



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

DATE: October 25, 2017	FCDP Policy Memo No. 17-01
TO: Farmworker Career Development Program (FCDP) Projects	
FROM: James Haugli, State Director, FCDP	
SUBJECT: High Wage, Full Time 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 High Wage, Full Time 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.

This policy replaces Policy Memo No. 16-01 issued September 1, 2016 regarding In-Demand Job Driven Training and High Wage Job Placement.

Policy: **All FCDP job placements starting January 1, 2018 will be above \$10 an hour and will be full time.**

Effective January 1, 2018, FCDP offices will determine 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 high wage, full time job placement is to provide FCDP participants with the opportunity needed to start a career with family-sustaining wages and benefits.

Information regarding in-demand job openings can be found at the Employ

Florida website (<https://www.employflorida.com>). From the EF 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 \$5,180 per quarter.

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.
- Job placements below \$10 an hour will be subject to State Office monitoring and related consequences.