



WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
SECTION 167
FARMWORKER CAREER DEVELOPMENT PROGRAM
FLORIDA DEPARTMENT OF EDUCATION

DATE: September 1, 2016	FCDP Policy Memo No. 16-01
TO: Farmworker Career Development Program (FCDP) Projects	
FROM: James Haugli, State Director, FCDP	
SUBJECT: In-Demand Job Driven Training and High Wage Job Placement	

REFERENCE: RFA 2016-2017; Title I, Section 167 (Migrant and Seasonal Farmworkers) of the Workforce Innovation and Opportunity Act 2016 (WIOA)

Purpose: To clarify the implementation of In-Demand Job Driven Training and High Wage Job Placement Opportunities for Farmworker Career Development Program Participants.

Background: The current FCDP policy, procedures and practices regarding training and job placement do not reflect the new emphasis of WIOA. This policy memo will clarify the purpose of the training opportunities and job placements for FCDP participants.

Policy: Effective September 1, 2016, FCDP offices will determine training options and job placements for all qualified NFJP participants in accordance with the guidance stipulated in this policy as part of the intake process and prior to the expenditure of any project funds on the participant.

The purpose of in-demand job training and high wage job placement is to provide FCDP participants with the skills and industry-recognized credentials needed to start careers with family-sustaining wages and benefits.

Information regarding in-demand job openings can be found at the Employ Florida Marketplace website (<https://www.employflorida.com>). From the EFM home page access "Labor Market Information," and continue to "Labor Market Services." From "Labor Market Services," profile information can be found by Area, Industry, Occupation, and

Education.

Under the new WIOA performance measure guidelines, it will be necessary to significantly increase our efforts to ensure that eligible farmworkers and their dependents are obtaining *high-wage employment* when they exit our program. To this end, US DOL/ETA has set the requirement that Florida's median earnings for farmworkers in the 2nd quarter after exit be at least \$5,200, or \$10 per hour for a 40 hour week.

Important points to consider:

- Job placements below \$10 per hour will not provide participants with a family sustaining income.
- Job placements below \$10 per hour will have a negative impact on the FCDP Median Earnings measure reported to US DOL.

For every job placement below \$10 per hour (Non-Righteous Placement), FCDP staff will make two job placements above \$10 per hour (Righteous Placement).

At the end of each month, program sites will report to the state office the number of righteous and non-righteous placements.

The 2:1 righteous/non-righteous ratio will also be added to the FCDP Monitoring Checklist as one of the review items during the annual site monitoring visits.

Following this 2:1 Righteous/Non-Righteous ratio will ensure the continued success of the Florida FCDP and, more importantly, contribute to the improved quality of life for FCDP participants.