



## **Call for Public Comments on Agricultural Outreach Plan**

### **PUBLIC NOTICE**

#### **GEORGIA DEPARTMENT OF LABOR PUBLIC COMMENT ON THE DRAFT PY 2020 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 February 5, 2020.**

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

[Agricultural\\_Services@gdol.ga.gov](mailto: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.

## **AGRICULTURAL OUTREACH PLAN**

### **STATE OF GEORGIA**

#### **Georgia Department of Labor**

#### **PROGRAM YEAR (PY) 2020**

The Agricultural Outreach Plan (APO) as administered by The Georgia Department of Labor (Ga DOL), details the activities planned for providing services and outreach to both domestic Migrant and Seasonal Farmworker (MSFW), H2-A MSFW's and agricultural businesses for PY 2020. The AOP is prepared in accordance with the Workforce Innovations Opportunity Act (WIOA) planning guidance and is a four year plan.

Agriculture is a driving force for local economies across Georgia and has long shaped the state's history. The 2019 Agriculture Snapshot brief on Georgia's agricultural economy is based on the 2017 Georgia Farm Gate Value Report, an annual, county-level economic valuation for all food and fiber production in the state. Together, these commodities directly represent a value of over \$13.75 billion to the Georgia economy.

The Center for Agribusiness and Economic Development via the 2017 US Census of Agriculture data, reports that Georgia has 42,439 farms totaling 9,953,730 acres. The average size of a farm in Georgia is 235 acres. The total harvested cropland in Georgia is 3,628,707 acres. Through the activities of Ga DOL career centers, Telamon Corporation, local workforce partners and education agencies, the workforce system has made every effort to meet growers' and workers' increasing needs.

An area of agricultural activity which continues to blossom is Agritourism. 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 and 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.

#### (1) Assessment of Need

##### *(A) Assessment of Agricultural Activity*

The following crops produced in Georgia involve a significant number of migrant and seasonal workers: beans, blueberries, cabbage, cantaloupe, cucumbers, eggplant, greens, nurseries, Vidalia onions, peaches, pecans, peppers, strawberries, squash, sweet corn, sweet potatoes, tomatoes, and watermelon. However, major crop activity for cotton and peanuts, as well as wheat, field corn and pecans, is mechanized and requires

minimal workers for production. Table 1 provides the top five major crops and peak seasons for which labor is typically needed:

**Table 1**  
**Significant Levels of Agricultural Activity Requiring Seasonal Labor**  
**Top 5 Georgia Crops**

Crop	Months of Peak Labor Needs
1. Sweet Corn	June-July, October-November
2. Vidalia Onions (Harvest)	April-July
3. Blueberries (Harvest & Pack)	April-August
4. Watermelons (Harvest)	June-July
5. Peppers (Plant/Harvest)	March-November

Table 2 identifies other significant levels of agricultural activity requiring seasonal labor, and the peak seasons for which labor is typically needed:

**Table 2**  
**Other Significant Levels of Agricultural Activity Requiring Seasonal Labor**  
**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
Cotton (Ginning)	Aug-Feb
Cucumbers (Harvest)	April-Nov
Eggplant (Plant/Harvest)	Mar-Nov
Greens (Plant/Harvest)	Jan-Jun, Aug-Dec
Muscadines (Harvest)	Jul-Nov
Okra (Plant/Harvest)	Mar-Dec
Peaches (Prune/Thin/Harvest)	Jan-Aug
Peanuts (Ginning)	Sep-Dec
Pecans	Aug-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 (Plant)	Nov-Dec

Below is a review of the current PY 2019 agricultural activity and the estimated (estimate of need) migrant and seasonal farmworker activity:

