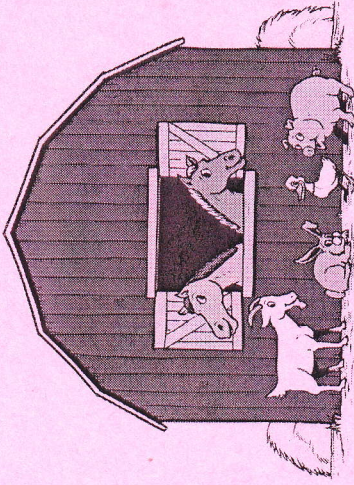
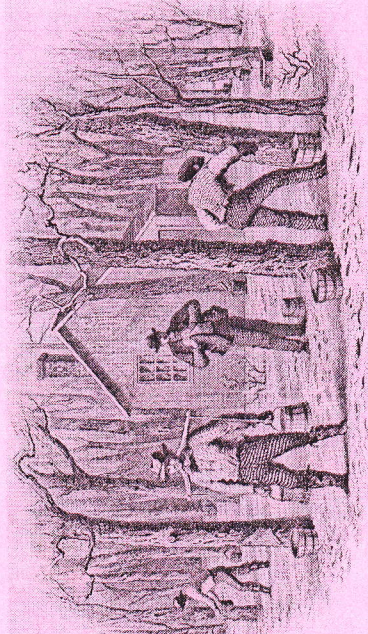


OUR MISSION STATEMENT

PathStone builds family and individual self sufficiency by strengthening farmworker, rural & urban communities. PathStone promotes social justice through programs and advocacy. PathStone is a visionary, diverse organization empowering individuals, families and communities to attain economic and social resources for building better lives

AN EMPHASIS ON TRAINING

With all of the services that we offer, we don't just prepare our client's to succeed, we help them to be the BEST at whatever vocational choice they decide upon.



PathStone



Connecting You to Opportunities

VERMONT OFFICE

**86 North Main Street
Saint Albans, Vermont
05478**

**Tel # 877-764-4109
Fax #802-527-4409**

**E mail
jcooper@pathstone.org
srock@pathstone.org**

This Program is sponsored in part by US Department of Labor
Employment & Training Administration.

Equal Opportunity Employer/Program

NATIONAL FARMWORKER JOBS PROGRAM



PathStone is a private, nonprofit agency which administers the National Farmworker Jobs Program in the State Of Vermont. This is a Training and Employment program **EXCLUSIVELY FOR AGRICULTURE WORKERS.**

The purpose of this program is to provide vocational training and supportive services to members of the agricultural community, in order to prepare them today, for the ever changing business world of tomorrow. We are Proud to serve the Vermont Agricultural Community, and pledge to do our best at all times, for each and every individual who walks through our door.

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WHAT WE DO

We provide supportive services, Employment related training, Job Development and Placement assistance to eligible Farmworkers, and their eligible Family members, with the goal being self-sufficiency and a better quality of life.

SERVICES OFFERED

Supportive Services
Job Training/Placement Assistance
Labor Market Information Referrals
Heat Stroke & Pesticide Training
Rental Assistance
Skills and Interest Assessments
Individual Career Counseling
Resume' Creation
Interview Practice
Life Skills Training
Occupational Skills Training
On-The-Job Training
One Stop Orientation
Job Development
Post Placement Follow-Up services

PathStone will pay 50% of an Employees salary for a period of 4 - 6 weeks during the on the job Training Period

ELIGIBILITY REQUIREMENTS

Must have worked in the Agricultural Field within the last 24 Months

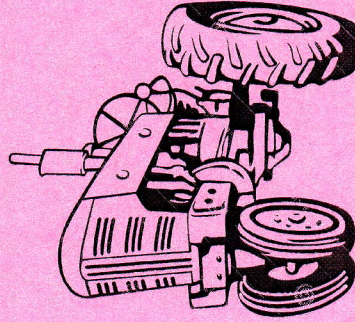
Must have earned income for at least 40 Hours of Agricultural Labor

Must be at or below the Federal Poverty Level

Must be a Citizen of , Or Legally Documented to work in the United States Of America

PATHSTONE is committed to the sustainability of Vermont's Farms & Farmworkers

Our AG-UPGRADE program is all about keeping workers on the farm while increasing their skills ,so they can earn more, and the Farmowner benefits by getting a higher skilled employee



PARTNERING WITH US

What do you gain from referring to, And Partnering with a PathStone Case Manager?

