



2024 National Conference

FROM SEED TO SUCCESS: GROWING OPPORTUNITIES FOR FARMWORKERS

Las Vegas, Nevada - September 24-26, 2026

ADVOCATE. EDUCATE. TRAIN.

AFOP 2024 NATIONAL CONFERENCE AGENDA

**Subject to change*

MONDAY, SEPTEMBER 23, 2024

10:00am – 5:00pm	REGISTRATION OPEN	Sunset Reg. Booth
10:00am – 12:00pm	AFOP Board of Directors Engagement Exercise: Getting to Know Your Fellow AFOP Leaders	Twilight
1:00pm – 5:00pm	AFOP Board of Directors Meeting	Twilight

TUESDAY, SEPTEMBER 24, 2024

7:45am – 5:00pm	REGISTRATION OPEN	Sunset Reg. Booth	
8:45am – 10:15am	OPENING PLENARY SESSION BREAKFAST BUFFET 7:45am-8:45am	Vista & Scenic	
10:30am – 11:30am	The Need for Civic Engagement and How to Do it ● <i>Speaker: Leander Foley, Capitol Hill Partners</i>	Explore why civic engagement matters and learn practical steps to participate effectively in your community for positive social change.	Virginia City I & II
	Establishing Trauma-Informed Offices: Strategies for Case Management with Trauma-Impacted Participants and Their Families ●● <i>Speakers: Jeanne McKenna and Gloria Miller, Black Hill Special Services Cooperative</i>	We will cover how to create a trauma-informed environment in the area where you do intake and case management. Strategies will be shared for effective case management with trauma-impacted participants, including building trust, maintaining confidentiality, and promoting resilience.	Laughlin I & II
	NFJP Challenges & Solutions: A Roundtable Discussion with Fellow Grantees [TO BE REPEATED] ● <i>Facilitator: Derrick Lee, FPO, USDOL Region III</i>	This will be an interactive session with plenty of DOL-grantee and grantee-grantee exchange. AFOP will seed the discussion with questions to facilitate cross-program exchange of ideas.	Twilight

11:45am – 12:45pm	BREAKOUT B	Incorporating Sector-Based Training Strategies into NFJP ● <i>Speaker:</i> Steve Rietzke, Division Chief, ETA, USDOL, National Office	Sector-Based Training Strategies featured prominently in this year’s NFJP Funding Opportunity Announcement. How does DOL-ETA envision sector-based training strategies fitting into NFJP projects, and how can these strategies lead to good job opportunities for participants and meet the talent needs of employers?	Virginia City I & II
		Cultivating Emotional Gardens: Nurturing Well-being and Client Engagement ●● <i>Speaker:</i> Glorymar Morales, Relational Ontological Coach	In this transformative workshop, participants will embark on a journey of self-discovery and growth. By embracing the metaphor of emotional gardens (emotional competencies), they will learn to nurture their inner landscapes with intention and care.	Laughlin I & II
		Procurement Standards & Methods ●●● <i>Speaker:</i> Alyssa Zionc, USDOL, Region VI	What are DOL’s standards for procurement? From strategic sourcing to supplier relationship management, discover best practices for optimizing efficiency and achieving sustainable procurement outcomes.	Laughlin III
		NFJP Challenges & Solutions: A Roundtable Discussion with Fellow Grantees [REPEAT] ● <i>Facilitator:</i> Derrick Lee, FPO, USDOL Region III	This will be an interactive session with plenty of DOL-grantee and grantee-grantee exchange. AFOP will seed the discussion with questions to facilitate cross-program exchange of ideas.	Twilight
12:45pm – 2:15pm	LUNCH ON YOUR OWN			
2:15pm – 3:15pm	BREAKOUT C	ATI ONLY: Review of 2023-24 Training Year: Problem-Solving Case Management Issues [TO BE REPEATED] ● <i>Speaker:</i> Jodie Sue Kelly, Cygnet Associates	This is the wrap-up session for all participants of the ATI 2023-2024 Case Management & Beyond certification program. Come for review and problem-solving with Jodie Sue Kelly, then wish her a very happy and well-earned retirement!	Twilight
		Updates to the Uniform Guidance and Review of Cost Principles ●●● <i>Speaker:</i> Alyssa Zionc, USDOL, Region VI	Do you know what updates are being made to the Uniform Guidance? Alyssa will go over the content changes and which grants they are affecting - critical guidance to receive before October 2024 when these changes take effect. Alyssa will also review cost principles and allowability for NFJP grants.	Laughlin III
		Empower & Elevate: Job Search & Retention Strategies for Working with Customers [TO BE REPEATED] ●● <i>Speaker:</i> Kimberly Meadows, NAWDP Training Director	It is critical to help our clients find the right jobs and then KEEP them. This workshop is designed to enhance your toolkit with advanced strategies and techniques, enabling you to provide top-tier support to job seekers. Join us for an immersive session focused on empowering you to help your clients successfully navigate the job market and achieve sustained employment.	Laughlin I & II
		Networking and Public Speaking for Program Managers ● <i>Speaker:</i> Savannah Carreño, founder of Please Elaborate	This networking training gives program managers the skillset they need to effectively network at events, conferences, and social settings without sounding salesy. We cover how to build brand authority and trust with your clients as well as how to pitch your program in a concise and appealing way.	Virginia City I & II

