



FIELD

Farmworker Institute of Education & Leadership Development

Founded by Cesar Chavez in 1978

Delilah Martinez
Director of Education
October 23, 2018

VISION



Core Values

Core Purpose

Big Hairy Audacious
Goal

CORE VALUES



Timeless guiding principles that require no external justification and, as a result, they will **never change**.

Integrity: To do the right thing.

Innovation: To promote the active pursuit of new ideas.

Opportunity: To enable workers to realize their dreams.

Excellence: To have a commitment and dedication to be the best.

Si Se Puede: To serve others through a spirit of confidence, courage, and risk taking.

CORE PURPOSE



“To empower underserved individuals to become self-sufficient.”

[Beyond the fields \(Video\): Story of Florencia](#)



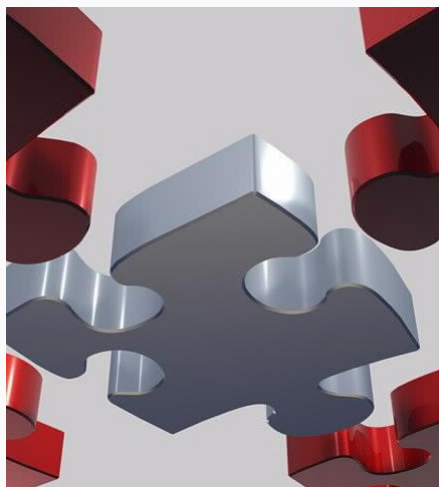


To date FIELD has served nearly 70,000 low wage, low skilled recent immigrants, farmworkers and other working people

Big Hairy Audacious Goal

To empower 250,000 underserved individuals to be self-sufficient within 7 years (2025).

Long-term Strategic Objectives



#1: Smart Growth

#2: Organizational Development

#3: Planning Process

RECENT HISTORY



2002: Trained UFW workers in process improvement in partnership with Agricultural companies.

2006: Initiated literacy and ESL classes through community college partnerships.

2014: Launched **Escuela Popular Instituto Campesino (EPIC)** de Cesar Chavez, a statewide Charter High School for adults.

2018: FIELD currently operates learning centers in 31 cities statewide.



Partnership Strategy

Driving Force.

FIELD's Driving Force is "**Technology**: A body of knowledge utilized to build relationships."

Idea that a singular force exists behind each organization. Drives and gives an organization its momentum in a certain direction.

The heart of an organization's business and it is what gives it a competitive edge in the marketplace.

1. 50% of Immigrant adults do not have a high school diploma
2. Census data confirms hispanics as replacement workforce for “boomers”
3. 96% of EPIC students desire to better their employment status through education-for their children and for their career

STRATEGIC APPROACH



1. Most higher education is currently not structured to enroll traditionally underserved low literacy students
2. These unreached students lack access, outreach, support, and guidance
3. FIELD offers programs that:
 - a. Build the confidence to learn
 - b. Meet them where they are
 - c. Guide them one step at a time
 - d. Fill the gap in their educational experiences and thus their expectations for self-sufficiency
4. FIELD can prepare this underserved population to be successful at your institutions

