

# *Community Solutions Report*

*“To build healthier lives for farm workers and their families in our community”*

---

Trinidad Mejia & Courtney Catalano

February 7, 2019





# *Community Solutions Report*

**Goal:** Identify a solution to childcare and education needs amongst our agricultural community in Oxnard, CA



# ***Community Solutions Report***



**Data Collection:** Identify the needs, gaps, trends, patterns in childcare and education

- Farmworker Demographic Analysis
- Children Demographics
- Childcare and Education Surveys
- Current Trends and Programming for Childcare
- Focus Groups



**Asset Mapping:** Identify childcare and educational resources within the Oxnard community

- Identify Community Boundaries
- Childcare and Education Resources
- Sources of Revenue for Childcare & Education Resources
- Overview, Constraints & Requirements of Childcare Licensing Processes



# Community Solutions Report



**Solutions:** Identify possible solutions that emerge from the data research, analysis and asset mapping.

- Short and long term option/phases of implementation
- Sustainable, Viable & Affordable
- Include 3rd Party Collaborators
- Capital Requirements, Maintenance Costs



**Third Party Collaborators:** Identify potential 3rd Party Collaborators that would contribute (monetarily or in-kind) towards the proposed community solution.

- Non-Profit Community Organizations
- Foundations
- Employers in Ventura County
- Government
- Educational Institutions
- Individual Community Donors



A close-up, top-down view of a large quantity of blueberries. The berries are dark blue with a light blue, powdery bloom. They are packed closely together, filling the entire frame. The lighting is slightly darker towards the edges, creating a sense of depth. Overlaid on the left side of the image is the text 'Data Collection' in a white, bold, italicized sans-serif font. A short red horizontal line is positioned below the word 'Collection'.

# *Data Collection*

---





# ***Farmworker Surveys***



## ***400 Farmworker Surveys 20 Childcare/Education Questions***

- 175 Surveys from Farmworkers in Oxnard Community
  - Swap Meet, Parent Conferences, & MICOP at Rio School District
  - Berries were distributed and gift cards as raffles
  - MICOP-Survey was translated in Mixteco
- 225 Surveys from Reiter Farmworkers
  - Fresh fruit and Coconut water taken to crews



# ***Focus Groups***



## ***2 Farmworker Focus Groups*** ***10 Questions***

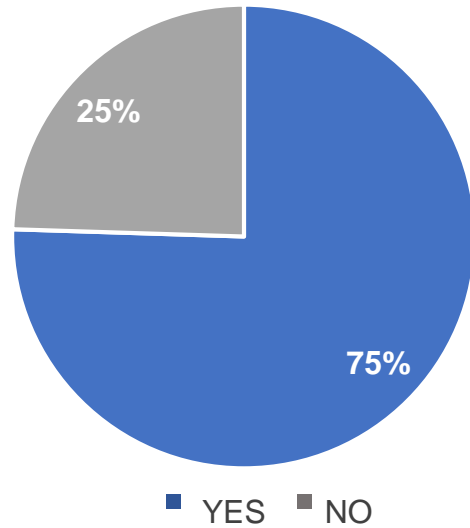
- South Oxnard-13 participants
- MICOP-Rio School District- 12 participants
  - Translated in Mixteco



