



NCFH

National Center for Farmworker Health, Inc.

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

Presented by:

National Center for Farmworker Health

April 25th, 2023



Today's Speakers



Kadie Koeneman, MPH
Increase Access to Care (IAC)
Project Coordinator

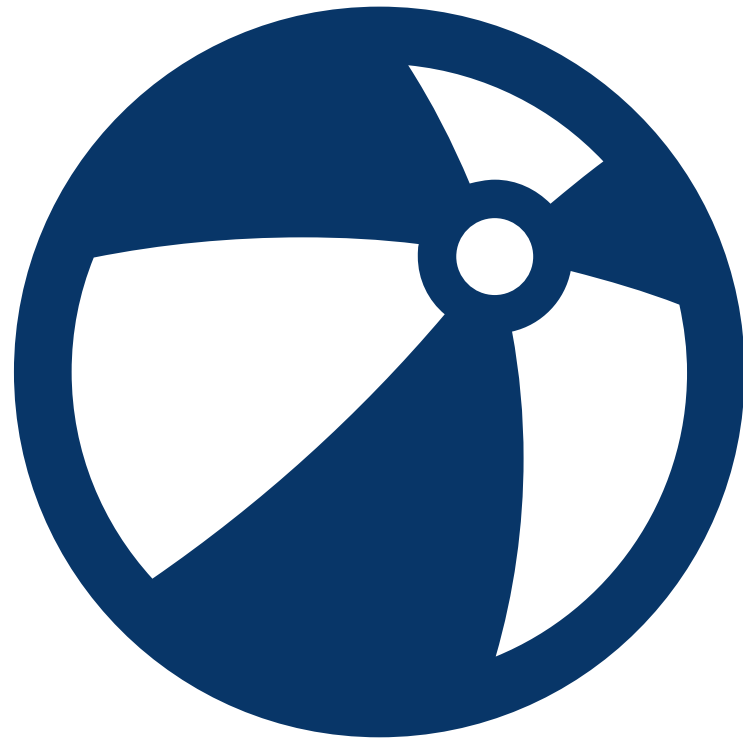



Lisa Miller, MA
Training Services Manager



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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.



