



Migrant and Seasonal Farmworkers (MSFW) Outreach and Service Local Plan Program Years 2024 – 2028

Local Workforce Development Area 17

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INTRODUCTION

The Wagner-Peyser Act contains specific requirements for the provision of equitable and nondiscriminatory services to MSFWs as outlined in Title 20 Code of Federal Regulations (CFR) Part 653, Subpart B- Services for MSFWs. The MSFW Local Outreach Plan must align with 20 CFR 653, Subpart B, the outreach activities, and goals described in the Workforce Innovation and Opportunity Act (WIOA) Unified Plan, and USDOL Wagner-Peyser Act Staffing Final Rule. The MSFW Local Outreach Plans will be effective for Program Years 2024 through 2028 (July 1, 2024 – June 30, 2028).

This four-year plan, effective from July 1, 2024, to June 30, 2028, designates CareerSource Polk's One-Stop career center in Polk County, Florida, as an MSFW Significant multilingual career center. This office has one designated MSFW Outreach Specialist who assists agricultural employers and job seekers. The Outreach Specialist aims to complete at least eight quality contacts per day by visiting locations where MSFWs gather. Through these visits, the Outreach Specialist offers outreach services and identifies the needs and barriers faced by the workers. These barriers include inadequate housing, lack of transportation, insufficient training, and language challenges. The Outreach Specialist and career centers provide job searches, workshops, referrals to ESOL and GED classes, career guidance, and WIOA training programs, as well as referrals to community partners.

(A) Assessment of Need

Must include a review of the agricultural and MSFW activities in the service area (crop activity, peak season, approximate number of MSFWs during peak season and low season, etc.). Must also include an assessment of the challenges/barriers faced by MSFWs and their unique needs. Such challenges and needs must include at a minimum: employment, training, transportation, health, language, and housing. Summarize the agricultural employers needs as well. The information should consider data supplied by the Farmworker Career Development Program (FCDP) grantee partner(s), MSFW service providers and agricultural employers in the service area.

Agriculture plays a vital role in Polk county's economy, contributing significantly to the region. Polk leads Florida in the production of oranges, grapefruit, specialty citrus, and blueberries.

Agricultural Facts:

- Open pastures, green groves, and other agricultural land cover 45% of Polk county.
- The county has 559,699 acres of agricultural land, the second-highest amount in Florida.
- There are 2,197 farms with an average size of 255 acres each.
- According to the Florida Department of Agriculture and Consumer Services, Polk County's agricultural sector is a major contributor to the state's economy. The county ranks in the top

ten for citrus production, leading the state with 3.52 million boxes of oranges, 238 million total crops, and generating \$304 million in revenue. This makes Polk County one of the largest agricultural counties in Florida.

- The agricultural sector is also crucial for employment, with Winter Haven/Lakeland being among the top ten highest-paying cities for farm workers in Florida, offering an annual salary of \$24,960, monthly pay of \$2,080, and a minimum hourly wage of \$12.00.
- The region's agricultural harvest cycle runs from September through June, which is essential for the county's economy. During this period, the top crops by acreage include approximately 63,900 acres of oranges, 2,776 acres of tangerines, and 1,639 acres of berries.

Crop	Usual Harvesting Begins	Usual Harvesting Most Active
Oranges	Mid-September	September-June
Grapefruit	September	September-June
Specialty Citrus	June	June-April
Blueberries	March	March-May

Migrant Seasonal Farmworkers (MSFWs) are vital to the agricultural industry, with 3,445 active MSFWs in Polk County, according to the National Agricultural Statistics Service, USDA. CareerSource Polk (CSP) aims to increase MSFW participation in labor exchange activities, such as resume/job search assistance, job referrals, and supportive services for education, training, healthcare, and medical services.

Service activities differ between migrant and seasonal workers. Seasonal workers often use the American Job Center for employment and training services, including information about the MSFW Complaint System. Migrant workers receive services from outreach specialists at employer work sites and labor camps. Over the past four years, the number of MSFWs has declined due to the destruction of groves and their replacement by new subdivisions, reducing the demand for farm labor.

CareerSource Polk prides itself on its diverse staff, proficient in English, Spanish, Creole, and French, ensuring all MSFWs, agricultural employers, and contractors are well-served. Despite challenges such as residential development, job losses from natural disasters, and declining citrus greening, the number of products and MSFWs in Polk County remains significant.

