



Call for Public Comments on Agricultural Outreach Plan

PUBLIC NOTICE

GEORGIA DEPARTMENT OF LABOR PUBLIC COMMENT ON THE DRAFT PY17 ANNUAL AGRICULTURAL OUTREACH PLAN

National Farmworker Jobs Program (NFJP) state grantee and other interested entities representing disciplines pertaining to every aspect of Migrant Seasonal Farmworker (MSFW) occupational and family life are invited to participate in the review and comment process to finalize the State of Georgia Plan for Integrated Delivery of Agricultural Services.

Written Comments

The Department is accepting written comments **through April 5, 2017.**

Comments may be sent to the Georgia Department of Labor at:

Agricultural_Services@gdol.ga.gov

When submitting your comments, enter “**Ag Plan Public Comments**” in the subject line of the email. In addition, reference the title of the plan section and corresponding letter your comments are related to. All comments will be reviewed; however, we will not be able to respond to individual comments or questions.

**ANNUAL PLAN FOR AGRICULTURAL SERVICES OUTREACH
STATE OF GEORGIA
PROGRAM YEAR 2017**

Assessment of Need

Review of Agricultural Activity

Agribusiness in Georgia currently represents farm production valued at \$74.9 billion and has created more than 410,800 jobs across the state. Georgia consistently ranks as the top state in the nation's production of peanuts, blueberries, pecans, broiler chickens, and seasonal onions. With 4.1 million acres of cropland, Georgia produced the nation's second highest acreage in cotton, onions, watermelons and blueberries in 2015¹, and produced nearly half of the nation's peanuts. Although a significant portion of the agricultural business is concentrated in the southern parts of the state, a growing population of nursery products, agritourism and vegetable growers are occupying land in the north and central parts of the state. This new and flourishing agriculture activity is expected to continue to be a significant economic driver in northern region of the state.

Recently various crop activities have morphed into a mechanical operation utilizing fewer workers for production. This transition in workforce demands has primarily been seen in the production of peanuts and cotton. However, there is still a significant demand for migrant and seasonal workers (MSFWs) to participate in the production of beans, blueberries, cabbage, cantaloupe, cucumbers, eggplant, greens, nurseries, Vidalia onions, peaches, pecans, peppers, strawberries, squash, sweet corn, sweet potatoes, tomatoes, and watermelon.

As a result of the above demand driven crop production, Georgia continues to rank as one of the leading states in providing employment services to migrant and seasonal farmworkers (MSFWs), according to the United States Department of Labor. Due to the lack of MSFW's migrating into the state, Georgia growers have had to put into practice new strategies. Some of the contributing factors include:

- expansion of crops into new areas and methods of harvesting
- substantial increases in the number of H-2A orders
- MSFW migration pattern changes create worker surplus/shortage in some areas
- increase in number of farms and acreage

In 2016, Georgia received 599 Agricultural applications requesting over 41,723 farm workers. This is reflective of a 45.56% increase in Agricultural applications from calendar year 2015 and a 42.52% increase in the number of requested workers from calendar year 2015. The GDOL Agricultural program continues to expand in response to programmatic demands and occupational growth within the state.

¹ Ag Snapshots – A brief focus on Georgia's agricultural industry, 2017

Georgia currently has 42,257² farms, totaling 9,620,836 acres of farmland across the state with the average size of a farm in Georgia being 228 acres. The total harvested cropland in Georgia is 3,609,788 acres as reported by The Center for Agribusiness and Economic Development. Through the activities of the Georgia Department of Labor (Georgia DOL), Telamon Corporation and local workforce partners, the workforce system continues to make every effort to meet growers' and workers' increasing business needs.

² 2012 US Census of Agriculture Data

Agritourism is an area of agricultural activity which continues to blossom throughout the state. This unique experience combines traditional agriculture with tourism and includes visits to working farms, orchards, ranches, wineries and other agricultural operations. This “win-win” model supports and sustains Georgia’s farmlands, while providing tourists with educational, relaxing outdoor adventures. Shopping and dining experiences are also often part of agritourism opportunities and operators are continuously updating their operations to incorporate new activities and events.

