Agricultural Worker Health 101

Presented by Farmworker Health Network

Midwest Stream Forum 2023



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.













Workshop Components

- Setting the Foundation:
 What is Agricultural
 Worker Health?
- Agricultural Workers Population
- Agricultural Workers Health Needs, Risks, Challenges and Resilience
- Resources for Technical Assistance and Training



Timeline of Legislative Action

Migrant Health Act

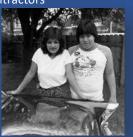
Aid to agencies that provide community health services to agricultural workers and their families



1962

Migrant and Seasonal Agricultural Worker Protection Act

Basic labor protections under labor contractors



198 3

Health Centers Consolidation Act

Consolidates MHC, HCH, public housing and CHCs under Section 330 Authority



1996

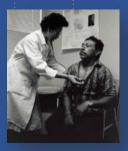
ACA Enacted

Includes a major expansion of health centers, dedicating \$9.5 billion to serve 20 million new patients by 2015 and \$1.5 billion for capital needs for new health centers.



2010

1975



Public Health Service Act
Health Center Program authorized
under Section 330 of the Public
Health Service Act.

1987



Field Sanitation Standard

Requires agricultural employers to provide potable water, toilets and handwashing facilities in the fields 199 2



Worker Protection Standard sets minimum standards

sets minimum standards for protecting farmworkers from pesticide exposure

2017



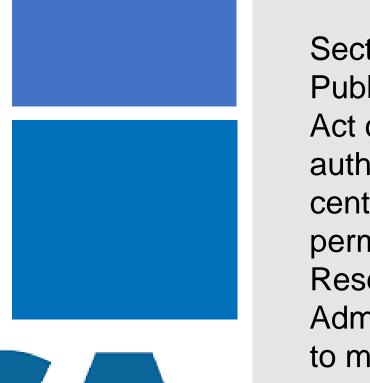
WPS Revisions

Farmworker Exceptionalism

- Fair Labor Standards Act left out farmworkers
 - Child labor protections
 - Overtime
- Workers' compensation & minimum wage
- Few OSHA standards to protect farmworkers
 - Field Sanitation Standard, 1987
 - Only applies to farms with 11 workers or housing



What is a 330 Program?





Section 330 of the Public Health Service Act created and authorized the health center program and permits the Health Resources and Services Administration (HRSA) to make grants to health centers.

Public Health Section 330 Delivery Sites

- In 2021, BPHC supported over **1,500** health care grantees including homeless, school based, public housing and migrant health (including look-alikes)
- In 2021, **175** of those were funded to provide services to the migratory and seasonal agricultural worker population
- 1,015,162 agricultural workers were reported as served by all Health Center

Program Grantees in 2021.



Definitions of Agricultural Workers in Section 330g of the Public Health Service Act

Migratory Agricultural Worker

- Principal employment is in agriculture
- Has been so employed within the last 24 months
- Establishes a temporary home for the purpose of such employment

Seasonal Agricultural Worker

- Principal employment is in agriculture on a seasonal basis
- Does not migrate

Aged & Disabled Agricultural Worker

Individual who has previously been migratory agricultural worker but who no longer meets the requirements
 ... because of age or disability

NAICS Codes

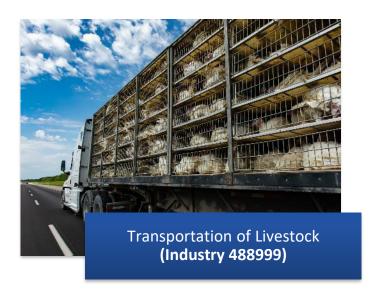
Agriculture means farming in all its branches as defined by the Office of Management (OMB)-developed North America Industrial Classification System (NAICS), and includes migratory and seasonal agricultural workers employed in the agricultural sector within the following NAICS codes and all sub-codes.

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

Source: 2022 NAICS, https://www.census.gov/naics/?input=agriculture&year=2022

Workers employed in the following industries are ${f not}$ eligible for the Agricultural Health Program:



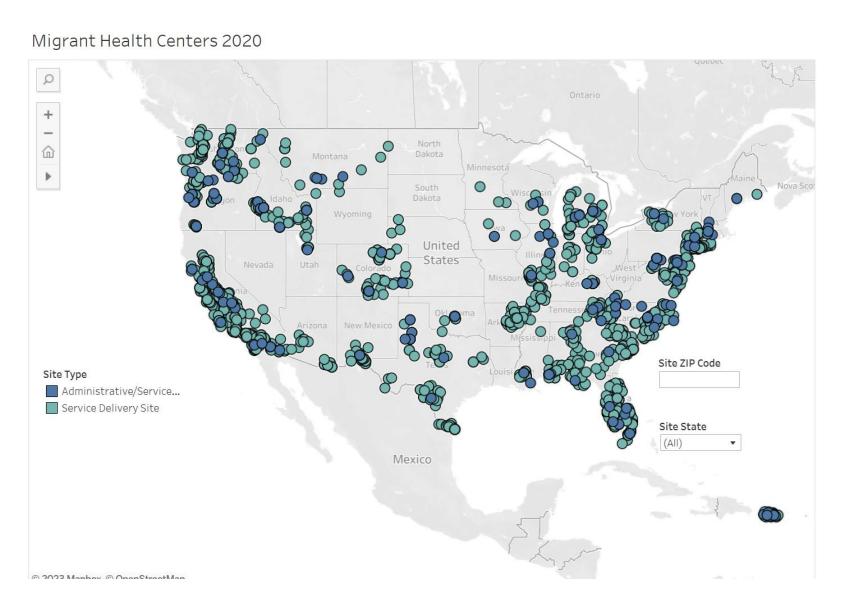








Migrant Health Program Grantees + Satellite Sites*



Source: www.ncfh.org



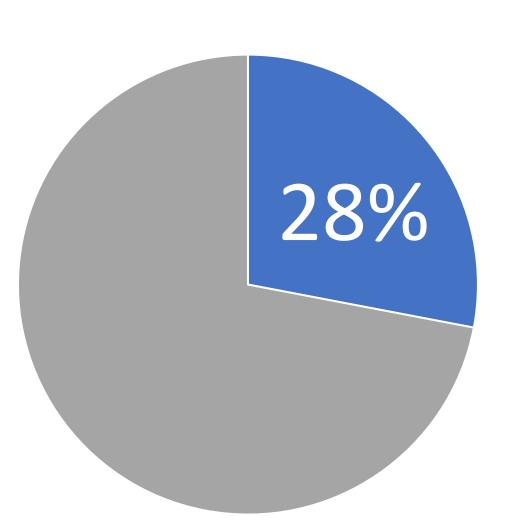




Required Services for 330 Programs

- Primary care services
- Preventive services
- Emergency services
- Pharmacy services
- Outreach and enabling services
- Sliding fee scale
- Patient-majority governing board

