

WIOA Wagner-Peyser Act Program (Employment Services)

Unemployment Insurance Involvement with WIOA

(a) Employment Service Professional Staff Development

- (1) Describe how the State will utilize professional development activities for Employment Service staff to ensure staff is able to provide high quality services to both job seekers and employers.*

The State will use professional development activities for Employment Services staff such as targeted training activities in specific program areas (Migrant Seasonal Farmworkers, Trade Adjustment Assistance Act, Unemployment Compensation, and Veterans) to ensure staff is able to provide high quality services to both job seekers and employers. These training activities will enable staff to assist 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 business. Staff will be provided with the required information about programs and hear a consistent message regarding expected levels of performance, service delivery and service quality. Training will be provided throughout the State to promote consistency.

Training topics planned for the future include Migrant Seasonal Farmworker, Unemployment Compensation, and Veterans Services. The delivery methods of these trainings will include, but not limited to, workshops, seminars, on-the-job training, and web based technology.

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

These strategies include:

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

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(b) Explain how the State will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through one-stop centers, as required by WIOA as a career service.

California will meet the needs of customers requesting assistance in filing UI claims by providing direct customer assistance and guidance by appropriately trained, experienced, and skilled staff. These dedicated America's Job Center of CaliforniaSM (AJCC) staff will show customers how to use the EDD's two online options for submitting UI applications.

- The eApply4UI application guides the customer through a series of online questions to file their initial or reopen an existing claim.
- The UI OnlineSM allows existing claimants to reopen their claim, along with many other user-friendly features to help customers manage their UI claims.

Additionally, if the AJCC staff determine an individual is unable to file a UI claim due to significant barriers that prevent the utilization of online tools (such as, language or disability), the customer will be directed to a phone line dedicated to serving the needs of those customers requiring more meaningful and personal assistance.

(c) 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 to all job seekers. To accomplish this, a workgroup was formed to develop an improved model for delivering services. The workgroup identified the importance of moving towards seeing the UI claimant as a job seeker. This transition is key to providing re-employment assistance to the UI claimant. The workgroup identified the following base services for all job seekers:

- Greet customers to assist them with filing a claim for UI, if necessary, and and introduce them to AJCC services.
- Customers who elect to register in an AJCC to receive services will be provided: orientation skills assessment, review of skills assessment with trained staff and a re-employment plan to include:
 - ✓ Registration with California's labor exchange system (CalJOBSSM)
 - ✓ Scheduling re-employment workshops
 - ✓ Providing local Labor Market Information
 - ✓ Implementing a follow-up plan to maintain connection with the job seeker during the job search and after employment
 - ✓ Providing training information and application assistance

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

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

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

In addition, job seekers receive information on the W-P services available at the AJCCs. Job seekers can conduct self-service activities by using resources such as computers and phones to conduct job searches and create a resume through CalJOBSSM, respond to employment opportunities, manage their UI claim through the EDD website, etc. In addition to self-service options, claimants can also receive staff-assisted services, such as job search workshops, assistance with access and navigating the CalJOBSSM system, individualized labor market information, referral to veteran services, and referral to education, training, and supportive services.

(2) 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, Title 22, Section 1253(b)-1, contain provisions that mandate the claimant, unless exempt, to register for work by entering a resume on CalJOBSSM within 21 days after filing a UI claim.

When an individual files a UI claim, the EDD mails the *Notice of Requirement to Register for Work*, DE 8405, to the claimant providing the requirement to register in CalJOBSSM, 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 CalJOBSSM.

The EDD automatically creates an account in CalJOBSSM for all new UI claimants and generates notices to claimants that fail to enter a resume within 21 days. These notices require claimants to attend a Personalized Job Search Assistance workshop at a local AJCC. This workshop is designed to provide the UI claimants with employment services available through the AJCC, and to ensure that the claimant has their resume posted in the CalJOBSSM system. UI

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claimants that fail to post their resume in the system will have an alert posted to their account for determination by UI staff.

(3) Administration of the work test 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;

The primary work test is done electronically using the EDD CalJOBSSM, EDD UI OnlineSM, and EDD Tele-CertSM systems:

- After the initial Unemployment Insurance (UI) claim is filed, UI claimants are required to register and create a resume in EDD CalJOBSSM. Failure to do so is reported electronically to UI and a hold is placed that prevents eligibility to receive UI benefits for failure to comply. A resume in CalJOBSSM is viewable for AJCC staff to refer the UI claimant to specific jobs or scheduled interviews when available.
- During subsequent weeks, UI claimants are required to submit a weekly certification that he or she meets all the following UI eligibility requirements to receiving UI benefits:
 - Be totally or partially unemployed.
 - Be unemployed through no fault of his/her own.
 - Be physically able to work.
 - Be available for work.
 - Be ready and willing to immediately accept work.
 - Be actively looking for work.

If the UI claimant is scheduled for any additional re-employment service appointments with AJCC staff such as Reemployment and Eligibility Assessment, Personalized Job Service Assistance, or Initial Assistance Workshop, failure to attend these appointments will also result in a subsequent hold preventing eligibility to receive UI benefits for failure to comply.

The secondary work test is done through AJCC staff. Currently, staff is directed to contact the UI Fraud Hotline at 1-800-229-6297 when they become aware of UI claimant's refusal of suitable employment or failure to attend scheduled interviews.

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

In the current customer service delivery model the UI customers who attend the mandatory workshops are provided information in a group setting about the availability of training and the California Training Benefits program which allows the UI claimant, if eligible, to collect benefits and receive training. During these

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presentations, customers who would like further information about training are referred to register in the AJCCs and to begin the process for gaining more information and assessments for qualification and application assistance.

Wagner-Peyser Agricultural Outreach Plan – PY 2016-2019

Introduction

California's Agricultural Outreach Plan (Ag Plan) sets policies and objectives in providing Wagner-Peyser (W-P) services to the agricultural community, specifically Migrant and Seasonal Farm Workers (MSFWs). The EDD provides these services through California's America's Job Center of CaliforniaSM (AJCC) locations. The EDD ensures that MSFWs receive the full range of employment, training, and educational services on a basis which is qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs. This Ag Plan is submitted in accordance with the regulations at 20 CFR 653.107(d) to include:

- 1. Assessment of the unique needs of MSFWs** in the area based on past and projected agricultural and MSFW activity in the State;
- 2. Assessment of available resources for outreach;**
- 3. 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;
- 4. Compliance assurance** with requirements under 20 CFR 653.111 for significant MSFW one-stop centers;
- 5. Review and Public Comment** from key stakeholders.

1. Assessment of the Unique Needs of MSFWs

Provides an assessment of the unique needs of MSFWs in the area based on past and projected agricultural and MSFW activity in the State.

