



IDAHO  
DEPT. OF LABOR

# MSFW Outreach Worker Part 1

# MSFW Outreach Worker Training

- **Who are MSFWs?**

- Anyone who in the last 12 months has worked in agriculture on a temporary or seasonal basis.
- Some may be migrant – Who are not able to return to their permanent residency on a daily basis
- Some may be students
- Some may be migrant food processing workers
- Some may be H2A workers
- In Idaho many are Latino, the majority from Mexican descent. Many Latino farmworkers are English Language Learners (ELLs).
- Review the MSFW definition by visiting the MSFW page in EPIC  
<https://epic.labor.state.id.us/EmploymentServices/SitePages/MSFW%20Program.aspx>

# MSFW Outreach Worker Training

- **Who else do you serve in your role as MSFW outreach worker?**

- Agricultural employers

- Your co-workers

- The community

Effective MSFW outreach workers are well known in the community and have strong relationships with other agencies and organizations serving farmworkers

# MSFW Outreach Worker Training

- **Why is it important to educate all IDOL staff on services to MSFWs?**
  - A Director's responsibility:
    - To establish a program to train staff regarding sexual harassment in the fields
  - A planner's responsibility:
    - To write the Agricultural Outreach Plan (AOP) and ensure input from required parties
  - A monitor advocate's responsibility:
    - To accompany the outreach worker to conduct outreach
  - A local office manager's responsibility:
    - To monitor outreach and its documentation
  - A local office consultant responsibility:
    - To identify farmworkers visiting the office and ensure access to services

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- **What are the MSFW outreach worker responsibilities?**
  - ✓ To be knowledgeable about services benefits and protections for MSFWs
  - ✓ To locate farmworkers
  - ✓ Carry and display identification (SWA employee)
  - ✓ To explain in the farmworker's language all services available at the local office/One Stop
  - ✓ Explain the complaint system
  - ✓ Other services available in the community
  - ✓ Provide a basic summary of farmworker rights that includes rights with regards to terms and conditions of employment
  - ✓ Enter job sites with permission from employer (not necessarily owner)
  - ✓ Enter living areas with permission from workers
  - ✓ Coordinate outreach and services with the NFJP partner – Community Council of Idaho - and other agencies and organizations serving farmworkers
  - ✓ Stay away from unionizing and anti-unionizing activities while on duty.

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## ✓ Invite workers to visit local office and/or provide services on site:

- Identify Farmworkers
- Applications (registration)
- Referrals to employment or other career and/or support services
- Assistance filing complaints and submission through the system
- Referral to services for family members
- Assistance in arranging transportation for MSFW or family members to one stops or other appropriate agencies/services.
- File apparent violations and submit through system
- Document outreach (includes complaints received, referrals, request for career services, record of possible violations and refusal of employers to allow access to MSFWs.)

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- Important Links you can explore:
- The MSFW Epic Page:  
<https://epic.labor.state.id.us/EmploymentServices/SitePages/MSFW%20Program.aspx>
- The MSFW IDOL Web Page: <https://www.labor.idaho.gov/dnn/Job-Seekers/Farmworker-Services>
- The Agriculture Employment Data Page: <https://lmi.idaho.gov/farm-labor>
- The Community Council of Idaho Page:  
<https://communitycouncilofidaho.org/>