Health Center Funding



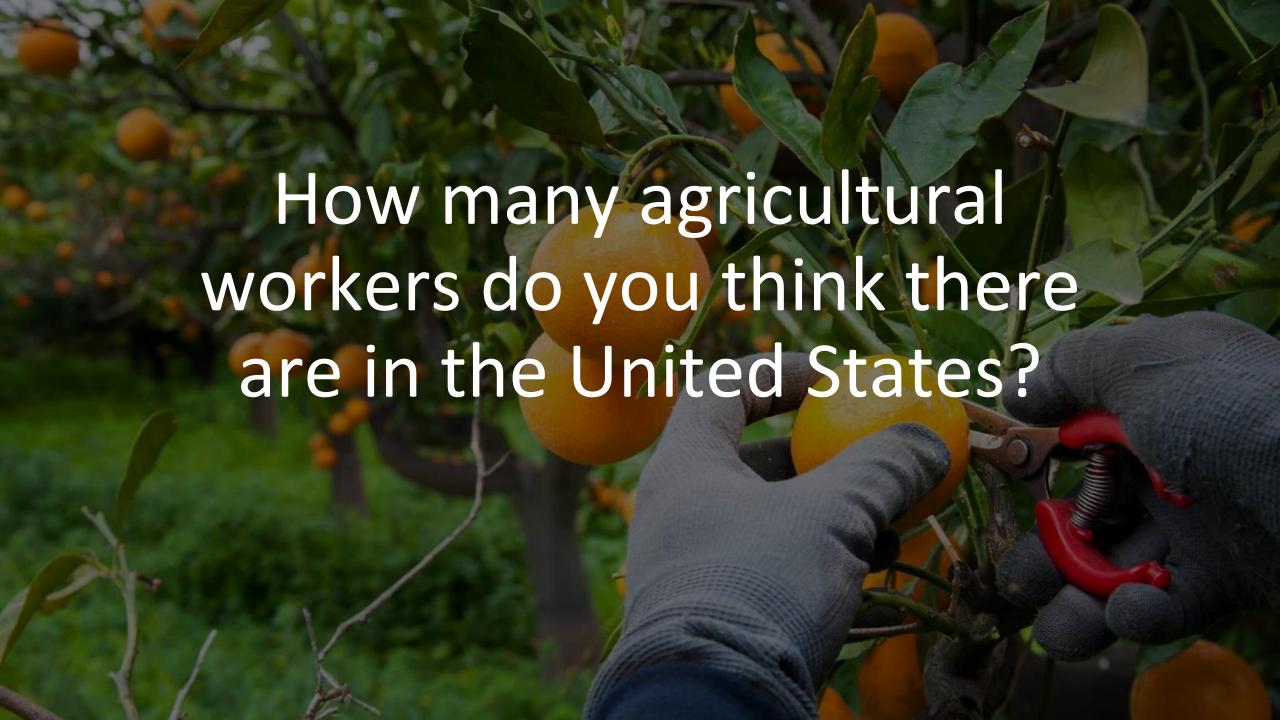
Health Center budgets range between \$500,000 and \$25 million.

The Bureau provides approximately 28% of the health centers' total budget. For every dollar provided by the Bureau, the health center must raise three additional dollars.

Workshop Components

- Setting the Foundation: What is Agricultural Worker Health?
- Agricultural Workers –
 Population
- Agricultural Workers Health Needs, Risks, Challenges and Resilience
- Resources for Technical Assistance and Training

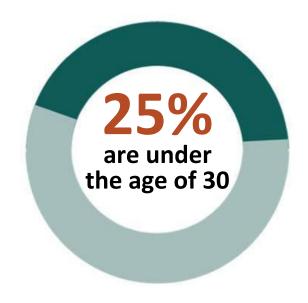




Agricultural Worker Demographics 1,2,3







- 1. National Agricultural Workers Survey (NAWS) 2019-2020, https://www.dol.gov/sites/dolgov/files/ETA/naws/pdfs/NAWS%20Research%20Report%2016.pdf
- 2. Kandel W. Profile of Hired Farmworkers, A 2008 Update. Economic Research Service, US Department of Agriculture; Washington, DC; 2008. Economic Research Report No. 60.
- 3. Martin P. Immigration reform: implications for agriculture University of California, Giannini Foundation. Agricultural and Resource Economics Update. 2006;9(4)