(a) Value of Agricultural Production

Based on the most current data available, the value of total agricultural production in California, crop and livestock production combined, totaled \$50.9 billion in 2013. This ranked California as the nation's largest agricultural producer in 2013, outpacing Iowa (\$30.6 billion) and Nebraska (\$23.1 billion). California alone accounted for about one-eighth (12.6 percent) of the national agricultural production. California was far and away the nation's leader in crop production in 2013, with crops produced valued at \$38.1 billion. The State accounted for 17.3 percent of the value of total U.S. crop production.

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In contrast, Iowa and Illinois were the second and third largest crop producing states in 2013, combining for 14 percent of total U.S. crop production. California's livestock production was valued at \$12.8 billion in 2013, third highest among all states after Texas and Iowa. Table 1 shows the nation's largest agriculture, crop, and livestock producing states in 2013.

Table 1
Largest Agricultural Producing States in the United States in 2013
(Values are expressed as millions of dollars)

	Total		Crop Production Only			Livestock Production Only		
	Value	Share of U.S. Total	Value	Share of U.S. Total	Value	Share of U.S. Total		
United States	\$403,024	-	United States	\$220,418	-	United States	\$182,606	-
California	\$ 50,887	12.6%	California	\$ 38,073	17.3%	Texas	\$ 15,377	8.4%
Iowa	\$ 30,592	7.6%	Iowa	\$ 16,490	7.5%	Iowa	\$ 14,103	7.7%
Nebraska	\$ 23,087	5.7%	Illinois	\$ 14,282	6.5%	California	\$ 12,814	7.0%
Texas	\$ 22,306	5.5%	Minnesota	\$ 13,964	6.3%	Nebraska	\$ 11,706	6.4%
Minnesota	\$ 21,663	5.4%	Nebraska	\$ 11,381	5.2%	Kansas	\$ 8,990	4.9%
Illinois	\$ 17,011	4.2%	Indiana	\$ 7,807	3.5%	North Carolina	\$ 8,305	4.5%
Kansas	\$ 15,653	3.9%	North Dakota	\$ 7,559	3.4%	Wisconsin	\$ 7,883	4.3%
North Carolina	\$ 12,682	3.1%	Ohio	\$ 7,273	3.3%	Minnesota	\$ 7,699	4.2%
Wisconsin	\$ 12,009	3.0%	Washington	\$ 7,113	3.2%	Georgia	\$ 6,126	3.4%
Indiana	\$ 11,396	2.8%	Texas	\$ 6,928	3.1%	Oklahoma	\$ 5,450	3.0%

Source: USDA, Economic Research Service

California's agricultural production increased in value by \$3.9 billion (8.4 percent) from 2012 to 2013. Crop production in California increased \$3.3 billion (9.5 percent) in value over the year, while livestock dropped \$0.6 billion (5.2 percent). Over the two-year period from 2011 through 2013, California's agricultural production rose in value by \$7.7 billion (17.7 percent). Crop production increased by \$7 billion (22.7 percent) and livestock production grew by \$0.6 billion (5.2 percent) over the two-year period.

In 2013, crop production accounted for nearly three-quarters (74.8 percent) of total agricultural production in California. By commodity group, fruit and nut products were valued at \$20.8 billion in 2013, comprising over two-fifths (40.8 percent) of the total value of the state's agricultural products and more than half (54.6 percent) of the value of the crops produced in the state. Vegetables and melons were valued at \$7.8 billion, accounting for over one-fifth (20.6 percent) of the value of crops produced in California. All other crops which include sugar beets, mint, floriculture, mushrooms, and miscellaneous crops were valued at \$6.1 billion accounting for 15.9 percent of crops produced in the state in 2013.

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Livestock and livestock products made up a little over one-quarter (25.2 percent) of the total value of California's agricultural production in 2013. Dairy products including milk were valued at \$7.6 billion, comprising almost three-fifths (59.4 percent) of total value of California's livestock products. Hooved-livestock produced for meat and poultry and egg products were valued at \$3.1 and \$1.6 billion, respectively in 2013.

On an individual commodity basis, milk and cream (dairy products) was California's most valuable commodity in 2013, with cash receipts totaling \$7.6 billion. Shelled almonds and grapes were California's second and third most valuable commodities, with cash receipts totaling \$5.8 billion and \$5.6 billion, respectively. The cash receipts of nine other California commodities exceeded \$1 billion in 2013: cattle and calves, berries, walnuts, lettuce, hay, tomatoes, nursery, flowers and foliage, nursery products, strawberries, hay, lettuce, walnuts, tomatoes and pistachios. Twelve of California's 20 most valuable commodities in 2013 increased in value from the prior year. Table 2 shows California's twenty most valuable agricultural commodities in 2013, as well as their value and ranking in 2012.

Table 2
California's Top 20 Agricultural Commodities in Value, 2012-2013
(Cash receipt values are expressed as millions of dollars)

Commodity	2012		2013	
	Value	Rank	Value	Rank
Milk and Cream	\$ 6,900	1	\$ 7,618	1
Almonds (shelled)	\$ 4,817	3	\$ 5,768	2
Grapes	\$ 5,183	2	\$ 5,586	3
Cattle & Calves	\$ 3,188	4	\$ 3,048	4
Berries ,All Strawberries	\$ 2,131	6	\$ 2,201	5
Walnuts	\$ 1,506	8	\$ 1,796	6
Lettuce, All	\$ 1,432	10	\$ 1,679	7
Hay, All	\$ 1,772	7	\$ 1,570	8
Tomatoes	\$ 1,170	11	\$ 1,222	9
Nursery	\$ 2,551	5	\$ 1,220	10
Flowers and Foliage	\$ 1,097	12	\$ 1,131	11
Pistachio	\$ 1,438	9	\$ 1,034	12
Broccoli	\$ 645	17	\$ 845	13
Rice	\$ 840	13	\$ 790	14
Oranges, All	\$ 765	14	\$ 742	15
Cotton Lint, All	\$ 666	16	\$ 623	16
Carrots, Fresh	\$ 513	18	\$ 555	17
Celery	\$ 344	24	\$ 437	18
Peppers	\$ 381	22	\$ 434	19
Eggs, Chicken	\$ 393	20	\$ 944	20

Source: USDA, National Agricultural Statistics Service, Pacific Region-California; California Agricultural Statistics 2013 Crop Year

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On a cash receipt basis, California produced all of the nation's almonds, walnuts, pistachios, olives, artichokes, dates, kiwifruit and figs in 2013. Fourteen additional California commodities comprised more than four-fifths (80 percent) of national cash receipts: garlic, plums and prunes, cotton lint, celery, broccoli, nectarines, lemons, avocados, grapes, tangerines, cauliflower, strawberries, apricots, and carrots. Raspberries accounted for more than three-quarters (79.5 percent) of national cash receipts. Accounting for more than half was honeydews, beans, lettuce, cantaloups, spinach, tomatoes, peppers, asparagus, safflower, and peaches. Table 3 shows the shares of cash receipts for California commodities as a share of national totals.