Agricultural Activity

Below is a review of the previous year agricultural activity and the estimated migrant and seasonal farmworker activity:

Counties	Crop(s)	Activity(ies)	Peak Month(s)	Estimated MSFWs	Shortage
Bainbridge CC: Decatur, Early, Miller, Seminole	Cotton	Ginning	Mid/Oct-Dec	90	Yes
	Sweet Corn	Harvest & Pack	May-July & Oct-Dec	473	Yes
	Tomatoes	Harvest	May-Aug & Sept-Dec	398	Yes
	Squash/ Organic Vegetables	Harvest / Pack	May – Jun	15	Yes
Americus CC: Marion, Schley, Sumter, Taylor, Webster, Crisp, Dooly, Macon	Cucumbers	Plant	Jul – Aug	20	Yes
	Cucumbers	Harvest	Sep – Oct	125	Yes
	Green Beans	Plant	Jul – Aug	20	Yes
	Green Beans	Harvest	Sep – Oct	125	Yes
	Peaches	Thin	Mar – Apr	125	Yes
	Peaches	Prune	Jan – Feb	120	Yes
	Peaches	Pack House	May – Aug	60	Yes
	Peaches	Harvest	May – Aug	237	Yes
	Peppers	Plant	Aug	10	Yes
	Peppers	Harvest	Sep – Oct	25	Yes
Strawberries	Plant	Oct	20	Yes	

	Strawberries	Harvest	Apr	4	Yes
	Watermelons	Plant	Mar	23	Yes
	Watermelons	Harvest	Jun-Jul	815	Yes
	Squash	Plant	Jul – Aug	30	Yes
	Squash	Harvest	Mar-Jul, Sep – Oct	306	Yes
	Tomatoes	Transplant & Harvest	May-Jul	56	Yes
Douglas CC: Atkinson, Bacon, Coffee	Muscadines	Harvest	Aug	200	Yes
	Blueberries	Harvest	Apr-June	2575	Yes
	Pecans	Harvest	Nov	60	No
	Pine Straw	Harvest	Feb-Nov	25	Yes
	Cotton	Gin	Oct-Dec	50	No
	Peanuts	Gin	Sep-Oct	98	No
	Tobacco	Plant / Harvest	Mar-Apr Jul-Aug	180	Yes
	Watermelon	Plant / Harvest	Mar-Apr Jun-Jul	100	Yes
	Tomatoes	Plant / Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	140	Yes
	Squash	Plant / Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	140	Yes
	Cucumbers	Plant / Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	140	Yes
	Peppers	Plant / Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	140	Yes
	Egg Plant	Plant / Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	140	Yes
Dublin CC: Emanuel, Johnson, Laurens, Trentlen, Wheeler Dodge, Bleckley, Telfair, Wilcox	Watermelons	Plant / Harvest	Feb-Mar / Jun – Jul	277 / 2230	Yes
	Blueberries	Harvest & Pack	May – June	1580	Yes
	Vidalia Onion	Harvest	April-June	210	Yes
	Vidalia Onion	Plant	Nov-Dec	160	Yes
	Strawberries	Plant	Sep – Oct	40	No
		Harvest & Pack	March-June	700	Yes
	Tobacco	Plant	Apr – May	40	No
		Harvest & Pack	Aug – Sep	140	Yes
	Greens	Plant / Harvest & Pack	Feb-Mar&Aug, May-Jun&Oct-Dec	245 / 265	Yes
	Peas & Beans	Harvest & Pack	Feb-May, Sep-Oct	240	Yes
	Diversified Vegetables	Harvest & Pack	Year Round	20	No
	Cucumbers	Harvest	May – Sep	95	Yes
	Cantaloupe	Plant / Harvest	Feb-Mar / Jun-Aug	15 /50	Yes
Tomatoes	Harvest & Pack	Jun-Jul	235	Yes	

