Increasing Access for Migratory & Seasonal Agricultural Workers (MSAW): Accurate Identification, Classification & UDS Reporting

Presented by:
National Center for Farmworker Health

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Today’s Speakers

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Training Services Manager
Warm Up Activity!
Learning Objectives

- Describe the relationship between classification, Uniform Data System (UDS) reports, and health center funding and identify industries and tasks in agriculture that meet the definition of agriculture and should be considered when classifying an agricultural worker for UDS reporting.

- Distinguish the different classification types for agricultural workers and utilize acquired knowledge to correctly report agricultural worker patients in UDS.

- Learn about available resources and services from NCFH to assist in meeting Migrant Health (MH) Program goals.
The National Center for Farmworker Health is a private, not-for-profit organization located in Buda, Texas, whose mission is “To improve the health of farmworker families”.

- Population specific data resources and technical assistance
- Workforce development and training
- Health education resources and program development
- Board Governance training
- Program Management
Ag Worker Access Campaign

A national initiative to increase the number of Migratory & Seasonal Agricultural Workers & their families served in Community and Migrant Health Centers.

Increasing Access to Quality Healthcare for America's Agricultural Workers

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

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ID & Registration of Special Populations

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

- Patients considered belonging to a Special Population include:
  - Homeless
  - Migratory and seasonal agricultural workers
  - Veterans
  - Patients served by school-based health centers
  - Patients served at a health center located in or immediately accessible to a public housing site

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

All health centers report these populations, regardless of whether or not they directly receive special population funding.
UDS – What & Why

WHAT → Standard mechanism for a health center to report:
• Number of patients served
• Patient population demographics, such as race, ethnicity, age, income levels, insurance sources
• Services provided, clinical processes and results
• Types of staff employed by health center
• Types of funding and payments received by a health center

WHY →
To be in COMPLIANCE with the requirements of the federal government
Accountability and ROI
**Status Verification & Funding**

**Funding**
- Funding corresponds to the # Migratory & Seasonal Agricultural Workers the HC proposes to be served.

**Funding Obligations**
- Compliance with HRSA program requirements for PHS Section 330.
- Provision of services to eligible population.
- Submission of UDS reports.

**Funding Continuation**
Who Reports What & Where?

Health centers that receive section 330(g) funding from the Public Health Service (PHS) Act – Migrant Health Center funding, provide separate totals for migratory and for seasonal agricultural workers on lines 14 and 15.

• For section 330(g) grantees: Lines 14 + 15 = Line 16.
• All other health centers report on Line 16.
Community/Migrant Health Centers can serve anybody, but they **must**:
1. Determine if a person seeking care at the center is a member of a “special population”
2. Offer sliding fee scale to those who qualify

**Special Population Designation**
- Agricultural workers
- Homeless
- Public housing residents
- School-based wellness centers
- Veterans

**Sliding Fee Scale**

**Verification/Classification vs. Eligibility**
To Verify MSAW Status you need to know...

- Definition of agriculture
- Types of industries and tasks in agriculture that are included and excluded under HRSA rules
- Classifications of agricultural workers

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

(i) cultivation and tillage of the soil.

(ii) Production, cultivation, growing, and harvesting of any commodity grown on, in, or as an adjunct to or part of a commodity grown in or on, the land.

(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.

HRSA, Health Center Program, Authorizing Statute. 42 USC Chapter 6A, Subchapter II, Part D, subpart i: health centers
Agriculture means "farming in all its branches as defined by the Office of Management and Budget (OMB)-developed North America Industry Classification System (NAICS) and include migratory and seasonal workers included in the following codes and all sub codes within 111, 112, 1151, and 1152."