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Table 3
Leading California Agricultural Commodities in 2013: California Cash Receipts as a Percent of the Nation's (Values are expressed as millions of dollars)

Commodity	Value of California Receipts	Value of U.S. Receipts	California's Share of U.S. Receipts (%)
Almonds	\$ 6,385	\$ 6,385	100.0
Walnuts	\$ 1,825	\$ 1,825	100.0
Pistachios	\$ 1,636	\$ 1,636	100.0
Olives	\$ 135	\$ 135	100.0
Artichokes	\$ 58	\$ 58	100.0
Dates	\$ 37	\$ 37	100.0
Kiwifruit	\$ 30	\$ 30	100.0
Figs	\$ 20	\$ 20	100.0
Garlic	\$ 229	\$ 232	98.7
Plums and prunes	\$ 232	\$ 238	97.4
Cotton lint, Long staple	\$ 473	\$ 490	96.5
Celery	\$ 437	\$ 458	95.6
Broccoli	\$ 862	\$ 914	94.4
Nectarines	\$ 117	\$ 125	93.5
Lemons	\$ 370	\$ 400	92.4
Avocados	\$ 334	\$ 361	92.4
Grapes	\$ 5,566	\$ 6,136	90.7
Tangerines	\$ 364	\$ 426	85.4
Cauliflower	\$ 251	\$ 295	84.9
Strawberries	\$ 2,201	\$ 2,609	84.4
Apricots	\$ 37	\$ 45	82.4
Carrots	\$ 605	\$ 736	82.2
Raspberries	\$ 273	\$ 343	79.5
Honeydews	\$ 55	\$ 75	73.1
Beans, Green lima	\$ 21	\$ 28	72.7
Lettuce	\$ 1,818	\$ 2,568	70.8
Cantaloups	\$ 204	\$ 320	63.7
Spinach	\$ 160	\$ 254	63.0
Tomatoes	\$ 1,444	\$ 2,316	62.3
Peppers, Chile	\$ 102	\$ 168	60.8
Asparagus	\$ 56	\$ 92	60.5
Peppers, bell	\$ 353	\$ 600	58.8
Safflower	\$ 26	\$ 51	51.9
Peaches	\$ 278	\$ 548	50.8

Source: USDA, Economic Research Service

The estimated value of California's exported agricultural products totaled \$22.9 billion in 2013. California's exports comprised over one-seventh (15.9 percent) of total U.S. agricultural exports in 2013. California was the nation's top agricultural exporter in 2013, with exports more than twice of those of Iowa which was the second leading exporter. Table 4 shows the estimated value of the top ten states in terms of agricultural exports from 2008 through 2013.

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Table 4
Largest Agriculture Exporting States in the United States: 2008-2013
 (Estimated values are expressed as millions of dollars)

	2008	2009	2010	2011	2012	2013
United States	\$ 114,761	\$ 98,454	\$ 115,820	\$ 136,444	\$ 141,550	\$ 144,359
California	\$ 13,165	\$ 12,652	\$ 14,513	\$ 17,299	\$ 19,149	\$ 22,912
Iowa	\$ 9,781	\$ 8,346	\$ 9,390	\$ 10,697	\$ 11,500	\$ 10,268
Minnesota	\$ 6,689	\$ 5,157	\$ 6,176	\$ 7,074	\$ 7,836	\$ 7,873
Illinois	\$ 7,585	\$ 6,700	\$ 7,514	\$ 8,578	\$ 8,722	\$ 7,280
Nebraska	\$ 5,432	\$ 4,998	\$ 5,333	\$ 7,211	\$ 6,756	\$ 6,314
Texas	\$ 6,129	\$ 4,555	\$ 6,383	\$ 6,879	\$ 6,073	\$ 6,127
Kansas	\$ 4,164	\$ 3,465	\$ 4,599	\$ 4,657	\$ 4,352	\$ 4,945
Indiana	\$ 4,385	\$ 3,821	\$ 4,350	\$ 5,003	\$ 5,075	\$ 4,546
North Dakota	\$ 4,053	\$ 2,904	\$ 3,584	\$ 4,325	\$ 4,431	\$ 4,514
Ohio	\$ 3,416	\$ 2,875	\$ 3,460	\$ 3,628	\$ 4,396	\$ 4,435

Source: USDA, Economic Research Service

From 2012 to 2013, California's agricultural exports increased by \$3.8 billion (19.7 percent). California's agricultural exports grew in value even as the nonfarm economy continues to recover from the 2008 recession. California's agricultural exports have increased \$9.7 billion (74 percent) from 2008 through 2013. Tree nuts were California's most valuable export crop in 2013 with an estimated value of \$7.2 billion, followed by fresh fruits (\$2.9 billion), processed fruits (\$2.6 billion), processed vegetables (\$1.8 billion) and other plant products which include sweeteners and products, other horticultural products, planting seeds, cocoa, coffee, and other processed foods (\$3.5 billion).

Tulare was the largest agriculture producing county in both California and the nation in 2013, with agricultural production valued at \$7.3 billion. The value of agricultural production exceeded \$4 billion each in Kern, Fresno, and Monterey counties and exceeded \$2 billion each in Merced, Stanislaus, San Joaquin, Kings, Imperial, and Ventura Counties. A total of 14 California counties each produced agricultural products valued at more than \$1 billion in 2013. These counties are shown in Table 5.

The value of agricultural production increased from 2012 to 2013 in 19 of California's 20 largest agricultural counties. Among the top ten leading counties that experienced over-the-year percent increases in the value of its agricultural production, Tulare County (18.3 percent) experienced the largest increase followed by Merced (15.8 percent), Stanislaus (12.2 percent), and Santa Barbara (11.3 percent) Counties. Fresno (down 2.3 percent) was the only county among the top 14 agricultural counties in California to lose value over the year in 2013.

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Table 5

Top California Counties as Ranked by Gross Value of Agricultural Production, 2012-2013

(Values are expressed as millions of dollars)

County	2012		2013		Percent Change: 2012 to 2013
	Value	Rank	Value	Rank	
Tulare	\$ 6,210	3	\$ 7,347	1	18.3%
Kern	\$ 6,352	2	\$ 6,770	2	6.6%
Fresno	\$ 6,587	1	\$ 6,437	3	-2.3%
Monterey	\$ 4,025	4	\$ 4,380	4	8.8%
Merced	\$ 3,280	5	\$ 3,799	5	15.8%
Stanislaus	\$ 3,263	6	\$ 3,663	6	12.2%
San Joaquin	\$ 2,893	7	\$ 2,977	7	2.9%
Kings	\$ 2,215	8	\$ 2,267	8	2.4%
Imperial	\$ 1,946	10	\$ 2,159	9	10.9%
Ventura	\$ 1,961	9	\$ 2,077	10	5.9%
Madera	\$ 1,739	12	\$ 1,896	11	9.0%
San Diego	\$ 1,747	11	\$ 1,850	12	5.9%
Santa Barbara	\$ 1,291	13	\$ 1,437	13	11.3%
Riverside	\$ 1,253	14	\$ 1,328	14	6.0%

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

(b) 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 farm workers who move from farm to farm and region to region. However, official estimates of agricultural employment are derived from a survey of agricultural establishments that participate in the unemployment insurance system and are thus more likely to count more permanent farm workers than MSFWs.

