

Ventura County Farmworker Housing Study, Phase 2 and 3 Summary Report: *Survey of the County's Agricultural Employers, Farmworkers, and Stakeholders*



**COORDINATED AND
FUNDED BY THE
COUNTY OF
VENTURA, AND ALL
TEN CITIES; AND IN
PARTNERSHIP
WITH *HOUSE FARM
WORKERS!***

Prepared for the County of Ventura and *House Farm Workers!*

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bae urban economics

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We must thank the **farmworkers** of Ventura County, including over 400 who participated in the survey and farmworker focus group session and the **agricultural employers** who participated in the employer survey and provided survey sites for their employees.

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We would also like to thank the organizations and individuals that helped to guide this study through participation on the Advisory Council for the Ventura County Farmworker Housing Study and Action Plan, which comprises a diverse group of approximately 40 community stakeholders representing the County Planning Division, House Farm Workers!, all ten incorporated cities in Ventura County, and other stakeholders including County departments of transportation, health, agriculture, and housing; nonprofit organizations; financial institutions; healthcare groups; small and large agricultural employers and business associations; housing advocacy groups; affordable housing developers; educational institutions; and farmworkers.

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Finally, and certainly not least, thank you to all who work to provide agricultural products to benefit Ventura County and beyond.

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EXECUTIVE SUMMARY

While the main body of this report includes extensive documentation of the Phase 2 and 3 task methodologies and detailed information on the results of Stakeholder Interviews, the Employer Survey, the Farmworker Survey, and the Farmworker Focus Group Session, this section highlights key findings from the research. Common themes are listed at the end of this section.

Estimated Farmworker Population Living in Ventura County

In the Sustainable Agricultural Lands Conservation (SALC) Economic Contributions of Ventura County Agriculture report of 2022, BAE estimated that the annual average agricultural worker employment in Ventura County was approximately 25,000. Ventura County's 2021-2029 Housing Element included farmworker employment estimates between approximately 18,500 and 36,500 farmworkers and indicated that, "based on information received from the Ventura County Agricultural Commissioner and the local *House Farm Workers!* Task Force, the higher end of the range is more accurate and should be used for estimating farmworker housing needs." There is more than a one-to-one relationship between reported agricultural employment (jobs) and farmworkers due to factors such as job turnover, informally employed workers, and use of workers employed by farm labor contractors based outside of the county. The number of farmworkers in Ventura County is likely between the 25,000 jobs figure and the high end of the farmworker estimate in the County's Housing Element.

Considering that the 25,000 figure represents employment of documented farmworkers who work for employers based in Ventura County and the farmworker survey results indicate that nearly all Ventura County farmworkers also live in Ventura County, it represents a minimum number of farmworkers living in the county. Informally employed farmworkers, farmworkers employed by businesses that are based outside of Ventura County, and other factors mentioned above will increase this number.

Key Observations from Stakeholder Interviews

Key takeaways from the stakeholder interviews conducted from December 2022 to January 2023, are that farmworker representatives, advocates, and agricultural industry representatives all acknowledge the acute challenge of deteriorating housing availability and affordability for farmworkers in Ventura County. Farmworkers' low wages and unique vulnerabilities exacerbate the housing crisis, impacting their ability to provide for their basic needs. As a result of these challenges, employers face difficulties recruiting a sufficient workforce, which in turn can affect industry output and lead to potential changes in crops grown.

Farmworker Representatives, Advocates, and Service Providers

The following are highlights from interviews with farmworker representatives, advocates, and service providers.

Please note that these are high-level summaries and the actual document may contain more nuanced information. It's also important to remember that these are perceptions and experiences reported by the participants, and they may not represent the views of all stakeholders, employers, or farmworkers.

Current Farmworker Housing Situation

- Lack of affordable, suitable housing leads to overcrowding and substandard conditions.
- There are challenges for single men, undocumented workers, and families with legal status but incomes that are too high to qualify for assistance.
- There is increasing utilization of H-2A¹ workers in response to a domestic labor shortage.

Recent Trends

- Rapidly increasing housing rents and competition for resources.
- Farmworker families are getting smaller, and farmworkers are more likely to stay in the county permanently.
- COVID worsened the housing situation, particularly for those ineligible for relief programs due to legal status.
- Farmers moved away from providing worker housing due to increased regulation.

Key Contributing Factors

- Lack of housing supply and rising costs coupled with low farmworker wages.
- Negative attitudes towards farmworkers contribute to NIMBYism².
- Challenges in accessing affordable housing programs for undocumented workers.

Most Pressing Problems

- Limited countywide housing availability and lack of affordable options.
- Farmworker housing needs to be seen as a human right, emphasizing the need for adequate wages and benefits.
- Vulnerability of migrant families and the specific housing need for undocumented workers.

¹ The H-2A Temporary Agricultural Program is a visa program that allows U.S. agricultural employers to address shortages of domestic workers by bringing in non-immigrant foreign workers. These foreign workers perform agricultural labor or services of a temporary or seasonal nature during peak seasons when there is a shortage of available domestic workers. H-2A workers often work for Farm Labor Contractors (FLCs) who provide labor on a contract basis to farm operators. H-2A workers may also be employed directly by agricultural operators. Among other requirements, the employer of H-2A workers must provide them with housing meeting certain standards established by the U.S. government. As a result, it is assumed that H-2A workers working in Ventura County have adequate housing and, thus, they were not surveyed for this study.

² NIMBY stands for “Not in My Backyard” and refers to an attitude whereby members of the public may acknowledge that a certain type of development, such as farmworker housing, may be needed within the community, it is not desirable in close proximity to their personal place of residence, suggesting that the development should occur elsewhere within the community, or not at all.

Barriers and Challenges

- Small growers face challenges due to not having sufficient resources or scale to support provision of housing.
- Capital-intensive nature and management challenges for growers providing housing.
- Limited funding (e.g., capital and/or operating funding) for farmworker housing.
- Restrictions on where multifamily housing can be built and lack of infrastructure in rural areas.

Opportunities

- Leverage recent awareness of the farmworker housing problem to translate into new housing development.
- Community involvement, alternative housing types, and streamlined regulations are potential solutions.
- Consider infill, conversion of existing buildings, and farm labor centers.
- Explore funding from a potential statewide housing bond and local funding sources.

Agricultural Industry Representatives

The following are highlights from interviews with agriculture industry representatives.

Trends in Agriculture Labor Needs

- Specialty crops depend on hand labor; small farms lack economies of scale to invest in automation.
- Increasing usage of H-2A workers is expected.
- A transition to mechanizable crops can be expected if labor supply is insufficient.

Effect of Housing Situation on Agricultural Industry

- Agriculture is limited by labor availability and is impacting crop choices.
- Limited housing availability for H-2A workers affects utilization – more producers would likely use H-2A workers if there was housing available for them.

Current Farmworker Housing Situation

- Many farmworkers live in multigenerational households due to housing costs.
- There is a shortage of housing for single workers and the emphasis has been on providing housing for families.
- Housing is getting harder to find, rents are increasing, and there is limited new construction.

Key Contributing Factors

- Limited housing supply, lack of suitable housing for individuals.
- Increasing competition for housing in general; agriculture is competing with tourism industry for workforce housing.
- Ventura County is transitioning into an urban destination from a rural county.

Most Pressing Problems

- Need for multigenerational housing, services for migrant families, and housing for single workers.
- High cost of living in Ventura County.
- Lack of housing production at all levels.

Barriers and Challenges

- Farmers' short investment horizon and lack of capital for small producers.
- Difficulty in getting housing approvals; long permit processes.
- High cost of living and land costs in Ventura County.

Opportunities

- Incentives for growers to provide housing to meet specific standards.
- Make more land available for housing development.
- Adjust regulations to allow year-round use of farmworker housing.
- Combat NIMBYism through community campaigns and learn from successful projects.

In both stakeholder groups, the need for collaborative efforts, increasing community support, diverse housing solutions, and addressing negative perceptions emerge as potential pathways for addressing the farmworker housing crisis in Ventura County.

Key Observations from Employer Survey

A number of questions in the employer survey focused on the “agricultural workforce” employed by the survey respondents. For the purposes of the survey, “agricultural workforce” was defined as people who earn the majority of their income via agricultural employment, which generally aligns with the definition of “farmworker”, which is how these workers will be referred to hereafter.

Employer Characteristics

The online survey conducted from March to August 2023, attracted participation from 40 respondents representing various agricultural sectors, including berry, orchard, rotational crop, nursery, and farm labor contracting, although citrus and avocado growers were most heavily represented. (See Figure 1) There was representation from respondents operating across the major growing regions in Ventura County. The Ventura County Farm Bureau, Ventura County Agricultural Commissioner, and Advisory Council developed for the Project assisted *HFWS!* to publicize the availability of the survey and invite participation.

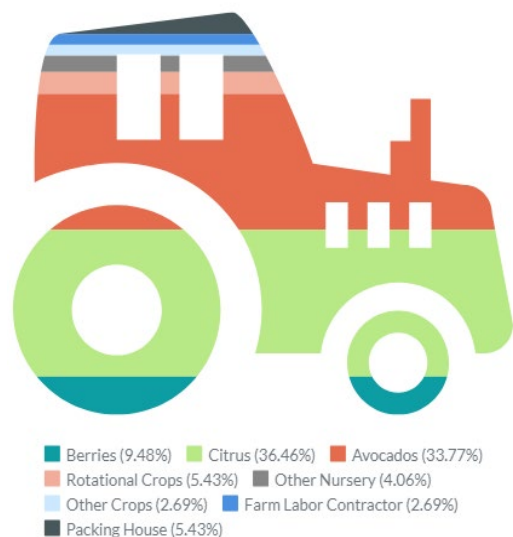


Figure 1: Respondent's Type of Agricultural Operation

Trends in Agricultural Production

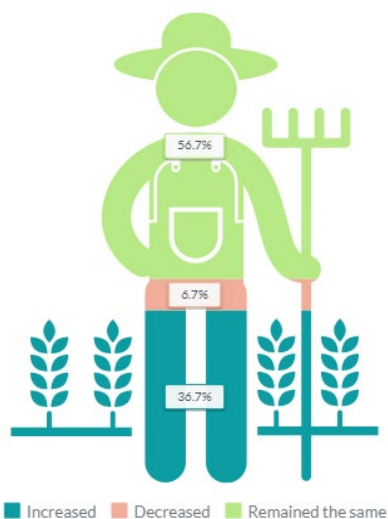


Figure 2: Trends in Agricultural Workforce, Past 5 Years

- 63 percent of respondents reported stable land/building space³ use over the past five years.
- The peak farmworker employment months are April and May.
- Seven percent of respondents reported a decrease in farmworker labor needs over the last five years; 57 percent reported no change, and 37 percent reported an increase in labor needs. (See Figure 2)

- Looking forward, six percent of respondents expect a decrease in farmworker labor needs; 39 percent expect an increase; and 45 percent no change in labor needs. (See Figure 3)
- Key reasons cited for changes include expansion of acreage or greenhouse space or limited water availability.

Types of Employees and Hiring Trends:

- 63 percent of respondents expect stable or increasing permanent farmworker employees.
- 52 percent expect stable or increasing local temporary/seasonal farmworker employees.
- 21 percent expect more H-2A farmworkers.
- About 63 percent anticipate future limitations due to lack of workforce availability.

Where Agricultural Employees Live:

- Except for H-2A farmworkers and non-H-2A supervisors, most direct farmworker employees⁴ live permanently within Ventura County.



Figure 3: Anticipated Farmworker Needs, Next 5 Years

³ Farmers, ranchers, and outdoor nursery operators reported crop acreage and indoor nursery operators reported building square footage.

⁴ Direct farmworker employees are those hired directly by the agricultural employer as opposed to contracted workers who are provided by a farm labor contractor or temporary staffing agency.

Employer-Provided Farmworker Housing

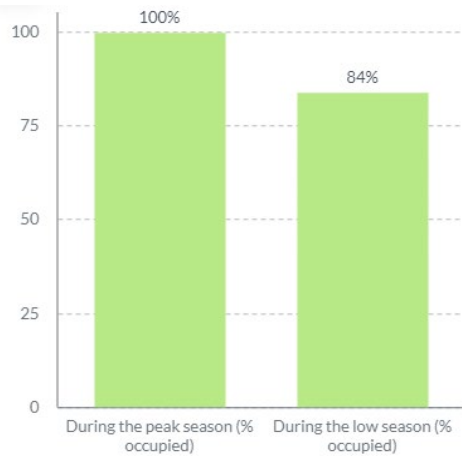


Figure 4: Farmworker Housing Occupancy

- 21 out of 40 respondents provide onsite or offsite housing.
- 43 percent of those who provide housing do so for farm managers, and less than half provide housing for family members of farmworkers.
- Current employer-provided housing is fully occupied during the peak season and 84 percent occupied during the low season. (See Figure 4)
- 100 percent of those employers currently providing farmworker housing intend to continue doing so.

Reasons for Not Providing Housing

- For those who do not provide farmworker housing, reasons include cost, regulatory burden, unwillingness to manage housing, lack of land or infrastructure, lack of control over the decision to provide housing, and other reasons.

Attitudes About Existing Farmworker Housing Supply

- 77 percent of respondents disagree that housing for farmworker families is available in sufficient numbers. (See Figure 5)
- 56 percent disagree that available farmworker housing is of adequate quality.
- 60 percent disagree that farmworker housing is available where needed.
- 68 percent disagree that farmworker housing is affordable to workers.
- Respondents had similar attitudes regarding housing available for farmworkers who are living in Ventura County apart from their families.

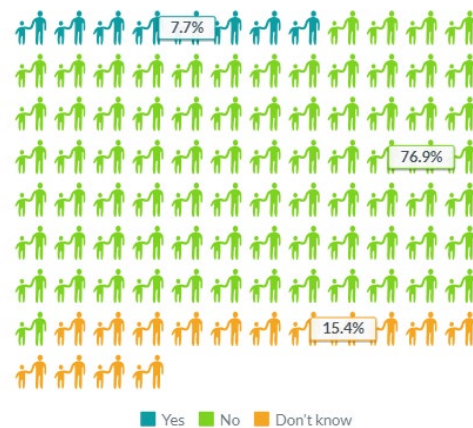


Figure 5: Is Farmworker Housing Available in Sufficient Quantity?

Limitations to Agricultural Operations Due to Housing

- 40 percent of respondents indicate a lack of farmworker housing currently limits operations.
- 72 percent anticipate a shortage of housing will limit their operations in the future.

Key Observations from Farmworker Survey

The survey was conducted in person in five languages, from April to September 2023. Multilingual staff from the County's Farmworker Resource Program conducted the interviews, following consistent procedures. This survey did not include H-2A workers, as their employers are required by law to provide them with housing that is inspected and meets certain federal standards.

Respondent Demographics and Household Characteristics

- 42 percent of survey respondents were male and 57 percent were female and the remainder did not state a specific gender. (See Figure 6)
- The median age was 39 years with the youngest being 18 (the minimum age to qualify to answer the survey) and the oldest being 78.
- 86 percent of survey respondents did not complete high school.
- The majority work on a farm, with "Picker/Harvester" being the most common job title (54.5% of respondents)

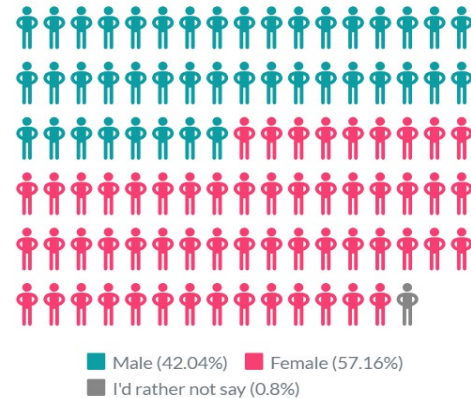


Figure 6: Gender of Survey Participants

Agricultural Employment Characteristics

- 80 percent of respondents work on a farm, ten percent work for a farm labor contractor, and ten percent work in a packing house.
- 97.1 percent of survey respondents work only in agriculture, with 70.8 percent working for only one employer.

Current Housing Situation

- 97.2 percent of survey respondents live in a city or unincorporated town; Oxnard is the most common residence location.
- 87 percent of respondents live in Ventura County year-round.
- The median number of years lived in Ventura County is 15, with a minimum of five months and a maximum of 60 years.
- BAE's analysis of individual survey responses indicates that just over 70 percent of the respondents live in overcrowded conditions and 40.5 percent live in severely overcrowded conditions. Although these calculations should be interpreted with caution, the data indicate that a sizable portion of the farmworker population is living in overcrowded to severely overcrowded conditions.

- Further, 40.1 percent of respondents indicate that they share their bathroom with people from outside their household and 43.1 percent indicated they share the kitchen with people outside of their household; thus it is likely that around 40 to 45 percent of farmworker households are sharing a dwelling unit intended for one household with one or more other households (e.g., doubling up, etc.). (See Figure 7)

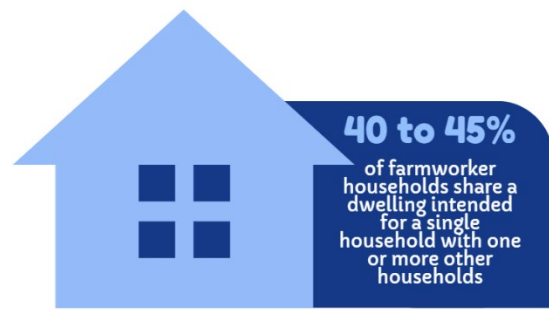


Figure 7: Farmworkers Sharing Dwellings With Other Households

Satisfaction with Current Living Arrangements

- 2.7 percent of survey respondents rate the physical condition of their housing as excellent.
- 77.5 percent say their housing is in sound condition or needs minor maintenance, and 65.2 percent indicate changes or repairs are needed in their homes.
- While about 23 percent of respondents indicated they had no conditions in their housing that needed correction, over one-third indicated their housing unit has six or more problems which, cumulatively, could threaten health, safety, and/or well-being.
- When queried on the types of changes needed to their housing, the most commonly cited issues which, taken individually, would be fairly minor, but which cumulatively might become more significant.

Preferences for Housing

- Almost 40 percent of survey respondents would prefer to live on the farm/ranch where they work.
- 60.4 percent of respondents would prefer living in or near a city/town, with Oxnard being the most preferred location.
- 89.4 percent of respondents would prefer to live in a house versus other types of dwellings. (See Figure 8)



■ House (89.4%)
 ■ Mobile Home/Trailer (2.7%)
 ■ Apartment (6.5%)
 ■ Did not answer (1.4%)

Figure 8: Preferred Housing Type

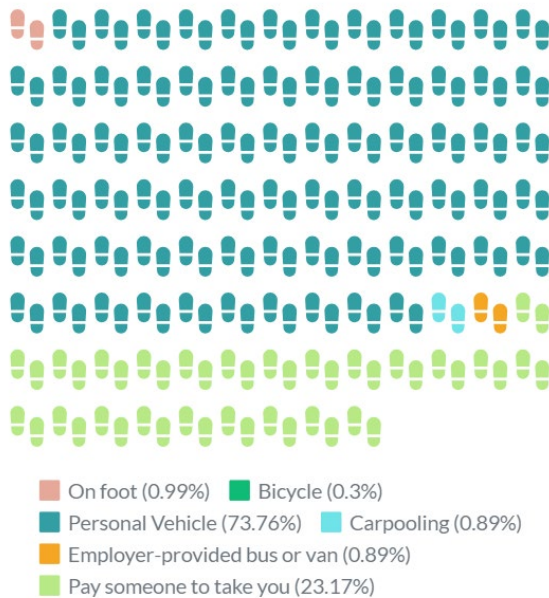
Current Housing Costs

- 92.2 of survey respondents rent from a landlord other than their employer.
- The median monthly payment for renters is \$1,400 per month per household (not per unit), with the lowest rent reported at \$200 per month. Several exceptionally high monthly rent figures were recorded; however, these may have been the result of data entry errors.
- For utilities such as water, sewer, gas, and electricity, no more than about half of respondents responded that they were included in their rent.
- Less than one percent of respondents indicated that meals are included in their rent.

Income

- The median personal earnings in 2022 for survey respondents was \$24,999.
- The median combined household income reported was \$37,499 for 2022.
- 85 percent of survey respondents work 30-50 hours per week in agriculture and earn more than half of their annual income from agricultural employment.

Commute/Transportation to Work



- 74 percent of survey respondents use personal vehicles for commute. (See Figure 9)
- The commute trips are typically between 15 and 45 minutes, one-way.
- The commute home tends to be longer than the commute to work.

Figure 9: Transportation to Work

Social Services

- Survey respondents indicate that they struggle to pay for housing (78.8%), food (58.2%), medical (43.9%), and transportation (32.7%).
- Survey respondents reported difficulty accessing public assistance due to lack of awareness (57.1%), uncertainty about eligibility (52.4%), and language barriers (39%), among other reasons. (See Figure 10)

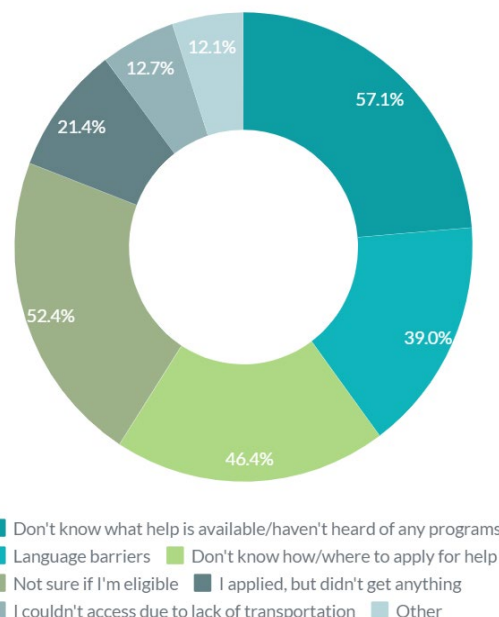


Figure 10: Difficulties Accessing Social Services

Open-Ended Survey Responses

In addition to the structured survey questions, the last question on the Farmworker Survey provided an opportunity for survey respondents to provide any additional information about farmworker housing needs that was not already covered by the survey questions. About 150 survey participants responded to this opportunity and provided a wide range of feedback; however there were some recurring themes in these responses. Most commonly, respondents indicated a need for more affordable rents. Another recurring theme in the comments was the need to expand the supply of affordable housing for farmworkers. A significant number of respondents also identified the need for housing without only limited eligibility requirements, particularly for those without legal immigration/residency status.

Key Observations from Focus Group Meeting

The 34 Focus group participants were generally in agreement with the preliminary farmworker survey results shared at the meeting. In particular, there was strong agreement with the finding that 91 percent of survey respondents would prefer to live in a house but that a substantial proportion (36 percent) of respondents currently live in apartments, and that most farmworkers live in the Oxnard/Port Hueneme area.

Almost all focus group participants have access to a vehicle and use their own vehicle when traveling around the county. Only one participant indicated that they had missed work in the last six months due to lack of transportation, and almost two-thirds of participants indicated that the cost of housing did not affect how they travel to and from work and other destinations; however, cost was by far the challenge related to transportation that was most often cited, with respondents typically reporting monthly transportation costs of \$201 to \$500.

Another significant issue reported by a majority of participants who had access to a vehicle was trouble with parking at either home or work. It is likely that a primary factor contributing to the fact that participants indicated a low level of public transit usage was due to the fact that a strong majority indicated they do not feel safe when using public transit. About two-thirds of participants indicated they did not know who to ask for assistance with transportation issues.

About one-third of respondents indicated they share their home with other families. Confirming their alignment with farmworker survey responses, the vast majority of participants indicated they would like to live in a single-family home. A mapping exercise did not reveal a substantial mismatch between where participants currently live and where they would like to live. Over two-thirds of participants indicated they would be interested in a program such as a forgivable loan to buy a home if they were required to live there for a certain amount of time.

Cost was cited by the largest number of participants (25 responses) as a challenge while looking for suitable housing. The next most common challenge (14 responses), “Too small” was likely also related to cost. This was followed by distance to schools (10 responses). Thirty participants indicated they did not know who to ask for assistance with housing issues while only one participant indicated they did know who to ask. Spanish was the most common primary language spoken in participants’ homes and English was the most common secondary language. The largest number of participants use Medi-Cal for health insurance (16 responses), followed by Employer-Provided health coverage (11 responses) and “None” (9 responses).

The largest number of participants (14) indicated they would like to celebrate special occasions at home, followed by ten who indicated they would like to celebrate at a ranch. When asked, “What makes a community?” the largest number of participants (14) indicated “Sports”, significantly ahead of Church, with six responses, and Schools, with five responses.

At the youth activity table⁵, participants indicated they participate in a range of after school activities. Money was the only family need cited, but various types of assistance were the things that participants most often wished their communities had, including food programs, health care, housing, and transportation. Friends, family, and togetherness were the things that participants liked about their communities.

⁵ The youth activity table was not an official part of the “focus group session”. Participants were family members (i.e., children) of focus group participants.

Areas of Agreement and Divergences

The findings from the Stakeholder Interviews, the Employer Survey, the Farmworker Survey, and the Farmworker Focus Group session underscore the demographic diversity, housing challenges, and preferences of farmworkers in Ventura County. The data reveal particular areas of concern, challenges, and opportunities, and provide valuable insights to utilize in Phase 4 of this Project when developing an Action Plan with support and interventions for farmworker housing targeted to the unique needs and preferences of Ventura County's agricultural workforce. The following identifies some areas of agreement across input collected via the Stakeholder Interviews, the Employer Survey, the Farmworker Survey, and the Farmworker Focus Group Session.

Areas of Agreement

Housing Crisis - All groups acknowledge the acute challenge of deteriorating housing availability and affordability for farmworkers in Ventura County. This is exacerbated by farmworkers' low wages and unique vulnerabilities.

H-2A Workers - Stakeholder interviews and the Employer Survey show agreement that there is increasing utilization of H-2A workers in response to a domestic labor shortage.

Housing Conditions - The Farmworker Survey and Focus Group Session both highlight that the current housing conditions for farmworkers are not adequate, with many compromising on their living arrangements, primarily due to lack of affordability of more suitable housing.

Transportation - Both the Farmworker Survey and Focus Group Session indicate that most farmworkers use personal vehicles for commuting, and the cost of transportation is a significant issue.

Lack of Knowledge of Where to Find Assistance - Both the Farmworker Survey and the Focus Group Session indicate that most farmworkers do not know where to find assistance for housing or social services needs.

Please note that these are high-level summaries and the actual document may contain more nuanced information. It's also important to remember that these are perceptions and experiences reported by the participants, and they may not represent the views of all stakeholders, employers, or farmworkers.

INTRODUCTION

House Farm Workers! (HFW!) and the County of Ventura (“County”) are partnering to fund and direct a landmark study of farmworker housing needs within the County (“Project”). The County is the Lead Agency for this Project, which was included as a Program in the County’s 2021-2029 Housing Element (Program HE-E) ⁶. HFW! and the County are known as the “Project Partners”. The Project “Coordination Committee”, which is overseeing the larger project as well as the work described in this report, includes staff from the Ventura County Planning Division and representatives from HFW!. The Project Partners also convened a committee of stakeholders (“Advisory Council”) to give regular input to the Coordination Committee.

The overall Project is partially funded by state monies from the Local Early Action Planning (LEAP) and Regional Early Action Planning (REAP) grants administered by the Southern California Association of Governments (SCAG). The remainder of the Project is funded by the County of Ventura and ten City governments ⁷, Ventura County Transportation Commission (VCTC), and UC Thelma Hansen Foundation.

The overall Project will culminate with the preparation of a Farmworker Housing Study and Action Plan to guide local efforts to expand and improve housing opportunities for farmworkers in Ventura County. The Project includes five phases, including:

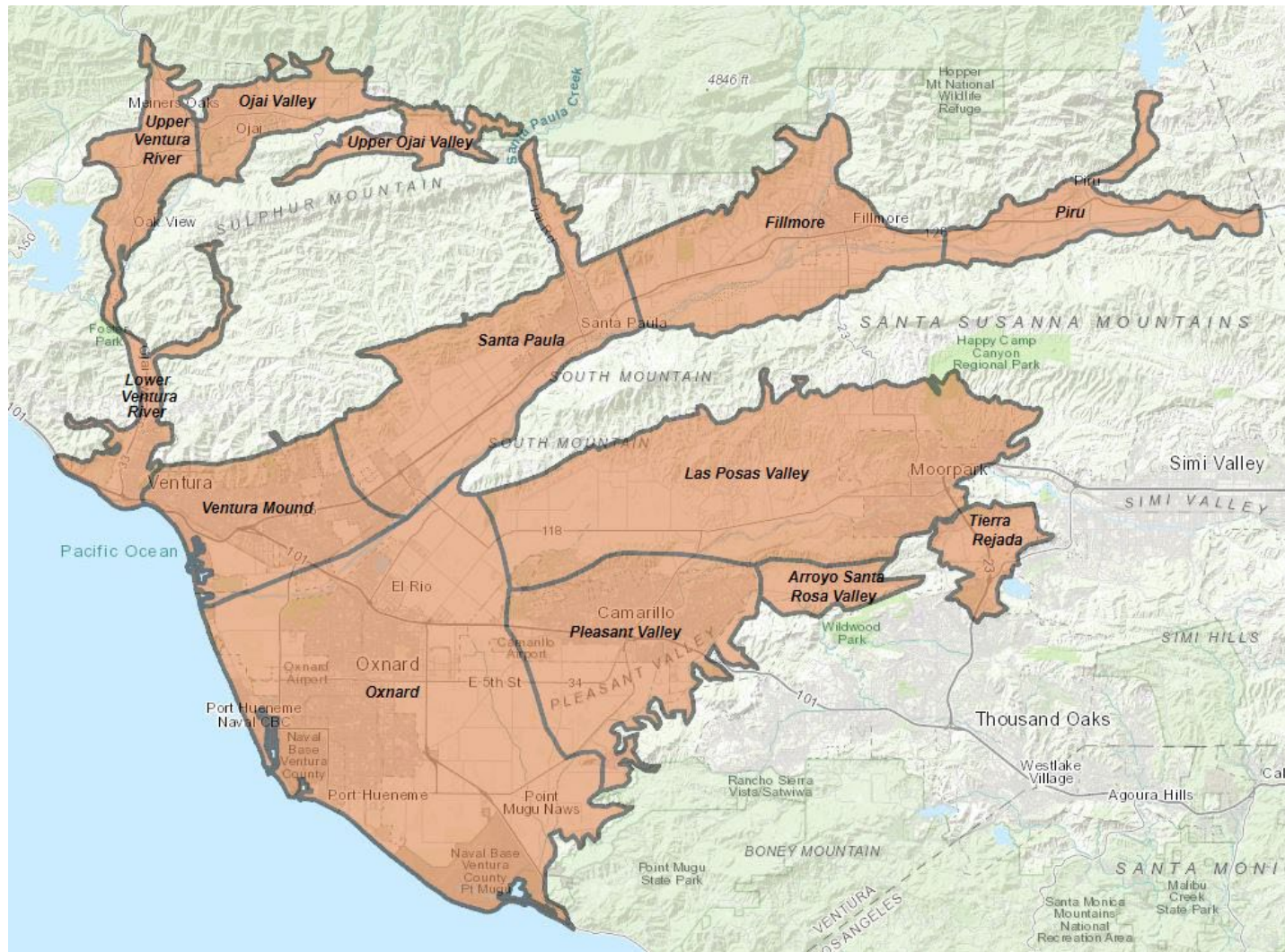
1. Advisory Council Formation
2. Farmworker Housing Survey Methodology and Design
3. Survey Implementation and Results Summary Report
4. Farmworker Housing Study and Action Plan
5. Community Engagement in implementing the Action Plan

The Project began in Fall 2021 and is expected to be completed by 2025. To execute Phases 2 and 3 of the Project, the Coordination Committee contracted with consultants BAE Urban Economics (BAE) and Ventura County Farmworker Resource Program, and Gabrielle Vignone, the Executive Director of HFW!, served as the “Project Manager”. This report describes work covering project Phases 2 and 3, and documents not only design, implementation, and results of a Farmworker Housing Survey, but also the design, implementation, and results from the Agricultural Employer Survey, Stakeholder Interviews, and a Farmworker Focus Group Session, all organized with an aim of better understanding Ventura County farmworker housing needs, from multiple perspectives. Figure 11 shows Ventura County and highlights the County’s primary agricultural sub-areas.

⁶ County of Ventura 2021-2029 Housing Element, available at this link: docs.vcrma.org/images/pdf/planning/plans/Final_2040_General_Plan_docs/VCGPU_03_Housing_Element_2021_10_12_web_revised.pdf

⁷ Cities of Camarillo, Fillmore, Moorpark, Ojai, Oxnard, Port Hueneme, Santa Paula, Simi Valley, Thousand Oaks, and Ventura

Figure 11: Ventura County and Agricultural Sub-Areas



Source: Conservation Biology Institute, 2022.

STAKEHOLDER INTERVIEWS

Overview

To provide BAE with background information on local farmworker housing conditions, needs, and trends, BAE conducted a series of stakeholder interviews at the outset of the project in winter 2022-2023. The findings from the interviews assisted in identifying key issues to explore and information to seek via the Employer and Farmworker Surveys, and also provide important background information/context to assist in understanding and interpreting the Employer and Farmworker Survey results.

Methodology

The stakeholder interview process began with identification of stakeholder representatives who could provide input into farmworker housing issues in Ventura County, from a variety of perspectives. These include farmworker representatives and advocates, agricultural industry representatives, and farmworker service providers. The Coordination Committee provided names and contact information for three to four individuals in each category just mentioned.

Next, BAE developed a general interview guide for each type of stakeholder group mentioned above, for review by the Coordination Committee. The Coordination Committee provided feedback for refinement of the survey guides, and BAE refined the interview guides based on the Committee's feedback.

Stakeholder Interview Themes

Although the interview questions varied slightly from stakeholder to stakeholder, common themes in all the interviews included:

- Current farmworker housing situation and housing challenges facing farmworkers
- Trends over time and key factors driving housing issues
- Most pressing housing problem observed among farmworkers
- Sub-areas or farmworker sub-groups having especially acute needs
- Barriers and Opportunities to farmworker housing

In addition, BAE queried interviewees regarding any key information needs they could identify from the Farmworker and/or Employer surveys, to cross check against the draft Farmworker and Employers surveys, to help inform their development. For the most part, all relevant suggestions from stakeholders were already covered within the survey drafts.

BAE reached out to each identified stakeholder representative and requested to schedule a time for an interview by phone or by web meeting. BAE then conducted an interview with each stakeholder following the applicable interview guide, taking notes on responses to initial questions, and asking follow-up questions as appropriate. Some interviewees provided BAE with suggestions on additional stakeholder/key informants that could be included in the interviews.

Stakeholder interviews were completed in December 2022 - February 2023. Ultimately, BAE interviewed and gained input from eleven individuals, including:

- Barbara Macri-Ortiz, Attorney/Advocate: *Owner and Attorney at the Law Office of Barbara Macri-Ortiz*
- Dr. Gabino Aguirre, Organizer/Advocate: *Co-Chair of the Isabella Project at the Ventura County Community Foundation*
- Maureen McGuire, Agriculture: *CEO of the Farm Bureau of Ventura County*
- Junior Magaña, Agriculture: *Farm Labor Contractor at Magana Labor Services*
- Louise Lampara, Agriculture/Foundation: *Executive Director at Ventura County Coalition of Labor, Ag, and Business (CoLAB)*
- Karen Flock, Organizer/Advocate: *Deputy Director – Real Estate Development at Housing Authority of the City of San Buenaventura*
- Lisa Safaeinili, Healthcare/Organizer: *Executive Director at Westminster Free Clinic & Community Care Center*
- Maria Ponce-Montañez, Education/Organizer: *Migrant Education Program Coordinator at the Ventura County Office of Education*
- Linda Braunschweiger, Organizer/Advocate: *CEO of the Housing Trust Fund Ventura County and CEO of the Housing Land Trust Ventura County*
- Nicole Norori, Housing financing/Advocate/Organizer: *Senior Director of Financial Consulting – Central Coast Region of the California Housing Partnership Corporation*
- Jennifer Solorio – The Coalition for Healthy Families

BAE considered the input from the stakeholder interviews in the process of developing and refining both the Employer Survey and Farmworker Survey instruments.

Disclaimer

As mentioned above, stakeholder perspectives were gathered to help design surveys and interpret survey results. Because the stakeholder comments summarized below were provided by a limited number of individuals who were not intended to be representative of Ventura County farmworkers or their employers, they may not align with the Employer or Farmworker Survey results. Phases 4 and 5 of the Farmworker Housing Study will allow for these comments to be evaluated.

Summary of Stakeholder Interviews

The following summarizes key information shared by stakeholders via the interviews, organized by type of stakeholder. Overall, stakeholders shared a common view that deteriorating housing availability and affordability, combined with the fact that farmworkers earn low wages and have other unique characteristics that make them vulnerable, meaning that housing challenges are significant, and getting worse for farmworkers. From the standpoint of farmworkers, lack of adequate, affordable housing means that they struggle to provide adequately for other basic needs. From the standpoint of employers, lack of adequate, affordable housing for the workforce means it is difficult to recruit a sufficient workforce and this can constrain industry output and/or

eventually lead to changes in the types of crops grown. Additionally, the challenges of NIMBYism, complicated regulations and approvals processes for farmworker housing, and limited areas where farmworker housing is permitted were commonly cited. Interviewees identified a range of opportunities, including looking at alternative housing types, relaxing and streamlining regulations, seeking incentives and funding sources to encourage and assist in the provision of farmworker housing, and working to generate more community and political support for farmworker housing.

Information shared by stakeholders is summarized below, grouped into two categories. The first is farmworker representatives, advocates, and service providers. The second category is agricultural industry representatives.

1. Farmworker Representatives, Advocates, and Service Providers

Current Farmworker Housing Situation

Housing availability and affordability are lacking for a mostly year round farmworker population who find it difficult to find suitable, affordable housing, which can lead to problems such as overcrowding, and substandard housing conditions. Further, when households struggle to pay rent, they have to skimp on other important needs.

There are increasing numbers of undocumented single men living five to ten in an apartment but there is almost no housing that is targeting single men. There are also more H-2A workers and their employers also need housing for single farmworkers. The increase in H-2A workers is a response to shortage of domestic labor availability.

Workers without legal residency have even fewer options, since they aren't eligible for certain affordable housing projects and they may have more difficulty accessing private market housing as well. Meanwhile, some families with legal status living in multigenerational households could be earning too much to qualify for assistance but still not be able to afford adequate housing.

There is now more visibility and awareness of the farmworker housing problem, but there may be more political support in western county vs. eastern county.

Recent Trends

Housing rents have increased rapidly and the situation has become worse, particularly for farmworkers who earn low wages relative to other workers. With more people, not just farmworkers, struggling to afford housing, there is more need and competition for resources. As a result, it is more common for families to double up in a housing unit, and more people are living in garages, carports, and other substandard dwellings.

Farmworker families are getting smaller and fewer seem to have legal status, as farmworkers who got legal status either aged out or left the industry. Workers are less likely to travel back and forth from the U.S., so they are more likely to stay in the county permanently with family.

There is more understanding and support about farmworker housing needs from the public.

COVID made the problem worse due to disruptions to work and pay and many farmworkers were not eligible for COVID rent relief programs due to their legal status.

As housing has become more closely regulated, farmers have moved away from providing worker housing.

Key Contributing Factors

Key factors are lack of supply and increasing costs combined with low farmworker wages. Due to undocumented status, some work “under the table” for less than minimum wage. The 2008 foreclosure crisis moved homeowners into the rental market where they created more competition and increasing rents, which in turn, led to overcrowding.

There is an under-appreciation of the role farmworkers play in society – attitudes about farmworkers have been negative and disparaging and that contributes to “NIMBY” (Not In My Back Yard) attitudes about increasing the farmworker housing supply, yet higher intensity of farming (e.g., berries) requires more workers and the SOAR Initiative (Save Open space and Agricultural Resources) is perceived to limit the ability to develop farmworker housing in agricultural areas. These two forces exacerbate the housing shortage for farmworkers.

For farmworker children to qualify for migrant programs, they have to leave the county periodically. Finding housing upon returning is challenging.⁸

There is a lack of local funding sources dedicated for housing, and state and federal funding sources are over-subscribed by large margin and funding from those programs isn't increasing.

⁸ According to *House Farm Workers!* staff, Dr. César Morales, the Superintendent of Ventura County Schools has indicated that updated criteria for migrant programs includes children who move around within Ventura County. However, due to the tight housing supply, farmworkers may face difficulties even when just moving within the county. The current eligibility requirements for migrant education programs, published by the California Department of Education (<https://www.cde.ca.gov/sp/me/mt/overview.asp>) are as follows: “A child is considered “migratory” if the parent or guardian is a migratory worker in the agricultural, dairy, lumber, or fishing industries and whose family has moved during the past three years. A “qualifying” move can range from moving from one residence to another or across school district boundaries due to economic necessity. A young adult may also qualify if he or she has moved on his own within the past three years to engage in qualifying work or sought to obtain qualifying work (with a history of qualifying moves). The eligibility period is three years from the date of the last move. Eligibility is established through an interview conducted by a Migrant Education recruiter who visits both home and employment locations where migrant workers are employed. The law states that migrant education services are a priority for those students who have made a qualifying move within the previous one-year period and who are failing, or are most at risk of failing to meet state academic standards, or who have dropped out of school.”

Most Pressing Problems

Limited housing availability countywide in general, and lack of affordable housing in particular. There is a need to look at housing as a human right, not an investment vehicle for landlords.

Discussions about agricultural sustainability need to focus on farmworkers; they need adequate wages, housing, and benefits so they can stay and work in Ventura County. Many farming families don't want their future generations to remain in farming due to the challenges they face. Migrant families are particularly vulnerable.

Santa Clara River Valley⁹ is a very poor area within the county. Single farmworker men are lacking in places to live and socialize, which can lead to bad outcomes. Farmworkers are looking for community. More affordable areas also tend to have problems with crime and social problems.

There is a specific need for housing for undocumented workers who cannot access certain programs and for housing for individuals who are not with families. There is also a need for housing that labor contractors can use for H-2A workers, recognizing that they may only need housing for part of the year and would like to avoid the cost of keeping housing vacant for part of the year.

Barriers and Challenges

There are many small growers who don't have the scale to build and operate their own housing. Farmworker housing requires year-round operation but some growers do not need workers year round. Farmworker housing is capital intensive and management is a challenge for growers. Developers are concerned about permanent deed restrictions on farmworker housing in the event that agricultural activity drops off in the future.

There is a lack of funding dedicated to farmworker housing. A source of operating funds is needed in addition to funding to build housing.

