



H-2A Summit 2023

Salem, OR | Nov. 2, 2023



Text questions to:
360-628-1750



Enrique Gastelum
wafila CEO



H-2A Summit '23 - Confidence in Labor/Confianza Laboral



digital handout material,
sponsor landing page and
speaker bios:



**SCAN
ME** 

WiFi Network: Salem Conventions Center NO Password

General Session Questions?
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The AgCode logo features a green leaf icon to the left of the word "AgCode" in a bold, black, sans-serif font.

AgCode

The Datatech logo consists of a green icon of three parallel lines on the left, followed by the word "Datatech" in bold black font, and the tagline "Your Source For Ag Software" in a smaller black font below it.

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Your Source For Ag Software

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GT & Visa Inc.

The ILS logo features the letters "ILS" in a blue, serif font, enclosed within a blue square border.

ILS

The Intermex logo features the word "intermex" in a green, lowercase, sans-serif font, with "INTERNATIONAL MONEY EXPRESS" in a smaller, green, uppercase, sans-serif font below it.

intermex
INTERNATIONAL MONEY EXPRESS

The Simplicity by Hayden Homes logo features a blue icon of a house with puzzle pieces on the roof, followed by the text "SIMPLICITY" in a blue, serif font, "BY HAYDEN HOMES" in a smaller, blue, sans-serif font below it, and "WORKER HOUSING" in a bold, blue, sans-serif font at the bottom.

WORKER HOUSING



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Rapid Insights: New Labor Laws



Roxana Macias | Leon Sequeira | Adam Belzberg



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Ag Overtime: What We Have Learned



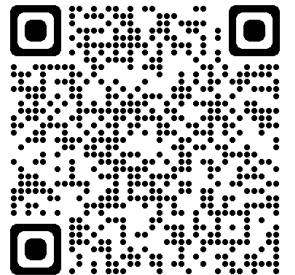
Scott Dilley | Dillon Honcoop | Jenny Dresler | Daron Prara



Agricultural Worker
Overtime Project
House Bill 4002 (2022)

Communicating with Ag OT Team

- Tax credit questions can be sent to Ag.Overtime@dor.oregon.gov
- Project managers:
 - Daron Prara, PTAC Operations and Policy Unit
 - Favi Morales, PTAC Operations and Policy Unit
- External Webpage
 - www.oregon.gov/dor/programs/businesses/Pages/ag-overtime
 - *(From our main page, click the Businesses section and follow the link under Resources)*
- Subscribe to Agriculture Overtime Update emails
 - www.oregon.gov/dor
 - *(Under Contact and Follow Us at the bottom of the page)*
- Wage and hour questions can be sent to Ag.Overtime@boli.oregon.gov





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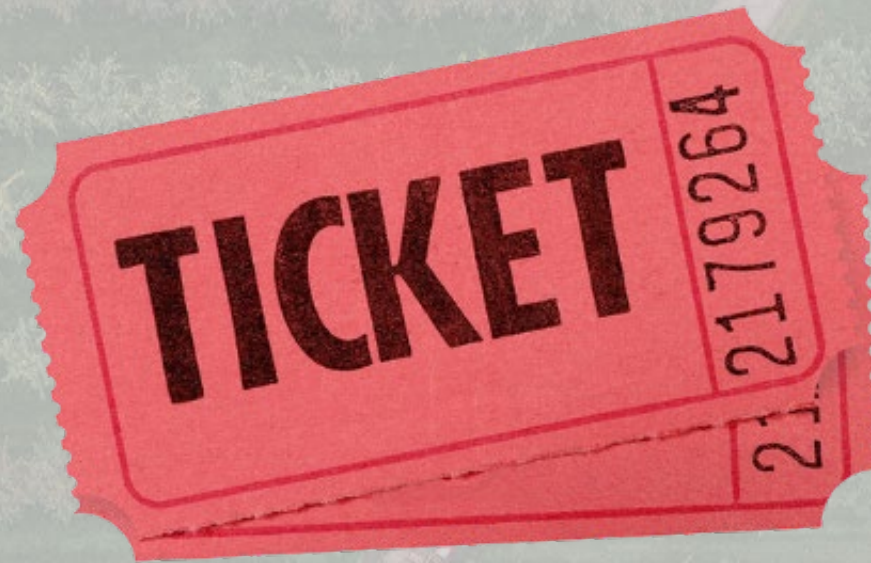
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H-2A Summit WASHINGTON

