

# Workforce Innovation and Opportunity Act

## Idaho State Plan: Wagner-Peyser Program (Employment Services) - September 2016

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The Combined State Plan includes all program-specific requirements for activities carried out under the Wagner-Peyser Act as amended by WIOA Title III.

### **(a). Employment Service Professional Staff Development**

#### ***(1). Utilizing professional development activities***

**This section describes how the State will utilize professional development activities for Employment Service staff to ensure staff is able to provide high quality services to both jobseekers and employers.**

As Idaho's designated Wagner-Peyser employment services state agency, the Idaho Department of Labor's ongoing professional development of its Employment Service (ES) merit staff has provided the backbone for the successful performance of Idaho's One-Stop system which has been continually reflected in the state's Wagner-Peyser performance measures as well as in all workforce program performance measures for over a decade.

With the implementation of WIOA, the Department and other One-Stop core partners have a renewed vision for investment in the professional development activities for not only ES staff, but all staff within the one stop system and particularly within the One-Stop Centers. In the past, professional development activities for ES staff were provided by centralized Department staff. Under WIOA, central office staff will continue to provide initial training, technical assistance and guidance, however, two central office program managers are now out-stationed, travelling each month to engage with core partners and frontline staff on a daily basis, supporting all workforce programs to increase staff capacity and improve communications between state-level and field offices, with the goal of providing a professional level of service in a timely manner to both jobseekers and employers.

**Job seeker services** will see an increased integration of core partner programs' services in Idaho's One-Stop centers and affiliate sites that enhances access to the programs' services and improves long-term employment outcomes for individuals receiving assistance. As witnessed in each Memorandum of Understanding, Idaho's One-Stop core partners will be responsible for ongoing, regularly scheduled cross-training of co-located staff to ensure all staff have a working

knowledge of all program services available at the facility to increase public access to those services. Training will develop service delivery skills of all One-Stop staff, but will have a higher focus on ES staff who interact with a wider swath of the public. Ongoing professional development will focus on:

- Understanding of each partner's career services and any eligibility requirements
- Knowledge of training services offered and any eligibility requirements
- Appropriate training to ensure all staff physically present at the One-Stop can correctly provide information to customers about the programs, services and activities available through partner programs
- Working knowledge necessary to correctly provide direct linkage through technology to program staff who can provide meaningful information or services
- Development of capacity to guide job seeker's completion of application forms or online screen programs/activities carried out in the One-Stop system
- User training regarding Idaho's employment service web-based, online system, *IdahoWorks*, which provides job openings and referrals for job seekers
- User training regarding Idaho's web-based unemployment insurance system, *iUS*, to strengthen linkages between the One-Stop system and the UI program, and to increase awareness of UI issues across core programs
- User training regarding Idaho's *Career Information System*, which provides staff and job seekers with comprehensive career information, resources and services to help make successful education and career decisions

**Employer services** will witness an increase in quality as the Department of Labor takes the lead in further aligning services toward Idaho's targeted industry sectors. Idaho's Workforce Development Council analyzed key industries, occupations, demographics and other workforce and economic conditions. The state's analysis identifies a broad array high-growth, high-demand, livable-wage jobs. The state has prioritized specific sectors and occupations as to focus on and leverage its resources. The targeted sectors of energy, healthcare, technology and advanced manufacturing with an emphasis on aerospace and food processing - identified by various regional, economic development, industry and community leaders - are viewed as the economic engines to drive regional economic growth and provide individuals with strong wages and career paths.

The state has dedicated the Governor's Employment Service 10% Reserve Funds to support the following priorities under the Business Solutions Initiative:

- Dedicate selected One-Stop staff as regional business solutions specialists
- Enhanced business services activities focused on a sector strategy such as outreach, one-on-one meetings with targeted employers to learn their workforce needs, office team

discussions and strategy session on how best to respond to identified employer needs and coordinating workforce needs with education, economic development and workforce partners

- A Customer Relationship Management system, providing automated business services tracking and information management to all One-Stops to:
  - Streamline service delivery
  - Enhance collaboration throughout the state's One-Stops
  - Monitor real-time sector activity, trends and needs at the local, regional and statewide level

**Ongoing professional development will include:**

- Staff training for all ES and selected One-Stop staff and managers within the One-Stop centers and affiliate sites on business outreach techniques, sales and promotion of services and how to effectively work with industry sectors prioritized by the planning process
- In-depth analysis of regional/local labor market data, particularly 'real-time' labor market data provided by Department of Labor's Regional Economists
- One-Stop partner staff meetings to develop knowledge of current training projects, training completers, who meet the in-demand needs of local targeted sector employers
- Training regarding work-based learning opportunities that can assist employers in resolving workforce needs, particularly registered apprenticeship models and, One- Stop partner funding opportunities available to support work-based learning

## ***(2). Strategies to support training and awareness across core programs***

**This section describes strategies developed to support training and awareness across core programs and the Unemployment Insurance program, and the training provided for Employment Services and WIOA staff on identification of UI eligibility issues and referral to UI staff for adjudication.**

In 2014, Idaho modernized its unemployment insurance legacy mainframe systems, replacing mainframe functionality with the Internet Unemployment System (iUS), a new web-based application developed, supported and maintained by the Department of Labor. iUS helps Idaho employers and unemployed claimants alike. Web-based applications that interface with iUS provide simple self-service account maintenance for employers and claimants. Employers and claimants are alerted to important account changes through system-generated notifications that use templates containing understandable language and accurate account details. Employers and

claimants also enjoy the benefit of speaking to IDOL employees who can access account information with real-time up-dates, perform ad-hoc data queries and resolve issues more quickly. The iUS system also allows users to resolve UI issues online if they prefer.

As the state government agency tasked with administering the unemployment insurance program for collection of taxes from employers and disbursement of benefits to claimants, the Idaho Department of Labor will provide ongoing training and general information to all Center staff, including ES and WIOA staff, regarding general eligibility guidelines. UI staff assigned to the center will be responsible for handling UI eligibility issues. The Department's iUS system enhancements will include a feedback loop from Center staff to UI regarding identification and reporting of Unemployment Insurance issues. Since the Department has administered integrated UI, ES, and training program services (WIOA and its predecessors) for over 40 years, One Stop staff have a firm foundation to ensure successful processes under WIOA.