The lack of areas where multifamily housing can be built and lack of parcels suitable for housing development is a constraint. Also, a lack of infrastructure to support housing development in rural areas where farmworkers are employed is a constraint. There isn't consistent political support for farmworker housing throughout the county.

Lack of local funding can make local projects less competitive for state/federal funds because they don't have the required match of local funds.

Sometimes there is a mismatch between where housing development is allowed and where there is infrastructure available to support housing development.

⁹ This rural area includes the Ventura County communities of Fillmore, Santa Paula, and Piru.

The negative attitudes about farmworkers and lack of appreciation for the work they do is a barrier to increasing the farmworker housing supply, manifested in land use restrictions that constrain the ability to expand the housing supply in the unincorporated area and difficulties in gaining project approvals. As a result, obtaining approvals through the regulatory process is difficult, time consuming, and expensive. Many people came to Ventura County for single-family, low-density living, so this limits acceptance of higher density development.

There is a lack of transit services for workers to access housing and jobs.

There is a trade off involved with more enforcement of housing standards, which can cause rent increases to cover the cost of repairs or displacement in some situations such as overcrowding/exceeding occupancy standards.

There is a need to do marketing of available housing in indigenous languages spoken by farmworkers.

Opportunities

The more recent awareness of farmworker housing needs can be translated into new housing development. It was suggested to make farmworker housing a collective effort of the whole community, including the voices of farmworkers in the process and recommended that stakeholders leverage the visibility of organizations such as *House Farm Workers!* and their respect from the local politicians to get support for new farmworker housing. Local jurisdictions and developers should pursue infill development opportunities and conversion of existing buildings as a strategy to increase housing supply. Local jurisdictions should streamline permit approvals.

There is land on farms where housing could be built and if creation of smaller parcels in agricultural areas for housing development was allowed, this could facilitate housing development. Revise Local Area Formation Commission (LAFCo) policies to encourage farmworker housing in rural areas. Farm owners should offer employee housing and get tax breaks for doing so. Examine how SOAR can better accommodate farmworker housing based on the idea that to preserve agriculture, it is necessary to provide housing for the workforce. If the electorate wants SOAR to limit development in the agricultural areas, then it is necessary to support increasing density in the cities.

Look at providing variety of housing types to meet different needs, including alternative housing types, such as tiny homes, and small apartments that could be used by one or two individuals. Promote farm labor centers to provide a good quality of life for single men. Developing housing with Low-Income Housing Tax Credits, which allows income averaging would let projects accommodate a wider range of household incomes (e.g., some households can have incomes exceeding 60% of AMI if others have lower incomes). Also, look at opportunity to use farmworker

housing in the offseason (e.g., H-2A housing) for homeless housing. Demonstrate the success of alternative models so they can be replicated.

There is a potential housing bond with set-aside for farmworker housing for 2024 statewide ballot as well as a voter initiative to only require simple majority approval for bond measures for housing. Create a local funding source to provide local funding to make projects more competitive for other funding sources; could be a set-aside for farmworkers within a general affordable housing funding mechanism. A county housing in-lieu fee could be useful, where available. Look to Napa County Service Area No. 4 for an example of a tax on vineyard production that helps fund farmworker centers as a model of a local funding source.

Set aside sites specifically for affordable housing so developers don't have to compete on the open market. Also, target the excess state sites program for farmworker housing development. Target areas where there is infrastructure with land use regulations that allow housing.

2. Industry Representatives

Trends in Agriculture Labor Needs

Specialty crops are likely to depend on hand labor for at least the next two decades. Automation is difficult due to small farms and limited acreage of crops grown. If labor is not available, industry will need to transition to crops that are mechanizable. Even with mechanization, there will still be a need for labor, but the workers may be doing different things. More people may migrate from areas in Mexico affected by climate change. Agricultural labor needs may not increase – people are farming less due to less water available. Increasing usage of H-2A workers is expected, due to aging domestic labor pool and the fact that younger generations are not wanting to work in agriculture.

Effect of Housing Situation on Agricultural Industry

Agricultural activity is limited by labor availability. Some farmers cut their crops at end of season when they don't have labor available due to competition. Farmers might shift crops if they cannot find sufficient labor. If there was more housing available for H-2As, more people would utilize H-2As.

Current Farmworker Housing Situation

Many farmworkers are living in multigenerational households, including adult children, due to cost of housing. Many people are living in makeshift housing such as converted garages, etc. Farmworkers may share houses, with one family in each bedroom and the garage. Most people are connected to a community – there isn't a high percentage of people who are migrants and only live in the area part time. Those who do migrate seasonally try to keep their housing in Ventura full time.

Affordability is the biggest challenge for domestic workers. H-2A employers must provide housing for their workers and that is also a challenge for them. The maximum duration for an H-2A visa is

10 months, but the employer most likely is going to have to pay for housing for year round that will be vacant for two to three months. Most H-2As are on the same seasonal schedule, so the employers can't stagger the use of units to keep them full. Overall, there is limited housing production in Ventura County while demand continues to increase. There is a need for more production at all levels. Like the rest of the population, unhoused farmworkers have co-issues, such as family or mental health issues, substance abuse, etc. People without legal residency cannot buy homes.

Recent Trends

H2A employers compete against individual workers for housing. Housing for H2A workers is difficult because it can be a three-month process to get housing arrangements approved before workers arrive, but they may only work in the area for six to eight weeks. Tenant protections for renters means that people don't use apartments for H-2As. The cost of living has made it harder for farm labor contractors to recruit and retain domestic workers who would rather live where it is more affordable.

Housing is getting harder to find and rents are going up. Not much new housing is being built. The farmworker housing that is getting built is not for individuals; the emphasis has been on families but there is an expectation of needing more housing for individual men in the future. Families are not raising kids who want to work in agriculture.

The County has been working to streamline farmworker housing permitting, but might not have gone far enough – for example, farmworker housing used to be required onsite where the workers work. Now farmworker housing can be on land that the employer owns, but maybe this is still too restrictive.

Key Contributing Factors

The limited increase in housing supply and the lack of housing suitable for individuals are key factors. This is compounded by the increasing competition for housing in general, which has made it more difficult for farmworkers. The transition of Ventura County into an urban destination from a rural county and accompanying issues of land utilization are related issues and the tourist economy is also competing with farmworkers for housing.

Most Pressing Problems

Multigenerational housing is a need. For migrant families, services are needed along with housing to support children. There is a need for more housing for single workers. Need to get private sector involved in housing production so they will be market driven to utilize the housing to the fullest. Near the City of Ventura, the most expensive areas have the most challenges with farmworker housing. There is a need for more housing of all types, for all types of workers, in all agricultural areas.

Barriers and Challenges

Farmers tend to have about a 7-year investment horizon and they are not used to long-term investment like housing. Small producers in particular don't have the capital to spend on housing. Almost all producers would prefer that a third party provide the housing and owners will tend to limit investment in housing to keep rents lower. Cal Poly San Luis Obispo determined that regulatory compliance costs increased by 790% between 2006 and 2017, but revenues have not kept pace, so this limits the ability to invest in housing.

It is still too difficult to get housing approvals. The Somis Ranch Apartments farmworker housing project in unincorporated Somis, just beyond the northern edge of the City of Camarillo took around 13 years to permit. Land use policies limit housing e.g., limitations on the number of onsite farmworker units do not align with the labor needs. A maximum of five units on a 40-acre parcel is not enough to meet the need for 80 workers. It is difficult for applicants to understand and navigate the approvals process. Further, NIMBY, racism, and reluctance to live near farmworkers creates challenges to finding areas to develop housing that won't face community pushback.

There is a general high cost of living in Ventura County compared to many other areas, and the land costs are high in cities.

Some county programs exclude workers in packing houses.

Inland areas are going to become hotter, so farmworker housing needs to be provided with AC.

Housing designs shouldn't be too specific, so housing can serve a range of needs. Also, potential impacts on farmworkers from the move towards electrification of homes (costs) should be recognized.

Opportunities

Build housing that could house multiple H-2A workers, but could be adapted to other types of residents if the needs change.

Create incentives for growers to provide housing to meet certain standards. Reduce liabilities to farmers for providing housing.

Make more land available for housing development. Look for abandoned or under-utilized housing. Encourage grower groups to develop housing and consider tax incentives for private owner/operators versus government-run housing.

Take a close look at county permit processes and requirements. Adjust regulations so that farmworker housing can be used year round and not forced to be vacant part of the year.

Eliminate requirement for farmworker housing to be on land owned by employer. Allow workers in packing houses to be included in farmworker programs.

Best locations for new housing might be Saticoy, East Ventura, Santa Paula areas – which are centrally located to the job sites so they could serve more employers.

Work with the community to start a campaign to combat NIMBYism; make it a point of pride to have farmworker housing in the community. Learn from the experience of the Somis project.

EMPLOYER SURVEY

Overview

To gain context and perspective on farmworker housing needs, this study included a survey of farmworker employers. The study sought information about trends in farmworker labor demand, the relationship between agricultural labor force needs and agricultural production, the types of workers employed, the types of farmworker housing provided by employers and the prevalence of employer-provided housing, and employer attitudes and perceptions about farmworker housing.

Methodology

The Employer Survey was conducted as an online survey from March to August, 2023. BAE first prepared an administrative draft of the survey for review and input by the Coordination Committee. Upon receipt of feedback on the administrative draft, BAE refined the survey, prepared a draft survey, and uploaded it to the SurveyMonkey platform, where it had its own unique identifiable URL: [VCFarmEmployerSurvey.com](https://www.surveymonkey.com/s/VCFarmEmployerSurvey).

Employer Survey Themes

- Type of Operation
- Location of Operation
- Size of Operation
- Changes in Operations Over Time
- Labor Patterns and Number of Employees by Type
- Trends in Agricultural Workforce Needs
- Employee Housing (provision of housing for workers)
- Perceptions of agricultural worker housing availability
- Recommendations for county and cities to consider

BAE provided the URL for the draft Employer Survey to the Project Manager for distribution to a selected group of farmworker employers to pre-test and provide feedback. Survey pre-testers were able to leave feedback comments in the survey itself and *HFW!* also compiled feedback shared by the pre-testers with BAE and the Coordination Committee. Based on the feedback on the draft survey, BAE revised the survey in consultation with the Coordination Committee.

Once the revised survey was ready, BAE provided the URL and a survey introduction sheet to the Project Manager for distribution to the Farm Bureau, the Ventura County Agricultural Commissioner, and any other organizations that included farmworker employers in their constituencies (“survey partners”) to distribute and encourage their members, contacts, and constituents to complete the survey.

BAE monitored the survey responses to check for alignment with the survey stratification targets. BAE provided the Coordination Committee with information on crop/operation types that were under-represented in the first batch of survey responses and the Project Manager and

Coordination Committee identified additional farmworker employers to target for additional direct outreach (telephone calls, emails) to encourage survey responses, in consultation with the Coordination Committee. At the conclusion of the Employer survey period, BAE downloaded the responses from SurveyMonkey, cleaned the response data, and analyzed the responses.

Employer Survey Response Highlights

The following provides a high level summary of the employer survey results, for initial review. The discussion below does not detail the results of every survey question, but rather highlights key findings from the survey.

Overall, as described below, the survey responses should be considered generally representative of the farmworker employers in Ventura County. Results from a survey of this type should not be considered literally representative of Ventura County farmworker employers, but rather should be used as one of several sets of information described in this report that can be extremely valuable to help improve the understanding of farmworker housing needs in Ventura County, providing information and perspective that is not otherwise available.

The Employer Survey instrument is included as Appendix A: Employer Survey Instrument. Full listings of survey questions and responses are included as Appendix B: Summary of Employer Survey Questions and Responses. BAE will provide the full survey response data set to the Project Partners for use in preparing the Phase 4 Farmworker Housing Study and Action Plan, and for future reference to support Action Plan implementation.

Employer Characteristics

A total of 40 employers responded to the survey. The survey attracted respondents representing berry growers, orchard growers (citrus and avocado), rotational crop growers (e.g., vegetables, herbs, hay, and other mass-produced crops), indoor and outdoor nursery producers, growers of “Other” crops (e.g., specialty crops), farm labor contractors, and packing houses. With 27 respondents associated with citrus growing and 25 associated with avocado growing (respondents could grow more than one crop type), these two crops were most heavily represented. Berry growers, represented by seven respondents, are likely under-represented in the survey results, given how large the sector is in Ventura County. The agricultural employer categories not represented in the survey responses were cannabis/hemp and livestock operations.

In terms of geographic representation, survey responses came from growers operating in all of the county’s major growing regions, including major areas such as Fillmore (28% of respondents), Las Posas Valley (33%), Oxnard (41%), and Santa Paula (31%).

The median operator that responded to the survey and had a farming operation (32 of the respondents) farmed between 150.1 and 250 acres in Ventura County. The median respondent with outdoor nursery operations (7) had operations spanning between 2.1 and 5.0 acres in

Ventura County. Six survey respondents indicated that they had indoor nursery operations and half indicated that their indoor nursery operations covered less than 5,000 square feet of building space while one reported operations in 5,000 to 9,999 square feet and two reported operations in 10,000 to 49,999 square feet. Of the two respondents indicating they had aquaponics and/or aquaculture operations, one used less than 5,000 square feet of building space for their operations and one used between 5,000 and 9,999 square feet of space. Ten respondents indicated they were farm labor contractors or provided temporary labor for agricultural operations. The median respondent managed between 20 and 99 workers. Seven respondents indicated they operated packing houses, with the median reporting that they employed between five and nine workers.

Trends in Agricultural Production

The majority of survey respondents (63% of 35 who answered) indicated that the amount of land or building space used for production has been stable over the prior five years.

Peak Agricultural Employment Period

April and May were reported as peak months for agricultural employment, with 53 percent of 34 respondents indicating April as a peak employment month and 59 percent reporting May as a peak employment month. (Note, employers could identify more than one month as a peak employment month.) March was the only other month identified by more than one third as a peak employment month. During the peak months, the median respondent utilized between 10 and 19 general laborers, between 10 and 19 skilled laborers, 1 to 4 crew leaders/forepersons, and 1 to 4 supervisors. Respondents also indicated a median of 1 to 4 “other” workers not fitting into the preceding categories during the peak employment period. These figures include direct employees as well as workers furnished by farm labor contractors or temporary staffing agencies.

Low Agricultural Employment Period

For their period of lowest agricultural employment, the median respondent indicated that they employed between 1 and 4 general laborers, between 1 and 4 skilled laborers, between 1 and 4 crew leaders/forepersons, between 1 and 4 supervisors, and between 1 and 4 “other” agricultural workers. These figures include direct employees as well as workers furnished by farm labor contractors or temporary staffing agencies.

Duration of Employment

Employers utilized staffing for varied periods of employment during the year. The median respondent indicated that they employ between 10 and 19 workers for more than ten months per year. The median was also between 10 and 19 workers for seven to ten months per year. Exactly half of respondents indicated they used 19 or fewer employees for three to six months per year and half indicated they used 20 to 49 workers for three to six months per year. Finally, the median respondent indicated they use between 10 and 19 workers for less than three months per year. These figures include direct employees as well as workers furnished by farm labor contractors or temporary staffing agencies.

Overall, employers rated 2022 as a typical or average year in terms of the number of workers utilized.

Ability to Hire Workers

Only a small number of survey respondents (4) answered the question regarding whether they were able to hire all the employees they needed in 2022, with two indicating that they were not able to hire all they needed and two indicating that they were able to do so.

Trend in Need for Agricultural Workers

Only about seven percent of survey respondents indicated that the need for agricultural workers in their operations had decreased in the last five years, with the majority (57%) indicating the need has remained the same and just over a third (37%) indicating that the need has increased. When looking forward to the next five years, just over six percent of respondents indicated that they expected their need for agricultural workers to decrease, just under ten percent indicated that they would have a reduction in labor needs due to increases in efficiency or advances in technology, 39 percent indicated that they expected their need to increase, and about 45 percent expect their needs to remain about the same.

Increase in cultivated acreage or expanded greenhouse facilities and decreases due to limited water availability were the two most common responses given as the reason for expected changes in labor needs, with each selected by one-third of respondents. Other less common reasons cited for changes in anticipated labor needs were changes in crops grown with different labor requirements (17%), decreases in cultivated acreage or change in crops due to factors other than water availability (17%) and reductions in labor needs due to increase in efficiency (13%).

In terms of the trends in the expectations for the types of employees to be utilized over the next five years, about two-thirds of respondents expect stable or increasing permanent employees; the majority (52%) expect stable or increasing local temporary/seasonal employees; and about 21 percent of respondents expect more H-2A workers while only about seven percent expected stable or fewer numbers of H-2A workers.

About 63 percent of survey respondents indicated that lack of workforce availability does not currently limit the scale or size of their agricultural operations; however, when looking toward the future, almost two thirds (63%) anticipate that lack of workforce availability will limit their future operations.

Where Agricultural Employees Live

Survey respondents indicated that most of the direct employees (i.e., excluding H-2A workers) live permanently within Ventura County, including nearly all non-H-2A laborers and crew leaders/forepersons. Respondents indicated that only about 54 percent of non-H-2A farm

managers live within the county; however, based on prior survey responses, the portion of non-H-2A farm managers estimated to live outside the county represents a relatively small portion of overall Ventura County agricultural employees.

Employer-Provided Farmworker Housing

Twenty-one of the 40 survey respondents indicated that they provided at least some employees with either onsite or offsite housing. Of those who did provide employee housing, 12 respondents indicated they house an average of three percent of their H-2A workers in onsite housing. Eleven respondents indicated on average that they provide about 36 percent of their H-2A workers with offsite housing. Nineteen respondents (just under half) indicated that they provide housing for, on average 39 percent of their non-H-2A employees in the form of onsite housing. Fourteen respondents indicated that, on average, they provide housing for about six percent of their non-H2A workers in offsite housing.

Of the respondents who did provide worker housing, non-H-2A laborers were housed in the highest proportions, followed by H-2A workers and non-H-2A crew leaders/forepersons. Non-H-2A supervisors and farm managers were housed in lower proportions. For H-2A workers, one respondent indicated they housed a large number of workers in dormitory units; another indicated they provided 16 single-family houses; and a third respondent indicated they provided eight apartment units. For non-H-2A workers, five respondents indicated they provide a total of 40 apartment units; seven respondents indicated they provide a total of 18 apartment units, and one respondent indicated that they provided housing in an “Other” type of space. Consistent with the requirement that H-2A employers provide housing to their employees, none of those who provided H-2A housing indicated they charged the employees for housing. For employers who provided non-H-2A workers with housing, employees paid from \$1 per month to \$100 for dormitory spaces; \$600 to \$800 for conventional houses; and \$600 to \$1,200 per month for mobile home units.

Overall, it is most common for agricultural operators who provide housing for their workers to house laborers, crew leaders/forepersons, and supervisors. It is less common to provide housing for farm managers or onsite housing for farm owners. Less than half (43%) of those who provide housing for farmworkers also provide housing for family members of farmworkers.

Respondents who provide farmworker housing indicate that their housing is essentially fully occupied during the peak season and still approximately 84 percent occupied during the low season.

Of those who currently provide farmworker housing, 100 percent indicated that they intend to continue to provide farmworker housing.

Only six of the respondents who indicated that they will not be providing farmworker housing in the future answered the question regarding why they would not be providing worker housing. One indicated the reason as “too costly”. Three indicated that the reason was “regulations are too

burdensome”. Four indicated that they “do not want to manage housing”. Two indicated that they “do not have adequate land or infrastructure”. One indicated that they “do not have control over the decision to build housing on their site”, and two gave other reasons for not providing housing.

Twelve respondents who do not currently provide farmworker housing responded to the question about interest in providing farmworker housing if government or non-profit resources were made available to help owners. Two respondents indicated that they would consider building and managing new worker housing on their land. One indicated that they would be willing to provide land if another organization built and managed the worker housing. Six indicated that they would consider contributing funding to assist with providing off-site worker housing, and six indicated that they were not interested in any of the above actions.

Attitudes About Adequacy of Existing Farmworker Housing Supply

More than three-fourths (77%) of respondents disagreed with the statement that housing for agricultural worker families is available in sufficient numbers of accommodations; 56 percent of respondents disagreed with the statement that housing that is available for agricultural worker families is of adequate quality; 60 percent of respondents disagreed with the statement that housing is available for agricultural worker families in locations where it is needed; and 68 percent disagreed with the statement that housing for agricultural worker families is available at costs affordable to workers.

When considering housing for unaccompanied agricultural workers, the majority of respondents disagreed with the statements about availability of housing in adequate numbers, quality, locations, and affordability, though in slightly smaller majorities than the responses about housing for farmworker families.

When considering housing for migrant/H-2A agricultural workers, the majority of respondents indicated a lack of knowledge about whether the housing available for this segment of the agricultural workforce was available in adequate numbers, quality, locations, and affordability.

Forty percent of those who responded to the question about whether lack of housing was a limiting factor for their agricultural operations at present indicated “Yes”. When considering whether lack of housing available for their workforce will be a limiting factor for their agricultural operations in the future, 72 percent of respondents to that question indicated “Yes”.

Specific Recommendations for Ventura County, the Cities, and Their Partners to Improve Agricultural Workforce Housing

Eleven survey respondents wrote in their own recommendations for the County, Cities and partners to improve agricultural workforce housing. Their recommendations included:

- Reduced regulation on housing-apartment permitting to help reduce costs
- Lack of housing has led to landowners having illegal/substandard dwellings for employees.
- Less regulations for employees to house their workforce easier on their properties. Bring back labor camps.
- Financial incentives to farmers to maintain and improve existing housing and to increase on-site housing could increase housing quality and availability. This could be a win-win situation for farmers and employees and the community.
- Give employers tax credit for providing farmworker housing.
- Build more and at a faster rate.
- We would much prefer to hire local labor over H-2A workers. While H-2A labor may be available in the future, it is becoming prohibitively expensive. We could pay local workers a good wage and benefits for the same cost as an H-2A worker. If Ventura County relaxed its sewer and water rules, it would be much more feasible to build housing on agricultural land. I suspect there is a lot of very old unregulated housing on farmland that farmers would like to improve but are unwilling to bring to the attention of the county.
- Less Government Involvement and Project
- Give individual farmers the right to have more homes, trailers, tiny homes, etc.....for their labor needs. **DO NOT CENTRALIZE AGRICULTURAL LABOR HOUSING!**
- 1) The non-discretionary, standard farmworker housing plans approved by the County are a joke and a failure. County should seriously get behind allowed units to be developed on farms-make it easy & don't over-burden projects w/unnecessarily high costs of compliance/permitting. 2) Do more to mandate the Cities in the County allow/permit additional housing to be built. 3) Encourage development of multi-family housing by allowing buildings to be 5 stories tall. 4) Get away from mandating percentages of "affordable" units in a development and instead just get units built! Increasing supply will lower rents over time-it's all about supply & demand! Mandating higher percentages of "affordable housing" discourages development. If developers can't make the necessary margins in a project, they'll build somewhere else. 5) Think about lowering costs of permitting, including the time it takes to get a project approved to build. Builders/farm owners can't finance projects with long/uncertain entitlement timelines. Increase the speed/turnaround of permitting & stop holding up progress. None of this is new info, it's all been said before. It's time to actually make some changes and take action.
- Housing must be permitted by Ventura County. These regulations eliminate the possibility of using trailers, RV's, where housing is required at the farm location.

FARMWORKER SURVEY

Overview

The centerpiece of the Phase 2 and 3 work is the farmworker survey, conducted from April to October 2023, which accounts for the largest portion of the resources utilized in Phases 2 and 3 and the information it provides is the most difficult to obtain, because of various limitations on other data sources that touch upon farmworkers. These limitations include the fact that a significant portion of the farmworkers lacks legal residency status in the United States and that language and technological barriers create challenges to communication through survey methods, such as online surveys.

The survey targeted Ventura County workers whose primary income is earned from farm work. Farmworkers in the H-2A visa program were not surveyed, as their employers are required by law to provide them with housing.

The results of the farmworker survey are intended to provide insights into the farmworker housing issue from the perspective of farmworkers themselves, and to provide information about farmworkers, their households, their current housing situations, and their preferences for housing to best meet their needs.

Methodology

The farmworker survey was implemented via in-person surveys conducted by multilingual outreach employees of Ventura County's Farmworker Resource Program (FRP), as further described below.¹⁰

Farmworker Survey Size and Composition

In consultation with the Coordination Committee, a target of 400 completed farmworker surveys was set as the goal. BAE then developed a set of survey stratification targets for the percentage of survey responses to seek, by county sub-area and by crop type, based on available information about the acreage of land cultivated for different crops and the amount of labor associated with crop types.

Estimated Total Farmworkers Living in Ventura County

The County of Ventura 2021-2029 Housing Element Background Report provided an estimate of Ventura County farmworker employment: "... depending on the data source, the estimated

¹⁰ In Fall 2018, the Ventura County Board of Supervisors approved the implementation of a new Farmworker Resource Program to reside within the Human Services Agency, to best address the unique needs of farmworkers, particularly those of indigenous backgrounds, supporting the essential agricultural sector of the County economy with goals that include: build trust and relationships among the agricultural; assist farmworkers in seeking prompt resolutions to workplace issues and navigating public agencies; assist farmworkers to understand existing labor laws protecting them; provide unique services and leverage existing resources; promote and enhance the reputation of the agriculture industry in Ventura County; attract farmworkers to Ventura County as a firstchoice destination to work in agriculture.

number of farmworkers in Ventura County ranges from 18,000 to 36,500 persons. Based on information received from the Ventura County Agricultural Commissioner and the local *House Farm Workers!* Task Force, the higher end of the range is more accurate and should be used for estimating farmworker housing needs.” Note that the 36,500 figure was based on 2012 California Employment Development Department data.

More recently, in the Sustainable Agricultural Lands Conservation (SALC) [Economic Contributions of Ventura County Agriculture](#) report of 2022, BAE estimated that the annual average agricultural worker employment in Ventura County was approximately 25,000, based on 2020 data published by the California Employment Development Department, Current Employment Statistics dataset, as well as other sources such as the U.S. Bureau of Economic Analysis, and the 2017 Census of Agriculture.

There is not a one-to-one relationship between average annual agricultural worker employment (i.e., jobs) and farmworkers. There may be more than one worker for every job, due to the fact that some jobs may be part-time or seasonal, meaning more than one farmworker per full-time equivalent job. Even for full-time jobs, there may be employee turnover during a year, meaning the same job may be held by more than one person during the course of the year. Also, farmworkers who are employed by farm labor contractors who are not based in in Ventura County would not be captured in the California Employment Development Department job estimates for Ventura County.

Agricultural employment can change seasonally and may not be reported consistently and accurately. This may include exclusion of agricultural workers who are employed informally (e.g., not reflected in official payroll records, etc.). In addition, the employment counts typically represent jobs, not workers. It is possible that some jobs may be held by more than one worker over the course of a year, due to turnover, etc. It is also possible that some workers may hold more than one job in agriculture. For these reasons, the official government employment data from this source may not portray a complete picture of Ventura County agricultural employment and agricultural workers; however, the data are nevertheless useful to identify the general order of magnitude of agricultural employment in Ventura County and the general distribution of farmworkers by crop type.

Based upon the above data sources and limitations, the estimated number of farmworkers in the County is likely to be between the 25,000 annual average jobs figure and the 36,500 upper end of the farmworker estimate in the County’s Housing Element. The farmworker survey results indicate that nearly all Ventura County farmworkers live in Ventura County. For housing planning purposes, the 25,000 number that is based on documented workers reported in official government surveys can be considered to represent a minimum number of local farmworkers, recognizing that informally employed farmworkers, farmworkers who work for employers based outside of Ventura County, and other factors mentioned above will contribute additional numbers to the 25,000 base number.

Survey Precision

While a survey of 400 farmworkers is small relative to the overall Ventura County farmworker population, a survey sample of this size is sufficient to provide a reasonable representation of the overall farmworker population. As described below, significant efforts were made to ensure that the survey sample was as representative of the overall Ventura County farmworker population as possible, stratifying the sample to attempt to match the estimated distribution of Ventura County farmworkers by place of work and by type of agricultural operation. The survey results were also weighted by geography to fine-tune the survey results.

Surveyors typically think of the statistical reliability of surveys in terms of the confidence intervals associated with survey responses. For an in-person survey such as this, which requires a substantial amount of resources for each completed survey, a sample of 400 respondents provides a reasonable balance between survey cost and precision. For example, for a yes/no question where 50 percent of respondents answered “Yes”, there is a 90 percent probability that within the larger population, the true answer would be between 45.9 and 54.1 percent. Additionally, there are diminishing returns when increasing the sample size, in terms of much greater costs for limited increases in precision. For example, if the survey size is increased to 600 responses, the 90 percent confidence interval would only narrow to between 46.6 percent and 53.4 percent.

Farmworker Survey Questions

BAE worked closely with the Coordination Committee and the FRP team to develop the farmworker survey questions. This was an iterative process that involved significant revisions to the initial draft survey questions, to ensure that the questions were relevant and as clear as possible while also being efficient for the FRP survey team members to administer. The following are key themes covered in the Farmworker Survey:

- Respondent Demographics and Household Characteristics
- Agricultural Employment Characteristics (type or employer, job type, primary vs. secondary job, permanent vs. seasonal, location of work, type of crops handled, years working in county)
- Current housing situation
- Commute/Transportation to work
- Satisfaction with current living arrangements
- Preferences for housing
- Current housing costs
- Physical condition of housing and housing problems
- Income
- Social services

A copy of the Farmworker Survey Instrument in English and Spanish is included in

Appendix C: Farmworker Survey Instrument.

Survey Pre-Testing

Once BAE prepared an administrative draft Employee survey and received an initial round of feedback from the Coordination Committee, BAE made revisions and prepared a draft Employee survey. The FRP team then pre-tested the Employee survey with 15 farmworkers, to test the survey overall, identify whether questions needed to be re-worded, identify need for clarifications, etc. The FRP team then discussed the pre-test results with BAE and the Coordination Committee, and the group determined any appropriate refinements. BAE then finalized the Employee survey based on the feedback received and provided the survey to the FRP team for translation into Spanish.

When Surveys Were Conducted

The initial targeted survey timeframe was March to June 2023, covering Ventura’s peak agricultural employment period. Actual surveying began in April of 2023 and extended into October 2023, to provide the FRP and *HFW!* staff sufficient time to conduct outreach, and gain access to employment sites and other locations where the FRP team would interview farmworkers. Interviews were conducted on weekdays, weekends, and at various hours of the day, including before and after typical work hours, to ensure the ability to survey the widest possible range of farmworkers.

Where Surveys Were Conducted

Initially, surveys were conducted throughout the county in various locations where the FRP was interacting with farmworkers as part of their ongoing program outreach activities and also onsite at specific agricultural operations where *HFW!* and the FRP team were able to obtain commitments from employers to provide access to farmworkers for surveying purposes. Possible non-employer survey sites were recommended by the Advisory Council. As the survey process progressed, the *HFW!* and the FRP team began to target specific sub-areas of the County and specific agricultural operation types, to try to align the survey responses to the survey stratification targets (see discussion below), in order to seek a sample of survey responses that were as representative as possible of the range of agricultural workers in Ventura County, by work location and crop type.

Survey Stratification

From the SALC report “Map-Based Agricultural Risk Assessment for Ventura County,” of 2023 BAE obtained information on Ventura County crop types by acreage. BAE then combined this information with information from the SALC “Economic Contributions of Agriculture” report regarding the number of Ventura County farmworkers by crop type to create the matrix below in Table 1. This matrix provided the survey response distribution targets for the Employee survey, by geographic sub-area and by crop type. For example, the matrix shows that an estimated 37 percent of Ventura County agricultural workers work with berries in the Oxnard area. Figure 12 shows the geographic sub-area boundaries. This would mean that a

representative survey of Ventura County agricultural workers should seek about 37 percent of its responses from Oxnard area farmworkers who work with berries. Based on a survey goal of 400 completed responses, this would translate to 148 responses. This is the largest concentration of agricultural workers in the county. The second largest concentration of agricultural workers is those who work in various agricultural support activities, such as working for farm labor contractors and packing houses. The target for responses from this group was 26.1 percent or about 104 responses. Other significant concentrations of workers are spread across various crops in Pleasant Valley, Ventura Mound, Las Posas Valley, Santa Paula, and Fillmore, with smaller concentrations in other areas.

It is notable that lands adjacent to the communities of Simi Valley and Thousand Oaks-Newbury Park are not documented with sufficient agricultural activity proportionate to overall countywide agricultural activity to generate survey targets of at least one farmworker, respectively. While no farmworker surveys were collected for workers employed in these two areas, the farmworkers who are involved in crop production in these areas or other parts of Ventura County, or farmworkers in agricultural support functions countywide, could still generate housing demand within Simi Valley and Thousand Oaks. Whether employed in Thousand Oaks or Simi Valley or elsewhere in Ventura County, a farmworker may need housing in Thousand Oaks or Simi Valley for any number of reasons not related to their employment location. These could include the need of the farmworker or other household members for access to schools, education, childcare or healthcare; or reasons such a desire for proximity to other family members, other social reasons; or need to be near other household members' employment location.

Table 1 shows the survey targets by geographic sub-area as well as by crop/operation type as well as the actual number of completed surveys for each. Note that respondents could indicate that they represented multiple crop types and multiple locations, so the sums of the number of workers surveyed, by location or by operation type do not equal the number of completed surveys, which was 417.

Table 1: Survey Stratification Targets and Completed Surveys

Completed Surveys vs. Targets by Survey Categories (417 completed surveys, 11-10-23)										
Area*	Crops							Support Activities	Total Target*	<i>Surveyed *</i>
	Berries	Citrus	Avocado	Rotational Crops	Other	Rangeland				
Camarillo/Somis (a)	20	1	0	5	10	0	0	36	70	
Fillmore/Piru	1	3	1	1	8	0	0	15	34	
Meiners Oaks/Ojai (Upper and Lower)	1	0	0	0	2	0	0	3	8	
Moorpark	15	5	2	1	5	0	0	28	28	
Oxnard/Port Hueneme	149	1	0	17	11	0	0	178	181	
Santa Paula	5	2	1	1	2	0	0	12	52	
Simi Valley	0	0	0	0	0	0	0	0	0	
Thousand Oaks-Newbury Park	0	0	0	0	0	0	0	0	0	
Ventura (b)	19	0	0	1	1	0	0	21	50	
Other (Countywide Support: FLC, Packing House, etc.)	0	0	0	0	0	0	104	104		
Total Target	210	12	5	27	40	1	104			
<i>Surveyed *</i>	<i>231</i>	<i>72</i>	<i>69</i>	<i>82</i>	<i>45</i>	<i>6</i>	<i>106</i>			

* Refer to the Survey Stratification section in the Farmworker Survey Summary Report for explanation of agricultural sub-basins and survey targets. The completed surveys by crop and by area do not total to 417 because farmworkers could work with more than one crop and/or in more than one area.

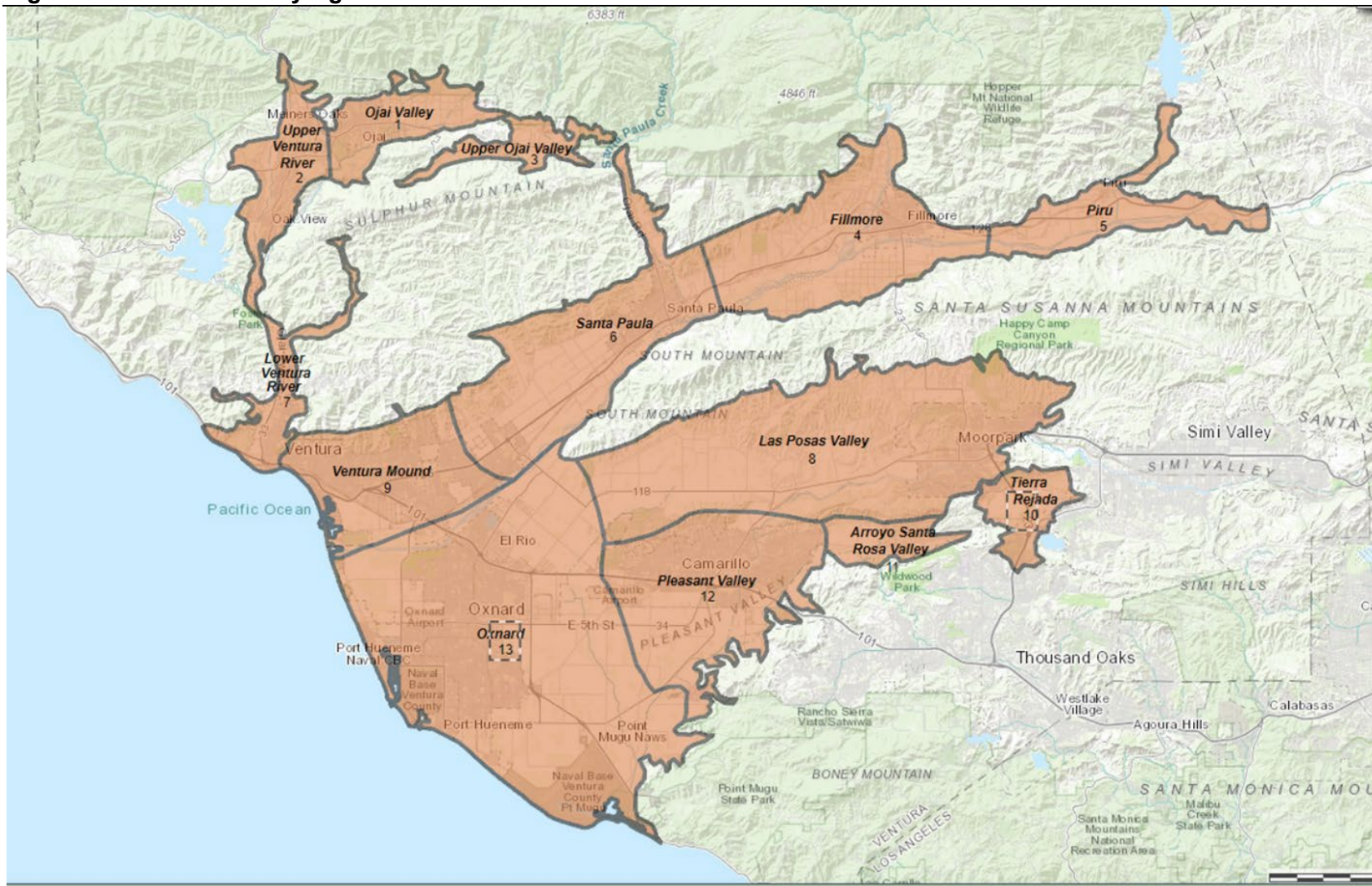
Notes:

(a) Includes Arroyo Santa Rosa Valley and Pleasant Valley.

(b) Includes Ventura Mound.

Source: BAE, 2024

Figure 12: Ventura County Agricultural Sub-Basins



Source: Conservation Biology Institute, 2022.

How Surveys Were Conducted

Based on input from the FRP team, the FRP Survey Team surveyed farmworkers opportunistically when they were in contact with farmworkers in conjunction with other FRP outreach activities as well as via scheduled outreach events that were conducted onsite at locations of cooperating agricultural employers and at various special events, such as flea markets and community events.

Multi-lingual (English, Spanish, Purepecha, Mixteco, Zapoteco) FRP staff administered the survey via one-on-one interviews with farmworkers. FRP staff screened potential survey respondents to ensure they met criteria for participation then administered the survey verbally, in the interviewees' preferred language, recording responses on a form on an iPad which was connected to the internet and the SurveyMonkey online survey tool. Survey responses were automatically uploaded to the SurveyMonkey database in real time for most surveys. In a few instances, the FRP team surveyed farmworkers in locations where internet connectivity was not available. In those cases, FRP team members recorded the survey responses on paper surveys and then entered the survey responses into SurveyMonkey upon returning to the FRP office.

HFW! and FRP's outreach efforts were supported by the Survey Communications Plan (see Appendix D), implemented by the Project Partners, to inform farmworkers and farmworker employers of the survey effort and its importance and to encourage participation. The plan called for the use of flyers, visual graphics, videos, and strategic messaging, via e-mail and at meetings, through social media, FRP WhatsApp groups, FRP's Podcast, and extended partnerships that *HFW!* would establish with the Agricultural Commissioner and the Farm Bureau to reach farmworkers in their place of work as growers deem appropriate. This was supplemented by multilingual informational videos produced by the Farmworker Resource Program (See individual video links in Appendix D: Communication Plan Materials, and at <https://www.youtube.com/@housefarmworkers>).

When talking with potential survey respondents, FRP Survey Team members provided background information on the overall farmworker housing study and the survey, asked if the farmworker would like to participate in the survey, conducted screening to determine if the person was eligible to participate (i.e., met the definition of farmworker, worked in Ventura County, the person had not already participated in the survey, no other household members had already participated in the survey), determined which language the eligible respondent would like to use for the survey, and then administered the survey as a one-on-one interview.

The FRP Survey Team took care to ensure the privacy of workers when they were being surveyed at their place of employment, and emphasized that their employers would not see how any individual worker answered any of the questions, to protect their confidentiality. The FRP Survey Team member ensured that the respondent understood that their answers would be kept anonymous, and that they could decline to answer any questions which they were not comfortable answering. The survey had no questions about citizenship, legal residency, or place

of birth. Throughout the interview process, the FRP Survey Team members sought to ensure that the respondent understood each question and that the FRP Survey Team member understood their answers so that they could be recorded accurately. At the completion of the survey, the FRP Survey Team member provided the respondent with their participation gift and expressed appreciation for their participation.

Survey Participation Incentives

The Coordination Committee determined that farmworkers completing the survey would receive a \$25 gift card to a local grocery retailer in appreciation for their time. The FRP Survey Team member administering the survey provided the respondent with the gift card after completion of the survey. For gift card inventory tracking purposes, the Survey Team member recorded the gift card number along with the respondent's survey responses. BAE was able to identify completed surveys in the SurveyMonkey database based on the presence of a valid gift card identification number.

Monitoring Survey Progress

During the survey process, the FRP team, *HFW!* and BAE met weekly to check-in on the survey progress. This provided the opportunity to review any issues that came up during the week's surveying and for BAE to report to the FRP team on progress towards the survey stratification targets. As the surveying process progressed, the check-in meetings primarily were utilized to prioritize outreach and surveying efforts to achieve the survey stratification goals, specifically targeting geographic areas and/or agricultural operation and crop types that were under-represented.

