

# FARMWORKERS AND WORKFORCE DEVELOPMENT

Presentation to the California Partnership for the San Joaquin Valley

Jennifer Hernandez

June 16, 2017



# OVERVIEW

- Labor & Workforce Development Agency
- Immigrant Integration Framework
- WIOA, Why It Matters?
- Why the ELL Population
- Barriers to Entry
- What's Happening Currently
- English Language Learner (ELL) & Immigrant Workforce Navigator Pilot Program
- Partners in the Program
- Adult Education
- Opportunities for Employers
- Questions

# LABOR & WORKFORCE DEVELOPMENT AGENCY

**Secretary David M. Lanier**

**Undersecretary Andre Schoorl**

## **What we Do to Serve California Businesses and Workers:**

- Administering the collective bargaining statutes covering many of California's public-sector employees.
- Benefit administration, including workers' compensation, unemployment, disability and family leave insurance.
- Enforcement of California labor laws to protect workers and create an even playing field for employers.
- Appellate functions related to employee benefits, regulations and enforcement in the workplace.

- Workforce development activities, including grant making for job training and coordination with other workforce development partners.
- Tax collection through the EDD, which is the third largest tax collection agency in the United States.
- Economic development activities that lead to job creation and improved economic competitiveness.

## **Our 7 Departments:**

- Agricultural Labor Relations Board
- California Employment Development Department
- California Public Employment Relations Board
- California Unemployment Insurance Appeals Board
- California Workforce Development Board
- Department of Industrial Relations
- Employment Training Panel

# IMMIGRANT INTEGRATION FRAMEWORK

- Immigrant Integration = Improved economic mobility for, enhanced civic participation by, and receiving society openness to immigrants.
- Immigrant integration is a dynamic, two-way process in which newcomers and the receiving society both have a responsibility for integration, and both benefit as they work together to build secure, vibrant, and cohesive communities.
- California is home to 10 million immigrants.
  - 47% Naturalized
  - 26% Legal Status
  - 27% Undocumented
- 1 in 4 of the U.S. foreign-born population reside in California.
- 34% of working-age adults in California are immigrants.

# PROTECTING IMMIGRANTS' RIGHTS



STATE OF CALIFORNIA  
Labor & Workforce Development Agency

GOVERNOR Edmund G. Brown Jr. • SECRETARY David Lanier

Agricultural Labor Relations Board • California Unemployment Insurance Appeals Board  
California Workforce Investment Board • Department of Industrial Relations  
Employment Development Department • Employment Training Panel • Public Employment Relations Board

NEWS RELEASE

FOR IMMEDIATE RELEASE  
MAY 1, 2017

CONTACT: GARIN CASALEGGIO  
916-653-9900

## Secretary Lanier Issues Statement on Labor Protections for Immigrant Workers

SACRAMENTO – California Labor and Workforce Development Agency Secretary David M. Lanier today issued the following statement reaffirming the agency's commitment to worker protections regardless of immigration status:

"Today on International Workers' Day, May Day, the California Labor and Workforce Development Agency and its partner departments reiterate that we never ask for – nor do we collect – the immigration status of any worker who files a health and safety or wage theft claim with our offices. It has been longstanding state policy that our labor laws apply to all workers, regardless of immigration status, and that the immigration status of a worker is unnecessary information to enforcing our laws.

"Just because the federal administration has changed, our laws and policies have not.

"We will not tolerate the use of immigration status as a tool of retaliation against workers who are pursuing their rights under California law.

"The Labor and Workforce Development Agency will continue to work in partnership with community leaders, worker advocates and employers to make sure immigrant workers know they are covered by our state's workplace protections."

Employees with work-related questions or complaints may contact the Department of Industrial Relations' Call Center in English or Spanish at 844-LABOR-DIR (844-522-6734), and more information on wage theft and how to report violations is available through the Labor Commissioner's [Wage Theft is a Crime](#) website. The California Workers' Information line at 866-924-9757 provides recorded information in English and Spanish on a variety of work-related topics that include wage and hour laws, and workplace health and safety.

