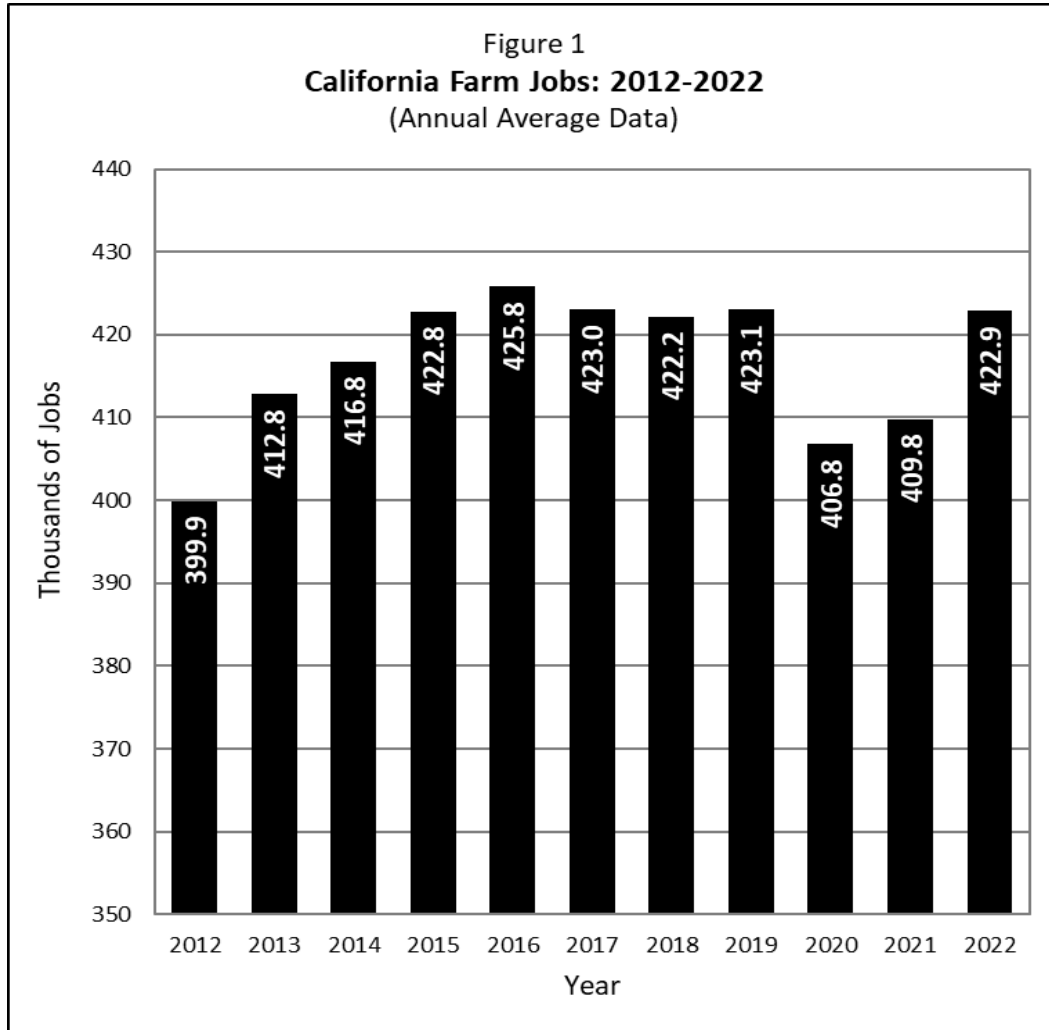
Agricultural Employment in California

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 participating in the unemployment insurance system and are thus more likely to count more permanent agricultural workers than MSFWs.

According to official estimates from the EDD, payrolls in California's farm sector totaled 422,900 jobs in 2022. Farm jobs made up just 2.3 percent of California's total industry employment in 2022.

On an annual average basis, California farm payrolls increased by 13,100 jobs (3.2 percent) from 2021 to 2022 and increased by 3,000 jobs (0.7 percent) from 2020 to 2021. Total farm employment has been remarkably stable over the last decade amidst year-to-year variability. From 2012 through 2022, annual average total farm employment in California grew by 23,000 jobs (5.8 percent), which equates to an average of 2,300 jobs per year.

