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Agricultural Worker Identification, Registration, & Reporting in the UDS Webinar

Presented by:
National Center for Farmworker Health

November 6th, 2024



Introductions



Kadie Koeneman, MPH
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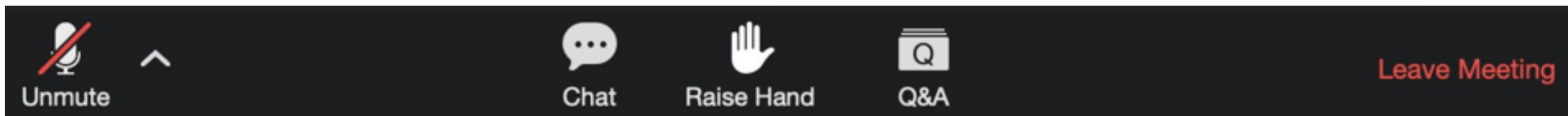
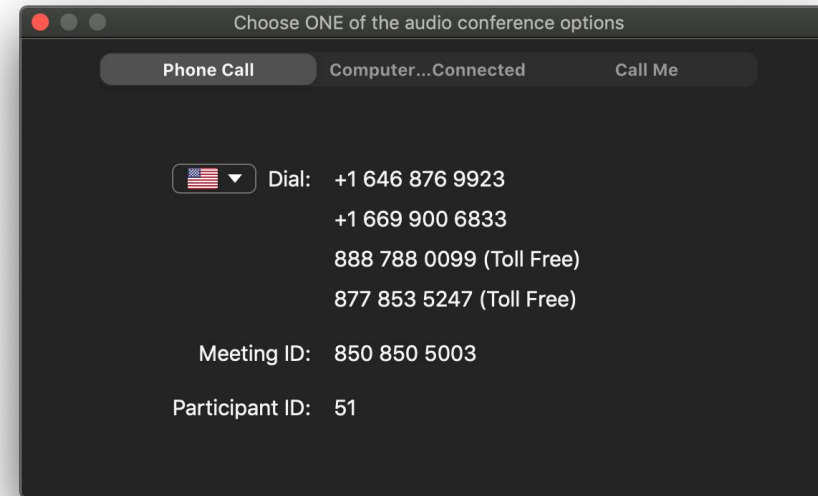
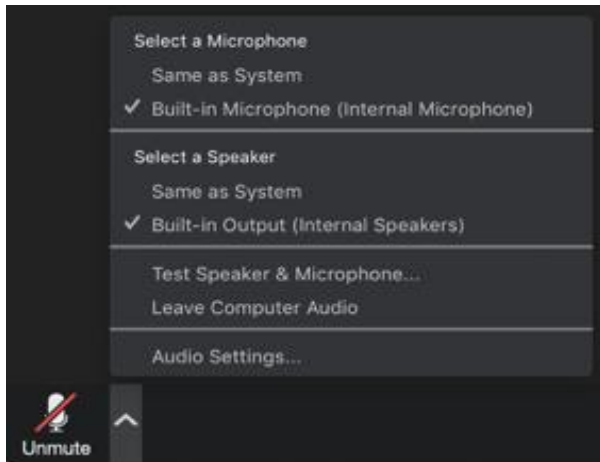


Important Reminders

- Webinar will last approximately 1 hour
- For technical issues, please send a chat to Vanessa, Organizer
- This session will be recorded.
- The recording and electronic copy will be available within 1 week of the live event.
- You will receive an email very soon after this session/webinar asking for your evaluation of this training session. Your feedback is greatly appreciated.

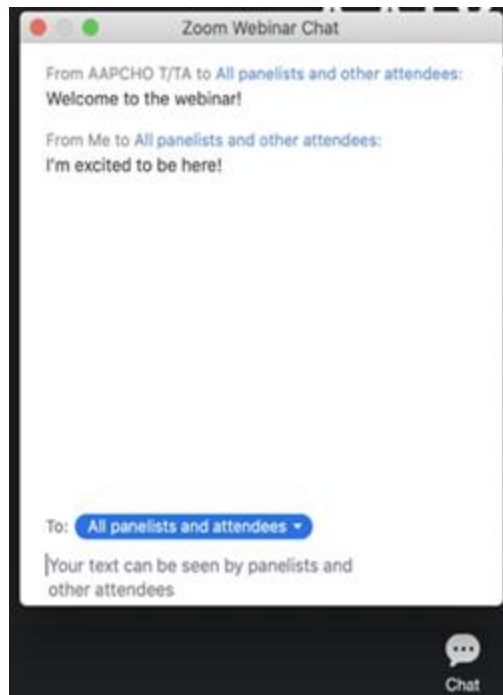


Zoom Housekeeping



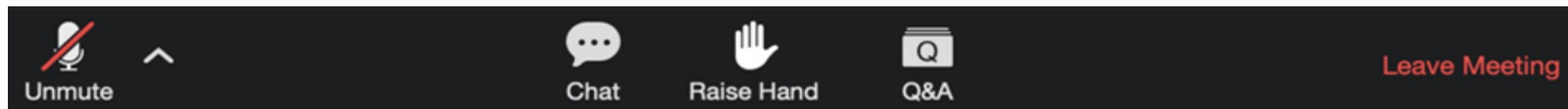


Zoom Housekeeping



At any time during the webinar, you can ask questions. Please use the chat feature to send your questions to the presenter. At the end of the webinar, we will answer all questions.

Any questions that cannot be addressed during the webinar will be responded to the participants directly via email.

