



How you can: Increase Access to Quality Health Care for Agricultural Workers through Tactical Planning

Sept 18, 2017

Midwest Stream Forum for Ag Worker Health

Presented by: Alicia Gonzales, NCFH

Today's Agenda

- Why Increasing Access to Care for Ag Workers is so critical: Ag Worker Access 2020 Campaign
- Turning the Curve: Take Credit where Credit is Due
 - Accurately Identifying, Registering an UDS Reporting of Ag Worker patients
- Strategies to Increase access
- MH Tactical Planning

JOIN THE AG WORKER ACCESS 2020 CAMPAIGN

Approximately 20% of Ag Workers are being served in Community & Migrant Health Centers. The goal is to increase that number to 2 million people served. We can't do it without your help!



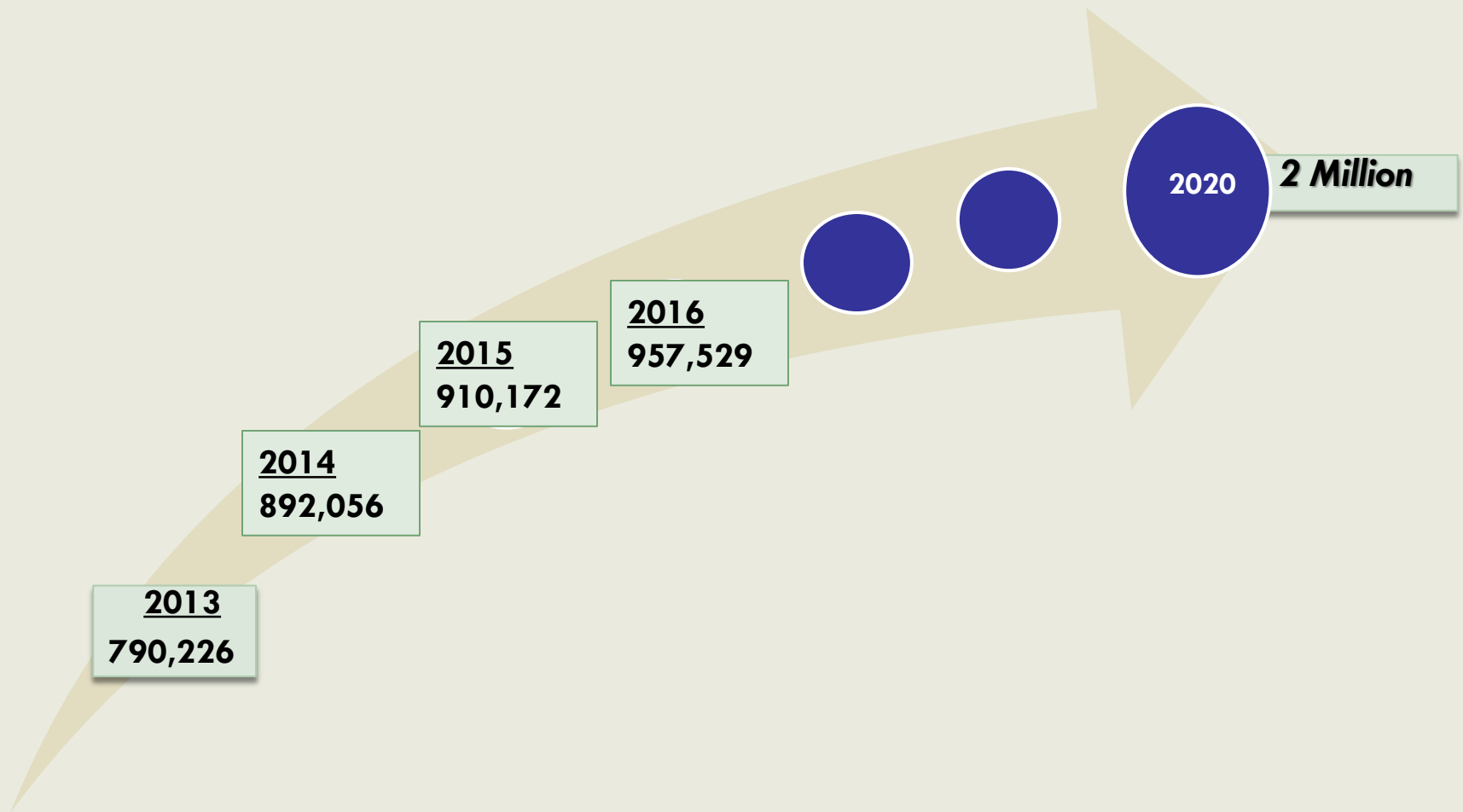
I CARE ABOUT AMERICA'S AGRICULTURAL WORKERS