<table>
<thead>
<tr>
<th>NAICS Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>111</td>
<td>Crop Production</td>
</tr>
<tr>
<td>1111</td>
<td>Oilseed and Grain Farming</td>
</tr>
<tr>
<td>1112</td>
<td>Vegetable and Melon Farming</td>
</tr>
<tr>
<td>1113</td>
<td>Fruit and Tree Nut Farming</td>
</tr>
<tr>
<td>1114</td>
<td>Greenhouse, nursery, and floriculture production</td>
</tr>
<tr>
<td>1119</td>
<td>Other crop farming, tobacco, cotton, sugarcane, hay, peanuts, sugar beets</td>
</tr>
<tr>
<td>112</td>
<td>Animal Production and Aquaculture</td>
</tr>
<tr>
<td>1121</td>
<td>Cattle Ranching and Farming</td>
</tr>
<tr>
<td>1122</td>
<td>Hog and Pig Farming</td>
</tr>
<tr>
<td>1123</td>
<td>Poultry and Egg Production</td>
</tr>
<tr>
<td>1124</td>
<td>Sheep and goat farming</td>
</tr>
<tr>
<td>1125</td>
<td>Aquaculture</td>
</tr>
<tr>
<td>1129</td>
<td>Other animal production, apiculture, horses, fur bearing animals, companion animals</td>
</tr>
<tr>
<td>1151</td>
<td>Support Activities for Crop Production</td>
</tr>
<tr>
<td>1152</td>
<td>Support Activities for Animal Production</td>
</tr>
</tbody>
</table>
111
Crop Production
1151 Support Activities

Harvesting by machine

Post-harvest, like sorting, packing, processing on farm

And...
- Farm labor contractors and crew leaders
- Soil preparation and cultivation
- Transportation affiliated with the farm

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112
Animal Production
& Aquaculture
112
Other Animal Production
1152 Support Activities

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

• For more, see:
  https://www.census.gov/naics/
Tasks Performed by Ag 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, breeding, caring for animals, milking cows
Excluded Tasks & Industries

- Industry 42447-Meat and meat product merchant wholesalers
- Industry 561730-Landscaping services
- Industry 711219-Spectator Sporting
- Industry 48422-Trucking timber; specialized freight
Ag Worker Verification Process
## Classification of Agricultural Workers

<table>
<thead>
<tr>
<th>Migratory</th>
<th>Seasonal</th>
<th>Aged/Disabled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal employment is agriculture</td>
<td>Principal employment is agriculture on a seasonal basis</td>
<td>Former migratory agricultural workers unable to work in agriculture due to age or disability.</td>
</tr>
<tr>
<td>Employed within the last twenty-four months</td>
<td>Employed within the last twenty-four months</td>
<td></td>
</tr>
<tr>
<td>Establish a temporary home for the purposes of working in agriculture</td>
<td>Is not a migratory worker</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Has not established a temporary home in order to work in agriculture</td>
<td></td>
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</tbody>
</table>

**NOTE:** Workers and their family members receive the same classification.
<table>
<thead>
<tr>
<th>Step 1:</th>
<th>Establish Occupation</th>
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</thead>
<tbody>
<tr>
<td>Step 2:</td>
<td>Determine Time Frame</td>
</tr>
<tr>
<td>Step 3:</td>
<td>Determine Migratory Status</td>
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<tr>
<td>Step 4:</td>
<td>Determine Seasonal Status</td>
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<tr>
<td>Step 5:</td>
<td>Identify Former Migratory Ag Workers</td>
</tr>
<tr>
<td>Step 6:</td>
<td>Identify all Family Members</td>
</tr>
</tbody>
</table>
Step 1: Establish Occupation

Verification Question: Have you or anyone in your family worked in agriculture?
Step 2: Determine Time Frame

Verification Question:
Have you or anyone in your family worked in agriculture in the last two years?
Step 3: Determine Migratory Status

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

- Establishes a temporary home. (Migratory)
- Does not establish a temporary home. (Seasonal)

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Step 4: Determine Seasonal Status

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

Do your job, hours, tasks, or income change with the seasons?

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.

*Seasonal Agricultural workers may be employed throughout the year for each crop season and as a result might work “full-time.”
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 Migratory Agricultural Workers because of age or disability
Step 6: Identify All Family Members

• All dependent family members of verified agricultural workers are also classified as agricultural workers.