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



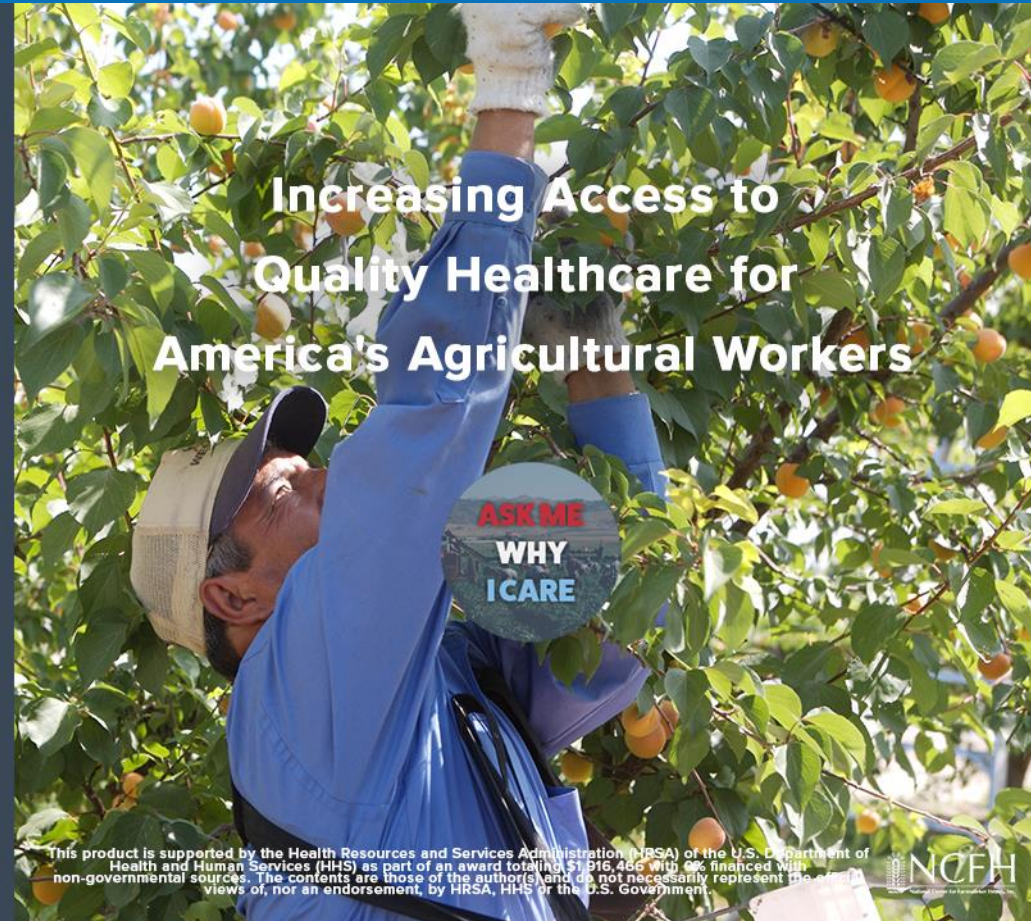


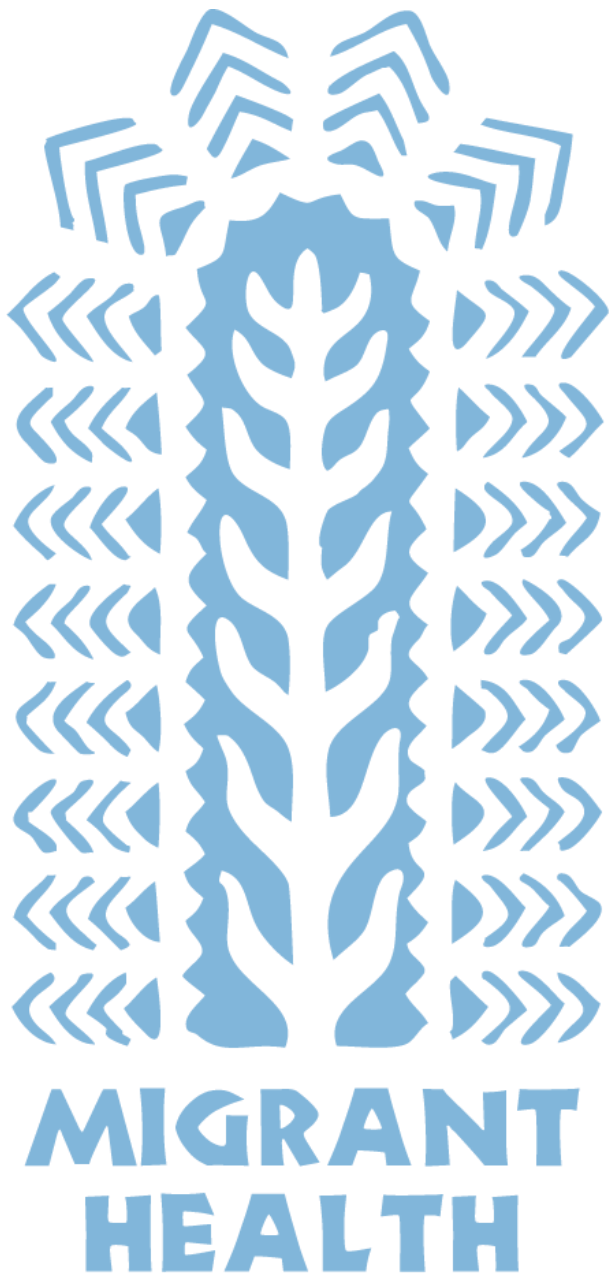
Ag Worker Access Campaign



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

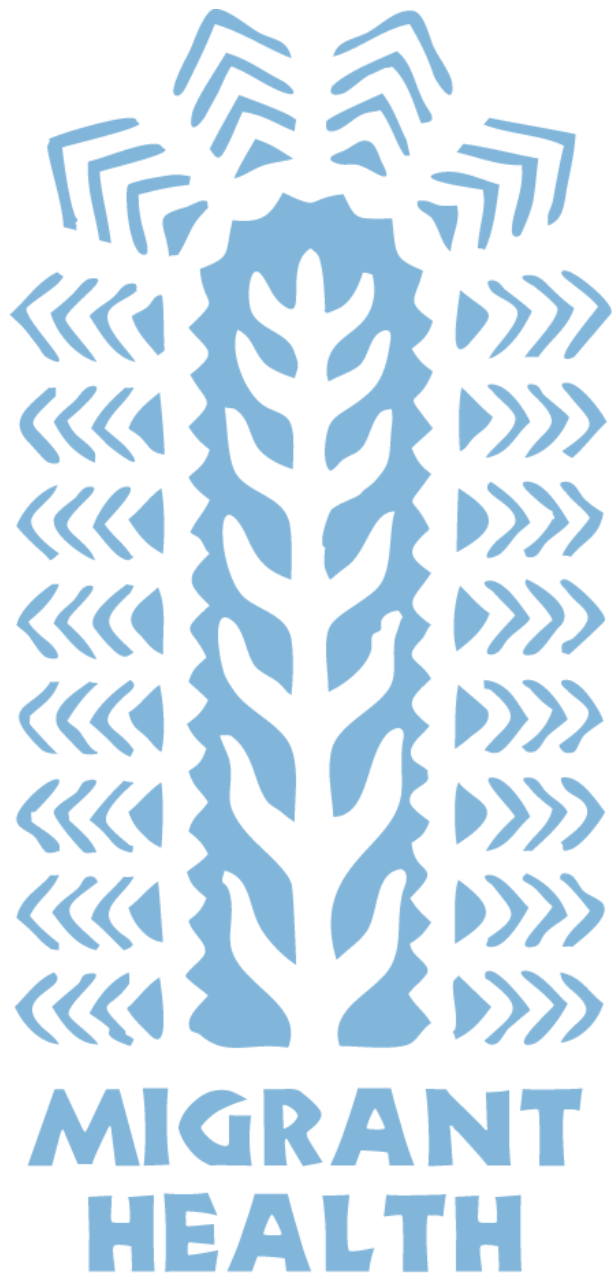
WHAT → Standard mechanism for a health center to report:

- 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

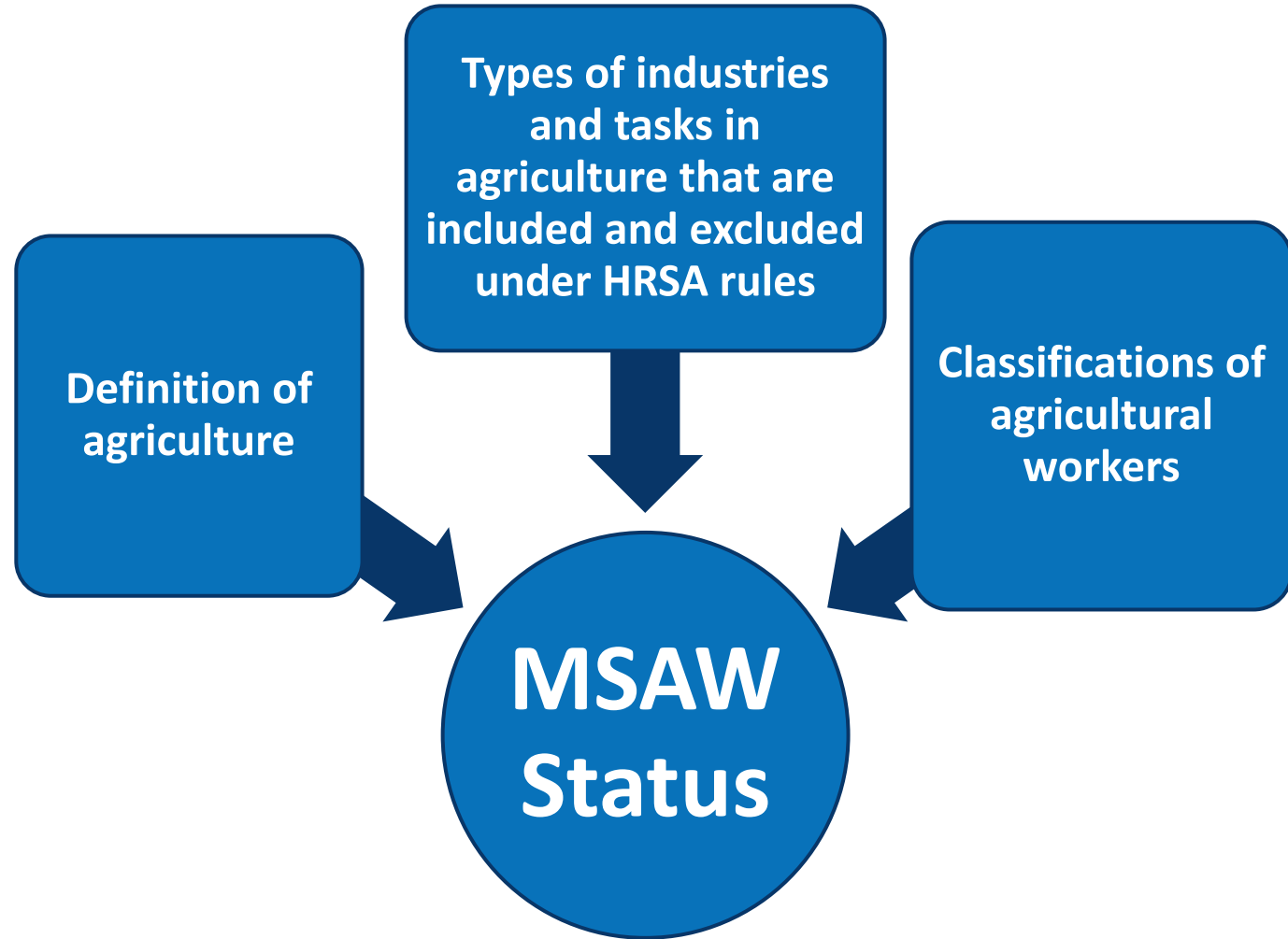
VERIFICATION

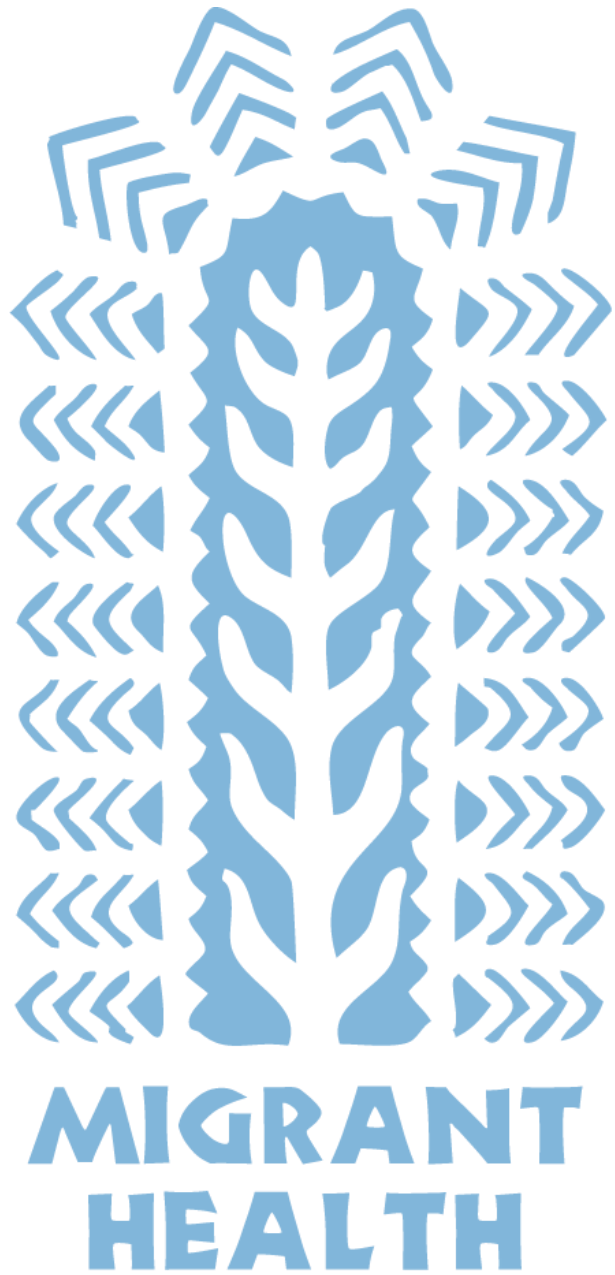
Sliding Fee Scale

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.**

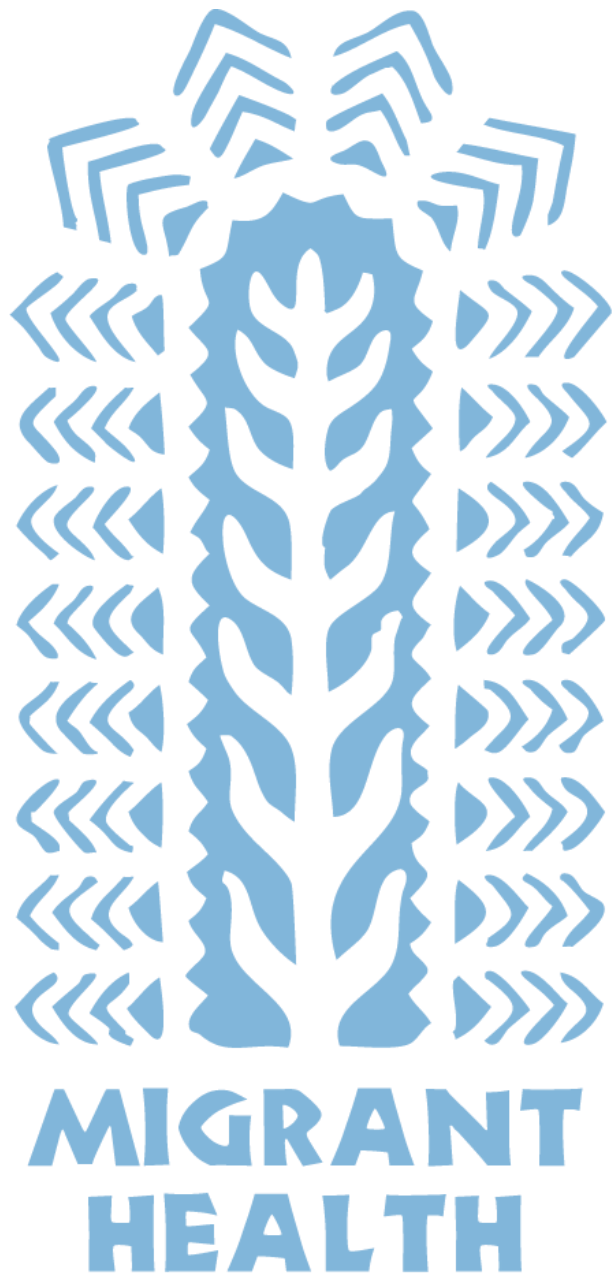
(iii) **Any practice** (including preparation and processing for market and delivery to storage or to market or to carriers for transportation to market) **performed by a farmer or on a farm incident to or in conjunction with an activity described in clause.**

HRSA, Health Center Program, Authorizing Statute. 42 USC Chapter 6A, Subchapter II, Part D, subpart i: health centers