Sign Up to be Part of the Campaign

<http://www.ncfh.org/ag-worker-access-2020.html>

© NCFH, 2017

Campaign Goal

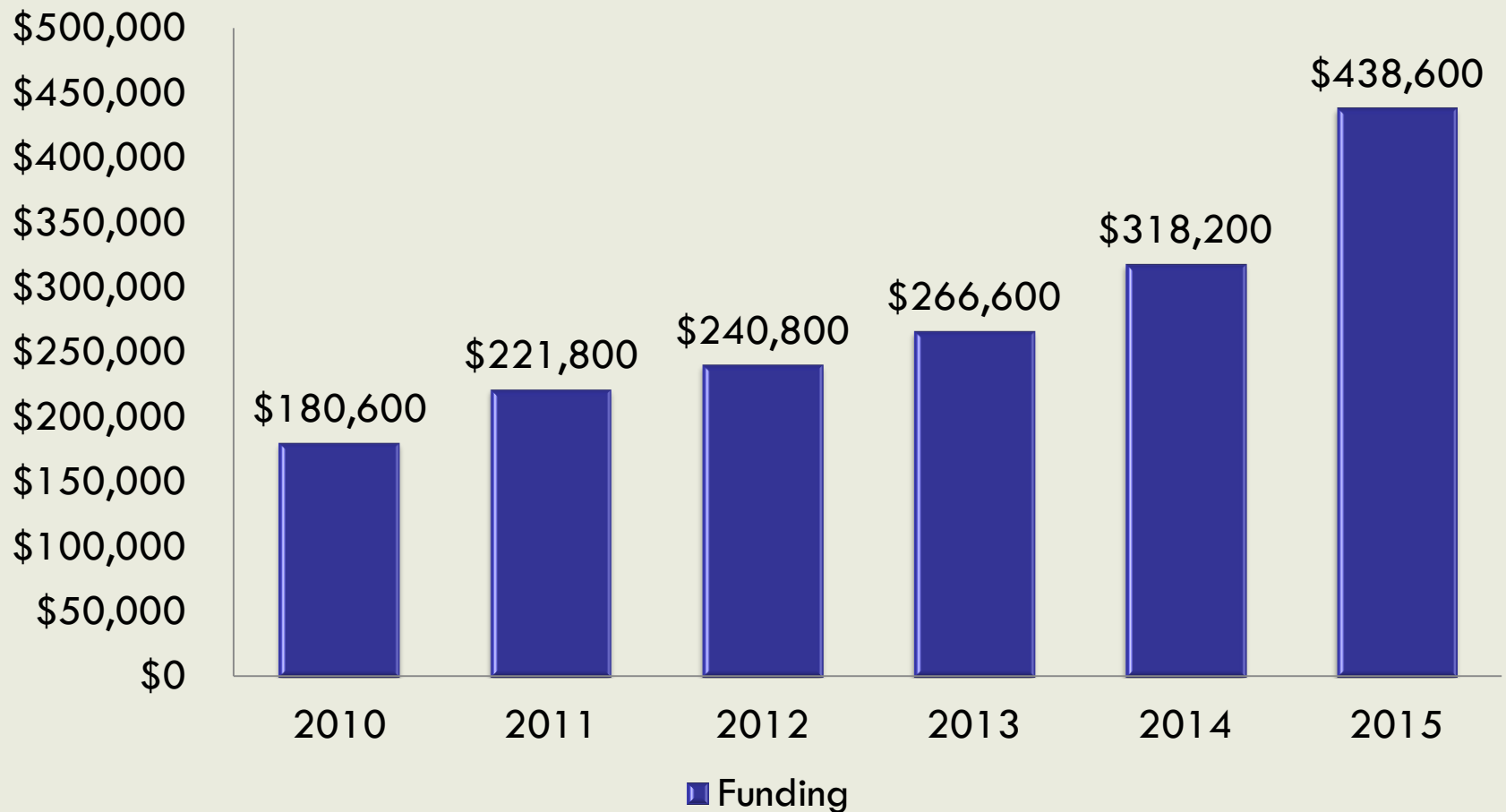


A horizontal decorative bar at the top of the slide, consisting of a light green segment on the left and a darker green segment on the right.

Program Background & Why so Critical?

Migrant Health Funding

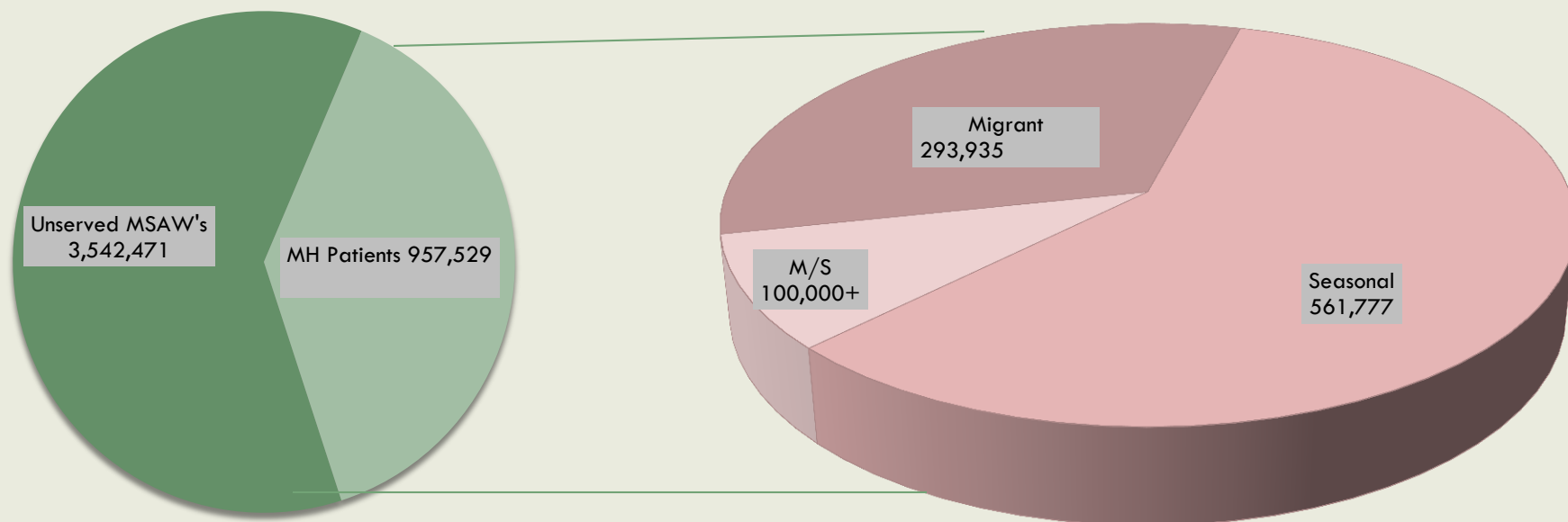
(ACA Trust Fund 8.6% Proportion)



MSAW & Family Members in U.S.