Polk County faces unique challenges with the MSFW population, including higher unemployment rates and limited English proficiency, often leading to incomes below the poverty level. The MSFW Outreach Specialist travels extensively within the region, using a network of community contacts to alleviate barriers with effective communication and support from social services counselors and other providers.

Primary needs for farm workers in Polk County include help with utility bills, rental/housing assistance, food support, education, farm labor programs, healthcare services, transportation,

childcare, career services, and information about available resources. The MSFW Outreach Specialist and career center staff ensure that MSFWs are aware of job opportunities in both agricultural and non-agricultural sectors. These efforts are supported by a partnership between CareerSource Polk and the Farmworker Career Development Program (FDCP), which offers GED classes, TABE/CASS testing, and ESOL classes.

Agricultural employers face challenges in finding and retaining domestic job applicants who meet the qualifications for available positions. Many employers use the H-2A program to find sufficient workers for crop harvesting. They also need flexible labor to move around the U.S. as they grow different crops during different seasons. With increasing automation in agricultural production, employers seek skilled employees, including welders, heavy equipment mechanics, and tractor operators, to replace an aging workforce.

CareerSource Polk has one MSFW Outreach Specialist dedicated to the Polk County area. This bilingual specialist works with agricultural employers to deliver employment services and provide referrals to other resources. Employers may also need assistance with preparing for I-9s.

CareerSource Polk offers a range of employer services, including Employed Worker Training (EWT) Grants, On-the-Job Training (OJT), roundtable seminars on job market impacts, job order posting, labor market information, assistance in finding qualified candidates, guidance on conducting reverse resume searches in Employ Florida, and human resource information. The career centers provide employers with information on the Work Opportunity Tax Credit (WOTC), Unemployment Insurance, guidance on federal and state labor laws, compliance information, and the Federal Bonding Program.

(B) Assessment of Available Resources

Include an assessment of the career center resources and partner resources that are available to meet the specific needs of MSFWs and agricultural employers specified above in part A.

CareerSource Polk is dedicated to carrying out workforce investment activities by sharing and providing services that meet the following needs:

The Outreach Specialist and the American Job Center (AJC) staff provide brochures in English, Spanish and Creole covering a range of services, such as adult education and literacy programs, including English language, math, reading, and writing instructions. These are all designed with the individual in mind, aiming to help them succeed in the workplace, earn a high school diploma, or equivalent, and enter postsecondary education or career training. The MSFW Outreach Specialist and the AJC staff work to ensure that Migrant Seasonal Farmworkers are aware of employment opportunities, including agricultural and non-agricultural jobs. CareerSource Polk partners with the Farmworker Career Development Program (FDCP) and provides GED classes, CASAS testing, ESOL classes, and other services to migrant farm workers. Services include but are not limited to:

- Referrals to community partners for supportive services to build skills in education/literacy, language barriers ESOL and GED, health care, medical assistance, health insurance coverage, temporary transportation, childcare, food, utilities, housing, etc.
- Conducting resume and interviewing workshops
- Creating Job Developments (JD)
- Promoting WIOA Training opportunities
- Marketing the Youth (In-school and Out of School) Program
- Providing access to various online assessments and online learning programs such as My Skills My Future, My Next Move, Allison Online Learning, Metrix Learning, and Onetonline.org
- Promoting Job Fairs, Recruitment Events, and outreach services
- Providing LMI - Labor Market Information
- Offering Individual Career Counseling – Employment Skills Sessions.
- Promoting job fairs, recruitment events, and follow-up services
- Resources are also available to MSFWs through Memorandums of Understanding (MOU) with partner agencies and referrals to social services including:
 - Agriculture & Labor Program Inc.
 - The Early Learning Coalition for coordination of childcare in Polk County
 - Migrant Head Start Association (MHA) offers after-school programs.
 - Catholic Charities
 - Women’s Resource Center in Winter Haven and Lakeland
 - Talbot House
 - Salvation Army
 - Local Housing Authorities
 - Local Food Banks
 - Polk County Legal Aid Services
 - The Florida Department of Health
 - Citrus Connections – Transportation
 - Polk County School Board

Several bilingual and multilingual staff members are onsite at the career centers and can assist the MSFW job seekers. A list of bilingual/multilingual is updated quarterly and distributed throughout the career centers.