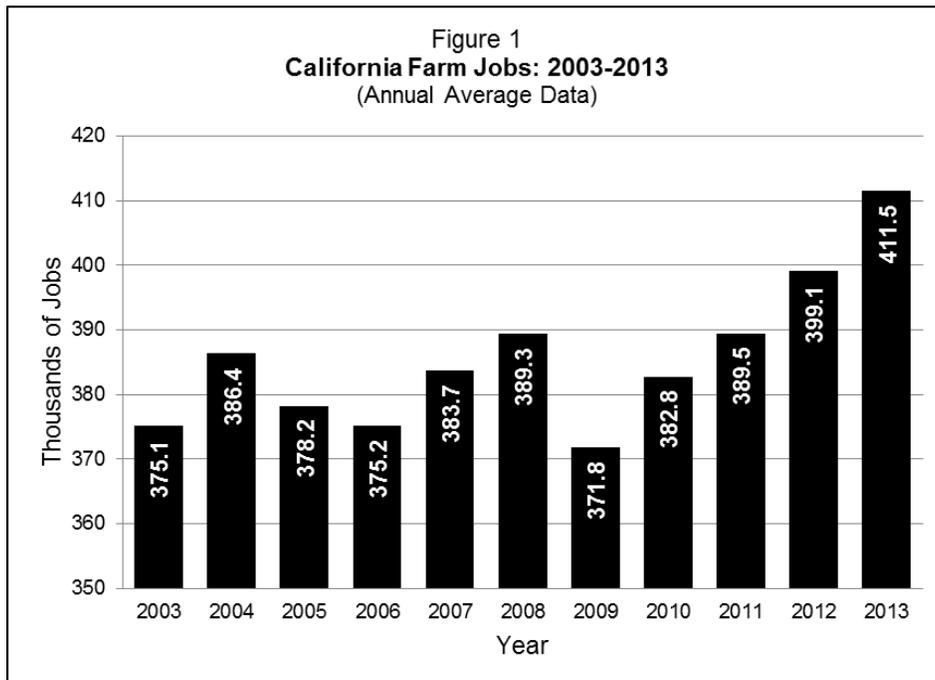
According to official estimates from the California Employment Development Department (EDD), payrolls in California's farm sector totaled 411,500 jobs in 2013. Farm jobs made up just 2.3 percent of California's total industry employment in 2013.

On an annual average basis, California farm payrolls increased by 12,400 jobs (3.1 percent) from 2012 to 2013, and by 9,600 jobs (2.5 percent) from 2011 to 2012. Total

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farm employment has been remarkably stable over the last decade amidst year-to-year variability. From 2003 through 2013, annual average total farm employment in California grew by 36,400 jobs (9.7 percent), an average of 3,640 jobs per year.

Figure 1 shows the number of estimated farm jobs in California from 2003 through 2013.

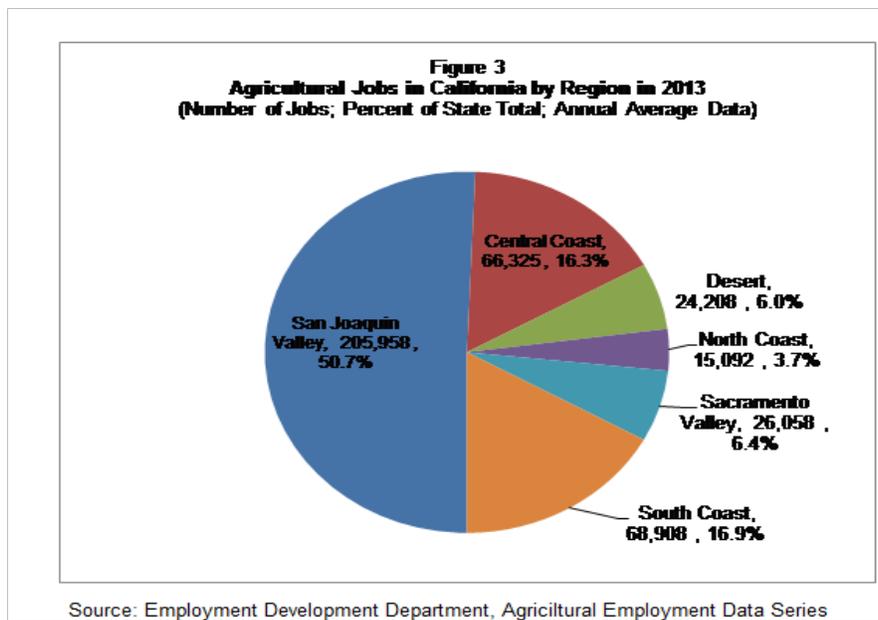


California agricultural employment estimates are broken out into six regions: Central Coast, Desert, North Coast, Sacramento Valley, San Joaquin Valley and South Coast. These regions are displayed on the map in Figure 2.

Over half (50.7 percent) of California's agricultural jobs were in the San Joaquin Valley Region in 2013. Employers in the South Coast and Central Coast regions accounted for about one-third (33.2 percent) of the state's agricultural jobs. Individually, the South Coast and Central Coast Regions accounted for 16.9 and 16.3 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 percent of the state's agricultural jobs.

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Figure 3 displays the distribution of California agricultural jobs by region in 2013 by number and as a percentage share of total agricultural employment.



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Table 6 shows the mean and median wages of agricultural occupations in California in the first quarter of 2014, 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 2014

SOC Code	Occupational Title	May 2013 Employment Estimates	2014, 1st Quarter Wages			
			Mean Hourly Wage	Mean Annual Wage	Median Hourly Wage	Median Annual Wage
11-9013	Farmers, Ranchers, and Other Agricultural Managers	780	\$ 45.36	\$ 94,336	\$ 43.08	\$ 89,621
45-2011	Agricultural Inspectors	1,830	\$ 23.60	\$ 49,089	\$ 22.66	\$ 47,126
13-1074	Farm Labor Contractors	400	\$ 24.77	\$ 51,506	\$ 22.75	\$ 47,324
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	5,050	\$ 20.86	\$ 43,382	\$ 18.98	\$ 39,486
45-2021	Animal Breeders	140	\$ 20.79	\$ 43,230	\$ 20.87	\$ 43,412
45-2099	Agricultural Workers, All Other	460	\$ 17.06	\$ 35,478	\$ 16.13	\$ 33,556
45-2093	Farmworkers, Farm and Ranch Animals	2,760	\$ 13.13	\$ 27,312	\$ 12.13	\$ 25,248
45-2091	Agricultural Equipment Operators	5,860	\$ 11.71	\$ 24,347	\$ 10.65	\$ 22,141
45-0000	Farming, Fishing, and Forestry Occupations	203,320	\$ 10.00	\$ 20,795	\$ 9.07	\$ 18,862
45-2041	Graders and Sorters, Agricultural Products	12,850	\$ 9.42	\$ 19,591	\$ 9.04	\$ 18,802
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	171,160	\$ 9.33	\$ 19,409	\$ 9.01	\$ 18,731

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

By a very large margin, farmers, ranchers, and other agricultural managers, with a mean annual wage of \$94,336, earned the highest wages in agriculture. This occupational group comprised of just 0.2 percent of overall agricultural employment in May 2013. The next highest paying agricultural occupations were: farm labor contractors (\$51,506), agricultural inspectors (\$49,089); first-line supervisors or managers of farming, fishing and forestry workers (\$43,382); and animal breeders (\$43,230). As a group, the five highest paying agricultural occupations comprised of just 2 percent of total estimated agricultural employment in May 2013.