4.5 - 4.6 million*

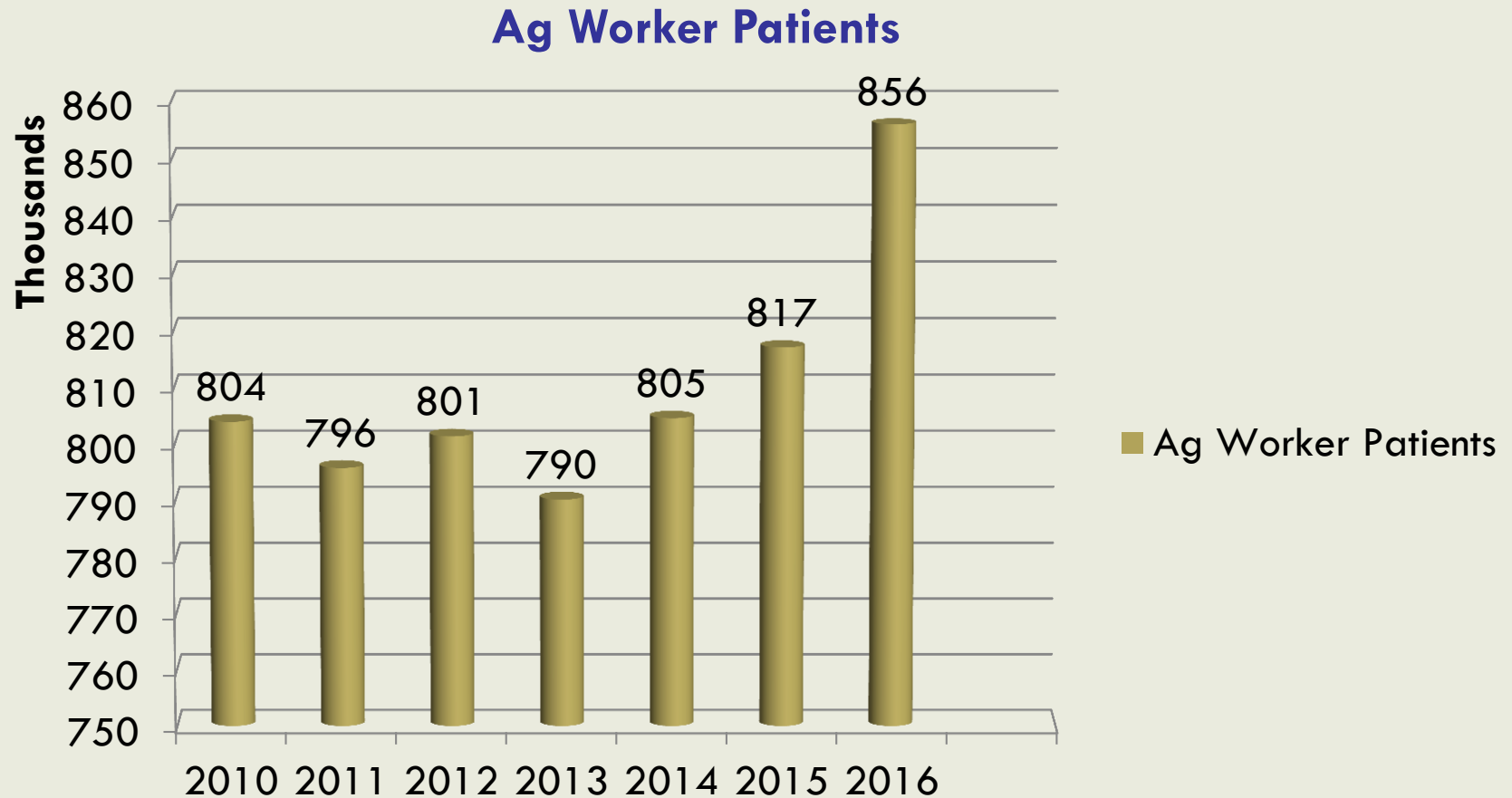
Total # of Migrant Health Users in 2015: 957,529**



*NCFH and National League Aid and Defender Association respectively

**UDS 2015

Ag Workers Served by 330g Funded MHCs



In addition: CHCs serve a yearly average of 88,036 Ag Workers

Health Center Challenges- Special Population Designation

- Clear policies and procedures for special populations
- Clarity and understanding of the definition
- Need for on-going training at front desk and to address staff turnover
- Asking the right questions in the right way with sensitivity to literacy levels and culture
- Maintain focus on the Mission

Campaign Strategies

Strategy 1: Take Credit Where Credit is Due -
Identifying and Reporting All Current MSAW Users

Strategy 2: Opening Doors and Increasing Access

Strategy 3: Building Capacity for Growth

Opportunities for Program Improvement and Expansion

- Accurate identification and reporting of Ag Worker Users
 - Family Members
 - Aged and Disabled
- Improved policies, procedures and registration processes
- Enhanced outreach efforts
- Focused and consistent training for all CHC staff
- Expanded service delivery for workers of other ag industries
 - HRSA's 2012 Reinterpretation of Ag
- On-going peer support and training/TA

What is Increase Access to Care Program?

- 2 year licensing program
- Provides training materials and resources for on-going staff training with updates as needed
- Assistance in modifications to Patient Registration Processes, Policies and Procedures, etc.
- Provides service area population estimation data for program re-design and enhanced outreach
- Provides peer-to-peer support and training through a quarterly virtual network meeting
- Incorporates evaluation and impact activities
 - Collect and monitor bi-yearly UDS data
- Annual booster training

Increase Access to Care Program- Participating Groups

April/May 2015

- Central Valley Health Network- California
- WACMHC- Washington State

March 2016

- Oak Orchard Health- New York

May 2017

- Central Coast Health Network- CA

Health Centers' Progress- CVHN

Health Center	Improvement Goal	2014	2015	% Change 2014-2015	2016	% Change 2015-2016	2 year
HC #1	5%	12,171	8,976	-26.25%	10,769	+19.98%	-11.52%
HC #2	10%	9,202	15,734	+70.98%	17,101	+8.69%	+85.84%
HC #3	10%	8,333	8,664	+3.97%	10,276	+18.61%	+23.32%
HC #4	3%	70,937	72,522	+2.23%	75,920	+4.69%	+7.02%
HC #5	5%	19,398	23,168	+19.43%	24,760	+6.87%	+27.64%
HC #6	10%	5,363	6,558	+22.28%	6,473	-1.30%	+20.70%
HC #7	20%	3,975	4,620	+16.23%	5,439	+17.73%	+36.83%