• This is regardless of a dependent’s insurance status.

• Dependents should be classified as migratory or seasonal, the same as the primary agricultural worker family member.
How do I ask the questions?

- Use the **right language** and **easiest terminology**.
- Examples:
  - Have you or a family member worked in **any type of agriculture** in the past 2 years?
  - Have you or a family member **worked in the fields** in the past 2 years?
  - Have you or a family member **worked on a farm** in the past 2 years?
  - **What type of work do you do?**...Then probe.
  - Do you **work in agriculture, like in crops, animal farms**, etc.?
What if the patient is reluctant?

• Ask the patient the question **in another way**.
  • **Who** do you work for?
  • What is the **name of the company**?
  • What **type of work** do you do?

• Let them know why **you need to know this information**:
  • We want to be able to **better serve you**.
  • We receive special funds for agricultural **workers**, and we need to keep track of all patients we serve.
  • We have **special programs to assist you**.

*Reiterate that patient information is confidential*
What if the patient is having difficulty filling out the form?

• Confirm if they understand the question.
• Reiterate questions or say in simpler terms.
• Always be mindful of tone of voice.
• Offer assistance filling out the form.
• Make sure forms are available in patient’s preferred language.
Tips & Strategies

1. Implement policies, procedures and staff training to ensure that staff understand the population and how to accurately identify and register them.
2. Ask the right questions on the registration form and provide assistance.
3. Remember to inquire re occupation in the last two years.
4. Make sure that all patients, or guardians, are screened for agricultural worker status (and other special populations), regardless of insurance or employment.
5. Verification should be happening at every visit.

6. Have additional tools available at the front desk for registration staff to use, i.e.
   • List of Ag employers
   • “Cheat sheet” illustrating common Ag workers tasks

7. Cross reference adult agricultural workers with family members who are patients of the health center in the electronic health record.

8. Develop outreach strategies to inform Ag community of health center services.
Case Studies
**Step 1:** Establish Occupation
- Is agriculture the principal employment?
- Have you or anyone in your family worked in agriculture?

**Step 2:** Determine Time Frame
- Have you or anyone in your family worked in agriculture anytime in the last 2 years?

**Step 3:** Determine Migratory Status
- Have you or anyone in your family established a temporary home in order to work in agriculture?

**Step 4:** Determine Seasonal Status
- Have you or anyone in your family worked in agriculture on a seasonal basis without having to establish a temporary home?
- Do your job, hours, tasks, or income change with the seasons?

**Step 5:** Identify Former MAW
- Have you or anyone in your family stopped migrating to work in agriculture because of age or disability?

**Step 6:** Identify all Family Members
- Ensure all family members of the agricultural worker receive the same designation, either migratory or seasonal
Case Study 1

Your patient:
David, 55 years old

David received a work contract and arrived in Michigan from Guatemala 3 months ago. He lives and works in employer provided housing with other workers where they harvest blueberries.

He is at your health center to have a work related back injury evaluated.
Case Study 1

This patient should be classified and reported as a Migratory Agricultural Worker.

Based on the information we have, is there anything else we know about this patient?
Case Study 2

Your patient:
Manuel, 12 years old

Manuel lives in Texas and is getting ready to start 7th grade. His grandmother brought him to your health center for the Tdap (whooping cough booster). Manuel’s mother and father are currently living and working in Colorado harvesting barley for the summer season while Manuel and his siblings stay home with their grandmother.
Manuel should be classified the same as his parents – Migratory Agricultural Worker.
Case Study 3

Your patient:
Natalie, 45 years old

Natalie lives in Nebraska where she works for a large packing company that packages produce coming from several farms in the area. She is at your health center today for a diabetes management appointment.
Natalie cannot be classified as an agricultural worker.
Case Study 4

Your patient:
Joel, 50 years old

Joel lives in Ames, Iowa where he works at a cricket farm for most of the year and works in construction during his gaps in work to supplement his income.