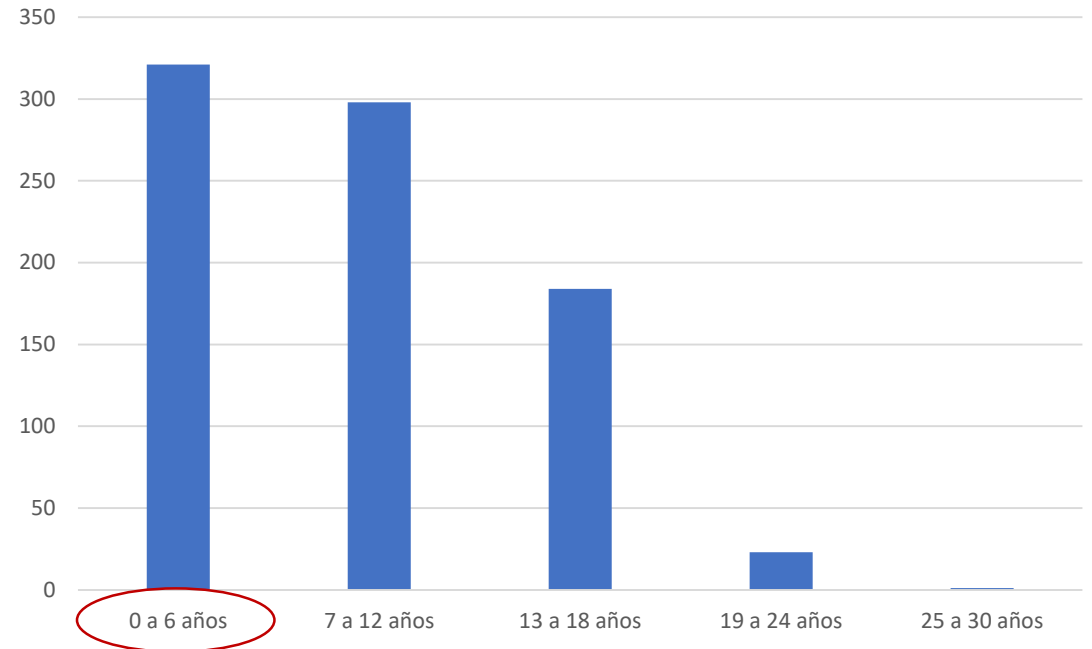


# Farmworker Survey Results

**Do you work in agriculture and have children under the age of 18?**



**What are the ages of your children?**



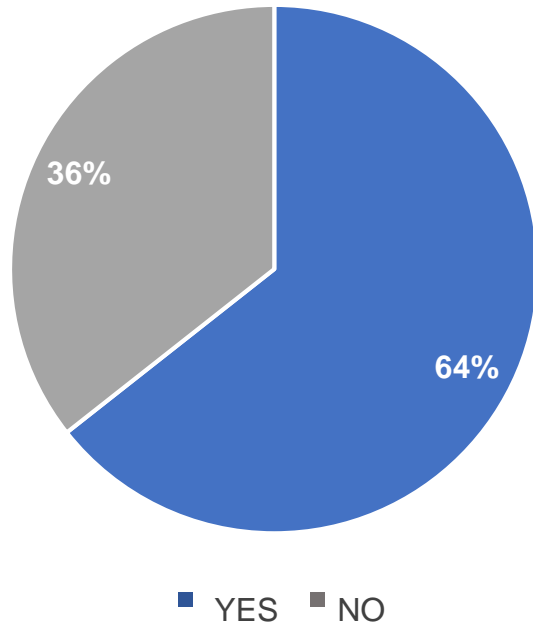
- Surveys indicate that most children are in the 0-6 age group, followed by ages 7-12
- In Ventura County, Zip Code 93033 has the most children in all age groups under 18. The highest number of children being in the 0-4 age
- Low number of Reiter farmworker's children enrolled in any kind of insurance benefit plan.