Most California farm workers earn low wages. The median annual wage in the three largest agricultural occupational groups, in terms of employment, was less than \$19,000 in the first quarter of 2014: farming, fishing, and forestry occupations (\$18,862); graders and sorters of agricultural products (\$18,8062) and crop, nursery, and greenhouse farm workers and laborers (\$18,731). According to OES employment estimates, these three occupational groups comprised of 95.7 percent of total agricultural employment in May 2013. [Wage inequality in the Agricultural sector is prevalent, and the majority of the workers, primarily farm workers continue to work and live on poverty wages, making accessing services the critical vehicle to long-term survival for their families.](#)

(c) Number of Migrant and Seasonal Farm workers in California

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The official estimates of agricultural employment in this report are derived from agricultural labor data that the EDD, in collaboration with the U.S. Department of Agriculture (USDA), compiles from monthly surveys of farm owner-operators in California. Agricultural employers who participate in the survey report the number of jobs filled by all workers in their establishments during the survey's reference week. However, given the crop cycle, demand for farm workers tend to be highly seasonal, with peak periods of demand often lasting for periods of short duration. As a result, high job turnover and worker mobility are distinguishing features of the agricultural labor market. While survey-based official employment estimates count permanent farm jobs and any jobs filled by MSFWs identified by employers as working during the survey's reporting week¹, they do not necessarily count positions that are filled by MSFWs at other times of the month. Moreover, an analysis of public use data from the U.S. Department of Labor's 2011-12 National Agricultural Workers Survey (NAWS)² indicated that 61.1 percent of California farm workers were undocumented, many of whom were employed under informal work arrangements. As a result, it is believed that official estimates of agricultural jobs 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 2014 since data unavailability and limitations preclude making a precise estimate. This best estimate relies on official 2014 agricultural employment estimates, a 2015 University of California, Davis study, "California Farm Labor: Jobs and Workers"³, that estimated the actual number of farmworkers in 2012 to calculate a ratio of actual farm workers to farm jobs, and data from the 2011-12 NAWS survey to estimate the number of MSFWs. Given a lack of alternative or more up-to-date data, this report assumes that the observed relationship between the number of jobs and numbers of farm workers in 2012 has been constant, or little changed, over the last three years.

Total agricultural employment in California varied within a narrow range of 17,500 jobs from 2002 through 2010, with a low of 371,800 jobs in 2009 and a high of 389,300 jobs in 2008, but showing little discernable growth trend overall. However, agricultural payrolls grew from 382,800 jobs in 2010 to 417,200 jobs in 2014, growing in each year, and by a total of 34,400 jobs (9 percent) over the four-year period.

Employment in crop production also has risen in recent years, although there have been changes in the pattern of hiring. The number of crop production jobs, which are primarily reported by growers, totaled 176,300 jobs in 2014. Although this was 6,100 jobs (3.6

¹ The survey reference week is always the week that includes the 12th of the month.

² The 2011-12 public use NAWS data are available from the U.S. DOL Website at <http://www.doleta.gov/agworker/naws.cfm>.

³ Hooker, B., P.I. Martin, and A. Wong. "California Farm Labor: Jobs and Workers." *ARE Update* 18(6): 5-8. University of California Gianni Foundation of Agricultural Economics. February 2015.

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percent) more than in 2010, it was consistent with employment levels since 2004. The number of crop production jobs from 2004 through 2014 varied from a low of 169,800 jobs in 2009 to a high of 179,300 jobs in 2004. In contrast, employment by farm labor contractors (FLCs), who supply crop workers to farms, grew in eight of the 10 years from 2004 through 2014, and by a total of 37,100 jobs (35.7 percent) over the 10-year period. The number of FLC-supplied jobs rose by 20,300 jobs (16.8 percent) from 2010 through 2014. Although there has been a shift in crop production work to FLCs over the last decade, the share of crop production and FLC jobs combined in overall agricultural employment has remained quite stable. Crop production and FLCs accounted for 77.3 and 76.7 percent of California's total agricultural employment in 2004 and 2014, respectively.

The "California Farm Labor: Jobs and Workers" study referenced earlier estimated the number of farm workers in California in 2007 and 2012 based on an analysis of the comprehensive wage and employment records that are maintained by EDD. The study used social security numbers to identify and count the number of workers in agricultural establishments as coded under the North American Industry Classification System (NAICS). The study found that agricultural employers reported 780,439 unique social security numbers in 2007 and 802,622 in 2012. In contrast, official estimates of agricultural employment totaled 381,858 jobs in 2007 and 395,392 jobs in 2012, suggesting that there were an average of two workers for each officially reported job in agriculture in both 2007 and 2012. It is assumed that this same ration held true in 2014.

An analysis of NAWS data shows that there was a sharp decrease in the share of seasonal and migrant workers among California crop workers in recent years. According to the NAWS, 58.0 percent of California crop workers were seasonal in 2006-07 and 22.9 percent were migrants. By 2011-12, the share of seasonal and migrant crop workers had fallen to 37.0 and 7.7 percent, respectively. These 2011-12 shares are used to estimate the number of MSFWs in 2014. .

Assuming that most MSFWs are primarily crop workers employed by growers and FLCs, the estimate of the number of MSFWs in California in 2014 was calculated as follows:

- In 2014, crop production and FLC payrolls totaled 176,300 and 141,100 jobs, respectively, for a total of 317,400 jobs in the crop production. Assuming that there were two farm workers for every officially estimated job, this implies that there were 634,800 crop workers in California in 2014.
- Analysis of the 2011-12 NAWS public use data indicated that 54 percent of California farm workers reported that they worked for their employer on a year-round

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basis, 37 percent reported they worked on a seasonal basis, and 9 percent reported that they did not know. Assuming that this same ratio of year-round to seasonal workers applies to the “don’t know” category results in an estimate that 40.3 percent California’s agricultural crop workers were seasonal workers in 2011-2012.

- The 2011-12 NAWS public use data also indicated that 7.7 percent of crop farm workers in California were migrants.⁴ Applying the NAWS-derived estimated shares of crop workers who were seasonal and migrant to the estimated number of crop workers in 2014, yields an estimate that there were approximately 259,900 seasonal farm workers in California in 2014, of whom 20,100 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.