Agricultural Worker Demographics 1



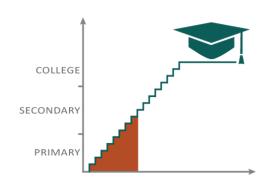


70% foreign born





Agricultural Worker Demographics 1



Foreign born workers, on average, have an 9th grade education



Mean and median individual income range from \$20,000 to \$24,999



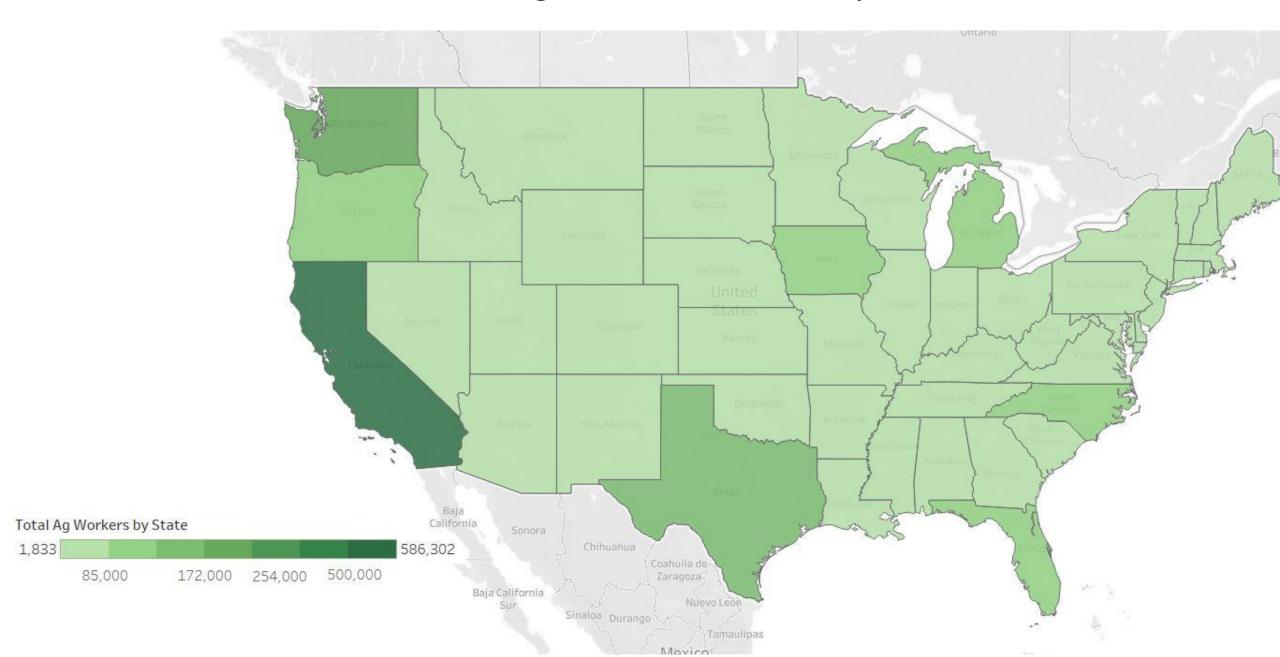
20% of agricultural worker families had total family incomes below 100% of the Federal Poverty Level

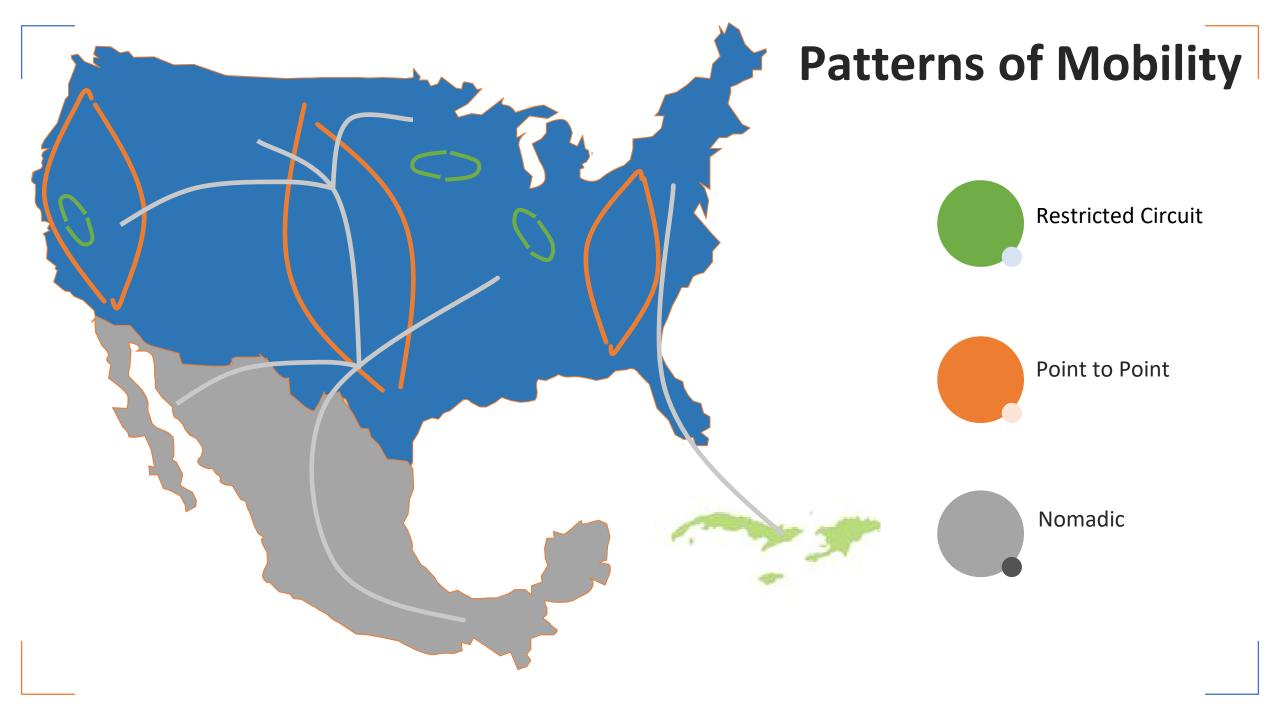
52% reported not having health insurance