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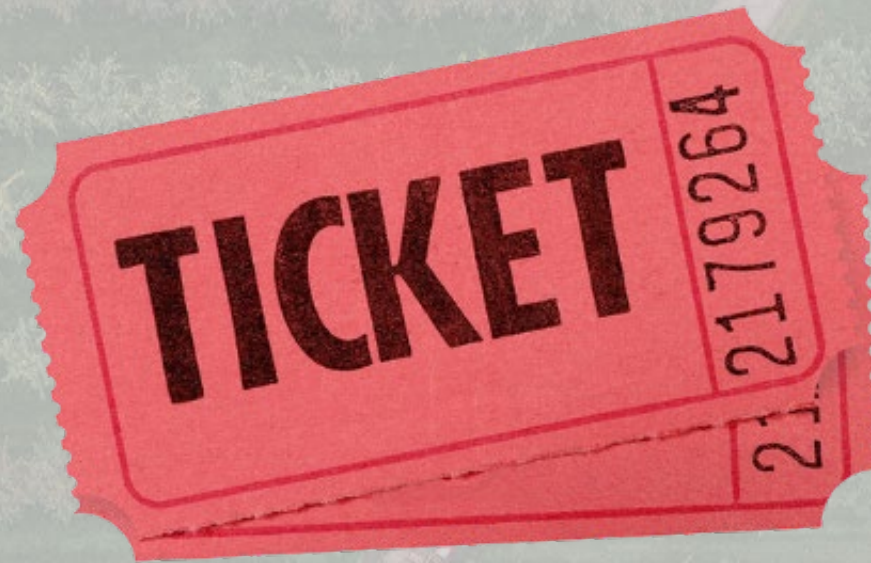




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Break until 10:40 AM



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Solidifying Labor Mobility and Financial Literacy



Enrique Gastelum | Guillermo Mathus
Pall Kvaran | Jean DeLaney



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LaMP/CSI/wafla – 1st Mile Recruitment Pilot Project

Recruitment issues are on the agenda, limited solutions available

Increasing attention being paid to the first mile of recruitment

- Number of relatively high-profile cases in recent years
- Walmart has prioritized this in their CSR agenda, other retailers are considering options
- “Due diligence” pressure from DHS

Current options are limited

3rd party audits using recruiter/employer self-administered questionnaires
Low validity when stand-alone (hard sell)

Qualitative worker surveys
High-cost and time spend
Quantitative worker surveys
Few & expensive options available

Emergence of Whatsapp opened new doors: Built our low-touch low-cost solution

Piloted with CSI visa processing, now being rolled out with all Wafla recruiters



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1st round of survey results: Executive summary

Overview

- Sample of ~**3000 workers** surveyed (internet and phone)
- High response rates: 35% avg
- Workers **very satisfied** with job and contract information: **97% positive**
- 80% of workers reimbursed for “almost all” expenses (well before 50% of contract expired)

Recruitment fees

4.5% say they paid

- 2.6% of new workers
- 10% of returning workers

6.6% say almost all workers pay

Two types of problems, both related to referrals

New workers: Employer asks current worker to recommend someone they know, current worker charges new worker for the recommendation.

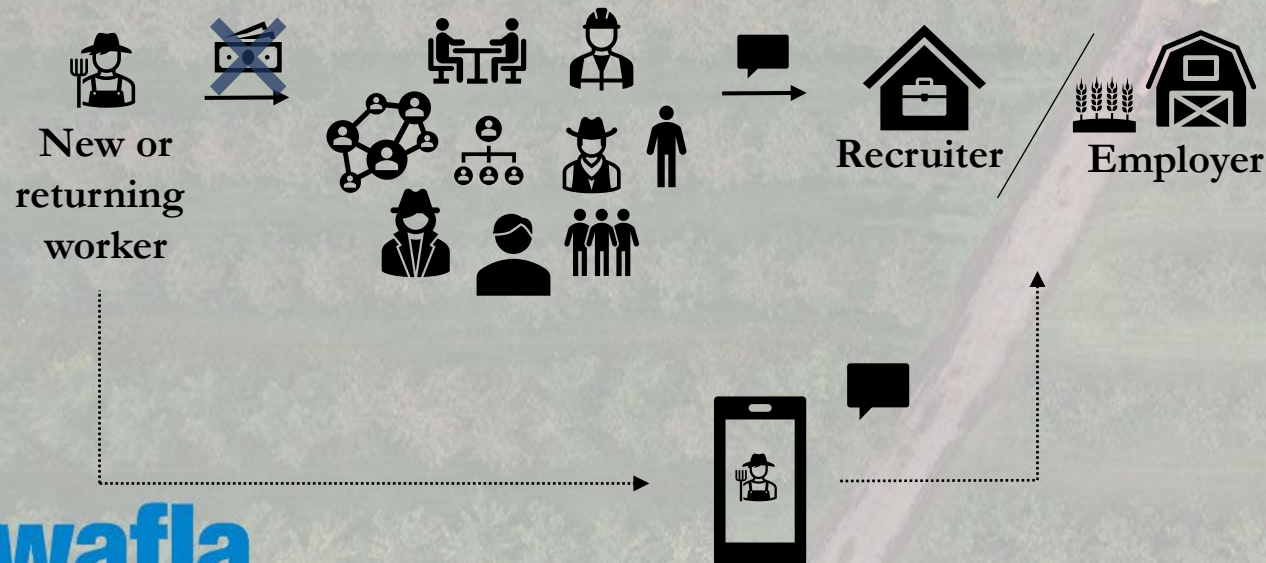
Returning workers: Employer asks foreman who performed well, foreman charges for recommendation.