3:30pm – 4:30pm	BREAKOUT D	ATI ONLY: Review of 2023-24 Training Year: Problem-Solving Case Management Issues [REPEAT] ● <i>Speaker:</i> Jodie Sue Kelly, Cygnet Associates	This is the wrap-up session for all participants of the ATI 2023-2024 Case Management & Beyond certification program. Come for review and problem-solving with Jodie Sue Kelly, then wish her a very happy and well-earned retirement!	Twilight
		Empower & Elevate: Job Search & Retention Strategies for Working with Customers [REPEAT] ●● <i>Speaker:</i> Kimberly Meadows, NAWDP Training Director	It is critical to help our clients find the right jobs and then KEEP them. This workshop is designed to enhance your toolkit with advanced strategies and techniques, enabling you to provide top-tier support to job seekers. Join us for an immersive session focused on empowering you to help your clients successfully navigate the job market and achieve sustained employment.	Laughlin I & II
		New Monitor Advocate Regulations NFJPs Should Know ● <i>Speakers:</i> Laura Tramontana, National Monitor Advocate, USDOL, Tarsha Hall, National Monitor Advocate Team, USDOL	There have been a lot of important updates to the Wagner-Peyser Employment Service, including the Monitor Advocate System, that NFJP grantees will want to know about! Come learn about changes related to State Workforce Agency (SWA) outreach that clarify how much outreach SWAs must do, interaction with NFJP, changes to the State Monitor Advocate role, new worker protections in clearance orders, and so much more.	Virginia City I & II
		Cost Allocation & Indirect Costs ●●● <i>Speaker:</i> Alyssa Zionc, USDOL, Region VI	Join our session to delve into DOL's regulations on cost allocation and indirect costs. Gain insights into compliance strategies and best practices for effectively managing financial allocations in your organization.	Laughlin III
5:15pm – 6:15pm	ATI CERTIFICATION CEREMONY <i>(all invited)</i>			Scenic & Vista
6:15pm	EVENING ON YOUR OWN			
WEDNESDAY, SEPTEMBER 25, 2024				
8:00am – 5:00pm	REGISTRATION OPEN			Sunset Reg. Booth
9:00am – 10:15am	PLENARY SESSION: -- <i>Speaker:</i> Roger Rickard			Scenic & Vista
10:30am – 11:30am	BREAKOUT E	ATI EVERYONE WELCOME: Meet your New Trainer and Learn What's in Store for ATI 2024-2025 ● <i>Speaker:</i> Mike Fazio, Workforce180	Mike Fazio is the Co-President for Workforce180 and Metrix Learning, both well-known industry organizations specializing in the workforce development training universe. Now he has signed on with AFOP to provide ATI training for 2024-2025! This session is OPEN TO ALL whether you've already registered for ATI or not. Come find out what all the fuss is about!	Twilight
		Bringing the MOU to Life: an SMA Panel ● <i>Panel:</i> Nickolasa Casillas (NM – R6), Abdalis Toro (SC – R3), and Gerardo Aranda (MI – R5), State Monitor Advocates <i>Moderators:</i> Tarsha Hall and Timmy Dudley, National Monitor Advocate Team	How can we make sure that the NFJP-State Monitor Advocate (SMA) partnership is more than just a piece of paper – even when our respective agencies may not have the same approach or goals? In this panel discussion, SMAs will discuss best practices for having	Laughlin I & II