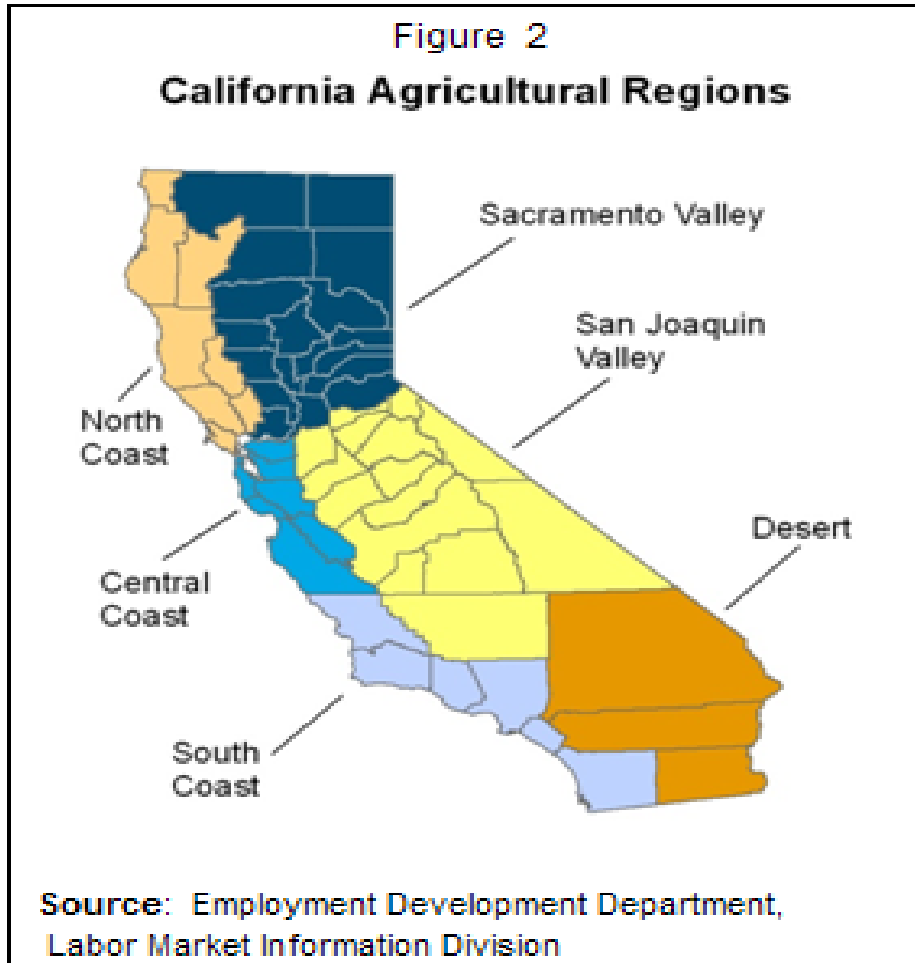
Figure 1 shows the number of estimated farm jobs in California from 2012 through 2022.



Source: EDD, Current Employment Statistics Data

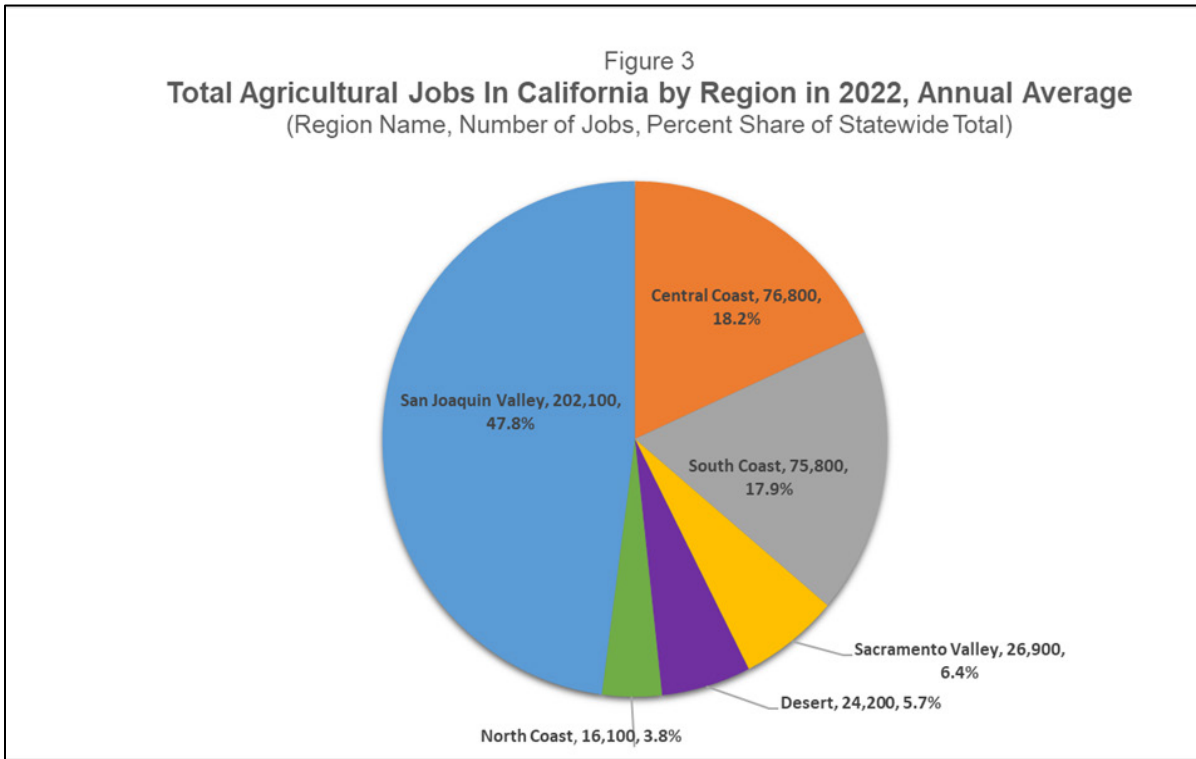
California agricultural employment estimates are broken out into six regions: Central Coast, Desert, North Coast, Sacramento Valley, San Joaquin Valley, and South Coast.

Figure 2: California Agricultural Regions



Almost half (47.8 percent) of California’s agricultural jobs were in the San Joaquin Valley Region in 2022. Employers in the Central Coast and South Coast regions accounted for one-third (36.1 percent) of the state’s agricultural jobs. Individually, the Central Coast and South Coast Regions accounted for 18.2 and 17.9 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 2022 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 2022.