The Idaho Department of Labor has instituted the following strategies:

- *IdahoWorks*, the web-based system that supports a number of One-Stop programs including the ES and WIOA applicant/participant records and services, will be linked with iUS to ensure proper identification of unemployment insurance claimants; ES/WIOA staff will be trained to recognize the UI status of job seekers
- Idaho's unemployment insurance claimants will continue to be required to register for work/job seeker assistance within the *IdahoWorks* system
- Ongoing training regarding the iUS system, and improving awareness of UI eligibility issues across core programs, is included in the training identified under (a) (1), above
- Training for ES and WIOA staff on identification and reporting of eligibility issues to the iUS automated system was delivered in 2015 and will be provided annually by unemployment insurance technical support staff
- Fully-trained unemployment insurance staff will be available by phone and via real-time online help communication technology, during all business hours, to answer any questions from staff or claimants regarding UI issues

## **(b). Unemployment Assistance through the One-Stop centers**

**This section explains how the state will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through One-Stop centers, as required by WIOA as a career service.**

Idaho's unemployment insurance application process is now online. Idaho's iUS web-based system and staffing is designed to provide meaningful and personalized assistance in filing a claim for unemployment compensation at Idaho's One-Stop Centers, as well as at affiliate sites, in the following ways:

- When applying online, the iUS system provides written instructions in English; written instructions in Spanish are under development
- Each One-Stop Center and affiliate sites with ES staff provide a number of lobby computer stations to provide self-service access for filing an application for unemployment compensation or to access other online One-Stop services. These computers are being updated to improve thin client push of data, and are receiving larger monitors to reduce scrolling
- Each One-Stop Center and affiliate sites will also provide access to centralized, fully trained UI staff who will answer questions, assist with application or weekly claim filing. Centralized staff are available by phone or via online, real-time conversation technology on the public access lobby computers.
- iUS user guides and real-time communications support will be available for ES and WIOA frontline staff from the centralized UI section to support staff provision of information

## **(c). State Strategy for reemployment assistance**

**This section describes the state's strategy for providing reemployment assistance to Unemployment Insurance claimants and other unemployed individuals.**

Idaho's One-Stop Centers will transition from the current REA program to the new RESEA program in January 2016. The ES and WIOA staff will provide an orientation to all RESEA claimants on the services available to them through the One-Stop Center or affiliate. They will then work with each claimant one-on-one to do a thorough assessment of the claimant's current skills, abilities and also identify any barriers to reemployment. They will also provide customized labor market information to each claimant based on their specific situation. Working together with the claimant they will complete an individualized employment plan for each claimant. This may include additional follow up activities and services to assist the claimant in returning to work as soon as possible, including referrals to community services and training services as appropriate. The new RESEA program will focus solely on UCX (military) claimants and claimants profiled as most likely to exhaust their benefits. RESEA services may be provided for each claimant up to a total of five hours. The current REA services allow for a maximum of 2 hours per claimant.

Outside of the RESEA program, UI claimants who are not job-attached are afforded similar customized treatment. ES and WIOA staff weekly receive an updated list of new UI claimants. These claimants are contacted and encouraged to come to the one-stop center to receive the same customized employment services as the RESEA program participants.

WIOA career planners are also aggressively reaching out to former UI claimants or other dislocated workers to provide service under the Job Driven National Emergency Grant.

## **(d). Wagner-Peyser funds use**

**This section describes how the State will use W-P funds to support UI claimants, and the communication between W-P and UI, as appropriate, including the following:**

### **(1). Coordination of and provision of labor exchange services for UI claimants as required by the Wagner-Peyser Act;**

With both W-P and UI programs delivered by the Idaho Department of Labor, coordination of Wagner-Peyser funds to support UI claimants, and ensuring quality communications between W-P and UI has been one of the agency's top priorities for several decades.

All in-state UI claimants are required to register for work and other labor exchange services to obtain UI compensation. When filing for UI, the iUS web-based system markets the array of labor exchange services available and provides immediate access to work registration, followed by immediate links to current employment opportunities for self-referral.

### **(2). Registration of UI claimants with the State's employment service if required by State law;**

Department program policy, not state law, requires registration.

### **(3). Administration of the work test for the State unemployment compensation system, including making eligibility assessments (for referral to UI adjudication, if needed), and providing job finding and placement services for UI claimants; and**

The Idaho Department of Labor, through its integrated W-P and UI staff and automated systems, has continuously supported and administered work test for the State unemployment compensation system and will continue to do so, including eligibility assessments, referral to UI adjudication if needed, and providing job finding and placement services for UI claimants.

#### **(4). Provision of referrals to and application assistance for training and education programs and resources.**

WIOA training programs (Adult, Dislocated Worker and Youth) reflect high service levels for UI claimants over the years as Idaho has continued to improve its One-Stop program integrations. The Department of Labor's ES staff are not only co-located with WIOA, they are also participating in One-Stop partner and community meetings on a regular basis to remain up-to-date on training, education and resources. Ongoing ES staff interactions with claimants and referrals to training and education programs/resources will continue to occur under special efforts such as WPRS and RESEA. Additional outreach to link UI claimants to training opportunities will also continue under WIOA National Dislocated Worker Grant (NDWG) projects targeting long-term unemployment and profiled UI claimants, and other future funding opportunities.

### **(e). Agricultural Outreach Plan (AOP)**

**This section addresses the Agricultural Outreach Plan (AOP). The State agency develops an AOP every four years as part of the Combined State Plan required under sections 102 or 103 of WIOA. The AOP includes--**

#### ***(1). Assessment of Need***

Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.

