

WORKFORCE DEVELOPMENT DIVISION
Workforce Policy and Service Delivery Branch
Technical Assistance Bulletin 248

Keyword: Employment Service; TWIST

Subject: Migrant Indicators of Compliance Report

Date: June 8, 2012

This Technical Assistance (TA) Bulletin provides Local Workforce Development Boards (Boards) with information on The Workforce Information System of Texas (TWIST) Migrant Indicators of Compliance (MIC), Web Report #219 (Attachment 1), which helps Boards monitor services provided to migrant and seasonal farmworker (MSFW) customers.

The U.S. Department of Labor requires that MSFW customers receive services that are qualitatively equivalent and quantitatively proportionate to services provided to non-MSFW customers. To ensure compliance, the MSFW program is evaluated based on the following:

- A comparison of MSFW customers to the universal population in the following categories:
 - Referred to Jobs
 - Received a Staff Assisted Service
 - Referred to Support Services
 - Counseling
 - Job Development
- A comparison of MSFW customers placed to the total MSFW population in the following categories:
 - Placed in Jobs
 - Placed in Jobs with Pay Rate \$7.75/hr or More
 - Placed in Jobs: Regular Non Agriculture

The following provides details of the MIC report:

Boards and Workforce Solutions Office staff can generate the MIC report for a specific date range (Start Date/End Date).

- Rows represent a count of services received within the report date range in the following categories:
 - *Total Available for Service*—job seekers active and available to receive service
 - *Received a Staff Assisted Service*—job seekers who received assistance from Workforce Solutions Office staff
 - *New or Reactivated Applications*—new or reactivated registrations in WorkInTexas.com
 - *Referred to All Jobs*—job seekers referred to any job posting
 - *Referred to Jobs: Ag Jobs*—job seekers referred to any job posting tied to an employer account beginning with agriculture-related North American Industry Classification System (NAICS) industry codes 111, 112, or 115

- *Referred to Jobs: Non Ag Jobs*—job seekers referred to any job posting tied to an employer account beginning with anything other than agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in All Jobs*—job seekers hired on any job posting
- *Place in Jobs: Ag Jobs*—job seekers hired on any job posting tied to an employer account beginning with agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Temporary Ag Jobs*—job seekers hired on any temporary (1–3 days) job posting tied to an employer account beginning with agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Temp to Hire Ag Jobs*—job seekers hired on a temporary-to-hire (4–150 days) job posting tied to an employer account beginning with agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Regular Ag Jobs*—job seekers hired on a regular (150+ days) job posting tied to an employer account beginning with agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Non Ag Jobs*—job seekers hired on a job posting tied to an employer account beginning with anything other than agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Temporary Non Ag Jobs*—job seekers hired on a temporary (1–3 days) job posting tied to an employer account beginning with anything other than agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Temp to Hire Non Ag Jobs*—job seekers hired on a temporary-to-hire (4–150 days) job posting tied to an employer account beginning with anything other than agriculture-related NAICS industry codes 111, 112, or 115
- *Placed in Jobs: Regular Non Ag Jobs*—job seekers hired on a regular (150+ days) job posting tied to an employer account beginning with anything other than agriculture-related NAICS industry codes 111, 112, or 115
- *No Pay Rate Listed*—job postings where there is no pay listed, pay is incalculable, pay is less than minimum wage, etc.
- *Pay Rate \$7.75/hr or More*—job postings where the pay is \$7.75 per hour or more (at least \$0.50 above minimum wage)
- *Other Services Provided*
 - *Received Testing*—job seekers evaluated to determine occupational skills, aptitudes, and abilities
 - *Job Development*—employer contacts made on behalf of a specific job seeker
 - *Referred to Training*—job seekers referred to any Workforce Investment Act, federal, state, or local training program
 - *Vocational Guidance*—job seekers received information, materials, suggestions, and/or advice regarding vocational or career direction for employment purposes and/or training opportunities

- *Counseling*—job seekers received one-time or ongoing assistance to gain self-awareness and a clear understanding of their own knowledge, skills, abilities, and options, thus increasing their ability to make suitable occupational or job adjustment choices
- *Referred to Support Services*—job seekers referred to rehabilitation, health, welfare, and/or any other partner or outside agency for assistance

Note: Service counts are pulled from both WorkInTexas.com and TWIST, except in the case of *Received Testing*, which is pulled only from TWIST.

- Columns across the top of the page divide the referenced job seekers into the following categories:
 - *Total*—count of services received for all job seekers
 - *Total MFP*—count of services received for job seekers who meet the federal guidelines and definition of a migrant food processing worker
 - *Total SFW*—count of services received for job seekers who meet the federal guidelines and definition of a seasonal (nonmigrant) farmworker
 - *Total MFW*—count of services received for job seekers who meet the federal guidelines and definition of a migrant farmworker
 - *Total MSFW*—total count of services received for all job seekers in any of the three MSFW categories (MFP, SFW, or MFW)
 - *MSFW Equity*—the service percentages provided to MSFW customers
 - *Non-MSFW Equity*—the service percentages provided to non-MSFW customers

Note: The totals are unique, unduplicated, and individual counts.

To determine if MSFW customers received services that are qualitatively equivalent and quantitatively proportionate to services provided to non-MSFW customers, compare the MSFW equity percentages to the non-MSFW equity percentages for the performance measure categories listed. If the MSFW equity percentages are greater or equal to the non-MSFW equity percentages, the Board is meeting the performance measures.

For additional information and referral requirements, see the *Texas Workforce Migrant and Seasonal Farmworkers* self-study guide on the Intranet¹ at intra.twc.state.tx.us/intranet/train/docs/msfw_self_%20studyguide.pdf.

For additional information on service delivery, see the *Employment Service Guide* at www.twc.state.tx.us/boards/guides/guides.html.

Direct inquiries regarding this TA Bulletin to wfpolicy.clarifications@twc.state.tx.us.

¹ *The Intranet is not available to the general public.*