Smartphone app for H-2A applications as alternative to worker referrals, reducing gatekeeping risk

Smartphone app where workers create profiles:

- Detailed information on previous H-2A/agriculture experience (evidence check)
- Valid travel document check
- 1-2 minute video statement
- And so on...



Employers get direct access to worker profiles:

- Employers and recruiters search database based on required skills/experience
- Employers can view video statements from workers and arrange video call interviews

Wafla Financial Literacy Program

Unit 1: Pre-Travel Onboarding Video

- 10-minute animated video
- Conversation between workers

Unit 2: Before Your 1st Paycheck – Explaining the U.S. Payroll System

- Formal employment
- Social Security
- Tax obligations

Unit 3: Your 1st Paycheck

- Understand
- Pay methods
- Transferring money
- Banking

Unit 4: Achieving financial goals

- Short-term and long-term goals
- “Plan de vida” or life plan
- Discuss plans with partners or family

Unit 5: Budgeting

- Led by wafla ambassador
- Group discussion on life plans
- Potential challenges
- Create SMART financial goals

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New Tech Tools: Visa Trace and Ready on Arrival



Ryan Oqburn | Riley Clubb | James Hall

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U.S. Dept of Labor Get Your Questions Answered Firsthand



Richard Longo, Deputy Regional Administrator
Katherine Walum, Portland District Director

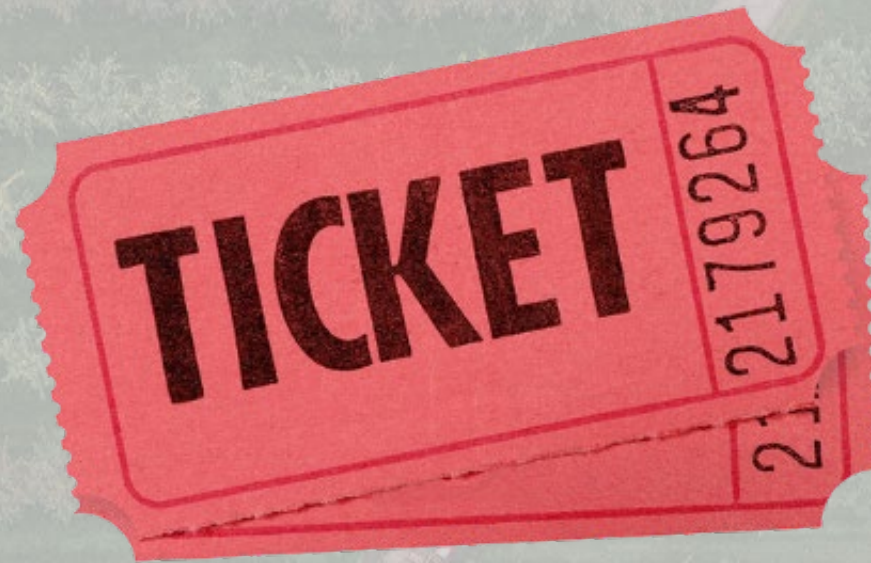


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2024 wafla Board of Directors Oregon Opening



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Latest Update from Congresswoman Lori Chavez-DeRemer



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Update from Washington D.C. H-2A Program and Agricultural Labor



Michael Marsh



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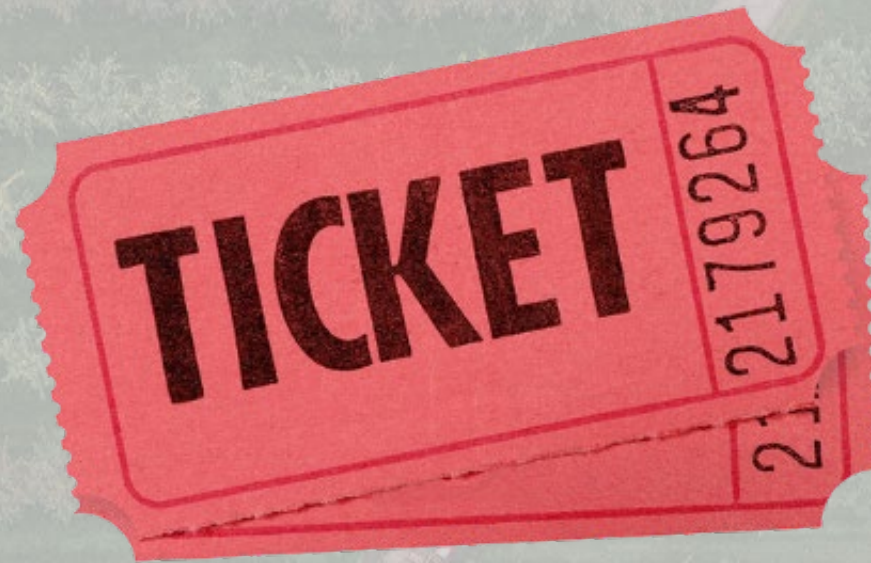
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Insert information on schedule and visiting exhibitors



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