<b>Counties</b>	<b>Crop(s)</b>	<b>Estimated H2A MSFW's</b>
Bainbridge Career Center:  Decatur, Early, Miller, Seminole	Cotton	100
	Sweet Corn	445
	Tomatoes	340
	Squash/ Organic Vegetables	45
Americus Career Center:  Marion, Schley, Sumter, Taylor, Webster, Crisp, Dooly, Macon	Cucumbers	50
	Cotton	70
	Green Beans	70
	Peaches	190
	Strawberries	40
	Watermelons	620
	Squash	50
Douglas Career Center:  Appling, Atkinson, Bacon, Coffee	Blueberries	4,317
	Pine Straw	120
	Cotton	119
	Peanuts	204
	Tobacco	142
	Tomatoes	50
	Squash	50
	Cucumbers	50
	Peppers	50
Dublin Career Center:  Emanuel, Johnson, Laurens, Treutlen, Wheeler Dodge, Bleckley, Telfair, Wilcox	Watermelons	1,436
	Blueberries	205
	Vidalia Onion	1,148
	Strawberries	347
	Tobacco	124
	Greens	189
	Peas & Beans	422
	Cucumbers	65
	Cantaloupe	80
	Tomatoes	300
	Sweet Potato / Potato	496
	Squash	215
Cabbage	170	

	Corn (Sweet)	470
	Broccoli	270
	Pecans	235
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Moultrie Career Center:	Eggplant	331
Baker, Colquitt, Mitchell	Okra	220
	Peppers	388
	Cabbage	634
	Greens	208
	Cantaloupes	136
	Cotton	185
	Cucumbers	388
	Peanuts	115
	Pecans	25
	Squash	596
	Sweet Corn	114
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	Watermelon	2,815
	Cucumber	1,542
	Squash	1,297
	Peppers	1,227
	Blueberry	495
	Cotton	140
	Muscadines	470
	Greens	897
	Beans	285
Tifton Career Center:	Cabbage	992
Ben Hill, Berrien, Irwin, Tift, Turner	Cantaloupe	630
	Peas	285
	Peanut	135
	Eggplant	312
	Tobacco	170
	Blackberry	700
	Strawberry	40
	Perennial Grasses	380
	Broccoli	312
	Cauliflower	380
	Pine Trees Seedlings	380
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Valdosta Career Center:	Peppers	430
Lowndes, Lanier, Echols, Cook, Brooks	Cucumbers	550
	Squash	760
	Eggplant	240
	Beans	600
	Cabbage	575

	Greens	325
	Sweet Potato	850
	Peaches	75
	Watermelon	145
	Blueberries	850
	Blackberries	850
	Carrots	850
	Onions	850
	Tomatoes	80
	Pecans	40
	Tobacco	190
	Cotton	50
<p>Vidalia Career Center:</p> <p>Candler, Evans, Jeff Davis, Montgomery, Tattnall, Toombs</p>	Vidalia Onions	5,849
	Vidalia Onions	5,699
	Sweet Corn	670
	Greens	645
	Carrots	510
	Cabbage	620
	Pecans	120
	Broccoli	850
	Cucumbers	560
	Squash	1,130
	Peppers	740
	Sweet Potato	1,545
	Tobacco	140
	Blueberries	70
Watermelons	2,915	
Tomatoes	370	
<p>Waycross Career Center:</p> <p>Brantley, Charlton, Clinch, Pierce, Ware</p>	Blueberries	2,240
	Watermelon	95
	Peppers	179
	Squash	303
	Eggplants	55
	Cucumbers	124
	Tomatoes	179
	Cabbage	124
	Onions	95
Cotton	68	

	Peanuts	68
	Tobacco	183

*(B) Assessment of Unique Needs of Farmworkers*

Georgia has ranked 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 and increased business demands, Georgia growers have had to put into practice new strategies to include automation where possible. Some of the contributing factors include:

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

During PY 2018, Georgia received 1,234 Agricultural applications (a 19% increase from PY 2017) for 77,089 workers (a 2% increase from PY 2017). PY 2019 projections show an anticipated increase in the GDOL Agricultural program with @ 1,500 applications and almost 92,000 workers as employers' requests continue to expand.

**Migrant and Seasonal Farm Worker (MSFW) characteristics:**

- Predominantly Spanish, Haitian Creole speaking and/or English language learners (ELL)
- Countries of origin include Mexico, Guatemala, Haiti, El Salvador
- U.S. born domestic workers include workers from Texas, Florida, Georgia and Puerto Rico
- Approximately 77,000 seasonal farm workers are predominantly H-2A visa foreign guest workers including a small percentage of Domestic MSFWs.
- Farmworkers, MSFWs and year-round workers have similar needs including:
  - Assistance with transportation, language barriers and finding work
  - Accessible services, especially when considering agricultural worker workday hours do not always coincide with typical business hours of available services
- H2A Farmworkers are seasonal workers that are authorized to work at specific farms seasonally
- In the off season, domestic workers may find other temporary jobs or wait to be called back by their previous agricultural employer.