			difficult conversations that may be necessary to effectively work together.	
		Anti-Racist Leadership and Farmworker Equity ●● <i>Speaker:</i> Daniel Zinnel, CEO, Proteus, Inc.	How can we be anti-racist leaders in today's NFJP and non-profit worlds? Who are the most marginalized members of the farmworker community, and how can we make a difference? In this session, you will discover pathways to equitable farmworker services and non-profit management through antiracist leadership principles.	Virginia City I & II
11:45am – 12:45pm	BREAKOUT F	ATI ONLY: 2024-2025 Business Services Certification Kick-off ● <i>Speaker:</i> Mike Fazio, Workforce180	Whether you engage with clients or employers or both, this is a course you will truly enjoy! We'll explore the most effective ways to approach and communicate with people; how to explain who we are and what we do; how to make amazingly impactful presentations: how to overcome concerns and objections, plus so much more. Join us and discover the secrets of Mike's Think-Know-Act-Grow formula for success!	Twilight
		ETA Grant Management: Understanding the Grant Process & Requirements ● <i>Speaker:</i> Krister Engdahl, FPO, USDOL Region VI	You won a new NFJP grant – now what? Come learn from one of USDOL's most experienced NFJP Federal Project Officers, Krister Engdahl, as he reviews what to expect over the life of the grant. Krister will also explain what has changed since the last grant cycle and how to stay on top of grants management requirements for NFJP.	Virginia City I & II
		Effective Outreach: Techniques and Tactics for Impact [TO BE REPEATED] ●● <i>Speaker:</i> Kimberly Meadows, NAWDP Training Director	"Build it and they will come" is no longer an effective outreach strategy! This session provides concrete ideas, and outside the box techniques to engage the community. Effective outreach ensures your programs, and the success of the participants are known within the community, as well as ensures that future customers are aware of the services that you provide.	Laughlin I & II
		How to Enlist Support from Charitable Organizations ● <i>Panel:</i> Pedar Bruce, Umpqua Bank Anthony Tomashek, Bank of the Pacific <i>Moderator:</i> Martín Campos-Davis, Executive Director, OHDC	Lots of companies are committed to sharing a portion of their profits with the community. Banks have an obligation through the Community Reinvestment Act, many states' Coordinated Care Organizations or Managed Care Organizations (MCOs) also do so through a similar structure, plus many B-Corps have this at the heart of their corporate identity. Hear from leaders who are doing good while also doing well.	Laughlin III
12:45pm – 2:15pm	LUNCHEON: AFOP CHILDREN IN THE FIELDS ART & ESSAY CONTEST PRESENTATION			Vista & Scenic
2:15pm – 3:15pm	BREAKOUT G	ATI – 2024-2025 Leadership Development Certification Kick-off ● <i>Speaker:</i> Mike Fazio, Workforce180	Unlock your leadership potential with our comprehensive Leadership Development Certification course. Leadership is not just about titles or corner offices—it's about inspiring and guiding others, regardless of your position. This course empowers you to	Twilight