	Sweet Potato / Potato	Plant / Pack & Harvest	May-Jun / Aug-Sep	50	Yes
	Squash	Plant / Harvest	Mar-Apr / May-Jun	30	Yes
	Cabbage	Pack & Harvest	Jun-Jul & Oct-Dec	25	Yes
	Corn (Sweet)	Pack & Harvest	Jun-Jul	12	No
	Broccoli	Pack & Harvest	Jun-Jul / Oct-Nov	12	No
	Pomegranates	Pack & Harvest	Apr-Jun	20	No
	Figs	Pack & Harvest	Apr-Jun	20	No
	Pecans	Harvest	Nov-Dec	30	No
Moultrie CC: Baker, Colquitt, Mitchell	Eggplant	Plant	Mar – Apr & Aug	280	Yes
	Okra	Plant	Mar – Apr & Aug	180	Yes
	Peppers	Plant	Mar – Apr & Aug	290	Yes
	Eggplant	Harvest	May-Jun&Sep-Oct	484	Yes
	Okra	Harvest	May-Jun&Sep-Oct	484	Yes
	Peppers	Harvest	May-Jun&Sep-Oct	484	Yes
	Cabbage	Plant	Jan-Feb&Mar-Sep	274	Yes
	Cabbage	Harvest	May – July	683	Yes
	Greens	Plant	Apr-Jun&Sep-Nov	80	Yes
	Greens	Harvest	Jan-Feb&Sep-Nov	90	Yes
	Cantaloupes	Plant	Mar – Apr	80	Yes
	Cantaloupes	Harvest	Jun - Jul	160	Yes
	Cotton	Harvest	Sept – Jan	160	Yes
	Cucumbers	Plant	Mar – May	245	Yes
	Cucumbers	Harvest	May-Jun& Sep-Oct	669	Yes
	Peanuts	Harvest	Sept – Nov	160	Yes
	Pecans	Harvest	Oct – Dec	260	Yes
	Squash	Plant	Mar – May	514	Yes
	Squash	Harvest	May-Jun&Sep-Oct	624	Yes
	Sweet Corn	Plant	Apr, Aug	30	Yes
Sweet Corn	Harvest	May-Jun, Sep-Oct	30	Yes	
Tomatoes	Plant	Jun-Jul & Oct-Nov	100	Yes	
Tomatoes	Harvest	Jun-Jul & Oct-Nov	80	Yes	
Watermelons	Harvest	Jun – July	10	Yes	
Tifton CC: Ben Hill, Berrien, Irwin, Tift, Turner	Watermelon	Plant / Harvest	Mar-Apr / Jun-Jul	1885	Yes
	Cucumber	Plant / Harvest	Apr-Jul / May-Nov	560	Yes
	Squash	Plant / Harvest	Apr – Nov	470	Yes
	Peppers	Plant / Harvest	Apr – Nov	1055	Yes
	Blueberry	Harvest	Apr – Jul	395	Yes
	Cotton	Gin	Aug – Jan	168	Yes
	Muscadines	Prune	Jan	25	Yes
	Muscadines	Harvest	May – Nov	325	Yes
	Greens	Plant/Harvest	Mar-Apr/May-Jun Aug-Sep/Oct-Nov	560	Yes

	Beans	Plant/Harvest	Mar-Apr/Oct-Nov	255	Yes
	Cabbage	Plant/Harvest	Mar-Apr/Aug-Jan	260	Yes
	Cantaloupe	Plant/Harvest	April – July	250	Yes
	Peas	Plant/Harvest	Apr-May/Oct-Nov	200	Yes
	Peanut	Gin	Sept – Dec	195	Yes
	Eggplant	Plant/Harvest	Mar-Apr / Nov	125	Yes
	Tobacco	Plant/Harvest	Mar-Apr/Aug-Sep	190	Yes
	Blackberry	Harvest	May – July	270	Yes
	Strawberry	Plant/Harvest	Jan-Feb / Apr-May	25	Yes
	Perennial Grasses	Plant/Harvest	Mar-Apr / May-Jul	75	Yes
	Broccoli	Plant/Harvest	Jan – March	50	Yes
	Cauliflower	Plant/Harvest	Jan – April	50	Yes
	Pine Trees Seedlings	Plant/Harvest	Jan – April	50	Yes
	Plants	Transplant	February – April	40	Yes
Valdosta CC: Lowndes, Lanier, Echols, Cook, Brooks	Peppers	Plant / Harvest	Mar-Apr&Jul-Aug May-Jun&Sep-Nov	520	Yes
	Cucumbers	Plant / Harvest	Mar-Apr&Jul-Aug May-Jun&Sep-Nov	520	Yes
	Squash	Plant / Harvest	Mar-Apr&Jul-Aug May-Jun&Sep-Nov	500	Yes
	Eggplant	Plant / Harvest	Mar-Apr&Jul-Aug May-Jun&Sep-Nov	40	Yes
	Beans	Grade & Pack	Feb-May&Sep-Oct	320	Yes
	Peas	Grade & Pack	Feb-May&Sep-Oct	15	Yes
	Cabbage	Harvest & Pack	Mar-Apr/Aug-Jan	205	Yes
	Greens	Harvest & Pack	May-Jun & Oct-Nov	165	Yes
	Sweet Potato	Harvest & Pack	Aug – Sep	215	Yes
	Sweet Corn	Harvest & Pack	May-July & Oct-Dec	15	Yes
	Peaches	Harvest & Pack	Apr – Jun	95	Yes
	Watermelon	Harvest & Pack	Jun-Jul	80	Yes
	Blueberries	Harvest & Pack	Apr – Jun	215	Yes
	Blackberries	Harvest & Pack	May – Jul	200	Yes
	Muscadines	Prune / Harvest	Jan / Apr-May	45	Yes
	Carrots	Grade & Pack	Dec-Apr	200	Yes
	Onions	Harvest & Pack	Mar-July	200	Yes
	Tomatoes	Plant / Harvest	Mar-Apr&Jul-Aug May-Jun&Sep-Nov	30	Yes
	Okra	Harvest	May-Jun&Aug-Sep	15	No
	Pecans	Harvest	Sep – Dec	40	No
Tobacco	Plant/Harvest	Mar-Apr/Aug-Sep	20	Yes	
Cotton	Gin	Aug – Jan	200	Yes	
Olives	Harvest	Sep-Nov	2	No	

