

Migrant and Seasonal Farm Worker Desk Reference

Seasonal or Migrant Farm Worker?

Identifying MSFWs is an important step towards providing equitable services. Even though both seasonal and migrant farm workers are MSFWs, their individual statuses are unique and need to be documented properly. Here's how to differentiate between the two:

SEASONAL FARM WORKER

1. Jobseeker worked for at least one-day during the last 12 months in agriculture (i.e., performing farm work)
2. Agricultural employment was of a temporary or seasonal basis
3. Jobseeker did not have to move from their permanent residence to do this farmwork.

MIGRANT FARM WORKER

1. Jobseeker is a seasonal farm worker
2. Jobseeker was not able to return home to their permanent resident within the same day
3. Jobseeker lives in housing provided by their employer

Standard Operating Procedures for Migrant and Seasonal Farm Workers (MSFWs)

Each MassHire Career Center must offer MSFWs the full-range of career and supportive services, benefits and protections, as well as job and training referral services as are provided to non-MSFWs.

In providing such services, MassHire Career Centers must consider and be sensitive to the preferences, needs, and skills of MSFWs and the availability of job and training opportunities in their local job market.

The following procedures **MUST** occur:

- Ensure that MSFWs who are English Language Learners (ELLs) receive translation services as appropriate.
- Determine if MSFWs are migrant or seasonal farm workers and register them appropriately in MOSES.
- If referred for a job, MSFWs **MUST** receive a copy of the terms and conditions of employment.
- Inform about and offer the full range of MassHire Career Center services (to include training).
- Refer MSFWs as needed to partner programs including WIOA, Adult Basic Education (ABE), and the National Farmworker Jobs Program (NFJP).
- Only full-time students who migrate with their families are considered seasonal or migrant farm workers.