			recognize and develop your unique leadership style, whether you're an emerging leader, team member, or seasoned executive. Through interactive sessions, practical exercises, and real-world scenarios, you'll learn to influence, motivate, and drive positive change within your organization. Discover the leader within you and harness the power to make a meaningful impact. Join us and transform your ability to lead with confidence, authenticity, and effectiveness. Mike believes EVERYONE IS A LEADER! Join us and learn why!	
		Nurturing Leadership: Growing Skills for Effective Board Governance ●	In this session, the presenter will talk about the key characteristics of Dynamic Board members and give ideas to Board members on how they can be successful in their board roles.	Laughlin III
		Effective Outreach: Techniques and Tactics for Impact [REPEAT] ●●	"Build it and they will come" is no longer an effective outreach strategy! This session provides concrete ideas and outside-the-box techniques to engage the community. Effective outreach ensures that the success of your program and its participants are known within the community, and that future customers are aware of the services that you provide.	Laughlin I & II
		Leveraging Partnerships as NFJP Grantees ●	Leveraging partnerships is an important aspect of NFJP grantee success. Federal Project Officer Janae Gonzalez will explain exactly which partnerships are necessary to build and maintain with each grant. She will also share some winning examples of partnerships in her region and facilitate grantee discussion about the goals you want to accomplish with partners in your community.	Virginia City I & II
3:30pm – 4:30pm	BREAKOUT H	Serving Farmworkers and Their Families with a Menu of Services ●	Come and learn how to serve farmworkers with a menu of services that will help them reach their employment and training goals! We will discuss how NFJP staff should consider all WIOA program eligibility including NFJP, then co-enroll Farmworker participants into NFJP and other programs. Also, we will review the process for collecting Farmworker family household information, so participants can refer their dependents and other qualifying individuals to career services, emergency assistance, and basic needs.	Laughlin I & II
		Weaving Apprenticeship into NFJP ●●	Come and learn how apprenticeship is done in Nevada and participate in a discussion about ways NFJP grantees might integrate apprenticeship into their programs.	Virginia City I & II
		MIS Peer-to-Peer: Getting Clean NFJP Data Without Burdening Participants ●	In this session, MIS professionals will explore strategies for gathering clean, reliable data while complying with recent DOL directives to limit the documentation burden on our farmworker clients.	Laughlin III

		<i>Moderator:</i> Sandy Adams, Statewide Director of Compliance, PPEP, Inc.	We will make sure to discuss important topics, including: <ul style="list-style-type: none"> • Work authorization; • Self-attestation; and • Low-income status documentation. 	
5:00pm – 6:00pm	PRESIDENT’S RECEPTION (<i>all invited</i>)			Garden Terrace
THURSDAY, SEPTEMBER 26, 2024				
8:00am – 12:00pm	REGISTRATION OPEN			Sunset Reg Booth
8:30am – 10:00am	BREAKOUT I	NFJP’s Record of Success ● <i>Speaker:</i> Dr. Andrew Wiegand, President, Social Policy Research Associates (SPRA)	This workshop will review recent NFJP performance (in Program Year 2023 and prior years) and compare this performance to that of other WIOA programs and across different subgroups of participants.	Twilight
		Where Did All the Farmworkers Go? ●● <i>Speakers:</i> Dr. Philip Martin, Professor Emeritus, University of California-Davis; Dr. Emily Finchum, Workforce Analyst, USDOL, National Office	How is the agricultural workforce changing, and at what rate? Presenters will address this existential question and review current trends in farmworker migration. They will also share the newest estimates of numbers of farmworkers nationally and by state.	Virginia City I & II
		Using Artificial Intelligence in Your Work ●● <i>Speakers:</i> Jeanne McKenna and Gloria Miller, Black Hill Special Services Cooperative	You will get an overview and practical examples of using AI programs like Microsoft Copilot, ChatGPT, and Grammarly to help streamline any paperwork associated with NFJP. Do you need a professional-sounding email or letter? Do you need to shorten or reword your quarterly report or grant? Do you have other tedious paperwork that you would like to streamline? Do you have data you would like themed or reported quickly? If so, this will be the session for you. Please bring your laptop.	Laughlin I & II
10:30am – 12:30pm	CLOSING PLENARY BRUNCH FEATURING AFOP EXCELLENCE AWARDS			Scenic & Vista