(C) Proposed Outreach Activities

- 1. Describe the plan or process that will be used by the staff to locate the majority of MSFWs who are not being reached by normal activities. Outreach activities must be designed to ensure MSFWs receive range of career and employment services that are quantitatively proportionate to services offered to other jobseekers. The plan or process must include the tools and**

resources outreach staff will use to contact outreach activities (for example, work-issued cell phone, laptop, printed materials, media, etc.). Note: Outreach staff must conduct year-round, full-time, especially vigorous outreach activities, with extensive follow-up activities to MSFWs in their service area(s). Full-time outreach staff must devote 100 percent of their time to outreach responsibilities and must not be assigned to duties other than the outreach responsibilities, describe in 20 CFR 653.107(b). Each outreach staff must conduct 40 MSFW outreach contacts per week to include a minimum of five MSFW “quality” contacts per staff day. A quality contact is defined as an outreach contact with an MSFW where a reportable staff-assisted services is provided and documented.

Plan to Contact MSFWs:

- If the MSFW cannot come to the career center, the Outreach Specialist provides the full range of employment services where MSFW resides, work or congregate. The Specialist locates, contacts, and enhances opportunities for the employability of MSFWs in Polk County. When services are unavailable through the career centers, the staff and the outreach specialists will refer to other agencies and organizations that provide appropriate assistance.
- The MSFW Outreach Specialist travels extensively within the region and uses a network of community contacts and knowledge of the local agricultural employer's seasonal activity cycles to reach the goal of five quality contacts per day. These contacts and reportable services are appropriately documented in the Employ Florida system. Quality contacts are made with MSFWs in the fields, stores, churches, laundry mats, and community service facilities where the Migrant and Seasonal Farm Workers are known to congregate. These contacts are recorded daily on the Log of Daily Outreach Activities (form DEO 1303) by the Outreach Specialist and reported monthly to the State Monitor Advocate.
- The needs assessment begins with reviewing the previous year's agricultural and MSFW activities. The Outreach Specialist will visit MSFWs and their families at their living and gathering areas and distribute 511-N forms (English, Spanish, and Creole) to inform the farm workers of the services and resources available at no cost from the local CSP career centers - including referrals to agricultural and non-agricultural employment, information about the complaint system, farmworker rights, etc. After this presentation is made in the field, the Outreach Specialist helps in completing applications, making referrals to a specific job(s) or to refer to supportive services for which the individual or a family member may be eligible, and assists in making an appointment to an appropriate agency, documenting complaints, etc.
- CareerSource Polk's goals are to ensure that MSFWs are offered employment services, protection, and benefits, including education, testing, counseling, and job training referral services, equivalent to services provided to non-MSFWs. The Outreach Specialist assists with

registration on the Employ Florida website, resume assistance, job referrals, information about the complaint system, and how to submit a complaint, as well as provide referrals for supportive services.

- Polk County's MSFW Outreach Specialist has a laptop and cell phone to provide on-the-spot job searches and referrals for job postings. MSFW Outreach activities are conducted year-round. The Outreach Specialist also provides the most current labor market statistical data to MSFW employers.
- The Outreach Specialist works to ensure that MSFWs know the services available at the career centers. CareerSource Polk understands their challenges and is committed to making their access to our services as easy as possible. This initiative-taking outreach demonstrates our commitment to the MSFWs, making them feel valued and important. Empowering MSFWs is a vital part of our mission. MSFWs are notified of job openings and their rights and benefits under state and federal employment-related laws. This helps to ensure that MSFWs know their rights and can make informed decisions about their employment. The AJC and the MSFW Outreach Specialist provide information on the employment service complaint system, including sexual harassment.
- The AJC provides comprehensive support to MSFWs, including assistance in completing work registrations in Employ Florida, job applications, preparing worker complaints, and arranging appointments in the career center. This comprehensive support is designed to make MSFWs feel secure and cared for, knowing they can access various services. CSP also provides information about services available through electronic means and how to access this information. The initial and follow-up outreach contacts are made to assist MSFWs in becoming employed or improving their employability.
- Quality contacts are made with MSFWs through employers in the fields, churches, laundry mats, barber shops/salons, health care facilities, grocery stores, and other community service facilities where the migrant and seasonal farm workers are known to congregate. The Outreach Specialist distributes 511-N forms (English/Spanish/Creole) to inform the farm workers of the services and resources available at no cost from the local career center - including referrals to agricultural and nonagricultural employment, information about the MSFW complaint system, farm worker rights, and the Florida Farmworkers Helpline. All activities are recorded daily on the Log of Daily Outreach Activities (form DEO 1303) by the Outreach Specialist, reported on the monthly MSFW report, and sent to the State Monitor Advocate.