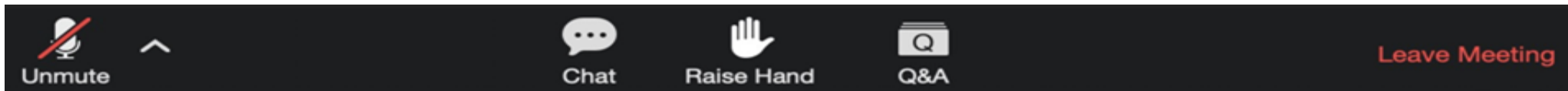
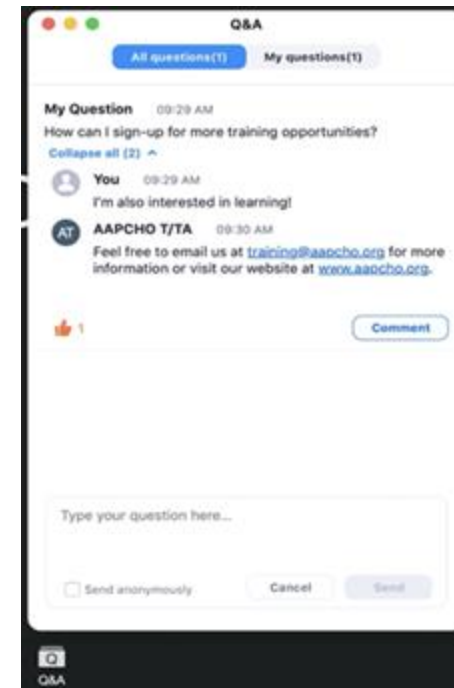




Zoom Housekeeping

You can also ask questions using the **Q&A** feature and opt to submit them anonymous if you prefer. The Organizer and Speaker will be moderating and answering these questions throughout the presentation.

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Presented by:
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Today's Speaker



Kadie Koeneman, MPH
Lead Public Health Project Coordinator
koeneman@ncfh.org





Learning Objectives

- Differentiate between registration/classification and eligibility.
- Identify industries and tasks that meet the definition of agriculture and should be considered when classifying an Ag worker for UDS reporting.
- Distinguish the different classification types for Ag workers and utilize this knowledge to correctly classify and report Ag worker patients.