This key is only a guide developed to help conference attendees determine which sessions relate best to their work. Participants may attend any session they like.

*[Most ATI sessions require advance registration and payment](#) – ask your supervisor

- NFJP Policy – everyone welcome
- Finance and MIS
- Executives and Agency Board members
- AFOP Training Institute (ATI) – all levels of employment & training staff are welcome, including managers. *
- Employment & Training - Experienced staff & managers
- ALL
- Employment & Training – Entry to mid-level staff (non-management)



One-on-One Meetings with DOL*

All meetings will be held in Reno Room

***Only one meeting per grantee per state | current 2024 grantees only**

Region 1 block: Tuesday early morning and early afternoon (four slots)

Tuesday 8:00-8:30am: _____

Tuesday 1:00-1:30pm: _____

Tuesday 1:30-2:00pm: _____

Tuesday 2:00-2:30pm: _____

Region 2 block: Tuesday afternoon (two slots)

Tuesday 2:30-3:00pm: _____

Tuesday 3:00-3:30pm: _____

Region 3 block: Tuesday late afternoon and Wednesday early morning (five slots)

Tuesday 3:30-4:00pm: _____

Tuesday 4:00-4:30pm: _____

Tuesday 4:30-5:00pm: _____

Wednesday 8:00-8:30am: _____

Wednesday 8:30-9:00am: _____

Region 4 block: Wednesday morning (six slots)

Wednesday 9:00-9:30am: _____

Wednesday 9:30-10:00am: _____

Wednesday 10:00-10:30am: _____

Wednesday 10:30-11:00am: _____

Wednesday 11:00-11:30am: _____

Wednesday 11:30am-12:00pm: _____

Region 5 block: Wednesday afternoon (five slots)

Wednesday 12:00-12:30pm: _____

Wednesday 2:00-2:30pm: _____

Wednesday 2:30-3:00pm: _____

Wednesday 3:00-3:30pm: _____

Wednesday 3:30-4:00pm: _____

Region 6 block: Wednesday late afternoon and Thursday morning (seven slots)

Wednesday 4:00-4:30pm: _____

Wednesday 4:30-5:00pm: _____

Thursday 8:00-8:30am: _____

Thursday 8:30-9:00am: _____

Thursday 9:00-9:30am: _____

Thursday 9:30-10:00am: _____

Thursday 10:00-10:30am: _____

List of Regions

Region 1 - Boston

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- New Jersey
- New York
- Puerto Rico
- Rhode Island
- Vermont

Region 2 - Philadelphia

- Delaware
- Maryland
- Pennsylvania
- Virginia
- Washington, D.C.
- West Virginia

Region 3 - Atlanta

- Alabama
- Florida
- Georgia
- Kentucky
- Mississippi
- North Carolina
- South Carolina
- Tennessee

Region 4 - Dallas

- Arkansas
- Colorado
- Louisiana
- Montana
- New Mexico
- North Dakota
- Oklahoma
- South Dakota
- Texas
- Utah
- Wyoming

Region 5 - Chicago

- Illinois
- Indiana
- Iowa
- Kansas
- Michigan
- Minnesota
- Missouri
- Nebraska
- Ohio
- Wisconsin

Region 6 - San Francisco

- Arizona
- California
- Hawaii
- Idaho
- Nevada
- Oregon
- Washington