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MEMORANDUM

TO: Farmworker Career Development Program (FCDP) Subrecipients

FROM: Kevin O’Farrell, Ph.D.

DATE: October 03, 2024

SUBJECT: High Wage, Full Time Job Placement for Adult and Youth WIOA Section 167 National Farmworker Jobs Program (NFJP)

This memo replaces Policy Memo No. 17-01, issued October 25, 2017, regarding In-Demand Job Driven Training and High Wage Job Placement as a result of [Training and Employment Guidance Letter \(TEGL\) No. 10-16 Change 3](#), issued June 11, 2024.

All FCDP subrecipients will determine job placements for all qualified NFJP participants in accordance with the guidance stipulated in this policy as part of the intake process and prior to the expenditure of any project funds on the participant.

Information regarding in-demand job openings can be found on the Employ Florida (EF) website at www.employflorida.com. From the EF homepage, access the “Labor Market Information” tab and continue to “Labor Market Services.” From this tab, profile information can be found by Area, Industry, Occupation and Education.

Under new WIOA performance measure guidelines, it will be necessary to significantly increase the NFJP subrecipients efforts to ensure that eligible farmworkers and their dependents are obtaining high-wage employment when they exit the program. To this end, the U.S. Department of Labor’s (USDOL) Employment and Training Administration (ETA) has set the requirement that Florida’s Median Earnings for farmworkers in the second quarter after exit be at least, \$4,664/quarter for adults and \$5,073/quarter for youth participants.

This policy memo updates the portion of the guidance that relates to Effectiveness in Serving Employers to align with the final rule. Effectiveness in Serving Employers is the percentage of participants in unsubsidized employment during the second quarter after exit who are employed by the same employer in the second and fourth quarters after exit.

Kevin O’Farrell, Ph. D.
Chancellor of Career and Adult Education

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Important Notes:

- PY 24-25 job placements below \$13/hour will not provide participants with a family sustaining income.
- Job placements below \$13/hour will be subject to FCDP State Office monitoring and related consequences.
- PY 25-26 job placements below \$14/hour will not provide participants with a family sustaining income.
- Job placements below \$14/hour will be subject to FCDP State Office monitoring and related consequences.
- PY 26-27 job placements below \$15/hour will not provide participants with a family sustaining income.
- Job placements below \$15/hour will be subject to FCDP State Office monitoring and related consequences.

Should you have any questions, please contact the FCDP State Director Rebeca Rodriguez at Rebeca.Rodriguez@fldoe.org.

KO/cdf