An additional Advocate for your client
More Re\$ources for your client

Another Case Manager for your client

An **UNDERSERVED** section of the population gets additional assistance and **WE ALL** share the success

The more positive resources a client has on their team, the greater their chances of success become.

HOW TO REFER TO PATHSTONE

If you speak with someone who has worked in the agricultural field in The last 24 months, please have them give us a call **WHILE** you are meeting with them. We will do the rest.

If you have any questions at all
PLEASE CALL US, TOLL FREE at:
877-764-4109

National Farmworker Jobs Program

The National Farmworker Jobs Program (NFJP) is a nationally-directed program of job training and employment assistance for migrant and seasonal farmworkers (MSFWs). The program is authorized under Section 167 of the Workforce Investment & Opportunity Act (WIOA) to counter the impact of the chronic unemployment and underemployment experienced by MSFWs who depend primarily on jobs in agricultural labor. Since its inception with the passage of the Economic Opportunity Act of 1964, the NFJP has been an integral part of the national workforce strategy. MSFWs now access the NFJP and other employment assistance through the One-Stop Career Centers of the public workforce system.

Goals

The NFJP provides funding to community-based organizations and public agencies that assist MSFWs and their families attain greater economic stability. The program assists farmworkers acquire new job skills in occupations that offer higher wages and a more stable employment outlook. In addition to skills training, the program provides supportive services that help farmworkers remain and stabilize their employment in agriculture. The NFJP also facilitates coordination of services through the One-Stop Career Center system for MSFWs so they may access other services of the workforce system.

Target Population

The NFJP serves eligible MSFWs and their dependents. Eligible farmworkers are those individuals who primarily depend on employment in agricultural labor that is characterized by chronic unemployment and underemployment.

Services

Services are provided by public agencies and private nonprofit organizations through grants awarded by the Employment and Training Administration through a competitive process. Services may include classroom and on-the-job training, as well as some supportive services such as nutrition, health, child care and temporary shelter. *The NFJP grants are not available to individuals.* The services available for assisting MSFWs are:

WIOA Basic Career Services which include skills assessment, job search, WIA program eligibility determination and access for MSFWs to the other core services of the Local One Stop Center.

WIOA intensive Career Services which include objective assessment, basic education and employment development planning achieved through a case management-based individual service strategy.

- **Training Services** which include occupational skills and job training, including on-the-job training.
- **Related Assistance Services** which include short-term direct assistance to address an urgent or life threatening matter that enable farmworkers (including their family members) to retain their agricultural employment or to participate in Intensive or Training Service activities as described above. These costs may be borne by grant funding when local community resources are not available.

Housing Assistance

Funding for the NFJP housing program is provided through competition to community-based organizations to ensure that housing services are provided, as a first priority to eligible MSFWs who have the greatest housing assistance need. Housing assistance includes direct payments for emergency and temporary housing and for direct investments in housing assistance for MSFWs at their permanent residence. Other indirect assistance includes leveraging services to increase or maintain housing stock available to farmworkers and housing development designed to improve living conditions for underserved farmworker communities.

Funding

For Program Year 2012, the NFJP received a total of \$84,291,000 in funding. Of this amount, \$78,105,102 is allocated to the NFJP employment and training program; \$5,678,248 is allocated to the housing program; and \$507,650 is allocated for training and technical assistance and other discretionary purposes.

Number of Grantees

ETA awards funding to 52 grantees to provide NFJP employment and training services. There is one grantee per state with the following exceptions: NFJP does not operate in Alaska and the District of Columbia, California has a total of 5 grantees, Connecticut and Rhode Island are served by one grantee, and Delaware and Maryland are served by one grantee. For NFJP housing assistance, there are 17 total grantees, most serving multiple states.

Participants and Outcomes

In Program Year 2011, over 19,000 MSFWs received services through the NFJP. The program exceeded the performance targets for Program Year 2011 with the following outcomes: entered employment rate of 82.6%, employment retention rate of 80.9%, and six months' average earnings of \$10,248.

