

Idaho Department of Labor Agricultural Outreach Plan PY 2013-2014

A. Assessment of Need

Most of Idaho's crop farming requiring intensive use of hand labor occurs in the southern part of the state on the Snake River plain. There are over 25,000 farms in Idaho with over 160 commodities produced. Idaho's crops include sugar beets, potatoes, onions, seed crops, grains, and fruits. Hops are cultivated in the northern and southwestern parts of the state and there is large production of peas and lentils in north-central Idaho. Nursery operations are another important agricultural activity, mainly for the production of ornamental trees in north Idaho. The dairy industry, concentrated in the south-central part of the state, is on the rise; many large dairy operations produce their own hay on the same properties. Idaho currently leads the nation in the production of potatoes, food-size trout, and Austrian winter peas, and the state ranks third in the production of milk.

Idaho's need for an agricultural labor force has remained steady in the last few years despite the economic downturn, and it is projected that agriculture may become a high-demand industry with an expected increase of about 400 jobs. In preparing an outreach plan for the upcoming year, the Department has considered the Migrant and Seasonal Farmworker Enumeration Profile Study and data provided by the 167 grantee in addition to projections provided by IDOL's Research & Analysis Bureau. The need for farmworkers is projected to remain at 55,000 during the peak of the agricultural season.

The State Monitor Advocate has directly contributed in drafting this agricultural plan and consideration has been given to the annual summary developed under 20 CFR 653.108(t)

B. Outreach Activities

MSFW outreach workers are located in 11 of the 25 IDOL American Job Center centers serving the state's high-agricultural areas. The following five offices have been identified as significant MSFW offices:

Payette – Located in the city of Payette, provides services to Washington and Payette counties

Canyon County – Located in city of Caldwell, provides services to Canyon and Owyhee counties

Magic Valley – Located in the city of Twin Falls, provides services to Twin Falls, Jerome, Gooding, and Lincoln counties

Mini- Cassia – Located in the city of Burley, provides services to Minidoka and Cassia counties

Rexburg – Located in the city of Rexburg, provides services to Clark, Fremont, Madison, and Teton counties

In addition, the offices below conduct outreach to farmworkers during the months of high agricultural activity:

Bonnors Ferry – Located in the city of Bonnors Ferry, serves Boundary County

Emmett – Located in the city of Emmett, serves Gem and Boise counties

Mountain Home – Located in the city of Mountain Home, serves Elmore, Owyhee and Gem counties

Pocatello – Located in the city of Pocatello, serves Power, Franklin, Caribou, Bear Lake and Bannock counties

Idaho Falls – Located in the city of Idaho Falls, serves Jefferson, Butte and Bannock counties

Blackfoot – Located in the city of Blackfoot, serves Bingham County

During PYs 2013 and 2014, the Department (in collaboration with other agencies serving MSFWs throughout the state) plans to reach out to 10% of the estimated farmworker population in the counties served by outreach offices. IDOL outreach activity will be conducted as follows:

Local IDOL office*	Estimated farmworker population in area served by the office	Minimum outreach contacts (10% of estimated farmworker population)
Payette	1,197	120
Canyon County	6,122	612
Magic Valley	3,638	364
Mini-Cassia	3,211	321
Rexburg	1,789	179
Bonnars Ferry	1,052 (population may be lower due to reduced production of hops last year)	105
Emmett	757	76
Mountain Home	2,066	207
Pocatello	1,341	134
Idaho Falls	1,014	101
Blackfoot	2,790	279
State	24,977	2,498

*As new data is generated, it is possible that the current line-up of significant offices may be altered due to shifting patterns and employment trends occurring through the state. Once it arrives, the state will analyze the data and inform U.S.DoL of any potential changes.

In order to leverage resources, outreach staff will coordinate outreach activities with other agencies in their area serving MSFWs, targeting large events where a great number of farmworkers may be contacted. The State Monitor Advocate and outreach workers will continue to make use of appropriate media, especially the multitude of radio stations throughout the state with Spanish programming.

At a minimum, two pieces of information will be shared with individuals contacted through MSFW outreach activities: services provided by IDOL and how to access and use the Department’s complaint system. For this purpose the Department has developed two bilingual (English/Spanish) brochures. Other services available during outreach will include registering for work, filing complaints, referrals to jobs, referrals to supportive services, and other appropriate services. All outreach activities and services provided will be documented in IDOL’s electronic outreach log application and reported as per requirements contained in 20 CFR 653.107

IDOL’s administration does not assign numeric goals for the number of staff years or for the level of funding to be used for outreach during the fiscal year. The administration recommends that outreach workers perform outreach activities as necessary to meet the needs of the communities they serve. Staff coordinates appropriately with other agencies and targets events or activities that yield large numbers of contacts. They also prioritize outreach activities that provide opportunities for direct services, such as job referrals, taking complaints and other activities necessary to better serve the farmworker community.