29% had not visited a U.S. healthcare provider in last 2 years



Number of Agricultural Workers by State



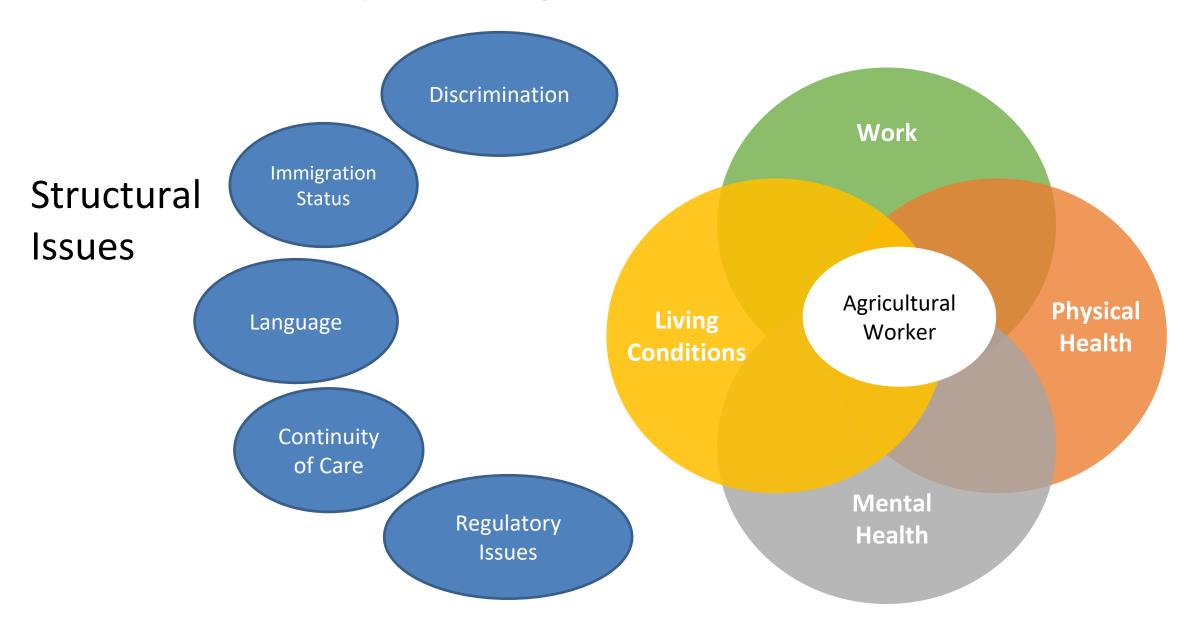


Workshop Components

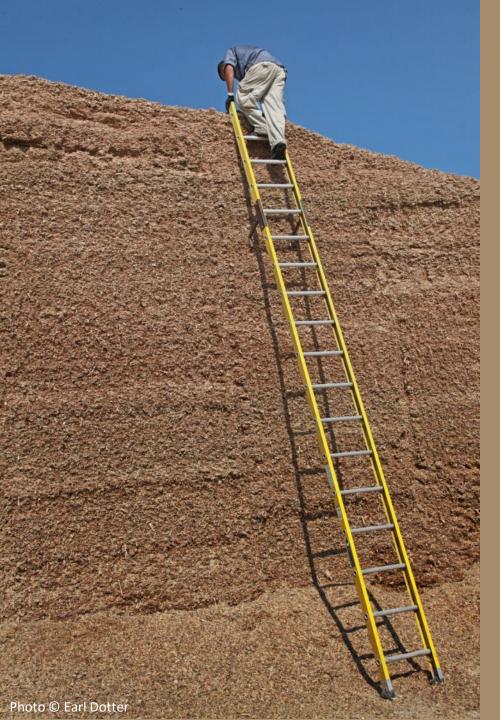
- Setting the Foundation: What is Agricultural Worker Health?
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What Impacts Agricultural Worker Health?

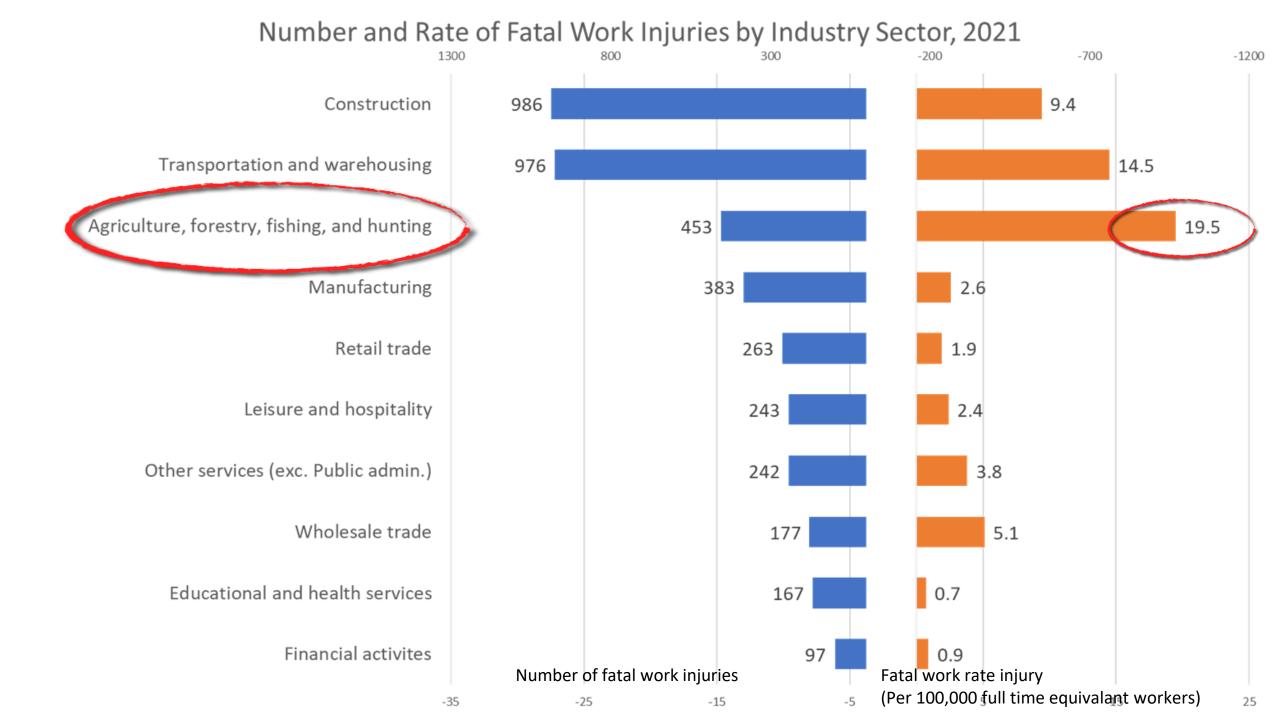






Work-Related Health Risks

- Musculoskeletal injuries
- Heat stress
- Farm equipment
- Transportation to and from work
- Lacerations from sharp equipment and hand tools
- Slips, trips, and falls
- Eye injuries
- Insect/rodent/snake bites