###

"...The California Labor and Workforce Development Agency and its partner departments reiterate that we never ask for – nor do we collect – the immigration status of any worker who files a health and safety or wage theft claim with our offices. It has been longstanding state policy that our labor laws apply to all workers, regardless of immigration status, and that the immigration status of a worker is unnecessary information to enforcing our laws.

Just because the federal administration has changed, our laws and policies have not. "

Secretary David Lanier

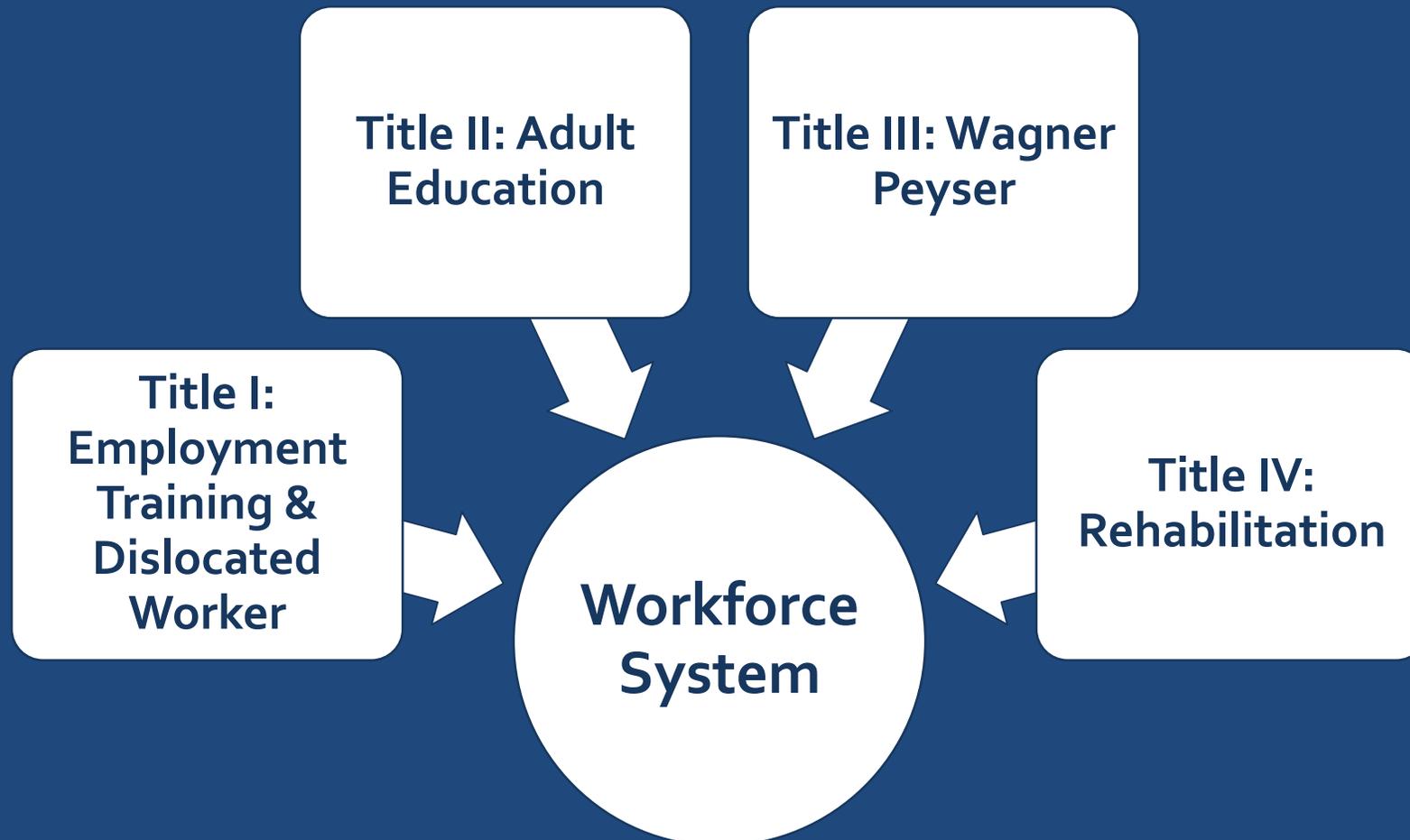
# WHAT IS WIOA: WORKFORCE INNOVATION AND OPPORTUNITY ACT

- ***The Workforce Innovation and Opportunity Act*** was signed into law on July 22, 2014. WIOA serves as a reauthorization of the Workforce Investment Act, and it directed the workforce system to develop regional plans in conjunction with Adult Education and Vocational Rehabilitation, and develop industry cluster initiatives as an integral part of regional activities.
- The purpose of WIOA is to **better align the workforce system with education and economic development in an effort to create a collective response to economic and labor market challenges on the national, state, and local levels.**
- WIOA identifies populations with barriers to be served, including individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.

# WHY WIOA MATTERS

- Major source for training and educational programming in our state.
- With WIOA the workforce system is supposed to have better alignment between Adult Education, Community Colleges and other partners.
- The priority of service requirements calls out special populations that need to be prioritized including:
  - Low income
  - Public assistance recipients
  - English language learners and other cultural barriers
  - Those with low educational attainment
- Increasingly programs with “bridges” for LEP and Immigrants are available in careers with growing demand.

# THE WORKFORCE SYSTEM



# WHY THE ELL POPULATION

- More than 1 in 3 people in California are foreign born. Immigrants are a LARGE part of the workforce.
- Many of the foreign born are also limited English proficient.
- ELLs also struggle with low educational attainment.
- In California, over 6.2 million residents are ELLs.
- At the end of the Obama Administration there was national recognition on the need for unique strategies for Immigrant workers and ELLs ([TEN 28-16](#)).

# BARRIERS TO ENTRY

## Structural

- Work authorization (status)
- English language proficiency