These calculations are also summarized in Table 7 below.

Table 7

Estimated Number of Migrant and Seasonal Farmworkers in California in 2014
(Estimates are rounded to the nearest hundred)

Total Jobs in Crop Production (Official Estimates)	317,400
Assumed Farmworkers to Job Ratio	2.0
Estimated Number of Crop Workers in California	644,800
Share of Farmworkers Who Work Seasonally (NAWS)	40.3%
Estimated Number of Seasonal Workers in California	259,900
Percent of Farmworkers Who Are Migrants (NAWS)	7.7%
Estimated Number of Migrant Farmworkers in California	20,100

Source: Employment Development Department, Labor Market Information Division

Table 7 Note: The total seasonal and migrant workers comprise 40.3 percent of the number of people working in agriculture; of the 259,900 who are MSFW, 7.7 percent (or 20,100) are migrants. Estimates show jobs by the number of positions paid during the payroll period containing the 12th of the month, not by people thus, there are more people working in agriculture than specific jobs.

This plan also considers the fact that the number of newly work-authorized immigrant workers is likely to increase dramatically in California if the courts allow the federal administration’s Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) and expansion of other related efforts already in place, to take effect. The EDD plans to coordinate its efforts with the new One California program which is designed to assist applicants that meet the requirements for these federal initiatives, in

⁴ The NAWS defines a migrant farm worker as one who travels more than 75 miles to obtain a job in U.S. agriculture.

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order to provide them WIOA funded services where appropriate. [EDD is also expanding its collaboration by actively engaging other agencies/departments \(e.g., i.e. Migrant Education\) that serve farmworkers, to better target community engagement.](#)

Here are a few facts about farmworkers:

- [A majority of farmworkers are foreign born, primarily coming from Mexico](#)
- [Most farmworkers are men](#)
- [Most are Limited English Proficient](#)
- [According to a national survey in 2012, the average level of completed education for a farmworker was the 8th grade](#)
- [According to NAWS Survey Reports for 2007-2009, 23% of farmworker families had total income levels below the national poverty guidelines.](#)
- [Most are undocumented and as a result uninsured because of ineligibility for many public programs](#)
- [According to a 2010 report, there are about 120,000 indigenous mexican farmworkers in California](#)
- [A 2010 Indigenous Farmworker Study found 23 different indigenous languages spoken in California agriculture, representing 13 different Mexican states.](#)

[Given the socio-economic obstacles farmworkers face, reaching and supporting the barriers they face to accessing services becomes critical. The states goal is to reach farmworkers where they live, work or gather; and as much as possible provide them entry into the gateway system with the necessary support to put them on a path towards success.](#)

(d) *Effect of Drought on California's Agricultural Employment*

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

Agricultural employment losses often are less than expected during droughts because many farmers shift production to less water intensive crops, adopt more water efficient irrigation techniques, and rely on groundwater to compensate for water shortages.

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- Commented [HJ1]: Source: National Center for Farmworker Health, "Facts About Farmworkers," 2012.
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- Commented [HJ2]: Source: Indigenous Mexicans in California Agriculture, <http://indigenousfarmworkers.org/demographics.shtml>
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Water allocation and re-allocation efforts may also help mitigate the effects of the drought. Agricultural employers may also reduce the number of hours worked but not the overall number of jobs.

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

A recent study completed by U.C. Davis Center for Watershed Sciences in 2015 suggests that California's resilience to surface water shortages is likely to continue through 2015. The ability to irrigate permanent crops with groundwater or marketed water will largely prevent the sector from more expensive fallowing of higher-valued crops and permanent crops. It is estimated that the drought in 2015 may result in the fallowing of 560,000 irrigated acres, almost all (99.5 percent) in the Central Valley. Increased prices for some crop groups will add to the total revenues in areas less affected by drought and with access to groundwater, especially in the central and south coast regions⁵.

An EDD analysis⁶ of third quarter 2014 Quarterly Census of Employment and Wages (QCEW) showed that California gained 3,100 agricultural jobs from the third quarter of 2013 through the third quarter of 2014 despite the severe drought. Although the statewide data showed no sign of direct job losses due to drought, they strongly suggested that California did not experience the agricultural job growth that recent history suggests would have occurred had there been no drought. These estimates of agricultural job growth foregone totaled 5,000 to 6,000 jobs in 2014, with the losses concentrated in the lower San Joaquin Valley. Applying the two workers to every officially reported job ratio implies that 10,000 to 12,000 California agricultural workers were adversely affected by drought in 2014. The effects of California's drought are expected to intensify the longer it persists.

2. Assessment of Available Resources for Outreach

Provides an assessment of available resources for outreach

The EDD operates an MSFW Outreach Program consisting of 28 primary and 29 alternate Outreach Workers (OWs) located in AJCCs throughout the State. The OWs

⁵ Richard E. Howitt, Duncan MacEwan, Josué Medellín-Azuara, Jay R. Lund, Daniel A. Sumner (2015). "Economic Analysis of the 2015 Drought for California Agriculture". Center for Watershed Sciences, University of California – Davis, Davis, CA 16 pp.

⁶ "Effects of California's Drought on Farm Employment." Presentation to California State Board of Food and Agriculture, June 2, 2015.

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provide MSFWs with information on the services and resources available at local AJCCs, Community Based Organizations (CBOs), and other state and federal agencies serving MSFWs in the area. Table 10 details the budget allocated to the 33 significant MSFW offices for MSFW outreach activity.

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Table 10: MSFW Outreach Budget Allocation for PY 2014-15

AJCC Locations ⁷	PE ⁸
Bakersfield ⁹ , Delano ¹⁰ , Porterville, Visalia	6.00
Fresno ¹¹ , Hanford, Mendota	4.50
Lakeport, Marysville ¹² , Oroville ¹³	1.50
Santa Maria, San Luis Obispo	1.25
Gilroy	0.56
Hollister, Salinas ¹⁴ , Watsonville ¹⁵	1.70
Blythe, Indio	1.00
Caléxico, El Centro,	1.00
Los Baños, Merced ¹⁶ , Modesto, Turlock	1.00
Ukiah	0.33
Santa Rosa, Napa	0.67
Oceanside	0.50
Chula Vista	0.50
Sacramento ¹⁷	1.00
Manteca ¹⁸ , Stockton	0.75
Oxnard	0.75
Total	23.01

The OWs spend 85 percent of their time in outreach activities contacting MSFWs where they live, work, or gather. Typically, MSFWs live in economically depressed locations in the outskirts of cities or in farm homes. [Often the infrastructure in farmworker housing is inadequate, recently in communities such as Porterville, local wells have gone dry because of the drought, causing farmworker communities to scramble and purchase](#)

⁷ All 33 significant MSFW one-stop centers contain bilingual staff

⁸ PE = Personnel Equivalent. One PE is equal to 1,719 hours

⁹ Serving communities of Wasco, Lamont, and surrounding areas

¹⁰ Serving communities of Wasco, Shafter, and surrounding areas

¹¹ Serving communities of Madera, Reedley, Firebaugh, Huron, Sanger, and surrounding areas