National Center for Farmworker Health

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

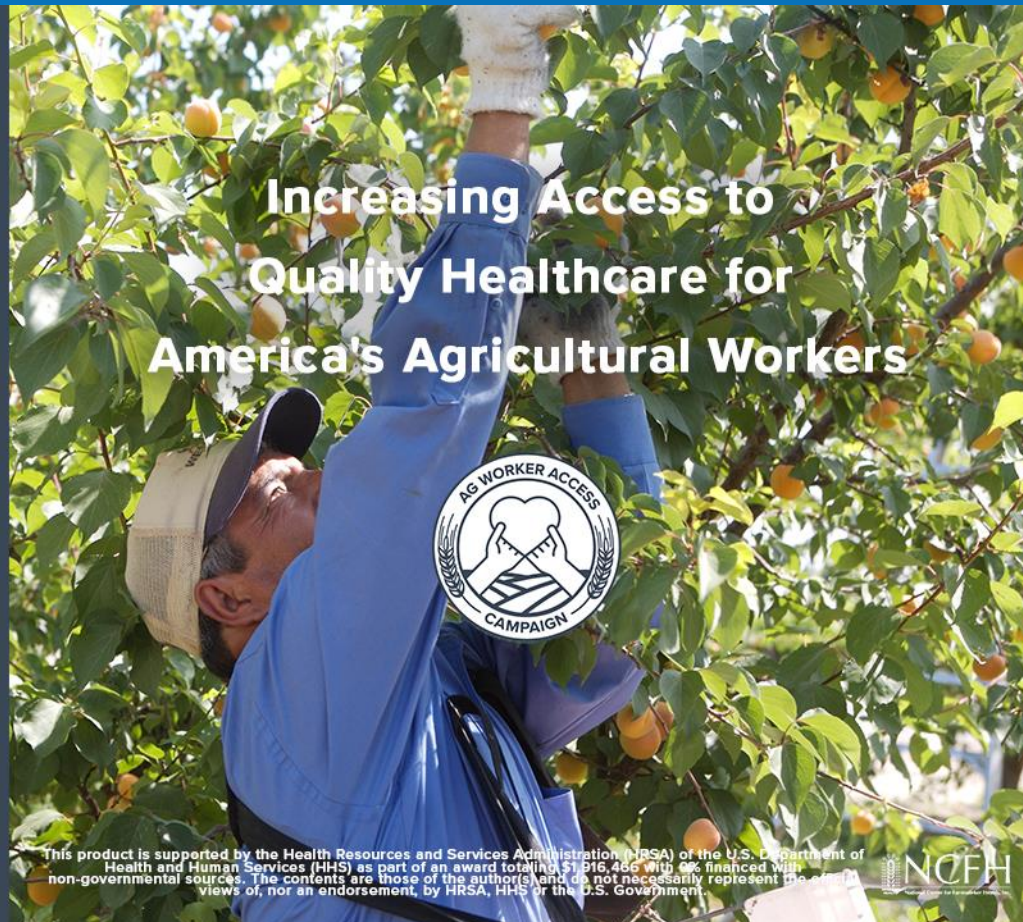


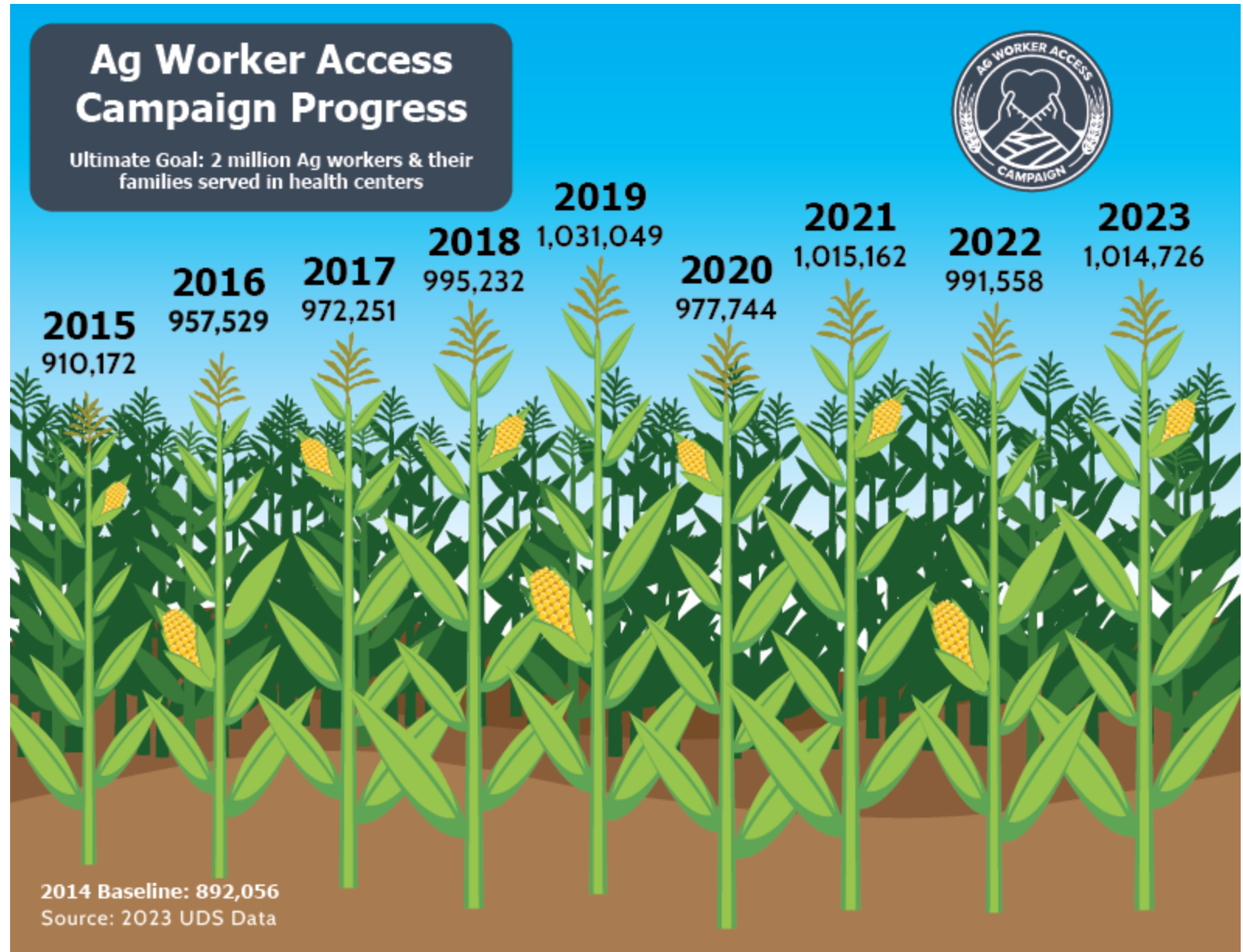


Ag Worker Access Campaign

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

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







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.



Verification/Classification vs. Eligibility

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

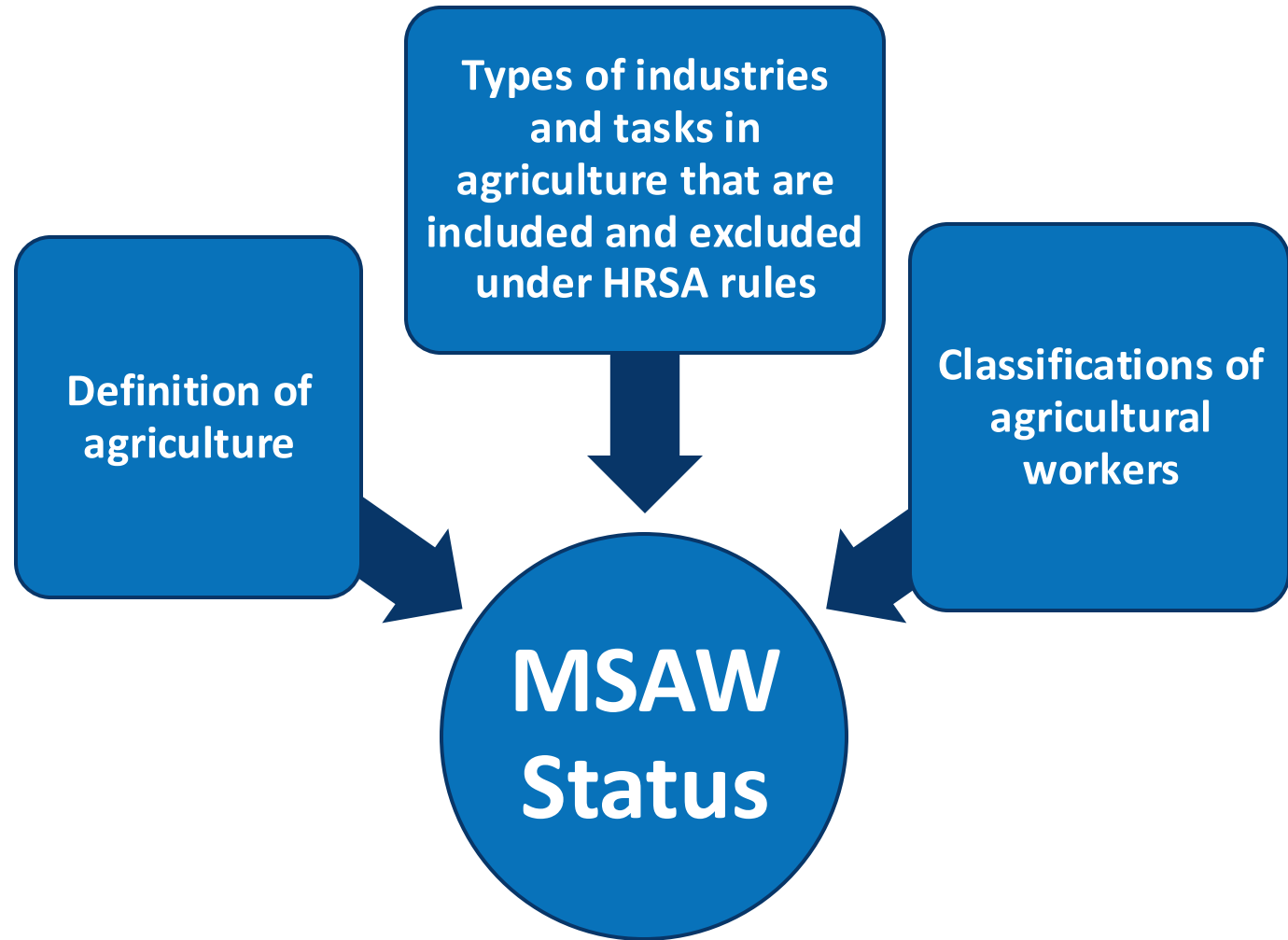
VERIFICATION

Sliding Fee Scale

ELIGIBILITY



To Verify MSAW Status you need to know...