(2) Outreach Activities

*(A) Strategies for Contacting Farmworkers Not Reached by Normal Activities*

Each outreach staff person establishes a list of available resources and develops partnerships with local organizations serving MSFWs. Resources include, but are not limited to: Georgia 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, and entities that provide Adult Literacy, ESL and GED® services to MSFWs. Ga DOL career centers collaborate with LWDBs to ensure MSFWs have training opportunities for jobs in demand in the area.

Outreach staff participate in local clinics and fairs targeted to MSFWs and their families and, where possible, assists local health departments to educate migrant workers on health issues. Staff partner with other one-stop centers/career centers in their area to provide services at the locations most convenient for the migrant worker, regardless of the counties each office typically serves.

Staff conducting outreach refer MSFWs to both seasonal agricultural employment and nonagricultural employment. This provides additional career opportunities and lengthens the period of employment for MSFW workers. With the diverse range of crops grown in Georgia, MSFWs have the opportunity for agricultural employment for nine to ten months of the year.

*(B) Strategies for Providing Technical Assistance to Outreach Workers*

Career Center Managers, with support from Agricultural Services, ensure agricultural staff are trained to perform their job duties. Training may include GDOL courses as well as training from industry organizations and other public agencies. Technical Advisories are shared with all Ga DOL staff as appropriate. Ga DOL is working on further developing its internal protocols and providing technical training as needed, and also request training on employment services as needed for outreach staff.

At minimum, Ga DOL trains staff annually on all program areas to include (but not limited to):

- Refresher training on the Agriculture/Outreach Program
- Complaint processing, filing & referral process
- Identifying and logging apparent violations while conducting outreach/farm visits
- Identifying opportunities for farm and food processing work
- Identifying opportunities to transition to other industries
- Informing farm workers about their rights protected (housing, work conditions, etc.);
- Identifying and providing links to support services (health, education, etc.)
- Providing services in the language workers understand, as with all customers
- H-2A updates on housing inspections (H-2A housing inspectors)

Ga DOL continues to provide Agricultural/Outreach worker training and awareness across core programs including:

- Unemployment Insurance (UI) program
- Identification of UI eligibility issue(s)

The Georgia Department of Labor’s professional development activities include planning and coordinating services for workers and agricultural employers at the local level. This ensures that each community provides the unique services needed by local customers, and elevates the awareness of MSFW issues among local partners as they serve customers

*(C) Strategies for Increasing Outreach Worker Training and Awareness*

Georgia Department of Labor provides outreach workers training and information to increase awareness. Individual training is provided to each outreach staff, along with ongoing technical assistance throughout the program year. Outreach staff also attend related conferences and meetings to increase their awareness of agricultural related activities across the state. Outreach staff are housed in One Stop/Career Centers along side WP/ES, UI, Trade, VET, and other workforce staff who they work collaboratively with to ensure all needs of the customer are addressed.

*(D) Strategies for Providing Professional Development Activities to Outreach Workers*

Ga DOL has a strong dual commitment to serve growers and workers in the agricultural community. The employment-related needs of Migrant and Seasonal Farmworkers (MSFWs) are an important focus in Career Centers across the state, with an enhanced focus in the following nine agriculturally-significant Ga DOL career centers:

<b>GDOL Career Center</b>	<b>Counties Served</b>
Americus	Marion, Schley, Sumter, Taylor, Webster, Crisp, Dooly, Macon
Bainbridge	Decatur, Early, Miller, Seminole
Douglas	Appling, 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	Brantley, Charlton, Clinch, Pierce, Ware, Wayne

Wagner-Peyser funded positions for MSFW outreach and agricultural specialists are located in the offices mentioned above, serving both MSFWs and Agriculture Businesses/Employers. Each of these offices has knowledgeable full-time designated staff to assist growers and MSFWs to supplement normal in-take activities conducted by the Georgia Department of Labor employment service offices and staff. It is the responsibility of the MSFW Outreach and Agricultural Specialist to conduct vigorous outreach in the areas where MSFWs are located and provide services.

