

2024/2025

Community Needs Assessment and  
Community Action Plan

**MSFW**

California Department of Community Services  
and Development

Community Services Block Grant



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## Introduction

The Department of Community Services and Development (CSD) has developed the 2024/2025 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2023**. Changes from the previous template are detailed below in the “What’s New for 2024/2025?” section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. When the CNA and CAP are complete, they should not exceed 65 pages, excluding the appendices.

## Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals, and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

## Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are complying.

## State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies’ CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on [State Accountability Measures](#) in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

## Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum \(IM\) #138](#) dated January 26, 2015, CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

## What's New for 2024/2025?

**Community Action Plan Workgroup (CAPWG)**. In summer 2022, CSD organized a workgroup to inform the development of the 2024/2025 CNA and CAP. Workgroup members were selected from the CSBG Service Provider network and the ROMA Coalition. The feedback CSD received from the workgroup has informed not only the 2024/2025 template but also the accompanying CAP training scheduled for mid-December 2022.

**Public Hearings – Additional Guidance**. The public hearing requirement has been modified. Two years ago, we were in an active pandemic due to the COVID-19 virus. The public health guidelines throughout the state advised communities against large gatherings. CSD advised agencies to follow public health protocols and hold public meeting virtually if an in-person meeting was not an option. For the public hearing on the 2024/2025 draft CAP, CSD requests that agencies conduct in-person, virtual, or hybrid public hearings. While transmission rates of COVID-19 remain high in many communities, agencies are requested to follow their local public health guidelines when deciding in which format to conduct the public hearing. For more information, please see the Public Hearing section of this template.

**CNA Helpful Resources**. The Helpful Resources section in Part I: Community Needs Assessment contains additional data sets and resources. On recommendation of the CAPWG, CSD has added data sets from the Massachusetts Institute of Technology, the University of Wisconsin, and a point-in-time data set from the U.S. Department of Housing and Urban Development. We have also added links to the Local Agencies Portal where you can find examples of completed Community Needs Assessments and project timelines from the CSBG Service Providers network.

**Part II: Community Action Plan**. The number of questions in the Tripartite Board of Directors, Service Delivery System, Linkages and Funding Coordination, and Monitoring sections has changed. Questions were removed because it was determined that agencies meet these reporting requirements through other CSBG work products such as monitoring and Organizational Standards. In the Service Delivery System and Linkages and Funding Coordination sections, new questions were added. These questions will be covered during the template training webinar.

**Sunset of COVID-19 Flexibilities**. In the 2022/2023 template, CSD allowed agencies to indicate on selected questions whether there were changes to the response provided in the 2020-2021 CAP or whether agencies would like CSD to accept the 2020-2021 response without adaptations. This option was an effort to reduce administrative burden on agencies during the COVID-19 pandemic. While

CSD has retained some of the flexibilities developed in the previous template, the option for agencies to reference responses in their prior CAP has been discontinued.

**Response and Community Awareness.** This section replaces the “Additional Information” section in the previous template. For 2024/2025 CSD has included questions pertaining to Diversity, Equity, and Inclusion (DEI). The questions about disaster preparedness have been retained from the previous template. While none of this information is directly mandated by statute, CSD is requesting the information to gauge where the CSBG Service Provider network is as a whole on these topics. Responses to the questions in this section are mandatory.

**ROMA Certification Requirement.** Under section 676(b)(12) of the CSBG Act, CSD and all CSBG agencies are required to assure that we will participate in a Results Oriented Management and Accountability System “not later than fiscal year 2001.” CSD and the CSBG Service Providers have fulfilled this requirement through various approaches. With respect to the ROMA certification of the network CAPs (Organizational Standard 4.3), CSD has allowed agencies to submit their CAP without the signature of a ROMA trainer or implementer if the agency did not have a ROMA trainer or implementer on staff. CSD staff who had the requisite training would certify those CAPs on behalf of the agencies. This process will still be in place for the 2024/2025 template. However, for the 2026/2027 template, CSD will require that CSBG Service Providers provide their own ROMA certification either by staff who have the required ROMA training or in partnership with another agency or organization. CSBG Service Providers should begin formulating a plan to fulfill this requirement.

# Checklist

- Cover Page and Certification**
- Public Hearing(s)**

## **Part I: Community Needs Assessment**

- Narrative**
- Results**

## **Part II: Community Action Plan**

- Vision Statement**
- Mission Statement**
- Tripartite Board of Directors**
- Service Delivery System**
- Linkages and Funding Coordination**
- Monitoring**
- Data Analysis, Evaluation, and ROMA Application**
- Response and Community Awareness**
- Federal CSBG Programmatic Assurances and Certification**
- State Assurances and Certification**
- Organizational Standards**
- Appendices**

COMMUNITY SERVICES BLOCK GRANT (CSBG)  
 2024/2025 Community Needs Assessment and Community Action Plan  
 Cover Page and Certification

<b>Agency Name</b>	Central Valley Opportunity Center, Inc.
<b>Name of CAP Contact</b>	Jean Warren
<b>Title</b>	Program Manager
<b>Phone</b>	(209) 357-0062 Ext. 125
<b>Email</b>	Jwarren@cvoc.org

**CNA Completed MM/DD/YYYY:** 05/11/2023  
 (Organizational Standard 3.1)

**Board and Agency Certification**

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic, and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2024/2025 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

Dee Tatum		
<b>Board Chair (printed name)</b>	<b>Board Chair (signature)</b>	<b>Date</b>
Jorge De Nava		
<b>Executive Director (printed name)</b>	<b>Executive Director (signature)</b>	<b>Date</b>

**Certification of ROMA Trainer/Implementer (If applicable)**

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan documents the continuous use of the Results Oriented Management and Accountability (ROMA) system (assessment, planning, implementation, achievement of results, and evaluation).

<b>NCRT/NCRI (printed name)</b>	<b>NCRT/NCRI (signature)</b>	<b>Date</b>

**CSD Use Only**

Dates CAP (Parts I & II)		Accepted By
Received	Accepted	

## Public Hearing(s)

California Government Code Section 12747(b)-(d)

### State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

### Guidelines

#### Notice of Public Hearing

1. Notice of the public hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the public hearing. The draft CAP can be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

#### Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) will be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period must be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her verbatim testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.



### **Additional Guidance**

COVID-19 poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies continue to adhere to state and local public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. Therefore, for the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model (in-person and remotely) based on the public health protocols in place in their communities.

### **Public Hearing Report**

Date(s) of Public Hearing(s)	June 13, 2022 and June 14, 2023
Location(s) of Public Hearing(s)	1801 H St Suite A4 Modesto CA 95354 6838 Bridget Court Winton Ca 95388 605 S. Gateway Drive Madera CA 93637
Dates of the Comment Period(s)	May 12, 2023 – June 12, 2023
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	
Date the Notice(s) of Public Hearing(s) was published	
Number of Attendees at the Public Hearing(s) (Approximately)	

## Part I: Community Needs Assessment

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

### Helpful Resources

In 2011, NASCSP published a [Community Action to Comprehensive Community Needs Assessment Tool](#) that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has an [Assessment Tool](#) designed specifically for the community needs assessment process. Here you can select from a variety of county-specific data sets.

Examples of Community Needs Assessments and project timelines from agencies within the California CSBG Providers network can be found on the [Local Agencies Portal](#) under the CSBG – Resources tab. If you do not have an account or have not received CSD login credentials, please email CSD at [ExternalAccess@csd.ca.gov](mailto:ExternalAccess@csd.ca.gov).

To provide a comprehensive “picture” of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

Sample Data Sets			
U.S. Census Bureau <a href="#">Poverty Data</a>	U.S. Bureau of Labor Statistics <a href="#">Economic Data</a>	U.S. Department of Housing and Urban Development <a href="#">Housing Data &amp; Report</a>	
HUD Exchange <a href="#">PIT and HIC Data Since 2007</a>	National Low-Income Housing Coalition <a href="#">Housing Needs by State</a>	National Center for Education Statistics <a href="#">IPEDS</a>	
Massachusetts Institute of Technology <a href="#">Living Wage Calculator</a>		University of Wisconsin Robert Wood Johnson Foundation <a href="#">County Health Rankings</a>	
California Department of Education <a href="#">School Data via DataQuest</a>	California Employment Development Department <a href="#">UI Data by County</a>	California Department of Public Health <a href="#">Various Data Sets</a>	
California Department of Finance <a href="#">Demographics</a>	California Attorney General <a href="#">Open Justice</a>	California Governor’s Office <a href="#">Covid-19 Data</a>	California Health and Human Services <a href="#">Data Portal</a>
CSD Census Tableau <a href="#">Data by County</a>			Population Reference Bureau <a href="#">KidsData</a>

## Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)

Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4

1. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2)

Since specific data related to migrant and seasonal farmworkers' poverty rates and its prevalence related to gender, age, and race/ethnicity are not contained in the US Census data, CVOC uses data from The California Farm Labor Force Overview and Trends from the National Agricultural Workers Survey (NAWS). CVOC also uses other local data as referenced in the Migrant and Seasonal Farmworker Community Needs Assessment. CVOC also includes data compiled as part of the Workforce Investment and Opportunities Migrant and Seasonal Farmworker (WIOA 167 MSFW) Program Plan submitted to Department of Labor. CVOC includes program data collected via our agency databases to determine poverty rates based on various demographics.

2. Describe the geographic location(s) that your agency is funded to serve with CSBG. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

CVOC services the low-income migrant seasonal farm worker community in the heart of California's agriculturally rich San Joaquin Valley. The fertile soil, flat land, climate, and systems of irrigation canals have made the San Joaquin Valley one of the highest agricultural producing regions of California's agriculture industry. CVOC's Migrant and Seasonal Farmworker service area is made up of both rural farmland, and metropolitan areas, which are predominately located in close to Interstate 5, and Highway 99 that pass through the counties. CVOC provides CSBG/MSFW funded services all throughout Merced, Madera, Mariposa, Tuolumne, and Stanislaus Counties in both the metropolitan and rural areas of each county. CVOC has long-standing and established physical locations in Winton, Modesto, Ceres and Madera. In 2022, CVOC expanded our physical presence in Westside of Stanislaus County through the soft opening of our Patterson service center. Our office in Patterson will provide services to the rural communities such as Newman, Westly, and Grayson with greater access to community resources. As of April 2023, CVOC Patterson has served a total of 119 individuals.

3. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

**Federal Government/National Data Sets**

- Census Bureau
- Bureau of Labor Statistics
- Department of Housing & Urban Development
- Department of Health & Human Services
- National Low-Income Housing Coalition
- National Center for Education Statistics
- Academic data resources
- Other online data resources
- Other

**Local Data Sets**

- Local crime statistics
- High school graduation rate
- School district school readiness
- Local employers
- Local labor market
- Childcare providers
- Public benefits usage
- County Public Health Department
- Other

DRAFT

**California State Data Sets**

- Employment Development Department
- Department of Education
- Department of Public Health
- Attorney General
- Department of Finance
- State Covid-19 Data
- Other

**Agency Data Sets**

- Client demographics
- Service data
- CSBG Annual Report
- Client satisfaction data
- Other

**Surveys**

- Clients
- Partners and other service providers
- General public
- Staff
- Board members
- Private sector
- Public sector
- Educational institutions

4. If you selected "Other" in any of the data sets in Question 4, list the additional sources.

CVOC used public records and data for research of Migrant and Seasonal Farmworkers using NAWS, NASS, Census, other reports, and community assessments.

5. Indicate the approaches your agency took to gather qualitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

**Surveys**

- Clients
- Partners and other service providers
- General public
- Staff
- Board members
- Private sector
- Public sector
- Educational institutions

**Focus Groups**

- Local leaders
- Elected officials
- Partner organizations' leadership
- Board members
- New and potential partners
- Clients
- Staff

**Interviews**

- Local leaders
- Elected officials
- Partner organizations' leadership
- Board members
- New and potential partners
- Clients

 **Community Forums** **Asset Mapping** **Other**

6. If you selected “Other” in Question 6, please list the additional approaches your agency took to gather qualitative data.

CVOC uses public records to conduct research of Migrant and Seasonal Farmworkers in all five counties using NAWS, NASS, Census, other reports and community assessments.

7. Describe your agency’s analysis of the quantitative and qualitative data collected from low-income individuals and families. (Organizational Standards 1.1, 1.2, 3.3)

Central Valley Opportunity Center analysis of the needs of the farmworker population of Merced, Madera, Mariposa, Stanislaus and Tuolumne County consisted of a review of current program operations, evaluation of program effectiveness, community needs assessments meetings, solicitation of input from the farmworker community, coordination meetings with other service providers as well as examination of the agriculture worker community profile and identify needs of the farmworkers of our services area. CVOC conducted a Community Needs Survey as part of the annual planning process and sent surveys out to stake holders. The results of this Community Needs Surveys are included in the Community Needs Assessment.

As a part of the preparation of the 2024/2025 Community Action Plan – Migrant Seasonal Farmworkers, CVOC completed a Community Needs Assessment during February through April. The Community Needs Assessment was designed to identify the causes and conditions of poverty of migrant and seasonal farmworkers in CVOC Service Area as well as the needs of the farmworkers. In addition, CVOC sought out input from stakeholders on the service priorities. Using information gather though the Community Needs Assessment, an analysis of both qualitative (data that was gathered through surveys, at community meetings, input from CVOC staff and farmworker clients, input from local agencies) and quantitative data (statistics gathered from Census data and other sources), CVOC developed the Community Needs Assessment that is reflective of the input of data these 2 data gathering methods.

8. Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency’s service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9), Organizational Standard 2.2)

A. Community-based organizations

CVOC utilized the Community Needs Assessment Survey and 12 Community Meetings were conducted in person in (3 in Madera, 3 in Merced and 6 in Stanislaus counties) to survey all sectors of the community. Surveys were distributed and meeting invitations were emailed out to all CVOC community-based organization within CVOC partnerships. Results from completed surveys were entered on an Excel spreadsheet and analyzed to determine responses from the various entities. The Survey asked respondents to identify which sector they represent and this information was analyzed to determine the input by sector. During Community Meetings, any verbal input from representative of

these sectors was also included in CVOC Community Needs Assessment. During the community needs assessment process community-based organizations identified homeless services, career and training services, affordable housing and additional community resources as needs in the community.

#### B. Faith-based organizations

CVOC utilized the Community Needs Assessment Survey and 12 Community Meetings were conducted in person (3 in Madera, 3 in Merced and 6 in Stanislaus counties), to survey all sectors of the community. Surveys were distributed and meeting invitations were emailed out to all CVOC faith-based organization within CVOC partnerships. Results from completed surveys were entered on an Excel spreadsheet and analyzed to determine responses from the various entities. The Survey asked respondents to identify which sector they represent and this information was analyzed to determine the input by sector. During Community Meetings, any verbal input from representative of these sectors was also included in CVOC Community Needs Assessment. During the collection of surveys, faith-based organization staff mentioned emergency shelter services, homeless assistance services, rental assistance, and job training as the top needs in the community.

#### C. Private sector (local utility companies, charitable organizations, local food banks)

CVOC utilized the Community Needs Assessment Survey and 12 Community Meetings were conducted in person (3 in Madera, 3 in Merced and 6 in Stanislaus counties) to survey all sectors of the community. Surveys and meeting invitations were emailed out to all CVOC private sector organization within CVOC partnerships. Results from completed surveys were entered on an Excel spreadsheet and analyzed to determine responses from the various entities. The Survey asked respondents to identify which sector they represent and this information was analyzed to determine the input by sector. During Community Meetings, any verbal input from representative of these sectors was also included in CVOC Community Needs Assessment. During the collection of surveys, representatives of the private sector identified shelter assistance for homeless individuals, training and career services, affordable housing, and substance abuse counseling as the top needs in the community.

#### D. Public sector (social services departments, state agencies)

CVOC utilized the Community Needs Assessment Survey and 12 Community Meetings were conducted in person (3 in Madera, 3 in Merced and 6 in Stanislaus counties) to survey all sectors of the community. Surveys and meeting invitations were emailed out to all CVOC public sector agencies within CVOC partnerships and announced at local partnership meetings. Results from completed surveys were entered on an Excel spreadsheet and analyzed to determine responses from the various entities. The Survey asked respondents to identify which sector they represent and this information was analyzed to determine the input by sector. During Community Meetings, any verbal input from representative of these sectors was also included in CVOC Community Needs Assessment. During the collection of surveys, representatives of the public sector mentioned homelessness services, affordable housing, and assistance for dislocated workers and disabled

individuals as needs in the community.

#### E. Educational institutions (local school districts, colleges)

CVOC utilized the Community Needs Assessment Survey and 12 Community Meetings were conducted in person in (3 in Madera, 3 in Merced and 6 in Stanislaus counties) in order to insure we gathered as much input from all sectors of the community. Surveys and meeting invitations were emailed out to all CVOC educational institutions within CVOC partnership and announced at partnership meetings. Results from completed surveys were entered on an Excel spreadsheet and analyzed to determine responses from the various entities. The Survey asked respondents to identify which sector they represent and this information was analyzed to determine the input by sector. During Community Meetings, any verbal input from representative of these sectors was also included in CVOC Community Needs Assessment. During the collection of surveys, educational institution representatives identified career training services, rental assistance, emergency shelter, and GED courses as the top needs in the community.

9. “Causes of poverty” are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of the data, describe the causes of poverty in your agency’s service area(s). (Organizational Standard 3.4)



Unemployment/Working Poor: Farmworkers who are unable to obtain employment in seasonal agriculture, lack specific vocational skills in occupations that would enable them compete for full-time, year-round employment opportunities both within and outside agriculture. CVOC's service area hourly wage ranges from \$ 15.81 - \$ 16.62, which is \$32,880 to \$ 34,580 annually for farmworkers. Earnings on the higher end of the pay scale are still under the federal poverty level for a family of four. Farmworker clients who have acquired new skills are forced to compete with highly skilled applicants for entry-level positions. The newly trained workers require assistance in job-search techniques in order to be able to obtain employment in skilled occupations. The unemployment rate in the service area ranges from, 5.6% to 11.2% which is higher than the state and national average. During the community needs assessment service area residents identified unemployment as the number one problem facing their communities. Residents also mentioned a need for higher wage jobs in the area.

Homelessness: Homeless and those at risk of becoming homeless cite lack of affordable housing, low wages and seasonal employment, lack of education and job skills as well as drug, alcohol and mental health issues are at the root of their homelessness. Addressing the varied problems of the chronic homeless clients is a challenge facing agencies addressing the homeless problem. Most successful programs and services are directed at those that are homeless due to lack of job skills, loss of employment, or need temporary shelter/rent assistance to avoid becoming homeless. During our community needs assessment ranked homelessness was the second highest problem facing their community.

Lack of Affordable Housing: Farmworkers who are unemployed, or have been employed in part-time or seasonal work cited the rising cost of housing as a major problem. Farmworker housing continues to be limited in the area and no new farm labor housing has been built in the last decade. CVOC's service area has a total of 13 farm labor housing centers, which are a mix of year-round farmworkers housing and temporary migrant center, currently all centers are full with waitlist for year-round housing. Farmworkers that must leave temporary farmworker housing find that safe, adequate and affordable housing is difficult to obtain. Farmworker clients state that most of their income is spent paying their rent which leaves little left to pay utilities, phone and other basic needs. Affordable housing was identified as a need by various sectors of the community.

Illiteracy/Low Educational Attainment: Illiteracy/High School Drop-out Rates: Recent immigrants and the large farmworker and Hispanic populations are limited in their ability to read, write and speak English. This problem manifests itself in two ways: (1) those who have marketable job skills are often denied work because their English skills are limited and, (2) are unable to receive training for jobs due to their inability to understand written and spoken English. Persons who have not attained a High School Diploma or GED have a harder time finding employment other than field work or other unskilled labor. Most employers require a minimum educational level of at least high school. Even lower skilled employment requires basic reading and math skills at the high school level. High School drop-outs are more likely to live in poverty. The average education level for California Farmworkers is 8th grade, and only 25% report to have taken at least one adult education class in the United States. According to the California Department of Education, statewide Migrant students have a 11% drop out rate for school year 2020/2021. The same data indicated that in CVOC's service area has counties where migrant student have a 6.3%-14% drop

out or non-completion rate.

Unforeseen Emergency Services: Migrant and Seasonal Farmworker families do not have the financial resources to handle even minor emergencies. Due to the seasonal nature of agriculture employment, farmworkers do not always have an income. Farmworker families often require assistance for travel, health, food, housing, clothes or other one-time needs.