For further information, visit www.doleta.gov/msfw

Occupational Skills Training

Occupational Skills Training (OST) is provided by local community colleges, BOCES and other training sites for participants to obtain technical skills required to perform a specific job or group of jobs. OST may be conducted as a group training program or single enrollment with customized curriculum for employers who guarantee job placement.

OST offers these benefits:

- Skilled workforce geared to meet your needs
- Flexible training schedules
- “Hands-on” experience in a specific job setting
- Tuition assistance
- Financial assistance to obtain certification
- Agricultural upgrades

PathStone



Connecting You to Opportunities

For more information about PathStone, contact:

www.PathStone.org

Agriculture Skills Upgrade

Agriculture Skills Upgrade

Agriculture Skills Upgrade enables us to provide training to qualified farm employees at no cost to the Ag Employer with the agreement to increase wages/hours based on the new skills gained. Training that will contribute to the ability and efficiency of the employee, while making the workplace a more productive environment. This can also help open doors to a better living for the farm worker and their families by advancing their education and or skills level.

PathStone can arrange to provide training to fit the needs of your business, including but not limited to the following areas:

- Forklift Operator certification
- Farm Tractor Safety courses
- Pesticide Applicator Certification
- CDL A or B licenses
- OSHA certification
- Good Agriculture Practices
- First Aid & Blood borne Pathogens

For more information, please contact:

PathStone



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For more information about PathStone, contact:
www.PathStone.org

On-The-Job Training

On-The-Job Training (OJT) joins together businesses and job seekers for dual benefit. Businesses have the opportunity to train prospective employees to the company's particular corporate environment.

The prospective employee receives training and experience, under your direct supervision, and is hired as a full-time employee of your company after successfully completing the OJT contract period.

OJT offers these benefits:

- Job matching to job skills
- Hands-on job training
- Bi-weekly monitoring
- Reimbursement of training wages (up to 50 percent)
- Individualized support to ensure high productivity and retention

PathStone



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For more information about PathStone, contact:
www.PathStone.org

PathStone

Vermont

NFJP Participant Demographics

Gender	Male 71%	Female 29%	
Occupation	Seasonal Farmworker		
Race	Black 1%	Asian 7%	White 92%
Age	16-21 15%	22-44 68%	45+ 17%
Education	Grade School Dropout 18%	High School Dropout 21%	High School Graduate 61%

National Farmworker Jobs Program 2009-2013 Impact

Received Services – 145
 Received Training – 75
 Placed in Employment – 67
 Pre-Enrollment Annual Income = \$ 6,662
 Post-Enrollment Annual Income = \$22,717

PathStone Services

- Training and Employment Services for Migrant and Seasonal Farmworkers*
 - Emergency Lodging, Food and Transportation*
 - Farmworker Housing Improvement*
- * Primary benefit to farmworkers, growers and agricultural interests

PathStone's Mission

PathStone builds family and individual self-sufficiency by strengthening farmworker, rural and urban communities. PathStone promotes social justice through programs and advocacy.

Vermont Field Office

PathStone Corporation
 86 N Main Street
 St Albans, VT 05478
 Phone: (877) 764-4109
 Fax: (802) 527-4409

www.pathstone.org

Helping Farmworkers Achieve the American Dream



"Houston" Smith Jr. came to PathStone with over 15 years' experience in farming. At the age of 44 he had been working hard for most of his life with little to show for it. Houston entered the PathStone Training & Employment program in April of 2012 with the intention of getting a Class "A" CDL. With the NFJP Grant, we were able to cover the cost of the training. Houston worked hard at the driving school but the barriers did not stop coming. In the middle of training, he broke his wrist, and had financial hardships. PathStone assisted Houston with Money for food and gas and even helped him get caught up with past due rent. In February, 2013 Houston obtained his Class "A" CDL and found a job with a local company within only a few weeks. He now drives trucks Over-The-Road, and is happy that he is able to better provide for his family.



Clifford Patterson

Before: Seasonal Dairy Farmworker **After:** Truck Driver
Antes: Trabajadores Agrícolas Estacionales de Lechería **Después:** Camionero

Clifford had been doing farm work most of his adult life and was struggling with financial hardship for a great deal of that time. Clifford has a very positive self-image and is a very motivated person. He has a great work ethic and a tremendous amount of energy. He is also self-reliant and really didn't want to ask anyone for help.