Tasks & Industries



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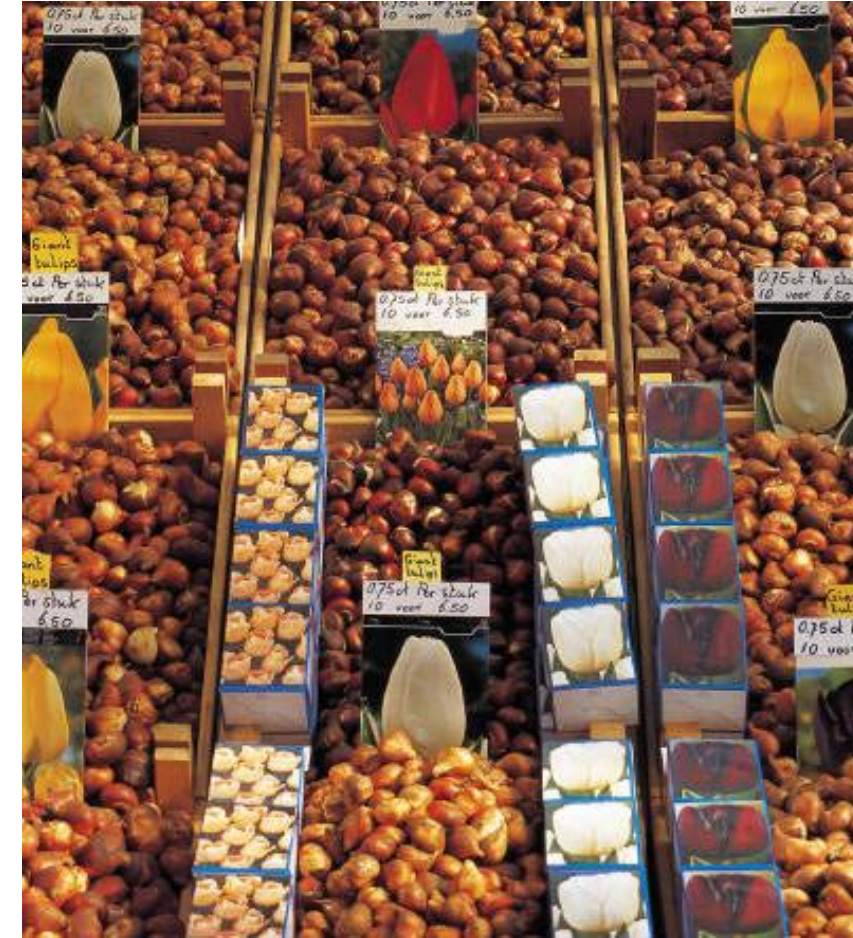


NAICS Codes

Agriculture means "farming in all its branches as defined by the Office of Management and Budget(OBM)-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



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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/>



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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