Community Resources: Farmworkers cited a lack of resources in their communities. Limited resources that provide direct assistance to the low-income clients do not always reach those most in need. Farmworker residents were concerned that there was not enough information available on how to apply for services and which agencies were providing the services. Although there are services to assist the low-income population, certain segments of the low-income population such as farmworkers, limited English speaking individuals, recent immigrants, clients residing in rural communities and youth often lack the knowledge of available community resources. For farmworkers who are undocumented, accessing community resources may be limited due to immigration status or general mistrust of data collectors. CVOC acknowledges the need to improve visibility and knowledge of resources that can provide housing, transportation, childcare, etc., and how it has failed to reach these segments of the low-income communities.

COVID-19: The coronavirus pandemic pushed more people into poverty through the loss of income either due to a sudden death, or job loss. The pandemic has disproportionately affected minority and low-income communities. In California, farm and food production employer continually failed to protect workers from COVID-19 outbreaks and had four times the violations than any single industry. Employer were found to not provide PPE for workers or enforce proper social distancing. Poor working conditions, fear of losing employment if they called in sick, and overcrowded housing increased cases in farmworker communities.

10. “Conditions of poverty” are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of the data, describe the conditions of poverty in your agency’s service area(s). (Organizational Standard 3.4)

Economic Conditions: Poor economic conditions reduce the growth of the farmworker community in CVOC MSFW service area. Farmworker clients and local service groups, who responded to CVOC's Community Needs Survey, cited unemployment and lack of adequate income from employment (working poor) as a contributing factor to most other problems facing the farmworker and low-income communities. Service area residents cited a need for higher paying job in the region. For the month of March 2023, the unemployment rate in CVOC's MSFW service area ranges from 5.6% to 11.2%. The average wage for a farmworker in the service area ranges from \$15.81 - \$16.62 an hour, which is \$32,880 to \$ 34,580 annually, however seasonal employment and piece rate pay make farmworker's annual income far less than the hourly rate would suggest.

Health and Access: Poor health and access to healthcare can reduce an individual's chances of employment and income earning potential. Residents of the farmworker communities are not able to access health care for a variety of reasons. The State of California requires everyone to have health insurance and those who have failed to purchase health insurance or enroll into free medical insurance cite the lack of health care and availability of facilities as a major concern. Health care costs remain high and low-cost or no cost clinics are unable to meet the needs of those who lack health care insurance. Lack of knowledge of how to access health insurance appears to be a problem for those that are socially isolated due to language barriers or legal residency issues. The University of California Merced, and California Department of Public Health surveyed California farmworkers and found that 41.7% of San Joaquin Valley surveyed laborers had a chronic health condition. In the same study, 18.3% of laborers surveyed reported feeling anxious, or on edge. Additionally, 42.6% of San Joaquin Valley respondents reported not having any form of health insurance, thus limiting their access to health care. During our community needs assessment, service area residents identified the lack of access to health care as the fourth highest problem in their community.

Safety: The lack of safety in farmworker communities reduces the growth of low-income individuals in those neighborhoods. Residents of farmworker communities cite crime and gang violence in their communities as a major problem. Farmworkers are vulnerable in terms of the being able to recover from the personal impact of crimes due to lack of resources to replace property, obtain needed medical attention, relocate to safer areas, or to report a crime for fear of deportation. Gang related activities have been at the center of many forums and discussions within CVOC MSFW Service Area. While most community leaders, agencies and law enforcement have spent time and resources on gang prevention, there is no easy solution to the problem of organized gang crimes. Most agencies focus on gang prevention through the provision of services to deter youth.

Changing Climate: Climate change effects the most disadvantaged communities the hardest, and farmworkers are among the many individuals who were devastated by the record-breaking rain in California's winter months, and wildfires all around the state the previous summer. During the recent winter storms farmworkers reported loss of income, and damage to their homes. In Merced County, rural areas dependent on agriculture such as Planada, were evaluated due to flooding. As fires raged on and around the Central Valley last year, farmworkers remained working outdoors on farms exposed to poor air quality and ash. One in six farmworkers reported that

smoke from nearby fires made it difficult to breathe. Inhaling smoke for even a short period of time can cause immediate irritation and prolonged exposure can lead to damage of windpipe, breathing passages and lungs; leading to possible long-term illnesses limiting potential earning and medical expenses.

11. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 1.3)

CVOC surveys all clients participating in agency programs at varying intervals to determine satisfaction with the services provided. From these surveys, CVOC analyzes the responses of the clients and includes these in the planning and development of programs and services as well as reports to the CVOC Board of Directors. During the 2024/2025 CSBG Annual Plan development and Community Needs Assessment process, CVOC included a customer satisfaction survey question: "If you have used or are familiar with CVOC's programs and services, please complete the following scale. Please rate the quality and effectiveness of CVOC's services. (Please enter a check mark in the box using key below) 1= Poor; 2= Fair 3=Good 4= Excellent; or DK = Don't Know." Results of these surveys were included as part of the Community Needs Assessment. See Appendix C

## Community Needs Assessment Results

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

State Plan 14.1a

### **Table 1: Needs Table**

Complete the table below. Insert row(s) if additional space is needed.

Needs Identified	Level	Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
Unemployment	Family Level	Yes	Yes	Yes
Homelessness Services	Community Level	Yes	Yes	Yes
Crime/Gang Violence Prevention	Community Level	No	No	No
Healthcare Access and Availability	Community Level	No	No	No
Illiteracy/High School Dropout Rates	Family Level	Yes	Yes	Yes

**Needs Identified:** List the needs identified in your most recent CNA.

**Level:** List the need level, i.e., community or family. **Community Level:** Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. **Family Level:** Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

**Essential to Agency Mission:** Indicate if the identified need aligns with your agency's mission.

**Currently Addressing:** Indicate if your agency is already addressing the identified need.

**Agency Priority:** Indicate if the identified need will be addressed either directly or indirectly.

**Table 2: Priority Ranking Table**

List all needs identified as an agency priority in Table 1. Insert row(s) if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category	Why is the need a priority?
1. Employment Job Skills Training and Job Placement Assistance	Vocational Training, Job Search Workshops, Job Development, Job Placement, Employment Support Services	FNPI and SRV	Community residents identified unemployment as the largest problem facing their community and unemployment rate in the County is high. Through employment and career services CVOC will provide the tools needed to self-sufficiency.
2. Homeless Prevention and Homeless Assistance	Rental Assistance, Hotel/Motel Stays, Housing Counseling, Tenant/Landlord mediation, Referral Services	FNPI and SRV	Community residents identified homelessness as the second most pressing issue facing their community. CVOC will provide rental assistance, housing counseling, mediation, and referrals to additional assistance to individuals who are housing insecure. CVOC will assist homeless individuals by providing emergency shelter and referrals to long-term shelters.
3. Housing/Energy Assistance	Energy Payment Assistance, Home Weatherization, Appliance Replacement	FNPI and SRV	Adequate and safe housing is essential for overall health, quality of life, and employment stability.
4. Education GED, ESL	High School Equivalency Classes, English-as-a-Second language Classes, Remedial Education,	FNPI and SRV	Community residents identified Illiteracy and High School Dropout as the fifth highest problem facing their community. CVOC provides educational services to promote career and educational advancement.
5. Youth Services	Migrant Summer Educational Program. Youth In-School Work Experience	FNPI and SRV	Community residents identified Illiteracy and High School Dropout as the fifth highest problem facing their community. CVOC will assist MSFW Youth through education and career

			exploration to break cycle of poverty.
6. Community Resources Accessibility to Needed Services	Community Resources Referral and Coordination.	FNPI, CNPI and SRV	Referrals and coordination are an important part of removing barriers to self-sufficiency for clients facing a variety of challenges. CVOC refers clients to community partners that can fill service gaps or have an additional expertise in area of need.
7. Program Development	Planning and program expansion and development. Coordinating and collaboration to expand services.	CNPI	Emergency assistance provides supportive services to remove temporary barrier to obtaining stable employment, vocational training, or higher educational attainment.
8. Transportation Assistance	CVOC Transportation system, bus pass, emergency transportation assistance, transportation to needed social services.	FNPI and SRV	Transportation assistance is a priority due to the lack of public transportation. Lack of transportation cited as a major barrier to access services and training.
9. Emergency Assistance	Emergency Food, Shelter, clothing, and other services	FNPI and SRV	Emergency assistance provides supportive services to remove temporary barrier to obtaining stable employment, vocational training, or higher educational attainment.

**Agency Priorities:** Rank your agency's planned programs, services and activities to address the needs identified in Table 1 as agency priorities.

**Description of programs, services, activities:** Briefly describe the program, services or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

**Indicator/Service Category:** List the indicator(s) (CNPI, FNPI) or service(s) (SRV) that will be reported in CSBG Annual Report.

**Why is this need a priority:** Provide a brief explanation about why this need has been identified as a priority. Connect the need with the data. (CSBG Act Section 676(b)(3)(A))

## Part II: Community Action Plan

CSBG Act Section 676(b)(11)

California Government Code Sections 12745(e), 12747(a)

California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

### Vision and Mission Statement

#### 1. Provide your agency's Vision Statement.

Our vision is that people in our communities have stable and secure futures.

#### 2. Provide your agency's Mission Statement.

Our mission is to provide employment, skills training, education, and emergency services to improve the quality of life for farmworkers and underserved members in our communities.



## Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b); 676(b)(10)

California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10))

CVOC's Board of Directors is a tripartite board which includes representation from the low/moderate income community as well as representation from the public sector which may include representatives from community organizations that serve the low-income population. Should an individual, group or organization that serves the low-income request representation on the CVOC Board of Directors, the procedure for submission of an application and procedures for selection of Board representatives, contained in the CVOC Board of Directors By Laws will be followed. A copy of the CVOC By Laws have been submitted to the Department of Community Services and Development and are available for review at the CVOC Administrative Offices in Winton, California. Representation on the CVOC Board of Directors is dictated by the By Laws and requests to amend the Board representation must follow the procedures contained in the By Laws.

## Service Delivery System

CSBG Act Section 676(b)(3)(A)

State Plan 14.3

1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan 14.3)

CVOC will comply with the requirement to serve eligible beneficiaries as defined by Government Code Section 12730(f). CVOC performs intake and eligibility determinations on all clients seeking any type of financial assistance under the CSBG/MSFW program/s. CVOC has developed a Client Intake/Eligibility system which ensures that clients are eligible to receive services. CVOC's Management Information Systems provides for proper documentation of eligibility for services. CVOC allows for self-certification for short-term services when clients are not able to produce verification of income. However, CVOC has access to EDD Wage Report verification information and in most cases can obtain some proof on income to determine that the client meets the income eligibility for services. CVOC's service delivery system focuses heavily on Family Self-Sufficiency activities due to the serious family development needs of the migrant and seasonal farmworker populations. Given the socio-economic conditions of the agricultural workers and taking into consideration economy, labor market and growth occupations, CVOC's strategy provides services that remove common employment barriers, provide job skills training, and job placement assistance with the goal of self-sufficiency.

