



Call for Public Comments on Agricultural Outreach Plan

PUBLIC NOTICE

GEORGIA DEPARTMENT OF LABOR
PUBLIC COMMENT ON THE DRAFT
PY16 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 4, 2016.**

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 AGRICULTURAL OUTREACH PLAN
GEORGIA DEPARTMENT OF LABOR
PROGRAM YEAR 2016**

Assessment of Need

Review of Agricultural Activity

Agribusiness is Georgia's oldest and largest industry, with farm production valued at \$74.3 billion¹. One in seven Georgians works in agriculture, forestry or related fields, involving more than 411,500 jobs¹. Georgia is perennially the top state in the nation in production of peanuts, pecans, broiler chickens, blueberries and onions. With 4.5 million acres of cropland, Georgia produced nearly half of the nation's peanuts and had the nation's second highest acreage in cotton, cucumbers, and watermelons in 2014¹. While most of the crops are concentrated in the south and south central parts of the state, nursery products, Agritourism and vegetable growers are found in the north and central parts of the state. Thus, agriculture is expected to continue to be a significant economic driver in most of Georgia's regions.

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 major crops and dates for which labor is typically needed.

Georgia ranks 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 put into practice new strategies. Some of the contributing factors include:

- continued 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
- expansion of crops into new areas

During program year 2014, Georgia received 169 H-2A applications (25.37% increase from calendar year 2013) for 14,534 workers (31.85% increase from calendar year 2013). The H-2A program continues to expand in response to employers' requests.

The Center for Agribusiness and Economic Development reports that Georgia has 42,257 farms totaling 9,620,836 acres². The average size of a farm in Georgia is 228 acres². The total harvested cropland in Georgia is 3,609,788 acres².

¹ Ag Snapshots – A brief focus on Georgia's agricultural industry, 2014 data.

² Ag Snapshots – 2012 US Census of Agriculture Data.

Through the activities of the Georgia Department of Labor (Georgia DOL) career centers, Telamon Corporation and local workforce partners, 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 model supports and sustains Georgia's farmlands, while providing tourists with educational, and a relaxing outdoor adventures. Shopping and dining experiences are 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	Peak Month(s)	Estimated MSFWs	MSFWs Shortage
Decatur, Early, Miller, Seminole	Cotton	Ginning	Oct - Dec	160	Yes
	Peanuts	Processing	Sep – Nov	40	No
	Sweet Corn	Harvest & Pack	May-July & Oct-Dec	185	Yes
	Tomatoes	Harvest	Jun-Aug & Sept-Dec	350	Yes
	Squash/ Organic Veg's	Harvest / Pack	May – Jun	15	Yes
Marion, Schley, Sumter, Taylor, Webster, Crisp, Dooly, Macon	Cucumbers	Plant	Jul – Aug	10	Yes
		Harvest	Sep – Oct	125	Yes
	Beans	Plant	Jul – Aug	10	Yes
		Harvest	Sep – Oct	125	Yes
	Peaches	Prune & Thin	Jan – Apr	10	Yes
		Packing	May – Aug	60	Yes
		Harvest	May – Aug	80	Yes
	Peppers	Plant	Aug	10	Yes
		Harvest	Sep – Oct	25	Yes
	Strawberries	Plant	Oct	40	Yes
		Harvest	Apr	25	Yes
	Watermelons	Plant	Mar	25	Yes
		Harvest	Jun - Jul	740	Yes
	Squash	Plant	Jul – Aug	45	Yes
		Harvest	Sep – Oct	125	Yes
	Cotton	Ginning	Sept - Jan	65	Yes
Peanuts	Processing	Sep – Jan	10	No	

Atkinson, Bacon, Coffee	Blueberries	Harvest	Apr-June	1320	Yes
	Pine Straw	Harvest	Feb-Nov	45	Yes
	Cotton	Ginning	Oct-Dec	100	No
	Peanuts	Processing	Sep-Oct	115	No
	Tobacco	Plant / Harvest	Mar-Apr & Jul-Aug	165	Yes
	Tomatoes	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	10	Yes
	Squash	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	10	Yes
	Cucumbers	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	10	Yes
	Peppers	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	10	Yes
Emanuel, Johnson, Laurens, Trentlen, Wheeler Dodge, Bleckley, Telfair, Wilcox	Watermelons	Plant	Feb - Mar	300	Yes
		Harvest	Jun - Jul	2355	Yes
	Blueberries	Harvest & Pack	May - Jun	150	Yes
	Vidalia Onion	Harvest	Apr - Jun	210	Yes
		Plant	Nov - Dec	180	Yes
	Strawberries	Plant	Sep - Oct	20	No
		Harvest & Pack	Mar - Jun	80	Yes
	Tobacco	Plant	Apr - May	90	No
		Harvest & Pack	Aug - Sep	140	Yes
	Greens	Plant / Harvest & Pack	Feb - Mar & Aug, May-Jun & Oct-Dec	230	Yes
	Peas & Beans	Harvest & Pack	Feb-May & Sep-Oct	220	Yes
	Diversified Veg's	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	90	Yes
	Squash	Plant / Harvest	Mar-Apr & May - Jun	55	Yes
	Cabbage	Pack & Harvest	Jun - Jul & Oct - Dec	25	Yes
	Corn (Sweet)	Pack & Harvest	Jun - Jul	20	No
	Broccoli	Pack & Harvest	Jun - Jul & Oct - Nov	20	No
	Pomegranates	Pack & Harvest	Apr - Jun	20	No
	Figs	Pack & Harvest	Apr - Jun	20	No
	Pecans	Harvest	Nov - Dec	30	No
Peanuts	Processing	Sep - Nov	40	No	
Pumpkin	Pack & Harvest	Oct - Nov	20	No	
Olives	Plant & Harvest	Mar - Sep	10	No	