Health Centers' Progress- WACMHC

Health Center	Improvement Goal	2014	2015	% Change 2014-2015	2016	% Change 2015-2016	2 year
HC #1	10%	13,827	15,095	+9.17%	15,453	+2.45%	+11.84%
HC #2	10%	10,676	10,062	-5.75%	9,094	-9.5%	-14.70%
HC #3	5%	3,968	3,737	-5.82%	3,987	+7.04%	+0.81%
HC #4	10%	4,613	5,194	+12.59%	5,670	+9.12%	+22.87%
HC #5	15%	3,441	4,285	+24.52%	4,677	+10.19%	+37.22%
HC #6	5%	7,269	8,127	+11.80%	7,748	-8.67%	+2.10%
HC #7	10%	4,395	4,848	+10.31%	5,287	+8.85%	+20.06%

Reported Implementation Successes and Barriers

Successes	Barriers
<ul style="list-style-type: none">• Adaptation of Policies and Procedures• Revamped Registration Forms and processes• Live UDS spreadsheet created to inform staff of what is missing for each patient at check in.• Implementation of a yearly web based training for all employees.• Use of outreach camps in which migrant and seasonal patients were established.• Developed new report to track Ag status to ensure capture of data and monitor staff compliance.• Registration flow chart tool developed for easy reference.• Expansion of insurance enrollment team to promote health services available to migrant and seasonal workers	<ul style="list-style-type: none">• Establishing yearly training for all staff.• Time and resource constraints delayed training for other departments.• Other departments not adopting new policies quickly.• High turnover at reception clinics.• Training new hires• Patients not wanting to share race or income information.



Training Alert

Did you know that a patient who has stopped working in agriculture (farm work) because of a disability or age (too old to work) and at any time migrated to work in considered a lifetime farmworker? Their family members are also considered migrant.

Who is considered a Farmworker?

- Principal employment is in agriculture
- Employed anytime in the last 24 months
- Includes individuals with family members doing farmwork
- Individuals who were previously migratory agricultural workers but *no longer can work due to age or disability (and members of family).*
- Individuals seeking employment in agriculture



Migratory Agricultural worker

- Establishes a temporary home away from their primary home because of employment

Seasonal Agricultural worker

- Not migratory
- Does not need to establish a temporary home because of agricultural employment

Agriculture includes:

- Working in the fields (fruit, vegetables, grains, nuts, cotton)
- Planting, picking, pruning, fumigating, irrigating, harvesting
- Working in dairy
- Cultivation and tillage of soil, preparing the soil (using a hoe, tractor, etc)
- Working in a packing house or cannery
- Preserving fruits or vegetables
- Transporting, storing or distributing ag-related products
- Poultry (such as Foster Farms)
- Working in a nursery (such as Monrovia)
- Lumber & forestry
- Animal farms/herders

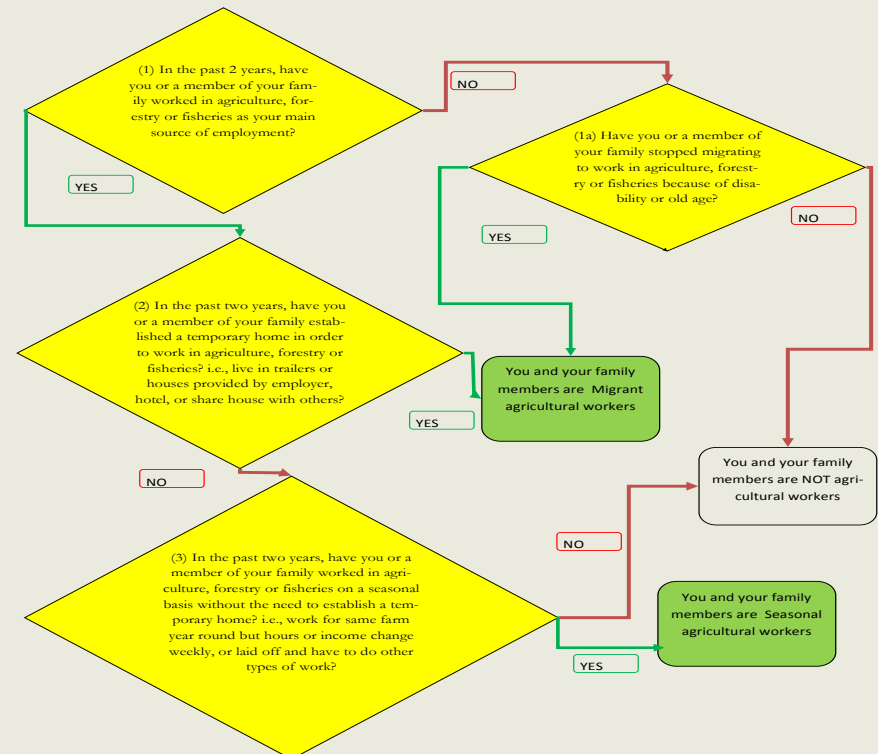


Experience With Agriculture (Farm Work)