Definition of Agriculture



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

Classification of Agricultural Workers



Migratory	Seasonal	Aged/Disabled
Principal employment is agriculture	Principal employment is agriculture on a seasonal basis	Former migratory agricultural workers unable to work in agriculture due to age or disability.
Employed within the last twenty-four months	Employed within the last twenty-four months	
Establish a temporary home for the purposes of working in agriculture	Is not a migratory worker Has not established a temporary home in order to work in agriculture	
NOTE: Workers and their family members receive the same classification		



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Tasks & Industries



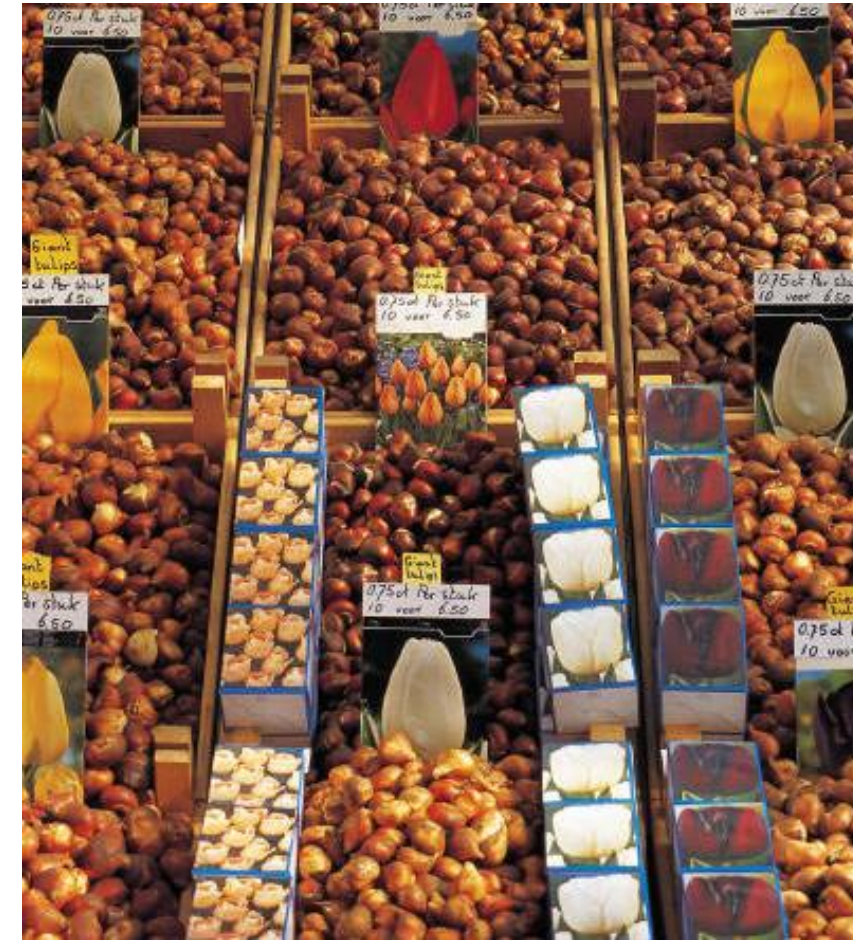


NAICS Codes

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."

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

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

112 Animal Production & Aquaculture



112

Other Animal Production





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1152 Support Activities

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



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



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Ag Worker Verification Process

Step 1:

Establish Occupation

Step 2:

Determine Time Frame

Step 3:

Determine Migratory Status

Step 4:

Determine Seasonal Status

Step 5:

Identify Former MAW

Step 6:

Identify all Family Members



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



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 MAW because of age or disability**





Step 6: Identify All Family Members

- All family members of verified agricultural workers are also classified as agricultural workers.
- This is regardless of a family member's insurance status.
- Family members should be classified as migratory or seasonal, the same as the primary agricultural worker family member.



Case Studies





Case Study 1

Step 1:

Establish Occupation

- *Is agriculture the principal employment?*
- *Have you or anyone in your family worked in agriculture?*

Your patient:

Manuel, 12 years old

Manuel lives in Texas. He was recently diagnosed with Diabetes and his grandmother brought him into your health center for a 3-month follow-up appointment.

Manuel's mother and father are currently working in Colorado harvesting barley for the next two months.





Case Study 1

Step 2: Determine Time Frame

- *Have you or anyone in your family worked in agriculture anytime in the last 2 years?*

Your patient:

Manuel, 12 years old

Manuel lives in Texas. He was recently diagnosed with Diabetes and his grandmother brought him into your health center for a 3-month follow-up appointment.

Manuel's mother and father are currently working in Colorado harvesting barley for the next two months.





Case Study 1

Step 3: Determine Migratory Status

- *Have you or anyone in your family established a temporary home in order to work in agriculture?*

**Your patient:
Manuel, 12 years old**

Manuel lives in Texas. He was recently diagnosed with Diabetes and his grandmother brought him into your health center for a 3-month follow-up appointment.

Manuel's mother and father are currently working in Colorado harvesting barley for the next two months.





Case Study 1

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?*

Your patient:

Manuel, 12 years old

Manuel lives in Texas. He was recently diagnosed with Diabetes and his grandmother brought him into your health center for a 3-month follow-up appointment.

Manuel's mother and father are currently working in Colorado harvesting barley for the next two months.





Case Study 1

Step 5: Identify Former MAW

- *Have you or anyone in your family stopped migrating to work in agriculture because of age or disability?*

Your patient:
Manuel, 12 years old

Manuel lives in Texas. He was recently diagnosed with Diabetes and his grandmother brought him into your health center for a 3-month follow-up appointment.

Manuel's mother and father are currently working in Colorado harvesting barley for the next two months.





Case Study 1

Step 6:

Identify all Family Members

Your patient:

Manuel, 12 years old

Manuel lives in Texas. He was recently diagnosed with Diabetes and his grandmother brought him into your health center for a 3-month follow-up appointment.

Manuel's mother and father are currently working in Colorado harvesting barley for the next two months.



Case Study 1

Manuel should be classified the same as his parents, Migratory Agricultural Worker.