There are over 25,000 farms in Idaho with over 160 commodities produced. 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. Idaho's top five labor-intensive crops are potatoes, sugar beets, hay/grain, onions, and corn. These crops are labor-intensive primarily because many workers are needed for irrigation. However, these crops also need planting in the spring, hoeing, thinning and then harvesting. In addition to the top five labor-intensive crops mentioned, 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. The projections provided by IDOL's Research & Analysis Bureau show the need for farmworkers is approximately 60,000 during the peak of the agricultural season.

**(A). An assessment of the agricultural activity in the State means: 1) identifying the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity; 2) Summarize the agricultural employers' needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and 3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.**

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. The projections provided by IDOL's Research & Analysis Bureau show the need for farmworkers is approximately 60,000 during the peak of the agricultural season.

**(B). An assessment of the unique needs of farmworkers means summarizing Migrant and Seasonal Farm Worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the State during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farmworkers). This information must take into account data supplied by WIOA Section 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations, and State and/or Federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor (DOL) Employment and Training Administration.**

Please note: AOP was completed and submitted for comments prior to December 23, 2015 ICR release.

In 2015, the agency reorganized its service delivery organization by establishing a regional structure of its local office network. Seven regional offices in Kootenai County, Lewiston, Canyon County, Meridian, Magic Valley, Pocatello and Idaho Falls serve as central coordinators for all department activity within their geographic regions. The remaining offices within each region coordinate workforce activities with and report to the regional offices. This reorganization was to deal with a 20-25% reduction in staff at these offices.

Bureau of Labor Statistics' farmworker estimates are significant for the three southern regions of the State. The Department will provide appropriate outreach from its AJCs in the following communities located in these southern regions:

**Blackfoot** -Provides services to Bingham County

**Canyon County** - Located in city of Caldwell, provides services to Canyon County

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

**Pocatello** - Provides services to Power, Franklin, Caribou, Bear Lake, Oneida and Bannock counties

**Rexburg** - Provides services to Clark, Fremont, Madison, and Teton counties

In addition, during the months of high agricultural activity, the Department may provide or coordinate activities to reach MSFWs in the following communities:

**Bonnors Ferry** -Provides services to Boundary County

**Magic Valley** - Provides services to Twin Falls, Jerome, Gooding, and Lincoln counties

**Mountain Home** - Provides services to Elmore and Owyhee counties

**Payette** - Provides services to Washington and Payette counties

**Idaho Falls** - Provides services to Jefferson, Butte and Bonneville counties

Migrant and/or Seasonal Farmworker (MSFW) outreach workers are located in 10 of the 25 IDOL American Job Centers to best serve the state's high agricultural areas. The Department

will ensure bi-lingual English/Spanish capability of staff assigned to outreach and ensures multi-lingual access through the use of language line tools to the state's one stop system.

During each year of this four-year plan, the Department's Wagner-Peyser (W-P) staff, in collaboration with its partner organizations also serving MSFWs throughout the state, will plan to reach 10% of the estimated migrant/seasonal farmworker population during the peak of the agricultural season in the counties served by outreach offices. As noted by USDOL, these numerical goals are in reference only to the proposed outreach activities and are not negotiated performance targets.(2)

| AJC REGIONS Community Locations                                          | Estimated Total Farmworker Population in Assigned Counties | Outreach Goals W-P staff | Outreach Goals in Conjunction with Other Agencies |
|--------------------------------------------------------------------------|------------------------------------------------------------|--------------------------|---------------------------------------------------|
| <b>NORTH IDAHO</b>                                                       |                                                            |                          |                                                   |
| <i>Planned staffing at .25 FTE/year W-P</i>                              |                                                            |                          |                                                   |
| Bonnors Ferry                                                            | 667                                                        | 40                       | 30                                                |
| <b>SOUTHWEST IDAHO</b>                                                   |                                                            |                          |                                                   |
| <i>Planned staffing at 1 FTE/year W-P; .03/year Cooperating Agency</i>   |                                                            |                          |                                                   |
| Payette                                                                  | 2409                                                       | 145                      | 100                                               |
| Canyon County                                                            | 5606                                                       | 365                      | 200                                               |
| Mountain Home                                                            | 2419                                                       | 142                      | 100                                               |
| <b>SOUTH-CENTRAL IDAHO</b>                                               |                                                            |                          |                                                   |
| <i>Planned staffing at 1 FTE/year W-P; .06/year Cooperating Agency</i>   |                                                            |                          |                                                   |
| Magic Valley                                                             | 9775                                                       | 290*                     | 200*                                              |
| Mini-Cassia                                                              | 5168                                                       | 317                      | 200                                               |
| <b>SOUTHEAST IDAHO</b>                                                   |                                                            |                          |                                                   |
| <i>Planned staffing at 1.5 FTE/year W-P; .06/year Cooperating Agency</i> |                                                            |                          |                                                   |
| Rexburg                                                                  | 2950                                                       | 200                      | 95                                                |
| Pocatello                                                                | 5622                                                       | 310                      | 250                                               |
| Idaho Falls                                                              | 3330                                                       | 185                      | 150                                               |
| Blackfoot                                                                | 3452                                                       | 195                      | 150                                               |
| <b>Total</b>                                                             | <b>41,398</b>                                              | <b>2187</b>              | <b>1475</b>                                       |

\*Magic Valley - 5% outreach; adjusted due to high dairy count

Agricultural hiring begins in April when the approximate number of migrant and seasonal farmworkers rises from 3,800 to over 9,000 and an additional 1,900 workers are requested under H2A. Employment continues to rise through the peak month of October when over 18,000 migrant and seasonal farmworkers are employed in the agricultural sector and an additional 500 workers are requested under H2A for September. Projections provided by IDOL's Research & Analysis Bureau show the total need for farmworkers is approximately 60,000 during the peak of the agricultural season.

Most migrant seasonal farmworkers originate from either Mexico or southern parts of the United States (e.g., Texas) and their primary language is Spanish. A smaller number of farmworkers originate from Peru to work in sheepherding. Spanish is also the primary language of these workers.