Clifford's desire to make things better for his family motivated him to enroll in Pathstone's Training and Employment Program in January 2012 with the goal of obtaining a Commercial Driver's License. He participated in Job Readiness Training and did well on his assessments

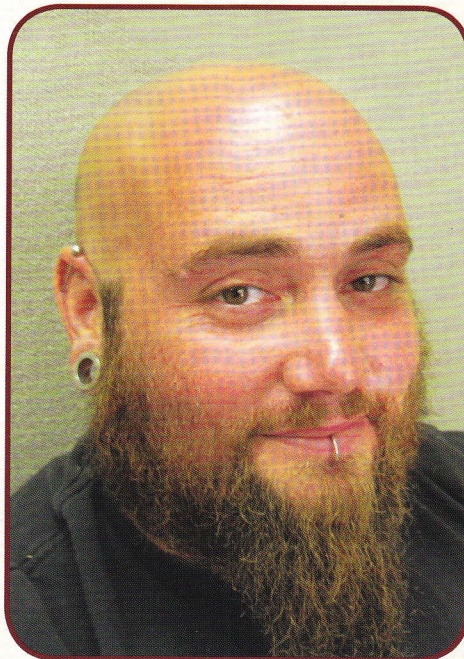
Clifford was enrolled in Champlain Valley Driver Training School in March of 2012. He attended all scheduled classes and was an excellent student, according to the instructor. As a result, Clifford obtained his Class A CDL in May, a little over 3 months after he walked through PathStone's door.

Clifford was employed by Gonyea Seed Haulers just three days after obtaining his CDL. He is now a full time truck driver with benefits for himself and his family.

Obstacles to Successful Training and Employment:
 Long Term Agriculture: Worked 16 Years in Agriculture, Less Than 6th Grade Reading Level, Less Than 9th Grade Math Level, Culturally & Emotionally Unable to Ask For Help, Test Taking Skills

Training Completed:
 Job Readiness Training, Occupational Skills Training

Credential Earned:
 CDL Class A License



Clifford había estado haciendo trabajo agrícola la mayor parte de su vida adulta y estaba luchando con las dificultades financieras de una gran cantidad de ese momento.

Clifford tiene una muy positiva imagen de sí mismo y es una persona muy motivada. Él tiene una gran ética de trabajo y una enorme cantidad de energía. También es autosuficiente y realmente no quería pedir ayuda a nadie.

El deseo de Clifford para hacer las cosas mejor para su familia lo motivó a inscribirse en Entrenamiento y Programa de Empleo de PathStone en enero de 2012 con el objetivo de obtener una licencia de conductor comercial. Ha participado en preparación para el trabajo y le fue bien en sus evaluaciones

Clifford estaba inscrito en Champlain Escuela de Formación Valle del controlador en marzo de 2012.

Él atendió a todas las clases programadas y era un excelente estudiante, de acuerdo con el instructor. Como resultado de ello, Clifford obtuvo su licencia de conducir comercial Clase A, en mayo, un poco más de 3 meses después de haber caminado por la puerta de PathStone.

Clifford fue empleada por transportistas de semillas Gonyea sólo tres días después de obtener su licencia de conducir comercial. Él ahora es un conductor de camión de tiempo completo con beneficios para sí mismo y su familia.

Obstáculos para un Buen Entrenamiento y el Empleo:
 La Agricultura a Largo Plazo: Trabajó 16 Años en la Agricultura, Menos que el Nivel de Sexto Grado en Lectura, Menos de Noveno Grado de Nivel de Matemáticas, Culturalmente y Emocionalmente Incapaz de Pedir Ayuda, Prueba de Habilidades de hacer exámenes escritos

Entrenamiento Completado:
 Entrenamiento de Preparación, Habilidades de Entrenamiento Ocupacional

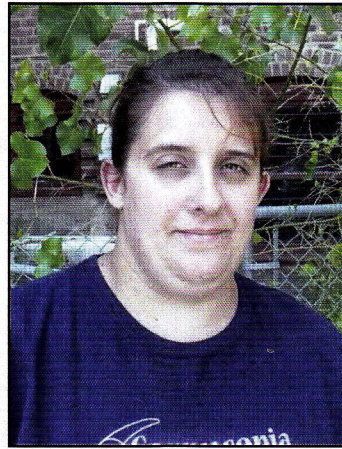
Obtuvo Credenciales:
 CDL Clase A Licencia



Got Food?