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Case Study 2

Step 1:

Establish Occupation

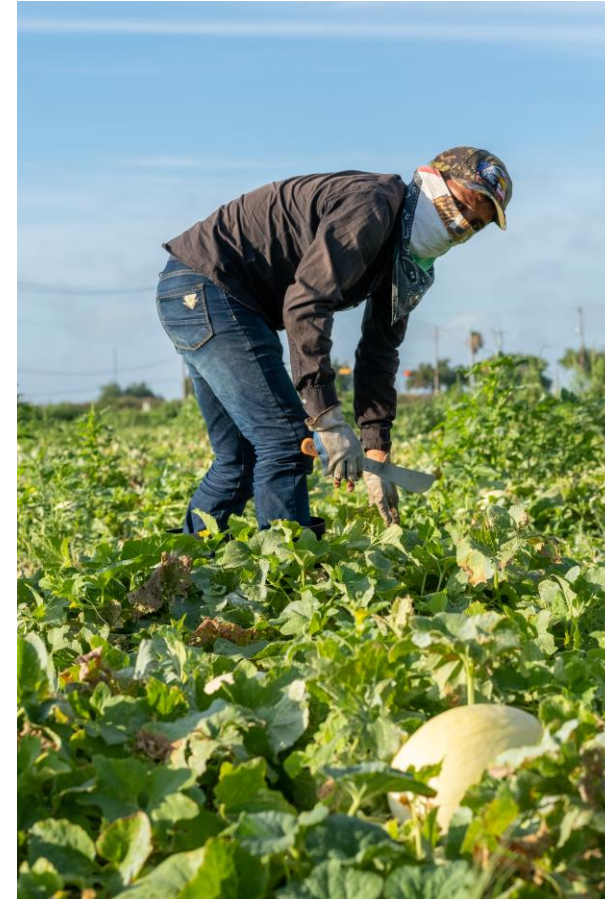
- *Is agriculture the principal employment?*
- *Have you or anyone in your family worked in agriculture?*

Your patient:

Mr. Escobedo, 52 years old

Mr. Escobedo received a contract for work in the U.S. and arrived in South Carolina from Mexico 3 months ago. He lives in employer provided housing with other workers where they harvest melons.

He is at your Health Center because he is out of his blood pressure medication.





Case Study 2

Step 2: Determine Time Frame

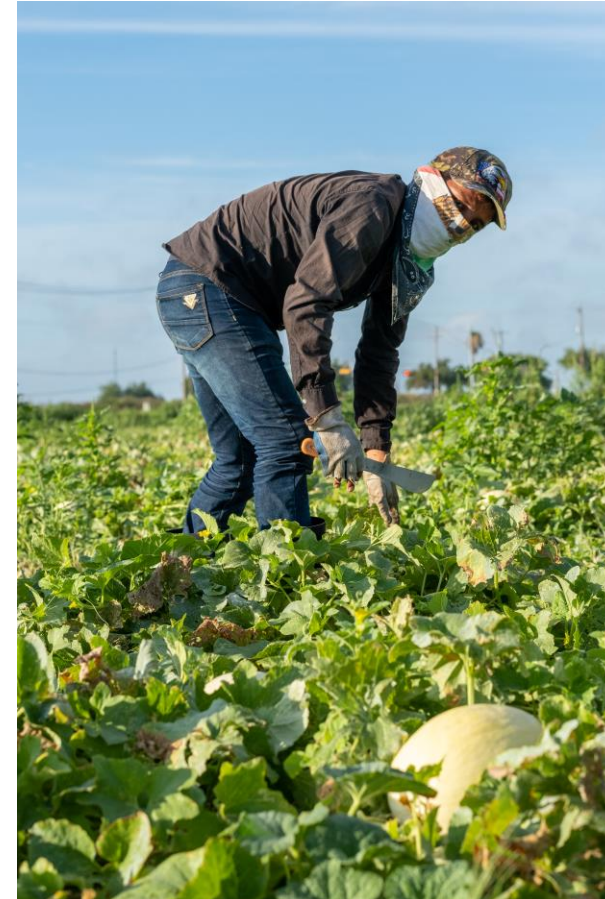
- *Have you or anyone in your family worked in agriculture anytime in the last 2 years?*

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Case Study 2

Step 3: Determine Migratory Status

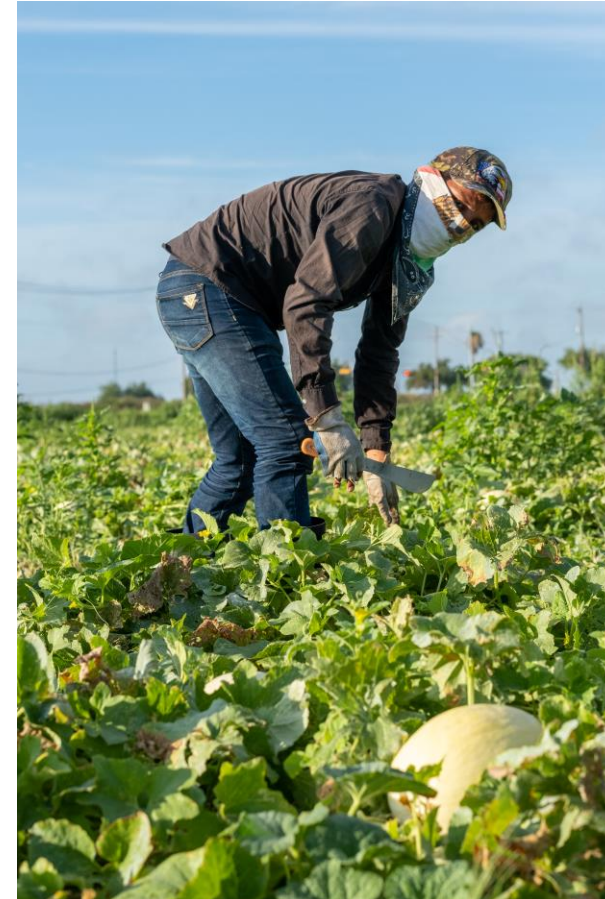
- *Have you or anyone in your family established a temporary home in order to work in agriculture?*

Your patient:

Mr. Escobedo, 52 years old

Mr. Escobedo received a contract for work in the U.S. and arrived in South Carolina from Mexico 3 months ago. He lives in employer provided housing with other workers where they harvest melons.

He is at your Health Center because he is out of his blood pressure medication.