Survey Data Cleaning and Preparation for Analysis

At the completion of the farmworker survey process, BAE downloaded the survey responses from SurveyMonkey, reviewed the responses and removed any test surveys and surveys that were not completed, ultimately resulting in 417 completed surveys. BAE then analyzed the survey responses in comparison to the survey targets and weighted the survey responses by geographic location, to compensate for the over-representation of certain geographic areas. In other words, BAE adjusted the survey responses so that the weight of survey answers from respondents who worked in areas such as Camarillo/Somis, Fillmore/Piru, Meiners Oaks/Ojai, Santa Paula and Ventura Mound which were significantly over-represented in the survey responses relative to the target numbers would be discounted, so that the survey results would not be overly biased towards these areas.

Farmworker Survey Response Highlights

The following provides highlights of the farmworker survey responses grouped by survey themes.

Respondent Demographics and Household Characteristics

Forty-two percent of respondents identified as male, 57 percent identified as female, and less than one percent identified as non-binary, not sure, or declined to state their gender.

The FRP team interviewed survey participants in the respondents' preferred language. Eighty-seven percent were interviewed in Spanish, nine percent in Mixteco, two percent in Mixteco, and two percent in English.

The median age of respondents was between 39 years. About two percent of the respondents are 65 years of age or older, and the oldest respondent was 78 years old.

Just over 86 percent of survey respondents indicated they had not completed high school while 11.5 percent indicated they completed high school, 1.9 percent indicated they had completed some university studies, and 0.3 percent indicated they completed a university degree.

Agricultural Employment Characteristics

Eighty percent of the respondents indicated they worked on a farm while just over ten percent indicated they worked for a farm labor contractor and just under ten percent indicated they worked in a packing house, with just over one percent working with livestock and less than one percent indicating they worked in other types of agricultural operations.

The most common job title reported by survey respondents was Picker/Harvester, at 54.5 percent of respondents. The next most common job title was laborer (28.4%), followed by packer (11.9%) and irrigator (5.6%). Respondents with other job titles, such as crew boss/crew leader, supervisor, equipment operator or driver, manager, or "other" each represented five percent or less of the survey.

Nearly all survey respondents (97.1%) indicated that they only worked in agriculture and more than two-thirds of respondents (70.8%) only worked for one employer. 21.6 percent worked for two employers and less than eight percent worked for three or more employers.

Survey respondents work the majority of the year in Ventura County agriculture, with 97.5 percent of respondents working six months or more, and 72.3 percent working nine to twelve months. Additionally, almost 90 percent of respondents work 30 or more hours per week in agriculture, while almost 40 percent (39.6%) work 40 hours per week or more. Nevertheless, almost two-thirds (64%) of respondents indicated that they did not work as much in Ventura County agriculture as they would have liked with 78 percent of those who did not work as much as they wanted citing short work weeks or the lack of regular work as the reason they did not work as

much as they wanted, as opposed to personal factors such as being sick, needing to take care of family members, or other personal reasons.

Current Housing Situation

Almost all survey respondents (97.2%) report that they live in a city or town, as opposed to on the property where they work, or elsewhere in Ventura County (e.g., a rural area outside of a city or town). Of those living in a city or town, 73 percent live in the Oxnard/Port Hueneme area and the next most common residence locations were Santa Paula (11.7%) and Fillmore/Piru (8.3%). All other areas accounted for 4.7 percent or less of the survey respondents.

Eighty-seven percent of survey respondents indicated that they live in Ventura County year round, and 93 percent live in Ventura County at least nine months of the year, with the survey respondents reporting a median of 15 years that they have lived in Ventura County. The respondent who most recently moved to Ventura County had been a resident for five months and the respondent who has lived in Ventura County the longest has lived in the county for 60 years.

Survey respondents most commonly live in a house (44.7 percent), with the second most common dwelling type a market rate apartment at 37.5 percent. Six percent of respondents live in a mobile home or trailer and just under six percent (5.9 percent) reported that they live in a garage or shed. Only 2.8 percent of survey respondents indicated they live in low-income farmworker housing or other low-income housing, while only 1.4 percent indicated they live in a dormitory, and 0.4% live in a motorhome or RV. The remaining 1.3 percent lived in accommodations “other” than the other categories listed.

More than three-fourths of survey respondents indicated they live with family or relatives only (77.3 percent). Only 5.1 percent indicated they live alone, while 13.5 percent indicated they live with family members plus other adults and/or unrelated children. Only 3.2 percent indicated they live only with non-related adults and/or unrelated children.

About 70 percent of survey respondents live with a spouse/partner and just under 65 percent live with their own children under 18 years of age. 16.9 percent of respondents have adult children living with them; 14.6 percent have unrelated adults living with them; and 14.3 percent have unrelated children living with them, with the median respondent living with four other persons (e.g., five-person household) and 22 reported as the largest living group. Note that this latter figure does not include other persons who may live in separate spaces within a larger house; only the people who the survey respondent considers to be part of their own household or living group.

Only 8.1 percent of survey respondents indicated that they have a spouse/partner or children under the age of 18 who do not live with them. The most common reason cited by respondents who lived apart from immediate family members was that they came to Ventura County for economic reasons and the rest of the family prefers to stay in the family home elsewhere. Similarly, another prevalent answer was that the permanent family residence is elsewhere. Other

reasons, such as spouse/partner works elsewhere, there is no affordable housing for the family, and available housing is too far from school/health care/shopping centers/services were less commonly cited.

Regarding the number of rooms in their homes, the median number of bedrooms in their living space was between one and two, while the median number of bathrooms, living room/family room/den was one, and the median number of kitchens separate from previously mentioned rooms was one. According to standards set by the U.S. Department of Housing and Urban Development (HUD) a household with more than one occupant per room is considered overcrowded and a household with more than 1.5 persons per room is considered severely overcrowded. BAE conducted further analysis of individual survey responses, comparing the number of persons in a respondent's household to the number of rooms the respondent reported in their housing unit and found that just over 70 percent of the respondents live in overcrowded conditions and 40.5 percent live in severely overcrowded conditions. Although the calculations from the survey results should be interpreted with caution, the data indicate that a sizable portion of the farmworker population is living in overcrowded to severely overcrowded conditions.

Further, 40.1 percent of respondents indicate that they share their bathroom with people from outside their household and 43.1 percent indicated they share the kitchen with people outside of their household, indicating that somewhere around 40 to 45 percent of farmworker households are most likely sharing a dwelling unit intended for one household with one or more other households (e.g., doubling up, etc.).

Commute/Transportation to Work

Most of the survey respondents travel between 15 and 45 minutes each way to get to work (73.5% take this long to get to work; 47.0% take this long to return home from work). The commute home from work tends to be longer than the commute to work.

Almost three-fourths (74.5%) of respondents travel to work in a personal vehicle. No other travel mode accounted for more than one percent of survey respondents except for "Pay someone to take you", which was indicated by 23.4 percent of respondents. These respondents indicated a median payment per day of \$7 with a minimum of \$1.25 and a maximum of \$50 ¹¹.

Satisfaction with Current Living Arrangements and Housing Conditions

Only 2.7 percent of respondents rate the physical condition of their housing as excellent, but more than two-thirds of respondents indicated their housing is in sound condition (37.8%) or needs only some kind of minor maintenance or repair (39.7%). Just under 20 percent of respondents (19.8%) indicated that their housing needed some kind of major maintenance or

¹¹ This large number should be interpreted with caution. It is possible that the respondent gave a cost for more than a single day of commuting.

repair. These responses indicating need for minor or major maintenance or repair (59.5% in total) align fairly well with another question, which asked if any changes or repairs were needed to their home, to which 65.2 percent of respondents indicated yes.

Current Housing Conditions

Survey questions asked about specific conditions and building components, including: pests, mold, heating/insulation/weather protection, water/utility issues, and others such as smoke or carbon monoxide detectors, paint, screens on windows or doors, and door locks or handles. For those who indicated that some kind of changes or repairs were needed, the most common response (46.6%) was need for paint, followed by “no washing machine” (42.8%) and “fix or improve the cooling system (or lack thereof) (33.5%). Other concerns identified by 25 percent or more of respondents included need for pest control (27.7%), fixing or improving heating (or lack thereof (29.8%), and floor repairs (31.6%).

While some conditions that respondents identified as needing fixing in their homes may, in isolation, be relatively minor, other conditions could pose immediate risks to health or personal safety/security, particularly for children, the elderly, and others who may be particularly vulnerable to sub-standard living conditions. For example, health and sanitation hazards, such as no bathroom (2.0% of respondents), broken or unusable shower/tub (10.6%), broken or unusable refrigerator (14.0%), poor condition of the sewer/septic system (15.5%); potential fire hazards, including poor condition or lack of electricity (12.2%), broken or unusable stove (18.2%) which could lead to improvising cooking on an open fire or barbeque indoors, and repair/replace/install smoke or carbon monoxide detectors (24.7%); and issues impacting personal safety, such as repair holes in exterior walls (13.4%), repair or replace broken or missing windows (14.8%), repair or replace broken or missing exterior doors (9.2%), repair/replace broken or missing door locks or handles (13.4%).

While some reported conditions may be resolved with a relatively quick and moderately inexpensive fix, (e.g., repair/replace/install smoke or carbon monoxide detectors), the cumulative effects of multiple minor issues may render problems more serious. Housing units with multiple problems may require substantial renovation or rehabilitation, and some conditions may be interrelated such that correcting the conditions would require addressing several aspects (e.g., pest control (27.7%) and “provide a consistent trash collection service” (11.6%), or Mold or mildew (20.3%) and repair roof leaks (18.1%) if these types of problems were to occur in the same housing unit.

Another way to look at the responses to the housing conditions questions is to consider the extent to which individual respondents reported the presence of multiple housing problems in their housing units. BAE’s analysis of the individual survey responses indicates that approximately 23 percent of respondents indicated no issues needing correction in their housing. About 20 percent indicated there were one or two housing issues, while about 21 percent indicated their housing unit had between three and five problems. About nineteen percent of respondents indicated they

had between six and ten problems in their housing, and another nine percent indicated they had between 11 and 15 problems in their housing. 8.2 percent of respondents indicated that they had sixteen or more problems and the highest number of different problems reported in a single housing unit was 30. This information indicates that over one-third of the respondents are living in housing with six or more problems which, cumulatively, could compromise health, safety, and/or well-being for them and their household members.

Preferences for Housing

While not many survey respondents currently live on the farm/ranch where they work, almost 40 percent of survey respondents indicated they would prefer that kind of living location. Still, 60.4 percent of respondents indicated they prefer to live in or near a city/town. When naming a city or town where they would prefer to live, the vast majority of survey respondents indicate their preference was Oxnard (43.2% of total survey respondents). Santa Paula, at 5.4 percent was the only other area that garnered a preference from more than five percent of survey respondents.

Survey respondents expressed strong preference for a house (89.4%) above all other housing types, with apartments being the only other housing type preferred by more than 2.7 percent of the survey respondents.

In terms of amenities that survey respondents desired to have near their home, the most commonly cited preference was to be near a grocery store (72.6% of respondents), followed by “close to school” (69.9%), near a laundromat (60.1%) and close to healthcare (59.5%). Just under 55 percent indicated being at or near the place where they work was important, which was similar to the percentage who indicated that being close to parks/recreation facilities was important.

85.5 percent of survey respondents indicated that if they could design their own home, the home would include three or more bedrooms. Just over one-third of respondents desired four or more bedrooms.

Current Housing Costs

Almost 92.2 percent of survey respondents rent their home from a landlord other than their employer. The next largest group of survey respondents own their home (3.7 percent) and only about 1.8 percent indicated they have employer-provided housing (either provided at no cost or rented from their employer). A slightly higher proportion of survey respondents (1.9%) own a mobile home, trailer, or camper and pay rent on the land where it is located (e.g., mobilehome park/RV park).

The median rent that renter survey respondents pay for their housing is \$1,400 per month, with \$200 being the lowest monthly rent figure. Several exceptionally high rents (i.e., \$7,500 and larger) were recorded; however, these may have been the result of data entry errors and so should be considered with caution. No more than about half of survey respondents indicated that water, sewer, garbage, electricity, or gas/propane costs were included in their rent. Less than one

percent (0.9%) indicated that meals were included in their rent. Almost two-thirds of survey respondents who rent their homes indicated that they do not have a signed lease agreement.

For the limited number of homeowners, the median cost for mortgage, plus rent for a mobile home space (if applicable) plus property taxes and homeowners insurance) was \$1,500 while the lowest monthly homeowner cost was \$600 and the highest reported amount was \$3,000.

Income

In terms of income, the analysis of survey data indicates that the median personal earnings of survey respondents in 2022 was between \$22,500 and \$24,999 with the highest individual earnings reported in the range of \$70,000 to \$79,999. Combined with other members of their household, the median income was between \$35,000 and \$37,499 with the highest household income reported in the range of \$100,000 or more. Almost all survey respondents (98.1%) indicated that they work an average of more than 20 hours per week in agriculture and almost all (96.3%) indicated that they earn more than half of their annual income from agricultural employment, meaning that almost all survey respondents and their households would qualify for certain types of housing that is subsidized for farmworkers, if they had legal residency status as well.

Social Services

Survey respondents cited a range of basic necessities that they struggle to pay within their household budgets, including housing (78.8% of respondents), food (58.2%), medical (43.9%), transportation (32.7%), childcare (27.1%) and utilities (20.4%). In terms of difficulty in accessing public assistance programs, the most common reason cited was “Don’t know what help is available/haven’t heard of any programs” (57.1 percent of respondents), followed by “Not sure if I’m eligible” (52.4%), and Don’t know how/where to apply for help (46.4%). Language barriers were cited by 39 percent of respondents. 21.4 percent indicated that they had applied for assistance but didn’t get anything, and 12.7 percent indicated they couldn’t access services due to a lack of transportation while 12.1 percent cited “Other” reasons.

Additional Comments from Survey Respondents

In addition to the structured survey questions, the last question on the Farmworker Survey provided an opportunity for survey respondents to provide any additional information about farmworker housing needs that was not already covered by the survey questions. About 150 survey participants responded to this opportunity and provided a wide range of feedback; however there were some recurring themes in these responses. Most commonly, respondents indicated a need for more affordable rents. Another recurring theme in the comments was the need to expand the supply of affordable housing for farmworkers. A significant number of respondents also identified the need for housing with limited eligibility requirements, particularly for those without legal immigration status.

FARMWORKER FOCUS GROUP MEETING

Overview

To ground truth preliminary farmworker survey results and explore certain topics in greater depth with a group of farmworkers, *House Farm Workers! (HFW!)* and Ventura County staff collaborated to host a farmworker focus group session on October 25, 2023, in Saticoy. Thirty four farmworkers who live and work in Ventura County participated in the session and provided input on topics including Preliminary Farmworker Survey Findings, Transportation, Housing, and Social Services. Thirty-four farmworkers participated in the focus group sessions and many were accompanied by additional family members. The information collected via the focus group meeting will help in validating and better understanding the findings from the farmworker survey.

Methodology

The [Ventura County Transportation Commission](#) (VCTC) allotted \$25,000 in funds for an outreach event for the Countywide Farmworker Housing Study and Action Plan where additional transportation information could be collected from local farmworkers.

The Farmworker Housing Study's Coordination Committee assembled a sub-committee made up of *HFW!* staff Jennifer Coile and Gabrielle Vignone, VCTC staff Amanda Fagan and Aubrey Smith, and County of Ventura Planning staff Adam Paranal and Ruchita Kadakia. The sub-committee met virtually and decided on a Focus Group Meeting format for the event, and expanded the scope of the event to include questions on housing and social services, in addition to transportation. The sub-committee met multiple times over several months to plan the event. All event details were carefully reviewed to ensure the location was central; the facility was familiar and had an adequate size for the anticipated activities and number of attendees; transportation would be available for those who needed it; the material would be easily understood; the event would be family-friendly; and the participation incentives would be generous.

The Jose Flores Community Center in the unincorporated community of Saticoy was finalized as the event location, as it was central to the areas where most farmworkers lived or worked. The incentives included a catered Mexican dinner from a local restaurant in Saticoy called Los Comales, dessert pastries from Noah's Bagels, Starbucks coffee, water bottles, an art activity center hosted by the Santa Paula Art Museum, and a \$50 cash incentive for each participant upon providing responses at the event.

HFW! contacted local agricultural employers who had already accommodated surveying of their employees at their job sites to request their assistance in publicizing the event to farmworkers that had not yet completed the survey. The sub-committee created a flyer, included as Appendix H, that employers could share with their employees, and included a tear-off portion for farmworkers to use to RSVP if they would attend, if they were bringing any guests, and if they needed transportation. The flyer was revised over 20 times and tested with two groups to make sure that it conveyed adequately what the Focus Group was about, was inclusive, and provided a

clear way to respond. Once finalized, the sub-committee distributed the flyer to seven local growers that represented a variety of crops and geographic areas of the county, with a target of 40 farmworkers to provide responses at the focus group meeting.

Transportation options were offered through either a Dial-a-Ride Shuttle provided by Gold Coast Transit, for which farmworkers could schedule their own ride to and from the event, or an Uber service for farmworkers coming from rural areas. Ultimately, all participating farmworkers were able to attend using their own transportation.

The County of Ventura took the lead on creating the visuals for the event, which included poster boards of 35" x 45" in size which were mounted on easels, and utilized stickers and Post-It notes to collect responses for questions related to preliminary survey data, housing, and social services. The poster boards were bilingual, with Spanish being the primary language and English secondary. The Coordination Committee reviewed the boards before they were translated to Spanish. VCTC staff created their own boards of the same size, which focused on questions related to transportation.

The sub-committee designed the event to have five stations:

- **Table #1 – Overview of Preliminary Farmworker Survey Data**
Get direct feedback and thoughts on the preliminary data collected from surveying 365 farmworkers countywide in the months preceding the event. The information for this board was provided by the Phase 2 and 3 consultant, BAE Urban Economics.
- **Table #2 – Transportation**
Collect transportation data like transportation methods, miles traveled, costs and needs.
- **Table #3 – Housing**
Questions about where farmworkers want to live and what type of housing they want to live in plus preferred locations for celebratory activities. A large Ventura County map was used to get additional spatial data for some questions.
- **Table #4 – Social Services**
Questions on access to health care, services, and recreation.
- **Table #5 – Activity Center**
Questions on after school activities and community for the youth/children of farmworkers attending the event. This poster board was voluntary and was not necessary for collecting the cash incentive. All art supplies and staff for this area were provided at no cost by the Santa Paula Art Museum's Home/Land Project.

Sub-committee members met to create and finalize the questions that would be asked at Tables 1, 3, 4 and 5. VCTC designed the questions for Table 2.

The County of Ventura Planning staff coordinated with the County's Health Care Agency to borrow bilingual staff for the event, in addition to the sub-committee's bilingual members and the trilingual staff from the County's [Farmworker Resource Program](#) of the Human Services Agency

that would be in attendance. This ensured that the respondents had adequate language accessibility, and would be able to participate in their language of preference between Spanish, Mixteco, Purepecha, Zapoteco or English.

County Planning Staff prepared a detailed training manual (in Appendix H) for event staff, outlining roles and responsibilities at each table, and conducted two staff trainings to cover the staffing expectations, event goals, and location. During the staff training event, event staff asked about the formal language used on the boards and if the questions could be conveyed in a simplified way. Event staff were instructed to convey the questions in a way that would allow the participants to understand.

After the event location was confirmed, the food was ordered, and the poster boards were prepared. A week prior to the event, sub-committee members and *HFW!* staff member Kirsten Schultz met at the event location to plan the set-up and determine the need for any additional materials. There was no onsite staffing at the community center, so it was important to understand the layout, the kitchen facilities, and available equipment such as tables and chairs.

The Focus Group was held on October 25, 2023, and had 27 total staff members, of which 15 were Spanish-speaking (3 of the 15 were trilingual). The event was scheduled to start at 5:30 PM and had people arriving as early as 5:00 PM to check-in. A total of 34 farmworkers attended the event along with their family members, totaling over 80 people from the community in attendance. Farmworkers were greeted at the check-in table, where they received an explanation of the format for the event. All attendees were requested to sign a media release form (In Appendix H). Staff explained that a paper ticket would be provided to the participating farmworker at Tables 1 through 4, so they could demonstrate that they had participated on all four tables, and were therefore eligible for the cash incentive. (A bingo card/passport with rubber stamps as an alternative to the tickets may be considered at future events.)

At each table, friendly event staff met participants, explained the materials at the table, and handed participants either stickers to record their responses, or provided Post-It notes to mark their thoughts, or event staff wrote answers for participants. This created a visual of responses, letting the participants know that they were heard and their responses were captured.

At Table 1, participants were shown a pre-recorded video available in five languages (Spanish, Mixteco, Purepecha, Zapoteco, and English) about the farmworker housing survey effort conducted in Summer 2023, after which they reviewed preliminary survey results on the poster board, and responded whether they agreed with the information, or not. Thereafter, at Tables 2, 3, and 4, participants provided responses for questions related to transportation, housing and social services respectively. After collecting the paper tickets at all four tables, participants collected the \$50 cash incentive, which was provided by a grant from the UC Thelma Hansen Fund. The cash incentive was not advertised prior to the event and was stored in a locked box until it was time to distribute. Each cash incentive was handed to each participating farmworker

by Dave Ward, Director of the Planning Division of the County of Ventura's Resource Management Agency.

Overall, the information collected via the focus group meeting will help all the supporting agencies and organizations advocate for additional transportation, services, and housing for Ventura County farmworkers and provide local stakeholders with a clear understanding of what type of housing farmworkers want and where they want it.

Focus Group Meeting Table Boards

As mentioned previously, Ventura County Planning and VCTC staff prepared a series of boards to use as props for each of five tables that focus group meeting participants visited to provide their input. The boards provided background information about the Farmworker Study and contained prompts for participants to provide input. The following pages show the boards used at each of the five tables.

Table #1 – Overview of Preliminary Farmworker Survey Data

ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE
VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING
 25 DE OCTUBRE DE 2023 OCTOBER 25, 2023

La siguiente información representa los resultados **preliminares** compilados de **365 encuestas de trabajadores agrícolas** completadas y realizadas en el verano de 2023. Estas encuestas se realizaron en todo el condado e incluyeron categorías de cultivos y ubicaciones del Condado de Ventura que emplean a los trabajadores agrícolas del condado.

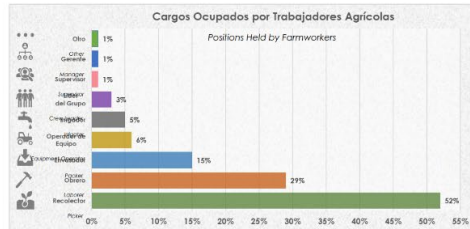
The following information represents **Preliminary** Results compiled from **365 completed Farmworker Surveys** conducted in Summer 2023. These surveys were conducted all throughout the County and included Ventura County crop categories and locations which employ the County's farmworkers.

Información sobre los Encuestados:

- Un hogar de 5 personas;
- La edad general de los encuestados fue 39 años;
- Refleja un 60% de trabajadores agrícolas hombres y un 40% de trabajadoras agrícolas (mujeres); y
- El 98 por ciento (98%) de todos los encuestados únicamente trabajan en la agricultura.

Information about the respondents:

- A household size of 5 persons;
- General age of the respondents was 39 years;
- It reflects 60% male farmworkers and 40% female farmworkers; and
- 98 percent (98%) of all respondents only work in agriculture



Información de Empleo:

- El 71% de los trabajadores agrícolas trabajan en la agricultura del Condado de Ventura entre 9 y 12 meses al año.
- Casi todos los trabajadores agrícolas trabajan dentro del condado durante seis (6) meses o más cada año.

Employment Information:

- 71% of the farmworkers work in Ventura County agriculture between 9 and 12 months per year.
- Almost all farmworkers work within the County for six (6) months or more every year.

Datos actuales de la Vivienda:

- El 38% de los trabajadores agrícolas comparte un baño con personas que no son de su propia familia / hogar, y el 42% comparte una cocina con personas que no son de su propia familia / hogar.
- El 92% paga alquiler a un propietario que no es su empleador.

Current Housing Data:

- 38% of farmworkers share a bathroom with people not in their own family/household, and 42% share a kitchen with people not in their own family/household.
- 92% pay rent to a landlord who is not their employer.

Condición de Vivienda Existente:

- El 45% de los encuestados califica su vivienda como "Excelente" o "Buena".
- El 55% afirma que su vivienda requiere reparaciones menores o mayores.

Existing Housing Condition:

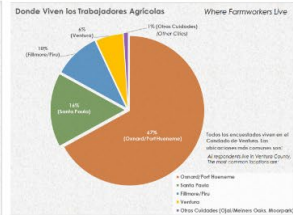
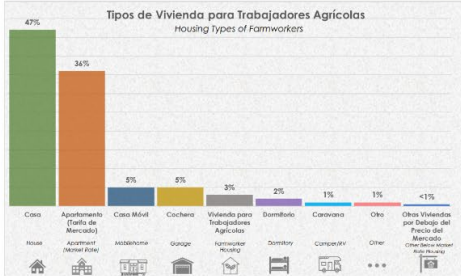
- 45% of the respondents rate their housing as "Excellent" or "Good".
- 55% state that their housing requires minor or major repairs.

Preferencias de Vivienda de los Trabajadores Agrícolas:

- El 60% preferiría vivir en una ciudad o cerca de ella; mientras el 40% preferiría vivir en la finca o rancho donde trabaja.
- El 91% preferiría vivir en una casa.
- El 86% le gustaría idealmente tener tres o más dormitorios.

Housing Preferences of Farmworkers:

- 60% would prefer to live in or near a city; while 40% would prefer to live on the farm or ranch where they work.
- 91% would prefer to live in a house.
- 86% would ideally like to have three or more bedrooms.



Viaje Diario:

- La mayoría de los trabajadores agrícolas pasan de 15 a 45 minutos en cada viaje del hogar al trabajo y del trabajo al hogar.
- El 74% de los encuestados viaja en su vehículo personal.
- El 23% paga a alguien para que los lleve al trabajo.

Daily commute:

- Most farmworkers spend 15 to 45 minutes each way between home and work.
- 74% commute in their personal vehicle.
- 23% pay somebody to drive them to work.

UNA COLABORACIÓN CON EL CONDADO DE VENTURA, HOUSE FARM WORKERS! Y LA COMISIÓN DE TRANSPORTE DEL CONDADO DE VENTURA

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vcрма.org/en/vc-farmworker-housing-study



vcрма.org/en/vc-farmworker-housing-study-spanish



Table #2 – Transportation

ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE
VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING
 25 DE OCTUBRE DE 2023 OCTOBER 25, 2023

1. ¿Cómo sueles viajar por el condado de Ventura?
How do you usually travel around Ventura County?

 Vehículo propio <i>Own Vehicle</i>	 Viaja con un Amigo/Familiar <i>Ride in Vehicle with Friend/Relative</i>	 Pagar un viaje <i>Pay for a Ride</i>	 Transporte público (Autobús/tren) <i>Public Transit (Bus/train)</i>
 Caminar <i>Walk</i>	 Bicicleta <i>Bicycle</i>	 Viajes compartidos, como CalVans <i>Shared Ride, such as CalVans</i>	 Otro <i>Other</i>

2. ¿Tiene acceso regular a un vehículo?
Do you have regular access to a vehicle?

Sí (Yes)
No (No)

3. En los últimos seis meses, ¿ha faltado al trabajo por falta de transporte?
In the past six months, have you missed work due to lack of transportation?

Sí (Yes)
No (No)

4. ¿El costo de la Vivienda afecta la distancia que viaja hacia y desde el trabajo y otros destinos, como la escuela, las compras o la atención médica? (En otras palabras, ¿vives lejos del trabajo, la escuela, las compras, etc. para ahorrar dinero en vivienda?)
Does the cost of housing affect how far you travel to and from work and other destinations, such as school, shopping, or medical care? (In other words, do you live far away from work, school, shopping, etc. to save money on housing?)

Sí (Yes)
No (No)

5. ¿Utilizas el transporte público (autobús o tren)? Si es así, ¿con qué frecuencia?
Do you use public transportation (bus or train)? If so, how often?

Sí (Yes)
No (No)

Diarlo	Semanal	Mensual	Cada 3 Meses	Ocasionalmente
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vcрма.org/en/vc-farmworker-housing-study | <https://vcрма.org/en/vc-farmworker-housing-study-spanish>

ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE
VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING

25 DE OCTUBRE DE 2023

OCTOBER 25, 2023



6. ¿Cuáles son algunos de los desafíos de transporte que experimenta, si alguno?
 What challenges have you faced related to transportation, if any?



Costo
 Cost



Distancia
 Distance



Problemas de salud
 Health Concerns



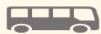
Lleva Mucho Tiempo
 Time Consuming



Sentirse Inseguro
 Feeling Unsafe



Congestion de Trafico
 Traffic



Servicio de autobus poco frecuente
 Infrequent Bus Service



Otro
 Other

7. ¿Sabes a quien pedir ayuda con problemas de transporte?
 Do you know who to ask for assistance with transportation issues?

Sí (Yes)

No (No)

8. ¿Te sientes Seguro cuando...?

Do you feel safe when...

¿Caminar o andar en Bicicleta en su vecindario? (Walking or riding a bike in your neighborhood?)

¿Usas el transporte público? (Using public transit?)

¿Viajar o conducir un automóvil? (Riding in or driving a car?)

9. Si su hogar tiene acceso a un vehículo, ¿tiene problemas para encontrar un lugar para estacionar su vehículo en casa o en el trabajo?

If your household has access to a vehicle, do you have trouble finding parking at home or at work?

Sí (Yes)

No (No)

10. ¿Cuánto gastas en transporte cada mes?

About how much do you spend on transportation each month?

\$0–\$50 (\$0—\$50)

\$201–\$500 (\$201—\$500)

\$51–\$100 (\$51—\$100)

\$501–\$1,000 (\$501–\$1,000)

\$101– \$200 (\$01—\$200)

\$1,001+ (\$1,001+)

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Table #3 – Housing

ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE
VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING

25 DE OCTUBRE DE 2023 OCTOBER 25, 2023

1. ¿En qué tipo de vivienda le gustaría vivir?
What type of housing would you like to live in?

 Vivienda Unifamiliar <i>Single-family home</i>	 Dormitorio/alojamiento para grupos <i>Dormitory/group quarters</i>	 Casa Adosada / Condominio <i>Townhouse/Condo</i>	 Unidad de Vivienda Complementaria <i>Accessory Dwelling Unit</i>
 Unidad Multifamiliar/Apartamento <i>Multifamily unit/Apartment</i>	 Casa móvil <i>Mobilehome</i>	 Hotel (Convertido) <i>Hotel (Converted)</i>	 Remolque / RV <i>Trailer/RV</i>

2. ¿Comparte usted su hogar con otras familias?
Do you share your home with other families?

Sí (Yes)

No (No)

3. ¿Dónde le gustaría celebrar ocasiones especiales (por ejemplo, quinceañera, boda, cumpleaños, etc.)?
Where would you like to celebrate special occasions? (e.g., Quinceañera, Wedding, Birthday, etc.)

4. ¿Estaría interesado en programas como un préstamo condonable para comprar su casa si tuviera que vivir allí durante un cierto periodo de tiempo? ¿Está usted al tanto de este tipo de programas?
Would you be interested in programs such as a forgivable loan to buy your home if you were required to live there for a certain amount of time? Are you aware of such programs?

Sí (Yes)

No (No)

5. ¿Qué componentes hacen su comunidad?
What makes your community?

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INDIQUE SUS RESPUESTAS A LO SIGUIENTE EN EL MAPA DEL CONDADO DE VENTURA :

INDICATE YOUR RESPONSES TO THE FOLLOWING ON THE VENTURA COUNTY MAP:

1. ¿Dónde vive?

Where do you live?



2. ¿Cuál es su primera elección de donde quiere vivir?

What is your first choice of where you want to live?



3. ¿A dónde acude para realizar actividades comunitarias como recreación y deportes, restaurantes, escuelas, servicios, juegos, fiestas, reuniones grandes, etc.?

Where do you go for community activities such as recreation and sports, restaurants, schools, services, play, parties, large gatherings etc.?



Recreación
Recreation



Deportes
Sports



Restaurantes
Restaurants



Escuelas
School



Servicios
Services



Tienda de comestibles
Grocery



Cuidado de la Salud
Healthcare



Jugar
Play



Fiestas
Parties



Reuniones grandes
Large Gatherings

4. ¿Qué parques usa?

Which parks do you use ?

5. ¿Dónde trabaja?


Where do you work?




Table #4 – Social Services


ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE
VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING


25 DE OCTUBRE DE 2023 OCTOBER 25, 2023





1. ¿Qué desafíos ha enfrentado al buscar una vivienda adecuada para usted y su familia, si ha enfrentado desafíos?
What challenges have you faced while looking for suitable housing for you and your family, if any?



Costo
Cost



Distancia a los servicios
Distance to services


Distancia a los hospitales
Distance to Healthcare


Problemas con el propietario
Landlord Issue


Distancia a las escuelas
Distance to Schools



Demasiada pequeña
Too small



Otro
Other


3. ¿Cuál es el idioma principal y secundario que se habla en su hogar?
What is the primary and secondary language spoken in your home?


Español (Spanish)
Mixteco (Mixteco)
Purépecha (Purepecha)
Zapoteco (Zapotec)
Ingles (English)
Otro (Other)


4. ¿Como accede actualmente a la atención médica para usted y su familia?
How do you currently access healthcare for you and your family?



Seguro médico
Health Insurance



Sala de Emergencias
Emergency Room



Proporcionado por el empleador
Employer Provided


Gratis/clínica comunitaria
Free/Community Clinic




Remedios caseros
Home Remedy





Medi-Cal
Medi-Cal


Ninguno
No Healthcare


Otro
Other

UNA COLABORACIÓN CON EL CONDADO DE VENTURA, HOUSE FARM WORKERS! Y LA COMISIÓN DE TRANSPORTE DEL CONDADO DE VENTURA
A Collaboration with the County of Ventura, House Farm Workers! and Ventura County Transportation Commission

vcrma.org/en/vc-farmworker-housing-study

vcrma.org/en/vc-farmworker-housing-study-spanish


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August 2024

Participant Responses

The following is a summarization of the responses provided by the focus group meeting participants at each of the tables (Stations), compiled by Ventura County staff. Participant response information is provided in **Bold** type after each bulleted item. A bolded number alone indicates the number of participants who selected a given choice. Where there is a number followed by “**Agree**” or “**Disagree**”, the number indicates the number of participants who agreed or disagreed with the information presented on the board.

Responses for Table 1: Preliminary Survey Results

Note: Participants were not required to record a response for all the information on this board. Participants were responding to preliminary results compiled from 365 completed farmworker surveys conducted in Summer 2023. These surveys were conducted throughout the County, and included all Ventura County crops and locations which employ the County’s farmworkers.

Information About the Respondents:

- A household size of 5 persons; **4- Agree**
- General age of the respondents was 39 years;
- It reflects 60% male farmworkers and 40% female farmworkers; and **1-Disagree**
- 98 percent (98%) of all respondents only work in agriculture. **4 –Agree**

Employment Information: 1 –Agree

- 71% of the farmworkers work in Ventura County agriculture between 9 and 12 months per year. **7- Agree**
- Almost all farmworkers work within the County for six (6) months or more every year. **4-Agree**

Current Housing Data:

- 38% of farmworkers share a bathroom with people not in their own family/household, and 42% share a kitchen with people not in their own family/household. **4- Agree**
- 92% pay rent to a landlord who is not their employer. **4- Agree**

Existing Housing Condition: 1 – Agree

- 45% of the respondents rate their housing as “Excellent” or “Good”. **4- Agree**
- 55% state that their housing requires minor or major repairs. **5- Agree**

Housing Preferences of Farmworkers:

- 60% would prefer to live in or near a city; while 40% would prefer to live on the farm or ranch where they work. **6- Agree**
- 91% would prefer to live in a house. **11- Agree**
- 86% would ideally like to have three or more bedrooms. **1- Agree**

Daily commute: 2 – Agree

- Most farmworkers spend 15 to 45 minutes each way between home and work. **1- Disagree; 2- Agree**
- 74% of the respondents commute in their personal vehicle. **3- Agree**
- 23% pay somebody to drive them to work. **1- Agree**

Positions Held by Farmworkers

Other :

Manager:

Supervisor:

Crew Leader:

Irrigator:

Equipment Operator:

Packer: **1- Agree**

Laborer:

Picker: **9- Agree; 1- Disagree**

Where Farmworkers Live

Fillmore/ Piru: **2- Agree**

Ventura :

Other Cities (Ojai/Meiners Oaks, Moorpark):

Oxnard/ Port Hueneme: **17- Agree**

Santa Paula **5- Agree**

Housing Types of Farmworkers

House: **6- Agree**

Apartment (Market Rate): **14- Agree**

Mobile Home:

Garage:

Farmworker Housing:

Dormitory:

Camper/RV:

Other:

Other Below Market Rate Housing:

Additional Comments provided by farmworkers at Table 1:

- There are a lot of leaders in the field beyond “crew leader”. The respect goes to the 52% [who are laborers]
- We are family – we spend more time [with the farmworkers] than our family at home
- Employer-based housing would alleviate concerns related to permanent housing. This housing would provide security / peace of mind [for migrant and seasonal farmworkers]
- Farmworkers need 3 or more bedrooms
- 47 people in a house not 47% live in their own house is the truth [i.e. overcrowding]
- Thank you for this, we work hard and it’s important we are all happy
- Encourage local employers (?) to participate – They are too afraid
- I think it is equal, men to women [ratio in the fields]

Responses for Table 2: Transportation (VCTC)

1. **How do you usually travel around Ventura County?**
Own Vehicle: **24**
Ride in Vehicle with Friend/Relative: **10**
Pay for a Ride:
Public transit:
Walk:
Bicycle:
Shared Ride, such as CalVans:
Other:

2. **Do you have regular access to a vehicle?**
Yes: **25**
No: **6**

3. **In the past six months, have you missed work due to lack of transportation?**
Yes: **1**
No: **30**

4. **Does the cost of housing affect how far you travel to and from work and other destinations, such as schools, shopping, or medical care? (In other words, do you live far from work, school shopping, etc. to save money on housing?)**
Yes: **11**
No: **19**

5. **Do you use public transportation?**
Yes: **3**
No: **26**

Daily:
Weekly:
Monthly:
Every 3 months: **1**
Occasionally: **2**

6. **What challenges have you faced related to transportation, if any?**
Cost: **26**
Distance: **1**
Health concerns:
Time consuming: **4**
Feeling unsafe:
Traffic: **7**
Infrequent bus service:
Other: **2**

7. **Do you know who to ask for assistance with transportation issues?**
Yes: **11**
No: **20**

8. **Do you feel safe when...**
- a. Walking or riding a bike in your neighborhood?
Yes: **25**
No: **2**
 - b. Using public transit?
Yes: **5**
No: **17**
 - c. Riding in or driving a car?
Yes: **19**
No: **6**
9. **If your household has access to a vehicle, do you have trouble finding parking at home or work?**
Yes: **18**
No: **11**
10. **About how much do you spend on transportation each month?**
- \$0 - \$50:
 - \$51 - \$100: **4**
 - \$101 - \$200: **7**
 - \$201 - \$500: **15**
 - \$501 - \$1,000: **4**
 - \$1,001+:

Responses for Table 3: Housing

What type of housing would you like to live in?

Single-family home: **25**
 Dormitory/group quarters:
 Townhouse/Condo: **4**
 Accessory Dwelling Unit: **1**
 Multifamily unit/Apartment: **2**
 Mobile home: **7**
 Hotel (Converted):
 Trailer/RV: **2**

1. **Do you share your home with other families?**
Yes: **9**
No: **20**
2. **Where would you like to celebrate special occasions? (e.g., Quinceañera, Wedding, Birthday, etc.)**

The following responses were provided by participants via notes

- Salon de Eventos (Event Hall): **3**
- En un rancho (At a ranch): **10**
- En casa (At home): **14**
- Parque (Park): **2**

3. Would you be interested in programs such as a forgivable loan to buy your home if you were required to live there for a certain amount of time? Are you aware of such programs?

Yes: 21

No: 10

4. What makes your community?

The following responses were provided by participants via notes

- Participating in children's activities: 2
- Escuelas (Schools): 5
- Convivio de parque amigos y parientes (Gathering at a park with friends and family): 2
- Clubes/Equipos de Deportes (Sport Teams/Clubs): 1
- Playing soccer with grandkids: 1
- Lugares para cuidar de niños (Recreational spaces to care for kids): 1
- Deportes (Sports): 14
- Church: 6
- Planting in my garden: 1
- Fiestas (Parties): 2

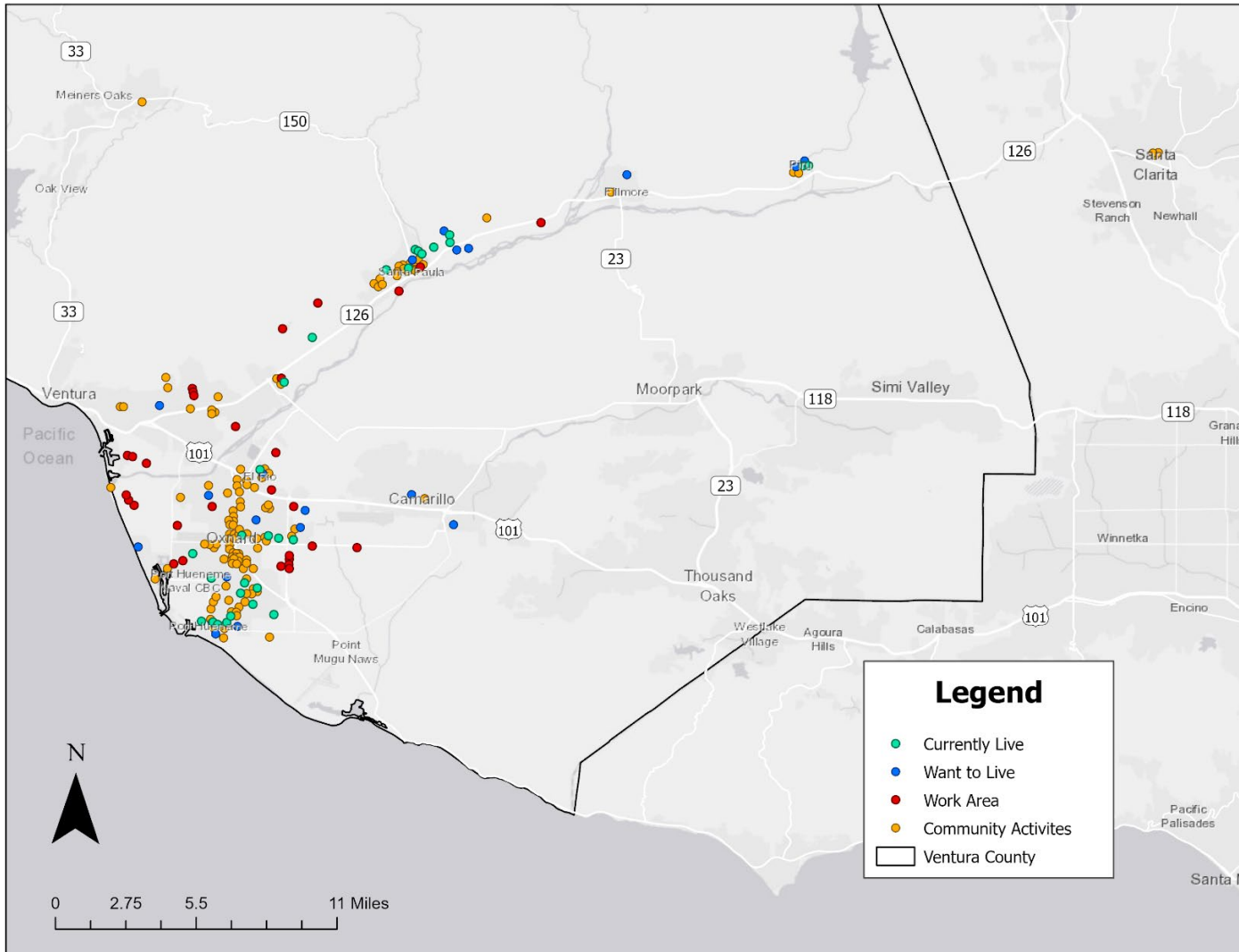
Questions With Geographic Responses

Respondents provided their answers to the following questions by placing color-coded stickers on a map of Ventura County:

- a. Where do you currently live?
- b. Where do you want to live?
- c. Where do you work?
- d. Where do you participate in community activities, such as Recreation, Sports, Restaurants, Schools, Services, Grocery, Healthcare, Play, Parties, Large gatherings
- e. What parks do you use?