Fewer California crop employers are hiring workers directly. In 2000, average employment on California crop farms was 190,000, and average Farm Labor Contractor employment was 105,000. By 2022, average employment on California crop farms was 160,000, and average Farm Labor Contractor employment was 155,000. Overall average employment in crop agriculture was stable at about 300,000, but the share of workers brought to farms rose from 35 to 50 percent. If current trends continue, more workers will soon be brought to California crop farms by Farm Labor Contractors than are hired directly¹.

In 2022, Farm Labor Contractors accounted for approximately 41% of California Employer H-2A applications, and these applications requested around 60% of the workers requested for the State of California, with a 3% margin error.

Agricultural employers in the State of California have continued to increase the use of the H-2A Program. Table 6 provides the number of H-2A applications submitted and workers requested for California as reported from 2015 through 2022. When compared to 2015, the number of applications submitted in 2022 increased by 95 percent, while the number of H-2A workers requested in the state increased by 358 percent.

Table 6: Number of H-2A applications submitted and workers requested.

Year	CA Employer Applications Submitted	Percent Change	Workers Requested	Percent Change	US Employer Applications Submitted	Percent Change	Workers Requested	Percent Change
2022	991	10.11%	45,075	34.84%	19,088	16.86%	382,354	15.69%
2021	900	22.62%	33,429	28.99%	16,334	16.15%	330,486	15.25%
2020	734	-14.15%	25,915	7.57%	14,063	-11.43%	286,749	-0.44%
2019	855	16.01%	24,092	20.86%	15,877	9.86%	288,025	6.00%
2018	737	15.52%	19,934	19.06%	14,452	11.77%	271,713	16.76%
2017	638	-2.74%	16,743	37.51%	12,930	11.49%	232,704	17.78%
2016	656	29.13%	12,176	23.70%	11,597	12.17%	197,570	16.98%
2015	508	N/A	9,843	N/A	10,339	N/A	168,894	N/A

Source: U.S. Department of Labor, Performance Data

Table 7 shows the mean and median wages of select agricultural occupations in California in the first quarter of 2023, with the occupations ranked by mean annual wage. The data were derived from information collected through the Occupational Employment and Wage Statistics (OEWS) Program, a federally sponsored survey program conducted through a cooperative agreement between the federal Bureau of Labor Statistics and the EDD.

¹ University of California, Davis, Rural Migration News, October 2023, Volume 29, Number 4, California: Farm Employment

Table 7: Agricultural Wages by Occupation in California: First Quarter 2023

SOC Code	Occupational Title	May 2022 Employment Estimates	2023 - 1st Quarter Wage			
			Mean Hourly Wage	Mean Annual Wage	Median Hourly Wage	Median Annual Wage
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,660	\$49.30	\$102,546	\$47.45	\$98,702
13-1074	Farm Labor Contractors	360	\$30.53	\$63,517	\$30.01	\$62,425
45-2021	Animal Breeders	80	\$28.20	\$58,633	\$27.83	\$57,899
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	9,990	\$28.61	\$59,501	\$26.01	\$54,097
45-2011	Agricultural Inspectors	2,320	\$26.83	\$55,802	\$23.30	\$48,456
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	4,010	\$23.54	\$48,942	\$22.10	\$45,956
45-2099	Agricultural Workers, All Other	1,460	\$23.45	\$48,776	\$20.55	\$42,753
45-2091	Agricultural Equipment Operators	6,970	\$19.44	\$40,439	\$18.40	\$38,259
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	188,580	\$17.27	\$35,944	\$16.49	\$34,291
45-2041	Graders and Sorters, Agricultural Products	5,340	\$16.90	\$35,149	\$16.47	\$34,260

Source: Employment Development Department, OEWS Survey

Most California farmworkers earn low wages. The median annual wage in the three largest non-supervisory agricultural occupational groups, in terms of employment, was less than \$40,000 in the first quarter of 2023: agricultural equipment operators (\$38,259); farmworkers and laborers, crop, nursery, and greenhouse (\$34,291); and graders and sorters, agricultural products (\$34,260). According to OEWS employment estimates, these three occupational groups comprised 91 percent of total agricultural employment.

Farmers, ranchers, and other agricultural managers, with a median annual wage of \$98,702, earned the highest wages in agriculture. This occupational group comprised just 0.75 percent of agricultural employment in May 2022. The next highest paying agricultural occupations were: farm labor contractors (\$62,425), animal breeders (\$57,899), and first-line supervisors of farming, fishing, and forestry workers (\$54,097).

Technological Advancements and Business Trends Influencing California's Agriculture Industry

To remain globally competitive, a growing number of California's agricultural businesses have procured advanced technologies and/or expanded their current line of services to keep pace with the everchanging needs of their diverse consumer base. Technologies ranging from precision agriculture to the use of vertical farming are leading to increased efficiency, higher crop yields, and increased profitability for the state's agricultural businesses. In addition, a growing number of local farms are benefitting from integrating agritourism activities into their business models to expand their current offerings to the public.