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part I, Question 1 informs your service delivery and strategies in your service area?

CVOC conducts a Community Needs Assessment every two years and identifies the current needs of the farmworkers in Stanislaus, Merced, Madera, Mariposa, and Tuolumne counties. CVOC uses client input gathered through customer satisfaction surveys, employer surveys, and agency data; as well as poverty data in relation to race/ethnicity, gender, age, as a critical part of the Community Needs Assessment process. CVOC uses data collected to inform the service delivery and strategies CVOC will follow.

## Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); (3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)

California Government Code Sections 12747, 12760

Organizational Standards 2.1, 2.4

State Plan 9.3a, 9.3b, 9.4b, 9.6, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

CVOC coordinates the CSBG/MSFW Program with all other programs operated by the agency or other agencies that serve the migrant and seasonal farmworker population of CVOC's Farmworker Service Area. Central Valley Opportunity Center pursues a course of community involvement and cooperation for the maximum utilization of resources. CVOC is participating in several of the current efforts to coordinate and improve the provision of education and employment services. These projects include Welfare to Work, School to Work and One Stop Shop initiatives. CVOC's approach is to provide farmworker clients with supportive services through an active referral program to community resources capable of providing the desired service. Relations with other service deliverers have been established through financial and non-financial agreements. Other cooperative relationships have been developed through 44 years of working together to improve our communities.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(9), Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

CVOC has active representation on the Madera, Merced and Stanislaus County Workforce Innovation and Opportunities (WIOA) Boards and MOU and service agreements that include the development of policies and service systems to increase employment and training services to migrant/seasonal farmworkers and other dislocated agricultural workers. CVOC has a service MOU agreement with the Human Services Departments in, Merced, Madera and Stanislaus County and has partnered with these agencies on Welfare to Work projects. CVOC has operated several projects in conjunction with the local Employment Development Department for providing Rapid Response for dislocated agricultural workers. CVOC has developed service partner agreement with Migrant Education in Merced and Stanislaus County to provide work experience to migrant youth clients. CVOC partners with the Merced County Office of Education to provide a Summer Migrant Youth education program. During 2021 in response to the COVID-19 pandemic, CVOC developed partnerships with the County of Madera, Merced and Stanislaus agencies to coordinate and provide direct services to farmworkers.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), State Plan 9.3a, California Government Code 12760)

CVOC seeks to coordinate resources with other CSD-funded agencies such as local Community Action Agencies, local government agencies, and non-government agencies in our farmworker service area to avoid duplication of services, while still maintaining the best outcomes for our clients. Exchange of service information takes place regularly and line staff have developed methods for joint service to clients. Management staff participates in local planning sessions and special project development. CSBG/MSFW program funds will be utilized to foster linkages with neighborhood-based and community projects with the goal of coordinating activities and services to meet the needs of migrant and seasonal farmworker families. CVOC maintains outreach networks through staff participation at community meetings, community events, job fairs, or other functions that are of interest to the farmworker community.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747)

CVOC's strives to maximize services by leveraging CSBG/MSFW funds with other public and private resources both within the agency and through participation in cooperative programs with other agencies. Some examples of this includes; CVOC utilizes Workforce Innovation and Opportunity Act funds to augment CSBG/MSFW employment in training activities for migrant and seasonal farmworkers and dislocated agriculture workers. CVOC utilizes High School Equivalency (HEP) funds to enhance CSBG/MSFW services in the areas of high school diploma and GED attainment. CVOC has received various emergency assistance and jobs programs targeted to farmworkers and other dislocated agricultural workers CVOC's receives funding for farmworker housing and utility assistance. Through the leveraging of these resources and other resources, CVOC provides a much broader range of services and more comprehensive activities to our farmworker clients.

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747)

In the event that federal funding is reduced, management will notify the CVOC Board of Directors of the amount of the reduction, the status of the current programs and provide an evaluation of the current program activities. The Board of Directors, along with management staff, will develop proposed reductions and/or elimination of activities based on the following:

1. Determination of activities which may be funded from other sources such as other grants/contracts, in kind services, volunteer programs or increased match contributions.
2. Evaluation of staff assigned to the CSBG/MSFW program activities, workloads in light of reduced funding for consideration or consolidated of positions, lay-off recommendations and alternative funding of positions.

3. Review of across-the-board reduction of program activities and services in relation to the amount of the funding reduction.

The CVOC Board of Directors will hold public hearings and request input on service reductions. The Board and management staff will prepare a recommendation on the reductions and consider alternatives prior to a final decision.

While any reduction in funding will impact the service levels, total elimination of funding would impact the ability of the agency to continue to operate some major components of our programs for farmworkers. Severe reductions in CSBG/MSFW funding would reduce services in areas of employment and training and education services, emergency services, public education and a substantial portion of the family development activities, reduce the ability of the agency to maintain the planning/development and agency coordination functions.

6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)

CVOC 's tracking and reporting of volunteer hours are limited to the CVOC Board of Directors volunteer hours as there is no other current active volunteer program. CVOC volunteer board hours are tacked by the board liaison through attendance at board and committee meetings, attendance at board trainings and conferences.

7. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

CVOC utilizes CSBG/MSFW funds to support three (3) projects that provide critical services for at-risk-farmworker youth.

1. Migrant Summer Education Program – 6-week summer program for migrant youth at risk of dropping out of high school or lack the required credit for High School graduation. Program provides summer school in needed high school subjects with high school credit needs for graduation.
2. High School Equivalency Program – provides farmworker youth and adults with GED preparation courses and GED testing/attainment.
3. Migrant Youth Work Experience – provides in-school migrant youth with paid work experience.

CVOC provides information and referral as well as public education to inform and the farmworker population of child care programs provided by local education agencies. CVOC coordinates with local child care and after school program to provide child care services to assist the farmworker

population.

8. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school childcare. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

CVOC has pursued a course of community involvement for the maximum utilization of resources. CVOC's approach is to provide its participants with supportive services through an active referral program to community resources capable of providing the desired service. CVOC staff also plays a strong advocacy role within the social services community by maintaining linkages with area agencies and monitoring the availability of services to the farmworker population. Additionally, CVOC also coordinates with other local At-Risk youth programs to provide job training, work experience, life skills training, job development, volunteer opportunities and youth mentoring. CVOC provides information and referral as well as public education to inform and the farmworker population of child care programs provided by local education agencies. CVOC coordinates with local child care and after school program to provide child care services to assist the farmworker population.

9. Describe the coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5); State Plan 9.4b)

CVOC provides employment and training activities funded directly with CSBG/MSFW fund which are coordinated with funding CVOC receives from the Department of Labor Workforce Innovation and Opportunity Act (WIOA 167) Migrant and Seasonal Farmworker, WIOA Housing and Workforce Innovation and Opportunity Act (WIOA) and Dislocation Agriculture Worker Program. CSBG funds are used to augment the employment and training activities and services through increased family development activities, increased vocational training opportunities, additional provisions of support services and emergency services, additional job search and retention services, support for special projects, and transportation services which allows clients to participate in WIOA programs.

10. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan 14.4)

CVOC provides direct assistance in the form of food vouchers and through referral to local food banks, Cal Fresh (SNAP) programs, WIC, or other agencies. CVOC provides referrals to faith-based organizations that provide emergency food assistance CVOC provides nutrition public education classes that include information on applying for the food assistance program as well as

information on shopping for and preparing low-cost meals.

11. Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under Title XXVI, relating to low-income home energy assistance (LIHEAP) that are conducted in the community. (CSBG Act Section 676(b)(6))

CVOC provides direct assistance in the form of rental and utility payment assistance for farmworker clients who are in jeopardy of losing their housing and/or utilities or are homeless and need assistance in obtaining housing. CVOC provides referral to local housing programs for assistance in home purchases, housing rehabilitation or other housing needs. CVOC provides direct LIHEAP services in Stanislaus County to farmworkers and referral to local LIHEAP home weatherization and energy conservation programs in Madera, Merced, Mariposa and Tuolumne counties.

12. Describe how your agency coordinates services with your local LIHEAP service provider?

CVOC is a LIHEAP provider in Stanislaus County and provides low-income farmworker clients with referrals to LIHEAP home weatherization and energy assistance program in Madera, Merced, Mariposa and Tuolumne counties.

13. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan 14.3d)

CVOC utilizes funds to support community initiatives and provides non-financial support through active participation in neighborhood initiatives and innovative community projects. CVOC receives a number of local contracts which are designed to address the goal of strengthening families and moving families from dependence on public assistance to self-sufficiency.

CVOC's operation of the Cal Works program and public education activities include goals of family development and parental responsibility. CVOC's Case Management approach to services includes the goal of strengthening families and assisting families to develop goals for themselves and their communities. CVOC partners with local agencies involved in community and neighborhood initiatives to include the goal of family development.

14. Describe how your agency will develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations. (CSBG Act Section 676(b)(3)(B), State Plan 9.3b)

CVOC has a strong presence in the region and is an active partner in the service area provider network. We seek to collaborate and coordinate with partners and funders to strengthen services and achieve positive results for farmworkers. CVOC leadership and center management staff are

engaging and collaborative partners who attend community events, and regional collaborative meetings. Leadership and planning are constantly looking for new opportunities to apply for supportive funding and partnerships through new grants, projects, and activities that aligned with our agency mission.

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## Monitoring

CSBG Act Section 678D(a)(1)(A) and (B)

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include your process for maintaining high standards of program and fiscal performance.

CVOC utilizes the following systematic approach to monitoring all grants and programs operated by the agency:

**Compliance Monitoring:** To ensure that the requirements of a specified agreement or document are met. These are the Act Regulations, Annual Plan and any sub-agreement entered into under this grant as the documents against which compliance is monitored.

**Plan versus Actual Monitoring:** Provides CVOC with current information on the extent to which programs and various components are achieving goals in the Annual Plan or sub-grant contract. Using MIS reports, an analysis can be used to assess progress toward goals and objectives, to identify existing or emerging problems, and to indicate if corrective action should be initiated.