2. Describe the plan or process for coordinating and documenting outreach activities with the FCDP grantee partner(s), MSFW service providers, supportive service agencies, and other

farmworker groups. Note: Designated significant MSFW career centers must not rely on FCDP outreach staff activities, as a substitute for outreach staff responsibilities. Copies of any agreements with FCDP grantee partners and other MSFW partners that outline MSFW coordinated outreach activities must be included in the plan.

Coordination Outreach Efforts with FCDP:

- The MSFW Outreach Specialist and AJC staff offer services that are not limited to:
- Contacting agricultural and nonagricultural employers, program operators, community- and faith-based organizations, and education and training providers on behalf of MSFWs.
- Presenting information to school students about migrant education programs in the state.
- Actively engaging in outreach with local public and private community agencies and MSFW organizations to establish community referral networks. We also provide advocacy group presentations. Coordinate with other office partners to serve MSFWs.
- Distributing MSFW-assistance brochures.
- Performing joint recruitment missions with Business Services.
- Attending web-based training conducted by the U.S. Equal Employment Opportunity
- Providing Department of Labor- Employment and Training Administration Wage & Hour Division Information.
- Attending and participating in the Florida Workforce Professional Development Summit.
- Participating in meetings at the Polk County School Board – Farmworkers Career Development Program (FCDP).
- Soliciting jobs, training opportunities, and employment-related services for MSFWs
- Providing agricultural and non-agricultural employers with information, services, and assistance related to labor issues and needs.
- Accessing job postings while performing outreach activities in the field.
- When MSFWs are identified as needing additional services that are unavailable through the outreach specialist, they are referred to the nearest career center. Making these referrals is straightforward and ensures that MSFWs can access their needed services easily. If jobs are available for referral, qualified MSFWs are referred from the MSFW Outreach Log and previous contacts through follow-up activities.

3. Complete the MSFW Outreach Goals attachment. Note: The estimated total outreach goals must match or exceed those outlined in the WIOA Unified Plan.

- Please refer to Attachment A

4. Describe the plan or process for increasing outreach staff training and awareness in career center procedures and partner programs, including Wagner-Peyser, WIOA Adult, Dislocated Worker, as well as Reemployment Assistance, to enhance assessment and referrals for MSFWs. The plan or process must also include outreach staff trainings to increase awareness of sexual coercion, sexual harassment, assault, and human trafficking.

- The CareerSource Polk MSFW Outreach Specialist and other AJC staff attend the annual Workforce Summit in Orlando, Florida. This training covers new MSFW regulations and performance measures, human trafficking resources, and discussions on legal services for farmworkers.
- Management primarily conducts MSFW training through USDOL online websites. The Program Manager ensures that Wagner-Peyser, WIOA Adult, Dislocated Worker, and Youth programs are aware of MSFWs and the assistance and referral opportunities available for them at CSP career centers.
- AJC staff receive instructor-led training to provide high-quality services to both job seekers and employers. Merit staff are trained and knowledgeable about various programs and services.
- Required partnerships, such as TANF, SNAP, and WIOA, are co-located within our offices to provide necessary services.
- This section provides general information regarding UI guidelines for the outreach specialist and American Job Center staff. Our strategies to support training and awareness of UI across core programs are designed to keep staff informed and prepared for their roles.
- These strategies include:
- Training on identifying UI issues with IDme and referring problems to UI staff for adjudication.
- Dedicated staff at CareerSource Polk provide RESEA services and attend annual training at the Workforce Summit on specific areas of the RESEA program, playing a crucial role in our operations.
- Fully trained unemployment insurance staff are available by phone during business hours to answer any questions from staff or claimants regarding UI issues. Their expertise is a valuable resource for all of us.
- A dedicated line is stationed in both AJC centers to bypass the regular UI network. This direct connection to the UC call center helps with filing UI claims, resolving monetary issues, and assisting with other unemployment insurance functions.