Innovative agricultural technologies continue to shape the landscape of California's present and future agricultural sector. Research published by the University of California's Giannini Foundation of Agricultural Economics found that technology such as precision agriculture utilizes weather and climate data to provide ag businesses with the information necessary to accurately assess crop conditions (e.g., weed growth) and develop data-driven solutions.² Advancements in agricultural biotechnology can range from plant seed modification to genomic testing³ that helps increase crop yields, enhances the durability of crops, and provides the foundation for developing new agricultural products (e.g., algae-based biofuels).⁴ In addition, a growing number of urban-based, agricultural, start-up companies are using vertical farming technology to produce high-value, organic-certified crops that a growing number of consumers are demanding.⁵ This type of farming uses less water than conventional farming methods and integrates the use of solar and other forms of bioenergy.⁶

According to research from the University of California's Division of Agriculture and Natural Resources (UC ANR), agritourism has become an increasingly popular means for small-scale farm businesses to diversify their revenue streams and develop better connections with their surrounding communities. UC ANR defines agritourism as "any income-generating activity conducted on a working farm or ranch for the enjoyment and education of visitors, including on-farm sales, educational services, accommodations, special events, and outdoor recreation."⁷ According to UC ANR, studies have found that farms that integrate the attributes associated with agritourism have experienced increased farm income and growing engagement from the public.

² University of California, Giannini Foundation of Agricultural Economics, Recent Developments in the California Food and Agricultural Technology Landscape.

³ Agricultural genomics uses technology to study and classify the genes of plants in order to develop types of agricultural products (e.g., crops).

⁴ University of California, Giannini Foundation of Agricultural Economics, Recent Developments in the California Food and Agricultural Technology Landscape.

⁵ University of California, Giannini Foundation of Agricultural Economics, Recent Developments in the California Food and Agricultural Technology Landscape.

⁶ According to the U.S. Department of Energy, bioenergy is a form of renewable energy that is derived from recently living organic materials known as biomass, which can be used to produce transportation fuels, heat, electricity, and products.

⁷ University of California Division of Agriculture and Natural Resources, How agritourism helped farmers during the pandemic.

Effects of Drought on California's Agricultural Employment

Although California is a state that is vulnerable to severe and extreme drought, it is inherently difficult to predict what effects a drought will have on agricultural employment. History shows that each drought varies in terms of length and severity, the responses 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 feared or first 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 on ranching and livestock farming during a drought.

Provide an assessment of the unique needs of farmworkers.

Summarize 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.

Number of MSFWs 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.⁸ However, given the crop cycle, demand for farm labor tends to be seasonal, with peak periods of demand for work that is often of 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, they do not necessarily count positions that are filled by MSFWs at other times of the month.

⁸ The survey reference week is always the week that includes the 12th of the month.

Moreover, an analysis of the public use data from DOL's 2019-2020 National Agricultural Workers Survey (NAWS)⁹ indicated that 55.2 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 2022 because data unavailability and limitations preclude making a precise estimate. A seasonal farmworker is defined as an individual who works 149 days or less of the year on a farm. A migrant farmworker is defined as one who travels more than 75 miles to obtain a job in U.S. agriculture. The best estimate relies on official 2022 survey-based agricultural employment estimates, an empirically estimated ratio of actual farmworkers to the number of officially estimated farm jobs in 2021, and findings from the 2019-20 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 2022, employment in crop production totaled 162,900 jobs, and farm labor contractors reported an additional 155,000 jobs, yielding a combined total of 317,900 crop production jobs in California. Three-quarters (75.1 percent) of all agricultural jobs in California in 2022 were in crop production.

A 2019 study by UC Davis and the EDD-Labor Market Information Division (LMID) compared the number of agricultural workers to the number of officially reported farm jobs in 2016 based on an analysis of the comprehensive wage and employment records maintained by EDD-LMID.¹⁰ 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 425,400 agricultural jobs in 2016. Based on these findings, the UC Davis/EDD-LMID study concluded that there were 2.3 agricultural workers for every reported agricultural job in California in 2016. UC-Davis and EDD-LMID subsequently updated the actual farmworker to officially report the job ratio through 2021, but the results had yet to be published at the time this report was written. In 2021, there were 858,700 unique SSNs reported by agricultural establishments and 407,800 officially estimated agricultural jobs in California, yielding a farmworker to job ratio of 2.1. The ratio was also 2.1 in both 2018 and 2019 and 2.2 in 2020.

⁹The most current NAWS public use data available are for the 2019-20 period. They may be accessed on the DOL Website at: <https://www.dol.gov/agencies/eta/national-agricultural-workers-survey>.

¹⁰ Martin P, Hooker B, Stockton M. 2019. Ratio of farmworkers to farm jobs in California increased to 2.3 in 2016. Calif Agr 73(2):73-78. <https://doi.org/10.3733/ca.2019a0002>.

Assuming that most MSFWs are primarily crop workers employed by growers and farm labor contractors, the estimated number of MSFWs in California in 2022 was calculated as follows:

In 2022, the reported number of crop production and farm labor contractor jobs totaled 162,900 and 155,000, respectively, for a total of 317,900 jobs in crop production. Assuming there were 2.1 farmworkers for every officially estimated job, this implies that there were 667,600 crop workers in California in 2022.