Vidalia CC: Candler, Evans, Jeff Davis, Montgomery, Tattnall, Toombs	Vidalia Onions	Harvest & Pack	Mar-July	3200	Yes
	Vidalia Onions	Plant	Oct-Dec	3000	Yes
	Sweet Corn	Harvest	Mar-May	230	Yes
	Greens	Plant, Harvest	Oct - Feb	280	Yes
	Carrots	Plant, Harvest	Jan-May	30	Yes
	Cabbage	Plant, Harvest	Oct - Feb	285	Yes
	Pecans	Harvest	Aug-Dec	110	Yes
	Broccoli	Harvest	Aug-Dec	185	Yes
	Cucumbers	Harvest	May-Nov	655	Yes
	Squash	Harvest	May-Nov	365	Yes
	Peppers	Harvest	May-Nov	150	Yes
	Sweet Potato	Harvest	June – Aug	115	Yes
	Muscadines	Harvest	June – Aug	75	Yes
	Tobacco	Harvest	Aug-Sept	200	Yes
	Strawberry	Plant/ Harvest	Nov-Dec Feb-Apr	15	Yes
	Blueberries	Harvest	May - June	185	Yes
Watermelons	Harvest	June - July	635	Yes	
Waycross CC: Brantley, Charlton, Clinch, Pierce, Ware	Blueberries	Harvest	Apr-Jun	2123	Yes
	Watermelon	Plant & Harvest	Mar-Apr & Jun-Jul	50	Yes
	Cantaloupes	Plant & Harvest	Mar-Apr&May-Jun	50	Yes
	Peppers	Plant & Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	100	Yes
	Squash	Plant & Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	100	Yes
	Eggplants	Plant & Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	50	Yes
	Cucumbers	Plant & Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	70	Yes
	Tomatoes	Plant & Harvest	Mar-Apr/Jul-Aug May-June/Oct-Nov	100	Yes
	Sweet Corn	Harvest & Pack	May-July & Oct-Dec	50	Yes
	Cabbage	Pack & Harvest	Jun-Jul & Oct-Dec	70	Yes
	Onions	Plant & Harvest	Nov-Dec /Apr-Jun	50	Yes
	Cotton	Gin	Sept - Dec	40	No
	Peanuts	Gin	Sept - Dec	20	No
	Tobacco	Harvest	Aug-Sept	125	Yes

Outreach

A. Georgia's Available Resources for the Agricultural Community

Georgia DOL has a strong commitment to serving the agricultural community, both growers and workers. The employment-related needs of Migrant and Seasonal Farmworkers (MSFWs) are a specific focus for career centers. There are nine career centers that focus on agricultural activities, including:

Career Center	Counties Served
Americus	Marion, Schley, Sumter, Taylor, Webster, Crisp, Dooly, Macon
Bainbridge	Decatur, Early, Miller, Seminole
Douglas	Atkinson, Coffee, Bacon
Dublin	Emanuel, Johnson, Laurens, Treutlen, Wheeler, Dodge, Bleckley, Telfair, Wilcox
Moultrie	Baker, Colquitt, Mitchell
Tifton	Ben Hill, Berrien, Irwin, Tift, Turner
Valdosta	Lowndes, Cook, Lanier, Echols, Brooks
Vidalia	Candler, Evans, Jeff Davis, Tattnall, Toombs, Montgomery, Long
Waycross	Appling, Brantley, Charlton, Clinch, Pierce, Ware, Wayne

The above mentioned offices are staffed with knowledgeable staff throughout the year to assist growers and MSFWs. These staff include Wagner-Peyser, MSFW outreach, and Agricultural funded staff to reassure the employer and worker population have access to the full array of workforce services offered. During the current program year, Georgia DOL staff project making over 9,750 MSFW contacts, with partnering organizations providing about 3,600 contacts.

Georgia DOL staff provide technical assistance by contacting growers prior to planting and harvesting seasons to plan for upcoming labor needs. Agricultural staff coordinates with the growers and with other career center staff to match the labor needs of the employers with qualified workers to fill vacant job opportunities. In line with Georgia DOL's focus on services to business, state staff provides outreach staff with comprehensive listings of area growers; to aid in scheduling visits throughout the agricultural community. Georgia DOL continues to collaborate with the Georgia Department of Agriculture to ensure that all resources for growers and agricultural workers are coordinated seamlessly. GDOL and the University of Georgia County Extension Service/Department of Agriculture field staff collaborate in efforts to improve services to Ag employers and MSFW's.

Agricultural services are extended across state lines to assist farmers with their workforce needs through posting of interstate clearance order, which are accessible to Georgia job seekers. Agricultural employers are informed that they can list interstate clearance orders with the Georgia DOL to obtain domestic referrals. This effort also expands job opportunities to workers in other states. States with large farm worker populations are contacted and assistance is provided in identifying available workers of these opportunities.

Agricultural employers are welcome to use Georgia DOL career centers for business service needs (e.g., Internet, copy and fax machines) and to interview job applicants. Worker recruitment, provision of

forms for farm labor contractor registration, and assistance with the H-2A temporary agricultural program are other resources available to agricultural employers.

B. Monitor Advocate Services

The role of the full-time Monitor Advocate includes working with local workforce systems to educate them on the needs of migrant workers and ensuring that available resources are coordinated to promote the best possible services in each community. The Monitor Advocate works closely with other community partners and resources (listed on page 17).

In addition, the Monitor Advocate provides technical assistance and support on outreach to MSFWs and on-site reviews of local services provided to MSFWs. State staff assists local specialists with agricultural employment issues. Furthermore, the Monitor Advocate and Employment Services staff train local staff and provide suggestions to enhance services to MSFWs (e.g., conducting workshops in Spanish, introducing migrants and other customers to office technology, and offering translation assistance within local communities). As per USDOL requirements, the Monitor Advocate also performs the following activities:

- Conducts annual state-level reviews of career center services and protections provided to MSFWs
- Consults with state and local staff to ensure accurate reporting of MSFW-related information
- Evaluates and reports on all statistical and other MSFW-related data reported by agricultural offices quarterly
- Reviews proposed state directives, manuals and operating instructions that pertain to MSFWs
- Participates in federal monitoring reviews
- Develops an annual summary report of statewide services

The State Monitor Advocate also performs a variety of advocacy activities, including overseeing the operation and performance of the MSFW complaint system; contributing to the state Agricultural Outreach Plan; reviewing the daily reports of outreach workers; participating in public meetings throughout the state; and meeting with farm worker groups and employers to promote Georgia DOL services. In addition to these activities, the Monitor Advocate conducts field visits to the working and living areas of MSFWs to offer and verify job services. He also meets and works with other workforce agencies to coordinate services to MSFWs. The Monitor Advocate raises issues, as appropriate, to ensure that the development of new systems and strategies for service delivery will address the needs of MSFW customers.

The Monitor Advocate conducts on-site reviews at the local career centers, providing assurance that local workforce systems are in compliance with the equity indicators and minimum service levels for MSFWs. The Monitor Advocate also provides training, as needed, to staff of partner agencies regarding outreach, services, and the Georgia DOL complaint system.