Case Study 2

Step 4:

Determine Seasonal Status

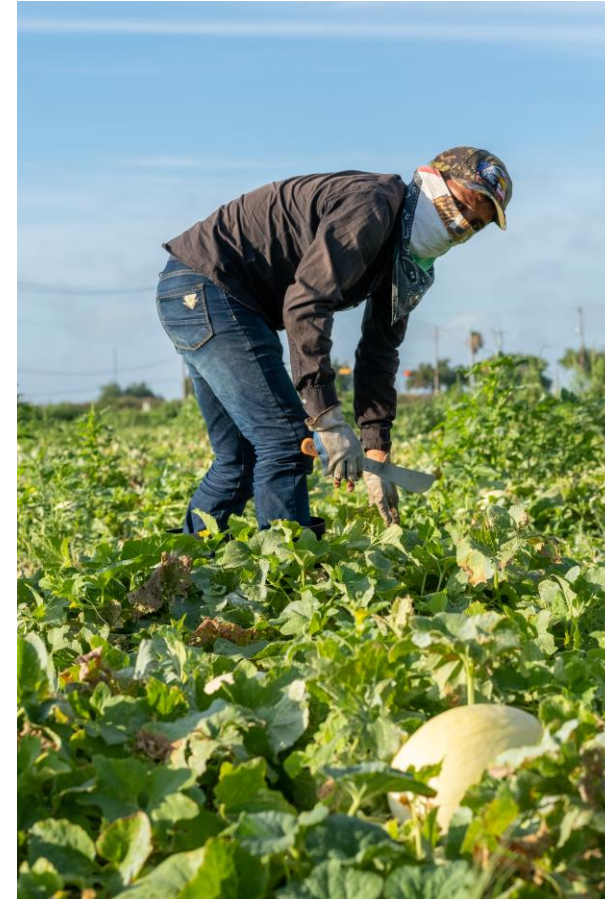
- *Have you or anyone in your family worked in agriculture on a seasonal basis without having to establish a temporary home?*
- *Do your job, hours, tasks, or income change with the seasons?*

Your patient:

Mr. Escobedo, 52 years old

Mr. Escobedo received a contract for work in the U.S. and arrived in South Carolina from Mexico 3 months ago. He lives in employer provided housing with other workers where they harvest melons.

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Case Study 2

Step 5: Identify Former MAW

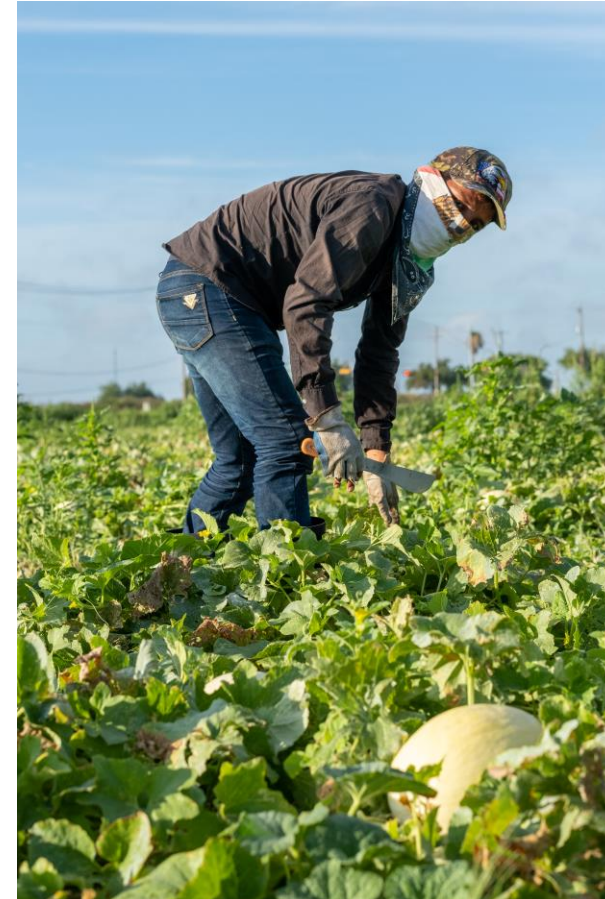
- *Have you or anyone in your family stopped migrating to work in agriculture because of age or disability?*

Your patient:

Mr. Escobedo, 52 years old

Mr. Escobedo received a contract for work in the U.S. and arrived in South Carolina from Mexico 3 months ago. He lives in employer provided housing with other workers where they harvest melons.

He is at your Health Center because he is out of his blood pressure medication.





Case Study 2

Step 6:

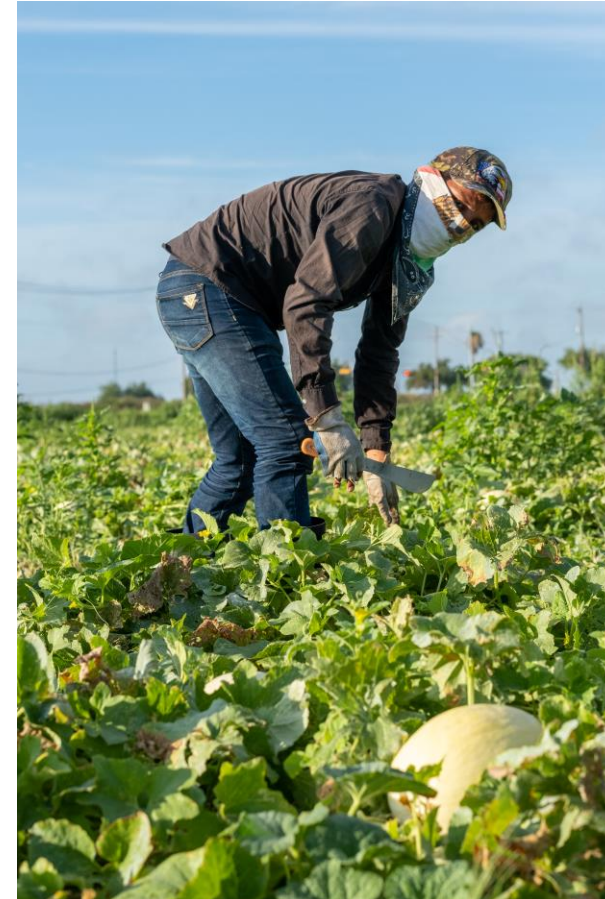
Identify all Family Members

Your patient:

Mr. Escobedo, 52 years old

Mr. Escobedo received a contract for work in the U.S. and arrived in South Carolina from Mexico 3 months ago. He lives in employer provided housing with other workers where they harvest melons.

He is at your Health Center because he is out of his blood pressure medication.





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HEALTH**

Case Study 2

**Mr. Escobedo should be classified
as a Migratory Agricultural
Worker.**



Case Study 3

Step 1:

Establish Occupation

- *Is agriculture the principal employment?*
- *Have you or anyone in your family worked in agriculture?*

**Your patient:
Joel, 50 years old**

Joel works at an oyster farm in Washington near his family home until the oysters go dormant for winter. Starting in December he works construction jobs.