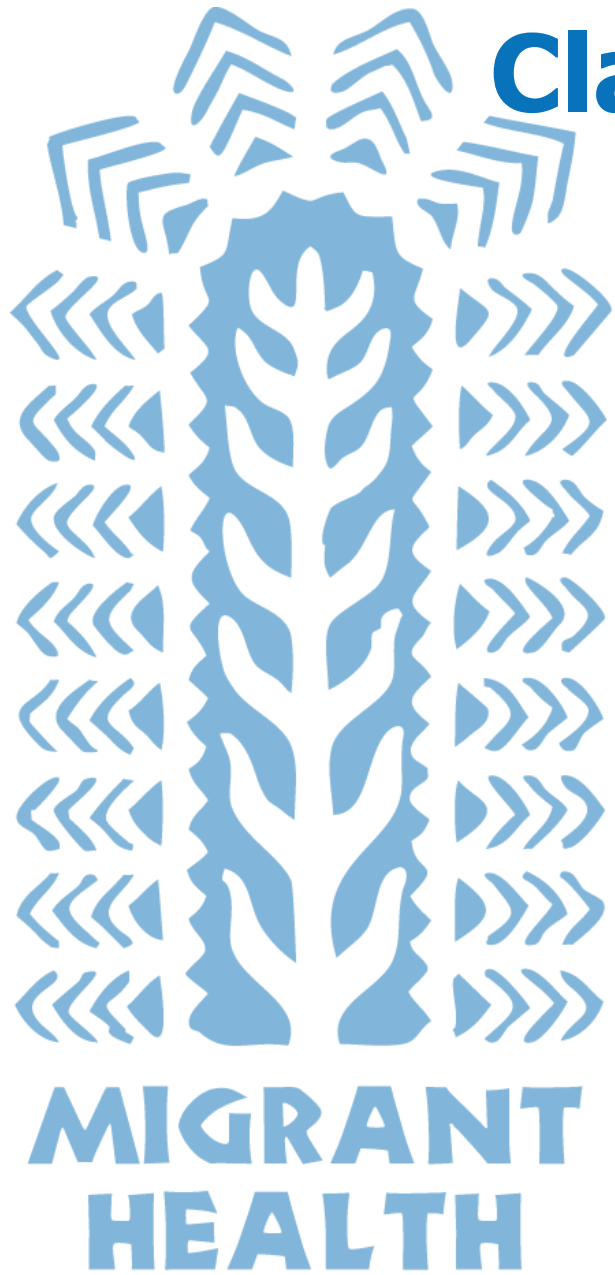
Ag Worker Verification Process



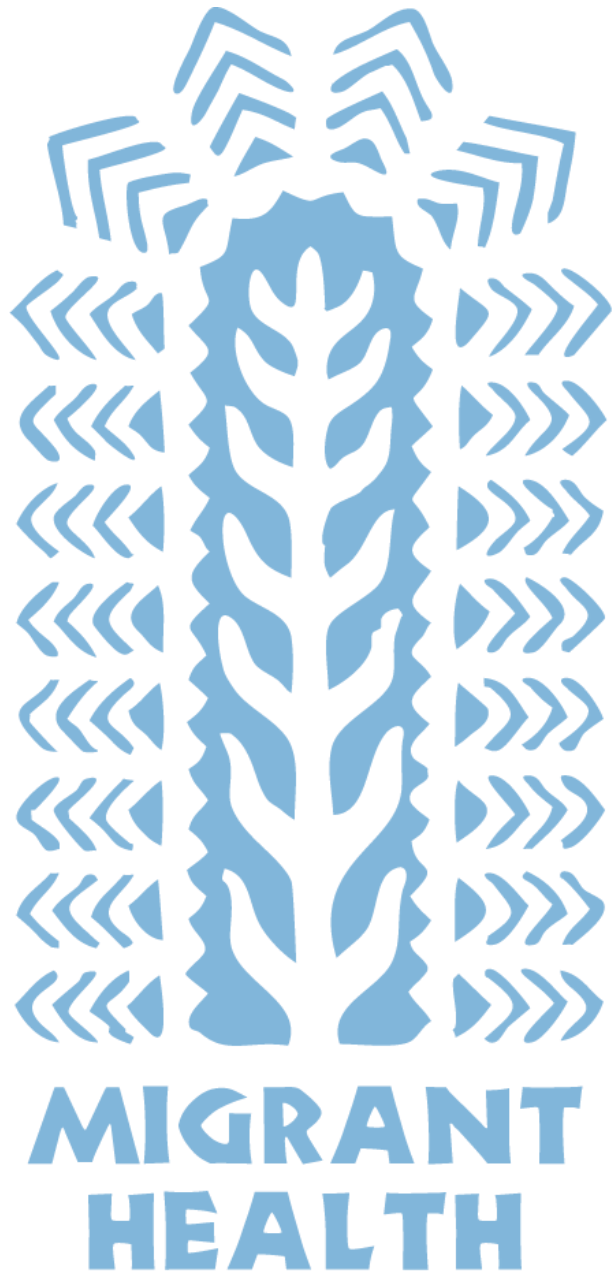
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Classification of Agricultural Workers



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		



Ag Worker Verification Process

Step 1: Establish Occupation

Step 2: Determine Time Frame

Step 3: Determine Migratory Status

Step 4: Determine Seasonal Status

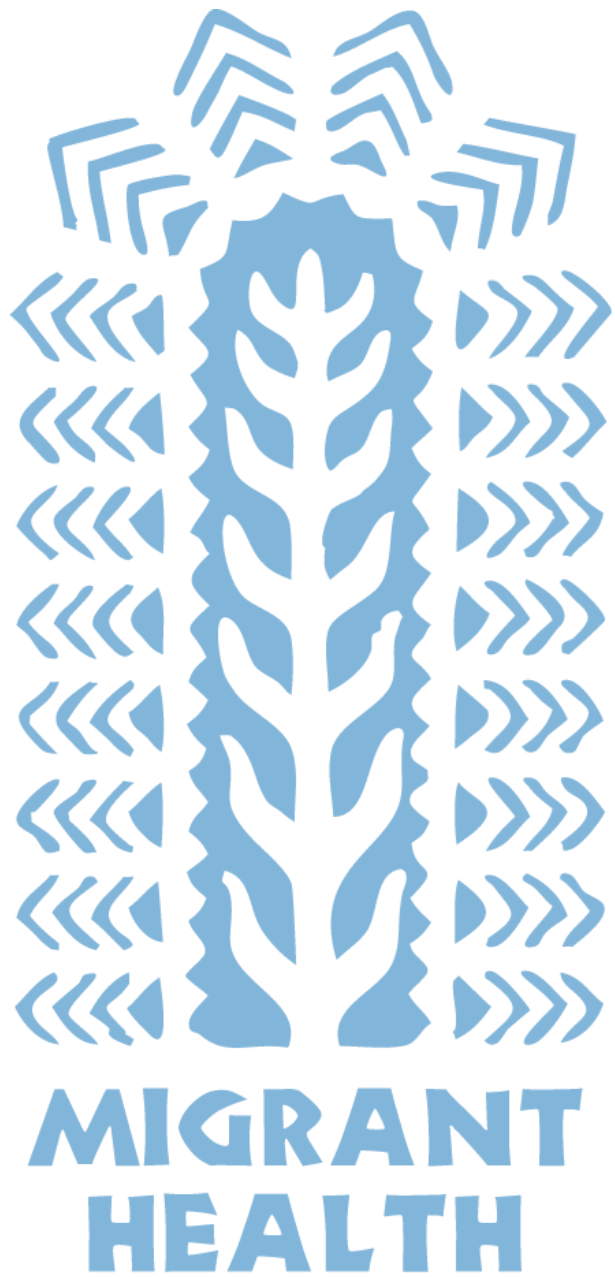
Step 5: Identify Former Migratory Ag Workers