*(E) Strategies for Coordinating Outreach Efforts*

Telamon, the NFJP grantee for the State of Georgia, provides core, intensive and training services and related assistance for MSFWs. The cooperative agreement between Ga DOL and Telamon was developed to coordinate and enhance service delivery to MSFWs. This partnership provides for the sharing of labor market information, training, supportive services and job-related resources available to MSFWs, Ga DOL and Telamon share reports on the staff hours spent performing MSFW outreach activity. In several parts of the state, Telamon staff is co-located in the area's comprehensive One-Stop Center. Telamon staff are located in the areas near our local career centers. Service locations:

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

Agricultural staff contacts growers prior to planting and harvesting seasons to plan for upcoming labor needs. Staff coordinates with the growers and with other career center staff to match the labor needs of the employers with qualified workers to fill these jobs. In line with Ga DOL's renewed 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.

The Department of Labor is also collaborating with Telamon Corporation and the Georgia Department of Agriculture to ensure that all resources for growers and agricultural workers are coordinated in a seamless fashion. Ga DOL works with the University of Georgia County Extension Service/Department of Agriculture field staff to collaborate and improve services to Ag employers and MSFW's.

Outreach contacts with MSFWs are made primarily during peak agricultural activity periods, which vary for different crops. Using available resources, contacts are made at locations where MSFWs live and congregate. Written and oral presentations are provided in the language(s) readily understood by workers. The typical menu of services includes the following:

- Referral to agricultural, H-2A orders and non-agricultural employment
- Referral to training
- Referral to supportive services
- Career counseling
- Job development
- Information on the Ga DOL complaint system
- Summaries of farm worker rights (terms and conditions of employment)

Staff obtain permission from the grower prior to entering the property to conduct outreach, and obtains permission from the workers prior to entering their living areas. After describing services, outreach staff encourages MSFWs to visit the nearest DOL Career Center for the full range of workforce services. However, in the event MSFWs cannot or do not wish to visit a career center, outreach staff help the customers complete an application for Employment Services, provide referrals to employment opportunities for which the individuals are qualified, assist them in preparing complaints, or make appointments for needed services. As appropriate, outreach staff carries out follow-up contacts with MSFW customers.

The State Monitor Advocate also performs a variety of advocacy activities, including but not limited to: overseeing the operation and performance of the MSFW complaint system; contributing to the state Agricultural Outreach Plan and reviewing the daily reports of outreach workers; participating in public meetings throughout the state; and meeting with farm worker groups and employers to promote the use of Ga DOL services. In addition to these activities, the State 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 State 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 State Monitor Advocate conducts onsite reviews at local career centers, ensuring local workforce systems are in compliance with the designated equity indicators and minimum service levels for MSFWs. The State Monitor Advocate also provides training and technical assistance, as needed, to staff of partner agencies regarding outreach and services to MSFWs and the Employment Service complaint system.

### (3) Services Provided through the One-Stop Delivery System

#### *(A) Strategies for Providing Full Range of Employment and Training Service*

*i. How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers;*

The Department of Labor's website contains a broad array of employment resources for job seekers and businesses, as well as information about other community resources, providing the full range of employment and training services to the agricultural community. Job search for employment opportunities in Georgia can be performed electronically through Georgia's labor exchange system, located at: [www.employgeorgia.com](http://www.employgeorgia.com).

Ga DOL has trained staff providing career and training services required under WIOA Title I to MSFWs through outreach and local career centers. Outreach contacts with MSFWs are made year round and especially 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 includes the following:

- Referrals to agricultural, H-2A orders and non-agricultural employment
- Referrals to training
- Referrals to supportive services
- Career counseling
- Job development
- Information on the GDOL complaint system
- Summaries of farm worker rights (terms and conditions of employment)

*ii. How the State serves agricultural employers and how it intends to improve such services.*

The department is always looking for new ways to improve services to agricultural employers and MSFWs. Each outreach staff person establishes a list of available community resources and develops partnerships with other organizations serving agricultural employers and MSFWs. Resources include, but are not limited to, local farm worker health programs, Telamon Corporation, Georgia Migrant Education, community food banks, the Salvation Army, and 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 Development Areas to ensure that MSFWs have training opportunities for jobs in demand in the area. Ga DOL continues collaborative efforts to assist MSFWs to access needed resources.