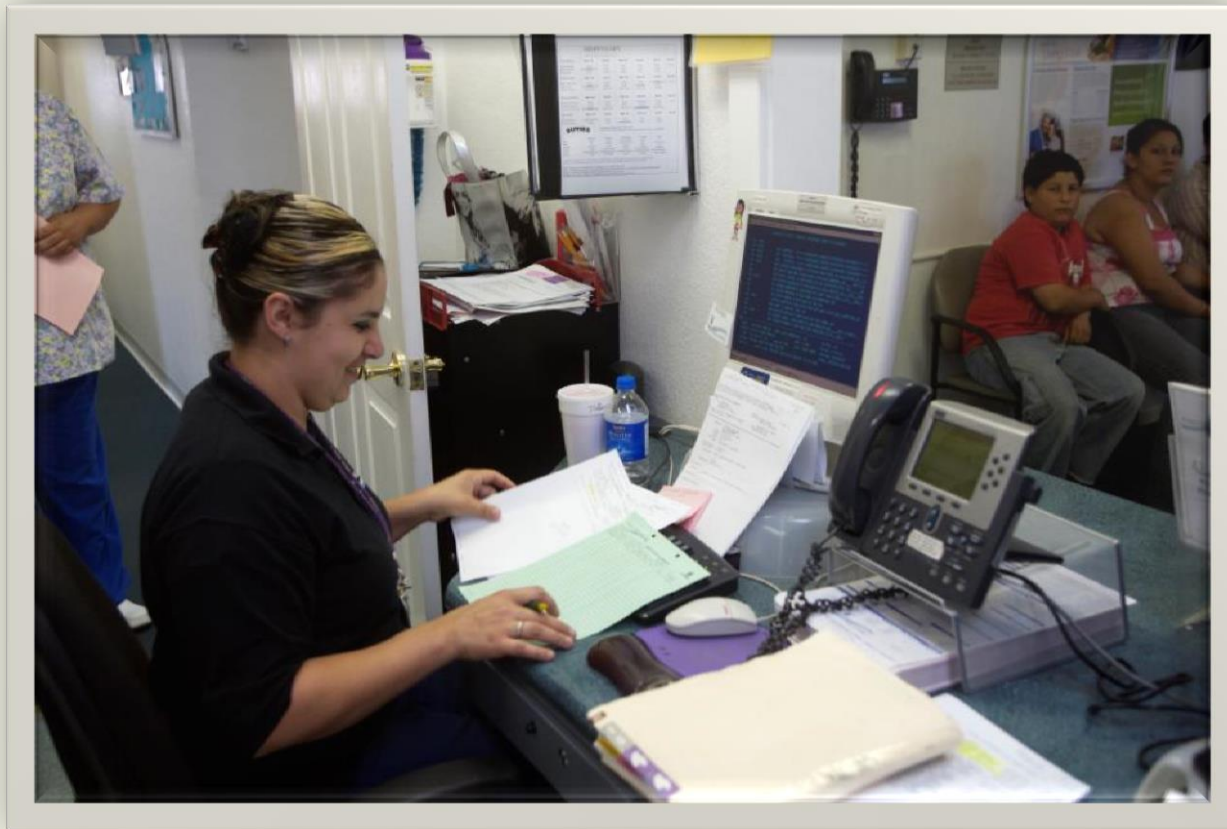
1. In the last 2 years, have **you or anyone in your family**, worked in any type of agriculture (farm work) like: planting, picking, preparing the soil, packing house, dairy, driving a truck for any type of farm work, etc.
☐ Yes ☐ No *If yes, classify as "Seasonal"*
2. In the last 2 years, have you or a member of your family moved to another area and lived away from home in order to work in any type of agriculture (farm work)?
☐ Yes ☐ No *If yes, classify as "Migrant"*
3. Have you or a member of your family stopped migrating to work in agriculture (farm work) because of a disability or age (too old to do the work)?
☐ Yes ☐ No *If yes, classify as "Migrant"*
4. Are you seeking employment in agriculture? ☐ Yes ☐ No *If yes, classify as "Seasonal"*

Note – It is important to capture our farmworkers in our <EHR system> so that we can truly represent our farmworkers (in numbers) at the federal & state levels and advocate for them.

Flow Chart Steps to determine if your patient qualifies as Migrant or Seasonal Farmworker



Turning the Curve: Accurate Identification, Registration and Reporting of Agricultural Worker Status



Outline

- What is Special Population Designation Status and Who's Responsible?
- Relationship between Health Center Program Requirements, UDS, Special Populations and Funding
- Definitions in Migrant Health Legislation
- Identification, Registration and Reporting
- Case Studies

What is Special Population Designation Status?

Special Populations have been identified due to their limited access to healthcare services.

Special Populations have unique challenges and barriers in accessing healthcare services.

Health Centers receive special funding to provide healthcare services to Special Populations.

Special Population designation may impact treatment planning.

Verification vs. Eligibility

Community Health/Migrant Health Centers can serve anybody but they **must**:

- Determine if a person seeking care at the center is a member of a “special population”
- Offer sliding fee scale to those who qualify

Special Population Designation

- Agricultural workers
- Homeless
- Public Housing Residents
- Veterans

VERIFICATION

Sliding Fee Scale

- People at or below 200% of the federal poverty level
- Without or with health insurance

ELIGIBILITY

Status Verification and Funding

Funding

- Funding corresponds to the # Migratory & Seasonal Agricultural Workers the CHC proposes to be served

Funding Obligations

- Compliance with 19 HRSA program requirements for PHS Section 330 (g)
- Provision of services to population
- Submission of UDS reports

Funding Continuation

Who is responsible for the determination of special population status at health centers?

- a) Board of Directors
- b) Management staff
- c) Eligibility workers
- d) All of the above



Responsibilities

Board of Directors

- Establish policies
- Oversee compliance with local, state and federal regulation

Management Team

- Implement board policies by establishing procedures, training staff, and monitoring compliance