Step 6: Identify all Family Members

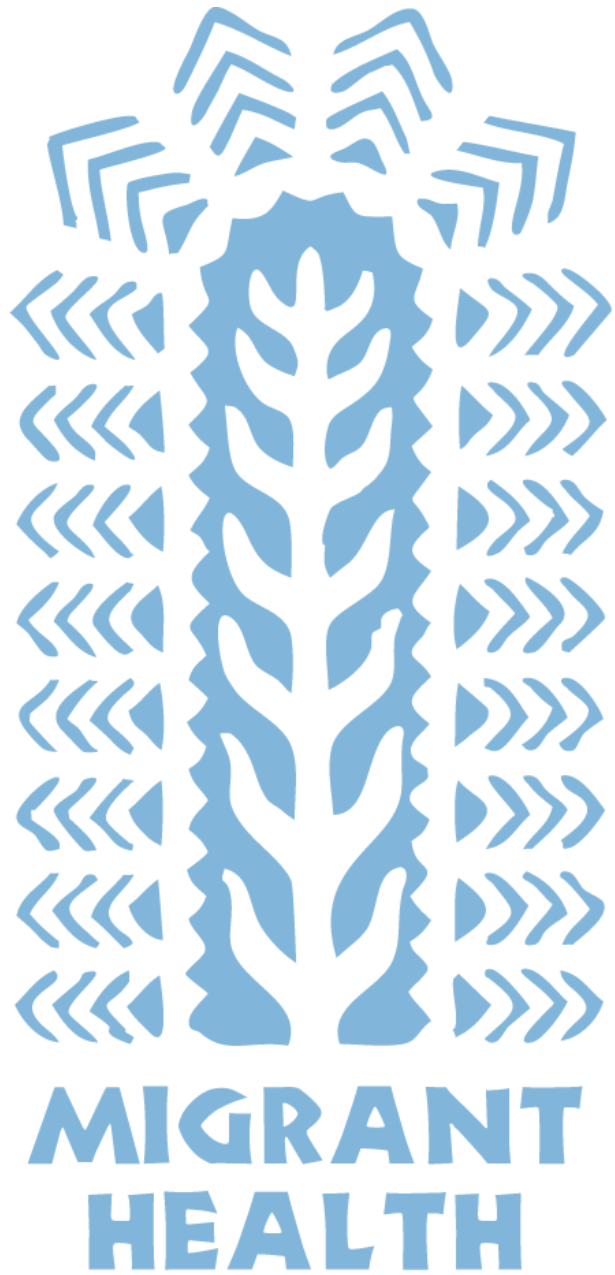
Step 1: Establish Occupation



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



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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**



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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

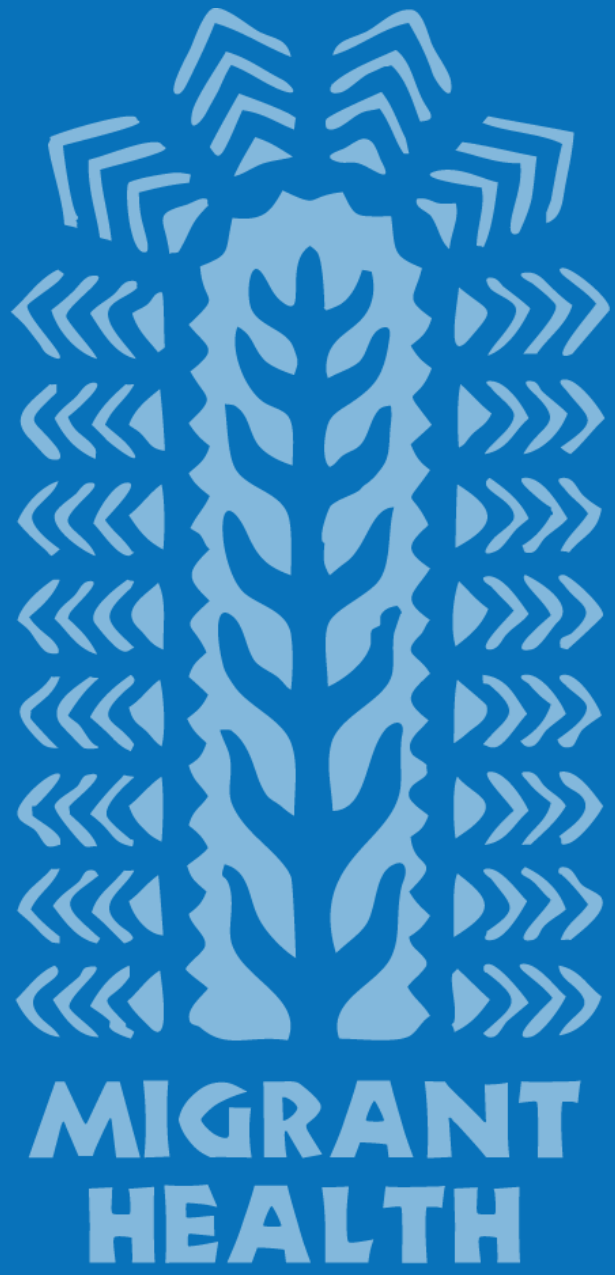
1. Implement policies, procedures and staff training to ensure that staff understand the population and how to accurately identify and register them.
2. Ask the right questions on the registration form and provide assistance.
3. Remember to inquire re occupation in the last two years.
4. Make sure that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



Tips & Strategies

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





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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.



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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?



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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.



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Case Study 2

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



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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.



Case Study 3



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Natalie cannot be classified as an agricultural worker.

Case Study 4



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**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



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**Joel should be classified as a
seasonal agricultural worker.**

Resources



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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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New IAC Resource!

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 Migratory 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 and when. Knowing this will give you an idea of when MSAWs come into the area for 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. All 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 that provides county-level information about top crops, livestock/poultry, and other products in your service area, along with number of farms and demographic information on producers.
- **Ag Worker Client Profile:** Tool to create patient groups based on similar characteristics like location, employer, language, season/hours, etc.