(D) Services Provided through the One-Stop Delivery System

- 1. Describe the process for providing the full range of career and supportive services, benefits and protections, and job and training referral services to MSFW jobseekers in an equitable and nondiscriminatory basis, through the one-stop delivery system.**

CareerSource Polk has created various communication resources to support community partners in providing meaningful service to agricultural employers and farm workers. These communication resources are intended to help solve MSFW employment and training needs. CSP delivers these resources in several ways, such as:

- Electronic service
- Media and printed information
- Organizational coordination

The Outreach Specialist distributes information on various employment topics. CareerSource Polk may assist in locating resources and speakers for these employment events. Agricultural employer and farmworker services are available on CareerSource Polk's website. CareerSource Polk has a Business Services Unit (BSU) to engage employers and provide services and support. Business Services assesses the needs of the local business community, including agricultural employers, by collaborating with the MSFW the Outreach Specialist, Community Partners, Chambers of Commerce, and industry associations.

The MSFW Outreach Specialist informs MSFWs and refers them to supportive services, employment opportunities, and the Employment Services Complaint System, a platform for MSFWs to voice MSFW concerns and seek resolution for employment-related issues. The MSFW Outreach worker encourages the MSFWs to utilize the CSP One-Stop Career Centers to gain a full range of employment services; however, on-site assistance is offered in preparing applications. The MSFW Outreach Specialist also refers individual MSFWs or family members who may be eligible for WIOA and supportive services to the career Centers or other appropriate agencies. Migrant Seasonal Farm Workers are shown how to use Employ Florida (EF), an internet-based workforce data management and service delivery system. MSFWs can establish a labor exchange account, develop a resume, and apply for jobs.

The One-Stop Career Centers will offer translation services when language barriers are identified. The Farm Development Career Program is a partner of the WIOA One-Stop network and can provide additional services to migrant and seasonal farm workers. Efforts have been initiated to establish closer cooperation and service collaboration with partners such as FDCP to ensure greater alignment of intensive and training services to MSFWs. Outreach to agricultural

employers is an ongoing process. This is critical to maintaining interpersonal contact with agricultural employers.

Examples of services provided to agricultural employers by CSP staff include:

- Local, regional, and national recruitment assistance
- Screening job applicants
- Connection and coordination of services with government and community agencies
- Technical assistance with foreign labor certification
- Soliciting and filling job orders
- Disseminating information on farm-related rules and regulations
- Conducting prevailing wage and prevailing practice surveys
- Providing pre-occupancy inspections of migrant housing as required for H-2A applications
- Referring complaints to proper enforcement agencies
- Assisting employers in obtaining work-related posters and notices
- Participating in agricultural-related meetings and notifying farmers of these meetings
Many agricultural employers are found through word-of-mouth from other workers or farmers.

2. Describe the process for providing the full range of services to agricultural employers, such as assisting MSFW job seekers with applications for employment services, referrals to current and future employment opportunities, and access to job order information. Include the process for marketing the Agricultural Recruitment System (ARS) to employers and employer organizations in the service area(s).

Florida actively promotes the Agricultural Recruitment System (ARS) through both intra and inter-state clearance orders. It leverages social media and direct outreach to workers, employers, and partners to fill seasonal, temporary, and permanent agricultural positions. CareerSource Polk is dedicated to meeting the labor needs of Florida's agricultural industry. Recognizing the sector's significance, CareerSource Polk has allocated substantial resources to support agricultural employers and MSFWs.

Funding for these services comes from two primary sources: the Wagner-Peyser Act and the Foreign Labor Certification (FLC) grant. These USDOL-provided funds support a variety of

workforce development services and activities, including processing Agricultural and Food Processing Clearance Orders, H-2A-related job orders, conducting housing inspections, performing agricultural Prevailing Wage and Normal and Common and Prevailing Practice surveys, collecting agricultural crop and labor information, conducting outreach activities, field checks, field visits, and handling complaints. Additionally, several employment-related services for businesses are available at the career centers.