Figure 13 maps the responses to the questions above.

Figure 13: Geographic Responses from Focus Group Participants



Sources: Ventura County, 2023; ESRI, BAE, 2024.

Responses for Table 4: Social Services

1. **What challenges have you faced while looking for suitable housing for you and your family, if any?**
Cost: **25**
Distance to services: **7**
Distance to Hospitals: **6**
Landlord Issue: **2**
Distance to Schools: **10**
Too small: **14**
Other: **2**

2. **Do you know who to ask for assistance with housing issues?**
Yes: **1**
No: **30**

3. **What is the primary and secondary language spoken in your home?**
Spanish: **Primary-21; Secondary-8**
Mixteco: **Primary-5; Secondary-3**
Purepecha:
Zapoteco:
English: **Primary-2 ; Secondary-11**
Other: **Secondary-2**

4. **How do you currently access healthcare for you and your family?**
Health Insurance: **2**
Emergency Room: **1**
Employer Provided : **11**
Free/Community Clinic: **1**
Home Remedy:
Medi-Cal: **16**
None: **9**
Other:

Responses for Table 5: Activity Center/Youth Questions

Note: This was voluntary information provided by the youth at the Activity Center hosted by Santa Paula Art Museum.

1. **What do you do after school (such as after-school activities)? Where??**
 - After school I like to ride my bike around my neighborhood.
 - Play in the park.
 - Dungeons & Dragons, FBLA
 - Boys and Girls Club
 - Work - (2 responses)
 - Volunteer

2. **What are the needs of your family?**
 - Dinero (Money)

3. What do you like about your community?

- Living next to my grandma
- Something I like about my community is that we are together.
- Living next to friends
- My Friends

4. What do you wish your community had?

- Toy store
- I wish our community had more help for immigrants with food programs.
- Cheaper buses
- A pool - (2 responses)
- Cheaper housing
- Health care
- Better health care
- Free food programs

Summary of Participant Input

At Table 1 (Preliminary Survey Responses), focus group participants generally agreed with the survey findings. Only one participant disagreed with a profile of survey participants that indicated 60 percent male respondents and 40 percent female respondents. Two participants disagreed with the finding that most survey respondents spend 15 to 45 minutes traveling each way between home and work. One participant disagreed with the percentage of survey respondents who indicated they worked in the position of picker. There was strong agreement (ten or more participants indicated agreement and none indicated disagreement) with the finding that 91 percent of survey respondents would prefer to live in a house, that most farmworkers live in the Oxnard/Port Hueneme area, and that 36 percent of respondents live in apartments.

At Table 2 (Transportation), most participants indicated that they have regular access to a vehicle and usually travel around the county in their own vehicle. None indicated that they usually use public transit. Only one participant indicated that they had missed work in the last six months due to lack of transportation. Almost two-thirds of participants indicated that the cost of housing did not affect how they travel to and from work and other destinations; however, cost was by far the challenge related to transportation that was most often cited. About two-thirds of participants indicated they did not know who to ask for assistance with transportation issues. Almost all participants indicated they feel safe walking or riding a bike in their neighborhood and a substantial majority also felt safe riding or driving in a car, but those who feel safe using public transit were outnumbered by more than three to one by people who did not feel safe using transit. The majority of participants with access to a vehicle indicated they had trouble finding parking at home or work. The largest number of participants indicated that they spend between \$201 and \$500 per month on transportation.

At Table 3 (Housing), the vast majority of participants indicated they would like to live in a single-family home. About one-third of respondents indicated they share their home with other families. The largest number of participants (14) indicated they would like to celebrate special occasions at home, followed by ten who indicated they would like to celebrate at home. Significantly smaller numbers

indicated they would like to celebrate in a park or at an event hall. Over two-thirds indicated they would be interested in a program such as a forgivable loan to buy a home if they were required to live there for a certain amount of time. When asked, “What makes a community?” the largest number of participants (14) indicated “Sports”. Church, with six responses, and Schools, with five responses were the next most popular responses. Participants were also asked to indicate on a map where they worked, where they lived, and where they would like to live and where they participate in community activities. The participants’ placement of dots on the map shows that the Highway 126 corridor between Piru and Ventura and the Oxnard/Port Hueneme areas are focus areas for farmworkers. There tend to be dots indicating current residence locations and desired residence locations in most areas, so it is difficult to tell how satisfied individual participants were with their current residence locations, but there is an absence of a pattern that would suggest that farmworker residences are primarily concentrated in certain areas while farmworkers would generally desire to live in different locations.

At Table 4 (Social Services), Cost was cited by the largest number of participants (25 responses) as a challenge while looking for suitable housing. The next most common challenge (14 responses), “Too small” was likely also related to cost. This was followed by distance to schools (10 responses). Thirty participants indicated they did not know who to ask for assistance with housing issues while only one participant indicated they did know who to ask. Spanish was the most common primary language spoken in participants homes and English was the most common secondary language. The largest number of participants use Medi-Cal for health insurance (16 responses), followed by Employer-Provided health coverage (11 responses) and “None” (9 responses).

At Table 5 (Activity Center/Youth Questions), participants indicated they participate in a range of after school activities. Money was the only family need cited. Friends, family, and togetherness were the things that participants liked about their community. Various types of assistance were the most often things that participants wished their communities had, including food programs, health care, housing, and transportation. A pool and a toy store were also mentioned.

APPENDIX A: EMPLOYER SURVEY INSTRUMENT



Ventura Agricultural Workforce Housing Needs Study Employer Survey

The County of Ventura County and House Farm Workers! are collaborating on a study of agricultural workforce housing needs, supported by all ten cities within the county. By “agricultural workforce” or “agricultural workers” we mean a person whose primary income is or was earned through permanent, seasonal, migrant agricultural labor. Agricultural labor includes planting, cultivating, harvesting, packing, distributing, and transporting crops, livestock, or aquaculture. As part of the effort, we are conducting this survey of Ventura County agricultural employers. The intent of this survey is to better understand agricultural workforce trends and the characteristics of agricultural workers, and to help the County and the cities ensure that their policies and programs relating to agricultural workforce housing are as effective as possible.

Please fill out this survey with respect to your company’s direct agricultural operations in Ventura County. Please have only one representative from your organization fill out this survey.

All of your answers to this survey will be kept anonymous, and all survey results will only be presented in aggregate form, to ensure the confidentiality of individual responses.

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Type of Operation

1. What type of agricultural operations do you have? (choose all that apply)

- Berries
- Citrus
- Avocados
- Rotational Crops (e.g., vegetable, herbs, hay, and other mass-produced crops)
- Cannabis/Hemp
- Other Indoor or Outdoor Nursery
- Other Crops (e.g., other specialty crops, aquaponics/aquaculture)
- Livestock operation (e.g., including cattle, dairy, goats, poultry, apiary)
- Farm Labor Contractor
- Packing house

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Location

2. Please review the attached map and select from the sub-county areas listed below where your agricultural operations are located.

If you have operations outside of Ventura County, please limit your responses on this survey only to your operations in Ventura County.

- Arroyo Santa Rosa Valley
 - Fillmore
 - Los Posas Valley
 - Lower Ventura River Valley
 - Ojai Valley
 - Oxnard
 - Pleasant Valley
 - Other Ventura County location not listed:
- Piru
 - Santa Paula
 - Tierra Rejada
 - Upper Ojai Valley
 - Upper Ventura River Valley
 - Ventura Mound

Size of Operation

3. If you have a **farm** operation, approximately how many acres of farm land did you use for that operation IN 2022? (acres)

- Up to 2 acres
- 2.1 to 5.0 acres
- 5.1 to 10.0 acres
- 10.1 to 20.0 acres
- 20.1 to 30.0 acres
- 30.1 to 80.0 acres
- 80.1 to 150.0 acres
- 150.1 to 250.0 acres
- 250.1 to 500.0 acres
- 500.1 to 1,000.0 acres
- 1,000.1 to 2,000.0 acres
- 2,000.1 or more acres

Size of Operation

4. If you have a **livestock** operation, approximately how many acres of land did you use for that operation IN 2022? (acres)

- Up to 2 acres
- 2.1 to 5.0 acres
- 5.1 to 10.0 acres
- 10.1 to 20.0 acres
- 20.1 to 30.0 acres
- 30.1 to 80.0 acres
- 80.1 to 150.0 acres
- 150.1 to 250.0 acres
- 250.1 to 500.0 acres
- 500.1 to 1,000.0 acres
- 1,000.1 to 2,000.0 acres
- 2,000.1 or more acres

Size of Operation

5. If you have an **outdoor nursery** operation, approximately how many acres of land did you use for that operation IN 2022? (acres)

- Up to 2 acres
- 2.1 to 5.0 acres
- 5.1 to 10.0 acres
- 10.1 to 20.0 acres
- 20.1 to 30.0 acres
- 30.1 to 80.0 acres
- 80.1 to 150.0 acres
- 150.1 to 250.0 acres
- 250.1 to 500.0 acres
- 500.1 to 1,000.0 acres
- 1,000.1 to 2,000.0 acres
- 2,000.1 or more acres

Size of Operation

6. If you have an **indoor nursery** operation, approximately how many square feet of land did you use for that operation in 2022? (square feet)

- Less than 5,000 square feet
- 5,000 to 9,999 square feet
- 10,000 to 49,999 square feet
- 50,000 to 99,999 square feet
- 100,000 to 199,999 square feet
- 200,000 to 299,999 square feet
- 300,000 square feet or more

Size of Operation

7. If you have an **aquaponics or aquaculture** operation, approximately how many square feet of land did you use for that operation in 2022? (square feet)

- Less than 5,000 square feet
- 5,000 to 9,999 square feet
- 10,000 to 49,999 square feet
- 50,000 to 99,999 square feet
- 100,000 to 199,999 square feet
- 200,000 to 299,999 square feet
- 300,000 square feet or more

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Size of Operation

8. If you are a **farm labor contractor** or provide temporary labor for agricultural operations, approximately how many agricultural workers did you manage in 2022? (number of workers)

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

Size of Operation

9. If you manage a **packing house**, approximately how many people did you employ 2022?
(number of workers)

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

Changes in Operations Over Time

10. How has the amount of land or building space used **for production** in your operations changed **over the last five years**? (*select one*)

- Increased
- Decreased
- Remained the same

Changes in Operations Over Time

11. If the amount of land or building space used **for production** in your operations has increased or decreased **over the last five years**, please provide a brief description of why your operation changed in size:

Seasonal Labor Patterns

12. **In a typical year**, during which month or months do you use the **most** agricultural workers for your agricultural operations, whether employed directly or via a farm labor contractor or temporary staffing agency? *(select the peak month or months from the list)*

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December
- Consistent Employment All Year

Seasonal Labor Patterns

13. Please indicate the number of **general laborers** that you utilized for your operations during your **peak employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

14. Please indicate the number of **skilled laborers (e.g., irrigators, harvesters)** that you utilized for your operations during your **peak employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

15. Please indicate the number of **crew leaders/foreperson** that you utilized for your operations during your **peak employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

16. Please indicate the number of **supervisors** that you utilized for your operations during your **peak employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

17. Please indicate the number of **other agriculture workers** that you utilized for your operations during your **peak employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

Seasonal Labor Patterns

18. Please indicate the number of **general laborers** that you utilized for your operations during your **lowest employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

19. Please indicate the number of **skilled laborers (e.g., irrigators, harvesters)** that you utilized for your operations during your **lowest employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

20. Please indicate the number of **crew leaders/foreperson** that you utilized for your operations during your **lowest employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

21. Please indicate the number of **supervisors** that you utilized for your operations during your **lowest employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

22. Please indicate the number of **other agriculture workers** that you utilized for your operations during your **lowest employment** month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

Seasonal Labor Patterns

23. During **2022**, approximately how many agricultural workers did you utilize for **more than 10 months**?

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

24. During **2022**, approximately how many agricultural workers did you utilize for **between 7 and 10 months**?

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

25. During **2022**, approximately how many agricultural workers did you utilize for **between 3 and 6 months**?

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

26. During **2022**, approximately how many agricultural workers did you utilize for **less than 3 months**?

- No workers other than owners
- 1 to 4 workers
- 5 to 9 workers
- 10 to 19 workers
- 20 to 49 workers
- 50 to 99 workers
- 100 to 199 workers
- 200 to 299 workers
- 300 to 399 workers
- 400 to 499 workers
- 500 to 1,000 workers
- 1,000 workers or more

Seasonal Labor Patterns

27. Please rate 2022 in terms of the number of workers you utilized throughout the year in your operations. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies. *(select one option below)*

- Above average number of employees
- Typical/average number of employees
- Below average number of employees

Seasonal Labor Patterns

28. Were you able to hire all the employees you needed in 2022?

Yes

No

Seasonal Labor Patterns

29. If the number of workers you utilized, whether employed directly or via farm labor contractors or temporary staffing agencies in 2022 was either **above** or **below average**, please provide a brief explanation:

Trends in Agricultural Workforce Requirements

30. In the **past five years**, would you say that the need for agricultural workers for your operations has (*select one*)

- Increased
- Decreased
- Remained the same

Trends in Agricultural Workforce Requirements

31. Over the **next five years**, do you expect that the need for agricultural workers for your operations will (*select one*)

- Increase
- Decrease
- Reduce in labor needs due to increases in efficiency/advances in technology
- Remain the same

Trends in Agricultural Workforce Requirements

32. What are the most important **factors** that are anticipated to cause changes in your **overall agricultural workforce requirements** in the **next five years**? (*select all that apply*)

- Increase in cultivated acreage or expanded greenhouse or nursery facilities
- Decrease in cultivated acreage or change in crops due to limited water availability
- Changes in crops grown that have different labor requirements
- Reductions in labor needs due to increases in efficiency
- Decrease in cultivated acreage or change in crops due to factor(s) other than water availability (please explain below)

33. Do you anticipate any **other factors** to cause changes in your **overall agricultural workforce requirements** in the **next five years**?

- No
- Yes (please explain)

Trends in Agricultural Workforce Requirements

34. **Over the next five years**, do you expect any of the following **changes** in agricultural workforce hiring patterns to occur in **your own** operations? *(select all that apply)*

- More permanent employees
- Fewer permanent employees
- No changes to permanent employees
- More local temporary/seasonal employees
- Fewer local temporary/seasonal employees
- No changes to temporary/seasonal employees
- More H-2A workers
- Fewer H-2A workers
- No change to H-2A workers

Trends in Agricultural Workforce Requirements

35. Does **lack of workforce availability** limit the scale/size of your agricultural operations **at present**?

Yes

No

36. Do you anticipate that a **lack of workforce availability** will limit the size/scale of your Ventura County agricultural operations **in the future**?

Yes

No

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Employee Housing

37. Please provide an estimate of the approximate percentage of the agricultural workers you employ on your own payroll (i.e., not contracted workers employed by others) who live permanently in Ventura County. (% of workers)

H-2a workers	<input type="text"/>
Non-H-2a laborers	<input type="text"/>
Non-H-2a crew leaders/foremen/forep erson	<input type="text"/>
Non-H-2a supervisors	<input type="text"/>
Non-H-2a farm managers	<input type="text"/>

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Employee Housing

38. If you do provide worker housing, please indicate what percentage of your total workforce you provide with onsite or offsite housing. (% of total employees in each type)

H-2a workers in onsite housing (% of H-2a workers)

H-2a workers in offsite housing (% of H-2a workers)

Non-H-2a workers in onsite housing (% of non-H-2a workers)

Non-H-2a workers in offsite housing (% of non-H-2a workers)

Employee Housing

39. If you do provide worker housing, what percent of your agricultural workers live in worker housing that you provide? (% of workers)

H-2a workers	<input type="text"/>
Non-H-2a laborers	<input type="text"/>
Non-H-2a crew leaders/foremen/forep erson	<input type="text"/>
Non-H-2a supervisors	<input type="text"/>
Non-H-2a farm managers	<input type="text"/>

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Employee Housing

40. If you do provide worker housing for **H-2a workers**, how many of the following do you provide? *(fill in the number for all types that you provide)*

Dormitory, bunkhouse,
barracks, or other
group quarters
housing (**number of
beds**)

Conventional house
(**units**)

Mobile/manufactured
home (**units**)

Recreational Vehicle
(**units**)

Apartment (**units**)

Rented lodging
accommodations
(**rooms**)

Other (please
describe and give
number of units)

41. If you do provide worker housing for **non-H-2a workers**, how many of the following do you provide? *(fill in the number for all types that you provide)*

Dormitory, bunkhouse,
barracks, or other
group quarters
housing (**number of
beds**)

Conventional house
(**units**)

Mobile/manufactured
home (**units**)

Recreational Vehicle
(**units**)

Apartment (**units**)

Rented lodging
accommodations
(**rooms**)

Other (please
describe and give
number of units)

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Employee Housing

42. If you do provide worker housing for **H-2a workers**, what is the cost that workers pay for (fill in for all that apply). **Please specify cost as per night, per week, or per month.**

E.g., fill in "\$1,500 to \$2,000 per month" if you have one home that you rent to an employee for \$1,500 per month and another home that you rent for \$2,000 per month

Dormitory, bunkhouse,
barracks, or other
group quarters
housing - cost or range
of cost **per person:**

Conventional house -
cost or range of cost
per unit:

Mobilehome/manufact
ured home - cost or
range of cost **per unit:**

Recreational Vehicle -
cost or range of cost
per unit:

Apartment - cost or
range of cost **per unit:**

Other unit type - cost
or range of cost:

If other, please
describe:

43. If you do provide worker housing for **non-H-2a workers**, what is the cost that workers pay for (fill in for all that apply). **Please specify cost as per night, per week, or per month.**

E.g., fill in "\$1,500 to \$2,000 per month" if you have one home that you rent to an employee for \$1,500 per month and another home that you rent for \$2,000 per month

Dormitory, bunkhouse,
barracks, or other
group quarters
housing - cost or range
of cost **per person:**

Conventional house -
cost or range of cost
per unit:

Mobilehome/manufact
ured home - cost or
range of cost **per unit:**

Recreational Vehicle -
cost or range of cost
per unit:

Apartment - cost or
range of cost **per unit:**

Other unit type - cost
or range of cost:

If other, please
describe:

Employee Housing

44. If you do provide worker housing, do you provide housing for *(select all that apply)*

- Laborers
- Crew leader/foreperson
- Supervisors
- Farm managers
- On-farm housing for farm owner
- Family members of farmworkers
- Other (please specify)

Employee Housing

45. If you do provide worker housing, what is the typical occupancy rate of your worker housing for the foreseeable future? *(please indicate the approximate percentage of your available worker housing that is occupied at different times of year)*

During the peak season? (% **occupied**)

During the low season? (% **occupied**)

Employee Housing

46. If you do provide worker housing now, do you intend to continue to provide worker housing?

Yes

No

Employee Housing

47. If you **will not be providing worker housing in the future** or if you plan to **discontinue** providing worker housing, please indicate the primary reason(s). (*select all that apply*)

- Too costly
- Regulations are too burdensome
- Do not want to manage housing
- Do not have adequate land or infrastructure (e.g., potable water, sewage disposal, etc.)
- Do not have control over the decision to build housing on the site (e.g., don't own the property)
- Concerns about employer liabilities
- Other (please specify)

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Employee Housing

48. If you **do not** provide worker housing currently **or** if you plan to **discontinue** providing worker housing, would you be interested in any of the following actions if government or non-profit resources can be made available to assist private owners to help improve the supply of worker housing? (*select all that apply*)

- I would consider building and managing new worker housing on my land.
- I would consider rehabilitating/remodeling existing buildings, trailers or other shelters on my land for use as worker housing.
- I would be willing to provide land if another organization built and managed the worker housing.
- I would consider contributing funding to assist with providing off-site worker housing.
- Other (please specify)
- None of the above

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Overall Agricultural Worker Housing Availability

When you think about the supply of housing available for agricultural workers in Ventura County, which of the following apply? (please answer each question)

49. Housing for agricultural worker **families** is available in sufficient numbers of accommodations.

- Yes
- No
- Don't know

50. Housing that is available for agricultural worker **families** is of adequate quality.

- Yes
- No
- Don't know

51. Housing for agricultural worker **families** is available in locations where it is needed.

- Yes
- No
- Don't know

52. Housing for agricultural worker **families** is available at cost affordable to workers.

- Yes
- No
- Don't know

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Overall Agricultural Worker Housing Availability

When you think about the supply of housing available for agricultural workers in Ventura County, which of the following apply? (please answer each question)

53. Housing for **unaccompanied agricultural workers** is available in sufficient numbers of accommodations.

- Yes
- No
- Don't know

54. Housing that is available for **unaccompanied agricultural workers** is of adequate quality.

- Yes
- No
- Don't know

55. Housing for **unaccompanied agricultural workers** is available in locations where it is needed.

- Yes
- No
- Don't know

56. Housing for **unaccompanied agricultural workers** is available at cost affordable to workers.

- Yes
- No
- Don't know

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Overall Agricultural Worker Housing Availability

When you think about the supply of housing available for seasonal/temporary agricultural workers in Ventura County, which of the following apply? (please answer each question)

57. Housing for **migrant/H-2a agricultural workers** is available in sufficient numbers of accommodations.

- Yes
- No
- Don't know

58. Housing that is available for **migrant/H-2a agricultural workers** is of adequate quality.

- Yes
- No
- Don't know

59. Housing that is available for **migrant/H-2a agricultural workers** is available in locations where it is needed.

- Yes
- No
- Don't know

60. Housing for **migrant/H-2a agricultural workers** is available at cost affordable to workers.

- Yes
- No
- Don't know

Workforce Housing Availability as a Limitation to Agricultural Operations

61. Is **lack of housing available for your workforce** a limiting factor for your agricultural operations **at present**?

- Yes
- No
- Don't know

62. Do you anticipate that a **lack of housing available for your workforce** will be a limiting factor for your agricultural operations **in the future**?

- Yes
- No
- Don't know

Recommendations for Ventura County to Consider

63. Please fill in any specific recommendations that you would suggest for Ventura County/cities, and their partners to improve agricultural workforce housing:

Ventura Agricultural Workforce Housing Needs Study Employer Survey

Recommendations for Ventura County to Consider

If you would be interested in providing further input to the farmworker housing study, please e-mail Gabrielle Vignone of House Farm Workers! at: info@housefarmworkers.org

Ventura Agricultural Workforce Housing Needs Study Employer Survey

This is the end of the survey. THANK YOU for participating. If you would like additional information about the Ventura County Agricultural Workforce Housing Needs Study, please contact [xxxxx], at [xxxxx@xxx] or [805-xxx-xxxx].

APPENDIX B: SUMMARY OF EMPLOYER SURVEY QUESTIONS AND RESPONSES



Q1. What type of agricultural operations do you have? (choose all that apply)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Berries	17.95%	7
Citrus	69.23%	27
Avocados	64.10%	25
Rotational Crops (e.g., vegetable, herbs, hay, and other mass-produced crops)	10.26%	4
Cannabis/Hemp	0.00%	0
Other Indoor or Outdoor Nursery	7.69%	3
Other Crops (e.g., other specialty crops, aquaponics/aquaculture)	5.13%	2
Livestock operation (e.g., including cattle, dairy, goats, poultry, apiary)	0.00%	0
Farm Labor Contractor	5.13%	2
Packing house	10.26%	4
	Answered	39
	Skipped	1
Q2. Please review the attached map and select from the sub-county areas listed below where your agricultural operations are located. If you have operations outside of Ventura County, please limit your responses on this survey only to your operations in Ventura County.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Arroyo Santa Rosa Valley	5.13%	2
Fillmore	28.21%	11
Los Posas Valley	33.33%	13
Lower Ventura River Valley	2.56%	1
Ojai Valley	12.82%	5
Oxnard	41.03%	16
Pleasant Valley	12.82%	5
Piru	7.69%	3
Santa Paula	30.77%	12
Tierra Rejada	2.56%	1
Upper Ojai Valley	5.13%	2
Upper Ventura River Valley	5.13%	2
Ventura Mound	5.13%	2
Other Ventura County location not listed:	2.56%	1
• Somis		
	Answered	39
	Skipped	1

Q3. If you have a farm operation, approximately how many acres of farmland did you use for that operation IN 2022? (acres)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Up to 2 acres	3.13%	1
2.1 to 5.0 acres	3.13%	1
5.1 to 10.0 acres	0.00%	0
10.1 to 20.0 acres	6.25%	2
20.1 to 30.0 acres	3.13%	1
30.1 to 80.0 acres	25.00%	8
80.1 to 150.0 acres	6.25%	2
150.1 to 250.0 acres	12.50%	4
250.1 to 500.0 acres	12.50%	4
500.1 to 1,000.0 acres	15.63%	5
1,000.1 to 2,000.0 acres	3.13%	1
2,000.1 or more acres	9.38%	3
	Answered	32
	Skipped	8
Q4. If you have a livestock operation, approximately how many acres of land did you use for that operation IN 2022? (acres)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Up to 2 acres	0.00%	0
2.1 to 5.0 acres	0.00%	0
5.1 to 10.0 acres	0.00%	0
10.1 to 20.0 acres	0.00%	0
20.1 to 30.0 acres	0.00%	0
30.1 to 80.0 acres	0.00%	0
80.1 to 150.0 acres	0.00%	0
150.1 to 250.0 acres	0.00%	0
250.1 to 500.0 acres	33.33%	1
500.1 to 1,000.0 acres	33.33%	1
1,000.1 to 2,000.0 acres	0.00%	0
2,000.1 or more acres	33.33%	1
	Answered	3
	Skipped	37

Q5. If you have an outdoor nursery operation, approximately how many acres of land did you use for that operation IN 2022? (acres)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Up to 2 acres	42.86%	3
2.1 to 5.0 acres	14.29%	1
5.1 to 10.0 acres	0.00%	0
10.1 to 20.0 acres	14.29%	1
20.1 to 30.0 acres	14.29%	1
30.1 to 80.0 acres	14.29%	1
80.1 to 150.0 acres	0.00%	0
150.1 to 250.0 acres	0.00%	0
250.1 to 500.0 acres	0.00%	0
500.1 to 1,000.0 acres	0.00%	0
1,000.1 to 2,000.0 acres	0.00%	0
2,000.1 or more acres	0.00%	0
	Answered	7
	Skipped	33
Q6. If you have an indoor nursery operation, approximately how many square feet of land did you use for that operation in 2022? (square feet)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Less than 5,000 square feet	50.00%	3
5,000 to 9,999 square feet	16.67%	1
10,000 to 49,999 square feet	33.33%	2
50,000 to 99,999 square feet	0.00%	0
100,000 to 199,999 square feet	0.00%	0
200,000 to 299,999 square feet	0.00%	0
300,000 square feet or more	0.00%	0
	Answered	6
	Skipped	34

Q7. If you have an aquaponics or aquaculture operation, approximately how many square feet of land did you use for that operation in 2022? (square feet)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Less than 5,000 square feet	33.33%	1
5,000 to 9,999 square feet	33.33%	1
10,000 to 49,999 square feet	0.00%	0
50,000 to 99,999 square feet	0.00%	0
100,000 to 199,999 square feet	0.00%	0
200,000 to 299,999 square feet	33.33%	1
300,000 square feet or more	0.00%	0
	Answered	3
	Skipped	37

Q8. If you are a farm labor contractor or provide temporary labor for agricultural operations, approximately how many agricultural workers did you manage in 2022? (number of workers)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	20.00%	2
1 to 4 workers	10.00%	1
5 to 9 workers	0.00%	0
10 to 19 workers	10.00%	1
20 to 49 workers	10.00%	1
50 to 99 workers	20.00%	2
100 to 199 workers	10.00%	1
200 to 299 workers	0.00%	0
300 to 399 workers	10.00%	1
400 to 499 workers	0.00%	0
500 to 1,000 workers	10.00%	1
1,000 workers or more	0.00%	0
	Answered	10
	Skipped	30

Q9. If you manage a packing house, approximately how many people did you employ 2022? (number of workers)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	42.86%	3
1 to 4 workers	0.00%	0
5 to 9 workers	28.57%	2
10 to 19 workers	0.00%	0
20 to 49 workers	0.00%	0
50 to 99 workers	0.00%	0
100 to 199 workers	28.57%	2
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	7
	Skipped	33
Q10. How has the amount of land or building space used for production in your operations changed over the last five years (select one)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Increased	22.86%	8
Decreased	14.29%	5
Remained the same	62.86%	22
	Answered	35
	Skipped	5
Q11. If the amount of land or building space used for production in your operations has increased or decreased over the last five years, please provide a brief description of why your operation changed in size:		
Answered	7	
<ul style="list-style-type: none"> • More opportunity • Expanded insect rearing operations • Able to sell more product. Needed more space to do it • Additional acreage purchased in 2022 • Removal of non-permanent farm structures, trees planted in their place • Access to operating capital increased • New land purchased and developed 		
Skipped	33	

Q12. In a typical year, during which month or months do you use the most agricultural workers for your agricultural operations, whether employed directly or via a farm labor contractor or temporary staffing agency? (select the peak month or months from the list)

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
January	11.76%	4
February	11.76%	4
March	38.24%	13
April	52.94%	18
May	58.82%	20
June	44.12%	15
July	32.35%	11
August	26.47%	9
September	20.59%	7
October	14.71%	5
November	0.00%	0
December	5.88%	2
Consistent Employment All Year	17.65%	6
	Answered	34
	Skipped	6

Q13. Please indicate the number of general laborers that you utilized for your operations during your peak employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	12.50%	4
1 to 4 workers	12.50%	4
5 to 9 workers	12.50%	4
10 to 19 workers	15.63%	5
20 to 49 workers	28.13%	9
50 to 99 workers	6.25%	2
100 to 199 workers	6.25%	2
200 to 299 workers	3.13%	1
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	3.13%	1
1,000 workers or more	0.00%	0
	Answered	32
	Skipped	8

Q14. Please indicate the number of skilled laborers (e.g., irrigators, harvesters) that you utilized for your operations during your peak employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	9.09%	3
1 to 4 workers	15.15%	5
5 to 9 workers	12.12%	4
10 to 19 workers	24.24%	8
20 to 49 workers	24.24%	8
50 to 99 workers	12.12%	4
100 to 199 workers	0.00%	0
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	3.03%	1
	Answered	33
	Skipped	7

Q15. Please indicate the number of crew leaders/foreperson that you utilized for your operations during your peak employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	5.88%	2
1 to 4 workers	58.82%	20
5 to 9 workers	23.53%	8
10 to 19 workers	8.82%	3
20 to 49 workers	0.00%	0
50 to 99 workers	0.00%	0
100 to 199 workers	2.94%	1
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	34
	Skipped	6

Q16. Please indicate the number of supervisors that you utilized for your operations during your peak employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	21.88%	7
1 to 4 workers	59.38%	19
5 to 9 workers	15.63%	5
10 to 19 workers	3.13%	1
20 to 49 workers	0.00%	0
50 to 99 workers	0.00%	0
100 to 199 workers	0.00%	0
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	32
	Skipped	8

Q17. Please indicate the number of other agriculture workers that you utilized for your operations during your peak employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	36.00%	9
1 to 4 workers	28.00%	7
5 to 9 workers	12.00%	3
10 to 19 workers	4.00%	1
20 to 49 workers	8.00%	2
50 to 99 workers	4.00%	1
100 to 199 workers	4.00%	1
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	4.00%	1
1,000 workers or more	0.00%	0
	Answered	25
	Skipped	15

Q18. Please indicate the number of general laborers that you utilized for your operations during your lowest employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	18.52%	5
1 to 4 workers	37.04%	10
5 to 9 workers	14.81%	4
10 to 19 workers	7.41%	2
20 to 49 workers	7.41%	2
50 to 99 workers	11.11%	3
100 to 199 workers	0.00%	0
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	3.70%	1
1,000 workers or more	0.00%	0
	Answered	27
	Skipped	13
Q19. Please indicate the number of skilled laborers (e.g., irrigators, harvesters) that you utilized for your operations during your lowest employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	6.67%	2
1 to 4 workers	50.00%	15
5 to 9 workers	13.33%	4
10 to 19 workers	6.67%	2
20 to 49 workers	13.33%	4
50 to 99 workers	6.67%	2
100 to 199 workers	0.00%	0
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	3.33%	1
	Answered	30
	Skipped	10

Q20. Please indicate the number of crew leaders/foreperson that you utilized for your operations during your lowest employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	13.33%	4
1 to 4 workers	63.33%	19
5 to 9 workers	20.00%	6
10 to 19 workers	0.00%	0
20 to 49 workers	0.00%	0
50 to 99 workers	0.00%	0
100 to 199 workers	3.33%	1
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	30
	Skipped	10

Q21. Please indicate the number of supervisors that you utilized for your operations during your lowest employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	21.43%	6
1 to 4 workers	64.29%	18
5 to 9 workers	10.71%	3
10 to 19 workers	3.57%	1
20 to 49 workers	0.00%	0
50 to 99 workers	0.00%	0
100 to 199 workers	0.00%	0
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	28
	Skipped	12

Q22. Please indicate the number of other agriculture workers that you utilized for your operations during your lowest employment month or months of 2022. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies.

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	44.00%	11
1 to 4 workers	28.00%	7
5 to 9 workers	4.00%	1
10 to 19 workers	12.00%	3
20 to 49 workers	4.00%	1
50 to 99 workers	4.00%	1
100 to 199 workers	0.00%	0
200 to 299 workers	0.00%	0
300 to 399 workers	4.00%	1
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	25
	Skipped	15

Q23. During 2022, approximately how many agricultural workers did you utilize for more than 10 months?

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	9.68%	3
1 to 4 workers	29.03%	9
5 to 9 workers	9.68%	3
10 to 19 workers	25.81%	8
20 to 49 workers	6.45%	2
50 to 99 workers	12.90%	4
100 to 199 workers	3.23%	1
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	3.23%	1
	Answered	31
	Skipped	9

Q24. During 2022, approximately how many agricultural workers did you utilize for between 7 and 10 months?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	17.86%	5
1 to 4 workers	21.43%	6
5 to 9 workers	3.57%	1
10 to 19 workers	28.57%	8
20 to 49 workers	10.71%	3
50 to 99 workers	7.14%	2
100 to 199 workers	7.14%	2
200 to 299 workers	0.00%	0
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	3.57%	1
	Answered	28
	Skipped	12
Q25. During 2022, approximately how many agricultural workers did you utilize for between 3 and 6 months?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	21.43%	6
1 to 4 workers	14.29%	4
5 to 9 workers	3.57%	1
10 to 19 workers	10.71%	3
20 to 49 workers	25.00%	7
50 to 99 workers	14.29%	4
100 to 199 workers	3.57%	1
200 to 299 workers	3.57%	1
300 to 399 workers	0.00%	0
400 to 499 workers	3.57%	1
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	28
	Skipped	12

Q26. During 2022, approximately how many agricultural workers did you utilize for less than 3 months?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No workers other than owners	14.81%	4
1 to 4 workers	22.22%	6
5 to 9 workers	7.41%	2
10 to 19 workers	22.22%	6
20 to 49 workers	18.52%	5
50 to 99 workers	7.41%	2
100 to 199 workers	3.70%	1
200 to 299 workers	3.70%	1
300 to 399 workers	0.00%	0
400 to 499 workers	0.00%	0
500 to 1,000 workers	0.00%	0
1,000 workers or more	0.00%	0
	Answered	27
	Skipped	13
Q27. Please rate 2022 in terms of the number of workers you utilized throughout the year in your operations. Include direct employees as well as employees of farm labor contractors or temporary staffing agencies. (select one option below)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Above average number of employees	10.00%	3
Typical/average number of employees	90.00%	27
Below average number of employees	0.00%	0
	Answered	30
	Skipped	10
Q28. Were you able to hire all the employees you needed in 2022?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	50.00%	2
No	50.00%	2
	Answered	4
	Skipped	36
Q29. If the number of workers you utilized, whether employed directly or via farm labor contractors or temporary staffing agencies in 2022 was either above or below average, please provide a brief explanation:		
Answered	1	
<ul style="list-style-type: none"> New orchard development and large nursery crop. 		
Skipped	39	

Q30. In the past five years, would you say that the need for agricultural workers for your operations has (select one)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Increased	36.67%	11
Decreased	6.67%	2
Remained the same	56.67%	17
	Answered	30
	Skipped	10
Q31. Over the next five years, do you expect that the need for agricultural workers for your operations will: (select one)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Increase	38.71%	12
Decrease	6.45%	2
Reduce in labor needs due to increases in efficiency/advances in technology	9.68%	3
Remain the same	45.16%	14
	Answered	31
	Skipped	9
Q32. What are the most important factors that are anticipated to cause changes in your overall agricultural workforce requirements in the next five years? (select all that apply)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Increase in cultivated acreage or expanded greenhouse or nursery facilities	33.33%	8
Decrease in cultivated acreage or change in crops due to limited water availability	33.33%	8
Changes in crops grown that have different labor requirements	16.67%	4
Reductions in labor needs due to increases in efficiency	12.50%	3
Decrease in cultivated acreage or change in crops due to factor(s) other than water availability (please explain below)	16.67%	4
<ul style="list-style-type: none"> • Markets • Overall resource limitations and cost increases. Geographic diversification due to impact of climate change. • Lemon trees are old. May not replace. • Great increases in operating expenses make it harder for financial viability. 		
	Answered	24
	Skipped	16

Q33. Do you anticipate any other factors to cause changes in your overall agricultural workforce requirements in the next five years?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
No	72.41%	21
Yes (please explain)	27.59%	8
<ul style="list-style-type: none"> • Regulations • Potentially increasing number of guest workers to meet labor gaps • Financial capability to replant after Thomas Fire • More direct marketing opportunities • Retirements of long-time employees • Increasing cost of labor • Lack of employees 		
	Answered	29
	Skipped	11
Q34. Over the next five years, do you expect any of the following changes in agricultural workforce hiring patterns to occur in your own operations? (select all that apply)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
More permanent employees	31.03%	9
Fewer permanent employees	20.69%	6
No changes to permanent employees	34.48%	10
More local temporary/seasonal employees	10.34%	3
Fewer local temporary/seasonal employees	3.45%	1
No changes to temporary/seasonal employees	41.38%	12
More H-2A workers	20.69%	6
Fewer H-2A workers	3.45%	1
No change to H-2A workers	3.45%	1
	Answered	29
	Skipped	11
Q35. Does lack of workforce availability limit the scale/size of your agricultural operations at present?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	36.67%	11
No	63.33%	19
	Answered	30
	Skipped	10

Q36. Do you anticipate that a lack of workforce availability will limit the size/scale of your Ventura County agricultural operations in the future?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	63.33%	19
No	36.67%	11
	Answered	30
	Skipped	10

Q37. Please provide an estimate of the approximate percentage of the agricultural workers you employ on your own payroll (i.e., not contracted workers employed by others) who live permanently in Ventura County. (% of workers)		
<u>Answer Choices</u>	<u>Average Number</u>	<u>Responses</u>
H-2a workers	16%	15
Non-H-2a laborers	92%	26
Non-H-2a crew leaders/foremen/foreperson	103%	20
Non-H-2a supervisors	45%	21
Non-H-2a farm managers	54%	21
	Answered	27
	Skipped	13

Q38. If you do provide worker housing, please indicate what percentage of your total workforce you provide with onsite or offsite housing. (% of total employees in each type)		
<u>Answer Choices</u>	<u>Average Number</u>	<u>Responses</u>
H-2a workers in onsite housing (% of H-2a workers)	3%	12
H-2a workers in offsite housing (% of H-2a workers)	36%	11
Non-H-2a workers in onsite housing (% of non-H-2a workers)	39%	19
Non-H-2a workers in offsite housing (% of non-H-2a workers)	6%	14
	Answered	21
	Skipped	19

Q39. If you do provide worker housing, what percent of your agricultural workers live in worker housing that you provide? (% of workers)		
<u>Answer Choices</u>	<u>Average Number</u>	<u>Responses</u>
H-2a workers	30%	11
Non-H-2a laborers	41%	15
Non-H-2a crew leaders/foremen/foreperson	32%	14
Non-H-2a supervisors	22%	12
Non-H-2a farm managers	12%	13
	Answered	18
	Skipped	22
Q40. If you do provide worker housing for H-2a workers, how many of the following do you provide? (fill in the number for all types that you provide)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Dormitory, bunkhouse, barracks, or other group quarters housing (number of beds)	75.00%	3
Conventional house (units)	75.00%	3
Mobile/manufactured home (units)	75.00%	3
Recreational Vehicle (units)	75.00%	3
Apartment (units)	100.00%	4
Rented lodging accommodations (rooms)	75.00%	3
Other (please describe and give number of units)	75.00%	3
<ul style="list-style-type: none"> <i>[Respondents did not provide details]</i> 		
	Answered	4
	Skipped	36
Q41. If you do provide worker housing for non-H-2a workers, how many of the following do you provide? (fill in the number for all types that you provide)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Dormitory, bunkhouse, barracks, or other group quarters housing (number of beds)	28.57%	4
Conventional house (units)	71.43%	10
Mobile/manufactured home (units)	85.71%	12
Recreational Vehicle (units)	28.57%	4
Apartment (units)	28.57%	4
Rented lodging accommodations (rooms)	28.57%	4
Other (please describe and give number of units)	28.57%	4
<ul style="list-style-type: none"> Converted cargo container 		
	Answered	14
	Skipped	26

Q42. If you do provide worker housing for H-2a workers, what is the cost that workers pay for (fill in for all that apply). Please specify cost as per night, per week, or per month (e.g., fill in \$1,500 to \$2,000 per month if you have one home that you rent for \$1,500 per month and one home that you rent for \$2,000 per month).