He is at your health center today because he is out of his blood pressure medication.
Case Study 4

Joel should be classified as a seasonal agricultural worker.
Resources
Tools & Resources

• Archived Webinar: Migratory & Seasonal Agricultural Worker Identification, Registration and Reporting in the UDS
• Ag Worker Identification Digital Training Tool -- This 10-minute training video is a perfect introduction to the Ag Worker ID process for new team members, as well as seasoned staff.
• Increase Access to Care (IAC) Q&A Packet -- Frequently Asked Questions and Answers gathered from past IAC workshops, webinars, and trainings.
• Ag Worker Identification Front Office Reference Sheet -- Tool designed to help health center staff ask the right questions to accurately identify, classify and report MSAWs in the UDS.
• Identifying and Reporting H2A Workers in the UDS

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Get Your Foot in the Door: Health Center Strategies for Initiating Relationships with Growers, Contractors, and Employers

This resource provides strategies, specifically for health centers, in identifying and connecting with growers, contractors, and employers that employ Migrant and Seasonal Agricultural Workers (MSAWs). These four strategies are a compilation of successful approaches health center staff and outreach specialists have used to prepare for reaching out to growers, contractors, and employers to increase MSAW access to essential health care services. The resource also includes tools available for you to implement each recommended strategy.

1. Map agricultural work in your community.

To identify growers, contractors, and employers to partner with, and the most effective times to contact them, you first need to understand what is planted and harvested in your community. This will give you an idea of when MSAWs come into the area to work and help you determine the best time to conduct outreach. It is also important to consider year-round work such as animal production, aquaculture, and processing plants. Agricultural work is at risk of changes based on climate, market demands, and many other factors.

Questions to consider:
- What is planted/harvested in the Spring/Summer/Fall?
- What year-round work is available? (i.e., animal production, aquaculture, etc.)
- Who is employing agricultural workers in the area?

Tools Available
- USDA Census of Agriculture State & County Profiles Website: Provides county-level information about top crops, livestock/poultry, and other products in your state or area, along with number of farms and demographic information on producers.
- AgWorker Client Profiles: Tool to create client profiles based on similar characteristics (i.e., location, language, areas of interest, etc., as described in the resource.)
What is the IAC Network?
A national network of Health Centers, HC Networks, PCAs, and C/MHCs across the country working together toward the mutual goal of increasing access to care for Ag workers and their families.

What are they doing?
• Two learning collaboratives (IAC Core & IAC Plus)
• Participating in virtual learning sessions
• Migrant Health Action Planning
• Sharing UDS information 2x/year to track outcomes
• Sharing knowledge, tools and resources
National Center for Farmworker Health

Population Specific
- Population Estimation

Health Education/Patient Education Resources
- Resource Hubs
  - Diabetes
  - Mental Health
  - SDOH
- Digital Stories
- Patient Education Materials

Governance/Workforce Training
- Health Center ToolBox
- Archived Webinars
- Board Tools, Resources & Templates

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<table>
<thead>
<tr>
<th>COVID-19 Resources for Agricultural Workers and Resources for Health Centers and Farmworker-Serving Organizations</th>
</tr>
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<tbody>
<tr>
<td>Una Voz Para La Salud Call for Health</td>
</tr>
<tr>
<td>1 (800) 377-9968</td>
</tr>
<tr>
<td>1 (737) 414-5121</td>
</tr>
<tr>
<td>WhatsApp</td>
</tr>
<tr>
<td>Regional Stream Forums on a year basis (West Coast, East Coast, and Midwest*)</td>
</tr>
<tr>
<td>*Hosted by NCFH</td>
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</tbody>
</table>

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The Farmworker Health Network works cooperatively with HRSA to provide training and technical assistance to over a thousand Community & Migrant Health Centers throughout the U.S.
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Instagram: @farmworkerhealth

YouTube: National Center for Farmworker Health
Q&A Discussion
Thank you!

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Resources

• Health Center Data & Reporting - https://bphc.hrsa.gov/datareporting/index.html


• NAICS Codes – https://www.census.gov/naics/