¹² Serving communities of Chico, Colusa, and surrounding areas

¹³ Serving communities of Chico and surrounding areas

¹⁴ Serving communities of Greenfield and surrounding areas

¹⁵ Serving communities of Capitola and surrounding areas

¹⁶ Serving communities of Oakdale and surrounding areas

¹⁷ Serving communities of Woodland and surrounding areas

¹⁸ Serving communities of Lodi and surrounding areas

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[their own. Thus farmworkers and the isolation, and conditions in which they live are in and of themselves barriers to accessing services, be they social services, community resources, training etc.](#)

~~The~~Thus, the work of the MSFW is normally performed outdoors in remote areas in varied weather [conditions](#), around pesticides, and machinery. The OWs are frequently required to drive on dirt roads off main highways often impacted by extreme weather conditions or by irrigated farm fields requiring the use of 4-WD vehicles. The EDD purchases vehicles for this specific purpose ensuring safe navigation.

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

Commented [HJ4]: Including? Suggest, cultural and linguistic competency

Other outreach resources 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 representatives from its member agencies which include the Center for Employment Training, California Human Development Corporation, Central Valley Opportunity Center, Employer's Training Resource, and Proteus, Inc. La Cooperativa's and member agencies currently operate 66 service centers throughout 35 California counties, offering a wide range of self-sufficiency and training services to rural, low income, largely Latino populations. The services include workforce development under WIOA Title I Section 167, affordable housing, home weatherization and energy efficiency, treatment and recovery from addiction, health outreach, immigration and other services. These providers serve more than 100,000 MSFWs in 35 agricultural counties and maintain outreach links with AJCCs. [They will work to become strategic local partners \(required under WIOA\) that help inform local boards on farmworker and low-income population needs and will through local plans jointly plan to help ensure the best service delivery to these underserved population.](#)

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Because the services offered by La Cooperativa's members focus on increasing self-sufficiency and protecting farm workers [in local communities in which they live, and with partners whom are trusted in communities](#), they are able to achieve much higher rates of participation by this traditionally hard-to-reach population. The EDD will continue to pursue [and promote](#) more collaborative co-enrollment policies between WIOA Title I Section 167 providers and other WIOA funded programs that will assist the WIOA Title I Section 167 network provide their mutual farmworker customers with an enhanced ~~array~~ [of and accessible range of](#) services. This effort will be ~~enhanced-augmented~~ by the mutual use of the State's CalJOBSSM system.

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

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

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

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

3. Proposed Outreach and Planned Activities

Describes the State Agency's proposed outreach activities including strategies on how to contact MSFWs who are not being reached by the normal intake activities conducted by the employment service offices; Describes the activities planned for providing the full range of employment and training services to the agricultural community, both MSFWs and agricultural employers through the one-stop centers.

(a) Outreach Strategies to MSFWs

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

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

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(a)

(b) Services to MSFWs

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The EDD has been able to successfully serve the agricultural community through an outreach program designed to serve both MSFWs and agricultural employers. The primary responsibility of the OW is to locate and contact MSFWs who are not being reached by the normal intake activities conducted by the AJCCs. The OWs search for

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MSFWs throughout the State, especially in rural areas where they live, work, and gather to present the services in a language readily understood by them. The responsibilities of an OW include:

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

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- Informing MSFWs about the Employment Service and Employment-Related Law Complaint System and providing assistance with the complaint process.

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

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

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

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

On January 17, 2014, Governor Brown issued a proclamation declaring a drought state of emergency in the state which was "...*experiencing record dry conditions, with 2014 projected to become the driest year on record.*" According to the United States Department of Agriculture (USDA), the San Joaquin Valley (SJV) alone "*is one of the highest grossing agricultural regions in the world.*" This community is highly dependent on agricultural employment with 33 to 41 percent of low income residents classified as food insecure. The USDA notes that "*Historic and continuing high levels of unemployment and poverty within SJV communities suggest increased vulnerability should the drought persist.*" The plight in the SJV alone offers an insight into the alarming situation our state is in. This has sparked a number of initiatives by the federal and state governments to provide assistance to affected employers and farm workers. These initiatives include housing assistance, accessible low interest rate loans, and training services, among others. The OWs may be confronted with an unknown number of MSFWs affected directly or indirectly by the drought, presenting a greater opportunity to advocate for MSFWs and help them mitigate the negative impacts of the drought (See 1(d) for more on drought impact).

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

(b) (c) Services to Agricultural Employers

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

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

- Generate CalJOBSSM letters that enable staff to create and send formatted letters to job seekers who are registered in CalJOBSSM regarding job opportunities and targeted recruitment letters;
- Employer self-service options to update their company profiles, post and update recruitments, conduct résumé searches, and contact qualified job seekers;
- Perform recruitment activities to find and refer qualified MSFWs in order to fill the labor needs of agricultural employers;
- Conduct mass job referrals electronically through CalJOBSSM;
- Assist with résumé searches and ES office staff mediated services that encourage agricultural employers to publish their job openings using CalJOBSSM to fill their job openings;

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- Provide labor market information such as data on supply and demand, salaries, training requirements, new and emergent occupations, and industry growth; and
- Provide Rapid Response services due to plant closure or mass layoffs. These services are offered to workers at the employer's job site and include information on assistance that can be provided at the AJCCs.

4. Compliance Assurance

Provides an assurance that the State agency is complying with the requirements under 20 CFR 653.111 if the State has significant MSFW one-stop centers.

The data gathered by OWs on the number of MSFWs contacted through outreach activities and by other agencies in the area is recorded and submitted to the Monitor Advocate Office (MAO). The MAO works directly with AJCCs to ensure services are provided in compliance with federal mandates and EDD's policies and procedures. During PY 2014-15, OWs contacted 74,332 MSFWs throughout California, an increase of 5,556 contacts from the previous program year and have continued to exceed their goal of serving MSFWs statewide year after year. Table 8 illustrates the total number of MSFW contacts made throughout California by agricultural region.

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Table 8: MSFW Contacts through Outreach Activities by Agricultural Region

Region (County) ¹⁹	PY 2012-13	PY 2013-14	PY 2014-15
North Coast (Lake, Mendocino, Sonoma)	1,185	1,670	2,791
Sacramento Valley (Butte, Yolo, Yuba)	4,811	5,753	6,439
Central Coast (Monterey, San Benito, Santa Clara, Santa Cruz)	9,958	12,625	14,747
San Joaquin Valley (Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, Tulare)	37,118	36,452	36,755
South Coast (San Diego, San Luis Obispo, Santa Barbara, Ventura)	4,323	5,047	5,696
Desert (Imperial, Riverside)	9,152	7,229	7,904
Total	66,547	68,776	74,332

Additionally, EDD's dynamic collaboration with CBOs, WIOA title I Section 167 providers, and other MSFW advocacy groups presents an opportunity to boost the number of services provided to MSFWs. The number of MSFWs contacted by other agencies through cooperative agreements in PY 2013-14 totaled 5,331, a decrease of 28 contacts from the previous program year. Table 9 illustrates the projected goals for the SWA and cooperating agencies.