The nine agricultural career centers are monitored to evaluate the previous year's performance. Field checks are conducted on a minimum of 25% of the job orders where workers are referred by Georgia

DOL and hired by employers. Staff also provides ongoing technical assistance to these nine career centers regarding seasonal labor, labor exchange activity and other areas of concern.

C. The Role of Outreach Specialists

Outreach contacts with MSFWs are made primarily during peak agricultural activity periods, which vary for different crops. Contacts are made at locations where MSFWs live and congregate. Written and oral presentations are provided in the language(s) readily understood by the workers. The typical menu of services include referral to agricultural employment, training, supportive services, career counseling, job development, information on the Georgia DOL complaint process, and summaries of farm worker rights (terms and conditions of employment).

Services available at career centers may be accessed by MSFWs directly. However, in the event MSFWs cannot or do not wish to go to a career center, outreach staff assist these customers in completing an application for Employment Services, provide referrals to employment opportunities for which they are qualified, assist them in understanding the complaints process, or make appointments for needed services. As appropriate, outreach staff makes follow-up contacts with MSFW customers.

Staff follows all prescribed policies and procedures regarding documentation and reporting for all services provided. Outreach staff record each outreach contact on the Log of Daily Outreach Activities (DOL-544). Copies of the DOL-544 are maintained for two years. The monthly report of Services to Migrant and Seasonal Farmworkers is compiled for LEARS quarterly reporting.

Each outreach staff person establishes a list of available community resources and develops partnerships with other organizations serving MSFWs. Resources include, but are not limited to, the Department of Human Services, Georgia Farmworker Health Program, the Georgia Association for Primary Health Care, Inc., Georgia Free Clinic Network, Telamon Corporation, Georgia Migrant Education, community food banks, Georgia Hispanic Chamber of Commerce, Family Connections, Goodwill Industries, Community Action Agencies, the Salvation Army, and Catholic, Baptist, Methodist and other religious organizations that provide assistance to migrant populations. Georgia's technical colleges and regional educational organizations provide Adult Literacy, English as a Second Language and GED services to MSFWs. Career centers collaborate with local Workforce Investment Boards to ensure that MSFWs have training opportunities for jobs in demand in the area. Agricultural staff will continue to collaborative efforts with the above mentioned partners to access available resources on behalf of MSFW's.

Furthermore, staff participates in local events and fairs targeted to MSFWs and their families and, where possible, assist local health departments to educate migrant workers on health issues. Staff partner with other career centers in their area to provide services at the locations most convenient for the migrant workers. For example, the Statesboro and Vidalia career centers work together to serve both growers and MSFWs that live closer to one or the other office, regardless of the counties each office typically serve.

Staff conducts outreach and refers MSFW's to both seasonal agricultural employment and non-agricultural employment. This provides additional career opportunities and lengthens the period of

employment for MSFW workers. With the diverse range of crops grown in Georgia, MSFW's have the opportunity for agricultural employment for most of the year.

D. Additional Georgia DOL Services to MSFWs

The department's website contains a broad array of employment resources for job seekers and businesses, as well as information about other community resources. Job search for employment opportunities in Georgia can be performed electronically through Georgia's state job bank. The Georgia DOL website address is: www.dol.georgia.gov.

The department also continues its efforts to assist customers with limited English proficiency. Information on department services, including registering for services, is available in Spanish and in other languages, ensuring that Spanish-speaking farmworkers have the full range of services available in their native tongue, whether services are received in the field or in a career center. Customers can also access information via the website in their native language as the site contains a language translator for customer convenience.

E. Partner Services to MSFWs

Planning and coordinating unique and effective services for workers and agricultural employers is critical to fostering strong agricultural programs at the local level. This coordinated effort between Georgia DOL, industry, business and community organizations maximizes the agency's effectiveness in meeting the needs of farm-workers, employers and the community.

Georgia DOL has a strong partnership with the Telamon Corporation, which operates the National Farmworker Jobs Program (NFJP) in Georgia. This program is funded under Title 1 of the Workforce Investment Opportunity Act to provide core, intensive and training services and related assistance for MSFWs. The cooperative agreement between Georgia DOL and Telamon was developed to coordinate and enhance service delivery to MSFWs. In addition to sharing labor market information training, supportive services and job-related resources available to MSFWs, Georgia DOL and Telamon share reports on the staff hours spent performing MSFW outreach activity. In several parts of the state, Telamon staff are co-located in the area's America's Job Centers. For PY16, Telamon served 279 migrant and seasonal farmworker customers. Workforce services such as job readiness, classroom or on-the-job training, work experience, referral to English as a Second Language training, or emergency assistance are some of the services provided to customers. These outreach services are offered at the following GDOL Career Centers:

- Dublin
- Douglas
- Vidalia / Lyons
- Moultrie
- Tifton
- Valdosta
- Waycross

As the NFJP Housing grantee for the state of Georgia, Telamon provides housing support services to MSFWs through rental and utility assistance. The GDOL State Monitor Advocate and outreach workers coordinate with Telamon staff to assist growers in providing safe and affordable housing for farmworkers.