C. Services Provided to MSFWs through the One-Stop Delivery System.

Migrant and seasonal farmworkers, like other American Job Center customers, have access to all services provided by the Idaho Department of Labor for which they qualify. As per 20 CFR 153.103, customers registering with our system are identified for farmworker status according to 20 CFR 651.10 definitions. Needs are assessed and those interested in services beyond core services are screened to determine if they meet the criteria for the services they are requesting. Registration including the state’s web-based *IdahoWorks* labor exchange system and many other forms and applications are available in Spanish to ensure language accessibility. In addition, bilingual (Spanish/English) personnel are available in each of the designated outreach offices and the state has a contract for telephone language services with CTS LanguageLink.

The Idaho Department of Labor and the Community Council of Idaho (Idaho's 167 grantee) work in conjunction to ensure appropriate referral of MSFW customers for participation in training and other services. At a minimum, the following collaborative activities will occur during the upcoming agricultural seasons:

- Revision/renewal of an agreement for coordination of services between the Idaho Department of Labor and the Community Council of Idaho
- Mutual participation in staff training
- Sharing of outreach materials by both agencies
- Sharing of data for reporting
- Mutual referral of customers
- Assessment of opportunities for co-enrollment

The Idaho Department of Labor will continue to work to meet the performance standards set by the U.S. Department of Labor. The Equity Ratio Indicators, which identify levels of service in terms of percentages of MSFW customers to non-MSFW customers, are:

- referral to jobs
- staff-assisted services
- referral to support services
- referral to career guidance
- job development contacts

The Minimum Service Level Indicators, also established by U.S. DOL, are:

- Placements (42.50% of registered farmworkers)
- Placements at \$7.75 or 0.50 more than minimum wage (14% of registered farmworkers)
- Placements on long-term, non-agricultural jobs (3% of registered farmworkers)
- Review of 5 significant offices
- Conduct field checks on 25% of H2A employer sites employing US workers
- Conduct 5 MSFW contacts per staff day worked (8 hours)
- Timely processing of complaints (within 45 days of filing)

D. Services Provided to Agricultural Employers

In addition to integrated services available through the American Job Center system to employers of all industries (described in [Section 11.E, Services to Employers](#) in the state's PY2012-2017 Comprehensive Five-Year Strategic Plan), agricultural employers in Idaho can benefit from the following services:

- Outreach services and information provided through the MSFW program.
- Assistance in filing H2A applications through the Foreign Labor Certification program and the referral of qualified US workers to fill available positions.
- State Farm Labor Contractor licensing and a public registry with information on farm labor contractors licensed to operate in the state. This service is offered through IDOL's State Wage and Hour Section.

E. Data Analysis

- (i) Previous year's history (based on Program Year (PY) 2011 data):
 - Number of agricultural job orders/ openings received – 511/ 4,081
 - Number of agricultural job orders filled - 277*
 - Percent to be filled – 6.7%*,
 - Number of interstate clearance orders received – approximately 225, and
 - Number of interstate clearance orders initiated – approximately 400

(ii) Plan for upcoming year (based on estimated data):

Number of agricultural job orders/openings expected to be received – 564/ 4,416

Number of agricultural job orders projected to be filled- 300*

Percent to be filled – 6.8%*,

Estimated number of interstate clearance orders the state will receive- anticipated 235, and

Estimated number of interstate clearance orders the state will initiate – anticipated 425

*Because this is not a federal reporting requirement, the state does not break out and report on these factors. To determine these numbers and percentages, the state applied its overall placement to opening ratio to calculate these amounts for this purpose.

F. Other Requirements

- The State Monitor Advocate has been given the opportunity to directly contribute in drafting this agricultural plan and consideration has been given to the annual summary developed under 20 CFR 653.108(t)
- Electronic copies of this plan have been provided to Idaho’s WIA 167 grantee, Community Council of Idaho, on May 22, 2013, with a request to submit written comments by June 21, 2013. The final draft of the plan and a request for comments were also sent to the following agencies/ services providers with instructions to provide comments by the same date as above:

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