## ***(2). Outreach Activities***

**The local offices outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for:**

Please note: AOP was completed and submitted for comments prior to December 23, 2015 ICR release.

In 2015, the agency reorganized its service delivery organization by establishing a regional structure of its local office network. Seven regional offices in Kootenai County, Lewiston, Canyon County, Meridian, Magic Valley, Pocatello and Idaho Falls serve as central coordinators for all department activity within their geographic regions. The remaining offices within each region coordinate workforce activities with and report to the regional offices. This reorganization was to deal with a 20-25% reduction in staff at these offices.

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In addition, during the months of high agricultural activity, the Department may provide or coordinate activities to reach MSFWs in the following communities:

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Migrant and/or Seasonal Farmworker (MSFW) outreach workers are located in 10 of the 25 IDOL American Job Centers to best serve the state's high agricultural areas. The Department will ensure bi-lingual English/Spanish capability of staff assigned to outreach and ensures multi-lingual access through the use of language line tools to the state's one stop system.

During each year of this four-year plan, the Department's Wagner-Peyser (W-P) staff, in collaboration with its partner organizations also serving MSFWs throughout the state, will plan to reach 10% of the estimated migrant/seasonal farmworker population during the peak of the agricultural season in the counties served by outreach offices. As noted by USDOL, these numerical goals are in reference only to the proposed outreach activities and are not negotiated performance targets.

(2)

| AJC REGIONS Community Locations             | Estimated Total Farmworker Population in Assigned Counties | Outreach Goals W-P staff | Outreach Goals in Conjunction with Other Agencies |
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| <b>SOUTHWEST IDAHO</b>                      |                                                            |                          |                                                   |

| <b>AJC REGIONS Community Locations</b>                                   | <b>Estimated Total Farmworker Population in Assigned Counties</b> | <b>Outreach Goals W-P staff</b> | <b>Outreach Goals in Conjunction with Other Agencies</b> |
|--------------------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------|----------------------------------------------------------|
| <i>Planned staffing at 1 FTE/year W-P; .03/year Cooperating Agency</i>   |                                                                   |                                 |                                                          |
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**(A). Contacting farmworkers who are not being reached by the normal intake activities conducted by the employment service offices.**

Designated MSFW outreach staff are creative in seeking out opportunities to contact farmworkers who may not be reached through the normal intake activities conducted at the American Job Centers.

These farmworkers are targeted through different types of media outlets, such as the multitude of radio stations in the state with Spanish programming that regularly air public service announcements from the Idaho Department of Labor. These announcements provide notice of the services through the workforce development system and are used to inform and educate farmworkers and their families about services and protection available in the state of Idaho. Other announcements and direct appeals from MSFW outreach staff are made over the radio, bilingual brochures, posters, and flyers will disseminate information about Job Service services. The flyers include bilingual flyers describing job openings regarding H-2A Clearance Orders for

Irrigators for intrastate and interstate distribution. Special presentations are made to English as a Second Language groups, Hispanic high school students and other groups of farm workers to encourage use of the state's one-stop system services.

The local one-stop offices with outreach staff have permanent and/or temporary staff who are bilingual in Spanish to conduct outreach. During the area's peak agricultural season, if resources permit, additional temporary bilingual staff will be used to support MSFW activities. The state Monitor Advocate will spend a minimum of 10% of their time conducting outreach throughout the state. Any contacts made from these efforts will be included in the totals of the local One Stop office area where it occurred.

Staff assigned to outreach contact MSFWs at their work sites, labor camps, living areas, and other places frequented by the migrant and seasonal farmworkers. Outreach staff also attend community events on evenings and weekends where migrant and seasonal farmworkers are in attendance. Information regarding ES services, farmworker rights, Unemployment Insurance, the complaint system, WIOA employment and training services for Adults, Dislocated Workers and Youth, along with other community services that may be needed, will be provided. The information will be presented verbally and/or in writing in both English and Spanish. In many instances, these efforts are coordinated with other agencies, such as Idaho Legal Aid, the Idaho Migrant Council, and others in order to provide MSFWs with a comprehensive look at the services available to them.

Outreach workers will encourage MSFWs to come in to the local one-stop office for more in-depth assessment and to register for available services. For those who choose not to or cannot visit their local one-stop office, the outreach worker will provide on-site assistance for services that may be available, such as prepare and accept complaints or apparent violations, provide information on local labor markets and training opportunities or referral to other service providers.

**(B). Providing technical assistance to outreach workers. Technical assistance must include trainings, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (i.e. availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), the employment service complaint system, information on the other organizations serving MSFWs in the area, and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.**

The Monitor Advocate assists the department by providing training and technical assistance to local One Stop Staff, especially dedicated MSFW outreach personnel, concerning the MSFW

special service requirements and best practices. The Monitor Advocate currently provides training and technical assistance to local office staff during the review visits and as needed and/or requested by office managers. A priority for the Monitor Advocate Unit during the last few years has been to provide “one on one” training and technical assistance to newly hired outreach personnel. The Monitor Advocate Unit will continue to make this practice a priority during subsequent years.

Outreach workers are merit staff for Wagner-Peyser Employment Services. The Monitor Advocate previously presented an MSFW training conference for training program staff. However, due to budget constraints, the department has taken a different approach for training one-stop staff and collaborating agencies by presenting regional trainings throughout the state; coordinating when appropriate with other department training and conferences. Interestingly, based on participant feedback, these trainings have also proved to be successful, emerging as an efficient tool for training staff, sharing techniques and approaches on MSFW services and strengthening partnerships with other state and federal agencies and with local organizations serving farmworkers. The topics presented during trainings include Outreach Practices, Labor Law Updates, H-2A/Alien Labor Certification, the Complaint System, and Labor Market Information. Other topics are added to regional trainings as needed.

A primary resource available to all outreach workers is the MSFW handbook “binder.” It provides all of the information needed for staff working with MSFW. It includes Spanish language materials addressing one-stop services, local contacts for groups serving MSFWs, as well as basic material outlining the rights MSFW are entitled to.