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Dormitory, bunkhouse, barracks, or other group quarters housing - cost or range of cost per person: <i>(No rental rates given, as H-2A employers must provide housing)</i>	66.67%	2
Conventional house - cost or range of cost per unit: <i>(No rental rates given, as H-2A employers must provide housing)</i>	33.33%	1
Mobilehome/manufactured home - cost or range of cost per unit: <i>(No rental rates given, as H-2A employers must provide housing)</i>	33.33%	1
Recreational Vehicle - cost or range of cost per unit: <i>(No rental rates given, as H-2A employers must provide housing)</i>	33.33%	1
Apartment - cost or range of cost per unit: <i>(No rental rates given, as H-2A employers must provide housing)</i>	66.67%	2
Other unit type - cost or range of cost: <i>(No rental rates given, as H-2A employers must provide housing)</i>	0.00%	0
If other, please describe:	0.00%	0
	Answered	3
	Skipped	37

Q43. If you do provide worker housing for non-H-2a workers, what is the cost that workers pay for (fill in for all that apply). Please specify cost as per night, per week, or per month (e.g., fill in \$1,500 to \$2,000 per month if you have one home that you rent for \$1,500 per month and one home that you rent for \$2,000 per month).

<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Dormitory, bunkhouse, barracks, or other group quarters housing - cost or range of cost per person: <i>(Answers ranged from \$1 to \$100 per month)</i>	27.27%	3
Conventional house - cost or range of cost per unit: <i>(Answers ranged from \$600-\$800 to \$800 per month)</i>	63.64%	7
Mobilehome/manufactured home - cost or range of cost per unit: <i>(Answers ranged from \$600-\$800 to \$1,200 per month)</i>	81.82%	9
Recreational Vehicle - cost or range of cost per unit: <i>(No rental rates given)</i>	18.18%	2
Apartment - cost or range of cost per unit: <i>(No rental rates given)</i>	18.18%	2
Other unit type - cost or range of cost: <i>(No rental rates given)</i>	18.18%	2
If other, please describe: <i>(No rental rates given)</i>	9.09%	1
<ul style="list-style-type: none"> Housing included on farm, they do not pay, but are paid less 		
	Answered	11
	Skipped	29

Q44. If you do provide worker housing, do you provide housing for (select all that apply)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Laborers	85.71%	12
Crew leader/foreperson	57.14%	8
Supervisors	57.14%	8
Farm managers	35.71%	5
On-farm housing for farm owner	35.71%	5
Family members of farmworkers	42.86%	6
Other (please specify)	0.00%	0
	Answered	14
	Skipped	26
Q45. If you do provide worker housing, what is the typical occupancy rate of your worker housing for the foreseeable future? (please indicate the approximate percentage of your available worker housing that is occupied at different times of year)		
<u>Answer Choices</u>	<u>Average Number</u>	<u>Responses</u>
During the peak season? (% occupied)	100%	14
During the low season? (% occupied)	84%	13
	Answered	14
	Skipped	26
Q46. If you do provide worker housing now, do you intend to continue to provide worker housing?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	100.00%	14
No	0.00%	0
Don't know	0.00%	0
	Answered	14
	Skipped	26

Q47. If you will not be providing worker housing in the future or if you plan to discontinue providing worker housing, please indicate the primary reason(s). (select all that apply)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Too costly	16.67%	1
Regulations are too burdensome	50.00%	3
Do not want to manage housing	66.67%	4
Do not have adequate land or infrastructure (e.g., potable water, sewage disposal, etc.)	33.33%	2
Do not have control over the decision to build housing on the site (e.g., don't own the property)	16.67%	1
Concerns about employer liabilities	33.33%	2
Other (please specify)	33.33%	2
<ul style="list-style-type: none"> • Would need to build housing, etc and remove orchard. • Ventura County building restrictions in our area. 		
	Answered	6
	Skipped	34
Q48. If you do not provide worker housing currently or if you plan to discontinue providing worker housing, would you be interested in any of the following actions if government or non-profit resources can be made available to assist private owners to help improve the supply of worker housing (check all that apply)		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
None of the above	50.00%	6
I would consider building and managing new worker housing on my land.	16.67%	2
I would consider rehabilitating/remodeling existing buildings, trailers or other shelters on my land for use as worker housing.	0.00%	0
I would be willing to provide land if another organization built and managed the worker housing.	8.33%	1
I would consider contributing funding to assist with providing off-site worker housing.	50.00%	6
Other (please specify)	0.00%	0
	Answered	12
	Skipped	28

PLEASE INDICATE WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:		
Q49. Housing for agricultural worker families is available in sufficient numbers of accommodations.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	7.69%	2
No	76.92%	20
Don't know	15.38%	4
	Answered	26
	Skipped	14
Q50. Housing that is available for agricultural worker families is of adequate quality.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	20.00%	5
No	56.00%	14
Don't know	24.00%	6
	Answered	25
	Skipped	15
Q51. Housing for agricultural worker families is available in locations where it is needed.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	16.00%	4
No	60.00%	15
Don't know	24.00%	6
	Answered	25
	Skipped	15
Q52. Housing for agricultural worker families is available at cost affordable to workers.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	8.00%	2
No	68.00%	17
Don't know	24.00%	6
	Answered	25
	Skipped	15

Q53. Housing for unaccompanied agricultural workers is available in sufficient numbers of accommodations.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	0.00%	0
No	53.85%	14
Don't know	46.15%	12
	Answered	26
	Skipped	14
Q54. Housing that is available for unaccompanied agricultural workers is of adequate quality.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	0.00%	0
No	50.00%	13
Don't know	50.00%	13
	Answered	26
	Skipped	14
Q55. Housing for unaccompanied agricultural workers is available in locations where it is needed.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	7.69%	2
No	53.85%	14
Don't know	38.46%	10
	Answered	26
	Skipped	14
Q56. Housing for unaccompanied agricultural workers is available at cost affordable to workers.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	3.85%	1
No	53.85%	14
Don't know	42.31%	11
	Answered	26
	Skipped	14

Q57. Housing for migrant/H-2a agricultural workers is available in sufficient numbers of accommodations.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	4.00%	1
No	32.00%	8
Don't know	64.00%	16
	Answered	25
	Skipped	15
Q58. Housing that is available for migrant/H-2a agricultural workers is of adequate quality.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	25.00%	6
No	16.67%	4
Don't know	58.33%	14
	Answered	24
	Skipped	16
Q59. Housing that is available for migrant/H-2a agricultural workers is available in locations where it is needed.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	16.00%	4
No	28.00%	7
Don't know	56.00%	14
	Answered	25
	Skipped	15
Q60. Housing for migrant/H-2a agricultural workers is available at cost affordable to workers.		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	12.00%	3
No	20.00%	5
Don't know	68.00%	17
	Answered	25
	Skipped	15

Q61. Is lack of housing available for your workforce a limiting factor for your agricultural operations at present?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	40.00%	10
No	48.00%	12
Don't know	12.00%	3
	Answered	25
	Skipped	15
Q62. Do you anticipate that a lack of housing available for your workforce will be a limiting factor for your agricultural operations in the future?		
<u>Answer Choices</u>	<u>Response Percent</u>	<u>Responses</u>
Yes	72.00%	18
No	12.00%	3
Don't know	16.00%	4
	Answered	25
	Skipped	15
Q63. Please fill in any specific recommendations that you would suggest for Ventura County/cities, and their partners to improve agricultural workforce housing:		
Answered	11	
<ul style="list-style-type: none"> • Reduced regulation on housing-apartment permitting to help reduce costs? • Lack of housing has led to landowners having illegal/substandard dwellings for employees, -Less regulations for employees to house their workforce easier on their properties. Bring back labor camps • Financial incentives to farmers to maintain and improve existing housing and to increase on-site housing could increase housing quality and availability. This could be a win-win situation for farmers and employees and the community • Give employers tax credit for providing farm worker housing • Build more and at a faster rate • We would much prefer to hire local labor over H2A workers. While H2A labor may be available in the future, it is becoming prohibitively expensive. We could pay local workers a good wage and benefits for the same cost as an H2A worker. If Ventura County relaxed its sewer and water rules, it would be much more feasible to build housing on ag land. I suspect there is a lot of very old unregulated housing on farmland that farmers would like to improve but are unwilling to bring to the attention of the county, • Less Government Involvement and Project • Give individual farmers the right to have more homes, trailers, tiny homes, etc.....for their labor needs. DO NOT CENTRALIZE AG LABOR HOUSING! 		

<ul style="list-style-type: none"> • 1) The non-discretionary, standard farmworker housing plans approved by the County are a joke and a failure. County should seriously get behind allowed units to be developed on farms-make it easy & don't over-burden projects w/unnecessarily high costs of compliance/permitting. 2) Do more to mandate the Cities in the County allow/permit additional housing to be built. 3) Encourage development of multi-family housing by allowing buildings to be 5 stories tall. 4) Get away from mandating percentages of "affordable" units in a development and instead just get units built! Increasing supply will lower rents over time-it's all about supply & demand! Mandating higher percentages of "affordable housing" discourages development. If developers can't make the necessary margins in a project, they'll build somewhere else. 5) Think about lowering costs of permitting, including the time it takes to get a project approved to build. Builders/farm owners can't finance projects with long/uncertain entitlement timelines. Increase the speed/turnaround of permitting & stop holding up progress. None of this is new info, it's all been said before. It's time to actually make some changes and take action. • Housing must be permitted by VC county. These regulations eliminate the possibility of using trailers, RV's, where housing is required at the farm location. 		
Skipped	29	

APPENDIX C: FARMWORKER SURVEY INSTRUMENT

1. Farmworker Survey (English)
2. Farmworker Survey (Spanish)

FARMWORKER SURVEY

Interviewer Name: _____ Place of Interview: _____

Date: _____ Time: _____

Interview Conducted in:

- English
- Spanish
- Zapotec
- Mixtec
- Purepecha

INTRODUCTION

- Hi my name is....
- I work for the County of Ventura, Farmworker Resource Program.
- Ventura County and an organization called *House Farm Workers!* are conducting a study on the housing needs of agricultural workers. Your answers:
 - help identify what kind of housing agricultural workers occupy
 - what kind of housing problems they face
 - what type of housing would best meet their needs
 - We also want to understand housing costs and your ability to pay for housing, transportation needs, and health issues.
 - Survey information will be used to determine the best use of potential resources to help improve housing for the agricultural workforce
- **The survey is confidential and your individual answers will remain anonymous.**

PRE SCREENING

1. **Are you, your spouse/partner, or other immediate family member a Ventura County farmworker? (check all that apply)?**
 - a. Agricultural worker in Ventura County
 - b. Spouse/partner of Ventura County agricultural worker
 - c. Lives with other family member who is a Ventura County agricultural worker

Definition of agricultural worker: A person whose primary income is or was earned through permanent, seasonal, migrant agricultural labor. Agricultural labor includes planting, cultivating, harvesting, packing, distributing, and transporting crops, livestock, or aquaculture.

Work within Ventura County: Use map (**Figure 1 at end**) to confirm with the respondent that their workplace is in Ventura County if they are unclear on the boundary.

IF NO TO a., b., or c. ABOVE, PLEASE LET THE PERSON KNOW THEY DO NOT QUALIFY FOR THE SURVEY AND THANK THEM FOR THEIR TIME

2. **Have you already taken this survey, or has somebody else in your household (see definition of "Household")?**

IF YES TO ABOVE, PLEASE LET THE PERSON KNOW THAT WE CAN ONLY TAKE ONE SURVEY PER HOUSEHOLD AND THANK THEM FOR THEIR TIME. NOTE THAT IF THEY LIVE IN GROUP QUARTERS AND SOMEBODY ELSE IN THEIR GROUP QUARTERS HAS TAKEN THE SURVEY, IT IS OK FOR THIS PERSON TO ALSO TAKE THE SURVEY, AS THEY WILL BE ANSWERING QUESTIONS JUST FOR THEMSELF.

3. Are you an H2A worker? (Circle one) Yes / No

IF YES TO ABOVE, PLEASE LET THE PERSON KNOW THAT WE ARE ONLY SURVEYING NON-H-2a WORKERS AT THIS TIME AND THANK THEM FOR THEIR TIME.

- “Thank you for taking the time to take this survey. (assuming they pass the initial screening and have accepted to be interviewed). First, I will provide you with some instructions and then we’ll start the questions.”

GUIDELINES

- If you live in group housing (see definition of “Group housing”), respond only for yourself, not in reference to other people who share the group quarters
- If you are uncomfortable answering a question you don’t have to answer it; if you don’t understand a question, please ask me to clarify.
- The survey takes approximately 20-25 minutes to complete
- You will receive a \$25 gift card if you go through the whole survey.
- If you are not a farmworker, but you live with a farmworker, questions that are related to farm work should be answered with reference to the farmworker. *(For surveyor reference, this applies to survey questions marked with double asterisks **).*

RESPONDENT QUESTIONS ABOUT THE SURVEY

- Do you have any questions before we begin?

QUESTIONS ABOUT YOU

4. What gender do you identify with? (Check one)

- Male Female Rather not say/Non-binary/Not sure/Did not state

5. ** Where do you work as a farmworker in Ventura County? Name the nearest City/Town to where you work.

(Check all that apply)

- a. Camarillo/Somis
- b. Fillmore/Piru
- c. Meiners Oaks/Ojai (lower & upper)_____
- d. Moorpark
- e. Oxnard/Port Hueneme
- f. Santa Paula
- g. Simi Valley
- h. Thousand Oaks-Newbury
- i. Ventura
- j. Other *(Fill in _____)*

6. ** What type of crop/products or other agricultural work do you work with during the year? (Read options and select all that apply)

- a. Berries
- b. Citrus
- c. Avocados
- d. Rotational crops (e.g., vegetables, herbs, hay, and other mass-produced crops)
- e. Cannabis/hemp
- f. Other Indoor or Outdoor Nursery

- g. Other Crops (e.g., other specialty crops, aquaponics/aquaculture)
- h. Livestock operations (e.g., including cattle, dairy, goats, poultry, apiary)

7. ** What type of agricultural business do you work at? (Read options and select all that apply)

- a. on a Farm
- b. with Livestock (cattle, dairy, goats, poultry, apiary)
- c. for a Farm Labor Contractor
- d. in a Packing house
- e. Other

8. What is your age? (Fill in)**

Age: _____(years)

9. ** What is the highest level of schooling you have completed? (Check one)

- a. None
- b. Middle School/Junior High or below
- c. High School (e.g., 12th grade)
- d. Some college
- e. 4-Year college degree or higher

QUESTIONS ABOUT YOUR WORK

10. What is your job position? (Read options and select all that apply)**

- a. Laborer
- b. Packer
- c. Foreman/crew leader
- d. Picker/harvester
- e. Irrigator
- f. Supervisor
- g. Equipment operator or driver
- h. Manager
- i. Other: _____

11. ** What other kinds of work do you do other than agriculture? (Check all that apply)

- a. No other work/Only work in Ag
- b. Retail/Service
- c. Restaurant/Hospitality
- d. Manufacturing/Assembly/Fabrication
- e. Construction/Maintenance
- f. Office Work
- g. Child Care
- h. Other _____

12. **Did you work for more than one agricultural employer in 2022? If yes how many? (Check one)

- a. No, only one employer
- b. 2
- c. 3
- d. (Fill # if more than 3 _____)

13. ** Approximately how many months do you work in agriculture in Ventura County in a typical year (not pandemic) (Select best choice)

- a. Less than 3 months
- b. 3-6 months
- c. 6-9 months
- d. 9-12 months

14. ** When you are working in agriculture in Ventura County, about how many hours per week do you work? (Check one)

- a. 10 hours or less per week
- b. 10 to 20 hours per week
- c. 20 to 30 hours per week
- d. 30 to 40 hours per week
- e. 40 to 50 hours per week
- f. 50 to 60 hours per week
- g. more than 60 hours per week

15a. ** Did you work in agriculture in Ventura County as much as you wanted in 2022? (Circle one) Yes / No

15b. If NO, Why? (Check all that apply)

- a. Usual work not available
- b. Work week cut short
- c. Worked for (Fill in _____) months outside of Ventura County
- d. Had to care for children or sick relatives
- e. Was sick or disabled
- f. Other personal reasons
- g. Other reasons (Fill in _____)

16a. How long does it take to get from home to work (one way) for a typical work day in Ventura County? (Fill in number of minutes)**

- a. 15 minutes or less
- b. 15 to 30 minutes
- c. 30 to 45 minutes
- d. 45 minutes to 1 hour
- e. More than 1 hour

16b. How long does it take to get from work to home (one way) for a typical work day in Ventura County? (Fill in number of minutes)**

- a. 15 minutes or less
- b. 15 to 30 minutes
- c. 30 to 45 minutes
- d. 45 minutes to 1 hour
- e. More than 1 hour

17.** What kinds of transportation do you use to get to work for a typical work day? (Check all that apply)

- a. Walk
- b. Bicycle
- c. Personal vehicle by myself
- d. Carpool (vehicle owned by you or a co-worker, friend or relative)
- e. Public bus
- f. Bus or van provided by employer or CalVan
- g. Pay to get a ride from somebody (If so, how much do you pay per work day? \$_____)
- h. Other (Fill in _____)

QUESTIONS ABOUT YOUR LIVING SITUATION

18. Do you currently live in Ventura County (Circle one: Yes / No)

19. If YES to #18, Where do you currently live in Ventura County? (Check one)

- a. On farm where I work
- b. In or near a city/town (City/town Name _____)
- c. Elsewhere in Ventura County (Describe _____)

20. How many months during a typical year do you live in Ventura County? (Fill in number of months)

of Months: _____

IF NOT LIVING IN VENTURA COUNTY ALL YEAR:

21. Where do you live outside of Ventura County? (Check one)

- a. Elsewhere in Central Coast (coastal counties of Santa Barbara, SLO, Monterey, and Santa Cruz)
- b. Elsewhere in CA
- c. Outside of CA (Where? _____)

22. How many years have you lived in Ventura County (even if for only part of a year)? (Fill in number of years; enter "0" if they do not live in Ventura County)

of Years: _____

23. What kind of housing do you currently live in? (Read options. Check appropriate box. Ask for clarification as needed)

- a. Dormitory, barracks, bunkhouse
- b. House
- c. Mobile home/Trailer
- d. Apartment (If d., Does the respondent live in a market rate apartment, a farmworker housing complex, or other affordable housing project? (Check one below)
 - i. Market rate apartment
 - ii. Low-Income Farmworker housing (Fill in project name, city _____)
 - iii. Other low-Income housing (Fill in project name, city _____)
- e. Hotel/Motel
- f. Garage/shed
- g. Tent
- h. Motorhome/RV
- i. Car/Truck
- j. Other (Describe _____)

24a. Who do you usually live with? (Check one)

- a. Alone
- b. With family and relatives only
- c. With family and non-related adults and/or children
- d. Only with non-related adults and/or children

24b. What is the total number of people (Fill in number: _____)

24c. Who lives with you in your household? (Fill numbers of people of each type below)

- a. Spouse/Partner _____
- b. Own children under 18 _____
- c. Other non-related children under 18 _____
- d. Own adult children _____
- e. Other non-related adults _____

25. ** Do you have a spouse/partner and/or child(ren) under the age of 18 who do not live with you while you work in Ventura County (Circle one)? Yes / No (If "YES", check all that apply)

- a. Spouse/Partner
- b. Child(ren) under 18

26. ** If YES TO #25, Why do they live away from you? (Do not list options; check all that apply)

- a. Spouse is employed elsewhere
- b. Permanent family residence is elsewhere (Where? _____)
- c. No suitable or affordable housing for family
- d. Available housing is too far from schools/health care/shopping/services
- e. I came here for economic reasons but the rest of the family prefers to stay in the family home elsewhere
- f. Other _____

QUESTIONS ABOUT YOUR HOUSING

27. Within your housing unit, what rooms does your household have use of? Do not count rooms used by other people who are not part of your household. (Circle the number of each type of room that respondent's household uses.)

a. Bedroom(s) (Circle number: 1 2 3 4+)

bi. Bathroom(s) (Circle number: 1 2 3+)

bii. Is bathroom shared with people not in your household? (Circle one) Yes / No

c. Living room/Family Room/Den (s) (Circle number: 1 2 3+)

di. Kitchen separate from other rooms above (Circle one) Yes / No

dii. Is kitchen shared with other people? (Circle one) Yes / No

e. Other rooms not meant for habitation (e.g., garage, closet, porch, storage room, etc.)
(Describe _____)

28. How would you rate the physical condition of your current housing? (Read options, check best answer)

- a. Excellent
- b. Good
- c. Needs some minor maintenance or repair
- d. Needs major maintenance or repair

29. Are any repairs or changes needed to your current living quarters? (Remind respondent that answers are confidential. Check all that apply. If the initial answer is “none”, then confirm by asking about each of the broad categories.)

Pests/Mold/Smells

- a. Pest control
- b. Fix mold or mildew problems
- c. Eradicate unpleasant smells

Heating/Insulation/Weather Proofing

- d. Fix or improve heating (or lack of)
- e. fix or improve cooling (or lack of)
- f. Repair holes in exterior walls
- g. Repair roof leaks
- h. Fix/replace broken or missing windows
- i. Improve insulation/weather stripping
- j. Fix/replace broken or missing exterior doors

Kitchen/Bath/Laundry Problems

- k. There is no separate kitchen
- l. There is no bathroom
- m. There are no laundry facilities
- n. Fix broken or lack of working toilet
- m. Fix broken or lack of working shower/bath
- n. Fix broken or lack of working refrigerator
- o. Fix broken or lack of working stove

Water/Utility Problems

- p. Fix broken or lack of indoor running water
- q. Fix broken or lack of drinkable water
- r. Fix broken or lack of electricity
- s. Limit number of extension cords needed
- t. Fix broken sewer/septic system
- u. Provide regular garbage service

Other

- v. Fix/replace/provide smoke or carbon monoxide detectors
- w. Painting
- x. Repair flooring
- y. Fix or install window or door screens
- z. Fix/replace broken or missing stairs
- aa. Fix/replace broken or missing door locks or handles
- ab. Provide clean and adequate mattresses
- ac. Provide more/better parking
- ad. Improve access to public transit

ae. Other problems (Fill in any others mentioned by respondent below.)

QUESTIONS ABOUT YOUR HOUSING PREFERENCES

30. Ideally, where would you like to live in while working in Ventura County? (Check one)

- a. On farm where I work
- b. In or near a city/town (Fill in name of City/town _____)
- c. Elsewhere (Describe _____)

31. What kind of housing structure would you prefer to live in while working in Ventura County? (Check one)

- a. Dormitory, barracks, bunkhouse, or other group housing
- b. House
- c. Mobile home/trailer
- d. Motorhome/RV
- e. Apartment
- f. Other (describe _____)

32. What features are important to be near your home while working in Ventura County? *(Read choices and mark all that apply)*

- a. On or near work site
- b. Near other family members' work site
- c. Near childcare
- d. Near school
- e. Near grocery store
- f. Near laundromat
- g. Near church
- h. Near healthcare
- i. Near parks/recreation facilities
- j. In a town/city
- k. Near transportation services
- l. Other *(Fill in _____)*

33. If you could design your own home, how many bedrooms would it have? *(Circle one: 1 2 3 4+ bedrooms)*

QUESTIONS ABOUT YOUR EXPENSES & INCOME

34a. How do you pay for your housing? *(Circle one)*

- a. employer provides housing without charge
- b. employer provides housing for a fee (e.g., pay rent to employer)
- c. pays rent to another landlord (other than employer)
- d. own a mobile home/trailer/RV and rent land where it is placed
- e. own a housing unit

34b. IF THE RESPONDENT PAYS RENT: *(We want to know the total rent paid for the space your household uses, if rent is shared with others).*

i. About how much rent do you pay for your housing *(Fill in amount and circle how often they pay)*

\$ _____ per two weeks / two times per month / per week / per month / per night / per day worked

ii. Are any of the following utilities included? *(Read options, check all that apply)*

Water YES NO

Sewer YES NO

Garbage YES NO

Electric YES NO

Gas/Propane YES NO

iii. Are any meals included?

YES NO

iv. Do you have a signed rental/lease agreement/contract?

YES NO

34c. IF RESPONDENT IS A HOMEOWNER/MOBILEHOME OWNER:

How much is your monthly housing cost (*total amount paid by all household members if rent/costs shared*), including mortgage (if applicable), mobilehome space rent (if applicable), property taxes, and homeowner’s insurance? (*Fill in amount*) \$ _____ per month

35a. Please tell me about the income that you and others you live with earned in 2022 (*Only need to fill out for Respondent if she/he lives in dormitory or barracks type group housing; if living in house, apartment, trailer, etc. with others, please fill out for Respondent and Other Adults in same household. If respondent cannot provide a specific dollar amount, fill in code below for income range, or “do not know” or “prefer not to say” as applicable*)

	Approximate annual income from all sources in 2022, before taxes (<i>Fill in actual amount or letter code if within a range</i>)	Did this person average more than 20 hours of AGRICULTURAL work per week?	Did this person earn MORE THAN half of their individual annual income from agricultural work in 2022?
Respondent	\$	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
All Other Adults and children 15 or over in Household	\$		
Total Household Income (<i>Please confirm with respondent</i>)	\$		

Ranges:

- a. \$0 to \$500 b. \$500 to \$999 c. \$1,000 to \$2,499 d. \$2,500 to \$4,999
- e. \$5,000 to \$7,499 f. \$7,500 to \$9,999 g. \$10,000 to \$12,499 h. \$12,500 to \$14,999
- i. \$15,000 to \$17,499 j. \$17,500 to \$19,999 k. \$20,000 to \$22,499 l. \$22,500 to \$24,999
- m. \$25,000 to \$27,499 n. \$27,500 to \$29,999 o. \$30,000 to \$32,499 p. \$32,500 to \$34,999 q.
- \$35,000 to \$37,499 r. \$37,500 to \$39,999 s. \$40,000 to \$49,999 t. \$50,000 to \$59,999
- u. \$60,000 to \$69,999 v. \$70,000 to \$79,999 w. \$80,000 to \$89,999 x. \$90,000 to \$99,999
- y. \$100,000 or more z. Don’t know aa. Prefer not to say

IF “Yes” TO AVERAGING MORE THAN 20 HOURS OF AGRICULTURAL WORK PER WEEK AND “Yes” TO EARNING MORE THAN HALF OF THEIR INDIVIDUAL INCOME FROM AGRICULTURAL WORK IN 2022, OR THERE ARE NO OTHER ADULTS OR CHILDREN 15 OR OVER IN THE HOUSEHOLD WHO EARN INCOME, SKIP TO QUESTION #36

35b. If there are other income earners beside the farmworker or the farmworker they are answering for, are there any adults aged 18 or over in the household that averaged more than 20 hours of AGRICULTURAL work per week AND earned more than half of their individual income from AGRICULTURAL work in 2022? (Circle one) Yes / No

36. Are there any living costs that you struggle to meet in your household budget? *(Read options, check all that apply.)*

- a. Housing costs (e.g., rent)
- b. Food
- c. Childcare
- d. Transportation
- e. Healthcare
- f. Utilities
- g. Other *(Fill in _____)*

37. What challenges do you face when you apply for assistance programs to help with rent, housing conditions, transportation, or other needs? *(Let respondent answer; check all that apply and fill in responses)*

- a. Do not know what assistance is available/have not heard of any programs
- b. Language barriers
- c. Do not know how/where to apply for assistance
- d. Unsure if I am eligible
- e. I applied but did not get anything
- f. Could not access due to lack of transportation
- g. Other *(Fill in _____)*

38. Is there anything else you want to add about your housing needs that we did not cover in the survey?

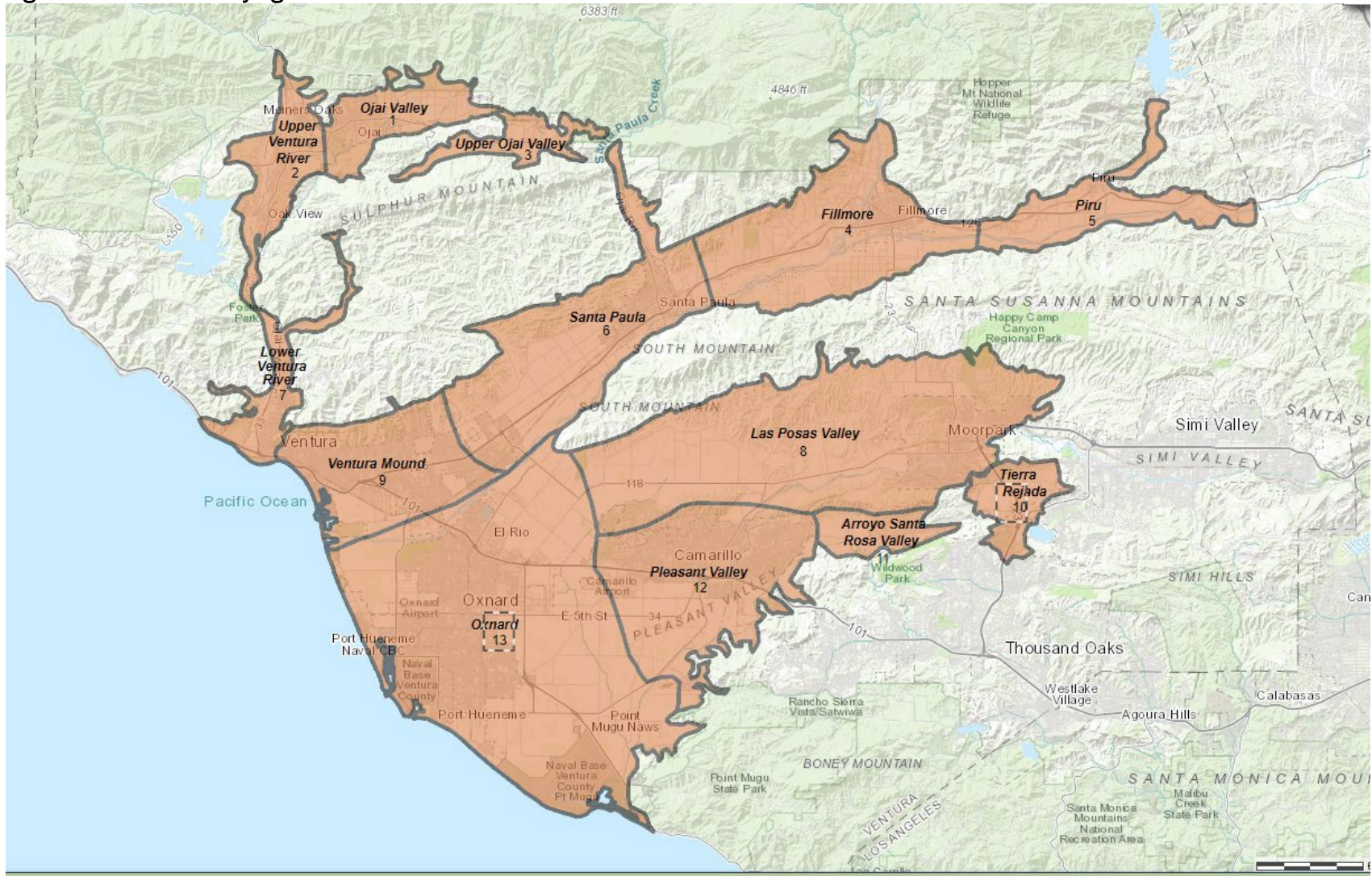
CLOSING

- Thank you for your time and participation

39. Provide participation gift card *(Fill in Card #_____)*.

- Express appreciation.
- If not living in dormitory/barracks: we only want to survey one person per household, please tell other people in your household that you participated in the survey today
- Questions? Suggestions? Comments

Figure 1: Ventura County Agricultural Sub-Areas



1. INFORMACIÓN PREVIA A LA ENTREVISTA

1. Nombre del entrevistador:

2. Lugar de la entrevista:

3. Fecha y hora:

Fecha y hora de la entrevista

Date	Time	AM/PM
<input type="text" value="MM/DD/YYYY"/>	<input type="text" value="hh"/> <input type="text" value="mm"/>	<input type="text" value="-"/>

4. Entrevista realizada en:

- Inglés
- Español
- Zapoteco
- Mixteco
- Purépecha

2. PRE-SELECCIÓN

5. ¿Es usted, su cónyuge/pareja, o algún miembro familiar cercano un trabajador agrícola en el condado de Ventura?

- Trabajador agrícola en el condado de Ventura
- Cónyuge/pareja de un trabajador agrícola en el condado de Ventura
- Vive con algún miembro de familia que es trabajador agrícola en el condado de Ventura

* 6. ¿Ha realizado ya esta encuesta usted u otra persona de su hogar (véase la definición de "hogar")?

- Sí
- No

* 7. ¿Es un trabajador H2A?

- Sí
- No

3. PREGUNTAS SOBRE USTED

8. ¿Con qué género se identifica?

- Masculino
- Femenino
- Prefiero no decirlo/No binario/No estoy seguro/No lo he declarado

9. ¿Como trabajador agrícola en qué lugar del Condado de Ventura está trabajando?

- Camarillo/Somis
- Fillmore/Piru
- Meiners Oaks/Ojai (inferior & superior)
- Moorpark
- Oxnard/Port Hueneme
- Santa Paula
- Simi Valley
- Thousand Oaks-Newbury Park
- Ventura
- Otro (Escríballo)

10. ¿Con que cultivos/productos u otros trabajos agrícolas trabaja durante el año?

- Bayas
- Cítricos
- Aguacates
- Cultivos de rotación (por ejemplo: vegetales, especias/hierbas, heno y otros cultivos de producción masiva)
- Cannabis (marihuana)
- Otros viveros de interior o exterior
- Otros cultivos (Por ejemplo: otros cultivos especializados, acuaponía/acuicultura)
- Producción en ganadería (por ejemplo: ganado vacuno, vacas lecheras, cabras, aves de corral, colmenares)

11. ¿Con qué tipo de compañía agrícola trabaja? (lea las opciones y marque todas las que correspondan)

- En el campo
- Con ganados (por ejemplo; vacuno, lechero, caprino, aves de corral, colmenar)
- Para un contratista de trabajo agrícola
- En una empacadora
- Otros

12. ¿Cuántos años tiene?

13. ¿Cuál es el nivel más alto de estudio que completo?

- Ninguno
- Secundaria o más bajo
- Preparatoria
- Algunos estudios universitarios
- Título universitario

4. PREGUNTAS SOBRE SU TRABAJO

14. ¿Cuál es su puesto de trabajo? (lea las opciones y marque todas las que correspondan)

- Obrero
- Envasador/Empacador
- Mayordomo/jefe de cuadrilla
- Recolector/cosechador
- Regador
- Supervisor
- Operador o conductor de equipos
- Encargado/Gerente
- Otro

15. ¿Qué otro tipo de trabajo realiza aparte de la agricultura? (marque todas las que correspondan)

- Ningún otro trabajo/Solamente en la Agricultura
- Comercio/Servicios
- Restaurante/Hostelería (fonda)
- Fabricación/ Montaje
- Construcción/Mantenimiento
- Trabajos de oficina
- Cuidado de niños
- Otro

16. ¿Trabajó con más de una compañía agrícola en 2022? En caso de que sí, ¿cuántos?
(Marque uno)

- No, solamente con uno
- 2
- 3
- (Escríbalo # si son más de 3)

17. Alrededor de cuántos meses trabaja en la agricultura en el condado de Ventura en un año normal (no pandémico) (Marque la mejor opción)

- Menos de 3 meses
- 3-6 meses
- 6-9 meses
- 9-12 meses

18. Durante el tiempo que trabaja en la agricultura en el condado de Ventura ¿Cuántas horas trabaja por semana? (marque uno)

- 10 horas o menos por semana
- 10 a 20 horas por semana
- 20 a 30 horas por semana
- 30 a 40 horas por semana
- 40 a 50 horas por semana
- 50 a 60 horas por semana
- más de 60 horas por semana

19. Durante 2022 ¿Trabajó en la agricultura en el condado de Ventura suficiente o como lo hubiera deseado? (marque uno)

- Si
- No

5. PREGUNTAS SOBRE SU TRABAJO

20. Si la respuesta es NO, ¿Por qué? (marque todos los que correspondan)

- Trabajo habitual no disponible
- Semana laboral con muy pocas horas
- Trabaje fuera del condado de Ventura
- Tuve que cuidar de niños o familiares enfermos
- Estaba enfermo o incapacitado
- Otras razones personales
- Otras razones (indíquelo)

21. Si la respuesta es opción tres: ¿cuantos meses trabajó fuera del condado de Ventura?

6. PREGUNTAS SOBRE SU TRABAJO

22. ¿Cuánto se tarda en llegar a su trabajo en un día normal de trabajo en el condado de Ventura (sólo ida, de su casa al trabajo)? (Marque el número de minutos)

- 15 minutos o menos
- 15 a 30 minutos
- 30 a 45 minutos
- 45 minutos a 1 hora
- Mas de 1 hora

23. ¿Cuánto se tarda en regresar a su casa en un día normal de trabajo en el condado de Ventura (sólo de regreso, de su trabajo a su casa)? (Marque el número de minutos)

- 15 minutos o menos
- 15 a 30 minutos
- 30 a 45 minutos
- 45 minutos a 1 hora
- Mas de 1 hora

24. ¿Qué medios de transporte utiliza para ir al trabajo en un día normal? (Marque todo lo que corresponda)

- A pie
- Bicicleta
- Vehículo personal
- Coche compartido (vehículo de propiedad suya o de un compañero de su trabajo, amigo o pariente)
- Autobús publico
- Autobús o camioneta proporcionados por el empleador
- Pagar para que alguien lo lleve
- Otro (Escríballo)

25. En caso afirmativo de opción siete "Pagar para que alguien lo lleve", ¿cuánto paga por día de trabajo?

7. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

26. Vive actualmente en el condado de Ventura (Marque uno: Si / No)

- Sí
- No

8. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

27. ¿Dónde vive actualmente en el condado de Ventura? (Marque uno)

- En el lugar donde trabajo
- En una ciudad/pueblo o cerca ahí
- En otro lugar del condado de Ventura

28. Nombre de la ciudad/pueblo

29. En otro lugar del condado de Ventura: Describa

9. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

30. ¿Dónde vive fuera del condado de Ventura? (Marque una opción)

- En otro lugar de la costa central (condados costeros de Santa Bárbara, Salinas, SLO, Monterey y Santa Cruz)
- En otro lugar de CA
- Fuera de California (¿Dónde?)

10. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

31. Durante un año típico, ¿cuántos meses vive en el condado de Ventura? (Escriba el número de meses)

32. ¿Cuántos años lleva viviendo en el condado de Ventura (aunque sólo sea parte del año)? (Escriba el número de años; escriba "0" si no vive en el condado de Ventura)

33. ¿En qué tipo de vivienda vive actualmente? (Lea las opciones. Marque la casilla que corresponda. Pida aclaraciones si es necesario)

- Dormitorio
- Casa
- Casa móvil/remolque
- Apartamento a no elegible para descuentos
- Vivienda para trabajadores agrícolas de bajos ingresos
- Otras viviendas de renta baja
- Hotel/Motel
- Garaje/cobertizo
- Tienda de campaña
- Autocaravana/RV
- Coche/Camión
- Otro (Describa)

11. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

34. Si marque "Vivienda para trabajadores agrícolas de bajos ingresos": Escriba el nombre del proyecto, la ciudad

35. Si marque "Otras viviendas de renta baja": Escriba el nombre del proyecto, ciudad

12. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

36. ¿Con quién vive? (Marque una opción)

- Solo
- Sólo con familiares y parientes
- Con familiares y adultos y/o niños no emparentados
- Sólo con adultos y/o niños no emparentados

37. ¿Quién vive con usted en su hogar? (Escriba a continuación el número de personas de cada tipo)

- Cónyuge/pareja
- Hijos propios menores de 18 años
- Otros hijos ajenos menores de 18 años
- Hijos propios mayores de edad
- Otros adultos no emparentados

38. ¿Con cuántas personas vive? (Escriba el número)

39. ¿Tiene a su cónyuge/pareja o a sus hijos menores de 18 años que no viven con usted mientras trabaja en el condado de Ventura? (Marque uno)

- Sí
- No

13. PREGUNTAS SOBRE SU SITUACIÓN DE VIVIENDA

40. ¿Tiene a su cónyuge/pareja o a sus hijos menores de 18 años que no viven con usted mientras trabaja en el condado de Ventura? Marque todo lo que corresponda

- Cónyuge/Pareja
- Hijo(s) menor(es) de 18 años

41. ¿Por qué viven lejos de usted? (no enumere las opciones; marque todas las que correspondan)

- El cónyuge/pareja trabaja en otro lugar
- La residencia familiar permanente está en otro lugar
- No hay vivienda accesible para la familia
- La vivienda disponible está demasiado lejos de la escuela/atención médica/centros comerciales/servicios
- Vine aquí por motivos económicos, el resto de la familia prefiere quedarse en el hogar familiar en otro lugar
- Otros

14. PREGUNTAS SOBRE SU VIVIENDA

42. Dentro de donde vive, ¿Cuáles son las habitaciones que usted y su familia usan? No cuente las habitaciones utilizadas por otras personas que no formen parte de su hogar. (Seleccione el número de cada tipo de habitación que utiliza el hogar del encuestado)

Cuarto(s)

Baño(s)

Sala/sala familiar/sala de estar (guarida)

Cocina separada de otras habitaciones anteriormente mencionado

43. ¿Comparte el baño con personas ajenas a su hogar?

Sí

No

44. ¿Se comparte la cocina con otras personas?

Sí

No

45. Otras habitaciones no destinadas a vivienda (por ejemplo, garaje, armario, porche, trastero, etc.) (Describa)

46. ¿Cómo calificaría el estado físico de su vivienda actual? (Lea las opciones, marque la mejor respuesta)

Excelente

Bueno

Necesita algún tipo de mantenimiento o reparación menor

Necesita un mantenimiento o reparación mayor

47. ¿Se necesita hacer algún cambio o reparación en su vivienda actual?