**Managerial Monitoring:** To review the quality of the program and effectiveness of services to participants. Program planners will "troubleshoot" problems identified through desk or compliance review, determine corrective action, provide technical assistance, and provide daily liaison with the agency or program to ensure that corrective action occurs.

Monitoring activities are operated through CVOC's Planning unit. Additional monitoring is conducted by CVOC Board of Directors through review of reports to the board and evaluations of the Strategic Plan goals and outcomes. CVOC conducts annual and monthly program evaluations. Program design includes performance measures, as well as procedures for obtaining required information, in order to conduct evaluation of the programs

2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.

N/A – CVOC does not use subcontractors.

## Data Analysis, Evaluation, and ROMA Application

CSBG Act Section 676(b)(12)

Organizational Standards 4.2, 4.3

1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

CVOC has a formal monitoring and evaluation structure which is utilized for controlling all the corporation's activities. The following brief outline summarizes the steps which are taken to track and report the CSBG program's progress.

- At the start of each program year, staff receive an orientation to the goals and activities of the program. Reporting forms and requirements are distributed and reviewed to ensure an understanding of the required reporting procedures.
- In-house reports are submitted by staff on a monthly basis to the County Director, who reviews them for completeness, accuracy and to determine the level of activity within each component of the program. Based on this information, the County Director will make staffing changes or other program modifications. The County Director submits reports to the Planning Unit before the 5th working day of each month.
- The Planning Unit prepares reports or will directly notify the Executive Director of program performance levels and areas of concern. Quarterly reports are submitted to the Executive Director for review and submission.

2. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

After implementing quarterly self-monitoring by the MIS Department, it was concluded that a number of Individual Employment Plans (IEP), and Family Development Matrix did not meet CVOC's standards of excellence. After this issue was identified, management staff implemented an IEP-focused training for all staff. IEPs are a crucial part of the core and intensive services Case Managers provide to Employment and Vocational Training participants. During IEP development case manager assess clients, determine barriers to self-sufficiency, set goals, and list referrals made to other programs or agencies. MIS and management identified main problems and prepared staff training. Staff is now better equipped to assist clients in the development of their IEP. In turn, participants improved in their attainment of employment, vocational, and education goals.

3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

During the COVID19 pandemic, CVOC identified the need for community resources in the westside of the County. CVOC assessed the possibility of expanding our physical presence and applied for general funding grants to open a new center. The process was long, but the new location opened in late 2022. City of Patterson CVOC Service Center provides services to the rural communities of Newman, Westly, and Grayson. As of April 2023, our new center has assisted 119 individuals.

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# Response and Community Awareness

## Diversity, Equity, and Inclusion

1. Does your agency have Diversity, Equity, and Inclusion (DEI) programs in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations?

Yes

No

2. If yes, please describe.

3. Does your agency have Diversity, Equity and Inclusion (DEI) policies in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations?

Yes

No

4. If yes, please describe.

Central Valley Opportunity Center is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. CVOC is an equal opportunity employer. Company policy prohibits unlawful discrimination based on race, color, creed, gender, gender identity, religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, pregnancy, sexual orientation, military or veteran status, or any other consideration made unlawful by federal, state, or local laws. CVOC also prohibits unlawful discrimination based on a perception that an employee, applicant, client or independent contractor has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful. CVOC is committed to compliance with all applicable laws providing equal employment opportunities and access to services to individuals regardless of race, color, creed, gender, gender identity, religion, marital status, registered domestic partner status, age, national origin or ancestry, medical condition including genetic characteristics, sexual orientation, military or veteran status, physical handicap, disability, or medical condition, except where physical fitness is a bona fide occupational qualification. CVOC will not tolerate any type of discrimination against applicants for employment, employees, students, clients, or persons doing business with CVOC, or independent contractors. CVOC prohibits unlawful discrimination by any employee of the company, including supervisors and co-workers. CVOC is an Affirmative Action Employer.

## Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster? The term disaster is used in broad terms including, but not limited to, a natural disaster, pandemic, etc.

Yes

No

2. If yes, when was the disaster plan last updated?

3. Briefly describe your agency's main strategies to remain operational during and after a disaster.

CVOC's internal methods of remaining operational during a disaster require that management teams meet to develop written plans and procedures in response to the disaster. Rather than a single plan, CVOC has a method of development of a response to a disaster which includes a written plan/directive/s specific to the need to remain operational.

# Federal CSBG Programmatic Assurances and Certification

CSBG Act 676(b)

## Use of CSBG Funds Supporting Local Activities

**676(b)(1)(A):** The state will assure “that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

- i. to remove obstacles and solve problems that block the achievement of self-sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);
  - ii. to secure and retain meaningful employment;
  - iii. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
  - iv. to make better use of available income;
  - v. to obtain and maintain adequate housing and a suitable living environment;
  - vi. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
  - vii. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
  - viii. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to
- 
- I. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
  - II. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

## Needs of Youth

**676(b)(1)(B)** The state will assure “that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

- I. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
- II. after-school childcare programs.

## **Coordination of Other Programs**

**676(b)(1)(C)** The state will assure “that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

## **Eligible Entity Service Delivery System**

**676(b)(3)(A)** Eligible entities will describe “the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state;

## **Eligible Entity Linkages – Approach to Filling Service Gaps**

**676(b)(3)(B)** Eligible entities will describe “how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations.”

## **Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources**

**676(b)(3)(C)** Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources.”

## **Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility**

**676(b)(3)(D)** Eligible entities will describe “how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting.”

## **Eligible Entity Emergency Food and Nutrition Services**

**676(b)(4)** An assurance “that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.”

## **State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities**

**676(b)(5)** An assurance “that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act.”

## **State Coordination/Linkages and Low-income Home Energy Assistance**

**676(b)(6)** “[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community.”

## **Community Organizations**

**676(b)(9)** An assurance “that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations.”

### **Eligible Entity Tripartite Board Representation**

**676(b)(10)** “[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation.”

### **Eligible Entity Community Action Plans and Community Needs Assessments**

**676(b)(11)** “[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs.”

### **State and Eligible Entity Performance Measurement: ROMA or Alternate System**

**676(b)(12)** “[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization.”

### **Fiscal Controls, Audits, and Withholding**

**678D(a)(1)(B)** An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

- By checking this box and signing the Cover Page and Certification, the agency’s Executive Director and Board Chair are certifying that the agency meets the assurances set out above.**



## State Assurances and Certification

California Government Code Sections 12747(a), 12760, 12768

### **For CAA, MSFW, NAI, and LPA Agencies**

[California Government Code § 12747\(a\)](#): Community action plans shall provide for the contingency of reduced federal funding.

[California Government Code § 12760](#): CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

- By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

### **For MSFW Agencies Only**

[California Government Code § 12768](#): Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

- By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

## Organizational Standards

### Category One: Consumer Input and Involvement

**Standard 1.1** The organization/department demonstrates low-income individuals' participation in its activities.

**Standard 1.2** The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

**Standard 1.3 (Private)** The organization has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

**Standard 1.3 (Public)** The department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the tripartite board/advisory body, which may be met through broader local government processes.

### Category Two: Community Engagement

**Standard 2.1** The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

**Standard 2.2** The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

**Standard 2.4** The organization/department documents the number of volunteers and hours mobilized in support of its activities.

### Category Three: Community Assessment

**Standard 3.1 (Private)** Organization conducted a community assessment and issued a report within the past 3 years.

**Standard 3.1 (Public)** The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

**Standard 3.2** As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

**Standard 3.3** The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

**Standard 3.4** The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

**Standard 3.5** The governing board or tripartite board/advisory body formally accepts the completed community assessment.

#### **Category Four: Organizational Leadership**

**Standard 4.1 (Private)** The governing board has reviewed the organization's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The organization's programs and services are in alignment with the mission.

**Standard 4.1 (Public)** The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The CSBG programs and services are in alignment with the mission.

**Standard 4.2** The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

**Standard 4.3** The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

## Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as the community need assessment, surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.

Document Title	Appendix Location
Copy of the Notice(s) of Public Hearing	A
Low-Income Testimony and Agency's Response	B
Community Needs Assessment	C

***Appendix C***

***COMMUNITY NEEDS  
ASSESSMENT***

***CVOC Migrant and  
Seasonal  
Farmworker Service  
Area***



# **2023 Migrant and Seasonal Farmworker Community Needs Assessment**

**(Madera, Mariposa, Merced, Stanislaus and Tuolumne Counties)**

*Prepared by the CVOC Planning Department*

## **CVOC Farmworker Community Needs Assessment: Introduction**

*Central Valley Opportunity Center's Community Needs Assessment of the farmworker population of Merced, Madera, Mariposa, Stanislaus and Tuolumne counties consisted of a review of current program operations, evaluation of program effectiveness, community meetings, solicitation of input from the farmworker community and the community at large, coordination meetings with other service providers as well as examination of CVOC farmworker demographics. CVOC conducted a Community Needs Assessment Survey and sent/handed surveys out to our stakeholders. The results of this Farmworker Community Needs Survey are included.*

*To ensure that CVOC's Farmworker Community Needs Assessment is comprehensive, CVOC participates in development, coordination and planning activities with a wide variety of community organizations that are involved in assessing the needs of migrant and seasonal farmworkers as well other dislocates agriculture worker.*

### **Farmworker Community Profile**

CVOC's service area is comprised of the five California counties of Stanislaus, Merced and Madera, Mariposa and Tuolumne. Located in the heart of the agriculturally rich San Joaquin Valley, the service area's economy and employment is reliant upon agriculture. The most recent statistics from the California Department of Food and Agriculture California's \$51.1 billion-dollar agricultural industry supplies over a third of the nation's fruits and nuts. CVOC's service area includes the 5th, 6th and 11th highest agriculture revenue producing counties in the State. In 2022, California reported 420,800 persons employed in agricultural industry, the same data indicates that the San Joaquin Valley Region, which includes all five of CVOC's MSFW Counties, employed 201,400 persons in agriculture. The abundance generated by agriculture in this area has not translated into better living conditions for those that toil in the fields. Rural communities in California's most productive agricultural regions suffer from the highest unemployment rates, poverty and social problems.

CVOC's MSFW Service Area (Madera, Mariposa Merced, Stanislaus, Tuolumne counties) contain three of the top 15 agricultural areas in the state and the nation, yet have higher unemployment rates than the state unemployment rate of 4.4% and national unemployment rate of 3.4%.