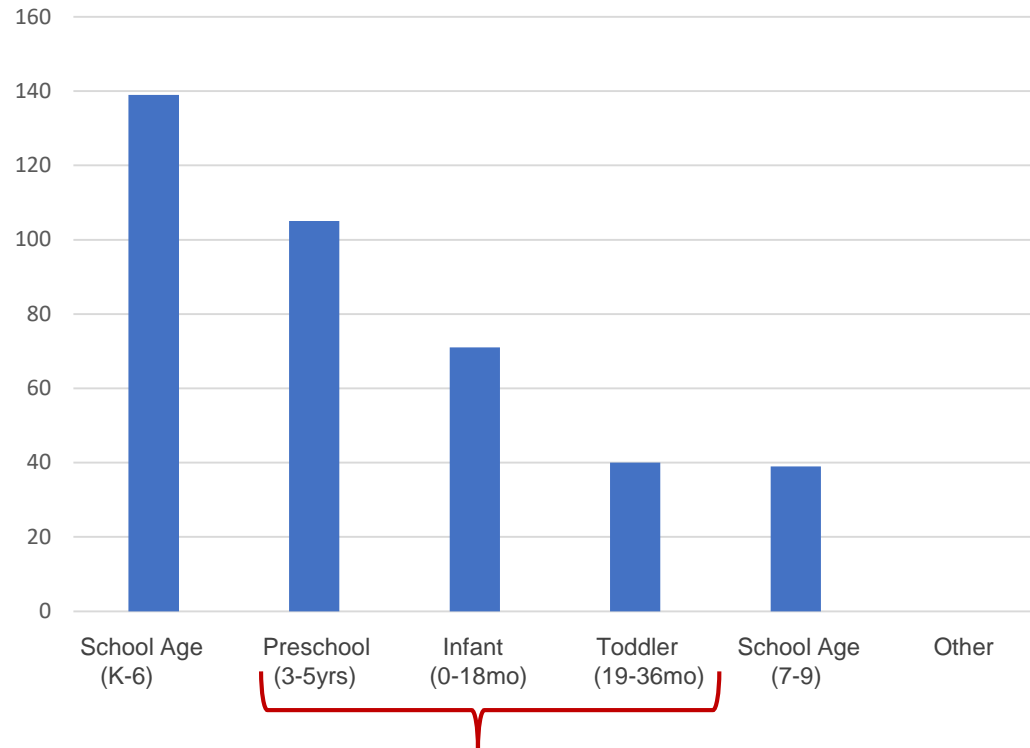


# Farmworker Survey Results

**Do you require childcare for your children?**



**What type of childcare services do you require?**

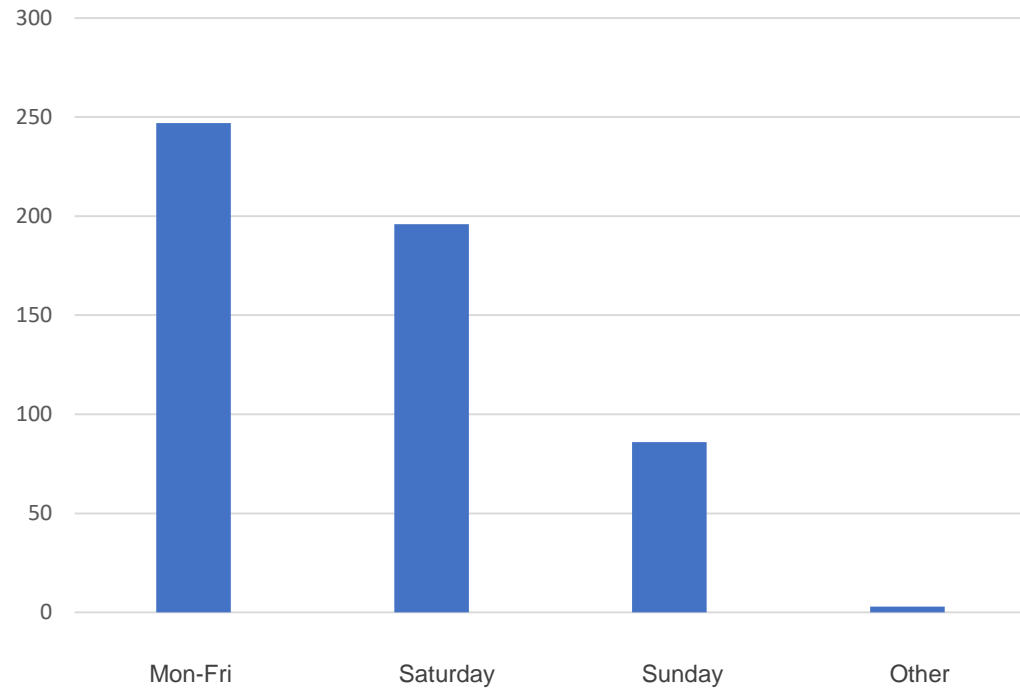


Although K-6 initially showed the highest need by category, when combined, ages 0-5 were higher.