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.

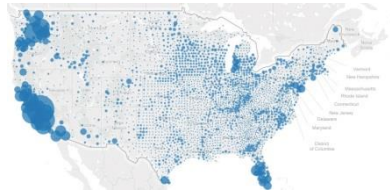
What are they doing?

- 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](#)



[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](#)



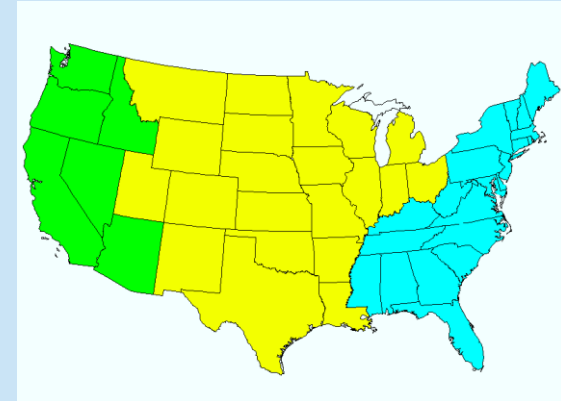
NCFH Additional Resources



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**



**[Regional Stream Forums](#)
on a year basis (West Coast, East Coast, and Midwest*)
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.





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About See All

- Dedicated to improving the health status of Ag worker families: providing info services, training/technical assistance & a variety of products to health centers, organizations, universities, researchers, & other Ag worker health advocates nationwide.
- The National Center for Farmworker Health proactively supports the work of health centers and the empowerment of

National Center for Farmworker Health, Inc. added an event.
58m ·

WEBINAR



Q&A Discussion

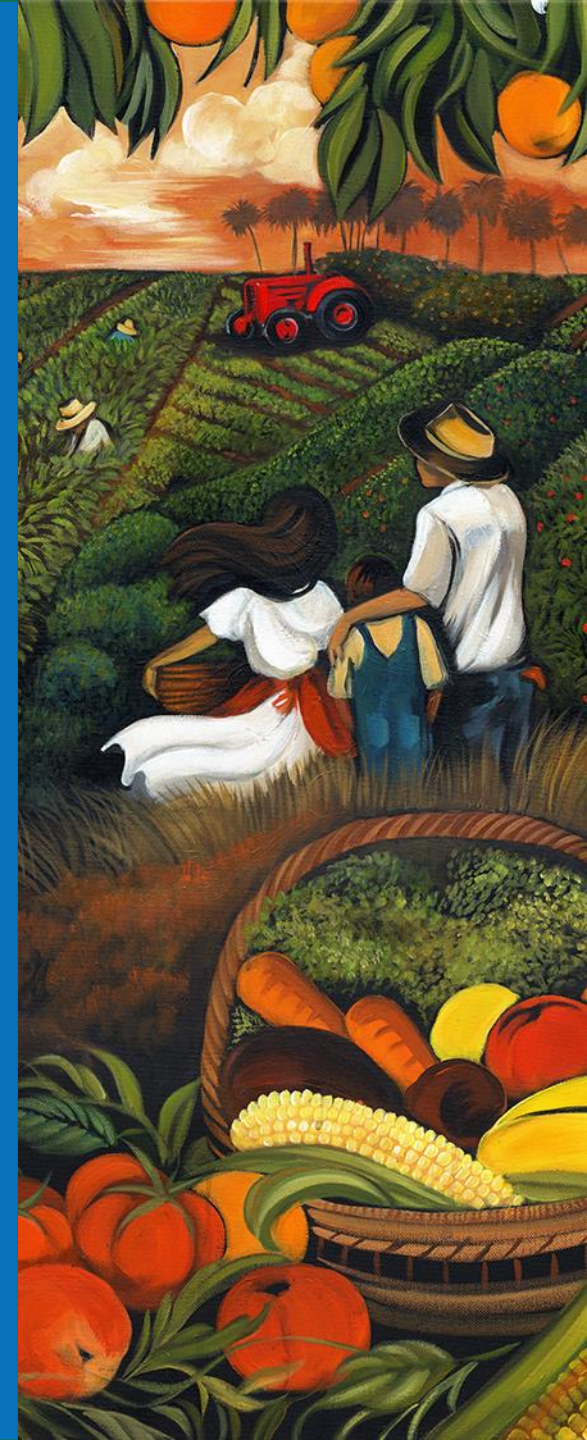
Thank you!

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Resources

- Health Center Data & Reporting - <https://bphc.hrsa.gov/datareporting/index.html>
- HRSA, Health Center Program, Authorizing Statute. 42 USC Chapter 6A, Subchapter II, Part D, subpart i: health centers. <https://uscode.house.gov/view.xhtml?path=/prelim@title42/chapter6A/subchapter2/partD&edition=prelim>
- NAICS Codes – <https://www.census.gov/naics/>
- 2022 UDS Manual - <https://bphc.hrsa.gov/sites/default/files/bphc/data-reporting/2022-uds-manual.pdf>
- IAC Program Pillars – http://www.ncfh.org/uploads/3/8/6/8/38685499/iac_program_pillars_fv.pdf



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