<b>Top 15 Agricultural Counties 2021 -2022</b>			
<b>Rank</b>	<b>County</b>	<b>Total Value</b>	<b>Unemployment Rate – March 2023</b>
5	Merced	3,697,992	11.2%
6	Stanislaus	3,471,196	6.9%
11	Madera	2,045,553	8.7%

## **California Farmworker Statistics**

Throughout CVOC's forty-four (44) year history of operating NFJP programs, State Community Service Block Grant Farmworkers Programs, Department of Education High School Equivalency Programs and a variety of local Farmworker programs, CVOC has developed an in-depth understanding of local farmworker needs. Based upon one of the most comprehensive studies of farmworker characteristics, published in 2022 by the US Department of Labor, National Agricultural Workers Survey, the regions farmworker characteristics show the following characteristics for California farmworkers:

Male (69%), foreign-born (88%), from Mexico (84%), average age of 40, with 36% being under the age of 35, and 48% between the ages of 35-54. Foreign-born individuals make up (88%) of California farmworkers, and it has been estimated that over half (51%) of the labor force are unauthorized workers. The average educational level of California farmworkers is 8<sup>th</sup> grade, with 25% reported to have taken at least one adult education class in the United States. The majority of California farmworkers reported that Spanish (89%) was their primary language, and 84% stated that they spoke little to no English. A summary of CVOC service data on farmworker characteristics for clients served in the last two years shows that farmworkers in CVOC service area can be characterized as (1) predominately a member of a racial/ethnic minority, especially Latinx; (2) having less than 9<sup>th</sup> grade education; (3) seasonally employed or underemployed; (4) tending to be at the bottom of the income scale with few economic opportunities; (5) younger males, heads of households; and (6) having a primary language other than English.

## **Farmworkers and COVID-19**

Farmworkers were deemed essential workers during the COVID-19 pandemic, proving to the world something that MSFW providers and advocates have known for years. Farmworkers are among the most vulnerable individuals in our workforce, and although deemed essential, farmworkers were not provided with adequate labor protections and are still feeling the after effects of the pandemic. Farmworkers were front-line workers, often living in multigenerational and overcrowded housing, working in close quarters, and going to work while sick for fear of losing their job. Farmworkers contracted COVID19 at nearly three times the rate of other residents in California. Cal/OSHA reported that farm and food production employers had four time the violations than any single industry. Many farmworkers are left feeling the long-last health effects of the pandemic as 46.8% of San Joaquin Valley farm laborers who were surveyed by UC Merced reported that they did not feel back to normal after they contracted COVID-19.

## **Poverty Factors**

Seasonal Employment / Unemployment: According to the NAWs California crop workers were employed on average 37 weeks in farm jobs in the previous 12 months. Number of hours worked also varies by season, task, and crop, the NAWs reports that on average



farmworkers work 47 hours a week, while the American Consumer Survey, and UC Merced Farmworker Health survey report that the average median hours worked are closer to 40. The National Center for Farmworker Health (NCFH) estimates that there are over 46,900 farmworkers in CVOC's service area that area seasonally employed. The unemployment rate ranges from 5.6% to 11.2% in the service area, which is higher than the state and national unemployment rate. During our community needs assessment Stanislaus residents across all sectors of the community identified unemployment and a need for employment services as the top need in the service area.

Migrant Workers: While the number of migrant farmworkers has decreased over the last few decades, 13% of California farmworkers are still considered migrant workers, traveling more than 75 miles from their home base to the worksite. Migrant workers are generally workers that follow the crop season or migrant from their home country to the United States during growing and harvesting season. Migrating for work NCFH estimates that there are over 8,100 migrant farmworkers employed in CVOC's service area. Moving from location to location has become increasingly more expensive as necessary items such as gas, household essentials, and rent remain high.

Limited English: Limited verbal and written English skills limit occupational mobility. It is estimated that only 13% of California farmworkers speak and read English well. Verbal and written communication skills are essential for career advancement. English as a Second Language was identified as a need during the community needs process to be of importance to many community members across the service area.

Low Education Level: Limited academic or vocational education leads to lower earning potential and limits employment options. According to NAWS, only 33% of California farmworkers have a Highschool Diploma. The average education level for California Farmworkers is 8<sup>th</sup> grade, and only 25% report to have taken at least one adult education class in the United States. Additionally, Census data demonstrates that individuals with less than a high school diploma make up a higher percentage of individuals living in poverty. Migrant Youth have a higher rate of dropping out than the State average. Migrant students in the service area have a 6.3% to 14% drop out or non-completion rate.

Low Wages: Individuals working low-wage jobs are more likely to live in poverty. According to the Bureau of Labor Statistics farmworkers in CVOC's service area hourly wage ranges from \$ 15.81 - \$ 16.62, which is \$32,880 to \$ 34,580 annually for farmworkers. Annual earning on the higher end of the pay scale still places a family of four below federal poverty level.

Housing: Farmworkers often live in subpar and overcrowded housing. Rising housing costs have impacted farmworker the most. Housing and employment go hand in hand. Safe and secure housing is difficult to achieve without stable employment, and employment stability is impossible without stable and affordable housing. CVOC's service area has a total of 13 farm labor housing centers, which are a mix of seasonal

and permanent low-income farmworker housing; these housing programs have long waitlists and temporary migrant camps tent to fill up on opening day.

Immigration Status: As previously mentioned a majority of farmworkers in California are undocumented; without legal status or work authorization farmworkers are unable to secure stable employment. As of 2019, there is an estimated 71,000 unauthorized immigrants living in CVOC's service area, and while not all are employed in farmwork, agriculture is among the top industries to hire undocumented workers. While conducting our community needs assessment community members reported a need for immigration services, citizenship classes, and additional services for undocumented farmworkers in the community.

Changing Climate: California farmworkers are among the victims of climate change as it creates occupational hazards, and impacted the livelihood of farmworkers. United Farmworkers Union (UFW) surveyed 65,932 individuals, among those 13,190 were employed in agriculture; of those farmworkers surveyed 96% reported that their work was impacted due to the recent California rain storms; 53% reported that they lost more than a month of work; and 27% shared that their home had been damaged due to the rain. Record-breaking heatwaves, and wildfire smoke create occupational hazards. When surveyed by UC Merced, one in six farmworkers reported that smoke from near by fires made it difficult to breathe. Poor health caused by exposure to smoke can have a long-lasting effect on an individual's health that can interfere with earning potential and overall quality of life.

### **Career Aspirations**

According to the NAWs survey about 78% of farmworkers plan to continue working in agriculture for over five years and as long as they are able to do the work. On the other hand, 16% stated that they intended to remain in agriculture for 5 or less years. These aspirations indicate that farmworkers need nonagricultural and upgraded agricultural training opportunities. During the community needs assessment process, farmworkers in our service area expressed the need for more vocational and career training in various industries.

### **Community Resources**

The chart below is an analysis of the assistance programs in CVOC's service area and their effectiveness in terms of meeting the needs of the migrant and seasonal farmworkers. As noted in various sections of this proposal, the farmworker population is, in general, not familiar with or does not access mainstream social service programs. As evidenced by statistics gathered by CVOC and other organizations providing services to the farmworker population, public assistance programs such as SNAP (Cal Fresh), Cal Works (TNAF), WIC, SSI, Section 8, etc. are under used by this population. Although most of our clients are eligible for public assistance programs, less than 25% actually receive any type of assistance or even apply.

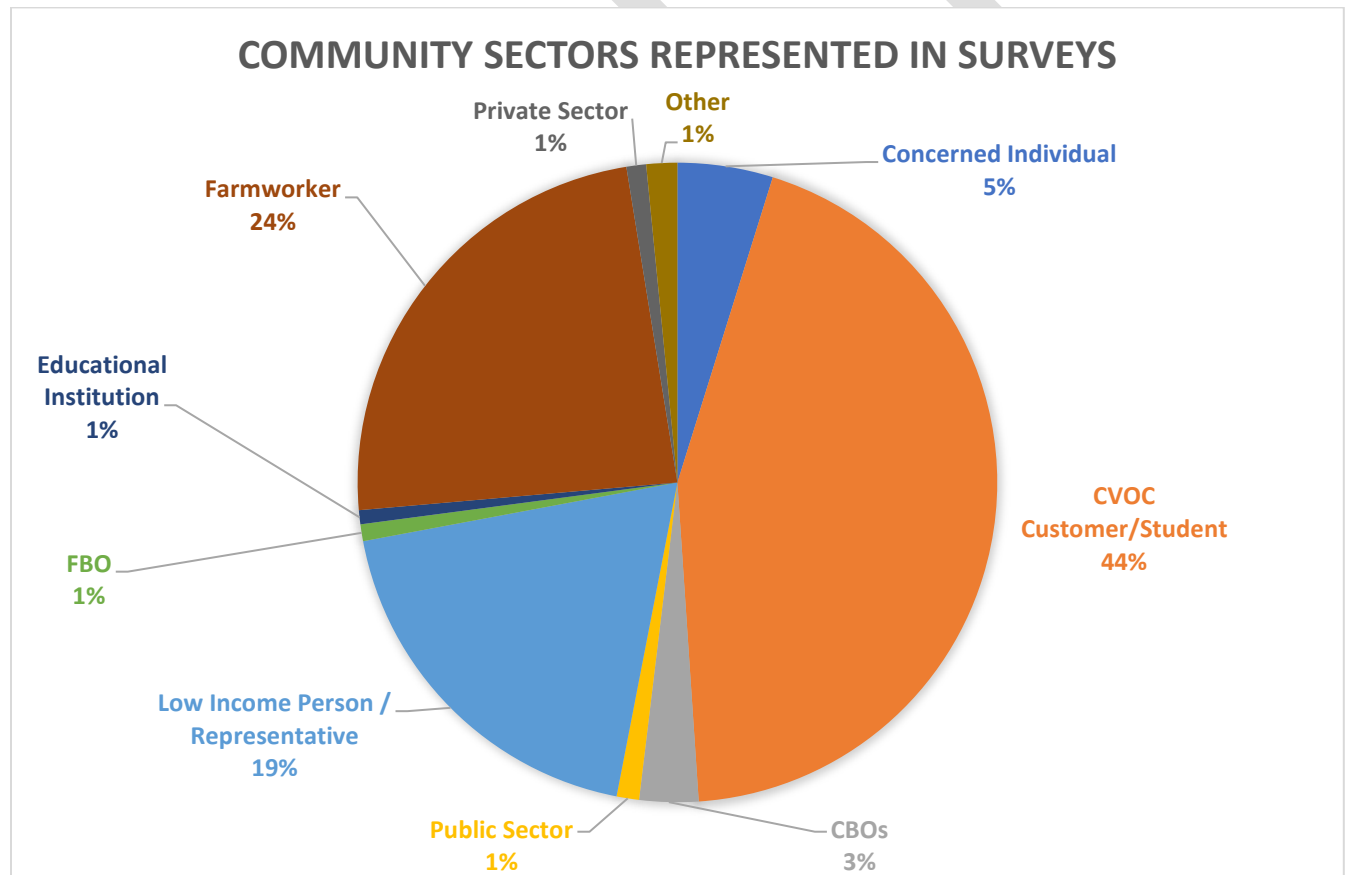
<b><u>Agency/Programs</u></b>	<b><u>Effectiveness of Assistance to Farmworkers</u></b>
<b>Workforce Investment Act/Employment and Training Programs</b>	CVOC is the program operator for the WIOA167 MSFW program and as such coordinates these activities with CSBG MSFW funding. The WIOA mainstream programs provide employment and training opportunities for farmworkers who are able to participate. Due to limitation of funding, the mainstream programs are not targeting their outreach to this populations as CVOC receives targeted WIOA funding and farmworker clients who face multiple barriers to employment are referred to CVOC
<b>Employment Development Department</b>	The Employment Development Department provides targeted assistance to agriculture workers who have been dislocated or laid off from their jobs to find jobs in agriculture. Although they are a valuable source of job opportunities, there is limited assistance for the unskilled farmworker in obtaining employment and training opportunities other than referral services to employment and training programs. EDD outreach to farmworkers provides a valuable referral service to CVOC's clients.
<b>County Schools</b>	Programs for limited and mono-lingual clients are limited. Migrant Education provides educational assistance to farmworker youth who meet the migrant requirements. Limited assistance is available through the school district for farmworker youth who have dropped out of the school system. Continuation school is targeted to recent dropouts and is not