STRATEGIC APPROACH

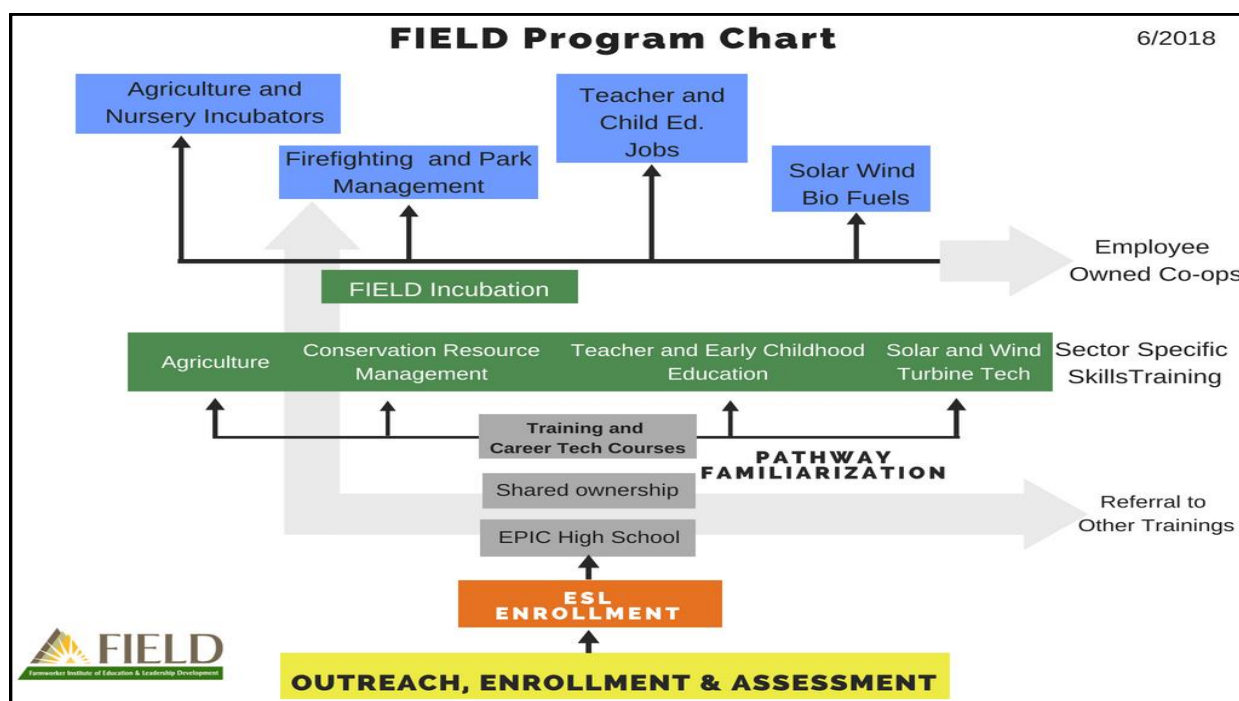
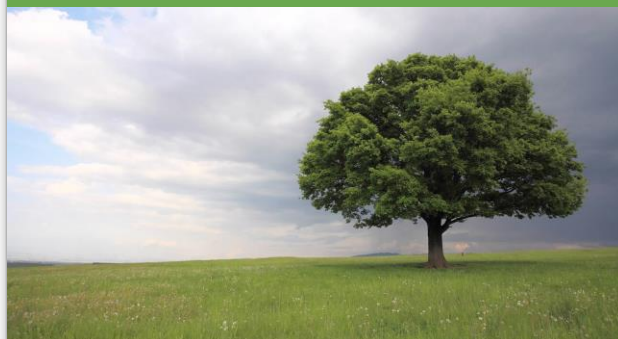


What is self-sufficiency?

“Are we the oak tree or
the mistletoe?”

Cesar Chavez

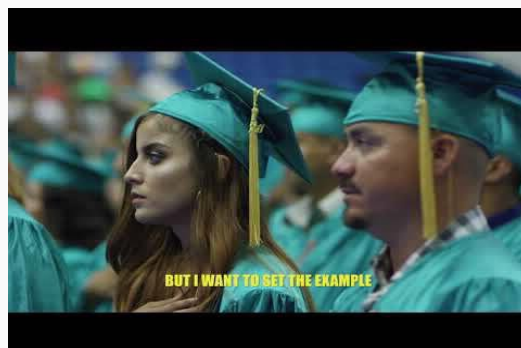
March 31, 1993



Legacy Continues

Today, FIELD continues to address barriers to social and economic prosperity that prevent underserved individuals and their communities from becoming empowered.

Riverside's EPIC High School at Cesar Chavez Community Center



FIELD Video

Si Se Puede!
Give us a like 



(661) 822-4381
122 E. Tehachapi Blvd., Suite C
Tehachapi, CA 93561

www.farmworkerinstitute.org