Baker, Colquitt, Mitchell	Eggplant	Plant	Mar – Apr & Aug	110	Yes
	Okra	Plant	Mar – Apr & Aug	30	Yes
	Peppers	Plant	Mar – Apr & Aug	110	Yes
	Eggplant	Harvest	May-Jun & Sep-Oct	110	Yes
	Okra	Harvest	May-Jun & Sep-Oct	30	Yes
	Peppers	Harvest	May-Jun & Sep-Oct	130	Yes
	Cabbage	Plant	Jan-Feb & Mar-Sep	320	Yes
	Cabbage	Harvest	May – July	285	Yes
	Greens	Plant	Apr-Jun & Sep-Nov	70	Yes
	Greens	Harvest	Jan-Feb & Sep-Nov	100	Yes
	Cantaloupes	Plant	Mar – Apr	80	Yes
	Cantaloupes	Harvest	Jun - Jul	90	Yes
	Cotton	Ginning	Sept – Jan	250	Yes
	Cucumbers	Plant	Mar – May	170	Yes
	Cucumbers	Harvest	May-Jun & Sep-Oct	190	Yes
	Peanuts	Processing	Sept – Nov	120	Yes
	Pecans	Harvest	Oct – Dec	80	Yes
	Squash	Plant	Mar – May	180	Yes
	Squash	Harvest	May-Jun & Sep-Oct	220	Yes
	Tomatoes	Plant	Jun-Jul & Oct-Nov	75	Yes
	Tomatoes	Harvest	Jun-Jul & Oct-Nov	80	Yes
	Watermelons	Harvest	Jun – July	45	Yes
	Sweet Corn	Plant	Feb-May & Aug-Sep	30	Yes
	Sweet Corn	Harvest	Apr-Jun & Sep-Nov	30	Yes
	Grapes	Harvest	Aug – Sep	10	Yes
Strawberries	Harvest	Mar – May	10	Yes	
Ben Hill, Berrien, Irwin, Tift, Turner	Watermelon	Plant / Harvest	Mar-Apr & Jun-Jul	775	Yes
	Cucumber	Plant / Harvest	Apr-Jul & May-Nov	420	Yes
	Squash	Plant / Harvest	Apr – Nov	300	Yes
	Peppers	Plant / Harvest	Apr – Nov	320	Yes
	Blueberry	Harvest	Apr – Jul	195	Yes
	Cotton	Ginning	Aug – Jan	140	Yes
	Grapes	Harvest	May – Nov	140	Yes
	Greens	Plant/Harvest	Mar-Apr & May-Jun Aug-Sep & Oct-Nov	195	Yes
	Beans	Plant/Harvest	Mar-Apr & Oct-Nov	135	Yes
	Cabbage	Plant/Harvest	Mar-Apr & Aug-Jan	140	Yes
	Cantaloupe	Plant/Harvest	Apr – Jul	80	Yes
	Peas	Plant/Harvest	Apr-May & Oct-Nov	85	Yes
	Peanut	Processing	Sep – Dec	110	Yes
	Eggplant	Plant/Harvest	Mar-Apr & Nov	50	Yes
	Tobacco	Plant/Harvest	Mar-Apr & Aug-Sep	85	Yes
	Blackberry	Harvest	May – Jul	130	Yes
	Strawberry	Plant/Harvest	Jan-Feb & Apr-May	20	Yes