**(C). Increasing outreach worker training and awareness across core programs including the Unemployment Insurance (UI) program and the training on identification of UI eligibility issues.**

Outreach workers will receive the same training and awareness across core programs as other Employment Services and WIOA staff identified in (a)(2).

In 2014, Idaho modernized its unemployment insurance legacy mainframe systems, replacing mainframe functionality with the Internet Unemployment System (iUS), a new web-based application developed, supported and maintained by the Department of Labor. iUS helps Idaho employers and unemployed claimants alike. Web-based applications that interface with iUS provide simple self-service account maintenance for employers and claimants. Employers and claimants are alerted to important account changes through system-generated notifications that use templates containing understandable language and accurate account details. Employers and claimants also enjoy the benefit of speaking to IDOL employees who can access account

information with real-time up-dates, perform ad-hoc data queries and resolve issues more quickly. The iUS system also allows users to resolve UI issues online if they prefer.

As the state government agency tasked with administering the unemployment insurance program for collection of taxes from employers and disbursement of benefits to claimants, the Idaho Department of Labor will provide ongoing training and general information to all Center staff, including ES and WIOA staff, regarding general eligibility guidelines. UI staff assigned to the center will be responsible for handling UI eligibility issues. The Department's iUS system enhancements will include a feedback loop from Center staff to UI regarding identification and reporting of Unemployment Insurance issues. Since the Department has administered integrated UI, ES, and training program services (WIOA and its predecessors) for over 40 years, One Stop staff have a firm foundation to ensure successful processes under WIOA.

The Idaho Department of Labor has instituted the following strategies:

- *IdahoWorks*, the web-based system that supports a number of One-Stop programs including the ES and WIOA applicant/participant records and services, will be linked with iUS to ensure proper identification of unemployment insurance claimants; ES/WIOA staff will be trained to recognize the UI status of job seekers
- Idaho's unemployment insurance claimants will continue to be required to register for work/job seeker assistance within the *IdahoWorks* system
- Ongoing training regarding the iUS system, and improving awareness of UI eligibility issues across core programs, is included in the training identified under (a) (1), above
- Training for ES and WIOA staff on identification and reporting of eligibility issues to the iUS automated system was delivered in 2015 and will be provided annually by unemployment insurance technical support staff
- Fully-trained unemployment insurance staff will be available by phone and via real-time online help communication technology, during all business hours, to answer any questions from staff or claimants regarding UI issues

As part of their outreach efforts to MSFWs, staff provide information one-stop services, including unemployment insurance programs. While this information is provided generally through announcements, flyers and brochures mentioned in IV.e.2.A, outreach workers provide individuals with information relevant to their situation – including unemployment insurance eligibility for MSFWs.

Outreach workers will encourage MSFWs to come in to the local one-stop office for more in-depth assessment and to register for available services. For those who choose not to or cannot visit their local one-stop office, the outreach worker will provide on-site assistance for those needing unemployment insurance services.

**(D). Providing State merit staff outreach workers professional development activities to ensure they are able to provide high quality services to both jobseekers and employers.**

State merit staff outreach workers will receive the same professional development activities as other Employment Service staff as outlined in (a)(1).

As Idaho's designated Wagner-Peyser employment services state agency, the Idaho Department of Labor's ongoing professional development of its Employment Service (ES) merit staff has provided the backbone for the successful performance of Idaho's One-Stop system which has been continually reflected in the state's Wagner-Peyser performance measures as well as in all workforce program performance measures for over a decade.

With the implementation of WIOA, the Department and other One-Stop core partners have a renewed vision for investment in the professional development activities for not only ES staff, but all staff within the one stop system and particularly within the One-Stop Centers. In the past, professional development activities for ES staff were provided by centralized Department staff. Under WIOA, central office staff will continue to provide initial training, technical assistance and guidance, however, two central office program managers are now out-stationed, travelling each month to engage with core partners and frontline staff on a daily basis, supporting all workforce programs to increase staff capacity and improve communications between state-level and field offices, with the goal of providing a professional level of service in a timely manner to both jobseekers and employers.

**Job seeker services** will see an increased integration of core partner programs' services in Idaho's One-Stop centers and affiliate sites that enhances access to the programs' services and improves long-term employment outcomes for individuals receiving assistance. As witnessed in each Memorandum of Understanding, Idaho's One-Stop core partners will be responsible for ongoing, regularly scheduled cross-training of co-located staff to ensure all staff have a working knowledge of all program services available at the facility to increase public access to those services. Training will develop service delivery skills of all One-Stop staff, but will have a higher focus on ES staff who interact with a wider swath of the public. Ongoing professional development will focus on:

- Understanding of each partner's career services and any eligibility requirements
- Knowledge of training services offered and any eligibility requirements
- Appropriate training to ensure all staff physically present at the One-Stop can correctly provide information to customers about the programs, services and activities available through partner programs

- Working knowledge necessary to correctly provide direct linkage through technology to program staff who can provide meaningful information or services
- Development of capacity to guide job seeker's completion of application forms or online screen programs/activities carried out in the One-Stop system
- User training regarding Idaho's employment service web-based, online system, *IdahoWorks*, which provides job openings and referrals for job seekers
- User training regarding Idaho's web-based unemployment insurance system, iUS, to strengthen linkages between the One-Stop system and the UI program, and to increase awareness of UI issues across core programs
- User training regarding Idaho's *Career Information System*, which provides staff and job seekers with comprehensive career information, resources and services to help make successful education and career decisions

**Employer services** will witness an increase in quality as the Department of Labor takes the lead in further aligning services toward Idaho's targeted industry sectors. Idaho's Workforce Development Council analyzed key industries, occupations, demographics and other workforce and economic conditions. The state's analysis identifies a broad array high-growth, high-demand, livable-wage jobs. The state has prioritized specific sectors and occupations as to focus on and leverage its resources. The targeted sectors of energy, healthcare, technology and advanced manufacturing with an emphasis on aerospace and food processing - identified by various regional, economic development, industry and community leaders - are viewed as the economic engines to drive regional economic growth and provide individuals with strong wages and career paths.