Amy Mayhew

Amy Mayhew, a 30 year old single mother of a 3 year old, applied to PathStone's Training and Employment program with a goal of getting off of TANF for good. Amy's TANF Case Manager recommended she look into PathStone as Amy was interested in becoming a cosmetologist. As this is not a growing field with only limited opportunities, Amy's PathStone Case Manager, performed immediate counseling and brain storming and found that Amy had always had an interest in working with children, and began researching early childhood education possibilities for her.



Amy Mayhew, una madre soltera de 30 años de edad de un niño de 3 años, aplicó al programa de Formación y Empleo de PathStone con el objetivo de bajar de TANF para siempre. TANF encargado del caso de Amy recomienda que estudie PathStone como Amy estaba interesado en convertirse en una cosmetóloga. Como esto no es un campo en crecimiento con oportunidades limitadas, Administrador de Casos PathStone de Amy, realizados asesoramiento y cerebro inmediata asalto y encontró que Amy siempre había tenido interés en el trabajo con niños, y comenzó a investigar las posibilidades de educación de los niños.

Amy decided that she wanted to become a Para-educator in Early Childhood Education, a growing field with job opportunities right in her neighborhood. Amy's PathStone case manager put her through a Job-Readiness-Training and then, while she worked in the NECKA after school program, put her through a Para-Pro training program designed to help people succeed on the Para-pro certification examination. Her road to success, however, was not without its bumps. While attending classes, her car died. She was forced to move out of her apartment in the middle of winter. With assistance from PathStone, Amy persevered through these difficulties and she completed the Para-Pro readiness course.

She began working as a substitute teacher for the Orleans Supervisory Union. She was able to move into a new apartment. She used a friend's car to keep everything running, and in February found an inexpensive vehicle of her own. As Amy looks forward to taking the Para-pro exam and completing her certification, her future is looking bright with the help of PathStone.

Obstacles to Successful Training and Employment:

Single Parent, Long Term Agricultural Work: Worked 5 Years in Agricultural, Lack of Marketable Work History, Housing Problems, and Transportation Problems

Training Completed:

Job Readiness Training, On the Job Training

Credentials Earned:

Paraprofessional Educator

Amy decidió que quería convertirse en un Para-educador en la Educación de los Niños, un area con oportunidades de trabajo justo en su vecindario. Administrador de casos PathStone de Amy la puso a través de un-Readiness de capacitación laboral y luego, mientras ella trabajaba en el Necka programa después de clases, la puso a través de un programa de formación Para-Pro diseñado para ayudar a las personas a tener éxito en el examen de certificación para-profesional. Su calle al éxito, no estuvo exento de baches. Mientras asistía a clases, su coche murió y se vio obligada a salir de su apartamento en medio del invierno. Con la asistencia de PathStone, Amy perseveró a través de estas dificultades y completó el curso de "Para-Pro."

Ella comenzó a trabajar como profesor sustituto para la Supervisión de las Cooperativas Orleans. Ella fue capaz de mover a un nuevo apartamento. Ella utilizó el coche de un amigo para que todo funcione, y en febrero se encontró un vehículo de bajo costo de su propia. Como Amy espera de tomar el examen para-pro y completar su certificación, su futuro se ve brillante, con la ayuda de PathStone.

Obstáculos para un Buen Entrenamiento y el Empleo:

Monoparental, Largo Periodo de Trabajo en Agricultura - Más Que 5 Años Trabajando en Agricultura, Sin Historia de Trabajo Aceptable, Problemas de Vivienda y Transportación

Entrenamiento Completado:

Entrenamiento en el Trabajo, y Entrenamiento de Preparación para Trabajar

Credenciales Obtenida:

Paraeducador

Before: Seasonal Dairy Farmworker **After:** Substitute Teacher
Antes: Trabajador Agrícola Estacional de Lechería **Después:** Maestra Sustituto
Agency: PathStone Corporation - VERMONT

...Thank A Farmworker



Mark Comer

Before: Migrant Lemon Farmworker

After: Truck Driver

Antes: Trabajador Agrícola Migrante de Limones

Después: Conductor de Camión

Mark Comer represents the "Every-Man" that is often forgotten in the work that we do. Mark had been working as an equipment operator in the Lemon groves in Yuma, AZ. When a friend of his asked him to move across the country with them, it seemed the perfect opportunity for him. Sadly, when he arrived in Vermont, he found the situation was not what he had expected it to be. Work was not easy to find and his lack of experience with Vermont farms and a lack of certifications to operate equipment became a huge barrier to finding employment. Mark was forced to move out of the apartment he had first moved into and without having a job, his prospects were looking slim.

