
Day Labor Program

Our Day Labor Centers provide a safe and dignified place where day laborers can be matched with jobs with local homeowners and businesses for an honest day's work at fair pay.

For workers

Carlsbad Service Center's Day Labor Program provide a safe and dignified place where day laborers can register for and sign-up for daily job opportunities. The Interfaith team negotiates a fair wage and gives individuals a one-stop location for the employment development support they need for daily, temporary, or permanent jobs.

The CSC also offers career assessment and counseling as well as information and referral to education/training programs. Virtual workshops and in-person support in such areas as financial literacy, resume writing, salary negotiation, and job search skills are available. Financial support for required employment expenses are also available for individuals experiencing or at-risk of homelessness.

What's more the Interfaith team helps workers to build a better life for themselves and their families. Whether that means emergency care such as food, health care and clothing or assistance to improve employability. Case management is available for employment, housing, and stabilization.

Frequently Asked Questions: For Workers

(would like this to be a click and drop-down menu)

- How do I register for the day labor program?
 - Interested individuals can participate in day labor orientations which take place on the following days and times:
 - Fridays
 - 1:00 - 2:00 English
 - 2:00 – 3:00 Spanish
- What is required to participate in the program?
 - All participants must complete the day labor orientation
 - The center verifies eligibility for employment in the United States for all persons requesting or obtaining employment services at the center.
 - Program participation paperwork (intake paperwork) and an initial meeting with program staff to determine skills, gain additional employment information, and determine any other needs required.

- What is my schedule?
 - Day labor workers may check-in at the Carlsbad Service Center located at 5731 Palmer Way, Suite A, Carlsbad, CA 92010 from Monday – Friday beginning at 7:00a.m.
 - There is not set nor required schedule for day labor workers.
- What if I do not have transportation?
 - Transportation and our transportation support may be provided by the program as funding allows.
 - Employers are also highly encouraged to provide transportation as available.
- How often will I be matched?
 - The day labor program is not intended to replace typical employment.
 - Job matches are not guaranteed on a daily basis.

For Employers

We have plenty of skilled and non-skilled laborers available and ready to assist you with your project. Our centers provide a safe and organized environment with onsite bilingual staff to facilitate the hiring process, connecting you with the most qualified workers. Our average rate of pay is \$17-20/hour to ensure a fair hourly wage is paid, but specific rates may vary and/or negotiated depending on the specific job. Job requirements are negotiated between you and interfaith staff who serve as the liaison negotiating the job details with the worker.

Example of job type(s) we currently offer:

- Carpenters- Flooring, Framing and Furniture
- Landscaping- Gardening and Bush Clearance, Piling, Planting, Trimming, and Sprinklers
- Plumber- Piping, Digging
- Painting- Exterior and Interior
- Moving- Loading and Unloading
- Masonry- Demolition, Drywall, Plastering, Roofing, Tile, Cement
- Janitorial- Clean ups
- Car Related - Car Wash, Waxing, Polish and Interior Cleaning
- General Labor
- Handyman/Novice Construction
- House cleaning/property maintenance
- Holiday/Event Prep – event set-up/break-down, holiday light hanging/removal

To hire a worker please contact our center:

Carlsbad Service Center (formerly known as Carlsbad Hiring Hall)

5731 Palmer Way, Suite A, Carlsbad, CA 92010

Ph: (760) 448-5696

Hiring hours are 7:00 a.m. to 12:00 p.m. Monday through Friday.

However, we may schedule for any day or time. For example, if you need a worker for Sunday you may call ahead to make arrangements during our regular business hours.

Frequently Asked Questions: For Employers

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- What areas do you serve?
 - Primarily, we serve the City of Carlsbad and surrounding areas. If you live outside the North San Diego County area, but are able to provide transportation to the job site, we'd love to hear from you.
- How much does it cost to hire a worker?
 - There are no fees to employers or day laborers to utilize the services at any site.
 - Workers are paid at least minimum wage.
 - Overtime Pay – Workers should be paid 1.5 x their hourly wage for any hours workers over 8 hours in a day.
- How long can I hire the worker for?
 - Employers are required to hire workers for a minimum of four hours. If you have a shorter job, please contact the office to discuss details.
 - Employers may hire workers for multiple days.
- What about breaks?
 - When you hire a day laborer or domestic worker you are considered an employer and as such please assure that workers are provided with access to clean drinking water and bathrooms while they are on the job.
 - You will also need to make sure they take paid rest breaks and unpaid meal breaks as required by state and federal law.
 - Rest Breaks are paid 10-minute breaks (for a six hour shift 1-10 min. rest break & 1-30 min. meal break/for an 8 hour shift 2-10 min. rest breaks & 1-30 min. meal break)
 - Meal breaks are unpaid 30-minute breaks and may be waived by worker (in writing) if the shift is only six hours.
- Do you provide all the necessary insurance?
 - No, the day labor program helps connect workers with employers. The employment relationship is between the employer and worker. Check your homeowner's or renter's insurance for coverage.

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- What forms of payment do the workers accept?
 - The workers prefer to be paid in cash after the job is completed. No credit cards or personal checks.
 - What if the job requires tools or a truck?
 - Most frequently, the employer is required to provide any tools necessary for the job.
 - There are times we may be able to send a worker with the required tools or truck. In these cases, the rate of pay may be renegotiated at the job site once the worker sees the project at hand. Those jobs do not fall into the set rate.
 - What languages do the workers speak?
 - We have workers who are fluent in English and Spanish. If you have a language preference, just let us know.
 - What if I don't speak Spanish?
 - No problem! Many of our workers speak varying levels of English and our hiring coordinators are available to assist you with translation as well.
 - If necessary, you can also call us during the job to ask for interpretation over the phone (as staff capacity permits). We are here to make the experience work for you, and make hiring a practice you are likely to repeat.
 - Is transportation required?
 - Many workers have cars and can drive to job sites. Some workers travel via public transportation.
 - You may also pick-up workers from our location. Please let us know when you call if you are available to transport workers to your job site.
 - What types of jobs can your members do?
 - Workers typically provide support for jobs such as moving, painting, landscape, general labor, novice construction, set-up workers for events, janitors, and more.
 - If you have a job not included in this list or for skilled laborers, please give us a call and we may be able to find someone to suit your needs.
 - What if I'm not satisfied with the job completed?
 - We value your feedback and would like to hear about your experience. We are constantly trying to give better services.
 - Do the workers accept gratuities?
 - Yes, but they do not expect them.