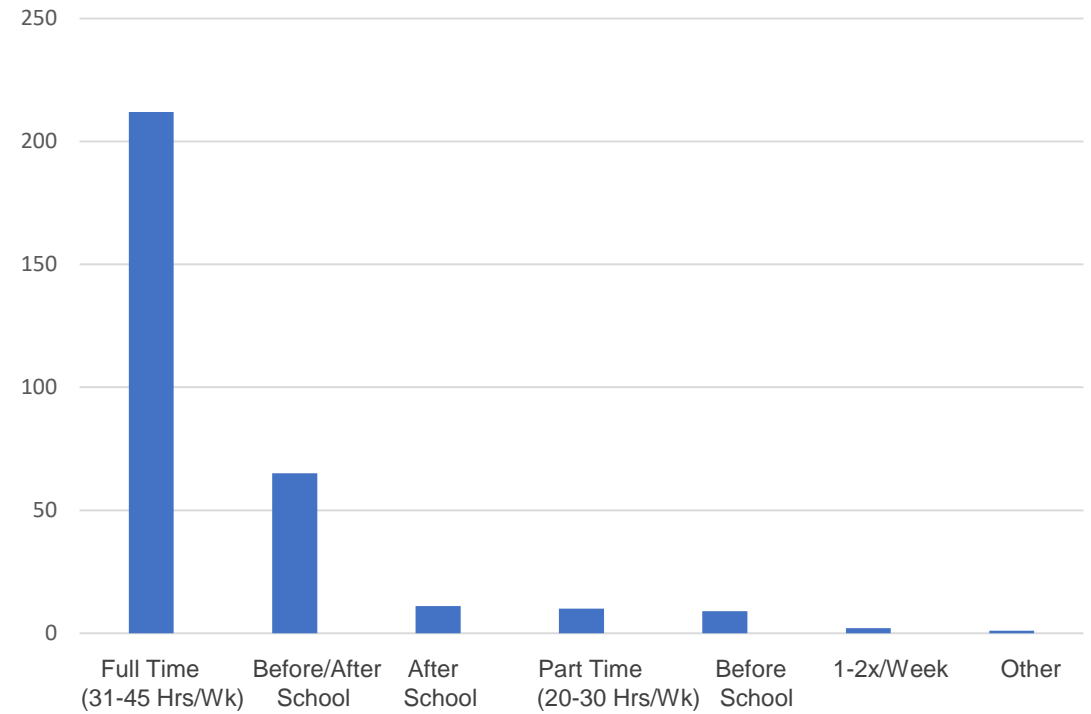


# ***Farmworker Survey Results***

***What days of the week do you use childcare services?***



***What hours of childcare do you require?***

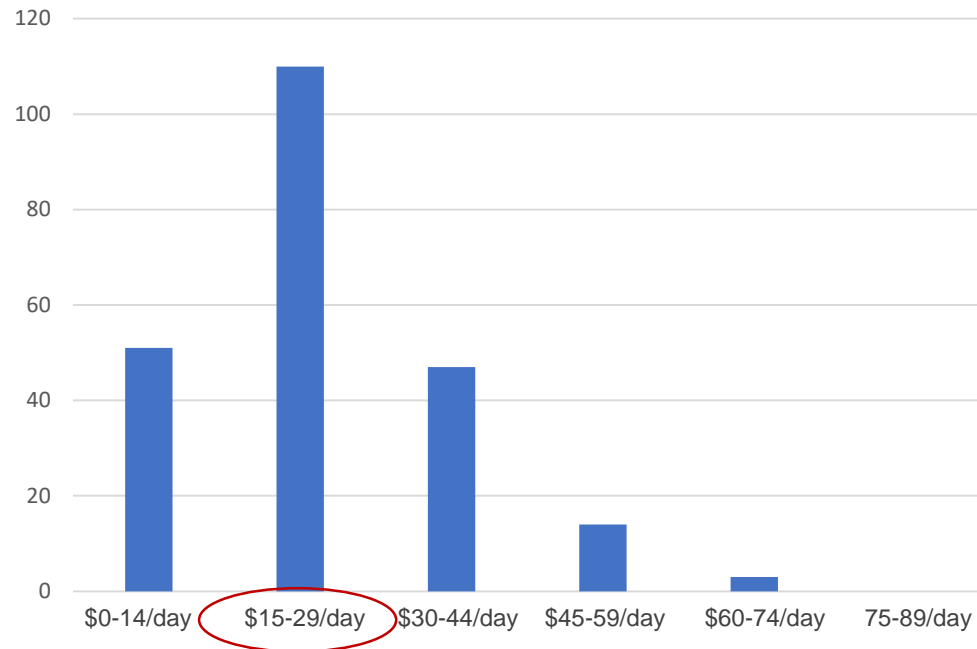






# ***Farmworker Survey Results***

***How much do you pay for childcare, per child, per day?***



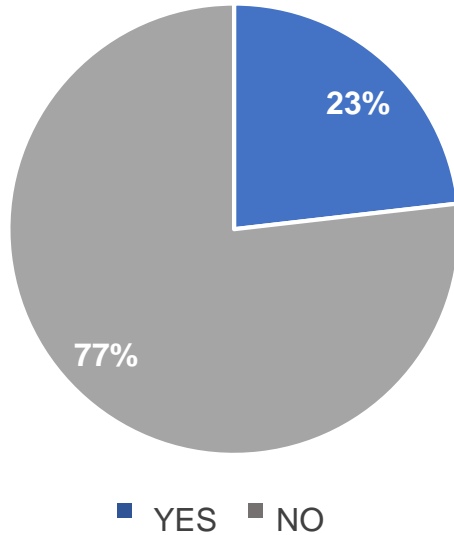
***What obstacles do you have in obtaining childcare or after school programs? (Top 5)***

- Cost of care
- Care on the weekends
- Hours of service
- Unable to qualify for childcare benefits
- Good/healthy meals for children
- Quality of care



# ***Farmworker Survey Results***

## ***Do you move regions to look for work?***



According to the Institute for Research on Labor and Employment (IRLE), agricultural workers who migrate within the United States has fallen by about 60%, since the 1990's.