Si

No

15. PREGUNTAS SOBRE SU VIVIENDA

Especificar los cambios o reparaciones:

48. Plagas/moho/olores (Marque todas las que correspondan)

- Control de plagas
- Solucionar problemas de moho u hongos
- Eliminar olores desagradables

49. Calefacción/aislamiento/protección contra el clima (Marque todas las que correspondan)

- Arreglar o mejorar la calefacción (o la falta de ella)
- Arreglar o mejorar el sistema de enfriamiento (o la falta de ella)
- Reparar agujeros en paredes exteriores
- Reparar las goteras del techo
- Reparar o reemplazar ventanas rotas o que falten
- Mejorar el aislamiento y el sistema de protección contra la humedad
- Reparar o reemplazar puertas exteriores rotas o que falten

50. Problemas en la cocina/baño (Marque todas las que correspondan)

- No hay una cocina separada
- No hay baño
- No hay lavadora
- Arreglar el baño descompuesto o inservible
- Arreglar ducha/bañera descompuesta o inservible
- Arreglar refrigerador descompuesto o inservible
- Arreglar estufa descompuesta o inservible

51. Agua/problemas de servicios públicos (Marque todas las que correspondan)

- Arreglar el mal estado o falta de agua en el interior
- Arreglar el mal estado o falta de agua potable
- Arreglar el mal estado o la falta de electricidad
- Limitar el número de cables de extensión necesarias
- Arreglar el mal estado del alcantarillado/sistema séptico
- Ofrecer un servicio constante de recolección de basura

52. Otros (Marque todas las que correspondan)

- Reparar/reemplazar/proveer detectores de humo o monóxido de carbono
- Pintar
- Reparar el piso
- Reparar o instalar mosquiteras en ventanas o puertas
- Reparar/reemplazar escaleras rotas o que faltan
- Reparar/reemplazar cerraduras o manillas de puertas rotas o que faltan
- Proveer colchones limpios y adecuados
- Proveer mas/mejores estacionamientos
- Mejorar el acceso al transporte publico
- Otros problemas

16. PREGUNTAS SOBRE SUS PREFERENCIAS DE VIVIENDA

53. Idealmente, ¿En dónde le gustaría vivir mientras trabaja en el condado de Ventura?
(Marque una opción)

- En el campo/rancho donde trabajo
- En o cerca de una ciudad/pueblo
- En otro lugar (Describa)

17. PREGUNTAS SOBRE SUS PREFERENCIAS DE VIVIENDA

54. Indique el nombre de la ciudad/pueblo

18. PREGUNTAS SOBRE SU VIVIENDA

55. ¿En qué tipo de estructura de vivienda prefiere vivir mientras trabaja en el condado de Ventura? (Marque una opción)

- Dormitorio, otra vivienda colectiva
- Casa
- Casa móvil/remolque
- Autocaravana/RV
- Apartamento
- Otro (describa)

56. ¿Qué características son importantes para estar cerca de su casa mientras trabaja en el condado de Ventura? (Lea las opciones y marque todas las que correspondan)

- En el lugar donde trabajo o cerca de ahí
- Cerca del lugar de trabajo de otros miembros de la familia
- Cerca de una guardería
- Cerca de la escuela
- Cerca de la tienda de alimentos
- Cerca de la lavandería
- Cerca de la iglesia
- Cerca de atención médica
- Cerca de parques/instalaciones recreativas
- En un pueblo/ciudad
- Cerca de servicios de transporte
- Otro (Escríbalos)

57. Si pudiese diseñar su propia casa, ¿cuántos cuartos tendría?

- 1
- 2
- 3
- 4+

19. PREGUNTAS SOBRE SUS GASTOS E INGRESOS

58. ¿A quién le paga por su vivienda?

- El empleador le proporciona la vivienda sin costo alguno
- El empleador le proporciona la vivienda a cambio de un pago (por ejemplo, paga el alquiler al empleador)
- Paga el alquiler a otro rentero (distinto del empleador)
- Es propietario de una casa móvil/remolque/caravana y alquila el terreno donde está colocada
- Es propietario de una casa

20. PREGUNTAS SOBRE SUS GASTOS E INGRESOS

59. SI EL ENCUESTADO PAGA ALQUILER: Aproximadamente, ¿cuánto paga de alquiler por su vivienda por mes?

60. ¿Está incluido alguno de los siguientes servicios públicos? (Lea las opciones, seleccionar todas las que correspondan)

- Agua
- Alcantarillado
- Basura
- Electricidad
- Gas/propano

61. ¿Se incluye alguna comida?

- Sí
- No

62. ¿Tiene un acuerdo o contrato de alquiler firmado?

- Sí
- No

21. PREGUNTAS SOBRE SUS GASTOS E INGRESOS

63. SI EL ENCUESTADO ES PROPIETARIO DE UNA CASA O CASA MOBIL(REMOLQUE):

¿Cuánto paga al mes por el costo total, incluyendo la hipoteca (si procede), el alquiler del espacio de la casa móvil (si procede), los impuestos de propiedad y el seguro del propietario? (cantidad total pagado por todos los miembros del hogar si los costos se comparten) (Escriba la cantidad)

22. PREGUNTAS SOBRE SUS GASTOS E INGRESOS

64. Por favor, díganos cuáles fueron los ingresos que usted y las personas con las que vive ganaron en 2022 (Si vive en una casa colectiva tipo dormitorio o cuartel, sólo necesita responder para la persona encuestada; si vive en una casa, apartamento, remolque, etc. con otras personas, por favor responda para la persona encuestada y para otros adultos en el mismo hogar. Si el encuestado no puede indicar una cantidad específica en dólares, escriba el rango de ingresos que está a continuación, o "no sabe" o "prefiere no decirlo", según corresponda.)

	Ingresos anuales aproximados procedentes de todas las fuentes en 2022, antes de impuestos	¿Trabajo un promedio de más de 20 horas por semana en un trabajo agrícola?	¿Obtuvo MAS de la mitad de sus ingresos anuales de un trabajo agrícola en 2022?
Persona encuestada	<input type="text"/>	<input type="text"/>	<input type="text"/>
Todos los demás adultos del hogar	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total (Confírmelo con el encuestado)	<input type="text"/>	<input type="text"/>	<input type="text"/>

65. Si hubo otros ingresos separados de lo que gana el trabajador agrícola o el trabajador agrícola por quien están contestando ¿algún otro adulto de 18 años o mayor trabajo un promedio de más de 20 horas por semana en la agricultura y gana más de la mitad de sus ingresos individuales en un trabajo agrícola en el 2022? (Marque una opción)

- Sí
 No

66. ¿Tiene algún gasto de necesidades básicas que le cueste pagar con su presupuesto familiar? (Lea las opciones, seleccionar todas las que correspondan)

- Vivienda
 Alimentación
 Cuidado de niños
 Transporte
 Asistencia medica
 Servicios públicos
 Otros (Escríbalos)

67. ¿A qué dificultades se enfrenta cuando solicita programas de asistencia pública que le puedan ayudar con; con el pago del alquiler, las condiciones de su vivienda, y el transporte u otras necesidades? (marque todo lo que corresponda y rellene las respuestas)

- No sabe qué ayudas hay disponibles/no ha oído hablar de ningún programa
- Barreras lingüísticas
- No sabe cómo/dónde solicitar la ayuda
- No estoy seguro de reunir los requisitos necesarios
- Presenté la solicitud, pero no obtuve nada
- No pude acceder por falta de transporte
- Otro (Escríballo)

68. ¿Hay algo más que quiera añadir sobre sus necesidades de vivienda que no hayamos cubierto en la encuesta?

23. CONCLUSION

69. Entregar la tarjeta regalo de participación (Escribir el # de tarjeta)

APPENDIX D: COMMUNICATION PLAN MATERIALS

1. Employer Survey Communications Plan, prepared by the Project Coordination Committee
 2. Employer Survey flyer, distributed by email
 3. Farmworker Survey Communications Plan, prepared by Farmworker Resource Program
 4. Farmworker Survey Handout (English and Spanish), and information on FRP
 5. Videos introducing the Farmworker Survey, created by Farmworker Resource Program in Spanish, Mixteco, Purepecha, Zapoteco, and English
 6. Press Release about the Farmworker Survey Implementation
-

Employer Communications Plan

OVERVIEW

“The Ventura County Farmworker Housing Study and Action Plan is intended to gain accurate understanding of the number of farmworkers in the County, along with updated farm labor trends affecting agricultural workforce needs. In addition to providing stakeholders and decisionmakers with the tools necessary to identify opportunities and constraints to producing additional farmworker housing, the study seeks to give a voice to the County’s farmworkers, specifically related to local housing needs for this vulnerable, yet essential population.

This information can then be utilized by County and City governments, affordable housing providers and organizations, farmworker advocate organizations, and other public and private sectors including healthcare, transportation, and education, to focus on meeting verified farmworker needs, including the development of innovative models for housing provision and identifying gaps in social services.” (<https://vcrma.org/en/project-overview>)

RFP GOAL

- Employers must be aware of the survey, and that they may be asked to help facilitate participation of their employees and participate themselves.

RFP SPECIFICATIONS

The recommended approach of communication requested is by radio, Public Service Announcements, print newsletters or brochures, e-newsletters, press-releases distributed to print and television news sources, and social media.

The communication plan should include a description and schedule of proposed communications and will go through an Administrative Draft, Public Review Draft, and Final review.

AUDIENCE

Employer- Ventura County Agricultural Employers.

KEY MESSAGE

The County of Ventura and *House Farm Workers! (HFW!)*, will be conducting a survey of conditions and needs of farmworkers living in Ventura County. Employers, Stakeholders and Farmworkers will be surveyed.

The survey is a component of the Ventura County Farmworker Housing Study and Action Plan and its results will be utilized by County and City governments, housing providers and organizations, ag employers, and other key stakeholders to meet verified farmworker needs, including the development of innovative models for producing the type and amount of housing necessary to serve this important population.

In order to make sure that the survey asks all the important questions, we are asking you to respond to this online questionnaire. Your participation in the survey process as a survey respondent and also as a facilitator for farmworker engagement is important to the success of this survey.

OUTREACH

The Employer Surveys will be determined by researching who the agricultural employers are in the County.

BAE Urban Economics will create the Employer Survey questions in an online survey. After review and approval by the Coordination Committee the survey link will be created. BAE has recommended a test of 6-8 employers to take the survey and provide feedback. The Project Manager would then “collect feedback from the pre-test participants and relay that information to BAE, and the Steering Committee, and the group will determine any appropriate refinements. BAE will finalize the Employer Survey based on the feedback received. Once the revised survey is ready, BAE will provide the URL and a survey introduction sheet to the Farm Bureau, the Agricultural Commissioner, and any other organizations that include farmworker employers in their constituencies (“survey partners”) to distribute and encourage their members/contacts/constituents to complete the survey.” (BAE Survey Methodology) Additional agricultural organizations are listed in this document.

The Project Manager and members of *HFW!* have reached out to the Farm Bureau of Ventura County for guidance on how to spread the word with the agricultural community before the survey emails go out to employers and for their community contacts.

The Farm Bureau of Ventura County (FB) has 25% of the local agricultural employers’ contact information and is willing to send to its contact list and in addition has offered to request an employer list from the Agricultural Commissioner.

The FB has also offered to place a blurb about the survey in their newspaper, *AG Alert*, and made a recommendation to spread the word about the survey to the agricultural community by reaching out to the Strawberry Commission, Avocado Commission, and Light and Gabler Law

Offices for inclusion in their newsletters. The Project Manager will create a letter based off of the survey intro letter created by BAE and will issue it to *HFW!*, FB and the County of Ventura for signature, for use in newsletters.

In addition, the Project Manager will also reach out to Quality AG Inc. a local ranch management company, the Ventura County Agricultural Policy Advisory Committee, (APAC), the UC Cooperative Extension Ventura County (UCCE), the Ventura County Agricultural Association, and the Coalition of Labor, Agriculture and Business to alert them of the study and ask for inclusion in any of their print or e-newsletters. The Project Manager will also create flyers that list in a bullet point fashion the benefits of an employer completing the Employer Survey and encouraging their employees to complete the farmworker survey, emphasizing that they will not see how employees answered. Hard copies of the flyers will be dropped off to employers. An offer a random employer participation prize will also be used to encourage participation. The Project Manager will issue a press release about the survey, which will automatically be posted on the *House Farm Workers!* website. The Project Manager will also post information about the survey on its social media platforms.

A brief informational conversation about the survey and study was had during the *HFW!* Bus Tour on 12/07/2022, sharing the information with numerous community members.

If time and State public health regulations allow for an in person or virtual event to engage and encourage employers with a live Q&A format prior to the survey being released, one will be held.

FOLLOW UP

The Project Manager will request an update of the number of surveys received by BAE and will follow up with the guidance of bae to unresponsive employers by email.

EMPLOYER FOCUS GROUPS

The Project Manager will arrange and attend an employer focus group after the completion of the Employer Surveys. Topic of focus group TBD.

ATTACHMENTS

- Timeline
- Grower Flyer
- AC Bullet Point List
- Press Release (To be created)
- Letter of Introduction (To be created based on BAE's survey intro letter)



Ventura County Farmworker Housing Study

Employer Survey

Coordinated and Funded By The County of Ventura, and All Ten Cities

Take the Survey

If you have already taken the survey, Thank You.



Reasons To Complete The Survey

- To Provide An Employer's Outlook on Farmworker Housing.
- To Educate About Agricultural Practices/Industry.
- To Get Grants and Other Resources Provided.



Reasons To Encourage Your Employees To Take The Farmworker Survey

- To understand workforce needs.
- To Translate Data Into Farmworker Housing.



If You Are Interested In Hosting Farmworker Surveys

- Please contact info@housefarmworkers.org
- Farmworker surveys should take 30 – 60 minutes.
- Staff from the County's Farm Worker Resource Program will conduct the surveys.

For questions or assistance with filling out the survey, please contact Nyny Vu, at phuongvu@bae1.com or 510-547-9380 ext. 116.

For any general questions regarding the Farmworker Housing Study, please contact Gabrielle Vignone, at gabrielle.vignone@housefarmworkers.org or 805-209-9819.

Farmworker Housing Study Ventura County Farmworker Resource Program Communications Plan

Prepared by Farmworker Resource Program Staff

FARMWORKERS SURVEY COMMUNICATION PLAN

The purpose of this plan is to develop an outreach strategy to conduct a survey of 400 farmworkers who live, work in Ventura County, identify housing needs, and utilize the survey results to develop targeted programs to address the identified housing needs and support agricultural businesses with a stable and healthy workforce. The results of this survey will be utilized by county and city governments and other organizations to focus on farmworker needs and develop innovative housing models and identify gaps in social services. This plan will include key goals for communicating and engaging with the farmworker community and articulate a clear strategy toward successfully achieving the goal.

This current plan is intended to be a “living document” that will be updated by the HFW and FRP as needed.

COMMUNICATION APPROACH

The Farmworker Resource Program staff will:

- ❖ All FRP staff who are assigned to support this project speak three languages, English, Spanish and an indigenous language that is representative of the farmworker community in Ventura County
- ❖ Written surveys will only be administered in Spanish, any other indigenous language does not have a way to be translated into written form
- ❖ FRP staff has the capacity to administer the surveys in written format and the option to include technology as a way to support farmworkers to be able to respond to the surveys online
- ❖ Based on the main requirements and goals of the survey, develop clear and consistent messaging about the role and intent of the Farmworker Housing Study
- ❖ Emphasize in-person engagement early on to establish foundational strategic relationships, and consider the option to do online engagement as appropriate and reasonable
- ❖ Provide clarification and transparency for the purpose and importance of participation in the survey
- ❖ Ensure consistency in content and messaging related to the survey responses
- ❖ Strategically leverage the existing resources and partnerships to connect directly with farmworkers
- ❖ FRP will receive guidance from HFW staff to connect with key local growers that will allow in-person visits to reach their farmworkers and support group setting meetings to complete the surveys
- ❖ With the help and support of the various city managers, FRP will identify farmworker outreach activities to connect in-person at outreach events throughout the county
- ❖ Coordinate outreach activities as needed to conduct surveys in various settings these will not include private retail businesses, private residences, or any other venue that is not public and would pose FRP staff at any risk.

COMMUNICATION AUDIENCES

Farmworkers who live and work year-round or seasonally across the ten cities in Ventura County

COMMUNICATION & ENGAGEMENT ACTIVITIES

BAE Urban Economics will create the Farmworker Survey questions. After review and approval of the HFW Coordination Committee, BAE will develop a survey link and will be tested with 5-8 farmworkers to get feedback on the length and level of understanding of the survey questions and ensure effectiveness with the requirements of the project. FRP staff will share feedback with HFW and the HFW Project Manager would then “collect feedback from the pre-test participants and relay that information to BAE and the Coordination Committee; and the group will make any recommendations for modifications as they deem appropriate. BAE will finalize the Farmworker Survey based on the feedback received. Once the revised survey is ready, BAE will provide the URL and a survey introduction sheet to the Farmworker Resource Program staff to begin the designated project and connect with 400 farmworkers.

The Farmworker Program will designate key staff to conduct outreach activities in a coordinated effort that engages farmworkers to participate in the survey. Some of the activities outlined below are designed to achieve goals and objectives identified by the plan.

The activities outlined below are organized in terms of the key audience(s) they are intended to engage and can be reviewed and revised as needed.

- ❖ FRP plans to reach a minimum of 25 farmworkers each week for 16 weeks beginning the week of March 6th and concluding the week of June 26th
- ❖ FRP will continuously review for accuracy on completed surveys
- ❖ FRP plans to conduct surveys at hours that adapt most to farmworkers to include evenings and weekends as needed
- ❖ FRP will use the existing plan and goals of the survey to develop outreach tools, tailoring materials as needed to help the farmworker community understand and participate in the survey
- ❖ Based on the flyers that the HFW staff develops, FRP will create visual graphics, videos, and strategic messaging, to inform and educate farmworkers on the purpose and importance of participation and how the survey relates to their areas of interest for a safer, healthier and more stable housing
- ❖ FRP will use social media, existing FRP WhatsApp groups, FRP Podcast show, and extended partnerships that HFW will establish with Ag Commissioner and The Farm Bureau to reach farmworkers in their place of work as growers deem appropriate
- ❖ Information about the FHS goals will be posted to the FRP social media platform(s), and distributed to interested stakeholders electronically via email and at meetings and events
- ❖ FRP staff will use phone engagement once in-person relationships are established to follow-up and reach out to farmworkers who wish to connect directly with FRP staff during hours that are most suited to them
- ❖ In-person group meetings will primarily be targeted to the individual audiences and will be scheduled strategically throughout the county to support proper representation of participants.

- ❖ To align survey results that properly reflect representation of different crops harvested in Ventura County, FRP will receive guidance and support from HFW of growers throughout the county who are willing to open their doors for FRP to engage in group meetings with their farmworkers to complete the surveys on-site.
- ❖ local growers who will be open to support farmworker participation in group settings. Some of those partners include:
 - Mexican Consulate
 - Reiter Affiliated
 - Brokaw Ranch
- ❖ Additionally, FRP staff will identify and coordinate in-person outreach that will include connecting and engaging with farmworkers at various community events and meetings where FRP participates on a regular basis and/or will seek to partner and engage in outreach events throughout the county to enhance visibility and outreach. FRP will encourage farmworkers to participate in-person to complete the survey. FRP will strive to engage in events that will be used to connect with farmworkers, complete surveys and strive to have multi-city representation, examples of some of these activities are:
 - Westminster Clinic – Oxnard, Thousand Oaks
 - Circle of Care (One Step a la vez) Food Distribution – Fillmore, Santa Paula
 - Poder Popular Outreach Event – Fillmore, Santa Paula
 - South Winds Neighborhood Meetings and Food Distribution – Port Hueneme
 - Cities needed: Simi Valley, Ojai, Thousand Oaks, Moorpark, Ventura

ONGOING UPDATES

Additionally, FRP staff will continuously communicate with BAE, HFW project manager and stakeholders as needed on the progress of the surveys

ADDITIONAL GUIDANCE

FRP will receive guidance from HFW staff to connect with key local growers that will allow in-person visits to reach their farmworkers and support group setting meetings to complete the surveys.

The survey had unexpected delays due to the extensive outreach that was needed for Agricultural Employers to feel comfortable participating in a survey the County of Ventura was a part of. This created additional work for the Surveys Project Manager, as well as HFW! Board Members with established agricultural connections and gave insight into the layers of trust needed not only for farm worker communication, but also the entire AG industry.

HFW! Board Members called in personal favors and connected our ED so she could personally schedule farm visits, ensuring that surveying could be done in the needed areas and crops. Our staff also reached out and established or furthered existing connections with the Ag Commissioners Office, Ventura County Farm Bureau, and multiple cities to ask for contact information of local farmers. HFW! staff sifted through numerous spreadsheets and countless Google searches, made cold calls, sent hand-signed letters, mass messaging, in-person visits to employer locations and sent personal emails to farm labor contractors, packing houses, temp agencies, and initially non-responsive agricultural employers, and was able to successfully schedule all needed sites.



VENTURA COUNTY FARMWORKER HOUSING SURVEY

APRIL TO JUNE 2023

Staff from Ventura County's Farmworker Resource Program will be conducting interviews with farmworkers to get information about the farmworkers and their housing.

This information is necessary to understand the changes in agricultural practices in Ventura County and identify housing needs of farmworkers. The data collected will help the County of Ventura and all ten cities to create new programs in the next few years to address shortage and affordability.

If you are an agricultural employer and are interested in serving as a survey location, please contact us (*See contact details below*).

Project Coordinated and Funded by the County of Ventura, and all Ten Cities; and in Partnership with House Farm Workers!

Contact us: info@housefarmworkers.org

Why?

Farmworkers are essential workers and important in our community. The last Countywide farmworker housing study was conducted in 2003. It is time to identify what's changed since.

Who is being surveyed?

A sample of farmworkers located in different parts of the County, working in different crops and other agricultural work – i.e., in fields and in packing houses.

What to expect during the survey?

If you meet the initial criteria:

- a) Survey interview is approx. 30 minutes.
- b) Only one person per family.
- c) Interview can be completed in Mixteco, Purepecha, Zapotec, Spanish, or English.
- d) Interviews are completely confidential. No questions about immigration status or residency permits.

VISIT TO LEARN MORE:

Project Website:
vcrma.org/en/vc-farmworker-housing-study





ENCUESTA DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA

De abril a junio de 2023

El personal del Programa de Recursos para Trabajadores Agrícolas realizara las encuestas a los trabajadores agrícolas para obtener información a cerca de sus viviendas.

Esta información es necesaria para comprender los cambios del sector agrícola en el condado de Ventura y para identificar sus necesidades de vivienda. Los datos obtenidos al final de la encuesta ayudaran al condado y a las diez ciudades del condado para que en los próximos años puedan crear viviendas mas accesibles.

Si usted es un empleador agrícola y está interesado en ofrecer sus instalaciones para la realización de encuestas, comuníquese con nosotros (detalles de contacto).

Proyecto coordinado y financiado por el condado de Ventura en asociación con las diez ciudades y la organización House Farm Workers!

Contáctenos: info@housefarmworkers.org

Propósito

En nuestra comunidad, los trabajadores agrícolas son importantes y esenciales. El último estudio de vivienda que realizo el condado fue en el año 2003, y ahora es tiempo de identificar que ha cambiado desde entonces.

¿Quién participara en la encuesta?

La encuesta se realizará a trabajadores agrícolas que trabajan en diferentes partes del condado y variedad de cultivos, trabajos agrícolas, de campo y empacadoras.

Expectativas durante la encuesta

Si cumple con los requisitos:

- La encuesta durara aproximadamente 30 minutos.
- Solamente una persona por familia.
- La encuesta podrá ser contestada en español, inglés, mixteco, zapoteco o purépecha.
- Las encuestas serán completamente confidenciales. No se harán preguntas relacionadas con su estatus legal.

PARA MAS INFORMACIÓN VISITE ESTOS ENLACES:

Sitio Web del Proyecto:

vcrma.org/en/vc-farmworker-housing-study





COUNTY OF VENTURA

Farmworker Resource Program



In Fall 2018, the Ventura County Board of Supervisors approved the implementation of a new Farmworker Resource Program to reside within the Human Services Agency, with goals that include:

- Build trust and relationships among the agricultural community
- Assist farmworkers in seeking prompt resolutions to workplace issues and navigating public agencies
- Assist farmworkers to understand existing labor laws protecting them
- Provide unique services and leverage existing resources
- Promote and enhance the reputation of the agriculture industry in Ventura County
- Attract farmworkers to Ventura County as a first-choice destination to work in agriculture

We can help by:

- Serving as liaisons for farmworkers, employers, and other representatives in the agricultural community
- Providing information on resources available through state, county, and local agencies
- Facilitating resolutions; reviewing federal, state and county labor laws, regulations, and policies to assist farmworkers and employers in reaching collaborative solutions related to workplace conditions
- Developing, administering, and evaluating educational and marketing tools regarding the various programs and laws that serve as resources for the agricultural community

We speak Mixteco, Spanish, and English

For more information or to make an appointment, call us at **(805) 385-1899**

or send an email to HSA-AGFRP@ventura.org

Locations and Hours of Availability

Oxnard

Community Service Center
1400 Vanguard Drive
M, W, F & 1st Sat, 11am - 7pm

Santa Paula

Santa Clara Valley
Community Service Center
725 E. Main Street
T, Th, & 3rd Sat, 11am - 7pm

Fillmore

Community Service Center
828 Ventura Street, Suite #200
T & Th, 11am - 7pm

For more information, visit www.vchsa.org/farmworker-resources

Videos Introducing the Farmworker Survey

- Created by Farmworker Resource Program in five languages: Spanish, Mixteco, Zapoteco, Purepecha, and English.
- Summarized key points related to the farmworker survey - these videos were utilized during the interviews and at agricultural events.
- Posted on Farmworker Resource Program's Facebook page, and the Project Website (hosted by the County of Ventura).
- Video links were distributed through other social media such as WhatsApp groups.

Video Links:

Spanish: <https://vcrma.org/docs/images/planning/Survey-Spanish.mp4>

Mixteco: <https://vcrma.org/docs/images/planning/Survey-Mixteco.mp4>

Purepecha: <https://vcrma.org/docs/images/planning/Survey-Purepecha.mp4>

Zapoteco : <https://vcrma.org/docs/images/planning/Survey-Zapoteco.mp4>

English: <https://vcrma.org/docs/images/planning/Survey-English.mp4>





HOUSE FARM WORKERS!

Promoting affordable, safe and stable housing
for Ventura County farm workers and their families
through education and advocacy since 2004.

FOR IMMEDIATE RELEASE

Contact: Gabrielle Vignone, (805) 209-9819

Feb. 8, 2023 (SANTA PAULA) — A unique partnership of housing advocates and local government agencies this month will launch the first phase of a landmark study of Ventura County’s farmworker community and its housing needs.

The *Ventura County Farmworker Housing Study and Action Plan* is coordinated by the County of Ventura, in partnership with the nonprofit advocacy organization *House Farm Workers! (HFW!)* and all 10 county cities. The project fulfills the following commitment made by the Board of Supervisors in its 2021 adoption of the Housing Element of the County General Plan through Program HE-E:

“The County, working with advocacy groups, agricultural organizations and Ventura County cities, will: (1) take on a coordinating role to seek funding for, and to implement, a countywide survey of farmworkers, employers, and housing providers to further define housing conditions, needs and barriers to farmworker housing; and, (2) utilize the survey results to develop targeted programs and strategies to address the identified housing needs of farmworkers and to support agricultural businesses with a stable and healthy workforce.”

It's been more than 20 years since the last such study was conducted. In addition to the employer survey, the study will include a survey of farmworkers, conducted via one-on-one interviews by multilingual outreach staff with the Ventura County Farmworker Resource Program. The employer survey will begin first, on Feb. 24.

The project is guided by an Advisory Council of representatives of numerous community-based organizations, agricultural business interests, and public agencies. The principal project consultant is BAE Urban Economics. Funding sources include County, local cities, Ventura County Transportation Commission, *HFW!*, the Southern California Association of Governments, and the California Department of Housing and Community Development.

“This comprehensive study will provide a foundation of information driving funding for housing and other projects supporting Ventura County’s farmworker community,” said Leslie Leavens, chair of the *HFW!* board. “It’s crazy that we don’t know basic information about these folks on whom such a large part of our economy relies, such as how many farmworkers live in Ventura County and under what circumstances. The lack of knowledge undermines efforts to provide the resources that they need, which this study will address.”

Gabrielle Vignone, *HFW!*’s executive director, is serving as project manager. She is also on the project Coordination Committee with County of Ventura Planning Director Dave Ward; local growers Debbie Brokaw Jackson, consultant, and Ellen Brokaw, an *HFW!* board member; consultant Jennifer Coile; and County Planning Manager Ruchita Kadakia.

Completion of the surveys and data-gathering, which comprise the first phase of the study, are anticipated by the end of this year.. For more information, visit the County’s project website at <https://vcrma.org/en/vc-farmworker-housing-study> or send an email to info@housefarmworkers.org.

APPENDIX E: SUMMARY OF FARMWORKER SURVEY QUESTIONS AND RESPONSES

A. QUESTIONS ABOUT YOU	
1. What gender do you identify with?	
Male	42.0%
Female	57.1%
I'd rather not say/Non-binary/Not sure/I haven't declared it	0.8%
Total	99.9%
2. As a farmworker, where in Ventura County are you working?	
Camarillo/Somis	12.4%
Fillmore/Piru	5.2%
Meiners Oaks/Ojai (Lower & Upper) Moorpark	1.1%
Moorpark	9.6%
Oxnard/Port Hueneme	60.5%
Santa Paula	4.1%
Simi Valley	0.0%
Thousand Oaks-Newbury Park	0.0%
Ventura	7.1%
Total	100.0%
3. What crops/produce or other farm work do you work with during the year?	
Berries	63.1%
Citrus	10.9%
Avocados	12.2%
Rotational crops (e.g. vegetables, spices/herbs, hay and other mass-produced crops)	20.5%
Cannabis (marijuana)	0.0%
Other indoor or outdoor nurseries	7.4%
Other crops (e.g., other specialty crops, aquaponics/aquaculture)	0.6%
Livestock production (e.g. cattle, dairy cows, goats, poultry, apiaries)	1.1%
<i>Note: Respondents could answer with multiple crops</i>	
4. What type of agricultural company do you work with? (read the options and check all that apply)	
On a farm	80.4%
With livestock (e.g., cattle, dairy, goats, poultry, apiaries)	1.1%
For a farm labor contractor	10.4%
In a packing house	9.5%
Other	0.7%
<i>Note: Respondents could answer with multiple types of employers</i>	
5. How old are you?	
	(Median)
2% are 65 and older and the oldest indicated an age of 78 years	39 years

6. What is the highest level of study you have completed?	
None	12.6%
Less than High School	73.8%
High School	11.5%
Some University Studies	1.9%
University Degree	0.3%
Total	100.1%
B. QUESTIONS ABOUT YOUR WORK	
7. What is your job title? (read the options and check all that apply)	
Laborer	28.4%
Packer	11.9%
Crew Boss/Crew Leader	3.2%
Picker/Harvester	54.5%
Irrigator	5.6%
Supervisor	0.8%
Equipment Operator or Driver	5.0%
Manager	0.5%
Other	1.2%
<ul style="list-style-type: none"> • Grafter • Welder and maintenance • Process work • Farming assistance 	
<i>Note: Respondents could answer with multiple types of positions</i>	
8. What other types of work do you do apart from farming? (check all that apply)	
No Other Jobs/Only in Agriculture	97.1%
Retail/Services	1.1%
Restaurant/Hospitality (Inn) Manufacturing/Assembly Construction/Maintenance Office Work	0.9%
Manufacturing/Assembly	0.0%
Construction/Maintenance	1.0%
Office Work	0.0%
Childcare	0.4%
Other	1.8%
<ul style="list-style-type: none"> • Landscaping (2 responses) • Gardener • Gas Station • Vendedor ambulante (hawker, mobile vendor) • Driver • Housecleaning 	
<i>Note: Respondents could answer with multiple types of work</i>	

9. Did you work with more than one agricultural company in 2022? If so, how many? (Check one)	
No, only with one	70.8%
2	21.6%
3	6.3%
More than 3	1.0%
Did not answer	0.4%
Total	100.1%
10. About how many months do you work in agriculture in Ventura County in a normal (Non-Pandemic) year (Check Best Option)	
Less than 3 months	0.1%
3-6 months	2.3%
6-9 months	25.2%
9-12 months	72.3%
Total	99.9%
11. While you work in agriculture in Ventura County, how many hours do you work per week? (check one)	
10 hours or less per week	0.0%
10 to 20 hours per week	1.6%
20 to 30 hours per week	8.8%
30 to 40 hours per week	50.0%
40 to 50 hours per week	35.3%
50 to 60 hours per week more than 60 hours per week	4.3%
Did not answer	0.2%
Total	100.2%
C. QUESTIONS ABOUT YOUR WORK	
12. During 2022, did you work in agriculture in Ventura County as much as you would have liked? (check one)	
Yes	36.0%
No	64.0%
Total	100.0%
13. If the answer to #12 is NO, why? (check all that apply)	
Regular Work Not Available	40.4%
Very Short Hours Workweek	38.4%
Work Outside of Ventura County	1.0%
I had to take care of sick children or family members	3.1%
Was sick or incapacitated	3.6%
Other Personal Reasons	1.3%
Other reasons (please note)	4.2%
<ul style="list-style-type: none"> Only "other reasons" provided were "regular work not available". 	

14. If answer to #13 is option three: how many months did you work outside of Ventura County?	
3 months	0.4%
15. How long does it take to get to your job on a typical workday in Ventura (one-way, from home to work)? (Select the number of minutes)	
15 minutes or less	15.5%
15 to 30 minutes	42.0%
30 to 45 minutes	31.5%
45 minutes to 1 hour	10.3%
More than 1 hour	0.7%
Total	100.0%
16. How long does it take to get home on a normal workday in Ventura (Select the number of minutes)	
15 minutes or less	11.3%
15 to 30 minutes	26.5%
30 to 45 minutes	36.2%
45 minutes to 1 hour	20.4%
More than 1 hour	5.6%
Total	100.0%
17. What means of transportation do you use to get to work on a typical day? (Check all that apply)	
On foot	1.0%
Bicycle	0.3%
Personal Vehicle	74.5%
Carpooling (vehicle owned by you or a co-worker, friend or relative)	0.9%
Public Bus	0.0%
Employer-provided bus or van	0.9%
Pay someone to take you (fill in)	23.4%
	(Median)
18. If yes to "Pay someone to take you", how much do you pay per workday?	\$7.00
D. QUESTIONS ABOUT YOUR LIVING SITUATION	
19. Currently Living in Ventura County (Check One: Yes/No)	
YES	99.6%
NO	0.4%
Total	100.0%
20. Where do you currently live in Ventura County? (Check one)	
Where I work	1.8%
In or near a city/town	97.2%
Elsewhere in Ventura County	0.4%
Did not answer	0.5%
Total	99.9%

21. If #21 is "In or near a city/town", what is the name?	
Camarillo/Somis	0.3%
Fillmore/Piru	8.3%
Meiners Oaks/Ojai (upper and lower)	0.6%
Moorpark	1.4%
Oxnard/Port Hueneme	73.0%
Santa Paula	11.7%
Ventura	4.7%
Total	100.0%
22. If #21 is "Elsewhere in Ventura County", describe	n.a.
23. If "NO" to #19, where do you live outside of Ventura County? (Check an option)	
Elsewhere on the Central Coast (coastal counties of Santa Barbara, Salinas, SLO, Monterey, and Santa Cruz)	n.a.
Elsewhere in CA	n.a.
Outside California (Where?)	n.a.
	(Median)
24. During a typical year, how many months do you live in Ventura County? (Enter the number of months)	12 months
<i>87 percent live in Ventura 12 mos/year</i>	
<i>93 percent live in Ventura 9 mos/year or more</i>	
	(Median)
25. How many years have you lived in Ventura County (even if it's only part of the year)?	15 years
26. What type of home do you currently live in? (Read the options. Check the appropriate box. Ask for clarification if necessary)	
Dormitory	1.4%
House	44.7%
Mobile Home/Trailer	6.0%
Market Rate Apartment	37.5%
Low-Income Farmworker Housing	2.6%
Other low-income housing	0.2%
Hotel/Motel	0.0%
Garage/Shed	5.9%
Motorhome/RV	0.4%
Other (Describe)	1.3%
<ul style="list-style-type: none"> • Studio (5 responses) • Room (1 response) • Addition that is attached to the house (1 response) 	
Total	100.0%

27. If you checked "Low-Income Farmworker Housing": Type the name of the project, the city	
<ul style="list-style-type: none"> • Rancho Sespe • Santa Paula • Cabrillo-Camino del Sol • Oxnard Housing Authority • Piru • Cabrillo - Cabrillo economic development (4 responses) • Rancho Verde Apartments (2 responses) 	
28. If checking "Other Low-Income Housing": Type the name of the project, the city	
<ul style="list-style-type: none"> • Cabrillo Village • Rodnend Fernandez Garden, Santa Paula 	
29. Who do you live with? (Check an option)	
Alone	5.1%
Only with family and relatives	77.3%
With family members and other adults and/or unrelated children	13.5%
Only with non-related adults and/or unrelated children	3.2%
Did not answer	0.9%
Total	100.0%
30. Who lives with you in your home?	
Spouse/Partner	69.8%
Own children under 18 years of age	64.8%
Other children under 18 years of age	14.3%
Own adult children	16.9%
Other Unrelated Adults	14.6%
<i>Note: Respondents could answer more than one category</i>	
	(Median)
31. How many live in the household? (Enter the number)	5
32. Do you have a spouse/partner or children under the age of 18 who do not live with you while you work in Ventura County? (Check one)	
Yes	8.1%
No	90.7%
Did not answer	1.2%
Total	100.0%
33. Do you have a spouse/partner or children under the age of 18 who do not live with you while working in Ventura County? (Check all that apply)	
Spouse/Partner	4.0%
Child(ren) under the age of 18	7.2%

34. Why do they live apart from you? (do not list the options; check all that apply)	
Spouse/partner works elsewhere	0.2%
Permanent Family Residence Is Elsewhere	3.0%
There is no affordable housing for the family	0.4%
Available housing is too far from school/health care/shopping centers/services	0.5%
I came here for economic reasons, the rest of the family prefers to stay in the family home elsewhere	5.8%
Other	0.7%
<ul style="list-style-type: none"> • Separation/divorce • Military service • Due to separation from my partner 	
<i>Note: Respondents could provide more than one reason</i>	
35. Within where you live, what are the rooms you and your family use? Do not count rooms used by others who are not part of your household. (Select the number of each room type used by the respondents household.)	
	(Median)
Bedroom(s)	2.00
Bathroom(s)	1.00
Living Room/Family Room/Living Room (Den)	1.00
Kitchen separate from other previously mentioned rooms	1.00
36. Do you share the bathroom with people outside your household?	
Yes	40.1%
No	59.3%
Did not answer	0.5%
Total	99.9%
37. Do you share the kitchen with people outside your household?	
Yes	43.1%
No	56.4%
Did not answer	0.5%
Total	100.0%
38. Other rooms not intended for housing (e.g. garage, closet, porch, storage room, etc.) (Describe)	5.1%
39. How would you rate the physical condition of your current home? (Read the options, check the best answer)	
Excellent	2.7%
Sound	37.8%
Needs some kind of minor maintenance or repair	39.7%
Needs major maintenance or repair	19.8%
Total	100.0%

40. Do any changes or repairs need to be made to your current home?	
YES	65.2%
NO	34.8%
Total	100.0%
If YES to #40, specify the changes or repairs needed: (See responses to Qs. 41-45 below)	
41. Pests/Mold/Odors (Check all that apply)	
Pest Control	27.7%
Eliminate mold or mildew	20.3%
Eliminate unpleasant odors	15.8%
42. Heating/Insulation/Weather Protection (Check all that apply)	
Fixing or improving heating (or lack thereof)	29.8%
Fix or improve the cooling system (or lack thereof)	33.5%
Repair holes in exterior walls	13.4%
Repair roof leaks	18.1%
Repair or replace broken or missing windows	14.8%
Improve insulation and weather proofing	16.1%
Repair or replace broken or missing exterior doors	9.2%
43. Kitchen/Bathroom Issues (Check all that apply)	
There is no separate kitchen	7.3%
No bathroom	2.0%
No washing machine	42.8%
Fix broken or unusable toilet	11.1%
Fix broken or unusable shower/tub	10.6%
Fix a broken or unusable refrigerator	14.0%
Fix a broken or unusable stove	18.2%
44. Water/Utility Issues (Check all that apply)	
Fix the poor condition or lack of water inside	4.6%
Fix the poor condition or lack of drinking water	4.9%
Fix the poor condition or lack of electricity	12.2%
Limit the number of extension cords needed	4.6%
Fix the poor condition of the sewer/septic system	15.5%
Provide a consistent trash collection service	11.6%

45. Other (Check all that apply)	
Repair/Replace/Provide Smoke or Carbon Monoxide Detectors	24.7%
Paint	46.6%
Repair the Floor	31.6%
Repair or install screens on windows or doors	24.1%
Repair/replace broken or missing stairs	5.4%
Repair/replace broken or missing door locks or handles	13.4%
Provide clean and adequate mattresses	9.0%
Provide more/better parking	24.6%
Improve access to public transportation	7.2%
Other issues	2.1%
E. QUESTIONS ABOUT YOUR HOUSING PREFERENCES	
46. Ideally, where would you like to live while working in Ventura County? (Check an option)	
On the farm/ranch where I work	39.6%
In or near a city/town	60.4%
Elsewhere (Describe)	0.0%
Total	100.0%
47. Indicate the name of the city/town	
Camarillo	0.9%
Fillmore	3.9%
Moopark	0.7%
Ojai	0.3%
Oregon	0.4%
Oxnard	43.2%
Oxnard/Camarillo	0.2%
Santa Paula	5.4%
Simi Valley	0.3%
Ventura	3.9%
F. QUESTIONS ABOUT YOUR HOME	
48. What type of housing structure do you prefer to live in while working in Ventura County? (Check an option)	
Dormitory, other group quarters	0.0%
House	89.4%
Mobile Home/Trailer	2.7%
Motorhome/RV	0.0%
Apartment	6.5%
Other (describe)	0.0%
Did not answer	1.4%
Total	100.0%

49. What features are important to be close to home while working in Ventura County? (Read the options and check all that apply)	
At or near the place where I work	54.9%
Close to other family members' workplaces	28.3%
Close to a daycare center	44.7%
Close to school	69.9%
Near grocery store	72.6%
Near laundromat	60.1%
Near church	45.2%
Close to Healthcare	59.5%
Close to Parks/Recreation Facilities	54.4%
In a town/city	44.4%
Close to Transportation Services	19.7%
Other (Write it down)	1.4%
<ul style="list-style-type: none"> • Gas station (2 responses) • Restaurant • Downtown • Police stations • Close to police department; make it a safe place to live • Enough parking and security in the neighborhood • Bosque • Cabrillo • Limoneira Housing 	
<i>Note: Respondents could choose more than one answer</i>	
50. If you could design your own house, how many bedrooms would it have?	
1	1.1%
2	13.5%
3	52.0%
4+	33.5%
Total	100.1%
G. QUESTIONS ABOUT YOUR EXPENSES AND INCOME	
51. Who do you pay for your housing?	
The employer provides housing at no cost	1.1%
The employer provides housing in exchange for payment (e.g., pays rent to the employer)	0.7%
Pays rent to another landlord (other than the employer)	92.2%
Owns a mobile home/trailer/camper and pays on the land where it is placed	1.9%
Owns home	3.7%
Total	99.6%
52. IF RESPONDENT PAYS RENT: Approximately how much rent does the respondent pay for their home per month?	
	Median/mo.
	\$1,400

53. Are any of the following utilities included? (Read the options, select all that apply)	
Water	50.2%
Sewer	42.1%
Garbage	50.3%
Electricity	30.8%
Gas/Propane	32.5%
54. Are any meals included?	
Yes	0.9%
No	91.5%
Did not answer	7.6%
Total	100.0%
55. Do you have a signed lease agreement?	
Yes	34.1%
No	65.9%
Total	100.0%
56. IF THE RESPONDENT OWNS A HOME OR TRAILER: How much do you pay per month for the total cost, including mortgage (if applicable), rent for mobile home space (if applicable), property taxes, and homeowner's insurance? (total amount paid by all household members if costs are shared) (Enter amount)	
Median/mo.	\$1,500.00
57. Please tell us what income you and the people you live with earned in 2022 (If you live in a dormitory or barracks type group house, you only need to answer for the respondent; if you live in a house, apartment, trailer, etc. with other people, please appropriate.)	
Respondent (Median)	
Approximate annual income from all sources in 2022, before taxes	\$22,500 to \$24,999
All Other Adults (Median)	
	\$20,000 to \$22,499
Total Household (Median)	
	\$35,000 to \$37,499
<i>Do you work an average of more than 20 hours per week on a farm job?</i>	
Yes	98.1%
No	1.0%
Did not answer	0.9%
Total	100.0%

<i>Did you earn MORE than half of your annual income from a farm job in 2022?</i>	
Yes	96.3%
No	1.6%
Did not answer	2.1%
Total	100.0%
58. If there was other income separate from what the farmworker or farmworker for whom you are responding earned, did any other adults age 18 and older work an average of more than 20 hours per week in agriculture and earn more than half of their individual income from agriculture?	
Yes	18.20%
No	69.90%
Did not answer	11.80%
Total	99.90%
59. Do you have any basic necessities that you struggle to pay with your household budget? (Read the options, select all that apply)	
Housing	78.8%
Food	58.2%
Childcare	27.1%
Transportation	32.7%
Medical	43.9%
Utilities	20.4%
Other	3.7%
<ul style="list-style-type: none"> • Auto insurance (5 responses) • Auto insurance and internet payment (2 responses) • Internet (2 responses) • Utility bills • Car payment, auto insurance payment • Essential things for the baby • Clothing • My wife's studies 	
<i>Note: Respondents could provide more than one answer</i>	
60. What difficulties do you face when applying for public assistance programs that can help you with the payment of rent, the conditions of your housing, and transportation or other needs? (check all that apply and fill in the answers)	
Don't know what help is available/haven't heard of any programs	57.1%
Language barriers	39.0%
Don't know how/where to apply for help	46.4%
Not sure if I'm eligible	52.4%
I applied, but didn't get anything	21.4%
I couldn't access due to lack of transportation	12.7%
Other	12.1%
<ul style="list-style-type: none"> • Immigration status (35 responses) • Not enough time • The income level based on/used for/taken into account for eligibility is very low. (4 responses) 	

<ul style="list-style-type: none"> • Having trouble with online would like to have walk in office • They are not available during non-office hours. • Public charge • Help with paperwork • Staff are not available at times accessible to field workers. • Fear of public office or returning support (3 responses) • More availability of resources • Status status • Difficulty with income • Available homes are very scarce • Not available • Also by income 	
<i>Note: Respondents could provide more than one answer</i>	
61. Is there anything else you'd like to add about your housing needs that we didn't cover in the survey?	
<i>See responses below</i>	

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
Requirements/Qualifying for Housing	
n.a.	Make it easy for housing
n.a.	Easy Access not too many requirements
n.a.	Easy to be eligible No documentation needed Easy access to get the housings
n.a.	Easy access More housing Lower housing prices
n.a.	Client shared that she would like for there not to be as much requirements for the farmworker.
n.a.	Client would like for there not to be as many requirements.
n.a.	To not ask for too many requirements
n.a.	Would like to be accessible for single people for housing.
Queremos que los trabajadores tuvieramos viviendas disponibles sin tanto requisito	We want the workers to have housing available without so many requirements.
Queremos vivienda de bajo recursos y que no exijan muchos requisitos	We want low- income housing that does not demand so many requirements.
Que no pidan muchos requisitos y Que den una oportunidad de admistia para los trabajadores	That they don't have too many requirements and that workers are provided an opportunity for amnesty [as it pertains to immigration status].
Los requisitos de ingreso que piden es exagerados	The entry requirements they ask for are too much.
Reducir los requisitos que piden, y no pagar doble cuando no tenemos credito	Reduce the requirements that they ask for and not have to pay double when we don't have credit.