Analysis of the 2019-2020 NAWS public use data indicated that 12.7 percent of California farmworkers reported that they engaged in farm work on a year-round (365 days) basis, and 42.2 percent reported they did so for four-fifths of the year (292 days) or more. Over four-fifths (81.5 percent) of California farm workers reported they engaged in farm work for half of the year (183 days) or more. In contrast, less than one-fifth of California farmworkers (18.5 percent) reported they engaged in farm work for less than half of the year, and 12.3 percent met the 149 days or less criterion for seasonal work. Of these seasonal workers, 27.9 percent were migrants.¹¹

Applying the NAWS-derived estimated shares of crop workers who were seasonal to the estimated number of crop workers in 2022 yields an estimate that there were approximately 82,100 seasonal farm workers in California in 2022, of whom 22,900 were migrant workers.

Table 8 summarizes the estimated calculations of MSFWs and their share of jobs in California in 2022.

¹¹ According to the 2019-20 NAWS, migrants made up 11.8 percent of all California farmworkers.

Table 8: Estimated Number of MSFWs in California in 2022

(Estimates are rounded to the nearest hundred.)

Total Jobs in Crop Production (Official Estimates)	317,900
Assumed Farmworkers to Job Ratio	2.1
Estimated Number of Crop Workers in California	677,600
Share of Farmworkers Who Work Seasonally (NAWS)	12.3%
Estimated Number of Seasonal Farmworkers in California	82,100
Share of Farmworkers Who Are Migrants (NAWS)	27.9%
Estimated Number of Migrant Farmworkers in California	22,900

Source: EDD-LMID

Note: Seasonal and migrant shares as reported or calculated based on 2019-2020 NAWS survey data.

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.

The EDD operates an MSFW Outreach Program consisting of 27 primary outreach workers located in 29 AJCCs throughout the state. The MSFW Outreach Program relies on collaborative efforts between the local AJCCs, the MSFW community, and agricultural employers. The outreach workers provide MSFWs with information on the employment services and resources available at local AJCCs, Community-based Organizations (CBOs), and other state and federal agencies serving MSFWs in the area.

The outreach workers spend most of their time in the field performing outreach activities and contacting MSFWs where they live, work, or gather. Typically, MSFWs live in economically depressed locations on 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 are created, thereby preventing them from accessing social services, community resources, and employment and training services.

The MSFW outreach worker's responsibilities include:

- *Locate, contact, and inform MSFWs on the full range of employment services available to them in the local AJCC.*
- *Inform MSFWs of the job training opportunities available through the AJCC and local CBOs.*
- *Establish employer contacts and conduct employer visits.*
- *Assist in the placement of MSFWs into agricultural and non-agricultural jobs.*
- *Refer MSFWs to supportive services as needed.*

- *Develop and maintain relationships between AJCCs, MSFWs, public and private community agencies, employers, and NFJP grantees.*
- *Coordinate EDD outreach efforts with public and private community service agencies and MSFW groups.*
- *Make follow-up contacts as necessary.*

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

Describe the State agency's proposed strategies for:

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

By acknowledging that many MSFWs live in isolated areas, the outreach workers are strategic in how they reach MSFWs. The outreach worker collaborates with agricultural employers and conducts outreach efforts to promote the full range of employment, training, referral, and supportive services to MSFWs. All outreach staff must be multilingual and spend most of their time conducting outreach where MSFWs work, live, and congregate. Statewide outreach strategies include:

- Utilizing local networks with state, community, and local partners that provide services to MSFWs to identify community events and have a presence to share information and educate MSFWs about resources available to them.
- Statewide, the EDD promotes local coordination with partner agencies to compliment efforts to reach the MSFW community. The collaboration involves working strategically to disseminate resource material focused on educating the farmworker community on topics pertaining labor law, health, safety, and supportive services.
- Strategic and regular collaboration with local non-profit and advocacy organizations occur statewide to ensure we are reaching the MSFW population to adequately address their needs.
- Engaging with MSFWs in a manner that is culturally and linguistically appropriate to meet their needs.

Providing technical assistance to outreach staff

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 Service and Employment-Related Law Complaint System (“Complaint System” described at 20 CFR 658 Subpart E), 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.

Technical assistance includes training, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (e.g., availability of referrals to training, supportive services, career services, as well as specific employment opportunities); the Employment Service and Employment-Related Law Complaint System (Title 20 CFR 658 Subpart E); information on the other organizations serving MSFWs in the area; and a basic summary of farm worker rights, including their rights with respect to the terms and conditions of employment.

The EDD uses all the methods referenced in this section to increase the capacity of its outreach staff. Additionally, the EDD Foreign Labor and Farmworker Services Group (FLFSG) hosts quarterly conference calls that provide an open forum for representatives from the EDD, workforce partners, and CBOs to discuss the delivery of services, training programs, and technical support to better serve MSFWs. Participants can share best practices, discuss outreach goals for the upcoming quarter, and promote partnerships with state agencies and CBOs. The Monitor 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 conference call.

The following are examples of topics discussed during the quarterly conference calls in the last two state PYs:

- The Department of Pesticide Regulation (DPR) provided an overview of its role and responsibilities, including pesticide safety rules for MSFWs, effects of pesticides on an individual's health, and resource material for filing a complaint with DPR.
- The International Rescue Committee (IRC) provided an overview on human trafficking, including its prevalence and impact on the farmworker community, warning signs of someone who is being trafficked, and local resources for survivors and how to refer an individual to IRC for help.
- The Agricultural Labor Relations Board (ALRB) provided an overview of its role and responsibilities, type of complaints it investigates, agricultural worker's rights, and case filing requirements with the ALRB.
- The EDD Disability Insurance Program provided an overview regarding the elements and process for farmworkers filing claims for State Disability Insurance and Paid Family Leave, and an overview of each program and eligibility requirements.
- The Department of Industrial Relations (DIR), Labor Commissioners Office, provided an overview to address the overtime wage changes for all workers and agricultural labor provisions for herders in California.
- The DIR Cal/OSHA provide a training presentation focused on worker protections from wildfire smoke, awareness of health hazards of smoke exposure, and provided safety and informational resources for agricultural employers and workers.

