



FARMWORKER JOB SATISFACTION PROJECT TOOLKIT

Introduction

The Napa Valley Farmworker Foundation (FWF) and Napa Valley Grapegrowers (NVG) have partnered with the University of California Cooperative Extension (UCCE) on a farmworker job satisfaction survey that companies can give to their employees. The survey provides an employee assessment of their work environment that can be used by managers to target strategies for improving work conditions that can:

- help managers address labor issues
- improve company productivity
- foster the well-being of farmworkers

We hope you will use the resources enclosed in this toolkit to communicate employee participation in the survey in the following ways:

- ✓ **Schedule a Visit:** Schedule a time for a UCCE and FWF staff member to visit your site to share information about survey participation
- ✓ **Email:** Email your teams about the survey with quick-access survey links
- ✓ **Print:** Print the flyer and post to bulletin boards around your workplace or share it directly with managers and supervisors
- ✓ **Remind:** Remind your teams a few times to complete the survey – the more responses we receive, the more effective the survey!

Survey details

- 30 statements, 3 demographic questions, 1 open question for general worker comments
- Fast to complete
- Generates satisfaction scores in 10 areas:
 - Pay, benefits, and other reward
 - Communication
 - Promotional opportunities
 - Health impacts of job
 - Work tasks
 - Teamwork
 - Commute
 - Ability to combine job with family commitments

- Multiple formats available: Spanish, English, online, paper, presentation
- Survey responses are anonymous. Employers will receive aggregate results for their company as well as overall aggregate results for all participating companies.

Here are some resources to help you:

Contact information

Malcolm Hobbs, UCCE, mbhobbs@ucdavis.edu

Jill Durfee, FWF Program Manager, jdurfee@napagrowers.org

Rocio Escobedo, FWF Program Coordinator, rescobedo@napagrowers.org

Key Date

August 31 Survey deadline

Notable links

[Survey overview with information and resources](#)

Online surveys

- [Spanish](#)
- [English](#)

Scannable QR codes to online surveys

Survey in Spanish:



Printable surveys

- [Spanish](#)
- [English](#)

Schedule a visit

It's understandable if team members hesitate to complete a job satisfaction survey promoted by their managers, and we're happy to present participation on your behalf!

Schedule a time for a UCCE and FWF staff member to visit your site here: [Site Visit Form](#)

Sample Email Communication

Email your team members asking for their participation in the job satisfaction survey:

Let them know that all information will remain anonymous, and that responses will help employers across the industry better understand their needs.

In English:

We are supporting a joint project hosted by the Napa Valley Farmworker Foundation, Napa Valley Grapegrowers, and the University of California Cooperative Extension (UCCE) and ask for your participation. They are hosting a job satisfaction survey that measures how satisfied you are with various aspects of your job, such as with pay, benefits, travel to work, and company communication. They are keeping responses confidential and anonymous, you will not be asked for your name, however the information provided helps measure your job satisfaction to understand how best to improve work conditions for farmworkers in the Napa Valley.

[Complete Survey Here](#)

There are 33 questions. Your answers are highly valued, and UCCE encourages you to please try and answer all questions.

If you have questions about the survey, please let me know, or contact Malcolm Hobbs from UCCE at mbhobbs@ucdavis.edu.

In Spanish:

Estamos apoyando un proyecto conjunto organizado por la Napa Valley Farmworker Foundation, Napa Valley Grapegrowers y la Universidad de California Cooperative Extension (UCCE) y pedimos su participación. Están organizando una encuesta de satisfacción laboral que mide el grado de satisfacción con varios aspectos de su trabajo, como el sueldo, las prestaciones, los traslados al trabajo y la comunicación con la empresa. Las respuestas son confidenciales y anónimas, no se le pedirá su nombre, sin embargo la información proporcionada ayuda a medir su satisfacción en el trabajo para entender la mejor manera de mejorar las condiciones de trabajo para los trabajadores del campo en el Valle de Napa.

[Complete la encuesta aquí](#)

Si tiene preguntas acerca de la encuesta, hágamelo saber o contacte a Malcolm Hobbs de UCCE mbhobbs@ucdavis.edu.

Program flyer

Print the flyer to post around the workplace and/or email to your managers and supervisors:
[2022 Farmworker Satisfaction Initiative](#)

Thank you for spreading the word!