On average over this period, 1/3 of the drop in the migration rate was due to changes in the demographic makeup of the workforce, while two-thirds was due to government and institutional changes in the marketplace.

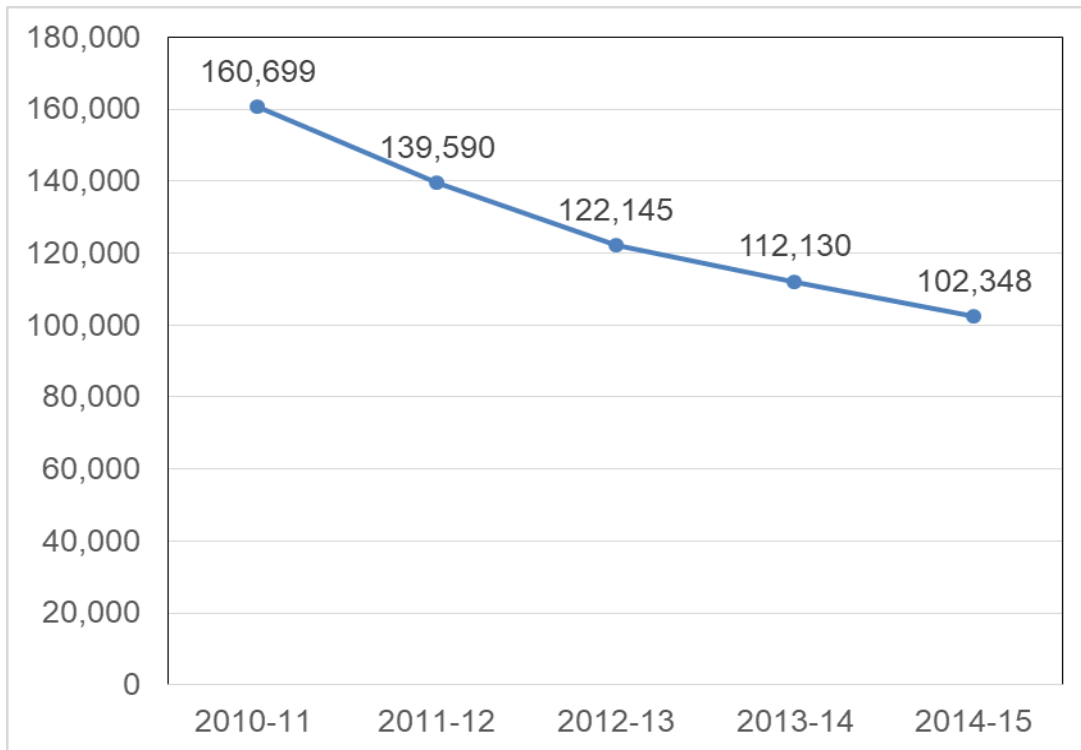
Another factor emerging is the trend by growers to extend their “seasonal” work to more “year-round” work in order to retain their workforce due to labor shortages.