Increasing outreach staff 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 completing the following:

- Providing training on core programs, including California Training Benefits, UI, Trade Adjustment Assistance, Veteran's programs, and Youth and Dislocated Worker programs.
- Developing and providing 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 training also included requirements to seek work and the results of non-compliance.
- The State Workforce Agency (SWA) obtained access to the UI Direct phone line by adding the outreach worker's cell phone number to the list of authorized phone numbers. This effort is a victory for the farmworker population because it expands the access point for UI Direct and allows outreach workers to provide meaningful assistance when they encounter farmworkers with complicated UI claims.

Providing outreach staff 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 outreach staff to ensure 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 UI, and hear a consistent message regarding expected levels of performance, service delivery and service quality.

In PY 2022-23, the SWA provided multiple trainings and published Internal Administrative Notices to provide technical assistance to help Significant MSFW AJCCs reduce and/or eliminate obstacles to achieve compliance with State and federal mandates. The delivery methods of these trainings include, but are not limited to, virtual training, workshops, seminars, on-the-job training, and web-based training sponsored by the DOL ETA as listed below:

- MSFW 101 Training Module
- Agricultural Outreach Workers Training Module
- State Monitor Advocate Roles and Responsibilities Training Modules
- 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.
- Labor Trafficking in U.S. Agriculture: Information to Help Employment Service Staff Respond to Potential Trafficking
- Disaster Preparedness and Response: Serving Farmworkers: Part 1 and 2

The trainings provided by the EDD and partner agencies include:

- Housing and Employment Discrimination Training provided by the Civil Rights Department
- MSFW Outreach Program Overview
- Housing Inspection 101 Labor Certification Process provided by U.S. DOL
- MSFW Service Level Indicator Training Modules
- Heat and Illness Prevention training provided by DIR Cal/OSHA

Office managers in the Significant MSFW AJCCs continue to provide on-going training and development for staff regarding employment services through its core curriculum serving the public and marketing EDD services. There are also training and community vendor services available to MSFWs and employers to better support outreach worker 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.

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 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. 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. In 2020, West Hills Community College District was announced by DOL as a new NFJP grantee.

Since 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 who are trusted within the community, they are able to achieve much higher rates of participation within this traditionally hard-to-reach population. West Hills Community College District (WHCCD) is an NFJP grantee offering support to students with farmworker backgrounds. The goal of WHCCD is to empower and support farmworkers and their families in achieving their educational and career goals. In 2021, Service, Employment, and Redevelopment (SER) Jobs for Progress National, Inc. was announced by the DOL as a new NFJP grantee, bringing California’s NFJP grantees to seven.

The MAO has been working on an umbrella Memorandum of Understanding (MOU) with all seven NFJP grantees. The EDD and the NFJP grantees have come to an agreement; a final agreement will be sent for signature in the Summer of 2024.

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 in providing 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 system.

To expand the MSFW outreach efforts throughout the state of California, the EDD annually awards the Campesino de California Outreach Grant - Radio Media, using \$100,000 in Wagner-Peyser 10 Percent discretionary funds to provide information to MSFWs and their families using radio and media strategies. In PY 2022-23, La Cooperativa Campesina de California received a Wagner-Peyser 10 Percent discretionary grant to create and broadcast 24 semi-monthly, 30-minute hosted radio talk show programs in Spanish and recorded in video format media. These efforts are aimed at reaching domestic and foreign MSFWs and their families to provide timely information about various programs, benefits, and services offered through the EDD and their partners.

The partnership with La Cooperativa and NFJP grantees helps to enhance our footprint in the agricultural communities where the personal touch and one-on-one engagement with MSFWs is limited. Thus, it requires educating partners within the workforce development system on the needs and best strategies to increase MSFW participation at the Significant MSFW AJCCs.

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

Describe the State agency's proposed strategies for:

- (i) 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:*
- (ii) How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers; and*
- (iii) 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 outreach worker is to locate and contact MSFWs who are not being reached by the normal intake activities conducted by the Significant MSFW AJCCs. The 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. In addition, AJCC

partners commit to offer services to adults with barriers to employment, including English Language Learners who face cultural barriers, including eligible MSFWs. The responsibilities of an outreach worker, along with applicable career services guaranteed under WIOA Title I partners collocated at the AJCC, include:

- Educating MSFWs of their rights with respect to terms and conditions of employment.
- Informing MSFWs about the Employment Services Complaint System and helping with filing a complaint.
- 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 and State agencies such as the multilingual labor rights mobile caravans to directly inform farmworkers about workplace protections.
- Assisting MSFWs with job search and placement, initiating job development contacts, and referrals to supportive services.
- Assisting with the completion of the CalJOBS registration, resume, job applications, and other documents as needed.
- Conducting follow-up interviews with reportable individuals to ensure service or training was received, as well as post-employment follow-up services and support.
- Assisting MSFWs with making appointments and arranging transportation.
- 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.
- WIOA Title I partners help promote the English Language Learner grant from EDD that focuses on farmworkers.
- The California Farm Labor Contractor Association and Ventura College have an Agricultural Field Supervisor training program for farmworkers. Both the AJCC and Center for Employment Training refer participants to these programs.
- Informing employers how the AJCC can assist with the ARS and conducting agricultural recalls as needed by employers.