The state has dedicated the Governor's Employment Service 10% Reserve Funds to support the following priorities under the Business Solutions Initiative:

- Dedicate selected One-Stop staff as regional business solutions specialists
- Enhanced business services activities focused on a sector strategy such as outreach, one-on-one meetings with targeted employers to learn their workforce needs, office team discussions and strategy session on how best to respond to identified employer needs and coordinating workforce needs with education, economic development and workforce partners
- A Customer Relationship Management system, providing automated business services tracking and information management to all One-Stops to:
  - Streamline service delivery
  - Enhance collaboration throughout the state's One-Stops
  - Monitor real-time sector activity, trends and needs at the local, regional and statewide level

**Ongoing professional development will include:**

- Staff training for all ES and selected One-Stop staff and managers within the One-Stop centers and affiliate sites on business outreach techniques, sales and promotion of services and how to effectively work with industry sectors prioritized by the planning process
- In-depth analysis of regional/local labor market data, particularly ‘real-time’ labor market data provided by Department of Labor’s Regional Economists
- One-Stop partner staff meetings to develop knowledge of current training projects, training completers, who meet the in-demand needs of local targeted sector employers
- Training regarding work-based learning opportunities that can assist employers in resolving workforce needs, particularly registered apprenticeship models and, One- Stop partner funding opportunities available to support work-based learning

**(E). Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.**

Please note: AOP was completed and submitted for comments prior to December 23, 2015 ICR release.

**COORDINATING OUTREACH EFFORTS**

The Idaho Department of Labor, working through a cooperative agreement with the Community Council of Idaho (Idaho’s 167 grantee) and through its One Stop partnerships with Idaho’s Vocational Rehabilitation Services, Idaho Department of Education’s Migrant Education Program and other community partners, will serve as a lead organization in coordinating outreach efforts at both the state and service area levels. All partners are dedicated to increasing MSFW customers’ awareness and access to education, training and other services. At a minimum, the following collaborative activities will occur during the upcoming agricultural seasons:

- Review/renewal of cooperative agreements for coordination of services between the Idaho Department of Labor and the Community Council of Idaho
- Ongoing, mutual participation in staff training and ongoing communications to improve MSFW access to community services, particularly workforce services through the One Stop system
- Collaboration on development and sharing outreach materials among all entities
- Coordination of community information and staffing efforts at the local level to enhance outreach
- Sharing data for reporting and data analyses to improve partnership service delivery

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- Assessment of opportunities and enhancement of processes to streamline co-enrollment

In order to leverage resources, staff will coordinate outreach activities with partner organizations in their area, targeting large events where a greater number of farmworkers may be contacted. The State Monitor Advocate and outreach workers will continue to make use of appropriate media, especially public service announcements using the multitude of radio stations throughout the state with Spanish programming.

### ***(3). Services provided to farmworkers and agricultural employers through the one-stop delivery system.***

This section describes the State agency's proposed strategies for:

**(A) Providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system. This includes:**

- i. **How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers;**
- ii. **How the State serves agricultural employers and how it intends to improve such services.**

Please note: AOP was completed and submitted for comments prior to December 23, 2015 ICR release.

#### **Services Provided to Farmworkers and Agricultural Employers**

As with all job seekers, Idaho's One-Stop delivery system provides universal access to career services and training for migrant and seasonal farmworkers, offering flexibility to target services to the needs of the customer. W-P staff, in coordination with other One-Stop center partners, ensure that all basic career services, as defined by WIOA and which includes labor exchange services, are available to all individuals seeking services. Individualized career services as defined by WIOA will be available when deemed appropriate by One Stop center staff assessment. There is no operational requirement that services must happen in a specific sequence. Idaho's One-Stop system partners view MSFW outreach as an extension of its delivery system. If encouragement to visit the local One Stop Center/affiliate is successful, the individual's needs and interests can be thoroughly assessed, information on the full array of services provided, and coordination for career/training services from appropriate partner

programs can take place. Self-service registration in the web-based IdahoWorks labor exchange system and many other forms and applications are available in Spanish to ensure language accessibility. Bilingual (Spanish/English) staff is available in each of the designated outreach offices to assist with registration and completion of any partner program forms and/or applications. In addition, the state has a contract for telephone language services with CTS LanguageLink.

Outreach workers will also encourage agricultural employers to consider business services from the local One Stop Center or affiliate site, including customized screening and referral of job seekers, customized services on employment-related issues, and customized recruitment events with other employers within the agricultural sector.

The Department will continue to process H2A applications through the Foreign Labor Certification program and will use its IdahoWorks labor exchange system for the referral of qualified US workers to fill available positions. A public registry with information on farm labor contractors licensed to operate in the state will continue to be offered through the Department's Wage and Hour Section.

#### **(B) Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups.**

The employment service complaint system will be marketed along with the other one-stop services during outreach activities to MSFWs. The complaint system is marketed to other farmworker service delivery agencies, advocacy groups such as the Community Council of Idaho which is the National Farmworker Jobs Program grantee in Idaho, Idaho Commission on Hispanic Affairs, the Mexican Consulate, and sister state agencies including the Idaho Department of Vocational Rehabilitation, Idaho Industrial Commission, during collaboration and coordination with these groups on outreach activities.

These groups will be provided bilingual brochures about the complaint system as well as individual training to advocacy group members on how to access the system.

#### **(C) Marketing the Agricultural Recruitment System to agricultural employers and how it intends to improve such publicity.**

Migrant Seasonal Farmworker posters for employers are posted in the one-stop centers. Designated MSFW outreach staff and also regional Business Services representatives will provide information on the Agricultural Recruitment System to agricultural employers during their employer outreach.

Information on the agricultural recruitment system will also be distributed to agricultural employer groups and associations and statewide publications including the Idaho Employment Newsletter, Idaho Farm Bureau and other major publications.