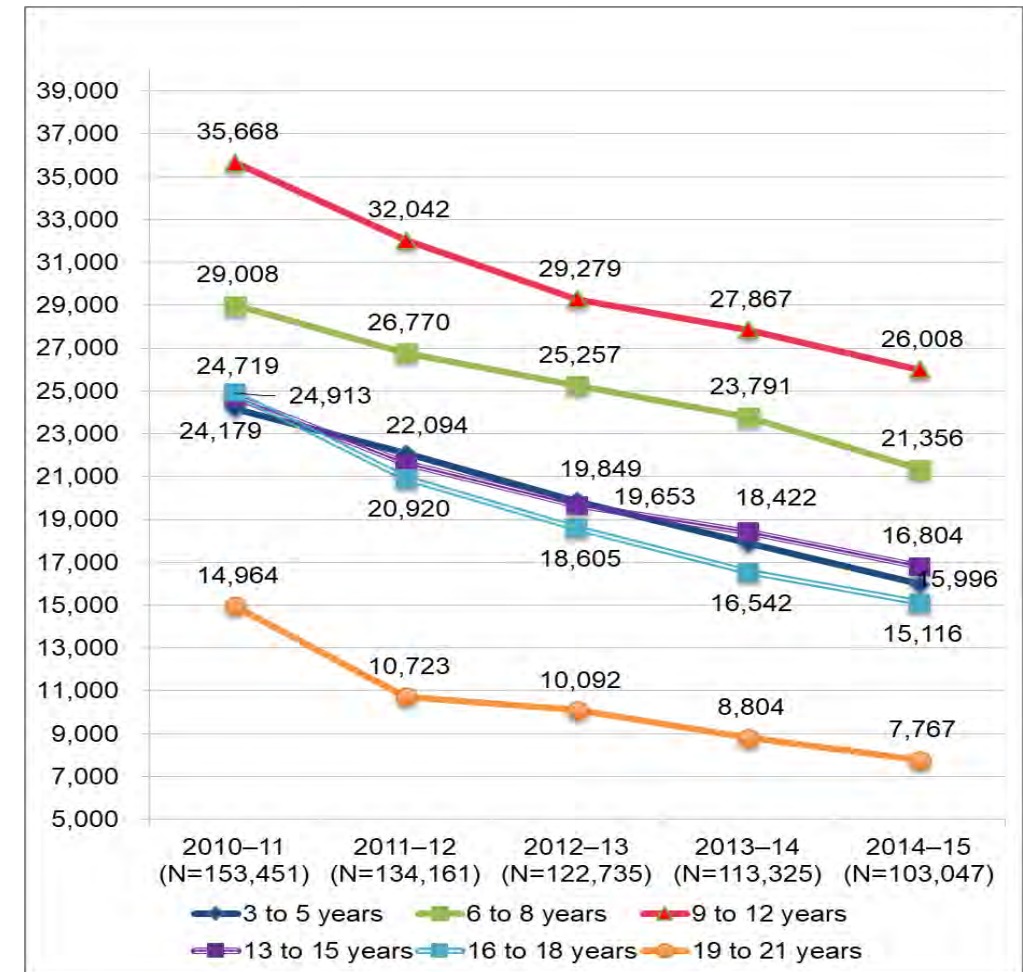


# *Trends: Migratory Children in California*

## Migratory Children in CA age 3-21



## Migratory Children in CA, by Age Group







***Asset  
Mapping***





# ***Childcare Resources***

## **Center-Based**

Center-Based Child Care centers must be licensed through the California Department of Social Services, Community Care Licensing Division and may obtain licenses for infant care, preschool care or school-age care.

**Family Child Care** is licensed through the State of California. A family child care home must be in the licensee's own home, and reflect a home-like environment. Small family child care homes serve up to 8 children and large family child care homes serve up to 14 children.

Center-based and family child care homes can be license exempted as long as they abide by specific regulations.





# ***Childcare Resources***

## **Non-Subsidized & Subsidized Child Care**

Non-subsidized spaces are utilized by private pay families in child care centers and family child care homes, and are operated by community based organizations, churches, individuals, non-profits and for-profits.

Subsidized spaces may be available for families needing assistance in paying for child care. Family eligibility is based on a variety of needs determined by state & federal regulations.

Eligible families are typically low-income and also working, seeking employment, enrolled in education or job training programs, homeless or medically incapacitated or referred by Child Protective Services.







# ***Childcare Resources***

## **Alternative Payment Program**

Funded by the State of California, these programs subsidize the child care costs for eligible families. Parents receive a voucher and may choose from family child care homes, child care centers, or license-exempt care providers. Children are eligible for child care services until their 13th birthday.

## **After School Programs**

The After School Education and Safety (ASES) Program is a state-funded program serving students at sixty-seven (67) elementary and middle schools throughout Ventura County.

The program is designed to improve academic achievement and activities align with school curricula. It is the intent of ASES Program legislation to encourage schools and school districts to provide safe and educationally enriching alternatives for children and youth during non-school hours. After-school and before school services are provided at no cost to participating families.



# Childcare Resources



## State-Funded Preschools

The California Department of Education funds state-funded preschools. Administered through local educational agencies, colleges, community-action agencies and private nonprofit agencies.

State funded pre-kindergarten program uses the state median income guidelines, which is \$46,896 per year, for a family of four.



## Head Start

The U.S. Department of Health and Human Services funds Head Start. Child Development Resources (CDR) of Ventura County, Inc. is the Head Start grantee for Ventura County.

Head Start eligibility is among the most stringent in Ventura County as it is based on the federal poverty level, which is \$24,250 per year, for a family of four.