	designed to provide assistance to the very limited migrant youth.
<b>County/City Business Development</b>	Small business development assistance is limited and generally not available to our clients due to their language deficiencies. Small business development loans do not target our client population.
<b>Food Banks</b>	Food banks in CVOC's service area are a valuable resource for emergency food. The amount and types of food are limited and outreach efforts to inform clients of nutritional programs available is limited to relatively small service areas.
<b>Housing Authorities</b>	Housing Authorities have limited resources to provide services such as migrant housing and subsidized housing. Waiting lists for subsidized housing are 2 to 3 years and migrant housing is limited. Most migrant housing is available from May to November and once the migrant camps are closed there are no further assistance target for farmworkers.
<b>Salvation Army</b>	The Salvation is a valuable resource for farmworkers clients in need of emergency assistance. The Salvation Army locations are primarily in the major cities in CVOC's service area and access is limited if clients do not have transportation to the sites.
<b>Health Centers and Clinics</b>	Health clinic and centers that provide low-cost/no-cost medical services are a critical resource for medical care for farmworker clients. Several of these clinics target the rural areas and the farmworker population. However as with most services the need is much greater than the capacity of these clinics and waiting lists for non-critical care appointments can take months. Due to funding cutback, some local clinics in the rural areas have

	closed or only are open a few days per week.
<b>County/ City Programs and Services</b>	Various programs and services such as city parks and recreation departments, police activities/services, mental health departments, etc have many valuable services. In CVOC's service area, few services are free and are limited to the most populated areas. City and County services in the rural areas are few. Bilingual staff are not always available to assist clients in understanding and applying for services. Many farmworker clients surveyed were not aware of home buyer programs.
<b>County Department of Human Services, Department of Social Services (TNAF Programs)</b>	Services such as Cal Works, Cal Fresh, Medical, etc are provided by the county social services departments are under-utilized by farmworker clients. Farmworker clients fear losing resident or legal status if they apply for public assistance. Many farmworker clients who have one or more family members whose legal status have not been established are fearful of applying for "government" programs.

## Community Needs Assessment Survey Introduction

CVOC, as part of the ongoing assessment of farmworker needs, completed a process of needs assessment surveys, community meetings and data gathering to identify conditions and causes of poverty in the farmworker communities of CVOC's MSFW Service Area. A Community Needs Assessment Survey was handed out and shared with current farmworker clients, sent to local service providers, distribute at community events, posted to agency website and posted to various social media accounts. During February 2023 to April 2023, 705 surveys were completed and submitted providing ranking of needs of the farmworker communities. (See Copy of Survey) In addition, 12 Community Meetings were held to discuss the needs of the farmworker communities. The summary below provides a review of the Community Needs Assessment Survey and community Meetings as well as the results and analysis of the surveys and meetings.



## Community Meeting Summary - Merced County

### Community Meeting dates and locations:

- 3/16/2023 9:30 am Merced Worknet. 1205 W 18<sup>th</sup> St, Merced.
- 3/21/2023 10:00 am CVOC. 6845 Bridget Ct, Winton
- 4/06/2023 5:15 pm Los Banos Worknet. 800 7<sup>th</sup> St, Los Banos

### Other locations where surveys were collected:

- CVOC Welding
- CVOC Trucking
- CVOC USDA Winton

### Leading Community Needs Meeting were CVOC staff:

- Ernesto Rodriguez

### Helping with Survey were CVOC staff:

- Ernesto Rodriguez
- Margaret Santiago
- Claudia Ceballos
- Claudia Guzman
- Adrian Gonzalez

### 1. Rank the following community problems in the county/your community from 1 to 11 with 1 being the most pressing problem and 11 being the least.

- |   |                                   |
|---|-----------------------------------|
| 1. Unemployment                         | 4. Lack of Affordable Housing     |
| 2. Homelessness                         | 10. Lack of Public Transportation |
| 7. Crime/Gang violence                  | 9. Lack of Community Resources    |
| 6. Healthcare access and availability   | 5. Poverty/Working Poor           |
| 3. Illiteracy/High School Dropout Rates | 11. Other:                        |
| 8. Drug/Alcohol Abuse                   |                                   |

### 2. Apart from the social problems listed in Question 1 (above), are there other urgent social problems in your community or in the county. If so, list them below. Other social problems listed:

- Lack of help for undocumented
- Lack of child care/ child care centers
- Lack of food security
- Lack of internet access in rural communities
- Fix the roads

### 3. List the top 5 Community Needs/Services that you think CVOC should be addressing.

- Unemployment
- Homelessness
- Lack of community resources (Rental assistance, food assistance, transportation)
- Drug and alcohol Abuse

- **Illiteracy/ High School Dropout rates (GED, Training)**

**4. In the space provided below, provide any other comments related to the needs of your community or CVOC services and programs.**

- Need more programs to help our community fill out EDD applications and other kind.
- Employment support, emergency assistance, educational services, expending community resources, more scholarships.
- More assistance for all agriculture workers, no matter their immigration status.
- Additional business hours.
- Expanding utility assistance programs to internet, or phone services.
- A food pantry would be a great.
- Adding short mechanical or industrial maintenance training programs for repairing things around a farm like tractors, and water pumps would be great.
- Would be great to host resource fairs, health fairs, other community organizations to come in and provide all forms of services and information once or twice a year.

**5. List any comments made by the attendees.**

- CVOC has done wonders to help me accomplish my goal in building my future as a professional Truck Driver.
- Burritos were great at the cuadrilla, thank you.
- The program that helped with \$600 Was great help.



## **Community Meeting Summary – Madera County**

### **Community Meeting dates and locations:**

- CVOC Madera. 605 S Gateway Dr. Madera, CA 93637 – March 23<sup>rd</sup>, 2023 @ 9:30 am.
- Chowchilla Library. 300 Kings Ave, Chowchilla, CA 93610 – March 29<sup>th</sup>, 2023 @ 2:00 pm.
- Oakhurst Library. 49044 Civic Cir, Oakhurst, CA 93644 – April 6<sup>th</sup>, 2023 @ 11:00 am.

### **Other locations where surveys were collected:**

- CVOC Welding & Trucking. 17506 Baldwin St, Madera, CA. 93637.
- Madera Fairgrounds. 1850 Cleveland Ave. Madera, CA 93637.
- Madera Workforce. 2037 W Cleveland Ave. Madera, CA 93637.

### **Leading Community Needs Meeting were CVOC staff:**

- Jose L Delgado

### **Helping with Survey were CVOC staff:**

- Vanessa Veliz
- Maria Huerta
- Sonia Gonzalez
- Nestor Alvarez
- Karina Melendez
- Maria Alvarez
- Priscilla Caballero

### **1. Rank the following community problems in the county/your community from 1 to 11 with 1 being the most pressing problem and 11 being the least.**

- |   |                                      |
|---|--------------------------------------|
| a) Unemployment – 1                         | g) Lack of Affordable Housing – 2    |
| b) Homelessness – 3                         | h) Lack of Public Transportation – 6 |
| c) Crime/Gang violence – 7                  | i) Lack of Community Resources – 11  |
| d) Healthcare access and availability – 5   | j) Poverty/Working Poor – 4          |
| e) Illiteracy/High School Dropout Rates – 9 | k) Other: - 10                       |
| f) Drug/Alcohol Abuse – 8                   |                                      |

### **2. Apart from the social problems listed in Question 1 (above), are there other urgent social problems in your community or in the county. If so, list them below.**

#### **Other social problems listed:**

- Lack of hospitals
- Lack of free immigration services
- Lack of ESL classes
- Lack of services for undocumented people
- Lack of childcare/daycare
- Lack of vocational training options.
- Fix Roads/Streetlights

- Discrimination

**3. List the top 5 Community Needs/Services that you think CVOC should be addressing.**

- English as a Second Language Classes.
- Unemployment/Better Job Opportunities.
- Affordable Housing/Rental and Utility bills Assistance.
- Health Care Centers/Hospitals.
- Programs/Services for Undocumented People.

**4. In the space provided below, provide any other comments related to the needs of your community or CVOC services and programs.**

- Employment services for teens and young adults.
- Community needs more childcare and more options for vocational trainings such as Cosmetology and Engineering.
- Bigger welding and trucking schools.
- Economic help with health, children's education, English classes, and free immigration services.
- Madera needs an Emergency Hospital.
- Organizations need to ask for identification for any services provided to prevent identity theft.
- Citizenship classes, and extended business hours.
- More food distribution events.
- There should be more assistance for undocumented people to pay their bills such as rent, electricity bills and water bills.
- Drug abuse and sale of guns.
- Less requirements for rental assistance and include undocumented people.
- Diapers vouchers for Adults.
- Higher wages and more local employment.
- Make information for the community easier to understand.
- More trainings directed to women (beauty, CNA, Book keeping).