The Idaho Department of Labor is currently rebuilding their website to be more user friendly and to ensure that its services are marketed to the correct audiences. The Agricultural Recruitment System will be one of the services whose marketing is revamped so that its publicity is improved.

## ***(4). Other Requirements***

### **(A) Collaboration**

**This Describes any collaborative agreements the state workforce agency (SWA) has with other MSFW service providers including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and in establishing new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).**

Please note: The AOP was completed and submitted for comments prior to the December 23, 2015 ICR release.

### **COORDINATING OUTREACH EFFORTS**

The Idaho Department of Labor, working through a cooperative agreement with the Community Council of Idaho (Idaho's 167 grantee) and through its One Stop partnerships with Idaho's Vocational Rehabilitation Services, Idaho Department of Education's Migrant Education Program and other community partners, will serve as a lead organization in coordinating outreach efforts at both the state and service area levels. All partners are dedicated to increasing MSFW customers' awareness and access to education, training and other services. At a minimum, the following collaborative activities will occur during the upcoming agricultural seasons:

- Review/renewal of cooperative agreements for coordination of services between the Idaho Department of Labor and the Community Council of Idaho
- Ongoing, mutual participation in staff training and ongoing communications to improve MSFW access to community services, particularly workforce services through the One Stop system
- Collaboration on development and sharing outreach materials among all entities

- Coordination of community information and staffing efforts at the local level to enhance outreach
- Sharing data for reporting and data analyses to improve partnership service delivery
- Assessment of opportunities and enhancement of processes to streamline co-enrollment

In order to leverage resources, staff will coordinate outreach activities with partner organizations in their area, targeting large events where a greater number of farmworkers may be contacted. The State Monitor Advocate and outreach workers will continue to make use of appropriate media, especially public service announcements using the multitude of radio stations throughout the state with Spanish programming.

The State Workforce Agency intends to build upon its already excellent collaboration with its partners as part of the reviewing the one-stop system. The existing partners and providers are already part of the state level group who meet regularly to discuss and develop a robust one-stop service delivery design. They are also engaged at the service delivery area level, ensuring that their services are integrated into the local one-stop delivery system. As part of the service delivery area one-stop design, new partners are actively recruited.

Supplementing the cooperative agreements, the required memoranda of understanding for the one-stops will address the service delivery integration and collaboration of the partners in providing services to MSFWs. These memoranda are in process of being developed and they are expected to be completed in November 2016.

Each memorandum of understanding will be reviewed within the required three year timeline to ensure that the collaborations are still productive and make adjustments as necessary to ensure service delivery alignment.

## **(B) Review and Public Comment.**

**In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore; and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP. The AOP must include a**

**statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations and other interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.**

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).

Electronic copies of this plan were provided in advance to Idaho's WIOA 167 grantee, Community Council of Idaho, on December 2, 2015, with a request to submit written comments by December 11, 2015. The plan and a request for comments were also sent to the following agencies/service providers with instructions to provide comments by the same date as above. The plan was incorporated into the State's WIOA plan, which was posted for public comment for an additional 30 days prior to finalization.

Erik Johnson, Director Migrant Unit Idaho Legal Aid Erik.johnson@idaholegalaid.org

Jane Donnellan, Administrator Idaho Division of Vocational Rehabilitation  
jane.donnellan@vr.idaho.gov

Ileana Cordova HEP/CAMP Recruiter Boise State University icordova@boisestate.edu

Sara Seamount, Migrant Coordinator Migrant Education Programs Idaho Department of Education sseamount@sde.idaho.gov

Irma Morin Executive Director Council of Idaho imorin@ccimail.org

Korene González, Director Employment and Training Community Council of Idaho  
kgonzalez@ccimail.org

Roy Vargas Farm Foreman Former FLC rvargas@ruralnetwork.net

Sonia Martínez Diversity Outreach Coordinator Idaho State University martsoni@isu.edu

Sam Byrd, Director Centro de Comunidad y Justicia sbyrd@comunidatayjusticia.org

Margie Gonzalez, Executive Director Idaho Commission on Hispanic Affairs  
Margie.gonzalez@icha.idaho.gov

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Brian S. Bean Lava Lake Land and Livestock brian@lavalake.net

Michelle L. Woods, Center Director Centennial Job Corps CCC woods.michelle@jobcorps.org

**Text of comments received:**

Received via email 12/11/2015

Thank you for the opportunity of reviewing the department's Agricultural Outreach Plan as the WIOA Title I Section 167 grantee we look forward to working jointly on this outreach effort as we have in the past. Our Employment & Training Counselors and Specialists work well across the state with the departments local AJC staff and we would be willing to commit .15 FTE total in the following services areas, Caldwell, Burley, Twin Falls, Blackfoot and Idaho Falls.

I would like to also inquire about who I would contact about renewing our cooperative agreement since the one we are currently operating under is expired. Would that be Roy Valdez or is there someone else I could contact?

If you require more information or further detail as to what our outreach efforts will comprise of please feel free and let me know, in the past we have met with Dunnia and established what type of activities are planned throughout the year by our agency and the department.

If you have any questions please feel free and contact me or Irma directly. Look forward to working together in ensuring the needs of our farmworkers are met. Have a great day.

Korene Gonzalez

I have read the outreach plan and I believe it will serve the target population well.

Thank you, and please let me know if there is anything I can do to help.

Sonia Martinez

I do not have any questions or clarification to the outreach plan.

Thanks.

Jane Donnellan, MA, CRC

**(C) Data Assessment.**

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Review the previous four years Wagner-Peyser data reports on performance. Note whether the State has been meeting its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. If it has not met these goals, explain why the State believes such goals were not met and how the State intends to improve its provision of services in order to meet such goals.

Please note: AOP was completed and submitted for comments prior to December 23, 2015 ICR release.

The Department of Labor supported outreach staff in the five significant MSFW offices as noted in the prior plan, as well as staff in five other offices where the anticipated MSFW population warranted outreach during the months of high agricultural activity.