PathStone worked with mark and helped him get his Class "A" CDL by putting him through a Job Readiness Training and then an OST. We helped pay for food and gas money while he conducted the training and we also helped pay for his first month's rent in a new apartment. Mark's

strong skill set and positive attitude lead his instructors to recommend him for work at a local company as an over the road driver, where he still is today. Mark continues to work both as a driver and an advocate for our program after seeing what we were able to do for him.

.....
Obstacles to Successful Training and Employment:

Lack of Marketable Work History, Long Term Agriculture: More Than 15 Years Working in Agriculture, Recently Moved Across Country and Less Than 7th Grade Reading Level

Training Completed:

Job Readiness Training and Occupational Skills Training

Credential Earned:

Class "A" Commercial Driver's License

.....

Marcos Comer representa el "Cada-Hombre", que a menudo se olvida en el trabajo que hacemos. Mark había estado trabajando como operador de equipo en el limoneros en Yuma, AZ. Cuando un amigo suyo le pidió que mover todo el país con ellos, me pareció la oportunidad perfecta para él. Por desgracia, cuando llegó a Vermont, se encontró que la situación no era lo que esperaba que fuera. El trabajo no era fácil de encontrar y su falta de experiencia con las granjas de Vermont y la falta de certificaciones para operar el equipo se convirtió en una enorme barrera para la búsqueda de empleo. Marcos se vio obligado a salir del apartamento se había trasladado primero dentro y sin tener un trabajo, sus perspectivas estaban buscando delgado.

PathStone trabajó con la marca y le ayudó a conseguir su Clase "A" CDL poniéndolo a través de una capacitación laboral y luego un OST. Ayudamos a pagar dinero de la comida y el gas mientras él llevó a cabo la capacitación y también ayudó a pagar el alquiler de su primer mes en un nuevo apartamento. Habilidad fuerte de Mark establece y actitud positiva conducen sus instructores le recomendaría para el trabajo en una empresa local como el controlador de ruta, donde todavía es hoy. Marcos continúa trabajando tanto como un conductor y un defensor de nuestro programa después de ver lo que hemos sido capaces de hacer por él.

.....
Obstáculos para un Buen Entrenamiento y el Empleo:

Falta de Historial de Trabajo que Sea Aceptable, Largo Periodo de Trabajo en Agricultura: Más Que 15 Anos Trabajando En Agricultura, Recientemente se Movié a Través del País y Menos de 7º Grado Nivel de Lectura

Entrenamiento Completado:

Formación de Preparación para el Trabajo y Entrenamiento en Habilidades Ocupacional

Credencial Obtenida:

Clase de licencia "A" de conductor comercial

.....

Agency: PathStone Corporation

ATTENTION FARM WORKERS

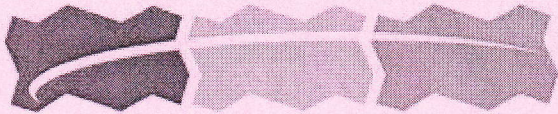
PathStone has a Training & Employment program that gives Past /Present Agricultural Workers **FREE TRAINING** in EITHER *Agriculture* OR a field of YOUR CHOICE

Call **877-764-4109** to get more information

We can assist in helping you find suitable employment as well.

Job Development & Training of YOUR CHOICE Such as, but not limited, to the following:

PathStone



Connecting You to Opportunities

Welding
Building trades
HVAC training
Fork lift operator
CDL training
Entrepreneurial training
Certified or Licensed Nursing Assistant (CNA,LNA)
Assistance to upgrade your skills on your current job

NFJP

**NATIONAL FARMWORKER
JOBS PROGRAM**



This Program is sponsored in part by US Department of Labor Employment & Training Administration
Equal Opportunity Employer/Program

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