They also works with local Workforce Investment Boards and other community partners in their efforts to assist MSFW's. These agreements focus on integrated service strategies and resource sharing. Collaborative approaches reduce duplication of effort and ensure that resources are used effectively for the benefit of customers.

Telamon – TRC provide early childhood and family support programs primary through a network of head start centers, supported by funding from the U.S. Dept. of Health & Human Services Administration for Children & Families. These programs have a long tradition of delivering comprehensive and high-quality services to foster healthy development in low-income children aged six weeks to five years. The Migrant Head Start program provides a range of individualized services in the areas of education and early childhood development, such as medical, dental and mental health; nutrition; and parent involvement. The Georgia DOL outreach workers partner with Telamon in identifying parents with youth who could benefit from these services.

Tables 1 – 4

**Table 1
Significant Levels of Agricultural Activity Requiring Seasonal Labor
All Georgia Crops**

Crop	Months of Peak Labor Needs
Beans & Peas (Plant/Harvest)	Mar-Oct
Blackberry(Harvest&Pack)	May-Jul
Blueberry (Harvest&Pack)	Apr-Jun
Broccoli (Harvest & Pack)	Jan-Mar, Jun-Dec
Cabbage (Plant/Harvest)	Year Round
Cantaloupe (Plant/Harvest)	Feb-Apr, May-Aug
Carrots	Dec-May
Corn (Sweet)	May-Jul, Oct-Dec
Cotton (Ginning)	Aug-Feb
Cucumbers (Plant/Harvest)	Mar-Nov
Eggplant (Plant/Harvest)	Mar-Nov
Greens (Plant/Harvest)	Jan-Jun, Aug-Dec
Muscadines (Harvest)	Jul-Nov
Okra (Plant/Harvest)	Mar-Dec
Onion (Harvest)	Apr-Jun
Peaches (Prune/Thin/Harvest)	Jan-Aug
Peanuts (Ginning)	Sep-Dec
Pecans	Aug-Dec
Peppers (Plant/Harvest)	Mar-Dec

Squash (Plant/Harvest)	Mar-Nov
Strawberries (Plant/Harvest)	Oct-Feb, Mar-Jun
Sweet Potatoes(Plant/Harvest)	Apr-Sep
Tobacco (Plant/Harvest)	Mar-Sep
Tomatoes (Plant/Harvest)	Mar-Dec
Vidalia Onions (Harvest)	Mar-July
Vidalia Onions (Plant)	Nov-Dec
Watermelons (Plant/Harvest)	Feb-Apr, Jun-Jul

E. Data Analysis

PY 2016 Agricultural Job Orders

# of Ag Job Orders	# of Openings	# Placements	Percent Placed	# of Interstate Clearance Orders Received	# of Interstate Clearance Orders Initiated
599	41,723	887	48%	266	218

Community Partners and Resources

Cónsul General de México
Consulate, El Salvador
Consulate, Guatemala
Consulate, Honduras
East Georgia Health Care Center
Farmworker Health Project
GALEO (Georgia Association of Latino Elected Officials)
Georgia Agribusiness Council
Georgia Department of Agriculture
Georgia Department of Education, Migrant Education Agency
Georgia Farm Bureau
Georgia Farmworker Health Program
Georgia Fruit and Vegetable Growers Association
Georgia Hispanic Chamber of Commerce
Georgia Legal Services, Farmworker Division
Latin American Association
League of United Latin American Citizens (LULAC #950)
Mexican American Chamber of Commerce
Region 1 – Live Oak MEA
Region 2 – Southern Pine MEA
Telamon Corporation
University of Georgia, Center for Agribusiness and Economic Development (CAED)
University of Georgia, Extension County Operations
USDOL, Wage and Hour