In 2021, 453 agricultural workers died of work-related injuries



Pesticide exposure in the fields and at home

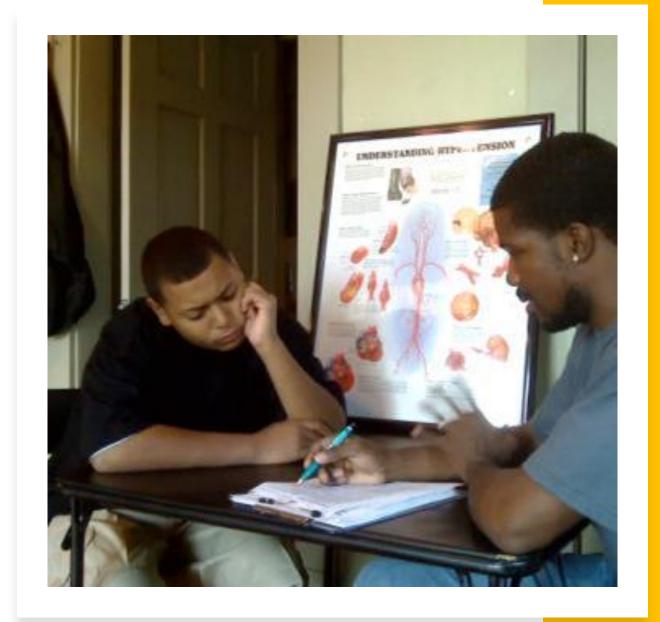


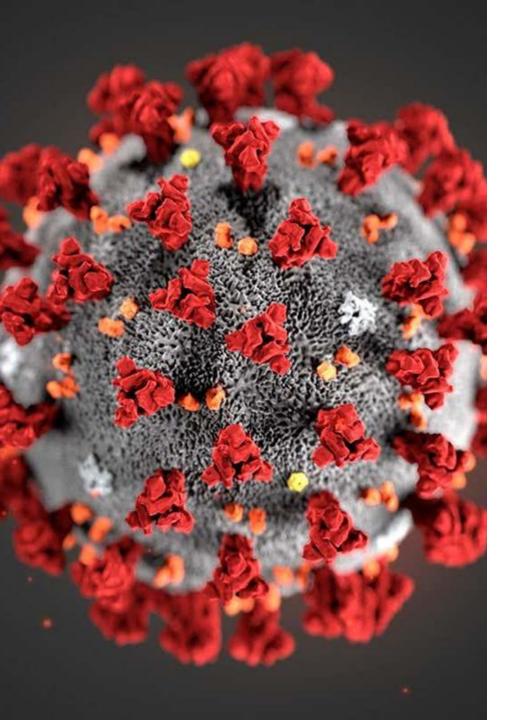
Physical Health

The health issues that face migrant and other mobile underserved populations are similar to those faced by the general population but are often magnified or compounded by their migratory lifestyle, living conditions, and occupation.

Management of Health Concerns

- Diabetes
- Hypertension
- Cancer
- HIV/AIDS
- Tuberculosis
- Asthma





COVID-19 and Farmworkers

Farmwork is considered "essential"

Lack of information about COVID-19 in farmworker communities

Difficult to follow CDC recommendations of social distancing and handwashing

- Access to handwashing stations in the fields
- Access to clean water and soap in the homes
- Overcrowding with many people in small spaces
- Transportation to and from the fields and into town (esp. for H-2A workers)

Challenges related to working and living conditions

- Fear of accessing health care/taking sick leave due to employer retaliation
- Access to testing and treatment (esp. since many lack health insurance)
- Ability to isolate if exposed to or infected by COVID-19

Access to testing and vaccines



Mental Health

- Anxiety
- Depression
- Stress
- Substance abuse
- Family violence



Contributing Factors to Mental Health Challenges

- Separation from families
- Isolation
- Discrimination
- Fear due to immigration status
- COVID-19

Illnesses Related to **Substandard Housing**

- Gastrointestinal diseases
- Infectious diseases
- Intestinal parasites
- Conjunctivitis
- Lead poisoning









- Language
- Lack of social support
- Food insecurity
- Poverty
- Limited job security

- Mobility
- Immigration status
- Discrimination
- Confusion about U.S. health systems



Service Delivery Challenges

Continuity of Care

- Agricultural workers may seek care only when necessary
- Agricultural workers may move during treatment
- Communication between MHCs and other providers is difficult

Culture and Language

- Provision of multi-lingual services (reception, health education, prescriptions, bilingual staff/translators, etc.)
- Relevant training and continuing education for staff

Service Delivery Challenges

Operations

- Integration of walk-in patients into appointment system
- Health Center hours of operation
- Demand/Capacity
- Provision of transportation in rural areas

Costs

- MHCs must remain competitive despite the escalating costs in the healthcare industry
- Lack of insurance coverage of the population
- Outreach and enabling services are often not reimbursable





Cultural adaptations

Mobility adaptations

Appropriate service delivery models

- Culturally sensitive education
- Appropriate language and literacy levels
- Address cultural health beliefs & values
- Portable medical records & Bridge Case Management
- EHR transmission to other C/MHCs
- Case Management
- Lay health promoters (Promotores/as)
- Outreach & enabling services
- Coordination with schools and worksites
- Mobile Units

Easy Access to Care

- ✓ **Orient** all patients to the scheduling protocols, recognizing that patients may be unfamiliar with scheduling practices or U.S. healthcare systems.
- ✓ **Document** the numbers of agricultural workers in your area by month, typical work hours and transportation options.
- ✓ Open Access scheduling permits an influx of mobile agricultural worker patients to be seen during seasonal variance.
- ✓ Accommodate the work hours, transportation and geographic barriers experienced by mobile workers.