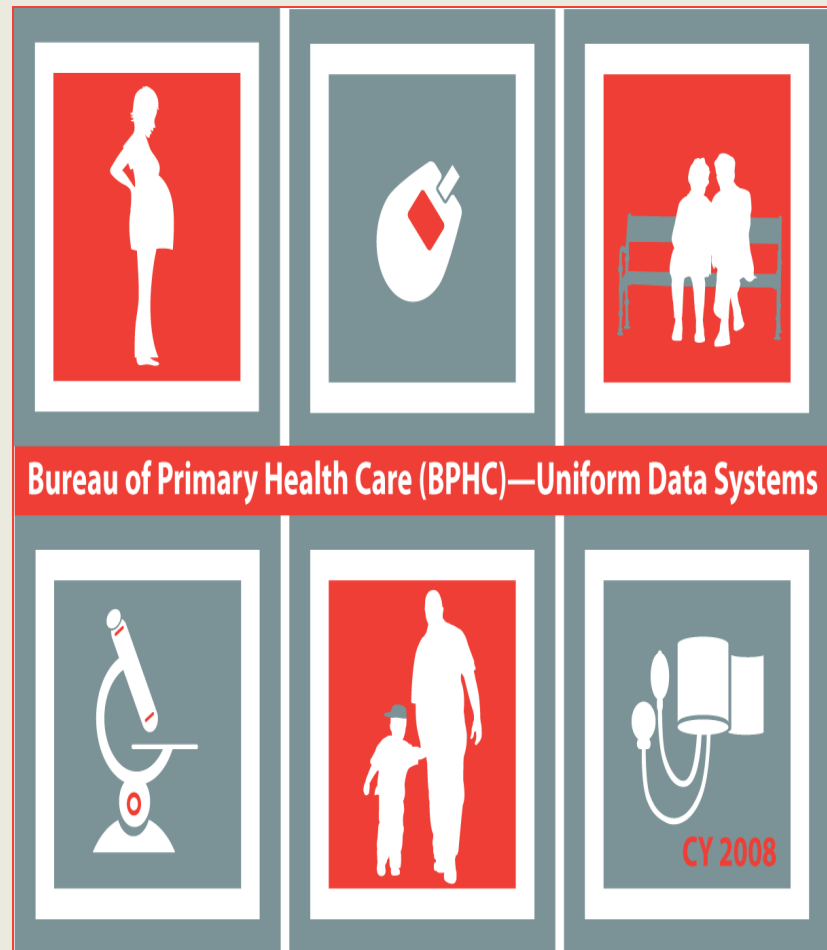
Support Staff

- Follow established policies and procedures to accomplish assigned registration tasks
- Provide feedback to management related to patient difficulties around the registration process
- Offer suggestions for improvement

What is the Uniform Data System (UDS)?

Government required electronic reporting mechanism for health centers funded with PHS section 330 funds **including:**

- Community Health
- Migrant Health
- Health Care for the Homeless
- Residents of Public Housing



Why is the UDS Important?

It helps your health center to demonstrate:

- The number of patients your health center serves
- The race/ethnicity, age, income levels, insurance sources, and health status of your patients
- The services your health center provides
- The types of staff who work in your health center
- The types of funding and payments your health center receives

The most important reason:

To be in **COMPLIANCE** with the requirements
of the federal government

What is Your Role in Helping Your Health Center to Complete the UDS Report?

Clinical

Financial

Demographic



The Agriculture Industry



Definition of Agriculture

The term “agriculture” means farming in all its branches, including:

- (i) Cultivation and tillage of the soil;
- (ii) The production, cultivation, growing, and harvesting of any commodity grown on, in or as an adjunct to or part of a commodity grow in or on, the land; and
- (iii) Any practice (including preparation and processing for market and delivery to storage or to market or to carriers for transportation to market) performed by a farmer or on a farm incident to or in conjunction with an activity described in clause (II).

Definitions - Section 330g of the Public Health Service Act

Migratory Agricultural Worker the term “migratory agricultural worker” means an individual whose **principal employment** is in agriculture on a **seasonal basis**, who has been so employed within the last **twenty-four months**, and who establishes for the purposes of such employment a **temporary abode**.

Seasonal Agricultural Worker the term “seasonal agricultural worker” means an individual whose **principal employment** is in agriculture on a **seasonal basis**, who has been so employed within the last **twenty-four months** and who is **not a migratory** agricultural worker.

Aged & Disabled Agricultural Worker applies to individual who has **previously been a migratory agricultural worker** but who no longer meets the requirements because of **age or disability** and members of the families of such individuals who are within such catchment area.

Agricultural Workers in Your Service Area



In Order to Verify MSAW Status, You Need to Know...

- The definition of agriculture
- The types of industries and tasks in agriculture that are included and excluded under HRSA rules
- The classifications of agricultural workers



Step 1: Establish Occupation

Is Agriculture the principal employment?



Verification Question: Have you or anyone in your family worked in agriculture?

What is “Agriculture”?

Agriculture means farming in all its branches, including:

- Horticulture
- Aquaculture
- Animal husbandry
- Packing and delivery to a location for sale or processing.

What is “Agriculture”?

Agriculture means farming in all its branches, including:

- Horticulture
- Aquaculture
- Animal husbandry
- Packing and delivery to a location for sale or processing.

Important Change to UDS Manual 2012

Agriculture means farming in all its branches as defined by the Office of Management (OMB)-developed North American Industry Classification System (NAICS), and includes migratory and seasonal agricultural workers employee in the following codes and all sub-codes:

2012 NAICS	
111	Crop Production
1111	Oilseed and Grain Farming
1112	Vegetable and Melon Farming
1113	Fruit and Tree Nut Farming
112	Animal Production and Aquaculture
1121	Cattle Ranching and Farming
1122	Hog and Pig Farming
1123	Poultry and Egg Production
1151	Support Activities for Crop Production
1152	Support Activities for Animal Production



What Agricultural Sectors **are included** in the Migrant Health Program?

Grains and Nuts

111
Crop

Production



Fruits and Vegetables

111 Crop Production



Nurseries

111 Crop Production



Other Commodities

111
Crop
Production



Forestry

(only includes the production and harvesting of Christmas trees and other trees that are harvested at least every 10 years)

111
Crop
Production



1151 - Support Activities for Crop Production

Harvesting primarily by machine



Post-harvest crop activities



And...

- Farm labor contractors and crew leaders
- Soil preparation and cultivation
- Cotton ginning

Dairy Farms

112
Animal
Production &
Aquaculture



Animal Farms

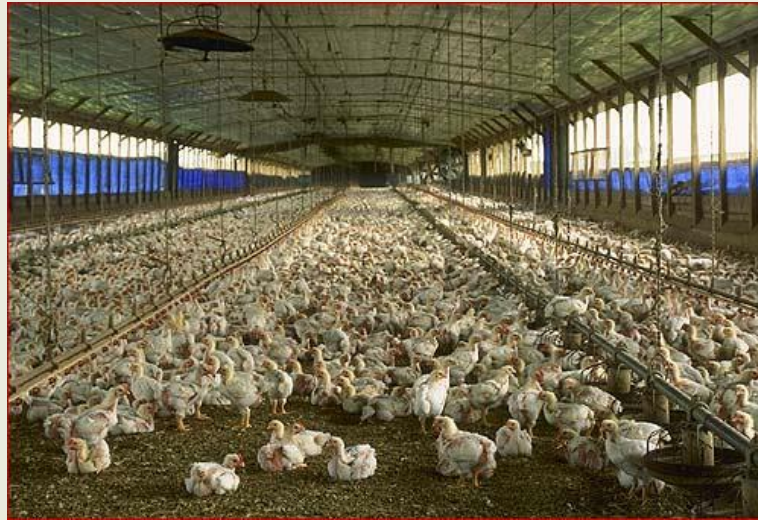
Goats, sheep, pigs, cattle, horses, & animals raised for fur