This morning, Joel came into your health center for his 3-month diabetes check-up.





Case Study 3

Step 2: Determine Time Frame

- *Have you or anyone in your family worked in agriculture anytime in the last 2 years?*

**Your patient:
Joel, 50 years old**

Joel works at an oyster farm in Washington near his family home until the oysters go dormant for winter. Starting in December he works construction jobs.

This morning, Joel came into your health center for his 3-month diabetes check-up.





Case Study 3

Step 3: Determine Migratory Status

- *Have you or anyone in your family established a temporary home in order to work in agriculture?*

**Your patient:
Joel, 50 years old**

Joel works at an oyster farm in Washington near his family home until the oysters go dormant for winter. Starting in December he works construction jobs.

This morning, Joel came into your health center for his 3-month diabetes check-up.





Case Study 3

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?*

**Your patient:
Joel, 50 years old**

Joel works at an oyster farm in Washington near his family home until the oysters go dormant for winter. Starting in December he works construction jobs.

This morning, Joel came into your health center for his 3-month diabetes check-up.





Case Study 3

Step 5: Identify Former MAW

- *Have you or anyone in your family stopped migrating to work in agriculture because of age or disability?*

**Your patient:
Joel, 50 years old**

Joel works at an oyster farm in Washington near his family home until the oysters go dormant for winter. Starting in December he works construction jobs.

This morning, Joel came into your health center for his 3-month diabetes check-up.





Case Study 3

Step 6:

Identify all Family Members

**Your patient:
Joel, 50 years old**

Joel works at an oyster farm in Washington near his family home until the oysters go dormant for winter. Starting in December he works construction jobs.

This morning, Joel came into your health center for his 3-month diabetes check-up.





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HEALTH**

Case Study 3

**Joel should be classified as a
Seasonal Agricultural Worker.**

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*



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) Make sure that all patients, or guardians, are screened for agricultural worker status (and other special populations), regardless of insurance or employment.
- 4) Verification should be happening at every visit.
- 5) Have additional tools available at the front desk for registration staff to use, i.e.
 - 1) List of Ag employers
 - 2) “Cheat sheet” illustrating common Ag workers tasks
- 6) Cross reference adult agricultural workers with family members who are patients of the health center in the electronic health record.

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](#)



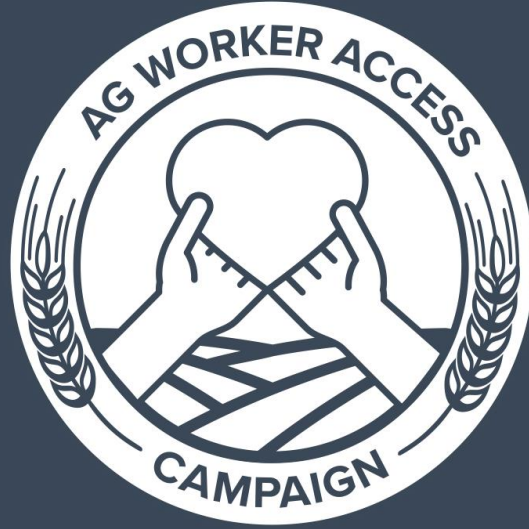


What is the IAC Network?

A national network of Health Centers, HC Networks, PCA's, 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?

- IAC Learning collaborative
- Ag Worker Identification & Registration Quarterly Huddles
- Participating in virtual learning sessions
- Migrant Health Action Planning
- Sharing UDS data trends
- Sharing knowledge, tools and resources



Join the
**Ag Worker
Access
Campaign!**



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



Thank you!



Kadie Koeneman, MPH
Lead Public Health Project Coordinator
koeneman@ncfh.org





Webinar Evaluation





Q&A Discussion



National Center for Farmworker Health

Population Specific



[Population Estimation](#)



[Fact Sheets & Research](#)



[Health Center Learning Collaboratives](#)

Health Education/Patient Education Resources



[Resource Hubs](#)
[Diabetes](#)
[Mental Health](#)
[SDOH](#)



[Digital Stories](#)



[Patient Education Materials](#)

Governance/ Workforce Training



[Health Center ToolBox](#)



[Archived Webinars](#)



Governance Tools

[Board Tools, Resources & Templates](#)



NCFH Additional Resources



COVID-19 [Resources for Agricultural Workers](#) and [Resources for Health Centers and Farmworker-Serving Organizations](#)



**Una Voz Para La Salud
[Call for Health](#)
1 (800) 377-9968
1 (737) 414-5121
WhatsApp**



**[Agricultural Worker Health Symposia](#)
Twice Annual -
Spring and Fall
Hosted by NCFH*



Farmworker Health Network

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.





NCFH Newsletter

[Sign up for NCFH News](#)





Connect with NCFH!