- Basic skills deficiencies

## Socio-Economic

- Financial pressures to work
- Family responsibility
- Geography
- Time

# ENGLISH LANGUAGE LEARNERS IN CA

**Table 3. Limited English Proficiency and Educational Attainment of California Residents (ages 16 and older), by Nativity, 2009-13**

LEP Population by Educational Attainment	Total	Native Born		Foreign Born	
	Number	Number	Percent Native Born	Number	Percent Foreign Born
Total LEP population	6,219,000	506,000	8%	5,713,000	92%
	Number	Number	Percent	Number	Percent
LEP population ages 16 to 18	120,000	59,000	100%	61,000	33%
Not enrolled and no high school diploma or equivalent	14,000	3,000	5%	11,000	70%
LEP population ages 19 to 24	375,000	91,000	100%	284,000	100%
With at least high school diploma or equivalent	236,000	72,000	80%	164,000	58%
Without high school diploma or equivalent	139,000	18,000	20%	121,000	42%
Enrolled in school	12,000	4,000	21%	8,000	6%
Not enrolled in school and not employed	47,000	8,000	45%	39,000	33%
Not enrolled in school and employed	80,000	6,000	35%	74,000	61%
LEP population ages 25 and older	5,724,000	357,000	100%	5,367,000	100%
Less than high school diploma or equivalent	2,962,000	128,000	36%	2,834,000	53%
High school diploma or equivalent	1,204,000	93,000	26%	1,112,000	21%
Some college or associate's degree	808,000	80,000	23%	727,000	14%
Bachelor's, graduate, or professional degree	750,000	56,000	16%	694,000	13%

Notes: Limited English Proficient (LEP) refers to any person age 5 and older who reported speaking English less than "very well" as classified by the U.S. Census Bureau. All numbers are rounded to the nearest thousand; calculations in the text use absolute numbers.

Source: MPI analysis of pooled 2009-13 ACS.

# WHAT'S HAPPENING CURRENTLY

- Convening in July 2016 to inform our priorities around workforce and increasing access for immigrant workers/ELLs
- Identified and addressed policy issues
  - Selective service requirement
- Enhanced planning process to better address needs of immigrant workers and English Language Learners
- Released technical assistance documents to support planning and implementation of programs that serve ELLs; this will continue in our recently launched pilot program
- Allocated funding to test new approaches to serve ELL's and Immigrant Workers

# ENGLISH LANGUAGE LEARNER & IMMIGRANT WORKFORCE NAVIGATOR PILOT PROJECT

**WHO**: 5 local workforce boards and their partners will implement a workforce “navigator” model program. This will be complimented by a technical assistance and an evaluation component.

