

ATTACHMENT B

WIOA Section 108 – Local 4 Year Plan Narrative for MSFW Services

Services Provided to MSFWs through the MassHire Career Center System

The MassHire Workforce Board (MWB) assures that the local MassHire Career Center(s) (MCC) Operators will ensure (in accordance with all relevant Federal and State policies and procedures that Migrant and Seasonal Farm Workers (MSFWs) will receive the full array of workforce development services, benefits and protections in a non-discriminatory manner and that the services provided to MSFWs will be “qualitatively equivalent” and “quantitatively proportionate” to the services provided to other jobseekers.

The MCC staff identifies and registers Migrant and Seasonal Farmworkers (MSFWs) and provides such customers with services and information including assessment of skill levels and abilities, career guidance, supportive services, job search workshops, referral to jobs or training as appropriate, workers’ rights and complaint system information. As well as, conduct appropriate follow-up with employers, applicants and other service providers; and report all relevant activities through Massachusetts One-Stop Employment System (MOSES) and any other ad-hoc required reports. MWB/MCCs will continue to integrate, coordinate, develop, and implement systems and strategies to better serve the agricultural community.

MCC staff provides assistance to MSFWs on how to use the Resource Room, job order information; Internet based search engines, complaint system and any supportive services efficiently and effectively. MCC staff, using the MSFW Desk Aid, determines whether an applicant is a MSFW at the time the applicant completes application/registration (membership).

MCC staff assists MSFW customers by reviewing the application/registration for completeness/accuracy; Asks pertinent questions regarding demographics, employment history, education, skills and employment goals; Complete registration process in MOSES; Provides assistance to English Language Learners (ELL/LEP) customers; Provides information on services available through New England Farm Workers’ Council (NEFWC – WIOA Sec. 167 Grantee); Provides information on training services such as GED, ESL, and basic education available through MCC partners or other community based organizations; Provides assistance and information on how to apply for UI, if applicable; Provides information about health care, transportation, local child care services as well as Massachusetts State and Federal labor laws and their enforcement and facilitates the resolution of “apparent violations” observed or uncovered by the MCC staff or the State Outreach Worker.

Additionally, a Memorandum of Agreement (MOA) between MDCS and the NEFWC was established in PY’ 2016 to ensure that the goals of each agency are met while providing streamlined services to migrant and seasonal farmworkers. Specifically, the goal of the agreement is to eliminate duplicative services, which would otherwise be required to be provided by both agencies.

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All MCC staff is trained on how to administer services to MSFWs and their families by the MassHire Department of Career Services (MDCS), State Monitor Advocate (SMA). MCC management and staff are trained to ensure that the services provided to MSFWs (and their families) – are “qualitatively equivalent” and “quantitatively proportionate” to the services provided to other jobseekers and that all workforce development services, benefits and protections are received on an equitable and non-discriminatory basis.

Services Provided to Agricultural Employers through the MassHire Career Center System

To serve agricultural employers and improve services offered, the local MassHire Workforce Board (MWB) and the MassHire Career Center (MCC) has actively engaged in both trainings and business outreach in the agricultural sector. Providing services to Agricultural employers in Massachusetts is extremely important because they require a reliable workforce to ensure the products they grow and harvest reaches consumers at their best. To that end, the MCCs provide many services to employers, including updating them on compliance with state and federal labor laws, posters, notices, etc. ensuring they have current information on services and opportunities.

The services offered to employers, in addition to referral of job seekers in response job openings, include matching job requirements with job seeker experience, skills and other characteristics, assisting employers with hard-to-fill job orders and other workforce development services and activities as needed.

Additionally, a Memorandum of Agreement (MOA) between MDCS and the Massachusetts Department of Public Health (MDPH) was established to ensure that the goals of each agency with respect to timely inspections of farm labor camps are met. Specifically, the agreement eliminates duplicative farm labor camp pre-occupancy and occupancy inspections, which would otherwise be required by both agencies.

MCC will continue to focus on providing agricultural employers with the domestic labor they need to succeed in this vital sector of the Massachusetts economy. The MA JobQuest online system provides employers the opportunity to post/place local job orders with the local MCC. Once the employer enters the information into JobQuest, the job order becomes active on the MA Job Bank and visible to potential agricultural workers on the Internet.