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
Tener mas viviendas disponibles donde trabajadores agricolas que no cumplen con un estatus migratorio satisfactorio puedan ser elegibles.	Have more homes available where agricultural workers that do not meet immigration status may be eligible.
Mas viviendas sin requisitos de estatus migratorio	More housing without immigration status requirements.
Que el credito no sea un requisito, y no soliciten pruebas de un estatus migratorio satisfactorio al solicitar viviendas	That credit is not a requirement , and do not request proof of immigration status when applying for housing.
Que haya mas vivientas de bajo precio para personas que no cuentan con un estatus migratorio satisfactorio.	That there be more low -price housing for people who do not satisfy immigration status.
Que el ingreso maximo permitido para ser un hogar elegible de ingresos sea mas alto. Y que el condado construya mas vieviendas para que menos familias sufran de violencia en el hogar.	That the maximum for income eligibility is higher. And that the county build more housing so that less families suffer from violence in the home.
Deberan de aumentar el minimo del ingreso que usan para dar apoyos que tiene el gobierno. Muchos no calificamos por ello	They should increase the minimum income used to qualify for government assistance. Many of us do not qualify.
High Housing Costs/Need for Affordable Housing	
n.a.	Rent is getting more expensive as the years go by
n.a.	Would like for rent not to be too expensive.
n.a.	Rent is too expensive
n.a.	Rent and food is very expensive
n.a.	Rent is extremely expensive, low income housing will be very appreciated.
n.a.	Rent is very expensive.
n.a.	Rent is too expensive and hard to afford.
n.a.	Rent is very expensive
n.a.	Rent is very expensive as the years go by.
n.a.	Rent and food are getting more expensive as the years go by.
n.a.	Rent is too expensive and if possible, try to pass a law where the rent doesnâ€™t increase so much.
n.a.	Rent is more expensive food even more.
n.a.	Rent is very expensive
n.a.	Rent is very expensive and as a single mom it's even harder.
n.a.	Client would like for rent to not be as expensive Accept kids in the home
n.a.	Client would like for rent to not be as expensive. Client also shared for the, not to ask for a lot of requirements.
n.a.	Client would like for rent to not be as expensive.

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
n.a.	Rent for not to be as expensive
n.a.	Client wants the rent to be not that expensive.
n.a.	Rent is very expensive and parking is very hard to find.
n.a.	Rent is getting more expensive and also the food.
n.a.	Rent is very expensive here in Ventura County.
n.a.	Rent is very expensive and that is why the client has not moved since it would be more expensive at another place.
n.a.	Rent is very expensive and the requirements are sometimes hard to obtain.
n.a.	Rent and food is very expensive especially when the work hours are low.
n.a.	Rent is very expensive and the apartment has no garage.
n.a.	Rent is getting very expensive.
n.a.	Rent is very expensive.
n.a.	Asking for rent to be accessible
n.a.	For rent to be accessible.
n.a.	The rent and gas are very expensive.
La necesidad que enfrentamos no es lo mismo cuando se paga renta que cuando el empleador provee la vivienda sin costo, Al no pagar renta nos da la oportunidad de ahorrar para otros gastos y el estudio de nuestros hijos.	The challenges we face are not the same when we pay rent as opposed to when the employer provides housing at no cost. Not having to pay rent gives us the opportunity to save for other expenses and for our children's education.
Casas mas baratas y memos requisitos	Cheaper houses and fewer requirements.
La vivienda esta muy cara, un salario para una madre soltera con 5 hijos no alcanza para pagar una renta de 3 o 4 recamaras donde pueda vivir comodamente con mis hijos. No he podido conseguir una renta mas barata y los requisitos queen exigen para obtener una renta es mucho.	Housing is very expensive. A salary that a single mother with 5 children earns is not enough to pay for a 3 or 4 bedroom rental where I can live comfortably with my children. I could not find cheaper rent and the requirements that they demand to obtain a rental are too much.
Parar el incremento de renta	Put an end to rent increases.
Que baje la renta, renta esta cara	That the rent is lowered. Rent is expensive
Es dificil pagar la renta y el deposito cuando cambiamos de hogar	It's hard to pay rent and the deposit when we change homes.
La renta es muy cara y no hay disponible	The rent is very expensive and not available.
Casas mas economicas	More economical houses.
Que haya mas casa de bajo ingreso, que los ofrezcan apoyo cuando se acaba la temporada de trabajo como el desempleo	That there be more low -income housing. That they offer support when the work season ends, such as unemployment benefits.
Mas viviendas de bajo costo y con pocos requisitos	More low- cost housing with fewer requirements.

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
Mas viviendas de bajo costo y que haya mas parques y reforestacion	More low - cost housing and more parks and reforestation.
Que no suban los precios de la vivienda, los espacios de vivienda estan muy pequenos.	May housing prices not increase. Living spaces are very small.
Que la renta sea mas menos	May the rent be reduced.
Las renta sea mas bajas y seguras	May rents be lowered and more secure [secure here could refer to the month-to-month stability of the rent, or could refer to the physical safety of rental housing].
La renta sea mas barata	That rent is cheaper.
Tener casas de ingreso bajo, dar oportunidad de pagar menos cuando la temporada de cosecha se termina, hacer mas casas en vez de apartamentos, no pedir muchos requisitos que muchos trabajadores agricolas no podemos cumplir.	Have low-income housing. Give an opportunity to pay less in rent when the harvest season is over. Make more houses [single family homes] as opposed to apartments. Not to demand too many requirements that many agricultural workers cannot achieve.
Tener viviendas donde los trabajadores agricolas paguen lo que es basado de su ingreso y no tengan la necesidad de vivir varias familias en el mismo hogar.	Have homes where the agricultural workers pay based on income and do not need to live in the same home with several families.
Que el condado establezca un control de precios de renta.	That the county establish rent price control.
Hacer un control de renta en el condado de Ventura, crear programas para comprar casas para los trabajadores agricolas.	Establish rent control in Ventura County and create programs to buy houses for agricultural workers.
Que las renta se mejoren de lo precios	Improve the rents.
Que el condado de Ventura tenga un control de renta, crear programas para comprar una casa a bajo costo para trabajadores agricolas.	That Ventura County has rent control and creates programs to buy a low cost house for agricultural workers.
Control de renta, mas programas de alimentacion saludable para los trabajadores agricolas. Que el requisito de ingreso de elegibilidad sea mas alto para poder calificar.	Rent control , more healthy food programs for agricultural workers. That the income eligibility requirement is higher to qualify.
Control de renta, que el credito no sea un requisito.	Rent control , which credit is not a requirement.
Mas rentas de bajos recursos.	More low rents resources.
Que los precios de bajos recursos de renta sean mas accesibles a un precio que puedan pagar ya que el trabajo en el campo varia mucho. Hacer mas viviendas para resolver la escases de vivienda, y tener un control de renta.	That the price of low income rental housing be more accessible because fieldworker pay varies greatly. Create more housing to resolve the housing shortage and to have rent control.
Hacer un control de renta para que los arrendadores no abusen de las familias mas vulnerables sobre todo a los trabajadores agricolas.	Establish rent control so that landlords do not abuse the most vulnerable families, especially those of agricultural workers
Precio de renta esta muy caro	Rental price is very expensive.

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
Supply of Housing/Affordable Housing for Farmworkers	
n.a.	More housing for farmworkers More accessible and easy documentation. no documentation needed
n.a.	The client shared that they need more housing at an affordable price.
n.a.	The client shared that she would like more housing. Client also shared for housing to be more affordable
n.a.	Client shared she would like for the housing to be affordable and In good conditions
n.a.	Client would like more housing for farmworkers
n.a.	More housing for farmworkers
n.a.	More Housing for Farmworkers
n.a.	More Housing for Farmworkers
n.a.	More housing for farmworkers
n.a.	More housing for farmworker. More opportunities for farmworkers.
n.a.	To make housing for farmworkers
n.a.	More housing for farmworker at an ideal price for rent
n.a.	More housing for farmworkers that are not as expensive
Necesitamos mas viviendas	We need more housing.
No hay vivienda disponible y los requisitos del credito es dificil de mostrarlo	There is no housing available and credit requirements are difficult to meet.
Que haya mas vivienda disponible	That there be more housing available.
construir mas casas de bajos ingresos y que pidan menos requisitos para que las personas que trabajamos en el campo podamos pagar.	Build more low-income houses and ask for fewer requirements so that the people who work in the field can pay.
Hacer mas viviendas de bajos ingresos para los trabajadores agricola, tener mas bancos de comida accesibles, y programas de reduccion de precios de comidas saludables para trababajores agricolas. Al rentar una vivienda ser mas consientes con los requisitos que piden para que mas familias puedan acceder a ellos.	Make more low - income housing for agricultural workers. Have more accessible food banks and price reduction programs for agricultural workers buying healthy foods. When offering a housing unit for rent, to be more conscientious with the requirements that are asked so that families can actually comply with them.
Queremos que haya mas renta disponible	We want there to be more availability in rental housing.
Mas viviendas para las personas inmigrantes	More housing for immigrants.,
Construir mas viviendas de bajos ingresos	Build more low- income housing.
Mas casas de bajo costo y que no pidan muchos requisitos	More low- cost houses that do not ask for many requirements.
Crear una solucion para la escasez de viviendas que los trabajadores agricolas enfrentamos.	Find a solution to the housing shortage that we agricultural workers face.

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
Que hagan mas viviendas de bajo costo para los que trabajen en el campo.	Make more low - cost housing for those who work in the field.
Hacer mas viviendas de bajo costo porque estan muy escasos	Make more low- cost housing because are very scarce.
No hay vivienda disponibles, mi empleador anterior me provena mi vivienda y ahora necesito desalojarlo. Ya tengo 3 meses buscando y por falta de credito y el tamano familia.	There is no housing available, my previous employer provided my housing and now he needs to evict me. I've been searching for 3 months now due to lack of credit and size of family.
Information and Resources	
n.a.	More information on resources available
n.a.	More Resources for the Farmworker And more housing for farmworker
Que haya un lugar donde se pueda entender la situacion verdadera que enfrentan los trabajadores agricolas y sobretodo que hablen su idioma. Tambien que el condado Ventura mejore la comunicaci3n con los trabajadores agricolas.	That there be a place where you can understand the true situation that the agricultural workers face and above all, speak their language. Also, that Ventura County improve communication with agricultural workers.
Special Housing Needs/Housing Conditions	
n.a.	Have own rooms for children
n.a.	Need more security around the housing since there did a lot of crime going on, rent is very expensive especially being an immigrant.
n.a.	Have good housing for farmworker
Ayudar porque esposo esta incapacitado	Help because my husband is disabled.
Tener mas casas en mejores condiciones y precios accesibles para los trabajadores del campo	Have more houses in better condition and prices that are more accessible to field workers.
Que construyan casas y que un buen precio	May they construct more houses and at an affordable price.
Que haya mas viviendas de bajo ingreso	May there be more low-income housing
Que tengan casa de emergencia para la gente que trabajan el campo Cuando estan homeless	That they have emergency housing for the fieldworkers when they are homeless.
Mejorar la vivienda para el trabajadores del campo	Improve housing for the field workers
Mas viviendas accesibles de un piso, es dificil mantener la seguridad de los ninos en el piso dos o tres.	Greater availability of housing that is single-story. It is difficult to maintain the safety of children in a home with two or three floors.
Mas seguridad para las viviendas	More security for homes.
Mas viviendas para personas sin documentos que trabajan en el campo	More housing for undocumented people who work in field.
Queremos viviendas donde no pidan un estatus migrtorio elegible.	We want housing where they don't ask for immigration status eligibility.

ORIGINAL SPANISH	ENGLISH/ENGLISH TRANSLATION
Viviendas donde no pidan un estatus migratorio	Housing where they don't ask for immigration status.
Que el estatus migratorio no sea un impedimento para obtener una vivienda a bajo costo	That immigration status is not an impediment to obtaining a low cost housing.
Mas viviendas para personas sin estatus migratorio	More housing for people without immigration status.
Crear programas para ser duenos de su propia casa	Create programs to own your own house.
Hacer mas ayudas para viviendas, mas oportunidades de espacios para las casas moviles y con oportunidades para hacerse duenos de su vivienda.	Provide more aid for housing , more opportunities for spaces for mobile homes and with opportunities to become owners of their own home.
No hay muchas jentes que hable nuestra idioma por eso no buscamos ayuda. Las oficinas tambien cieran muy temprano	There are not many people who speak our language and because of this we don't seek help. The offices also close very early.
Other Living Expenses/Needs	
n.a.	Food is getting extremely expensive.
n.a.	Food and rent are getting expensive, also the stove and fridge are not working anymore and would like to call someone to fix it but can't afford it.
n.a.	Food is getting expensive and so is housing.
n.a.	Food and gas is very expensive.
n.a.	Gas and food are very expensive here in the state of California.
n.a.	Food and gas are very expensive in California.
n.a.	Gas and food are getting more expensive.
Pido mas program de cuidado para los ninos de los trabajadores del campo	I would ask for more childcare programs for children of field workers.
Es muy caro el costo de vida para los trabajadores agricolas	The cost of living for agricultural workers is very expensive.
Transportation	
n.a.	Transportation for people with no car
El Pago por estacionamiento es muy caro, pago 150 por estacionamiento	The cost of parking is very expensive. I pay \$150 for a parking spot.
Other	
Tener mas viviendas dignas y de bajo ingresos	Have more dignified low-income housing.
El temor por el estatus migratorio	The fear of immigration status
Que no cobren por llenar una solicitud, Que no suban las rentas para evitar los abusos y violencia en la familia	That they don't charge when submitting an application. That rents are not increased so that abuse and violence in the family are avoided.
Mejorar las calles	Improve the streets/roads.

APPENDIX F: FARMWORKER SURVEY TEAM TRAINING MANUAL AND FARMWORKER SURVEY PROTOCOL

Farmworker Survey Team Training Manual (Created by BAE)

1. Survey Management

- The FRP survey team will be led by Talia Barrera. The other team members will include: Israel Vasquez-Nicolas and Fatima Pena-Galindo.
- For consistency of survey administration, the FRP Team will make every effort to ensure that the same survey team members will conduct all of the surveying, following the same protocols.

2. Overall Survey Objectives

- Collect data to gain an understanding of the housing needs, current housing conditions, housing costs and farmworkers' ability to pay, and housing preferences of Ventura County farmworkers.

3. Uses of Survey Information

- Survey results will be used to inform policies, projects, and programs that are aimed at assisting in improving housing conditions and housing availability for farmworkers in Ventura County, including cities.

4. Survey Privacy/Confidentiality

- Survey interviews will be conducted in a manner to protect the privacy of respondents as they are providing their answers to the survey questions.
- Data collected from individual surveys will only be reported in aggregate to protect the privacy of the individual responses.

5. Survey Outreach

- The FRP Team will conduct survey outreach in accordance with the Farmworker Survey Methodology, backed by the Survey Communications Plan. Surveying will be conducted in conjunction with the FRP Team's ongoing daily activities engaging with the local farmworker community. As initial survey results are completed and the responses are reviewed, BAE will provide the FRP Team with information as necessary for the FRP Team to focus their outreach efforts on reaching key farmworker groups, to seek to align the survey responses with the survey stratification targets (by county sub-area and crop type) as well as to seek sufficient responses from certain farmworker cohorts who may be of interest (e.g., migrants versus permanent Ventura County workers; unaccompanied individuals versus farmworkers who live with their families, women vs. men, younger vs. older, etc.). This may require that the FRP Team conduct targeted survey outreach independent of their other activities with farmworkers.

6. Interacting with Employers

- The FRP Team may conduct surveys on-site at farms or other places of employment for farmworkers. In these cases, it will be important for the FRP Team to coordinate with the employer in advance of the survey date to:
 - Explain the purpose of the survey and request cooperation

- Arrange for a date, time, and location to survey workers onsite
- Identify an onsite contact for the FRP Team to coordinate with on the day of the survey
- Request that the employers provide their employees with information about the survey purpose, privacy, etc.
- Arrange for a process to have workers meet with FRP Team members to take the survey in a manner acceptable to the employer.
- Arrange for a space/area for the FRP Team to conduct interviews where farmworkers' privacy/confidentiality of their answers is ensured

7. Interacting with Farmworkers

- The FRP Team may encounter farmworkers for surveying purposes in a variety of settings and locations. This may occur in conjunction with other FRP outreach activities or may be in conjunction with survey-specific outreach activities.
- FRP Team members will introduce themselves as a member of the FRP Team.
- FRP Team members will provide a brief explanation of the purpose of the survey and the importance of knowing about farmworker housing needs so that the County, the ten cities, agricultural employers, and local partner organizations can seek to improve farmworker housing conditions, supply, and affordability in the future. *[Can show intro video if appropriate to the particular interview setting.]* According to the farmworker's curiosity, explain that results will likely not be instantaneous, but the survey represents an important first step in changing today's reality. The Project is through 2025 with completion of the Action Plan, implementing efforts would be ongoing thereafter.
- FRP Team members will reassure the participant that their responses will be kept anonymous and will only be reported in aggregate with all of the other survey responses.
- FRP Team members will try to put the participant at ease and encourage them to ask questions, ask for clarifications, and to let the surveyor know if they are unsure about what the surveyor is asking, how to answer a question, or is uncomfortable providing an answer to a specific question.

8. Administering the Survey

The FRP surveyors will follow the Farmworker Survey Administration Protocol. In following the protocol, the following are important to keep in mind:

a. Pre-Screening

- It is important to conduct the pre-screening on the survey form to ensure that participants meet the criteria for the survey (meets the definition of "farmworker" or lives in a household with someone who meets the definition of farmworker, and works in Ventura County). In addition, as survey responses are accumulated, BAE and the FRP Team may identify the need for targeted survey outreach to achieve survey stratification targets relating to location of employment within the County and the type of crops handled. If this is the case, then additional screening criteria may apply.

b. Survey Introduction

- It is essential to provide the survey introduction information so the participant knows the reason for the survey and understand that their privacy will be protected.

c. Survey Questions

- Follow the survey questions in order.
- As FRP Team members gain experience administering the survey, they may find that they can paraphrase the questions in ways that are most understandable to the participants, but please be sure to use key terms (e.g., those listed in the definitions list, Appendix G: Farmworker Survey Terms and Definitions) so that the information is collected consistently throughout the survey process.
- FRP Team members will try to clarify and explain questions, so that the surveyor and the participant have a shared understanding of the question that is being asked and the answer that is given. During the initial surveying efforts (e.g., first two weeks of surveying) and as necessary thereafter, FRP Team members will discuss among themselves whether there are any terms in Spanish or indigenous language translation that need to vary according to the respondent's age, country, or region of Mexico with which the respondent associates in order to best convey the survey questions.
- FRP Team members can refer to the list of definitions, if there is any question about terminology, etc. If there is a question about a term that is not on the definitions list, please note the term and relay to BAE so that the definitions list can be updated accordingly.

d. Recording Survey Answers

- Record answers carefully on the iPad using the SurveyMonkey data input template as each question is answered. Move to the next question once the answer is entered and saved. If the survey is being administered via a paper survey, record the answers on a separate paper survey for each respondent. Pay particular attention to recording open ended questions legibly. Transfer the responses recorded on any paper surveys to SurveyMonkey as soon as practical.

Skipped Questions/Incomplete Surveys

- Try to collect complete answers to all survey questions; however, it is OK to leave a question blank if the participant does not know the answer or is not comfortable providing an answer.
- If you are not able to complete all questions on a survey for some reason, it is still useful to save the partially completed survey into the survey responses database.

e. Completing the Survey

- Save the individual survey responses when the survey is completed.
- Thank the participant and give the participation gift.
- Request that the participant let others in their household know that they participated in the survey and ask that others in the household do not participate in the survey if asked at a later date since one goal of the project is surveying broadly to separate households and we

do not want to have one household represented more than once in the survey results. (Surveying will occur approximately from late March through June). If they live in group quarters, it is OK for other residents of the group quarters to participate in the survey, as they will answer as individuals and not on behalf of other group quarters residents.

f. Translation of answers to open-ended questions

- The FRP Team will translate open-ended answers into English, if collected in a language other than English. If the FRP Team is comfortable translating in real-time and entering the responses into their iPad in English, this is OK.

9. Survey Results Database

- As surveys are completed using the SurveyMonkey interface, most responses will automatically be recorded into the survey response database. If a survey is completed in “offline” mode (i.e., due to lack of internet connectivity at the survey location), the FRP Team member will upload the offline responses as soon as practical when an internet connection is available. If a survey is completed using a paper copy of the survey, the FRP Team member will transfer the responses from the paper survey to the SurveyMonkey database as soon as practical (e.g., upon returning to a local where it is possible to access the SurveyMonkey online interface). BAE will make off-line back-up copies of the survey responses database on a weekly basis during the survey period.

10. Survey Process Monitoring

- Talia Barrera will check in with the survey team members regularly (no less often than weekly) to monitor the surveying process, identify any unforeseen challenges or issues, and determine appropriate course corrections. Talia Barrera will identify whether issues can be resolved internally or whether there is a need to elevate the issue to discuss with BAE and/or the Coordination Committee and will follow-up accordingly.
- Talia Barrera and Matt Kowta will check in on a regular basis (no less often than weekly) during the survey process to review progress, review survey responses in relation to survey stratification targets, discuss any issues, and determine any necessary course corrections or targeted outreach necessary to achieve stratification targets.

Farmworker Survey Administration Protocol (Created by BAE)

1. When surveying, FRP Team members will wear a name-tag or ID card on a lanyard indicating their status as a County employee.
2. The FRP Team will conduct farmworker and employer outreach within the county, seeking participation from farmworkers to roughly match the survey stratification targets, by area and by crop type, demographics and job status (seasonal, year round). In conducting outreach to farmworkers and employers, the FRP Team will emphasize that the survey is anonymous and will be used to help identify opportunities for Ventura County, local cities and other stakeholders to improve housing for the agricultural workforce, and that no information associated with specific employers or farmworkers will be made public. The FRP Team will solicit farmworkers for participation in the survey in conjunction with the group's ongoing farmworker outreach activities, and will also conduct outreach specifically targeted to soliciting survey participation as needed to achieve the project goals.
3. When approaching potential survey participants, the FRP Team member will ask the respondent if they would prefer to communicate in English, Spanish, or an indigenous language.
4. The FRP Team member will confirm that the respondent is qualified to participate in the survey:
 - a. Confirm that the respondent is 18 or over and a Ventura County agricultural worker themselves or somebody in his/her household works in Ventura County agriculture.
 - i. Explain the definition of agricultural worker as a person whose primary income is or was earned through permanent, seasonal, migrant agricultural labor. Agricultural labor includes planting, cultivating, harvesting, packing, distributing, and transporting crops, livestock, or aquaculture.
 - ii. Use map to confirm with the respondent that their agricultural workplace at some point within a year's time is in Ventura County if they are unclear on the boundary.
 - b. Confirm that the respondent is not an H-2A worker and has not already completed the survey and/or that somebody else in his/her household has not already completed the survey. It is OK if the respondent lives in group quarters, and somebody else in the same group quarters has completed the survey.

If respondent qualifies, then the FRP Team member will administer the survey in the preferred language.

5. Before the first question, the FRP Team member will remind the respondent that his/her answers will be kept anonymous and ask if they have any questions about the survey. If the FRP Team member cannot answer all the respondent's questions, they will refer the respondent to Gabrielle Vignone at *House Farm Workers!* for follow-up. The FRP Team member will request that the respondent ask for clarification if at any time during the interview they do not understand any of the survey questions. The FRP Team member will explain that if the respondent is not

comfortable answering any of the questions, they can say so and they are not required to provide an answer.

6. The FRP Team member will walk the respondent through the survey questions and record the answers on an iPad or laptop via a mobile internet connection to SurveyMonkey. In cases use of iPad/laptop is not practical, the FRP Team member will administer the survey questions and record the survey responses via a paper copy of the survey, transferring the responses from the paper survey to the SurveyMonkey database as soon as practical after completing the surveying.
 - a. The FRP Team member will clarify any questions that the respondent does not understand.
 - b. If the FRP Team member is not sure that she/he understands the respondent's answer, or how best to record the answer into the SurveyMonkey database or on the survey sheet, the FRP Team member will ask the respondent for clarification.
 - c. The FRP Team member can use the map to help establish a common understanding with the respondent on questions involving geographic locations.
7. FRP Team members will record as many responses to open-ended questions in English as opposed to Spanish or indigenous languages as possible. FRP Team members may need to assist BAE in translating any open-ended responses to English that are recorded in Spanish or indigenous languages.
8. Once the survey is complete, the FRP Team member will thank the respondent, save the survey responses electronically (or save the paper survey copy with responses), and give the respondent the participation gift card. The FRP Team member will record the gift card ID on the associated survey.
9. The FRP Team member will also ask the respondent to let other people in his or her household know that they participated in the survey, so that other household members do not participate in the survey at a later date since we do not want duplicate survey information for the same household. The FRP Team member will explain that if the respondent lives in group quarters, it is OK for other people who live in the group quarters to participate in the survey.
10. BAE will meet with FRP Team members weekly during the survey period to review survey progress and evaluate the survey responses in relation to survey stratification targets. BAE and the FRP Team will determine if there is any need for targeting outreach to achieve a representative survey sample. The weekly meetings will also provide the opportunity for BAE and FRP Team members to discuss any other issues that may arise during the survey process and identify an appropriate course of action, which may include elevating the issue for discussion with the Coordination Committee.

APPENDIX G: FARMWORKER SURVEY TERMS AND DEFINITIONS

List of Terms for Survey Team

Agricultural worker or workforce

Includes a person whose primary income is or was earned through permanent, seasonal, migrant agricultural labor. Agricultural labor includes planting, cultivating, harvesting, packing, distributing, and transporting crops, livestock, or aquaculture.

Also see Farmworker

Apartment

A room, or group of related rooms, designed for use as an independent dwelling unit with its own cooking and bathroom facilities.

Also see Multifamily Housing

Aquaculture

The cultivation of aquatic animals and plants, including fish, crustaceans, mollusks, and aquatic plants (e.g., seaweed) in either natural or controlled marine and/or freshwater environments.

Aquaponics

A food production system that combines conventional aquaculture (i.e., cultivation of aquatic animals and plants) with hydroponics (cultivation of terrestrial plants in water) in a symbiotic environment.

Also see Aquaculture and Hydroponics

Crop

A plant or plant product grown and harvested for food, animal feed, fiber, industrial uses, or ornamental/landscape/nursery uses.

Equipment Operator

A person who operates equipment, such as tractors, harvesters, earth moving equipment, forklift, and stationary equipment. Also includes persons operating commercial trucks and other similar equipment.

Family

A family is a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together.

Family Household

A family household is a household maintained by a householder who is in a family (as defined above), and includes any unrelated people (unrelated subfamily members and/or secondary individuals) who may be residing there.

Farmworker

A farmworker is defined as a person whose primary income is or was earned through permanent, seasonal, migrant agricultural labor. Agricultural labor includes planting, cultivating, harvesting, packing, distributing, and transporting crops, livestock, or aquaculture.

Also see Agricultural Worker

Farm Labor Contractor

Any person/organization who recruits, solicits, supplies, or hires workers on behalf of an employer engaged in the growing or producing of farm products, and who may also provide one or more of the following services: furnishes board, lodging, or transportation for those workers; supervises, times,

checks, counts, weighs, or otherwise directs or measures their work; and/or disburses wage payments.

Farm Management Company

An individual or firm that provides farm management services to a property owner on a contract basis.

Also see Farm Manager

Farm Manager

An individual or employee who undertakes activities necessary to direct the operations of a given farming operation. This may include a variety of services ranging from business assistance (like accounting and budget and cost tracking) to hiring and labor management, pesticide use tracking, harvest management, and sales and marketing oversight, among other services.

Farm or Field Grower

A conventional agricultural operation that produces herbaceous plants or other crops on a commercial scale in cultivated fields. This often includes producers of field crops, as well as vegetables, fruits, nuts, and berries, and livestock.

Forest Products

Includes any wood-based material derived from a forest for direct consumption or commercial use, such as raw timber, cut lumber, wood pulp, paper, fuel wood, forage, etc.

Foreman/Foreperson or Supervisor

A mid- to low-level employee or worker who supervises and directs other workers, and is often placed in charge of a given project, task, or job site.

Greenhouse

A building or structure used for the cultivation and protection of plants. These structures range in size from small sheds to industrial sized buildings and are often constructed of glass or clear/opaque plastic.

Group Housing or Group Quarters

Communal housing (group living arrangement) that is owned or managed by an entity or organization providing housing and/or services for the residents. This often includes dormitories, barracks, bunk houses and other individual units with shared living quarters, cooking, and bathroom facilities.

Household

A household includes related family members and all the unrelated people, if any, such as lodgers, foster children, wards, or employees who live together and share the rent/cost of the housing unit or space in a housing unit. For the purposes of this survey, a person living alone in their own housing unit is also counted as a household. For the purposes of this survey, other individuals, families, or groups that are occupying other parts of a housing unit and pay their rent/housing costs separately are not considered part of the respondent's household.

Household Income

The sum of the income of all people, age 15 years and older, living in a household.

Also see Household

Hydroponics

The cultivation of terrestrial plants using mineral nutrient solutions in water, without soil.

Laborer

A person engaged in unskilled manual work or labor for wages, often on an hourly basis.

Lease or Lease Agreement

A written agreement between the property owner and the tenant that details the required payment and the conditions under which the tenant may occupy the housing for a specific period of time.

Migrant Farmworker

A migrant farmworker is an individual who is required to be absent from a permanent place of residence for the purpose of seeking employment in agricultural work, often on a seasonal or temporary basis. Those who do not move from their permanent residence to work but work only part of the year are considered seasonal workers.

Mobile or Manufactured Home

A structure, transportable in one or more sections, which is built on a permanent chassis and designed to be used as a dwelling with or without a permanent foundation when connected to the required utilities, and includes the plumbing, heating, air conditioning, and electrical systems contained in the structure. The term does not include any self-propelled recreational vehicle.

Multifamily Housing

A classification of housing where multiple separate housing units are contained within one building or several buildings within one complex. Units in a multifamily residential building are that are leased out individually, but owned by a single entity, are known as apartments, while units that are owned individually rather than leased are known as condominiums.

Nursery

A place where plants are propagated and grown to mature and/or usable size. This includes retail nurseries which sell to the general public, wholesale nurseries which sell only to businesses, and private nurseries which supply the needs of institutions or private estates.

Permanent Housing

A housing unit in which the resident lives most of the year, or year-round.

Processor or Packer

Includes commercial operations that process and/or package agricultural products for resale. For example, agricultural processors may include vegetable dehydrators, tomato processing plants, cotton gins, etc. Agricultural packers may include vegetable and tomato canning, washing and packaging of fruit and vegetable products, packaging of bagged lettuce and salad mix, etc.

Seasonal Farmworker

Seasonal farmworkers are individuals who are employed in temporary farmwork but do not move from their permanent residence to seek farmwork; they may also have other sources of employment.

Single-Family House

Includes housing units that are fully detached (i.e., free standing), semi-detached (semi-attached, or side-by-side), row houses, and townhouses that are occupied by a single household. In the case of attached units, each must be separated from the adjacent unit by a ground-to-roof wall in order to be classified as a single-family structure. Also, these units must not share heating/air-conditioning systems or utilities, such as water supply, power supply, or sewage disposal lines.

Temporary Housing

A housing unit in which the resident lives for only a short time, such as a few days, weeks, or months. This is opposed to permanent housing, which represents the worker or households' primary place of residence.

Also see Permanent Housing

APPENDIX H: FARMWORKER FOCUS GROUP SESSION MATERIALS AND RESULTS

All materials created by the Project Coordination Committee and VCTC

1. Farmworker Focus Group Flyer
 2. Farmworker Focus Group Staffing Plan and Training Manual
 3. Media Release Form (English and Spanish)
 4. Final Farmworker Focus Group Board Responses
 5. Photos from the Farmworker Focus Group Event
-

We would like to invite Farmworkers to a focus group to discuss topics like transportation, housing, and social services.



Jose Flores Community Center
11168 Violeta Street,
Ventura CA, 93004

October 25, 2023
5:30 P.M. - 7:00 P.M.

This invitation is only for non-H2A farmworkers and their families. (All ages are welcome.)



Dinner will be provided.



Farmworkers will receive an appreciation gift for attending.

Help to supplement the survey and support the study.



This project is coordinated and funded by the County of Ventura, all ten cities within the county, and the Ventura County Transportation Commission (VCTC), and is being completed in partnership with the nonprofit *House Farm Workers!*.

Return this portion to your employer by October 18th

- I would like to attend
- I need transportation
- Pick me up in the city of _____
- I will bring ___ guests with me



Nos gustaría invitar a los Trabajadores Agrícolas a un grupo de enfoque para hablar de temas como el transporte, la vivienda y los servicios sociales.



Jose Flores Community Center
 11168 Violeta Street,
 Ventura CA, 93004

25 de octubre 2023
5:30 P.M. - 7:00 P.M.

Esta invitación es sólo para trabajadores agrícolas que no son H2A y sus familias. (Todas las edades son bienvenidas).



Se proporcionará cena.



Los trabajadores agrícolas recibirán un obsequio de agradecimiento por asistir.

Ayude a complementar la encuesta y apoyar el estudio.



¡Este proyecto está coordinado y financiado por el condado de Ventura, las diez ciudades del condado y la Comisión de Transporte del Condado de Ventura (VCTC), y se está realizando en colaboración con la organización sin fines de lucro *House Farm Workers!*

Devuelva esta parte a su empleador antes del 18 de octubre

- Me gustaría asistir
- Necesito transporte
- Recójame en la ciudad de _____
- Traeré ___ invitados conmigo



FARMWORKER HOUSING STUDY – IN-PERSON FOCUS GROUP MEETING

PUBLIC MEETINGS STAFF GUIDE

Date: Wednesday, October 25, 2023

Time: 5:00 pm – 8:00 pm.

Location: Saticoy Community Center, 11168 Violeta Street, Ventura, CA 93004

Parking: After unloading materials for meeting, park on side street

Staff Roles

Staff with an asterisk (*) are bilingual.

Name	Table	Role	Spanish Speaking
<i>RMA/HFW Staff.</i>			
BOLDED STAFF to meet at 4:30 pm to set up and prepare. The remaining staff can arrive at 5:00 pm			
Daniela Zendejas*	Welcome/Check in Table, Photographer	Check in guests, Spanish speaking staff. Photographer/videographer	Yes
Gabrielle Vignone (HFW)*	Table 1	Project Lead Survey overview board, Spanish speaking. Caterer coordinator	Yes
Rocio Gonzalez*	Table 1	Monitor laptops and assist HFW!	Yes
Ruchita Kadakia	Table 3a	Project Lead Housing board (+ raffle)	
Adam Paranial	Table 3b	Project Lead Housing Map exercise	
Noe Torres*	Table 3b	Housing Map exercise, Spanish Speaking	Yes
Kirsten (HFW)	Table 4	Social Services Board	
Jerilyn Hollis	Art Activity Center	Activity Center - Youth questions	
Araiya Shah	Art Activity Center	Activity Center - Youth questions, observer	
Jessica Nguyen	Incentive Table	Incentive distributor	
Brittany Webber	Incentive Table, Roaming	Incentive distributor (alternate), roaming	
Dave Ward	Roaming	Planning Director	
<i>FRP Staff to assist at all tables, as necessary (Arrive at 5:00 pm)</i>			
Israel Vasquez*	All	Mixteco speaking staff	Yes
Esperanza Ramirez Reyes*	All	Mixteco speaking staff	Yes
Flavio Reyes*	All (Table 1 at beginning)	Zapoteco speaking staff	Yes
Francisca Secundino*	All	Purepecha speaking staff	Yes
Talia Barrera*	Roaming	Spanish speaking staff (alternate)	Yes

Name	Table	Role	Spanish Speaking
<i>HCA Staff (Arrive at 5:00 pm)</i>			
Susana Tamayo*	Welcome/Check-in table	Welcome Table Spanish speaking staff	Yes
Elizabeth Lomeli*	Table 1	Table #1 Spanish speaking staff	Yes
Leslie Gonzalez*	Table 3	Table #3 Spanish speaking staff	Yes
Diane Alvarez*	Table 4	Table #4 Spanish speaking staff	Yes
Selfa Saucedo*	Roaming	Spanish speaking staff (alternate)	Yes
<i>VCTC Staff (Arrive at 5:00 pm)</i>			
<i>Amanda Fagan</i>	Table 2	VCTC Lead – Transportation Boards	
<i>Caitlin Brooks</i>	Table 2	Transportation Boards	
<i>Transit Rep. TBD</i>	Table 2	Spanish speaking staff	Yes

Meeting Format

Time	Item
4:30 pm	Set up
5:00 pm	Additional staff to arrive and check-in
5:15 pm	Food available – attendees may eat whenever they are ready. Before or after completing the table activities.
5:30 pm – 7:00 pm	Groups move from table to table answering questions (in any order). Participants collect a raffle ticket at four (4) tables and return to Welcome Table with tickets to collect incentive.
By 7:30 pm	Clean up

STAFF ASSIGNMENTS AND ROLE

English and Spanish speaking staff will be available at each table and will facilitate the responses needed for the poster board.