Staff from WIOA Title I Section 167 providers collaborate with the EDD 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. Agricultural employers and MSFWs receive additional services from the 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. Additionally, the ABRs conduct field checks of H-2A employers to ensure employers follow the terms and conditions of their work contracts.

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 Wagner–Peyser and Foreign Labor Certification (FLC) funds granted to the states annually. The FLC funds are provided by DOL to California to process foreign labor application requests, conduct housing inspections, agricultural prevailing wage, prevailing practice surveys, and collect agricultural crop and labor information.

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 CalJOBS:

- Generate CalJOBS letters that enable staff to create and send formatted letters to job seekers who are registered in CalJOBS regarding job opportunities and targeted recruitment letters.
- Employer self–service options to update their company profiles, post and update recruitments, conduct resume searches, and contact qualified job seekers.
- Perform recruitment activities to find and refer qualified MSFWs to fill the labor needs of agricultural employers at least 30-60 days before the start of the harvest season.
- Conduct mass job referrals electronically through CalJOBS.
- Assist with resume searches and ES office staff mediated services that encourage agricultural employers to publish their job openings using CalJOBS 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 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.
- Participate in employer forums to provide education on the H-2A Temporary Agricultural Employment Program and information pertaining to employer-provided housing.

Marketing the 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 MSFWs and the advocacy organizations the outreach workers interact with regularly. Per Title 20 CFR 658.410(g), the EDD staff in the Significant MSFW AJCCs receive training on the Employment Services Complaint System. As of August 2021, the MAO revised the Employment Services Complaint System Manual and continues to provide ongoing technical assistance to the system’s users to ensure compliance during annual on-site monitoring reviews. An internal team site was also created to allow staff to view training modules, pertinent forms and instructions, and webinars. The WorkforceGPS training modules are among the various trainings available on this site.

In accordance with TEGL 8-17, the MAO has established a MOU with NFJP grantees to establish an on-going liaison and meet on a quarterly basis to receive input on improving the conditions of the coordination of services for MSFWs. Additionally, the MOU includes efforts to refer any complaints or apparent violations to the nearest AJCC EDD complaint specialist that serves agricultural employers and assists in referrals of alleged violations to enforcement agencies.

The goal of the MOU is to create a partnership in order to facilitate outreach worker contacts, job referrals, and the provision of services between the AJCCs and NFJP grantees to help ensure MSFWs have meaningful access to services in a way that meets their unique needs.

Marketing the Agricultural Recruitment System for U.S. Workers (ARS) to agricultural employers and how it intends to improve such publicity.

The ARS is a nationwide recruitment and referral system that brings together job seekers and employers who are seeking U.S. workers to perform farmworker on a temporary, less than a year-round basis. The ARS 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 staff in the Significant MSFW AJCCs will market and recruit eligible job seekers in the local labor market area during their daily general activities at the AJCCs, as well as during outreach activities to MSFWs. Staff will receive training and continue to provide the following services:

- *Display the job announcement in English and Spanish in the lobby area, job board, binder, or other visible location where it is accessible to job seekers.*
- *Share the job announcement with local partners and CBOs.*
- *Share the job order with MSFW outreach staff to promote the job announcement where MSFWs work, live, and gather.*
- *Conduct an Advanced Resume Search in CalJOBS to identify potential job seekers and send a job opportunity notification through CalJOBS to the list of potential job seekers.*

Other Requirements

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 establish new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

The EDD has implemented on-going efforts to strengthen its collaborative efforts with advocacy agencies, including the Consulate General of Mexico, Sacramento, to leverage referrals and conduct meaningful outreach in the fields. The MAO, in conjunction with the Labor and Workforce Development Agency, has been working on a MOU with all 10 Mexican Consulates in California. The agreement is in its final stages, and a signing ceremony will be scheduled. The MOU will help cross-train staff and help with service delivery to Mexican Nationals who work in the agricultural industry.

The EDD will continue building on these relationships and agreements and develop new relationships over the next two 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 WIOA Title I and Wagner-Peyser by using the CalJOBS case management system to track, manage, and report on MSFWs.*
- *Provide additional WIOA discretionary resources to develop California's capacity to serve MSFWs and other limited English proficient populations.*
- *Participate in convening stakeholders with specialized expertise in serving immigrants and/or persons with limited English language proficiency to identify and develop partnerships with immigrant rights organizations.*
- *Participate in statewide caravan campaign initiatives alongside CBO partners and state agencies that are focused on educating farmworkers about their rights and protections.*
- *Participate in the Annual Mexican Consulate Labor Rights Week events statewide to provide information on employment services, supportive services, and labor rights.*
- *Collaborate with Migrant Camps operated by the Office of Migrant Services, which provide safe, decent, and affordable seasonal rental-housing and support services for migrant farmworker families during the peak harvest season. The outreach workers will visit the Migrant Camps and provide information to MSFWs to ensure MSFWs receive equal and timely services.*
- *Participate in job fairs and health and wellness fairs, which offer health screenings from various clinics. The fairs also let families know of the many services and resources provided in their local areas by multiple agencies.*
- *Collaborate with the UC Davis Western Center for Agricultural Health and Safety, which seeks to improve the health and safety of agricultural workers in the West through innovative research, interactive trainings, and tailored outreach.*
- *Collaborate with the California Rural Legal Assistance, Inc. (CRLA), a nonprofit law firm to provide free civil legal services to low-income residents of California's rural counties.*
- *Collaborate with partner agencies and CBOs to participate in Farmworker Appreciation events. Provide information on the community, employment, career, training, agricultural worker rights, and safety.*

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.