**5. List any comments made by the attendees.**

- CVOC should have a cooking training in Madera.
- Madera needs a hospital as soon as possible; many people have no money to go to other cities to get emergency health assistance.
- All programs should be offered to everybody and help them regardless of their legal status.
- CVOC does help many farmworkers, and it should continue doing it.

## Community Meeting Summary – Stanislaus County

### Community Meeting dates and locations:

- 03/15/2023 | C.A.S.A Del Rio 2400 Stanislaus, Riverbank | 9-10 a.m.
- 03/21/2023 | CVOC Modesto Office 1801 H. St. Ste. B1 | 1-2p.m.
- 03/23/2023 | CVOC Patterson Office 40 N 3<sup>rd</sup> St. | 9-10 a.m.
- 03/28/2023 | Ceres HEAP 3860 Brickett Ct. Ste. A | 3-4 p.m.
- 04/04/2023 | CVOC Modesto Office 1801 H. St. Ste. A4 | 10 a.m.
- 04/05/2023 | Salvation Army 893 Lander Ave., Turlock | 9-10 a.m.

### Other locations where surveys were collected:

- CVOC HEAP Modesto Ste. B1
- CVOC Patterson Office
- CVOC HEAP Ceres Office
- CVOC Weatherization Ceres Office

### Leading Community Needs Meeting were CVOC staff:

- Jessica Fregoso
- Alejandro Alberto
- Martha Villegas
- Karmela Ovro

### Helping with Survey were CVOC staff:

- Lucio Cruz
- Sandra Arellano
- Heather Seal
- Araceli Sanchez Juarez
- Rosie Lepe
- Monika Gregorbabrody
- Jacklyn Bedoy

### 1. Rank the following community problems in the county/your community from 1 to 11 with 1 being the most pressing problem and 11 being the least.

- |   |                                    |
|---|------------------------------------|
| 1 a) Unemployment                         | 7 g) Lack of Affordable Housing    |
| 2 b) Homelessness                         | 8 h) Lack of Public Transportation |
| 3 c) Crime/Gang violence                  | 9 i) Lack of Community Resources   |
| 4 d) Healthcare access and availability   | 10 j) Poverty/Working Poor         |
| 5 e) Illiteracy/High School Dropout Rates | 11 k) Other:                       |
| 6 f) Drug/Alcohol Abuse                   |                                    |

### 2. Apart from the social problems listed in Question 1 (above), are there other urgent social problems in your community or in the county. If so, list them below. Other social problems listed:

- Weather Emergency
- Counseling
- Sickness
- Emergency assistance
- Trainings and shelter for youth
- Lack of jobs/more job in the valley
- More police in communities
- More utility bill assistance
- Language barriers
- Assistance for middle class
- More Food banks/food assistance
- Lack of adequate fire hydrant water flow. Fire/ambulance responses slow because of distance from emergency response. Slow response time from law enforcement in rural communities such as La Grange.
- Better roads, streets, sidewalks
- Free citizenship classes
- Mental health services
- Lack of services for deaf people
- Childcare

**3. List the top 5 Community Needs/Services that you think CVOC should be addressing.**

- Unemployment/ Health /Lack of housing
- More trainings/more instructors/ and free lunch
- ESL classes
- Rent assistance
- Employment assistance

**4. In the space provided below, provide any other comments related to the needs of your community or CVOC services and programs.**

- Emergency Assistance
- Housing
- Drug and alcohol abuse
- Utilities assistance or discounts
- Better Public Transportation
- Youth programs
- More jobs in Modesto so people will not have to commute to the bay area. More family activities to keep youth out of trouble.
- More help for grandparents taking care of grandkids.
- More help for people facing eviction.
- Food pantries and clothe pantries for those in need.
- Helping people relocate back to their families.
- Help seniors who do not have any income other an SSI.

- Job search assistance.
- Keep Californians happy so they won't leave the state.
- More vocational trainings.
- Help those that are undocumented too.
- Better roads and safe highways
- Provide ESL classes.
- Help with other bills like fixing roof or other house improvements.
- Offer accounting trainings.
- More help for the deaf community.
- Better recreational parks.
- Providing more help to farmworkers
- Family resources
- Mental health resources

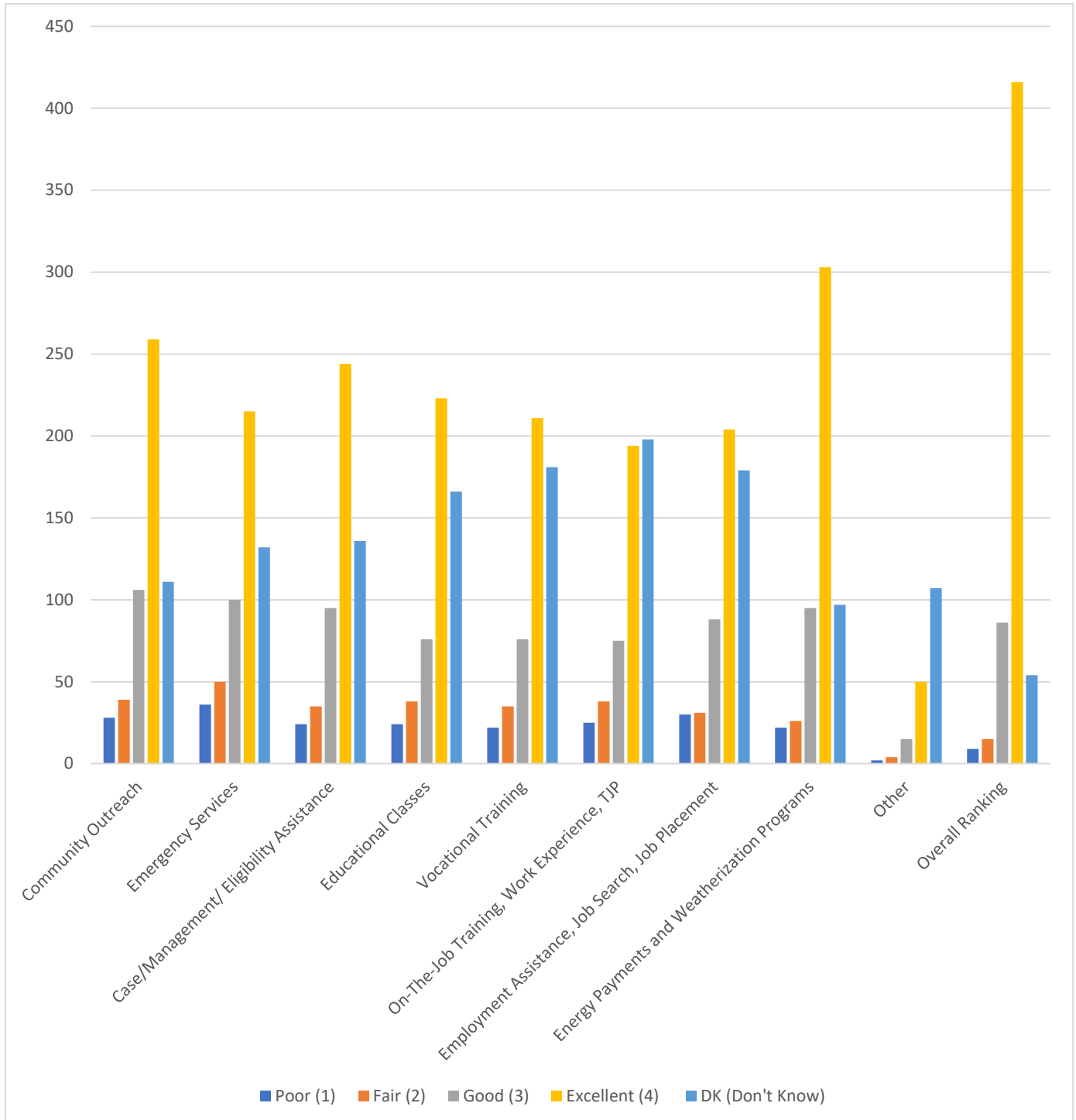
**5. List any comments made by the attendees.**

- CVOC staff is very nice and helpful.
- Thank you CVOC for the support you give to the community.

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## **Customer Satisfaction Survey Results**

If you have used or are familiar with CVOC's programs and services, please complete the following scale. Please rate the quality and effectiveness of CVOC's services. (Please enter a check mark in the box using key below) 1= Poor; 2= Fair; 3=Good; 4= Excellent; or DK = Don't Know.



**List the "Other" CVOC's programs and services that were provided in the question above.**

- USDA Farmworker Relief Program
- Housing Assistance
- Scholarships
- Bills
- Vocational and job training programs
- Farmworker assistance
- Welding

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<b>Needs Identified</b>	<b>Source Abbreviation (See Key Below)</b>
Surveys and testimony at Community Meetings indicate that there is a need for employment and career services. From 705 surveys, 277 people ranked this need as the number 1.	LIP, CBO, FB, PS, PVS, EDO
Surveys and testimony at Community Meetings indicate that there is a need for more Homelessness Assistance. From 705 Surveys, 233 people ranked this need as number 2.	LIP, CBO, FB, PS, PVS, EDO
Surveys and testimony at Community Meetings indicate that there is a need for crime and violence intervention services. From 705 Surveys, 183 people ranked this need as number 3.	LIP, CBO, FB, PS, PVS, EDO
Surveys and testimony at Community Meetings indicate that there is a need for accessible health care. From 705 surveys, 183 people ranked this need as number 4.	LIP, CBO, FB, PS, PVS, EDO
Surveys at Community Meetings indicate that there is a need for High School Equivalency Courses. From 705 Surveys, 184 people ranked this need as number 5.	LIP, CBO, FB, PS, PVS, EDO
Abbreviation Key: LIP (Low Income Person) CBO (Community Based Organization) FB (Faith Based Organization, PS (Public Section) PVS (Private Sector, EDO (Educational Organization)	



Sources:

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<https://clc.ucmerced.edu/farmworker-health-study>

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[https://data.census.gov/table?q=United+States&table=DP05&tid=ACSDP1Y2017.DP05&q=010XX00US&lastDisplayedRow=29&vintage=2017&layer=state&cid=DP05\\_0001E](https://data.census.gov/table?q=United+States&table=DP05&tid=ACSDP1Y2017.DP05&q=010XX00US&lastDisplayedRow=29&vintage=2017&layer=state&cid=DP05_0001E)

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