Additionally, native language speaking staff (Mixteco, Purepecha and Zapoteco) will be available at the event who can help participants understand the intent of questions on any poster board, as necessary.

If you see a crowd collecting near one of the tables, and you speak Spanish, please feel free to jump in and assist.

Welcome/Check-in Table

Daniela*, Susana Tamayo*, Flavio* (until required for tables)

- Welcome participants, request them to fill out sign-in sheets and provide them with name tags (*staff may fill these out for them as well, so the writing is consistent*).
 - Name tags and sign in sheets are ONLY for participants.
 - Name tags may include language preference of participants through first letter of preferred language (S-panish, M-ixteco, P-urepecha, Z-apoteco, or E-english).
- In sign-in sheet, confirm all columns are filled (except for incentive):
 - Ensure that EACH **participant** fills out sign in sheet
 - Record total number of people with them (for food raffle tickets)
 - Ask what language they would like to respond in (*Provide Options: Spanish, Mixteco, Purepecha, Zapoteco and English*)
 - Record if each person (participant + guest) completed the Media Release Form
- Staff to add a **check** to participant name on draft RSVP list provided (*for staff reference only*). If participant is not on list,
 - ask which farm they work at, and
 - add name to RSVP list as well.
- Hand out food raffle tickets – based on recorded response.
- Provide Media Release form for each attendee (participant + guest) to complete. (*Staff may assist in completing the forms, check participant has signed*)
 - Collect completed media release and place in envelope
 - If someone does not want to sign, note it, and put a red wristband on them.
 - If someone states that they don't mind videos and photos but no social media publication, add a red sticker to their name tag
- Provide guidance on which table to begin at and process for collecting raffle tickets at each table (stress that respondents **must** submit all 4 raffle tickets to receive incentive). Participants can start at any table, and in any order.
- If a native language is requested, connect them with the appropriate FRP staff member (whichever table they may be at).
- Show them the activity center, food location, dining hall and restrooms.

Incentive Table (*may be separate from Welcome Table*)

Jessica and/or Brittany

Incentive Distribution Process:

- *For the first participant requiring incentive, contact Ruchita, so she can provide the lockbox with incentives in it, and key*

- **IMPORTANT:** One dedicated employee to remain with lockbox with incentives at all times.
- When participants return with raffle tickets **for all 4 tables:**
 - Collect them in envelope
 - Note the # written on incentive cover against their name in the sign-in sheet
 - Have **participant** sign.
 - Hand over incentive cover (only hand it to **participant**)
 - Lock box with incentives

Table #1 (Survey Overview) *(Anticipated Participant time: approx. 15 mins)*

Gabby*, Rocio*, Elizabeth Lomeli*, FRP staff (to assist as necessary)

- Guide participants through what has been done for the survey thus far, by showing them data on the board.
- Show flyers and example survey on table
- Ask if attendees agree or disagree with information on board
 - Use small dot stickers to collect agree (**blue**) / disagree (**orange**) responses. (A response is **not** necessary for every single item)
 - Add post-it notes for any other comments on flipchart
- Indicate that laptops have project website (in English and Spanish) and survey videos for viewing in Spanish, Mixteco, Purepecha, Zapoteco, and English
- Give participant raffle ticket for Table 1, ask them to keep them until end.

Table #2 (Transportation) *(Anticipated Participant time: approx. 15-20 mins)*

Staffed by VCTC (English and Spanish),

- Record responses on Transportation specific questions
- Confirm responses were provided for **both** boards.
- Give participant raffle ticket for Table 2, ask them to keep them until end.

Table #3 (Housing) *(Anticipated Participant time: approx. 20 mins)*

Board #3a (Ruchita, Leslie Gonzalez*, FRP staff (to assist as necessary))

- Present housing questions on board
- Record responses with dot stickers and post-it notes
- Questions:
 1. What type of housing would you like to live in?
 - **Green** dot stickers for responses. Multiple responses can be recorded for this question.
 2. Do you share your home with other families?
 - **Green/Red** stickers for Yes/No responses
 3. Where would you like to celebrate special occasions?
 - Post it note with response *(staff may write for them for legibility)*
 4. Would you be interested in programs such as a forgivable loan to buy your home if you were required to live there for a certain amount of time? Are you aware of such a program?
 - **Green/Red** stickers for Yes/No responses
 - If No, provide flyer for VCCDC
 5. What makes your community?
 - Post it note with response *(staff may write for them for legibility)*
- Check if they provided responses for second housing board.

- **Board #3b – Map (Adam, Noe*, FRP staff* (to assist as necessary))**
 - Present map location questions
 - Record responses with symbol stickers as indicated on board. Post-it notes can be added to flipchart if they want to add anything more (*staff may write for them for legibility*)
 - Questions to map:
 1. Where do you live? (*Only one sticker*)
 2. What is your first choice of where you want to live? (*Only one sticker*)
 3. Where do you go for community activities such as recreation and sports, restaurants, schools, services, play, parties, large gatherings etc.? (*Multiple responses can be recorded for this question. Participant does not need to use every sticker*)
 4. Which parks do you use? (*Multiple responses can be recorded for this question*)
 5. Where do you work? (*Multiple responses can be recorded for this question*)
 - Check if they provided responses for both housing boards.
 - Give participant raffle ticket for Table 3, ask them to keep them until end.

Table #4 (Social Services) (Anticipated Participant time: approx. 15 mins)

Kirsten, Diane Alvarez*, FRP staff (to assist as necessary)

- Present social services questions on board
- Record responses with dot stickers and post-it notes
- Questions:
 1. What challenges have you faced while looking for suitable housing for you and your families, if any?
 - **Green** dot stickers for responses. Multiple responses can be recorded for this question.
 - Add Post it for response to “Other”. (*staff may write for them for legibility*)
 2. Do you know who to ask for assistance with housing issues?
 - **Green/Red** stickers for Yes/No responses
 - If No, provide flyer for HRC
 3. What is the primary and secondary languages spoken in your home?
 - Primary (**Blue**)/Secondary (**Orange**) stickers for response.
 4. How do you currently access healthcare for you and your family?
 - **Green** dot stickers for responses. Multiple responses can be recorded for this question.
 - Add Post it for response to “Other”. (*staff may write for them for legibility*)
- Confirm responses were provided for both boards.
- Give participant raffle ticket for Table 4, ask them to keep them until end.

Art Activity Center, Youth Activity

Jeri, Araiya, Santa Paula Art Museum Staff

- Guide youth members who want to participate through the provided questions, record responses on post-it notes (*staff may write for them for legibility*)
- Questions:
 1. What do you do after school? Where?
 2. What are the needs of your family?
 3. What do you like about your community?
 4. What do you wish your community had?

Photographer/Videographer

Daniela Zendejas*

- Take photos and videos of all parts of events, especially of participants providing responses at tables.
- Ensure that most photos and ALL videos are landscape so they can be included in a video montage. Some photos can be taken in portrait mode.
- Be careful not to include attendees who have wristbands marking that they do not want media coverage, or those with red stickers on their name tags. If you do take photos of those attendees, make sure the wristbands are visible in photograph, or take photos showing their backs of head.
- Ask participants if they are ok with a couple of video responses. If yes, ask a couple of the following. Responses can be in any language. No more than a couple of minutes on each person.
 - What do you do for a living?
 - Where do you live now, and does it meet your needs?
 - Where do you want to live?
 - Why is farmworker housing important?
 - What is your biggest challenge related to housing?
 - What do you think of today's event?
 - Was it easy to record responses?

Roaming staff

Dave, Brittany, Araiya, FRP staff (to assist as necessary)

- Provide guidance to participants/attendees if they need assistance.
- Unless marked as no media, direct them to **Daniela Zendejas** for videos.
- If possible, get feedback on event procedures and format.
- Check the dining area to ensure there are enough supplies or if anyone needs anything (paper towels, etc.)

Additional Information

If you don't know how to answer a question or don't know the answer to the question, it is OK to say you don't know or don't have knowledge on the subject matter.

If you have ANY questions, refer the individual or question to RUCHITA, ADAM or GABBY.

THANK YOU!!

VENTURA COUNTY FARMWORKER HOUSING STUDY AND ACTION PLAN; FOCUS GROUP MEETING, OCTOBER 25, 2023

RELEASE, CONSENT, AND WAIVER REGARDING THE USE OF LIKENESS OR PHOTOGRAPH OR VIDEO OR OTHER DIGITAL FORMATS

I, _____
(print your name)

consent to the publication, use, display, reproduction, and dissemination of my likeness, artwork, written statements, and photographs, film, video, digital recordings, or audio of me, and my name by the County of Ventura, *House Farm Workers!*, Santa Paula Art Museum and Ventura County Transportation Commission and each of their respective employees, consultants or agents (referred to as "Agencies" in the remainder of this document) for publication, advertising, marketing, educational purposes, descriptive text, commentary, press release, publication or any other legal purpose and in any media the Agencies may wish to use, in print, electronic form, publicly or privately including the Internet/World Wide Web, and all social media outlets. I understand that after the publication of my likeness or photograph, the Agencies will be unable to prevent persons from gaining access to the Internet/World Wide Web, copying my likeness therefrom, and subsequently using, altering, or republishing it without my consent. I understand and voluntarily accept the possibility of a third party, without my consent or the Agencies consent, using, altering, or republishing my likeness or photograph.

I waive any claim for compensation from, or damages against, the Agencies arising from the Agencies publication of my likeness or from the use, alteration, or republication of my likeness by third parties acting without consent, including any expense or liability incurred as a result of my participation in this recording or posting on any social media sites, or medical expenses incurred due to any sickness or injury.

I understand and agree that my likeness or photograph will be the property of the Agencies and that I am not entitled to keep any of the likenesses or photographs. I also understand and agree that I am volunteering to be photographed, and I, therefore, will not be compensated by either the photographer or the Agencies for having my likeness or photograph taken and used in the manners describe above.

Signature _____

Date: 10/25/2023

In addition to all of the above, I understand that the use of my likeness or photograph/video, along with my name, may identify me as an attendee of the Focus Group. I further consent to such use of my likeness or photograph/video and name, knowing that my likeness or photograph/video may be associated with public social services or as data for the Ventura County Farmworker Housing Study and Action Plan. I am aware of and acknowledge that pursuant to 45 U.S.C. § 164.508, subparagraph (c)(2)(i), I have the right to revoke this authorization so long as I do so in writing. And I am aware of and acknowledge that pursuant to 45 U.S.C. § 164.508, subparagraph (c)(2)(ii), my treatment, payment, enrollment, or eligibility for benefits from the Agencies is not affected by my decision to sign or not to sign this consent.

In addition, I am consenting on behalf of the following minors: (write the name of anyone under 18 years of age who is attending the event with you, and you are able to sign for on the line below.)

I represent that I am at least 18 years of age or am the legal representative for the minor that will be recorded or photographed, and I have read and understand the foregoing statement and am competent to execute this agreement.

Name: _____ **Signature:** _____

Date 10/25/2023

**INVESTIGACIÓN Y PLAN DE ACCIÓN PARA LA VIVIENDA DE LOS
TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA; REUNIÓN
DEL GRUPO DE ENFOQUE, 25 DE OCTUBRE DE 2023**

**EXENCIÓN DE RESPONSABILIDAD, CONSENTIMIENTO Y RENUNCIA DE
RESPONSABILIDAD EN RELACIÓN CON EL USO DE IMAGEN,
FOTOGRAFÍA, VÍDEO U OTROS FORMATOS DIGITALES**

Yo, _____
(escriba su nombre)

doy mi consentimiento para la publicación, uso, exhibición, reproducción y disseminación de mi imagen, obras de arte, declaraciones escritas y fotografías, películas, videos, grabaciones digitales o audio de mi persona y mi nombre por parte del Condado de Ventura, House Farm Workers! Museo de Arte de Santa Paula y la Comisión de Transporte del Condado de Ventura y cada uno de sus respectivos empleados, consultores o agentes (referidos como "Agencias" en el resto de este documento) para publicación, publicidad, marketing, propósitos educativos, texto descriptivo, comentario, comunicado de prensa, publicación o cualquier otro propósito legal y en cualquier medio que las Agencias deseen utilizar, en forma impresa, electrónica, pública o privada incluyendo el Internet/Red Informática Mundial, y todos los medios de redes sociales. Entiendo que después de la publicación de mi imagen o fotografía, las Agencias no podrán evitar que otras personas accedan el Internet/Red Informática Mundial, copien mi imagen y posteriormente la utilicen, alteren o publiquen de nuevo sin mi consentimiento. Entiendo y acepto voluntariamente la posibilidad de que una tercera parte, sin mi consentimiento o el de las Agencias, utilice, altere o vuelva a publicar mi imagen o fotografía.

Renuncio a cualquier reclamación de indemnización o daños y perjuicios contra las Agencias derivada de la publicación de mi imagen por parte de las Agencias o del uso, alteración o republicación de mi imagen por una tercera parte que actúe sin consentimiento, incluido cualquier gasto o responsabilidad incurrida como resultado de mi participación en esta grabación o publicación en cualquier red social, o gastos médicos incurridos debido a cualquier enfermedad o lesión.

Entiendo y acepto que mi imagen o fotografía será propiedad de las Agencias y que no tengo derecho a quedarme con ninguna de ellas. También entiendo y acepto que me presto voluntario para ser fotografiado y que, por lo tanto, ni el fotógrafo ni las Agencias me compensarán por el hecho de que mi imagen o fotografía sea tomada y utilizada de la manera descrita anteriormente.

Firma _____

Fecha: 10/25/2023

Además de todo lo anterior, entiendo que el uso de mi imagen o fotografía/video, junto con mi nombre, puede identificarme como participante del Grupo de Enfoque. Consiento además a tal uso de mi semejanza o fotografía/video y nombre, sabiendo que mi semejanza o fotografía/video puede ser asociada con servicios sociales públicos o como datos para el Estudio de Vivienda y Plan de Acción de Trabajadores Agrícolas del Condado de Ventura. Soy consciente y reconozco que, de conformidad con 45 U.S.C. § 164.508, subpárrafo (c)(2)(i), tengo derecho a revocar esta autorización siempre que lo haga por escrito. Y soy consciente y reconozco que, de conformidad con 45 U.S.C. § 164.508, subpárrafo (c)(2)(ii), mi tratamiento, pago, inscripción o derecho a recibir prestaciones de las Agencias no se verá afectado por mi decisión de firmar o no este consentimiento.

Además, doy mi consentimiento en nombre de los siguientes menores: (escriba en la línea siguiente el nombre de cualquier persona menor de 18 años que asista al evento con usted y por la que pueda firmar).

Declaro que tengo al menos 18 años de edad o que soy el representante legal del menor que será grabado o fotografiado, y que he leído y comprendo la declaración anterior y soy competente para firmar este acuerdo.

Nombre: _____ **Firma:** _____

Fecha 10/25/2023

ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE

VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING

25 DE OCTUBRE DE 2023

OCTOBER 25, 2023

La siguiente información representa los resultados **preliminares** compilados de 365 encuestas de trabajadores agrícolas completadas y realizadas en el verano de 2023. Estas encuestas se realizaron en todo el condado e incluyeron categorías de cultivos y ubicaciones del Condado de Ventura que emplean a los trabajadores agrícolas del condado.

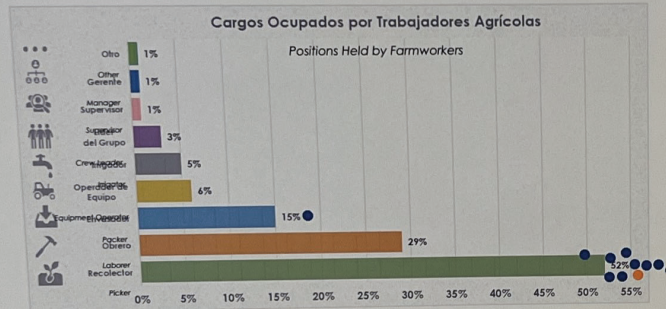
The following information represents **Preliminary** Results compiled from 365 completed Farmworker Surveys conducted in Summer 2023. These surveys were conducted all throughout the County and included Ventura County crop categories and locations which employ the County's farmworkers.

Información sobre los Encuestados:

- Un hogar de 5 personas;
- La edad general de los encuestados fue 39 años;
- Refleja un 60% de trabajadores agrícolas hombres y un 40% de trabajadoras agrícolas (mujeres); y
- El 98 por ciento (98%) de todos los encuestados únicamente trabajan en la agricultura.

Information about the respondents:

- A household size of 5 persons;
- General age of the respondents was 39 years;
- It reflects 60% male farmworkers and 40% female farmworkers; and
- 98 percent (98%) of all respondents only work in agriculture



Información de Empleo:

- El 71% de los trabajadores agrícolas trabajan en la agricultura del Condado de Ventura entre 9 y 12 meses al año.
- Casi todos los trabajadores agrícolas trabajan dentro del condado durante seis (6) meses o más cada año.

Employment Information:

- 71% of the farmworkers work in Ventura County agriculture between 9 and 12 months per year.
- Almost all farmworkers work within the County for six (6) months or more every year.

Datos actuales de la Vivienda:

- El 38% de los trabajadores agrícolas comparte un baño con personas que no son de su propia familia / hogar, y el 42% comparte una cocina con personas que no son de su propia familia / hogar.
- El 92% paga alquiler a un propietario que no es su empleador.

Current Housing Data:

- 38% of farmworkers share a bathroom with people not in their own family/household, and 42% share a kitchen with people not in their own family/household.
- 92% pay rent to a landlord who is not their employer.

Condición de Vivienda Existente:

- El 45% de los encuestados califica su vivienda como "Excelente" o "Buena".
- El 55% afirma que su vivienda requiere reparaciones menores o mayores.

Existing Housing Condition:

- 45% of the respondents rate their housing as "Excellent" or "Good".
- 55% state that their housing requires minor or major repairs.

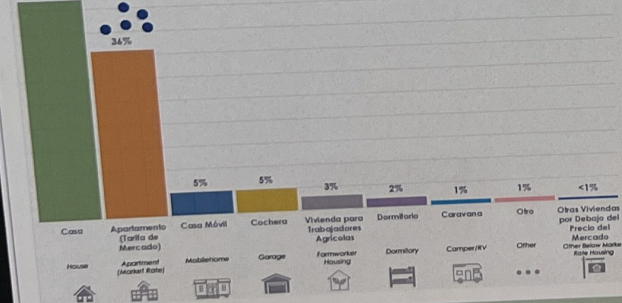
Preferencias de Vivienda de los Trabajadores Agrícolas:

- El 60% preferiría vivir en una ciudad o cerca de ella; mientras el 40% preferiría vivir en la finca o rancho donde trabaja.
- El 91% preferiría vivir en una casa.
- El 86% le gustaría idealmente tener tres o más dormitorios.

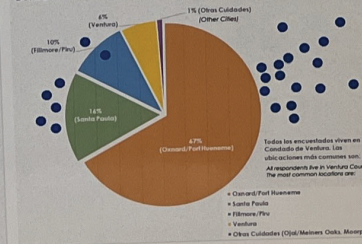
Housing Preferences of Farmworkers:

- 60% would prefer to live in or near a city; while 40% would prefer to live on the farm or ranch where they work.
- 91% would prefer to live in a house.
- 86% would ideally like to have three or more bedrooms.

Tipos de Vivienda para Trabajadores Agrícolas



Donde Viven los Trabajadores Agrícolas



Viaje Diario:

- La mayoría de los trabajadores agrícolas pasan de 15 a 45 minutos en cada viaje del hogar al trabajo y del trabajo al hogar.
- El 74% de los encuestados viaja en su vehículo personal.
- El 23% paga a alguien para que los lleve al trabajo.

Daily commute:

- Most farmworkers spend 15 to 45 minutes each way between home and work.
- 74% commute in their personal vehicle.
- 23% pay somebody to drive them to work.

UNA COLABORACIÓN CON EL CONDADO DE VENTURA, HOUSE FARM WORKERS! Y LA COMISIÓN DE TRANSPORTE DEL CONDADO DE VENTURA

A Collaboration with the County of Ventura, House Farm Workers! and Ventura County Transportation Commission

vcrma.org/en/vc-farmworker-housing-study



vcrma.org/en/vc-farmworker-housing-study-spanish



ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE

VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING

25 DE OCTUBRE DE 2023

OCTOBER 25, 2023



1. ¿Cómo sueles viajar por el condado de Ventura?

How do you usually travel around Ventura County?

Vehículo propio
Own Vehicle

Viaja con un Amigo/Familiar
Ride in Vehicle with Friend/Relative

Pagar un viaje
Pay for a Ride

Transporte público (Autobús/tren)
Public Transit (Bus/train)

Caminar
Walk

Bicicleta
Bicycle

Viajes compartidos, como CalVans
Shared Ride, such as CalVans

Otro
Other

2. ¿Tiene acceso regular a un vehículo?

Do you have regular access to a vehicle?



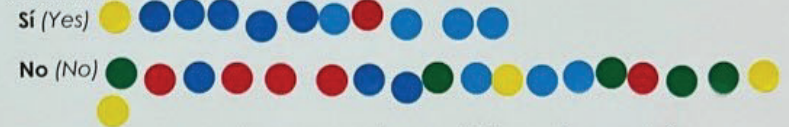
3. En los últimos seis meses, ¿ha faltado al trabajo por falta de transporte?

In the past six months, have you missed work due to lack of transportation?



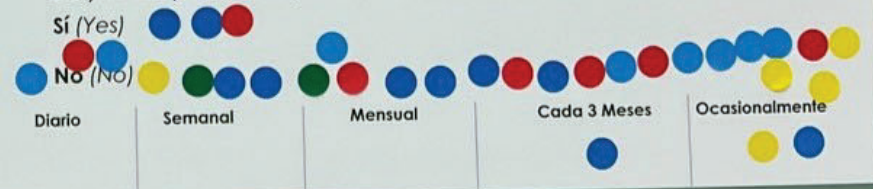
4. ¿El costo de la Vivienda afecta la distancia que viaja hacia y desde el trabajo y otros destinos, como la escuela, las compras o la atención médica? (En otras palabras, ¿vives lejos del trabajo, la escuela, las compras, etc. para ahorrar dinero en vivienda?)

Does the cost of housing affect how far you travel to and from work and other destinations, such as school, shopping, or medical care? (In other words, do you live far away from work, school, shopping, etc. to save money on housing?)



5. ¿Utilizas el transporte público (autobús o tren)? Si es así, ¿con qué frecuencia?

Do you use public transportation (bus or train)? If so, how often?



UNA COLABORACIÓN CON EL CONDADO DE VENTURA, HOUSE FARM WORKERS! Y LA COMISIÓN DE TRANSPORTE DEL CONDADO DE VENTURA

A Collaboration with the County of Ventura, House Farm Workers! and Ventura County Transportation Commission

vcrma.org/en/vc-farmworker-housing-study



<https://vcrma.org/en/vc-farmworker-housing-study-spanish>



ESTUDIO DE VIVIENDA PARA TRABAJADORES AGRÍCOLAS DEL CONDADO DE VENTURA – REUNIÓN DEL GRUPO DE ENFOQUE

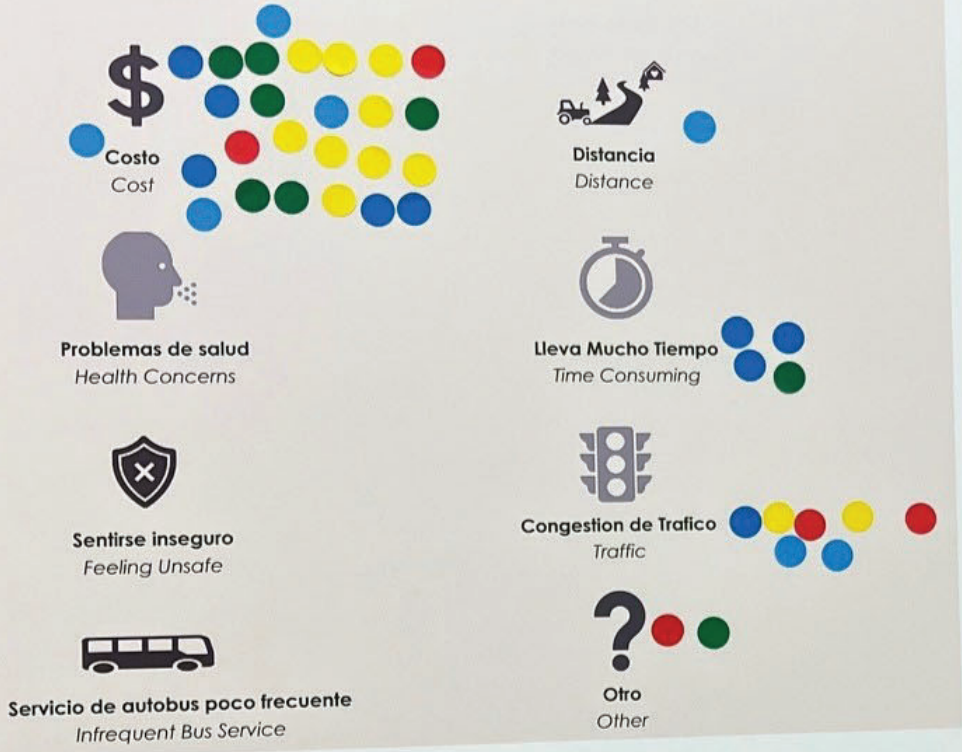
VENTURA COUNTY FARMWORKER HOUSING STUDY — FOCUS GROUP MEETING

25 DE OCTUBRE DE 2023

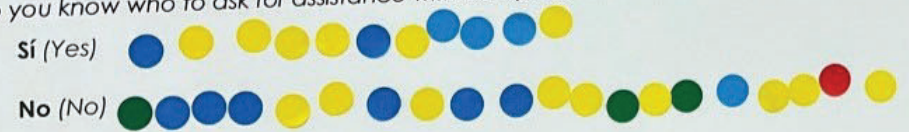
OCTOBER 25, 2023



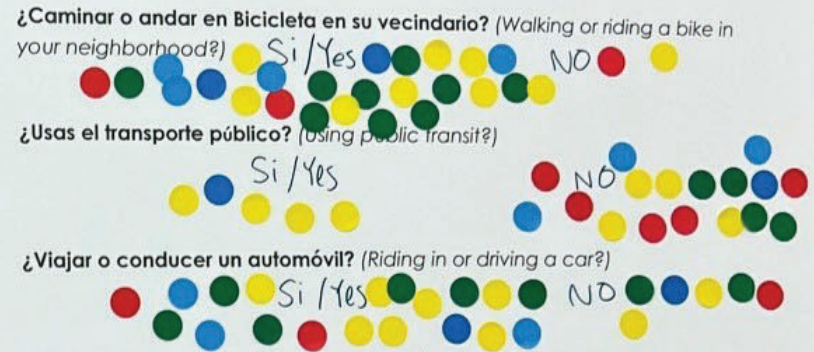
6. ¿Cuáles son algunos de los desafíos de transporte que experimenta, si alguno?
What challenges have you faced related to transportation, if any?



7. ¿Sabes a quien pedir ayuda con problemas de transporte?
Do you know who to ask for assistance with transportation issues?



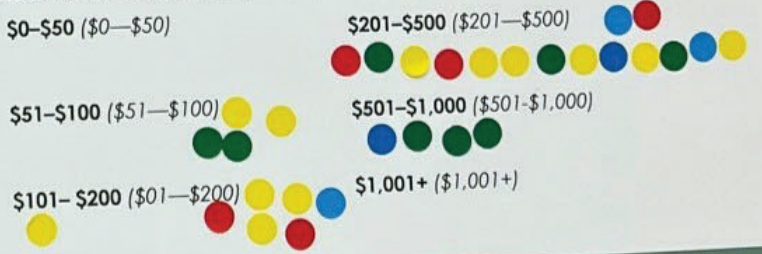
8. ¿Te sientes Seguro cuando...?
Do you feel safe when...

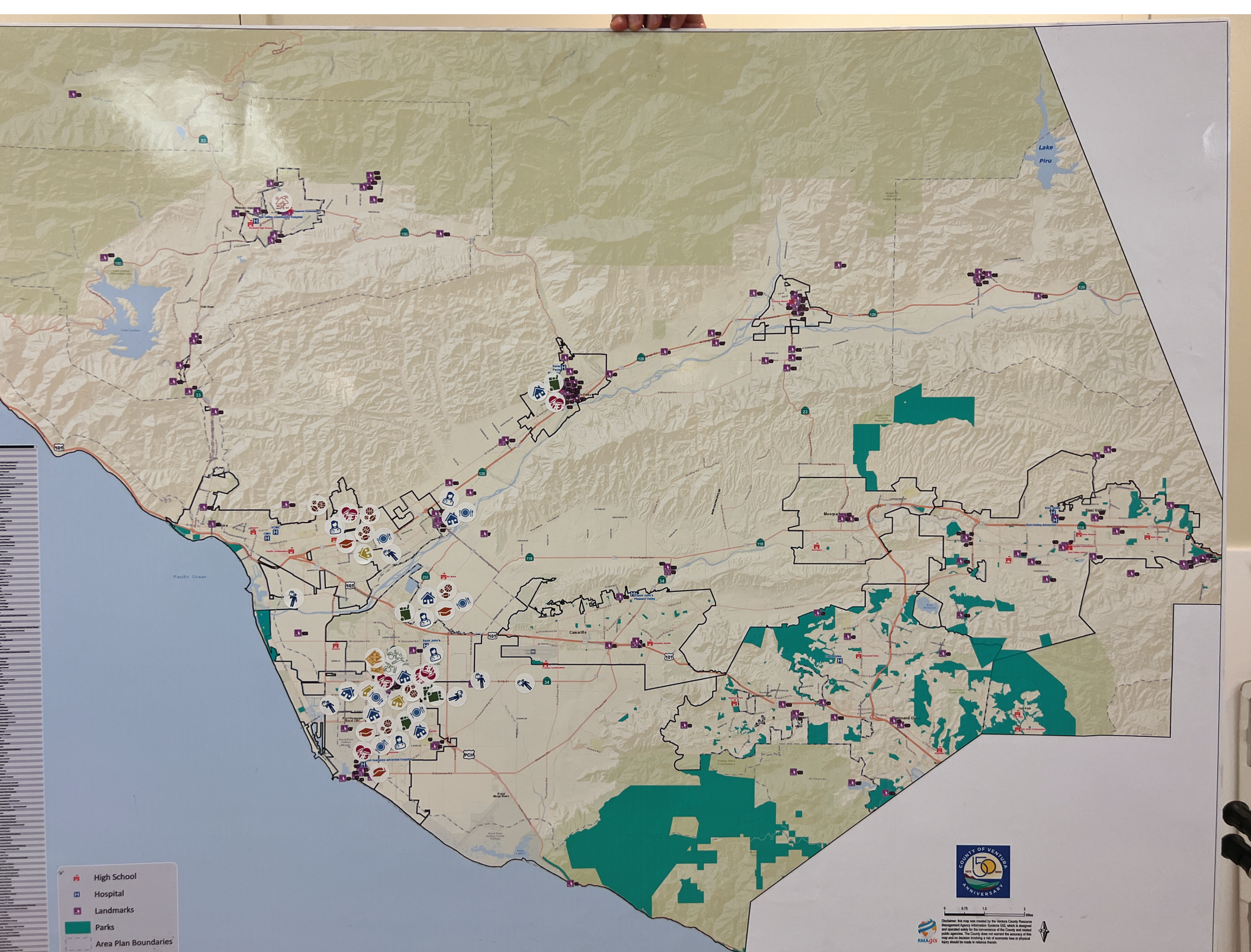


9. Si su hogar tiene acceso a un vehículo, ¿tiene problemas para encontrar un lugar para estacionar su vehículo en casa o en el trabajo?
If your household has access to a vehicle, do you have trouble finding parking at home or at work?



10. ¿Cuánto gastas en transporte cada mes?
About how much do you spend on transportation each month?





- High School
- Hospital
- Landmarks
- Parks
- Area Plan Boundaries



0 0.75 1.5 3 Miles

Disclaimer: This map was created by the Ventura County Resource and Management Agency in consultation with the County and various public agencies. The County does not warrant the accuracy of this map and no person relying on it should be held liable for any physical injury or damage.

• **¿Qué hace después de la escuela (como actividades después de la escuela)? ¿Dónde?**

What do you do after school (such as after-school activities)? Where?

After school I like to ride my bike around my neighborhood

Play in the park

Dungeons & Dragons, FBLA

boys and girls club

work

Volunteer work

• **¿Cuáles son las necesidades de su familia?**

What are the needs of your family?

Dinero !!

• **¿Qué le gusta de su comunidad?**

What do you like about your community?

Living next to her grandma

Something I like about my community is that we are so close

Living next to friends

my friends

• **¿Qué le gustaría que tuviera su comunidad?**

What do you wish your community had?

Toy store

I wish our community had more help for immigrants such as food programs

paper uses

a pool + |

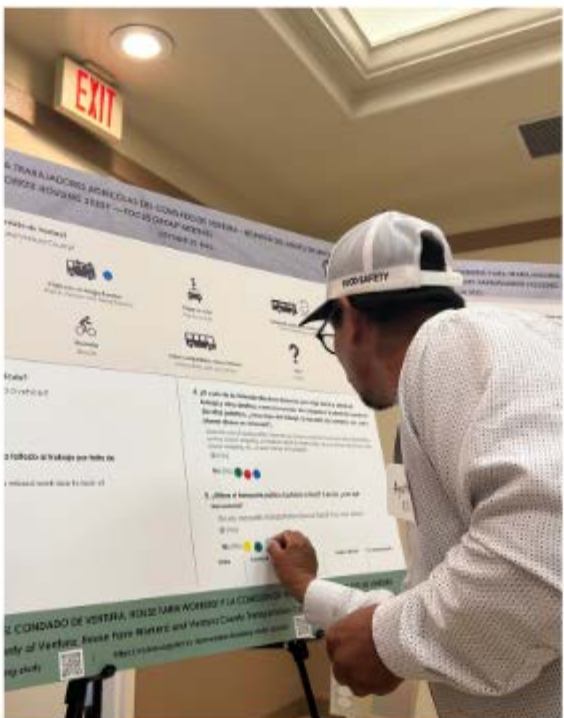
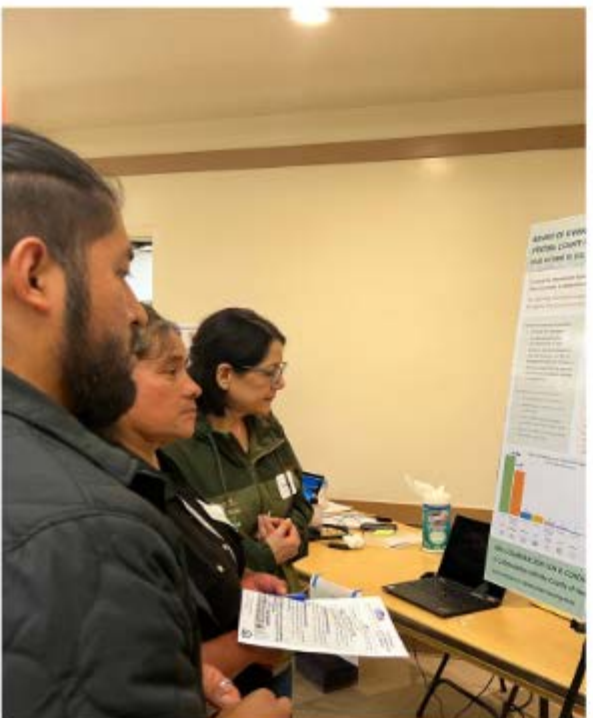
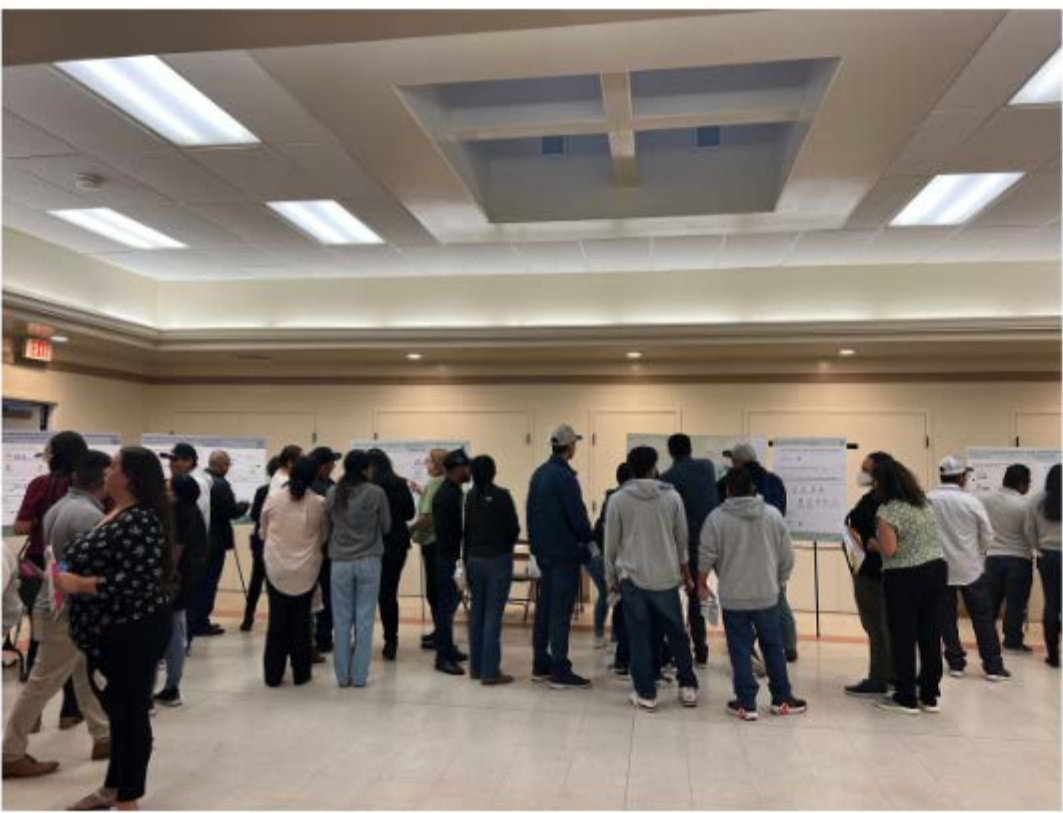
Cheaper housing

health care

better health care

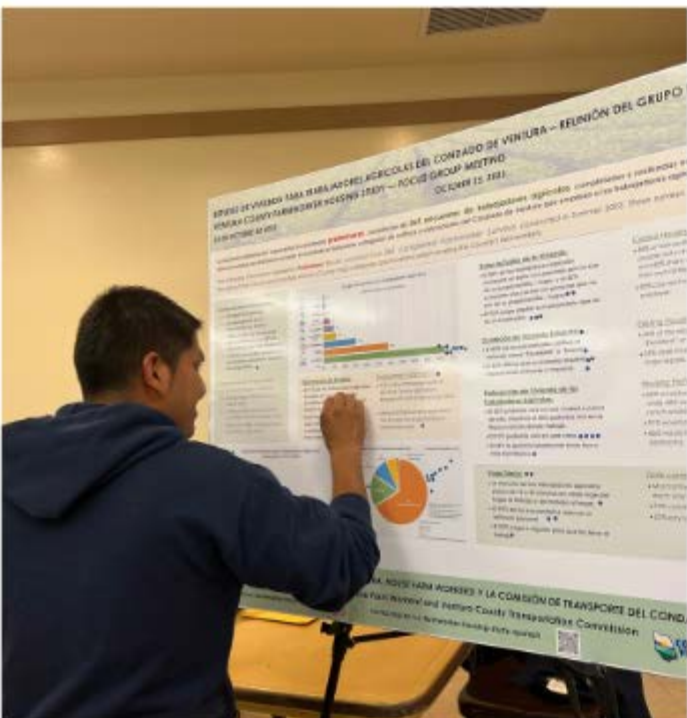
Free food Programs

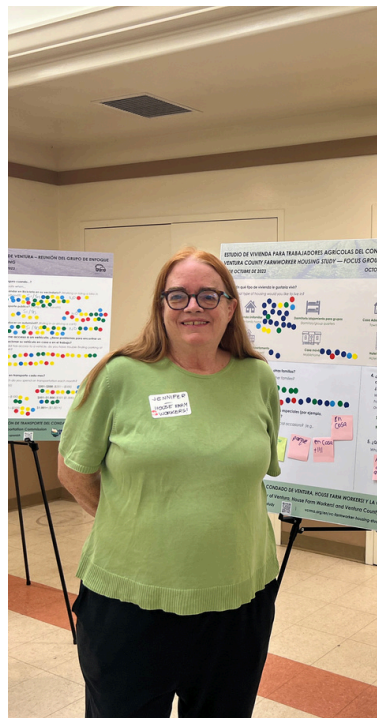












APPENDIX I: REFERENCES/BACKGROUND

County of Ventura 2021-2029 Housing Element (Chapter 3 of the 2040 VC General Plan), and Background Report for the General Plan (Chapter 5, Housing)

- https://vcrma.org/docs/images/pdf/planning/plans/Final_2040_General_Plan_docs/VCGP_Chapter_3_Housing_Element.pdf
- https://vcrma.org/docs/images/pdf/planning/plans/VCGP_Background_Report_Chapter_5_Housing.pdf

Ventura County Resilient Agricultural Lands Initiative (RALI), April 20, 2023

- <https://s44345.pcdn.co/agricultural-commissioner/wp-content/uploads/sites/15/2024/02/Ventura-County-Resilient-Agricultural-Lands-Initiative-RALI.pdf>

Ventura County Agricultural Economic Impact Report, August 12, 2022

- <https://s44345.pcdn.co/agricultural-commissioner/wp-content/uploads/sites/15/2024/02/Ventura-County-Agricultural-Economic-Impact-Report.pdf>

County of Ventura - Agricultural Worker Housing and Employee Housing Regulations

- Agricultural Worker Housing (Section 8107-41 of the Non-Coastal Zoning Ordinance); and Employee Housing (Section 8107-26 of the Non-Coastal Zoning Ordinance):
<https://vcrma.org/docs/images/pdf/planning/ordinances/ventura-county-non-coastal-zoning-ordinance.pdf>

Damoei, Jamshid, Ph.D., *Demographic Profile and Economic Impact of Undocumented Immigrants in California*, California Lutheran University School of Management, February, 2024

- <https://drive.google.com/file/d/1PtTCXSdAF6k01LjTFbzwM5sS-8fHhvrX/view>

Ventura County Crop Reports, Ventura Agricultural Commissioner, 2002-2022

- <https://www.ventura.org/agricultural-commissioner/reports/>