Voucher Program Model

- Used where a traditional model may not be the best option.
 - ✓ Short growing seasons
 - ✓ Lower numbers or density of Agricultural Workers
- Provide services to Ag Workers through either one or some combination of a service coordinator model, nurse staffed model, or mid level practitioner staffed model
- An organized outreach program is critical to increase access to services

"Mobile-Friendly" Care Management AND Referral Tracking and Follow-up

Health Network



Workshop Components

- Historical Perspectives and Legislation
- Agricultural Workers –
 Population
- Agricultural Workers Health Needs, Risks, Challenges and Resilience
- Resources for Technical Assistance and Training



Resources for Training and Technical Assistance



Farmworker Justice www.farmworkerjustice.org



Health Outreach Partners www.outreach-partners.org



MHP Salud www.mhpsalud.org





National Association of Community Health Centers www.nachc.com





National Center for Farmworker Health www.ncfh.org



MIGRANT CLINICIANS NETWORK



A force for health justice

Somos una fuerza dedicada a la justicia en salud

Our mission is to create practical solutions at the intersection of vulnerability, migration, and health.

We envision a world based on health justice and equity, where migration is never an impediment to well-being.

Connect with MCN!



Access our latest



Get updates from the field



Attend our virtual trainings

and a lot more at

www.migrantclinician.or









MHP Salud builds on community strengths to improve health in farmworker and border communities. We train community leaders to be *Promotores* and *Promotoras de Salud*.

Promotores(as) belong to the same culture and speak the same language as the people they serve. They...

Provide culturally appropriate health education

Make referrals to health and social services

Encourage people to seek care

Empower community members

Bring health to farmworkers where they live

We can help you...

Design an effective *Promotora* program

Find funding opportunities and draft budgets

Create an evaluation plan

Train Program Supervisors and *Promotores(as)*

Locate and develop health education materials



956.968.3600 info@mhpsalud.org www.mhpsalud.org



Welcome to the COVID-19 Directory for Community Health Workers (CHWs)

Our Initiatives

In this directory, you can access educational resources focused on Community Health Worker (CHW) COVID-19 interventions for Latinos and Farmworker Communities. You can also find resources for family caregivers of Latino Older Adults.

GET STARTED

- → MHP Salud COVID-19 Resources
- → COVID-19 Infographics/Visual Aide
 - → Educational Tools
 - → Blogs and Publications
 - → Resource Directories
 - → Media



Resource Guide for Health Centers: Community Health Workers and COVID-19 Vaccine



Coronavirus Safety Guide

mhpsalud.org

Serving America's Latino

communities with Community

About Us

Our Initiatives

Training & Consulting

Resources Q

Community Health Worker Resources

Community Health

CHW COVID-19 Resource Directory

Worker Newsletter

Map & Directory of CHW State Information

Advancing the CHW Profession We are a national cooperfit organization that implanents and mea Community Health Weeker (CHW) programs. These programs provide poor health observiors, increase seems to health reserves and bring community atombors closes. MEDF Soled also has extensive experience offering health organizations training and technical assistance on CHW programming tailored to Oscir specific needs.

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over 200,000 ladi-ideals through

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18,000 through our Houlth Outcome

Who are CHWs?



We have taken our innovative. roteomes-driven CIPW programming to office you the tools to make it work. in your visitors, with your provider



Within the last 5 years, we've

conided spore than 1,500 hours o

orangizations with CTIW program across the nations.

A Community Houbit, Worker is a instal marries of the community who caspowers shelr poors devegle

Careers in Health, Education,



Look meach, we will highlight the joveney of individuals preferrismal development into roles within and autoide of the CLIW profession. The first assety is about Mana's journey from CION to distribution indictional. The second features Curbo, who also became a cicitian instritionist, but unlike Maria, he cid not start out as a CIPW. This story as included to illustrate how the CT/W profession builds skillsets this are ejoinetic acrossinstances. It is also invisided to illustrate the key differences.

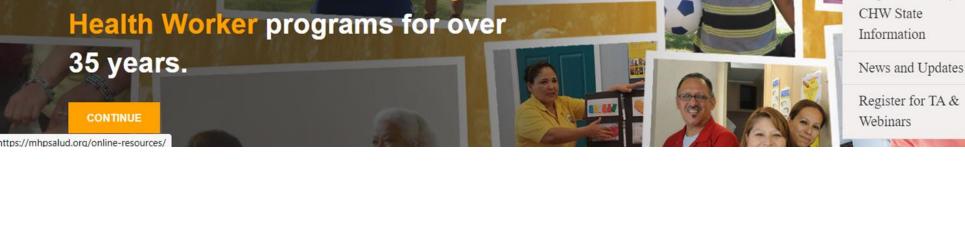
More News & Updates













Farmworker Justice is a nonprofit organization that seeks to empower farmworkers and their families to improve their living and working conditions, immigration status, health, occupational safety, and access to justice.

Using a multi-faceted approach, Farmworker Justice engages in litigation, administrative and legislative advocacy, training and technical assistance, coalition-building, public education, and support for union organizing.

Washington, DC 202-293-5420 www.farmworkerjustice.org



Welcome to the Resource Center!

Use the search bar on the right to search using key words, or browse through all of our resources by topic by clicking on the drop-down menus on the left. Some of our featured resources are posted below.



Issue brief: Promoting Health Care Access for LGBTQIA+ Farmworkers (2022 Update)

This issue brief discusses the unique challenges faced by LGBTQIA+ farmworkers and the importance of health centers recognizing and addressing \dots

↓ LGBTQIA Farmworkers Issue Brief 2022

TAGS

ISSUE BRIEF

REPORT



Georgia: Make Your Vote Count! ¡Haga que su voto cuente!