(i) 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.

EDD will solicit AOP feedback from our NFJP grantees, MSFW groups, public agencies, agricultural employer organizations, farmworkers, employers, and other interested parties. The EDD will archive communication soliciting feedback from all stakeholders and will provide documentation verifying this solicitation upon request to avoid providing a long list that would unnecessarily extend this document.

Data Assessment

Review the previous four years Wagner-Peyser Act 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 MSFW as compared to services provided to non–MSFWs.

A review of the past four years of Wagner–Peyser data reports indicates that the EDD met six out of eight equity ratio indicators for PY 2021-22 and PY 2022-23. The EDD did not meet the Received Staff-Assisted Career Guidance Services and the Received Individualized Career Service indicators in both PYs. However, the EDD will continue to ensure that 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 to encourage the provision of more services to MSFWs and to prevent a reduction of these services by Significant MSFW States. The minimum service level indicators were established to ensure that MSFWs receive equitable employment services. As a Significant state, California met the requirement of meeting at least four of the minimum service level indicators. During PY 2022-23, the EDD met four out of the seven minimum services level indicators. However, the EDD did not meet individuals placed in long-term non-agricultural jobs, median earnings of individuals in unsubsidized employment, and field checks.

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 and has created comprehensive tools on the CalJOBS service codes. On August 2022, the EDD MAO and FLFSG collaborated in the facilitation of a training on the MSFW Service Level Indicators

Report. The training agenda included basic knowledge of the report layout, tracking elements, reporting timelines, and the implication of accurately documenting activities and services.

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 ETA requires 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 the equity ratio indicators on all service outcomes tracked for regular job seekers, including MSFWs.

Due to the COVID-19 pandemic, there was a big impact on the MSFW program services and outreach activities. However, through it all, the FLFSG provided guidance through trainings and resources for MSFW program staff to ensure that MSFWs received equitable services. In PY 2022-23, the number of MSFW contacts increased and reached levels of pre-pandemic. This is significant as it demonstrates that outreach staff are visiting the living, working, and gathering areas of MSFWs and providing them with information about job opportunities, farmworker labor rights and supportive services available. However, the state must still work on ensuring that all MSFWs receive equitable services, and as a Significant state, we are required to meet all eight equity ratio indicators. The FLFSG, along with the MAO, have provided trainings on the MSFW Service Level Indicators report in 2022, but to reach the goal of meeting all equity ratio indicators, these types of trainings must be conducted annually. Additional trainings and guidance will be provided, specifically on indicators that are not being met or that are at the borderline of not meeting equity. In addition, annual trainings will ensure that new staff are trained on how to properly document and report the services they provide to MSFWs.

A summary of the recent data analysis in comparing PY 2021-22 to PY 2022-23 includes the following:

- **Received Basic Career Services (Staff-Assisted):** *In PY 2022-23, the number of staff-assisted services decreased for MSFWs by 231 compared to the 14,690 captured in PY 2021-22.*
- **Received Staff-Assisted Career Guidance Services:** *In PY 2022-23, the number of MSFWs receiving career guidance services increased by 1,024 compared to the 11,549 captured in PY 2021-22. However, EDD did not meet the equity ratio indicator.*
- **Received Staff-Assisted Job Search Activities:** *In PY 2022-23, the number of MSFWs receiving staff-assisted job search activities increased by 187 compared to the 10,748 captured in PY 2021-22.*
- **Referred to Employment:** *In PY 2022-23, the number of MSFWs referred to employment decreased by 457 compared to the 7,806 captured in PY 2021-22. However, the EDD did not meet the equity ratio indicator.*

- **Received Unemployment Insurance (UI) Claim Assistance:** In PY 2022-23, the number MSFWs receiving UI claim assistance increased by 653 compared to the 9,780 captured in PY 2021-22.
- **Referred to Federal Training:** In PY 2022-23, the number of MSFWs referred to federal training decreased for MSFWs by 46 compared to the 5,139 captured in PY 2021-22. However, the EDD did meet the equity ratio indicator.
- **Referred to Other Federal /State Assistance:** In PY 2022-, the number of MSFWs referred to other federal/state assistance decreased for MSFWs by 135 compared to the 10,344 captured in PY 2021-22. However, the EDD did meet the equity ratio indicator.
- **Received Individualized Career Service:** In PY 2022-23, the number of MSFWs receiving individualized career services decreased for MSFWs by 496 compared to the 11,654 captured in PY 2021-22. The EDD did not meet the equity ratio indicator.

State Monitor Advocate

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

The state MAO reviewed the 2023 submission of the AOP and provided valuable feedback in compiling the final draft. The EDD is awaiting comments and recommendations from La Cooperativa and NFJP grantees. The comments and suggestions received will be reviewed, addressed, and considered before incorporating into the final AOP.