These actions include but are not limited to:

- Providing Labor Market Information
- Job postings
- Information on training grants and tax credits
- Assistance with small and large-scale recruitment activities
- Help with planning and supporting job fairs
- Testing and assessment of job candidates
- Federal Bonding and other benefits

CareerSource Polk (CSP) also provides information to employers and individuals about the Agricultural Recruitment System. CSP discusses what the ARS offers, the process, and what the ARS can do for an individual. For example:

- Help agricultural employers find temporary jobs in agriculture and food processing outside their local area (elsewhere in your state and in other states)
- Provide no cost or public housing for the individual and their family during the employment period
- Guarantee wages the first week
- Ensure that MSFW are protected by the Federal and State standards for health, safety, wages, and working conditions while on the job
- Give MSFW more control over their work life. Before they sign an agreement to the work area, they will have reliable information on wages, work activities, housing, and transportation.

3. Describe the process of marketing the Employment Service and Employment-Related Law Complaint System to MSFWs, FCDP grantee partner, MSFW providers, and local farmworker

advocacy groups. The plan or process must also include outreach staff trainings on the Complaint System procedures to report Employment Service (ES) complaints and apparent violations.

Another service available to MSFW job seekers is the Complaint System, which provides:

- Integrated services for farm workers, agricultural employers, and workers.
- Identification of job-ready workers upon arrival at the worksite.
- Engagement with agricultural employers to determine short- and long-term employment and training needs.
- Provision of industry information, farmworkers' rights, and support services to employers.
- Facilitation of the agricultural industry's engagement in the workforce system and assistance in creating jobs for permanent and year-round job seekers who want to enhance their skills and earn wages.
- Support for agricultural employers by creating local employment opportunities.
- Assistance for employers in analyzing state and local peak production seasons and recruiting an adequate labor supply.
- Collaboration and coordination with the Florida Department of Agriculture and Rural Development to enhance the viability and sustainability of the state's agricultural areas.

Continued efforts will be made to increase the market penetration of agricultural employers. The most basic service provided to agricultural employers is filling job openings. Job orders from agricultural employers are entered into Employ Florida, and qualified candidates are referred. All H-2A order users are required to accept qualified U.S. referrals through the workforce system.

CareerSource Polk career center staff explain the complaint system, provide brochures and information on partner programs, inter-agency referrals, referrals to other organizations serving MSFWs, and a basic summary of farmworker rights regarding the terms and conditions of employment. The complaint system allows MSFWs to file complaints related to their job, such as wage disputes, unsafe working conditions, or discrimination.

Once a complaint is filed, the system guides the MSFW through the resolution process, which may involve investigations, mediation, or legal action, to ensure their rights are protected. CareerSource Polk maintains partnerships with community groups, public agencies, and advocacy groups interested in the welfare of agricultural workers and employers. CareerSource Polk also

maintains contact with the Department of Professional Regulation (DPR) Licensing, which liaises with crew leaders.

The Region's MSFW program includes access to all services available at CSP career centers, job development, OJT, pre-screening and referral to non-agricultural job orders, job search workshops, referral to support services, referral to ESOL and GED, career guidance, and WIOA training programs.

During the season (October through June), the outreach worker spends most of their time in the field conducting outreach services. The MSFW outreach worker explains the complaint system and provides brochures and information on partner programs, inter-agency referrals, referrals to other organizations serving MSFWs, and a basic summary of farmworker rights regarding the terms and conditions of employment.

(E) Significant Multilingual Career Center Plan

Significant MSFW multilingual career centers where ten percent or more of MSFW participants are estimated to require service provisions in Spanish (or other languages) must provide services in the MSFWs native language, such as job assistance. Describe how the significant center(s), will meet the language access requirements in 29 CFR 38.9 to make services available in all needed languages, including having bilingual/multilingual staff available, in-person interpretation, and phone translation services. Copies of the significant multilingual career center language access policies and procedures must be attached with the plan.

CareerSource Polk has several bilingual and multilingual staff members at each career center that can assist MSFW job seekers. A list of all staff with bilingual/multilingual abilities is updated monthly and distributed throughout the CSP career center.

(F) Equity Performance Standards

The United States Department of Labor, Employment and Training Administration (USDOL, ETA), established Equity Ratio Indicators that must be met by all States to determine if MSFWs are receiving qualitatively equivalent and quantitatively proportionate services as provided to non-MSFWs. Significant MSFW States must also meet the Minimum Service Level Indicators, as established by USDOL-ETA. To comply with these requirements, all designated significant MSFW multilingual career centers must meet the Equity Ratio Indicators and Minimum Service Level Indicators. Describe the plan or process for meeting the Equity Ratio Indicators and Minimum Service Level Indicators.