**WHAT**: This navigator will assist immigrant and ELL workers to enroll and make their way through the workforce system training and education programs with the necessary supportive services (e.g. transportation subsidies, childcare subsidies etc.)

**WHEN**: Projects are funded June 2017 – December 2018

**WHERE**: San Diego, Long Beach, Orange County, Madera, Sacramento

**WHY**: In 2015, 11.6% of exiters across all Title I adult services had less than a high school diploma or equivalent. In 2015, only 4.4% of exiters of Title I were limited English proficient.

# PARTNERS IN PILOT PROGRAM

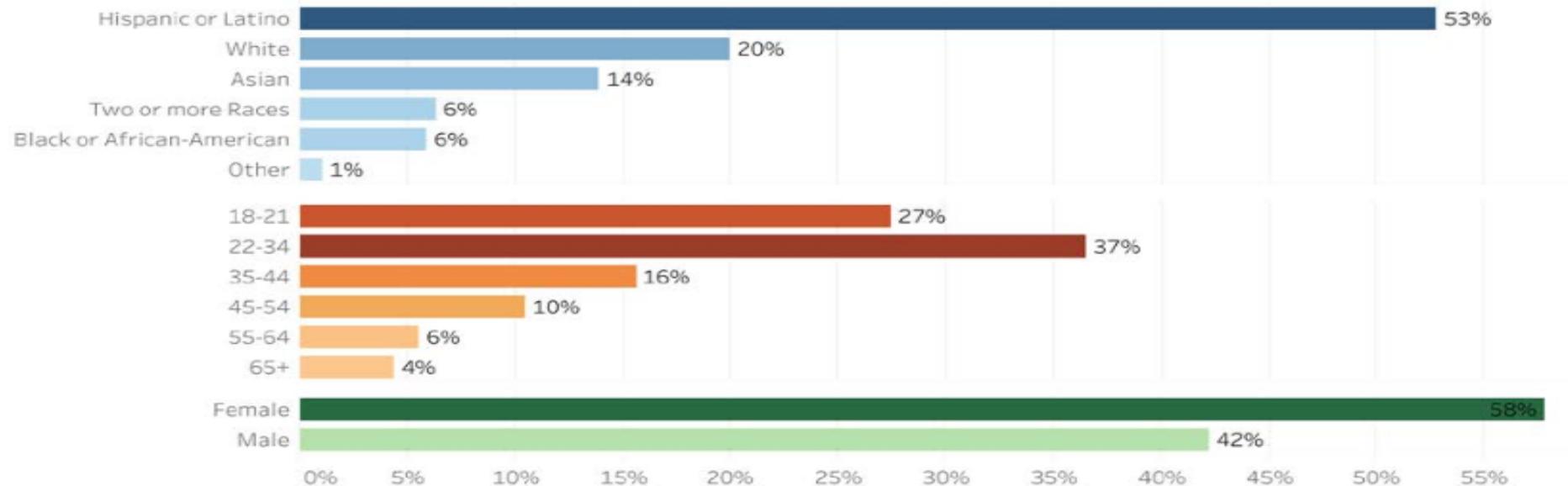
- Labor & Workforce Development Agency
- California Workforce Development Board
- **Adult Education**
  - California Department of Education
  - California Community Colleges Chancellors Office
- California Department of Social Services
  - One California Program

# ADULT EDUCATION: THE LIKELY ENTRY POINT

## ***Student Demographics***

Among the 347 consortium members reporting data, the largest ethnic groups of adult learners enrolled in AEBG programs are Hispanic or Latino (53 percent) and white (20 percent). Adults served are predominantly between the age of 22 and 34 (37 percent) and are most often female at 58 percent (see Figure 2).

**Figure 2. Adult Learner Demographics by Ethnicity/Age/Gender**



# ADULT EDUCATION CONT.

**Figure 3. Distribution of Adult Learners by Race/Ethnicity and Program Area**



Females outnumber male adult learners in all AEBG program areas, most notably in Adults Training for Child School Success. The ratio is most proximal in ABE/ASE (see Figure 4).