Outreach staff participate in local clinics and job 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 Dublin and Vidalia career centers work together to serve both growers and MSFWs that live closer to one another's office, regardless of the counties each office typically serve.

Staff conduct outreach and refer 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.

*(B) Strategies for Marketing Employment Service Complaint System*

ES Complaint system training is provided to all Career Center and partner staff on a continuous basis as needed. Ag Outreach staff participate and attend partner agency meetings, to educate and train on the ES Complaint system, as well as providing partner agencies GDOL-3501 complaint poster.

The ES Complaint system is discussed with workers when they reach out to Ga DOL staff to discuss possible violations of labor law. Workers seeking to file formal complaints are assisted with completing the complaint form and the staff forward the form to the appropriate enforcement office. Where workers do not want to file formal complaints, the Ga DOL staff work with businesses to discuss potential violations and resolve them with business cooperation.

*(C) Strategies for Marketing Agricultural Recruitment System*

Staff discuss the Agricultural Recruitment System (ARS) as a possible way to obtain the necessary labor for their business. These employers are informed that they can list interstate clearance orders with the Ga DOL to obtain domestic referrals. This effort 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 local career centers/One-Stops for business service needs (e.g., Internet, copy and fax machines, etc.) 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.

Ga DOL previously released findings of comprehensive Prevailing Practice for Farm Workers and Laborers Survey. The survey included responses of 226 farm operations employing more than 10,000 seasonal workers and was conducted in partnership with the Georgia Fruit and Vegetable Growers Association, the Georgia Farm Bureau, Georgia Agribusiness Council and other agricultural partners. The survey highlighted the emergence of stronger food safety practices across the industry and reinforced the prevailing practice of paying workers on a weekly basis. As a result of the positive feedback from the grower community, additional states have expressed interest in replicating the comprehensive survey approach with the involvement of a broad array of

agricultural partners. The department plans to continue partnering with organizations who engage in similar comprehensive surveys in the future, to further expand involvement on improving services to the agribusiness community.

(4) Other Requirements

*(A) Collaboration*

The Georgia DOL has established a Memorandum Of Understanding (MOU) with Telamon Corporation to better deliver services to MSFWs. This ensures MSFWs have meaningful access to services in a way that meets their unique needs as well as access to career pathways, job training, and other supportive services offered through the workforce development system to improve their livelihoods. This MOU is in effect from February 13, 2019 through June 30, 2022.

Ga DOL has a strong partnership with Telamon Corporation, which operates the National Farmworker Jobs Program (NFJP) in Georgia. This program is funded under Title 1 of the Workforce Investment Act to provide core, intensive and training services and related assistance for MSFWs. The cooperative agreement between Ga 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, Ga DOL and Telamon share reports on the staff hours spent performing MSFW outreach activity.

Telamon staff are located in the areas near our local career centers. Service locations:

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

*(B) Review and Public Comment*

The draft of this AOP has been made available to the groups listed below and they will be given a 30-day window to provide feedback and comments. The following groups and organizations were invited directly to share their input and comments:

- Consul 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
- South Central Primary Care Centers (SCPCC)
- Telamon Corporation
- University of Georgia, Center for Agribusiness and Economic Development (CAED)
- University of Georgia, Extension County Operations
- USDOL, Wage and Hour (Savannah office)

*(C) Data Assessment*

In reviewing the previous four years of Wagner-Peyser reports on performance, Georgia has met its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. The most recent data below reflects services provided to MSFWs for the first quarter of PY2019:

**Service Provided Migrant and Seasonal Farmworkers  
Equity Ratio Indicators**

	MSFWs		Non - MSFWs		Equity	
	#	%	#	%	Yes	No
Individuals						
A. Total Applications	412		50,524			
1. Referred to Jobs	337	81.8%	24,024	47.5%	X	
2. Received Staff Assisted Services	352	85.4%	42,036	83.2%	X	
3. Referred to Support Service	347	84.2%	888	1.8%	X	
4. Career Guidance	360	87.4%	17,645	34.9%	X	
5. Job Development Contact	368	89.3%	30,078	59.5%	X	

Total equity indicators meeting: 5 out of 5

**Services Provided Migrant and Seasonal Farmworkers  
Minimum Service Level Indicators**

Data Items	Compliance Level					
	Compliance Level	Actual Level	Actual Den.	Actual Num.	Yes	No
1a. Placed in a job	42.5%	68.4%	38	16	X	
1b. Entered Employment						
2. Placed \$.50 above federal minimum wage	14%	\$121,541	N/A	N/A	X	
3a. Placed in long term non-ag job	3%	55.6%	45	25	X	
3b. Employment Retention						
4. Reviews of significant offices	100%	100%			X	
5. Field checks conducted	25%				X	
6. Outreach contacts per staff day worked	5	23			X	
7. Timely process of ES complaints	90%	100%			X	

Total number of minimum service level indicators meeting: 7 out of 7.

*(D) Assessment of Progress*

- DOL agricultural staff meet quarterly with partner organizations like Telamon Corp, Georgia Department of Education, Georgia Migrant Health Programs, Abraham Baldwin Agricultural College and Georgia Department of Agriculture in delivery of services to MSFWs across the state through onsite, in office and collaborative events. Ongoing interaction with these respective agencies is maintained to ensure communication of upcoming events and activities is coordinated, as well as to look at ways to integrate services where possible.
  
- Ga DOL Outreach/Agricultural and Complaint Specialists across the state are readily available to assist MSFWs with issues when they arise. When possible, a team of staff are sent, one to meet with the employers/FLCs and the other to meet with workers onsite to assist in resolution of issues. Often, by facilitating communication between parties, quick resolution is reached and both parties can focus on returning to agricultural activities. The State Monitor Advocate (SMA) offers one on one compliance/technical assistance training to staff as needed throughout the year. In addition to the SMA, Ga DOL has a full-time Complaint Coordinator to provide on-going and immediate technical assistance to specialists in the field. When and if needed, a formal complaint is signed and submitted and the appropriate oversight agency

notified. Apparent Violations (informal complaints) signed off by staff and filed at the career center where issue was resolved.

- Agricultural staff contact growers prior to planting and harvesting seasons to plan for upcoming labor needs. Staff coordinates with the growers and with other career center staff to match the labor needs of the employers with qualified workers to fill these jobs. In line with the Georgia Department of Labor's renewed focus on services to business, state staff provide outreach staff with comprehensive listings of area growers to aid in scheduling visits throughout the agricultural community. Ga DOL is also reaching out in collaboration with the Georgia Department of Agriculture to ensure all resources for growers and agricultural workers are coordinated in a seamless fashion. The department has a works with the University of Georgia County Extension Service/Department of Agriculture field staff to collaborate and improve services to agricultural employers and MSFW's to ensure compliance with state and federal rules and regulations pertaining to agricultural farming.
- Agriculture/Outreach staff have been provided with laptops in order to provide MSFWs with on-site registration/enrollment into Georgia's Workforce System.
- Laptops are effectively used to assist agricultural employers and have streamlined housing inspections, prevailing wage/practice surveying activities, provision of required posters/paperwork and the ability to sign required documents in the field.

The monthly report of Services to Migrant and Seasonal Farmworkers is compiled for quarterly reporting on the ETA-5148 report. All prescribed policies and procedures regarding documentation and reporting as outlined by US Department of Labor are followed.

*(E) State Monitor Advocate*

The State Monitor Advocate, State agricultural staff, and agricultural outreach staff work together to provide feedback needed in the development of the State Ag Plan. This ensures the team has the opportunity to discuss any service delivery strategy changes needed for the upcoming planning year. The State Monitor Advocate, is directly involved in the development of the plan and has approved the drafted plan as required by USDOL and said federal requirements.