## ***Childcare Resources for Migrants in Ventura County***

Migrant Child Care and Development Programs serve the children of agricultural workers. An agricultural worker family must have earned at least 50% of their total gross income from employment in fishing, agriculture or agriculturally-related work during the twelve-month period immediately preceding the date of application for child care and development services. Ventura County offers migrant families the following child care options:

- **California Migrant Child Care and Development Program (CMIG)** CMIG serves children of agricultural worker families. Eligible families receive public assistance; are income eligible; are homeless; and/or have a child at risk of abuse, neglect, exploitation or is receiving child protective services.
  - CMIG contracts with Child Development Inc. (CDI) to provide migrant child care services.
  - In the 2014-2015 fiscal year, CDI served 63 migrant preschool children at 3 child care centers.
- **The Migrant Education Program (MEP)**, serviced through the Ventura County Office of Education, serves ages 3-21 in Ventura County.
  - Programs are developed in collaboration with the school districts that enroll migratory students. These programs are designed, implemented, and evaluated through the migrant education regional office and educators at the school and district levels. The content and methodology of the programs are base directly on the needs of migratory children and their families.
  - During the 2014-2015 school year, MEP served 650 prekindergarten children in 11 school districts.



# ***Childcare Resources for Migrants***

## **Migrant & Seasonal Head Start (MSHS)**

This program in Ventura County is administered through the Community Action Partnership of San Luis Obispo, Inc. (CAPSLO)

- CAPLSO MSHS Programs provide services to children 0-5 years of age through its Federal Head Start grant.
- During the 2014 -2015 school year, the MSHS Programs provided full-day child care services to 143 children in Ventura County







# ***Childcare/Education Programs in Oxnard Community***



- ***Children 0-5***
  - Child Development Resources (CDR)
  - Child Development Centers/Institute (CDI)
  - Community Partnership San Luis Obispo (CAPSLO)-Migrant and Seasonal Head Start (MSHS)
  - First Five Ventura County
  - Migrant Education Program-Ventura County Office of Education
  - Home base-Licensed
  - Unlicensed care
- ***School Age Children***
  - Boys and Girls Club
  - Oxnard Police Activities League (PAL)
  - Oxnard, Rio, Oceanview, & Hueneme School Districts-After School Programs
  - Oxnard Youth Centers
- ***Teens***
  - Boys and Girls Club Teen Center
  - University Culture
  - Future Leaders of America
  - Oxnard City Corps
  - Tequio Group-MICOP





---

***Farmworker  
Barriers to  
Childcare***





## ***Barriers to Childcare for the Farmworker Population***

- Many farmworkers no longer fall into the category of Migrant nor Seasonal and work mostly year-round.
- Trends in California agriculture, show less and less farmworkers are migrating, opting for more stable employment and housing, while the seasonality of work is lengthening due to innovations in growing technology and growers desire to hold on to their workers in an ever-shrinking labor market.
- Minimum wage increase adopted into California law over the next several years, the recent adjustments to CA Ag-overtime and the new Non-Productive time laws have all seen many farm working families unable to qualify for federally funded programs, due to the Federal poverty level thresholds being so low.
- As wages go up, workers no longer qualify for Federal and State subsidies including Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF) and Earned Income Tax Credits (EITC). Known as the “cliff effect”, this is a significant issue for low-income families, given that a typical increase in hourly wages is less than the amount the family loses in those benefits.



# ***Barriers to Childcare for the Farmworker Population***

## ***Farmworkers not qualifying for subsidized programs***

2019 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA	
PERSONS IN FAMILY/HOUSEHOLD	POVERTY GUIDELINE
For families/households with more than 8 persons, add \$4,420 for each additional person.	
1	\$12,490
2	\$16,910
3	\$21,330
4	\$25,750
5	\$30,170
6	\$34,590
7	\$39,010
8	\$43,430



According to the US Census:

Farmworker's average income is \$20,000, per year.

Many do not qualifying for the federally funded programs.





## ***Barriers to Childcare for the Farmworker Population***

- The biggest barriers for farm working families accessing federal services, is how federal agencies define the term migrant, U.S. immigrations laws, language barriers, and a complex application process.
- Federal agencies define the term “migrant” differently. In many states, migrant excludes high amounts of agriculture employment. For example, in Oregon there is seasonal fishing and nursery work available, but these workers do not qualify for the migrant programs.
- The Federal process is complex. If a family is turned away from one federal program service because they did not fit the agency’s migrant definition, it is more likely they will not seek other federal services due to their lack of understanding of the different programs or eligibility requirements.
- Agricultural workers have unique childcare needs compared to other traditional workforces. Early morning hours and late day hours, Saturday and Sunday work days, fluctuating work schedules based on season, weather and crop cycles, lack of transportation, as well as language barriers all play a role in their ability to obtain quality childcare.