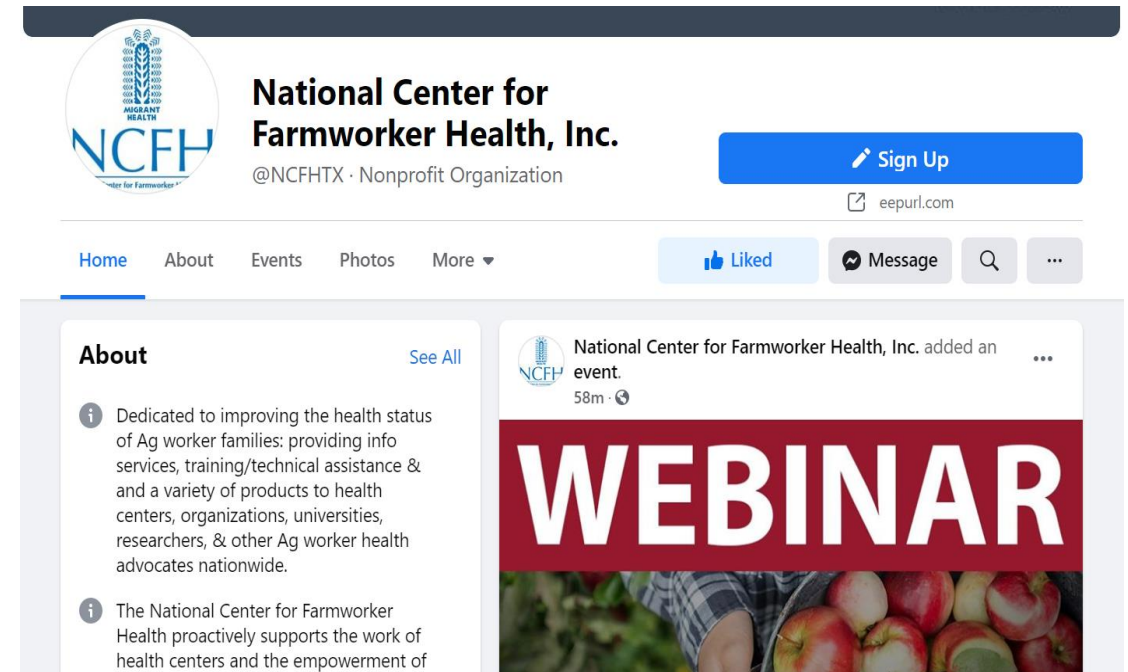
Facebook and Twitter: @NCFHTX



Instagram: @farmworkerhealth



YouTube: National Center for
Farmworker Health



Join the Increase Access to Care (IAC) program's quarterly virtual huddles where knowledge meets practical application in an engaging and interactive environment!



Grow MSAW Identification Skills & Speed



Reinforce with Real Cases



Peer-to-Peer Knowledge Exchange



Customized Learning

17 **Dates:**

September 19th, 2024 7am PT | 9am CT | 10am ET
TBD at Fall 2024 Symposium

February 13th, 2025 7am PT | 9am CT | 10am ET
TBD at Spring 2025 Symposium

Where: Virtual

More info:
training@ncfh.org

RSVP: bit.ly/3MnK5ZX



2024-25 Agricultural Worker Identification and Registration Huddle Sign Up





National Center for Farmworker Health

AGRICULTURAL WORKER HEALTH SYMPOSIA

In-Depth Learning | Community & Connectedness | Leadership Development

Fall 2024 Agricultural Worker Health Symposium: *Emerging Issues in Preventive, Occupational, and Environmental Health*

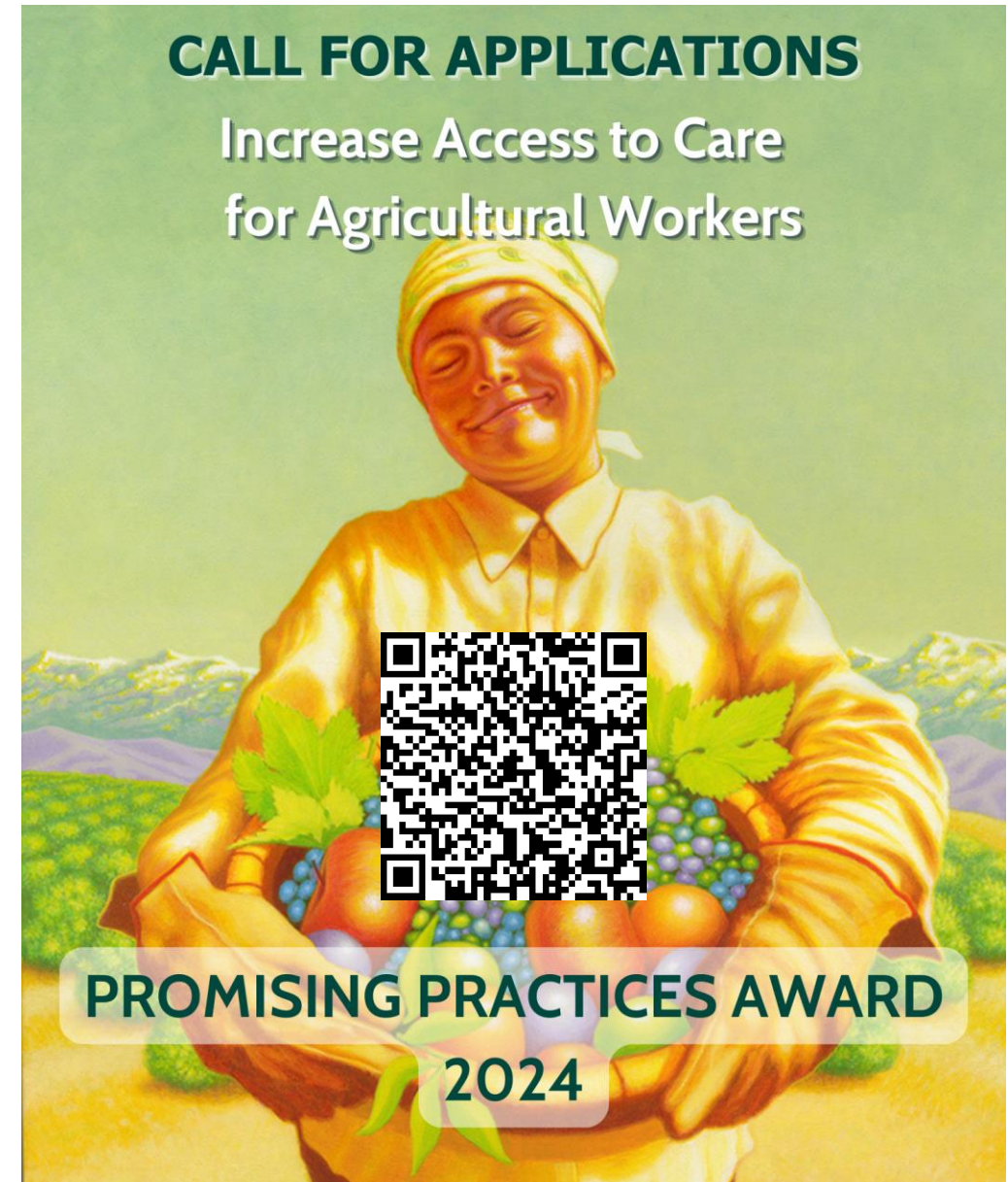
December 3-5, 2024

Tampa, FL

Learn more <https://www.ncfh.org/symposia.html>



- Submit an self-nomination highlighting a promising practice your health center has implemented that relates to the Fall 2024 Symposium's theme of "Emerging Issues in Preventative, Occupational, and Environmental Health"
- 1 health center will be selected to receive the award and a \$1500 stipend.
- Apply by Tuesday, November 12, 2024



Thank you!

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$1,916,466 with 0 percent financed with nongovernmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS or the U.S. Government.

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