112
Animal
Production &
Aquaculture



Poultry Farms & Hatcheries

112
Animal
Production &
Aquaculture



Aquaculture

112 Animal Production & Aquaculture

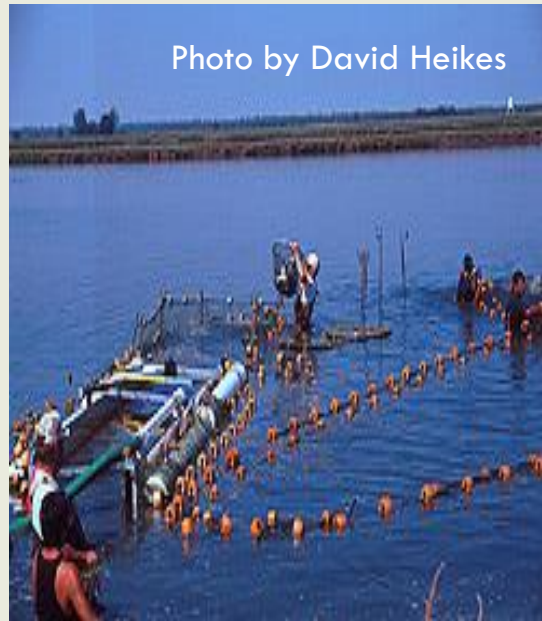


Photo by Stephen Ausmus

Support Activities for Animal Production

1152

Support
Activities

For Animal
Production &
Aquaculture

- Boarding
- Branding
- Reproductive services (breeding, insemination, semen collection, etc.)
- Livestock spraying, cleaning, etc.

For more, see:

<http://www.census.gov/eos/www/naics/>

Tasks Performed by Agricultural Workers

Examples

- Preparation of the soil
- Seeding plants, flowers, grass, trees, vegetables, fruits, and other commodities
- Planting, thinning, growing, irrigating of vegetables & fruits
- Planting, caring, pruning, fertilizing, replacing trees
- Detasseling, collecting, harvesting (corn and other grains)
- Sorting, preparing, processing
- Canning, preserving, packing
- Transporting, storing, distributing
- Catching, preparing, processing aquaculture products
- Feeding, caring, milking cows and other farm animals

Excluded Tasks and Industries - Examples



**Meat and Meat Product
Merchant Wholesalers
Industry 42447**



**Landscaping -
Industry 561730 Landscaping
Services**



**Spectator Sporting
Industry 711219**



**Trucking timber -
Industry 484220
Specialized Freight**

Step 2: Verify Time Frame



Have you worked in agriculture anytime in the last 24 months?

Verification Questions:

Have you or anyone in your family worked in agriculture in the last two years?

Step 3: Inquire about Migratory Status

Migratory or Seasonal

Verification Question: Have you or anyone in your family established a temporary home in order to work in agriculture?

Migratory- Establish a temporary abode/home



When a person and/or family leaves the area in which he/she lives to do agriculture work and must live somewhere other than in his/her home in order to do such work, that person is considered to have “established a temporary home”.

Seasonal

Does not establish a temporary home

Step 4: Verify Seasonality

“On a Seasonal Basis”

Verification Question: Have you or anyone in your family worked in agriculture on a seasonal basis without having to establish a temporary home?

Seasonality is not defined in the legislation, and is often defined unnecessarily narrowly.

“Seasonal basis” means that the worker’s **employment** and **income** may fluctuate with changes in conditions and the kinds of agriculture that they are working in.

Does your job, hours, or income change with the seasons?

Step 5: Identify Former MAW

Verification Question: Have you or anyone in your family stopped migrating to work in agriculture because of a disability or age?



- Former Migratory Worker
- No longer MAW because of age or disability



Step 6: Don't Forget the Family Members

Family

(A) Migratory agricultural workers, seasonal agricultural workers, and members of the families of such migratory and seasonal agricultural workers who are within a designated catchment area; and

(B) Individuals who have previously been migratory agricultural workers but who no longer meet the requirements of subparagraph (A) of paragraph (3) because of age or disability and members of the families of such individuals who are within such catchment area.

Question

Which classification of agricultural worker do you think is most often not identified and documented during the registration process?

- a. Migratory Worker
- b. Seasonal Worker
- c. Aged or Disabled
- d. Family Members



UDS 2016 Manual

- UDS guidance on Family Members aligned with definition

Page 42

“All health centers are required to report either on Line 16 or on lines 14 and 15 the number of patients seen during the reporting period who are were either migratory or seasonal agricultural workers or their family members, or other individuals described in the statute at Section 330(g)(1)(B).”

- Addition of guidance for documenting “Aged and Disabled”

Page 43

“Aged and Disabled Former Agricultural Workers: As defined in Section 330 (g)(1)(B), aged and disabled former agricultural workers are individuals who have previously been migratory agricultural workers but who no longer work in agriculture because of age or disability. These individuals and family members of such individuals are included in Line 14.”

Common Mistakes in the Registration Process

Self-administered form with no quality assurance

- Not asking the right questions
- Understanding and recognizing all Ag industries
- Determining work in the last 24 months for those not currently working in Ag
- Not including family members in count
- Not identifying aged/disabled



Results?