	Perennial Grasses	Plant/Harvest	Mar-Apr & May-Jul	20	Yes
	Broccoli	Plant/Harvest	Jan – Mar	20	Yes
	Cauliflower	Plant/Harvest	Jan – Apr	20	Yes
	Pine Trees Seedlings	Plant/Harvest	Jan – Apr	50	Yes
	Leeks	Plant/Harvest	Dec-Jan & Apr-Jun	20	Yes
	Plants	Transplant	Feb – Apr	20	Yes
Lowndes, Lanier, Echols, Cook, Brooks	Peppers	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Sep-Nov	455	Yes
	Cucumbers	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Sep-Nov	490	Yes
	Squash	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Sep-Nov	440	Yes
	Eggplant	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Sep-Nov	135	Yes
	Beans	Grade & Pack	Feb-May & Sep-Oct	290	Yes
	Cabbage	Harvest & Pack	Mar-Apr & Aug-Jan	260	Yes
	Greens	Harvest & Pack	May-Jun & Oct-Nov	210	Yes
	Sweet Potato	Harvest & Pack	Aug – Sep	80	Yes
	Peaches	Harvest & Pack	Apr – Jun	65	Yes
	Watermelon	Harvest & Pack	Jun - Jul	50	Yes
	Blueberries	Harvest & Pack	Apr – Jun	80	Yes
	Blackberries	Harvest & Pack	May – Jul	80	Yes
	Carrots	Grade & Pack	Dec-Apr	80	Yes
	Onions	Harvest & Pack	Mar-Jul	80	Yes
	Tomatoes	Plant / Harvest	Mar-Apr & Jul-Aug May-Jun & Sep-Nov	15	Yes
		Pecans	Harvest	Sep – Dec	40
	Tobacco	Plant/Harvest	Mar-Apr & Aug-Sep	35	Yes
	Cotton	Ginning	Aug – Jan	20	Yes
Candler, Evans, Jeff Davis, Montgomery, Tattnall, Toombs	Vidalia Onions	Harvest & Pack	Mar-Jul	1640	Yes
	Vidalia Onions	Plant	Oct-Dec	1640	Yes
	Sweet Corn	Harvest	Mar-May	70	Yes
	Greens	Plant, Harvest	Oct - Feb	245	Yes
	Carrots	Plant, Harvest	Jan-May	30	Yes
	Cabbage	Plant, Harvest	Oct - Feb	85	Yes
	Pecans	Harvest	Aug-Dec	70	Yes
	Broccoli	Harvest	Aug-Dec	35	Yes
	Cucumbers	Harvest	May-Nov	315	Yes
	Squash	Harvest	May-Nov	175	Yes

	Peppers	Harvest	May-Nov	150	Yes
	Sweet Potato	Harvest	June – Aug	55	Yes
	Tobacco	Harvest	Aug-Sept	55	Yes
	Watermelons	Harvest	June - July	285	Yes
Brantley, Charlton, Clinch, Pierce, Ware, Appling	Blueberries	Harvest	Apr-Jun	2130	Yes
	Watermelon	Plant & Harvest	Mar-Apr & Jun-Jul	110	Yes
	Cantaloupes	Plant & Harvest	Mar-Apr & May-Jun	50	Yes
	Peppers	Plant & Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	225	Yes
	Squash	Plant & Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	225	Yes
	Eggplants	Plant & Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	200	Yes
	Cucumbers	Plant & Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	60	Yes
	Tomatoes	Plant & Harvest	Mar-Apr & Jul-Aug May-Jun & Oct-Nov	225	Yes
	Sweet Corn	Harvest & Pack	May-July & Oct-Dec	75	Yes
	Sweet Potato	Plant, Pack & Harvest	May-Jun & Aug-Sep	50	Yes
	Cabbage	Pack & Harvest	Jun-Jul & Oct-Dec	60	Yes
	Broccoli	Pack & Harvest	Jun-Jul & Oct-Dec	60	Yes
	Strawberries	Plant & Harvest	Nov-Dec & Feb-Apr	90	Yes
	Pomegranates	Harvest	Aug - Sept	40	Yes
	Onions	Plant & Harvest	Nov-Dec & Apr-Jun	50	Yes
	Peas	Plant & Harvest	Apr-May & Oct-Nov	50	Yes
	Cotton	Ginning	Sept - Dec	40	No
	Peanuts	Processing	Sept - Dec	20	No
	Tobacco	Harvest	Aug-Sept	125	Yes

*Major changes for Program Year 2015 are not expected at this time.

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

Each of these offices has knowledgeable, designated staff prior to and during peak season to assist growers and MSFWs through outreach activities. Wagner-Peyser funded positions MSFW outreach and agricultural staff work with employers in these offices. For Program Year 2014, Georgia DOL staff contacted 15,302 MSFW contacts, with partner organizations providing 1,623 contacts.