On December 6, 2022, Georgians will vote in a runoff election to select their U.S. Senator for the next six \dots

SEARCH RESOURCES

Immigration & Labor

- Bracero Program (1942-1964)
- Current Guestworker Programs
- Immigration Enforcement and DACA
- International Labor Issues
- Labor Rights for Farmworkers
- Legislative Proposals on Agricultural Workers

Health

- Farmworker Health Issues
- Healthcare Access
- Occupational and
 Environmental Health

General Farmworker
Information

FJ Resources

- Issue Briefs and Fact Sheets
- Training-of-trainer curricula
- Educational materials for agricultural workers in English, Spanish, Haitian Creole, and indigenous languages

Topics include - health centers, health insurance, medical-legal partnerships, climate change, heat stress, pesticides, workers' compensation, diabetes, skin cancer, etc.

https://www.farmworkerjustice.org/resource/

FJ's COVID-19 Resources



Issue Brief

Long COVID: Farmworker Rights and Protections

COVID-19 can lead to long-term symptoms that af-fect a person's ability to work. Although most people get better from COVID within a couple weeks, others experience new or recurring symptoms for months or years. People with post-COVID conditions (or long years. People with post-COVID conditions (or long COVID) can experience a variety of symptoms, includ-ing fatigue, difficulty thinking or concentrating, dizzi-ness, and problems with sleep. Long COVID is a physi-ological impairment that affects major life activities such as performing manual tasks, concentrating, and work-ing. According to the Centers for Disease Control and Prevention (CDC), one in five American adults who have had COVID are currently experiencing long

The COVID-19 pandemic disproportionately affects farmworkers due to their working and living conditions, lack of access to paid sick leave, and co-morbidities.5 A recent study found that California farmworkers were four times more likely to be infected with COVID. Deemed "essential workers" from the onset of the pandemic, many farmworkers have been repeatedly exposed to COVID in the workplace or in shared housing or trans-portation. Further, 44% of farmworkers lack work authorization and may fear seeking out medical attention due to their immigration status ⁵ Farmworkers often lack access to health care and information about their work-

Someone is more susceptible to long COVID if they are unvaccinated had a severe COVID-19 illness have been re-infected with COVID, or have pre-existing conditions or other co-morbidities (such as diabetes or obesity). Farmworkers experience barriers to COVID vaccination due to immigration status and poor access to health care, among other factors, and thus may have a lower vaccination rate than other segments of the population. 10,11 Additionally, due to the working and living conditions of farmworkers, they are more likely to be re-infected with COVID—a threat multiplier for long COVID. 12 Finally, many farmworkers have co-morbidities that increase the risk of severe COVID and long COVID. 13

While long COVID affects each individual in a different

ability to work and live a normal life. While there is no test for long COVID, clinicians play a critical role in identifying whether someone has symptoms and is thus entitled to the legal protections that exist for individuals

Long COVID

The Americans with Disabilities Act (ADA) provide protections for individuals with long COVID. In addition to the ADA, there are legal protections through Section 504 of the Rehabilitation Act (Rehab Act) and Section 1557 of the Affordable Care Act (ACA). 14 In order to be protected by the ADA, an individual must have an "actual disability." The ADA defines an actual disability as a, "physical or mental impairment that sub-stantially limits one or more major life activities." ¹⁵ In order to determine whether a particular case of long COVID meets this definition, an individual assessment is necessary.¹⁶ Under the ACA, a disability can be either a physical (a physiological disorder or condition) or men-tal (mental or psychological) impairment.¹⁷ Major life activities include core bodily functions and physical acvities, though whether these life activities are substa tially limited by the disability is construed broadly. 18 In July 2021, the Department of Health and Human Ser-vices (HHS) identified long COVID as a disability under

Legal Protections for Farmworkers Still Able to Work

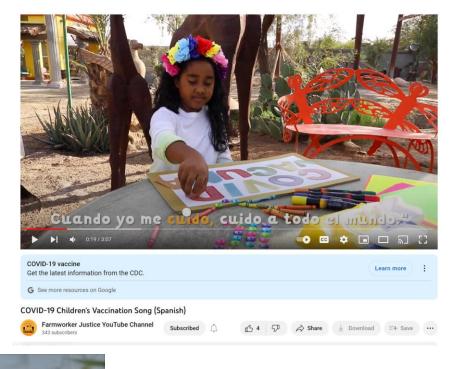
Under the federal protections previously outlined employers are required to provide allowances to workers with disabilities. There is no official form or method to request an accommodation as long as employees inform their employers of the need for workplace accommoda tions. Workers with long COVID may be entitled to workplace accommodations such as an adjustment to training materials, a reassignment to another vacant position, the provision of modified equipment or devices, and/or part-time work schedules. 21 However, accommo-

way, the federal government recognizes that long COVID can be a disability as it impacts an individual's

Legal Protections for Individuals with

the ADA if it meets the same definitional criteria.

dations are not required to be provided to workers that







Lessons from the Fields: Farmworker **Communities Confronting COVID-19** (January 2022)

FJ report on the impacts of COVID-19 on farmworker communities and promising practices used by frontline organizations to mitigate the ...

Lessons from the Fields report

- Issue Briefs Long COVID
- Fotonovelas COVID-19 vaccines
- **PSAs**
- Voices from the Field/Lessons from the Fields - Documentary and report summarizing experiences of farmworker communities and farmworker-serving organizations
- Children's vaccine song & video (Spanish/Spanish with English **Subtitles**

Full list of resources:

https://www.farmworkerjustice.org/reso urce-categories/covid-19/

Health Outreach Partners www.outreach-partners.org

WE SUPPORT HEALTH OUTREACH PROGRAMS by providing training, consultation, and timely resources.

OUR MISSION IS TO BUILD STRONG, EFFECTIVE, AND SUSTAINABLE HEALTH OUTREACH MODELS

by partnering with local community-based organizations across the country in order to improve the quality of life of low-income, vulnerable and underserved populations.

