



California and Agricultural Workforce Development

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Landscape Analysis- Economic Stakes

1/3

of U.S. vegetables

2/3

of U.S. fruits and nuts

\$54B

gross receipts (2020)

\$22B

total exports (2019)

~70,000

farms across the state

~410,000

workers any given time

~820,000

workers throughout year

Landscape Analysis: The Workforce Today

Birthplace, Work Authorization, & Migrant Types	Demographics & Household	Language, Education, & English Skills	Housing & Transportation	Wage & Employment
84% born in Mexico	69% men	89% Spanish primary language	9% live in employer housing	72% / 28% employed by growers / contractors
96% Hispanic	40 year-old average	35% can't speak English at all	35% live in "crowded" dwellings	76% have a single employer
9% Indigenous	63% married	47% can't read English at all	76% live within 25 miles of work	86% paid hourly (\$12.13/hour)
49% have work authorization	58% have children	8th grade average formal education	65% drive a car to work	69% had a period with no work / 24% received UI
87% settled workers	32% living apart from nuclear family	25% have taken one adult ed class in U.S.	14% rode with a "raitero"	82% plan on doing ag for at least 5 years



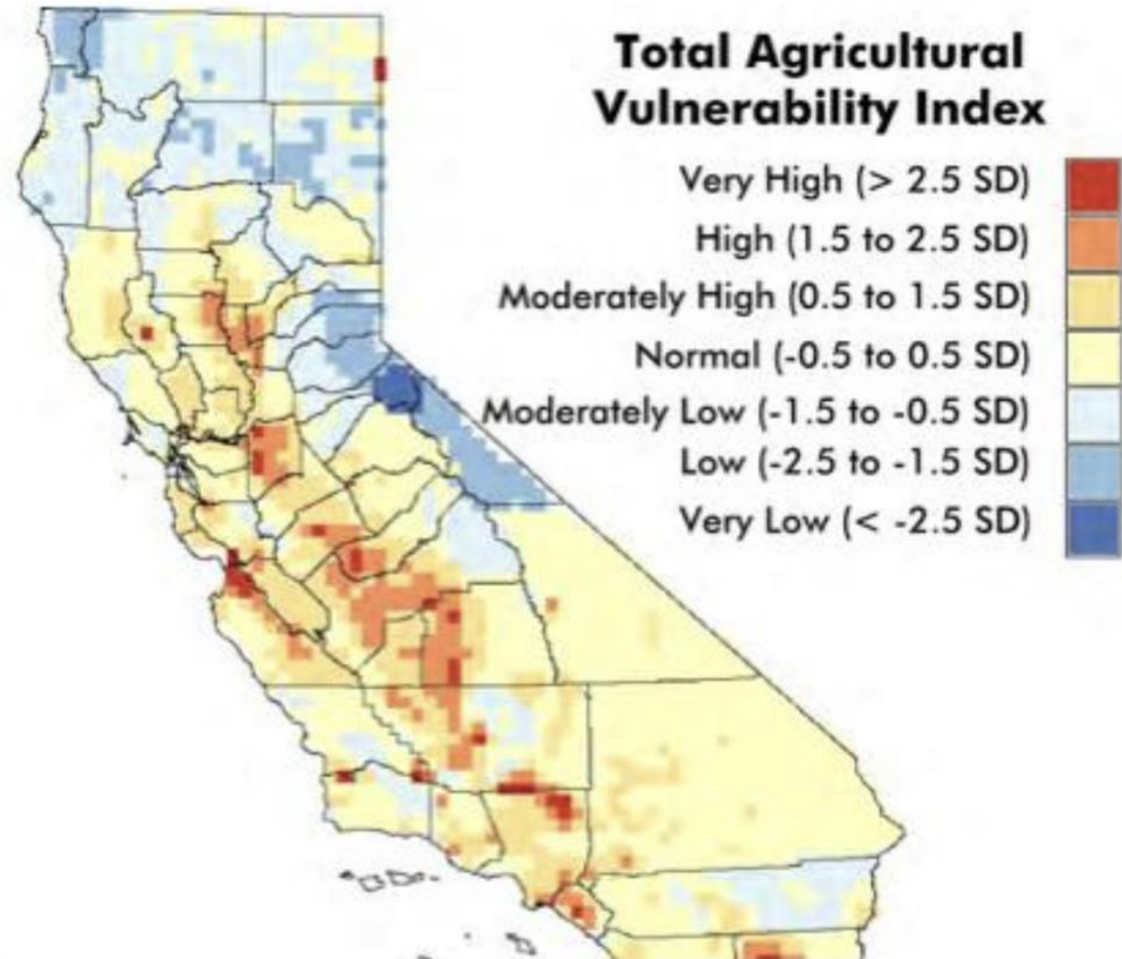
What Employers Value

- **Seasonal flexibility** without staff shortages
- **Basic skills** - gaps in English, digital literacy, and math compromise farm operations
- **Soft skills** - conflict negotiation, problem solving, and other soft skills bring much needed cohesion to teams
- **High-skilled workers** who can implement, supervise, and manage increasing use of precision agriculture

Stakeholder Concerns: Climate Change

- *Drought, fire, and rising temperatures not only threaten to displace populations across the state, they also threaten to change which land can be farmed and which crops have economic value.*

Figure 14. The Agriculture Vulnerability Index for California that integrates indices for climate, crop, land use, and socioeconomic vulnerability based on standard deviation (SD) as published in vulnerability and adaptation to climate change in California agriculture, 2012, by California Energy Commission [56].



Stakeholder Concerns: Ag Tech

- *Labor costs, climate change, growing food demand increasing speed of investment in ag tech.*
- *\$7 billion in 2020 → \$20B by 2030*
- *Human dexterity remains essential*
- *Worker safety when dealing with ag tech*
- *Job loss related to ag tech*
- *Who is trained for jobs in ag tech*





- Identified programs that could serve farmworkers but had limited enrollment
- Very few programs exclusively dedicated to training farmworkers
- Effective implementation of workforce development strategy will require strong partnerships and interagency coordination

Goals for Workforce Development Strategy for California's Agricultural Workers

A workforce development strategy that improves the lives of agricultural workers and their families should...

1. Expand the number of workers with the educational capacity necessary to enter higher training programs
2. Increase access to existing and emerging high-paying jobs in the agricultural industry
3. Improve and develop ancillary programs to recruit and retain farmworkers
4. Improve health and safety conditions of the existing workforce
5. Address the displacement of workers due to climate change and drought
6. Ensure that children of agricultural workers have opportunities within the industry that lead to high-paying jobs (intergenerational impact)
7. Improve job-quality and wages

EDD's Farmworker Advancement Program SFP

- Prior solicitations (e.g. IET, Breaking Barriers) that contemplated services to farmworkers did not result in many program applicants servicing farmworkers or farmworkers served
- LWDA Secretary directed WIOA discretionary dollars to be used for solicitation for programs exclusively dedicated to farmworker needs
 1. Fill basic skills gaps in English literacy, numeracy, and digital literacy;
 2. Expand access to training programs for career advancement into higher-paying ag jobs;
 3. Develop curriculums to train farmworkers for jobs in ag-tech and precision farming
- Solicitation explicitly indicates desire for wrap-around and supportive services for farmworkers such as:
 - a) referrals to health housing and educational resources
 - b) case management
 - c) coaching for job search and workplace success