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 Georgia 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. Georgia DOL is also enhancing collaboration with the Georgia Department of Agriculture and U.S. Department of Labor, Wage & Hour Division, to ensure that all resources for growers and agricultural workers are coordinated in a seamless fashion. GDOL has a working relationship with the University of Georgia Extension Services to collaborate and improve services to Ag employers and MSFW's through activities such as: Ag Forums, sharing employer information, and supporting partner's educational conferences.

Georgia DOL continues to assist farmers with identifying domestic workers with interstate clearance orders. 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. In addition, Agricultural job orders are provided to neighboring states to list in their job banks.

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

Responsibilities of the full-time Monitor Advocate includes working with local workforce system staff 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 multiple community partners on identifying needed resources.

The State Monitor Advocate provides technical assistance and support on outreach to MSFWs and on site reviews of local services provided to MSFWs. Additional state staff assists local specialists with agricultural employment issues. Furthermore, the Monitor Advocate and Workforce Solutions 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). Additionally, the Monitor Advocate performs the following required 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
- Compiles 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
- Prepares an annual summary report of statewide services and takes a lead role in the development of the State's Agricultural Outreach Plan (AOP)

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 visited to evaluate the previous year's performance. Field checks are conducted on at least 25% of the farms with job orders where workers are referred by Georgia DOL and hired by employers. Ongoing technical assistance is provided to Georgia DOL 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 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 Georgia DOL complaint system
- Summaries of farm worker rights (terms and conditions of employment)

Staff obtains permission from the grower prior to entering the property to conduct outreach, and obtain permission from the workers prior to entering their living areas. After describing services, outreach staff encourages MSFWs to visit the nearest career center for the full range of workforce services.

All services available at career centers may be accessed by MSFWs through our enhanced automated system, “Employ Georgia (<https://employgeorgia.com/>).” 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 then in preparing complaints, 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.

Outreach personnel 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. Georgia DOL will continue collaborative efforts to assist MSFWs to access needed resources.

Outreach staff participate in local clinics and fairs targeting MSFWs and their families. Where possible, staff also assist local health departments to educate migrant workers on health issues. Staff partners with

other career centers in their area to provide services at the locations most convenient for the migrant workers.

Outreach and refers for MSFW's to both seasonal agricultural employment and non-agricultural employment is a continual activity as a result of the year round agricultural activity in the State. 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 throughout the year.

D. Additional Georgia DOL Services to MSFWs

Georgia DOL'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 Employ Georgia (<https://employgeorgia.com/>). Additional information can be found on the Georgia DOL website: <http://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 several other languages. Translation of needed forms and documents ensures that Spanish-speaking farmworkers have access to the full range of services available in their native language, whether services are received in the field or in a career center. Georgia DOL has bi-lingual staff to assist MSFW customers, and also contracts with *The Language Line* which offers interpreter services in over 200 languages to assist staff with delivering services to non-English speaking customers.

E. Partner Services to MSFWs

The Georgia Department of Labor's approach to service delivery includes 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. 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 partnership 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 other job-related resources are made available to MSFWs. Georgia DOL and Telamon also share reports on the staff hours spent performing MSFW outreach activity, which helps ensure a significant portion of customers are exposed to Ag services and information. In several parts of the state, Telamon staff are co-located in the area's America's Job Centers. For PY14, Telamon served 320 migrant and seasonal farmworkers 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 is expected to be provided to a number of customers.

Telamon Corporation collaborates with many community partners, to include local Workforce Investment Boards. These efforts encourage integrated service strategies and resource sharing. Collaborative approaches reduce duplication of effort and ensure that resources are used effectively for the benefit of customers.

Additionally, Telamon serves children of migrant/seasonal farmworkers through Telamon Migrant Head Start Program. This program has 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. In addition, the entire range of Migrant Head Start services is responsive to and appropriate for each child and family's developmental, ethnic, cultural and linguistic heritage and experience. The Georgia DOL outreach workers partner with Telamon in identifying parents with youth that could benefit from these services.

The State Monitor Advocate and outreach workers coordinate with Telamon staff to assist growers in providing safe and affordable housing for farmworkers. Telamon provides housing support services to MSFWs through rental and utility assistance.

Tables 1 – 4

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

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

E. Data Analysis

PY 2014 Agricultural Job Orders

# of Ag Job Orders	# of Openings	# of Placements	Percent Placed	# of Interstate Clearance Orders Received	# of H2A Clearance Orders Initiated
355	17,743	3,133	51%	1	168

Community Partners and Resources

Consul General de Mexico
Consulate, El Salvador
Consulate, Guatemala
Consulate, Honduras
East Georgia Health Care Center
Farmworker Health Project
Georgia Association of Latino Elected Officials (GALEO)
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)
Mexican American Chamber of Commerce
Occupational Safety & Health Administration (OSHA)
Telamon Corporation
University of Georgia, Extension County Operations
USDOL, Wage and Hour Division