CareerSource Polk provides a full range of workforce development services to MSFW on the same basis as non-MSFW job seekers including referrals to a job, job development, referral to supportive services, resume, and job search services. MSFW individuals have access to the Florida electronic

system or receive bilingual staff-assisted registration, which provides additional information to help track services throughout the growing season. As part of the registration process, customers are identified as MSFW and provided with a verbal and written explanation of all services available in English, Spanish, or Creole. MSFWs who visit a CSP career center can also use the resource room to complete the online registration in Employ Florida or search for employment opportunities. While at the career centers, eligible customers may also access other core, intensive, training, or supportive services.

Once the online registration is completed, staff will conduct an interview to assess their needs. The staff will create a resume, inquire whether they are interested in permanent employment or job training, and offer career guidance. Staff will then provide referrals to any requested services. Staff also conduct recruitment efforts for eligible individuals interested in agricultural work for the upcoming season.

Partner agencies in the region play a crucial role in providing interagency referrals and services to the MSFW population. These agencies, including the Farmworker programs, Department of Children & Families, and the Polk County School Board Head Start Centers, are committed to making MSFWs feel supported and connected. Their role is instrumental in ensuring that MSFWs access a wide range of services and support.

(G) Public Comment

Provide an opportunity for public comment and input into the development of the MSFW Local Outreach Plan from outreach staff, Farmworker Career Development Program (FCDP) grantee partner, MSFW Providers and agricultural employers. The period for comment should be at least 15 days but no more than 30 days. Describe the process used to provide an opportunity for public comment and ensure that FCDP local provider(s) in the service area, MSFW grantee partners and other MSFW providers are made aware of this process. Provide an assurance that the MSFW outreach staff(s) have been afforded the opportunity to review and provide input into the development of the MSFW Local Outreach Plan.

Information was solicited from NFJP grantees and other appropriate MSFW groups, public agencies, agricultural employer organizations and interested organizations for at least 30 days for review and comments. Comments received are considered in the preparation of the final AOP.

ATTACHMENT A

PY 2024 - PY 2028 MSFW Outreach Goals

ACTIVITY	July	Aug	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	June
FOCUS ON FARMWORKERS												
Visits to MSFWs at labor camps, work sites, gathering areas, etc.	10	15	20	20	20	20	25	25	20	20	20	15
Presentations to groups of MSFWs (migrant education/Head Start parent meetings, ESL classes, churches, etc.)	1	1	1	1	1	1	1	1	1	1	1	1
Visits to staff/staff meetings at organizations which serve MSFWs	0	0	1	1	1	1	1	1	1	1	1	0
Attending MSFW interagency “councils”	1	2	1	1	1	1	2	1	2	2	1	1
Other MSFW outreach activities* Festivals upon request (Cinco de May), Migrant Health Fairs and Migrant Family Meeting at Schools	1	1	1	1	1	1	1	1	1	1	1	1
FOCUS ON EMPLOYERS TO PROMOTE HIRING MSFWs												
Visits to agricultural businesses	2	2	2	2	2	2	2	2	2	2	2	2
Visits to non-agricultural businesses	2	2	2	2	2	2	2	2	2	2	2	2
Presentations to meetings/groups of employers	2	2	2	2	2	2	2	2	2	2	2	2
Other employer focused activities to promote hiring MSFWs (such as job fairs) – Liberty Staffing/Cutrale/...etc.	1	1	1	2	2	2	2	2	2	2	1	1
Estimated outreach hours in month	60	60	60	60	60	60	60	60	60	60	60	60
Estimated number of MSFW outreach contacts ^ by month	200	200	200	200	200	200	200	200	200	200	200	200
Estimated number of MSFW quality outreach contacts ^ by month	53	53	53	53	53	53	53	53	53	53	53	53

* Festivals, radio, and other special events:

^ Outreach contact estimates are the number of potential MSFWs spoken to through/during outreach; not estimated number of registered MSFWs.

Estimated total outreach time for the 12 months: 715

Estimated total outreach contacts for the 12 months: 2400

Estimated total quality outreach contacts for the 12 months: 636

Number of individual staff estimated to participate in outreach for the 12 months: 1

Estimated number of: Ag Job Orders: 3 Ag Positions: 50 Ag Positions Filled: 50