Table 9: MSFW Contacts for PY 2013-14 and PY 2014-15

Performance Area	PY 2013-14 Planned Goals	PY 2013-14 Actual	PY 2014-15 Planned Goals	PY 2014-15 Actual
MSFW Contacts through EDD Outreach Activities	68,500	68,776	68,500	74,332
MSFW Contacts by Cooperating Agencies	6,000	5,331	6,000	7,265
Total	74,500	74, 107	74,500	81,597

The minimum number of MSFW contacts by OWs, according to Department of Labor (DOL) guidelines, is a minimum of five contacts per day. California surpassed that requirement by maintaining 15 contacts per day in PY 2013-14.

California is required to make the services of the AJCC offices available to all job seekers, including MSFWs, in an equitable manner. Each ES office must offer the full range of career and supportive services, benefits and protections, and job and training referral services as are provided to non-MSFWs. In providing such services, AJCC offices must consider and be sensitive to the preferences, needs, and skills of individual MSFWs and the availability of job and training opportunities.

¹⁹ There are 33 AJCCs designated as significant MSFW offices in these counties. The total number of MSFW contacts is gathered by OW conducting outreach activities in these areas.

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The DOL Employment and Training Administration (ETA) require that states ensure equity of services for MSFWs and non-MSFWs. California's Indicator of Compliance reports all service outcomes tracked for regular job seekers, including MSFWs, such as receiving staff assisted services, referrals to supportive services, referrals to employment, career guidance, and job development contacts to ensure MSFWs continue to receive qualitatively equivalent and quantitatively proportionate services. Table 11 compares services provided to MSFWs and Non-MSFWs in California during PY 2014-15.

Table 11: Equity Service Level Indicators for PY 2014-15²⁰

Equity Indicators	MSFW ²¹	MSFW Percentage	Non-MSFW ²²	Non-MSFW Percentage	Met
Referred to Employment	6,699	28.12%	99,285	23.82%	Yes
Received Staff Assisted Services	10,660 ²³	44.74%	63,013	15.12%	Yes
Referred to Supportive Services	5,911	24.81%	7,665	1.84%	Yes
Career Guidance	4,238 ²⁴	38.18%	2,084 ²⁵	2.10%	Yes
Job Development Contacts	376 ²⁴	7.07%	265 ²⁵	0.27%	Yes

To ensure that equity indicators are met, the MAO conducts annual programmatic reviews of all 33 significant AJCC offices. After reviewing program performance data, the MAO contacts the local office managers to discuss findings and offer initial recommendations and appropriate technical assistance. If the MAO identifies a finding, a Corrective Action Plan (CAP) is requested and the MAO follows up with each office to ensure the CAP is being implemented appropriately and the office brought into full compliance.

(a) Assessment of Progress

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

A review of the past four years of Wagner-Peyser data reports reflects only a single deficiency in Program Year (PY) 2013-14 for the equity indicator "Referred to Jobs"

²⁰ See *Attachment A* for an assessment of progress by EDD

²¹ Total active MSFWs enrolled are 23,826

²² Total active Non-MSFWs enrolled are 416,772

²³ Some active MSFWs enrolled received multiple services

²⁴ Total MSFW complete applications are 11,100

²⁵ California does not track MSFW placement or verifies federal minimum wage requirements because California's minimum wage is greater than the federal minimum wage.

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which was deficient by 9.45 percent. The deficiency was caused by a systemic error on the new CalJOBS system that was implemented by the Employment Development Department (EDD) in 2013. During the transition and implementation of the new CalJOBS, the services that were offered at the AJCCs were not captured on the Migrant Indicators of Compliance (MIC) report which resulted in the deficiency for job referrals in PY 2013-14. However, during the PY 2013-14 annual monitoring reviews conducted by the Monitor Advocate Office, local EDD field offices provided sufficient evidence to support EDD's compliance with the "Referred to Jobs" equity indicator related to job referrals to MSFWs.

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

The MAO is mandated by DOL to monitor and track five Indicators of Compliance (see Table 11). By monitoring these indicators MAO ensures that MSFWs are receiving employment services in qualitative and quantitative measures as those who are Non-MSFWs. A summary of the more recent progress made by EDD includes the following:

- **Referred to Employment:** In PY 2014/15 the EDD exceeded the targeted goal by 5,181 (44 percent) contacts compared to the PY 2013/14 Ag Plan. The EDD continues to exceed the expectation by a significant amount and continues to refer farm workers to all available employers.
- **Received Staff Assisted Services:** In PY 2014/15 the EDD decreased the targeted goal by 1,551 (11 percent) contacts compared to the PY 2013/14 Ag Plan. The EDD encourages farm workers to come into the AJCC's to provide them with an individual career plan. The AJCC's are working on catering to the specific needs of their areas and the farm workers they service. They are creating specific worker shops to meet the needs of their local areas
- **Referred to Supportive Services:** In PY 2014-15 the EDD exceeded the targeted goal by 1,856 (15 percent) contacts statewide compared to the PY 2013/14 Ag Plan. The EDD continues to exceed the expectation by a significant amount and continues to refer and inform farm workers of all available services.
- **Career Guidance:** In PY 2014/15 the EDD exceeded the targeted goal by 3,933 (139 percent) contacts compared to the PY 2013/14 Ag Plan. The EDD continues to exceed the expectation by a significant amount and continues to guide and encourage the farmworker to use their current skills and apply them to a new career plan.

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- **Job Development Contacts:** In PY 2014/15 the EDD exceeded the targeted goal by 217 (24 percent) contacts compared to the PY 2013/14 Ag Plan. The EDD continues to exceed the expectation by a significant amount and continues to assist farm workers individually according to their needs.

	MSFW Outreach Activities					Cooperating Agencies		ER Activity	CBO Activity
	Hours charged	MSFW Contacts	Living	Work	Other	Outreach Hrs	MSFW Contacts	No. of ER Visits	No. of CBO Visits
Quarter 1	9,326	19,447	995	12,000	6,452	615	1,456	712	1,203
Quarter 2	9,387	17,551	703	7,749	9,099	236	1,245	421	949
Quarter 3	9,575	17,002	683	7,446	8,873	541	1,666	521	1,201
Quarter 4	9,364	20,332	917	13,760	5,655	1,028	2,898	767	918
Total	37,652	74,332	3,298	40,955	30,079	2,420	7,265	2,421	4,271

5. Review and Public Comment

The State Monitor Advocate's office reviewed the Ag Outreach Plan and provided valuable feedback in compiling the final draft. The EDD also received comments and recommendations from California's WIOA 167 organizations, which resulted in various additions to the final draft of the Ag Plan. Various other edits were made to the plan in response to comments/recommendations made by other commenters during the general public comment period.