# OPPORTUNITIES

## Workforce:

- 167 Programs: La Cooperativa and partners
- Incumbent worker training- Employment Training Panel

- Adult Education Partnership

## Mobile/Virtual Education Tools:

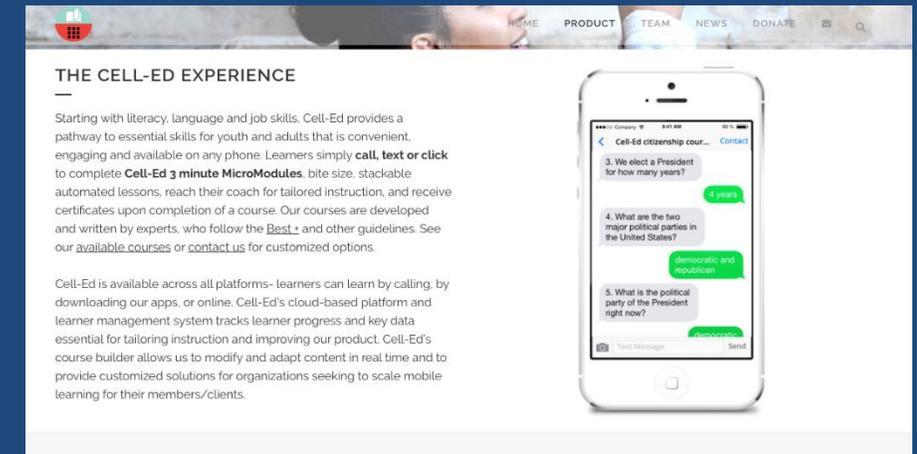
- USA Learns
- Cell ED
- Mobile Up: *English, Career Education, & Coaching by Cellphone*

## Federal:

- USDA- Rural Development: Distance Learning & Telemedicine Grants Program



The image shows a screenshot of the USA Learns website. At the top, there is a navigation bar with links for Home, Get Started, Learn English, Apps, About Us, Register, and Sign In. The main content area features a large banner with the USA Learns logo and a smiling woman pointing at a laptop. The banner text reads "Learn English FREE with USA Learns!" and lists several benefits: "Learn beginning and intermediate English free," "Watch video lessons and do 1000s of activities," and "Practice English speaking, listening, vocabulary, pronunciation, reading, spelling, writing and grammar." Below this, there are buttons for "Start Now" and "Sign In". A small "Teachers Click Here" button is visible in the bottom right corner of the banner. The word "Advertisement" is written at the bottom of the banner.



The image shows a screenshot of the Cell-Ed website. At the top, there is a navigation bar with links for HOME, PRODUCT, TEAM, NEWS, and DONATE. The main content area features a section titled "THE CELL-ED EXPERIENCE" with a sub-heading "Starting with literacy, language and job skills. Cell-Ed provides a pathway to essential skills for youth and adults that is convenient, engaging and available on any phone. Learners simply call, text or click to complete Cell-Ed 3 minute MicroModules, bite size, stackable automated lessons, reach their coach for tailored instruction, and receive certificates upon completion of a course. Our courses are developed and written by experts, who follow the Best + and other guidelines. See our available courses or contact us for customized options." Below this text, there is a screenshot of a smartphone displaying a text message conversation. The messages are: "Cell-Ed citizenship course", "3. We elect a President for how many years?", "4 years", "4. What are the two major political parties in the United States?", "Democratic and Republican", and "5. What is the political party of the President right now?". The word "Advertisement" is written at the bottom of the page.

# NEXT STEPS

- Identify a few places where we can work to help strengthen the connection between agricultural employers and local workforce infrastructure, including: local workforce boards, adult education partners (AEBG/WIOA Title II), community organizations and others.
- Support development of a farmworker strategy within the ELL Navigator Pilot.
- Work with partners to identify best practices around wrap around services, and support these conversations statewide and regionally.

# CONTACT INFORMATION

Jennifer Hernandez

Labor & Workforce Development Agency

[Jennifer.Hernandez@labor.ca.gov](mailto:Jennifer.Hernandez@labor.ca.gov)

(916)653-4906