The collaboration of the Department of Labor and the Community Council of Idaho and their coordination with other agencies and community organizations as proposed in the prior plan has provided a solid foundation for delivery of information and services for migrant and seasonal farmworkers in Idaho. Broader partnerships with additional community organizations are planned for upcoming years, as reflected by the increase in partner contacts listed at the end of this document.

The following data regarding Idaho's PY2014 performance versus planned MSFW outreach and attainment of minimum service levels was provided by the Department of Labor's *IdahoWorks* MIS system and the Department's electronic outreach log records.

- MSFW planned outreach contacts (1789)

*Attained 100%*

- Job order placement rate (42.5%)

*Not Attained*

- Wage rate above minimum wage (14%)

*Not Attained*

- Placement on long-term non-agricultural jobs (3%)

*Not Attained*

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*Not attained* for three factors above due to focus on WRIS-based performance outcome measures and reliance on automated reporting from employers rather than W-P staff follow-up and data-entry of placements. The Department of Labor notes that a comparison of MSFW total applications, referrals to employment and referrals to staff assisted services are equitable with non-MSFW total applications, referrals to employment and referrals to staff assisted services. The Department notes that these goals were established by USDOL in the late 1970's and recommend a review and update of these goals that consider current, up-to-date data and processes to determine equitable and reasonable rates based on current economic and labor conditions and technology that can make these measures relevant.

*Corrective Action - Wagner-Peyser management and outreach staff will assess data collection options to increase documentation of placements on job orders listed with AJCs. Connections with agricultural employers will increase as outreach staff connect with the business relations efforts implemented under WIOA legislation.*

- Review of 5 significant offices

*Attained 100%*

- Conduct field checks on 25% of H2A employer sites employing US workers

*Attained 61%*

- Conduct 5 MSFW contacts per staff day worked (8 hours)

*Attained 100%*

- Timely processing of complaints (within 45 days of filing)

*Attained 100%*

#### PY 2016 Plan for Agricultural Job Orders/Openings

- Number of agricultural job orders/openings expected to be received

PY14 Actual = 921/5,196 PY16 Planned = 920/5100

- Number of agricultural job orders projected to be filled

PY14 Actual = 90\* PY16 Planned = 100

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- Estimated number of interstate clearance orders the state will receive

PY 14 Actual = 235 PY16 Planned = 240

- Estimated number of interstate clearance orders the state will initiate

PY 14 Actual = 440 PY16 Planned = 450

\*Not a federal reporting requirement. To determine these numbers, the state applied its overall placement to opening ratio to calculate

#### **(D) Assessment of progress**

**The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved and an explanation as to why the State believes the goals were not achieved, and how the State intends to remedy the gaps of achievement in the coming year.**

Please note: AOP was completed and submitted prior to December 23, 2015 ICR release.

#### **Assessment of Progress**

The Department of Labor supported outreach staff in the five significant MSFW offices as noted in the prior plan, as well as staff in five other offices where the anticipated MSFW population warranted outreach during the months of high agricultural activity.

The collaboration of the Department of Labor and the Community Council of Idaho and their coordination with other agencies and community organizations as proposed in the prior plan has provided a solid foundation for delivery of information and services for migrant and seasonal farmworkers in Idaho. Broader partnerships with additional community organizations are planned for upcoming years, as reflected by the increase in partner contacts listed at the end of this document.

The following data regarding Idaho's PY2014 performance versus planned MSFW outreach and attainment of minimum service levels was provided by the Department of Labor's *IdahoWorks* MIS system and the Department's electronic outreach log records.

- MSFW planned outreach contacts (1789)*Attained 100%*
- Job order placement rate (42.5%)*Not Attained*
- Wage rate above minimum wage (14%)*Not Attained*
- Placement on long-term non-agricultural jobs (3%)*Not Attained*

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*Not attained* for three factors above due to focus on WRIS-based performance outcome measures and reliance on automated reporting from employers rather than W-P staff follow-up and data-entry of placements. The Department of Labor notes that a comparison of MSFW total applications, referrals to employment and referrals to staff assisted services are equitable with non-MSFW total applications, referrals to employment and referrals to staff assisted services. The Department notes that these goals were established by USDOL in the late 1970's and recommend a review and update of these goals that consider current, up-to-date data and processes to determine equitable and reasonable rates based on current economic and labor conditions and technology that can make these measures relevant.

*Corrective Action - Wagner-Peyser management and outreach staff will assess data collection options to increase documentation of placements on job orders listed with AJCs. Connections with agricultural employers will increase as outreach staff connect with the business relations efforts implemented under WIOA legislation.*

- Review of 5 significant offices *Attained 100%*
- Conduct field checks on 25% of H2A employer sites employing US workers *Attained 61%*
- Conduct 5 MSFW contacts per staff day worked (8 hours) *Attained 100%*
- Timely processing of complaints (within 45 days of filing) *Attained 100%*

#### PY 2016 Plan for Agricultural Job Orders/Openings

Number of agricultural job orders/openings expected to be received

- PY14 Actual = 921/5,196 PY16 Planned = 920/5100

Number of agricultural job orders projected to be filled

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Estimated number of interstate clearance orders the state will initiate

- PY 14 Actual = 440 PY16 Planned = 450

\*Not a federal reporting requirement. To determine these numbers, the state applied its overall placement to opening ratio to calculate

### **(E) State Monitor Advocate**

**The plan must contain a statement confirming the State Monitor Advocate has reviewed and approved the AOP.**

The State Monitor Advocate has not reviewed and/or approved this plan.

### **(F). Wagner-Peyser Assurances**

#### ***The State Plan includes these assurances:***

1. The Wagner-Peyser Employment Service is co-located with one-stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time. (sec 121(e)(3)); **Yes**
2. The State agency is complying with the requirements under 20 CFR 653.111 (State agency staffing requirements) if the State has significant MSFW one-stop centers; **Yes**
3. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs and Youth Programs under Title I; and **Yes**
4. State agency merit-based public employees provide Wagner-Peyser Act-funded labor exchange activities in accordance with Department of Labor regulations. **Yes**