---

***Proposed  
Solutions***





## ***Migrant & Seasonal Head Start the “Clear Childcare Winner”***

Migrant and Seasonal Head Start offers the best quality of care with the unique needs of the agricultural worker in mind.



Head Start initiated when President Lyndon B. Johnson declared War on Poverty in 1964. The program was created to provide preschool aged children from low income families with comprehensive services to meet their emotional, social, health, nutritional, and psychological needs.

In 1969, the government launched Migrant Head Start to ensure children from families that migrate to work in agriculture have access to the same educational advantages available to other low-income children.

In 1998, Congress expanded Migrant Head Start to serve children from seasonal farm worker families and changed the program’s name to Migrant and Seasonal Head Start (MSHS).



## ***Why Migrant and Seasonal Head Start?***

Migrant and Seasonal Head Start provides farm working families with childcare, health, and social services that address their unique needs.

- ✓ Full-day services
- ✓ Many provide transportation
- ✓ Saturday care, and are open on holidays
- ✓ Extended hours (pre and post work)
- ✓ Cultural sensitivity
- ✓ Healthy Nutrition
- ✓ Multi-lingual (Spanish, English & Mixteco)
- ✓ Infant & toddler care (0-5 years)
- ✓ 50% of family income comes from work in agriculture, or they meet a categorical eligibility requirement such as homelessness.

The MSHS is the only program that requires recipients to work, as opposed to the poverty-level only requirement in the Head Start program.





# ***Short-Term Strategy to Support Head Start in Ventura County***

With Migrant and Seasonal Head Start offering childcare services that directly meet the needs of the farm worker community, the following are opportunity areas for the Oxnard District to work with the local agency (CAPSLO) to enhance their program:

- Partner with local MSHS center Director's to influence their strategic plans for childcare with a local grower's perspective on "seasonal need".
- Providing funding for the program to operate additional days. This can include extending the "season" or extending to Saturday's or summer, etc.
- Transportation to access the program.
- Invest in development & training of qualified staff. There is currently a shortage of staff, however, with development, there are many parents of children that would be willing to work for the MSHS program.



## ***Long-Term Strategy to Support Head Start across CA***

A path in reducing barriers for families working in agriculture is to modify eligibility requirements as it relates to the Migrant and Seasonal status. More farm working families are settling in the communities where they work, which provides stability for the families. A California pilot would seek to modify eligibility requirements for MSHS candidates, by removing the migrant and seasonal “criteria” and replacing it with an “Agricultural Worker” criteria. This is more realistic and relevant to the needs of an evolving agricultural industry. The pilot program would include the following:

1. Require family’s income to fall under poverty guidelines, or the family must meet a categorical eligibility requirement, such as homelessness.
  - Footnote: We recognize that ultimately we would like this poverty guideline to be reassessed, but that is something that would need to be done at the Federal level.
2. 50% of household income would come from agricultural work
3. Three pilot childcare sites across the country (West, Mid-west, and East); starting with a California site. The pilot program would be required to revise enrollment applications and keep data regarding number of eligible families under the pilot requirements.
  - Note: This would help to validate for Federal level changes in the future and would mitigate the “California-only” aspect to this.





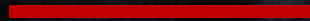
## ***Long-term Strategy to Support Head Start Across CA***

4. The pilot would adhere to the categorical requirements to ensure that the most vulnerable children and families are served.
5. Pilot implementation would require a review of state/federal definitions for agriculture work and permission from the Office of Head Start and the U.S. Department of Health and Human Services.
6. Meetings and discussions around the modification of the definition of agriculture work and the income eligibility thresholds, in order to meditate the implications of the “cliff effect”.
7. Build alliances with agriculture growers, state and national farm workers advocacy groups, as well as the Migrant and Seasonal Head Start Association.

Long-term objective would be to utilize the research and data from this pilot to demonstrate the need for systemic change at the Federal level. That would be after a minimum of 18-months to two years with State-level pilot. Federal level change would require a vote in the House and Senate.

Initial stage of this pilot (6 months) would be considered “exploratory”, to gage interest and support from the state level to fund the pilot. During this time, funding will be needed for meetings and advocacy efforts surrounding this initiative.





***Thank you***