Low numbers of MSAWs to report in the UDS and to justify funding

Verification of Agricultural Worker Status- Questions to Ask

QUESTIONS	YES	NO
<p>1. In the past two years, have you or a member of your family worked in agriculture/farming, as your/their principal employment including, but not limited to:</p> <ul style="list-style-type: none">• Preparing, irrigating or spraying the fields, nurseries, orchards;• Planting, picking, sorting, packing, or transporting fruits, vegetables, grains, nuts, plants, tobacco, hops, flowers, grass, alfalfa, hay, or other agricultural products;• Planting trees; working with Christmas trees; picking pine needles or Spanish moss;• Working on farms that produce chickens, ducks, turkeys, cows, goats, sheep, horses, fish, seafood, etc.,	<p>This person and his/her family are agricultural workers.</p> <p>CONTINUE to questions 3-4.</p>	<p>There is no current agricultural worker in the household.</p> <p>GO to question 2.</p>

Verification of Agricultural Worker Status- Questions to Ask

Questions	YES	NO
2. Have you or a member of your family stopped migrating to work in agriculture because of a disability or old age?	This person and his/her family are <u>“former migratory agricultural workers”</u> This person and his/her family can be registered as “migratory” workers. STOP	There is no agricultural worker in the household.
3. In the past two years, have you or a member of your family established a temporary home in order to work in agriculture?	This person and his/her family are <u>migratory workers</u> . STOP	CONTINUE to question 4.
4. In the past two years, have you or a member of your family worked in agriculture on a seasonal basis without the need to establish a temporary home? <small>© Alan Pogue</small>	This person and his/her family are <u>seasonal workers</u> . STOP	

Group Assignment: Case Studies





Case Study #1

1. Your patient:

Ms. Hernandez, 43 years old

Has 2 children with Medicaid

The Hernandez family travels from their home in Washington to California to harvest strawberries from April to June.

2. Questions to ask yourself:

- Has anyone in this family worked in agriculture?
- Is agriculture the primary source of employment?
- Have they had to establish a temporary home to work in agriculture?
- Did their work, hours or income change for any part of the year?
- Did anyone in this family stop migrating to work in agriculture due to age or disability?

3. How should this patient be classified?

- ☐ Migratory agricultural worker
- ☐ Seasonal agricultural worker
- ☐ Aged/Disabled agricultural worker
- ☐ Not an agricultural worker



Case Study #2

1. Your patient:

Ms. Benavidez, 72 years old came with her son, 45 years old

Ms. Benavidez's son traveled to Wyoming for 30 years to work on cattle farms, but had a job-related accident 4 years ago and is no longer able to work. Ms. Benavidez lives with her son.

2. Questions to ask yourself:

- Has anyone in this family worked in agriculture?
- Is agriculture the primary source of employment ?
- Have they had to establish a temporary home to work in agriculture?
- Did there work, hours or income change for any part of the year?
- Did anyone in this family stop migrating to work in agriculture due to age or disability?

3. How should this patient be classified?

- ☐ Migrant agricultural worker
- ☐ Seasonal agricultural worker
- ☐ Aged/Disabled agricultural worker
- ☐ Not an agricultural worker



Case Study #3

1. Your patient:

Ms. Rodriguez, 40 years old

Ms. Rodriguez and her family have lived in your area for the past 20 years. Mr. Rodriguez works driving a combine harvester and sorting fruits during harvest season. In the off-season, he works as a day laborer in construction.

2. Questions to ask yourself:

- Has anyone in this family worked in agriculture?
- Is agriculture the primary source of employment?
- Have they established a temporary home to work in agriculture?
- Did their work, hours or income change for any part of the year?
- Did anyone in this family stop migrating to work in agriculture due to age or disability?

3. How should this patient be classified?

- ☐ Migrant agricultural worker
- ☐ Seasonal agricultural worker
- ☐ Aged/Disabled agricultural worker
- ☐ Not an agricultural worker



Case Study #4

1. Your patient:

Mr. Aguilar, 34 years old

Mr. Aguilar came to California five years ago to work with his brother in the strawberry fields. After saving for two years, he opened a small food truck that he operates close to a small migrant camp.

2. Questions to ask yourself:

- Has anyone in this family worked in agriculture?
- Is agriculture the principle employment?
- Have they had to establish a temporary home to work in agriculture?
- Did there work, hours or income change for any part of the year?
- Did anyone in this family stop migrating to work in agriculture due to age or disability?

3. How should this patient be classified?

- ☐ Migrant agricultural worker
- ☐ Seasonal agricultural worker
- ☐ Aged/Disabled agricultural worker
- ☐ Not an agricultural worker

New Digital Tool

Ag Worker Registration



Turning the Curve: MH Program Tactical Planning



Step 1: Program Assessment



Increase Access to Care for Ag Workers Migrant Health Program Self-Assessment Tool & Goal Setting Exercise

Organization Information

Organization Name:

CEO/Executive Director:

Address:

Telephone:

E-Mail:

Demographic Information

How many total patients served for the 2016 and 2017

2016 # of patients served:

2017 # of patients served:

How many total MSAW patients served for 2016 and 2017

2016 # of MSAW patients served:

2017 # of MSAW patients served:

Step 2: Goal Setting

Goal Setting

1. What are some strategies that you **currently have in place** to help you increase care to your Ag worker population?

2. What are some NEW strategies/programs that **you could put into place** to increase access to care for this population?

3. What kind of Training and TA do you need to help you improve your services to the Ag Worker Population?

4. Would you like to make a commitment to increase access to care for Ag workers?
☐ Yes
☐ No
☐ Not Sure

Goal Setting



Community Health Partnership of Illinois
Building Healthy Lives, Together • Creando Una Vida Saludable, Juntos

Agricultural Worker Access 2017

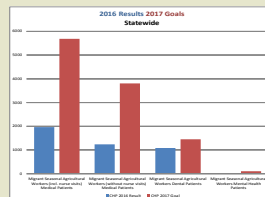


Our Mission
Community Health Partnership of Illinois builds and delivers quality, culturally responsive health care services with our patients, caregivers, and the communities we serve. We empower all, including agricultural workers, to enjoy maximum wellbeing.

Increase Access to Services 2017 GOALS to increase medical services for MSAW and their families.



	Statewide Goal	OUR Goal	OUR Actual
Unduplicated MSAW with nurse or provider medical visit	5680		
Unduplicated MSAW with medical provider visit (MD, NP or PA)	3800		



Training/TA Opportunities: Action Planning

- Want to be part of a Learning Collaborative?
 - Finalize MH Program Needs Assessment
 - Create MH Action Plans to Increase Access to Care for Ag Workers
 - Hands-on Training
 - Become part of a quarterly “Virtual Network” for sharing of best practices
 - Goal setting and monitoring
- On-site training
- Webinars
- Website Resources: <http://www.ncfh.org/administrative.html>

Questions??

Contact Information

Alicia Gonzales

gonzales@ncfh.org

512-312-5469