WE SERVE Community Health Centers, Primary Care Associations, and Safety-net Health Organization





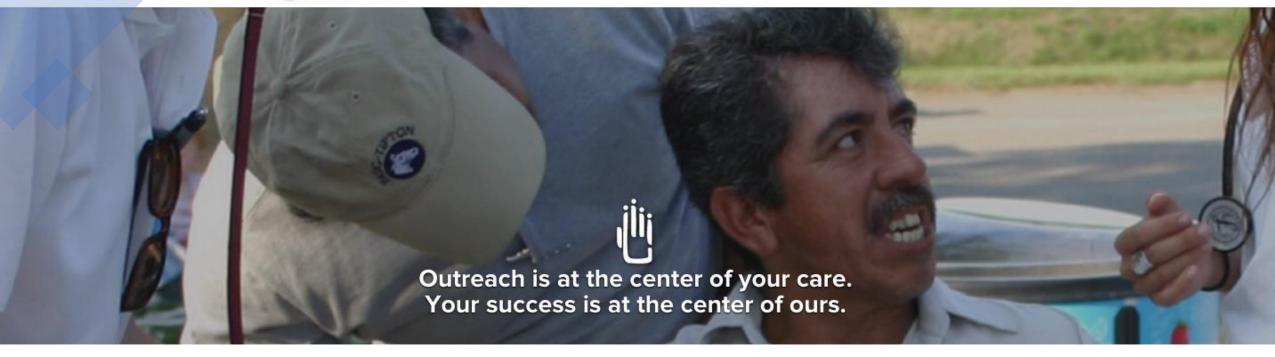
HOME

SERVICES

RESOURCES

WEBINARS

OBV TOOLKIT





SERVICES

Learn about how HOP can support the work that you are doing.

REQUEST A SERVICE



RESOURCES

Access HOP's outreach toolkits, case studies, reports, & more.

FIND WHAT YOU NEED



WEBINARS

Register for upcoming webinars and view archived webinars.

ATTEND A WEBINAR



OBV TOOLKIT

Make the financial case for your outreach program.

FIND OUT HOW

OUTREACH FOCUSED SINCE 1970

Health Outreach Partners (HOP) believes that outreach fulfills a critical need to increase access to health and social services and decrease health disparities for lowincome, vulnerable populations. HOP supports safety net health organizations, such as community health centers, to build and strengthen their efforts to increase access

WHAT PEOPLE ARE SAYING

I can be a more equipped and thus a more empowered trainer in driving more positive strategic and transformative



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

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

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





National Center for Farmworker Health

Population Specific



Population Estimation



Fact Sheets & Research



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

© National Center for Farmworker Health



NCFH COVID-19 Resources

- Resources for Agricultural Workers
- Resources for Agricultural Employers
- Resources for Health
 Centers and Farmworker
 Serving Organizations
- Call for Health Program















Facebook and Twitter: @NCFHTX Instagram: @Farmworkerhealth

YouTube: National Center for Farmworker Health

Linkedin: company/national-center-for-farmworker-health-ncfh-/



THE NACHC MISSION

America's Voice for Community Health Care

The National Association of Community Health Centers (NACHC) was founded in 1971 to promote efficient, high quality, comprehensive health care that is accessible, culturally and linguistically competent, community directed, and patient centered for all.







Agricultural Worker Forums& National Conference

National Conference on Agricultural Worker Health

National Association of Community Health Centers

East Coast Migrant Stream Forum

North Carolina Community Health Center Association

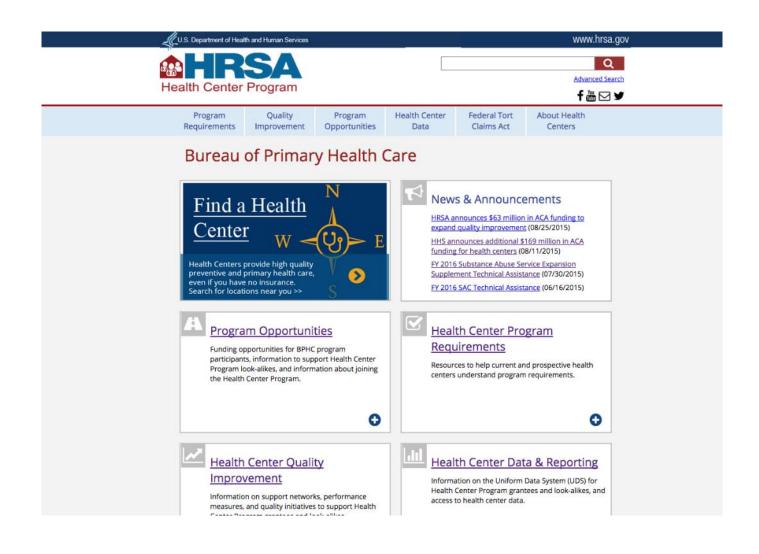
Midwest Stream Forum for Agricultural Worker Health

National Center for Farmworker Health

Western Forum for Migrant and Community Health

Northwest Regional Primary Care Association





Additional BPHC-Funded NTTAPs — Special and Vulnerable Populations

- Association of Asian Pacific Community Health Organizations
 - http://www.aapcho.org
- Corporation for Supportive Housing
 - http://www.csh.org
- Equitable Care for Elders Harvard University School of Dental Medicine
 - https://ece.hsdm.harvard.edu
- National Center for Health in Public Housing
 - https://nchph.org
- National Health Care for the Homeless Council
 - http://www.nhchc.org
- National LGBT Health Education Center
 - http://www.lgbthealtheducation.org
- National Nurse-Led Care Consortium
 - http://www.nurseledcare.org
- School-Based Health Alliance
 - http://www.sbh4all.org
- Futures Without Violence
 - https://www.futureswithoutviolence.org/

















Additional BPHC-Funded NTTAPs – Capacity Development

- Association of Clinicians of the Underserved
 - http://www.clinicians.org
- Capital Link
 - http://www.caplink.org
- Community Health Center, Inc.
 - http://www.weitzmaninstitute.org
- Health Information Technology Training and Technical Assistance Center (HITEQ)
 - http://www.hiteqcenter.org
- National Center for Medical-Legal Partnership
 - http://www.medical-legalpartnership.org
- National Network for Oral Health Access
 - http://www.nnoha.org













Health Center Resource Clearinghouse



www.healthcenterinfo.org

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