

**PY2013 to PY2014  
State of Utah  
Agricultural Outreach Plan**



**Please provide comments or questions to**

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**Thank you.**

## **PY2014 State of Utah Agricultural Outreach Plan**

Each state workforce agency shall operate an outreach program in order to locate and contact migrant and seasonal farmworkers (MSFWs) who are not being reached by the normal intake activities conducted by the local employment centers. Each state agency must include in its State Operational Plan an annual agricultural outreach plan, setting forth numerical goals, policies, and objectives. Regulations at 20 CFR 653.107 require that the outreach plan comply with planning instructions and resource guidance issued by ETA, and must include the following elements:

- **Assessment of Need**
- **Proposed Outreach Activities**
- **Services Provided to Agricultural Employers and MSFWs Through the One-Stop Delivery System**
- **Numerical Goals**
- **Data Analysis**

In February 2013, Utah State University released a report entitled “The Economic Contribution of Agriculture to the Economy of Utah in 2011”<sup>1</sup>. The report showed that the agriculture industry in Utah makes up for \$17.5 billion in total economic output, of the Gross State Product (GSP). The GSP was reported at \$124.5 billion, the production agriculture sector and the agricultural processing sector accounts for about 78,000 jobs, with an income of approximately \$2.7 billion, contributing to 14.1% of the total state output.

While recognizing that this is a slight decrease from 14.8% since the last report out, the Utah Department of Workforce Services (DWS) still recognizes agriculture as a significant segment of the Utah economy. DWS provides services to both agricultural employers and agricultural job seekers, including migrant and seasonal farm workers (MSFWs). Below is a detailed plan of the services provided to these populations:

### ***Assessment of Need:***

#### 2013 Agricultural Activity Review

The Utah agriculture industry continues to trend upward year over year. There are three industry subsectors of Crop Production, Animal Production, and Agricultural Support Activities that reflect this growth<sup>2</sup>.

The Crop Production subsector showed an increase in average covered employment of 2.1%, from 1,737 in 2012 to 1,773 in the 2013 calendar year. This growth can be attributed to a moderate amount of moisture and a natural increase in the number of employers during the 2013 growing seasons. This subsector paid \$41,514,954 in covered wages in 2012, up 12.5% from 2011, also showing an average 12.4% increase in the available quarter over quarter data for calendar year 2013.

The Animal Production subsector is the best performing subsector within the agricultural industry. The 2013 calendar year adds to an over 12 yearlong pattern of covered employment growth in employment and wages alike. This sustained pattern of growth is better understood by recognizing the large percentage of Utah land that is federally owned and available to lease for livestock range rather than crop production. Covered employment increased 1% from 2012, to 2,493 workers, paying \$71,487,624 in covered wages up 1% from 2012.

Finally, the Agriculture Support Activity subsector continues into its ninth year of growth increases. Though the smallest of the three subsectors, covered employment grew from 472 in 2012 to 488 in 2013, an increase of 3.3%, while trending to pay \$15,676,590 in covered wages in 2013 showing an increase as well, of 7.6% from 2012, based on available data.

The Utah Field Office of the National Agricultural Statistics Service of the U.S. Department of Agriculture reports that Utah has 16,400 farms, a slight decrease from the previous report out in 2012. Farmland is gauged at 11,100,000 acres with average acres per farm at 677, a slight increase from the previous year. Farms with less than \$10,000 in annual sales account for 60.9% with an average of 850 acres. Where farms with \$500,000 or more in annual sales make up only 2.4 percent of all farms and show an average acreage of 5,460.

The United States Department of Agriculture reports that the top five agricultural commodities for Utah in 2013 were cattle and calves, dairy products, hay, hogs, and greenhouse/nursery. The top five Utah agricultural exports for 2012 dairy products, cattle and calves, hay, other livestock and crops, and hogs \$1.688 billion in annual sales. The top five agricultural counties in 2008 were Utah County, Beaver County, Millard County, Box Elder County, and Cache County.

### 2013 MSFW Activity Review

Futures Through Training, the Utah WIA Section 167 Provider, reports that there are an estimated 17,927 MSFWs in Utah. DWS reports there is an average of 1,755 MSFWs that are actively looking for employment.

DWS gathers this data through job seeker self-declaration, and educated staff assessment of job seekers during the registration process. In 2012, Utah's Department of Workforce Services received a Workforce Innovation Fund grant from the Department of Labor to study and enhance its labor exchange system. This study is being conducted to improve the state's labor exchange activities and the way in which DWS effectively matches job seekers to jobs and employers to potential employees. As part of the study, enhancements are made to the system annually, with the changes then being evaluated through a variety of methods by a third-party. Throughout the study, the State Monitor Advocate will work closely with the team in charge of facilitating this project to ensure job seekers have the ability to identify themselves as migrant and/or seasonal farmworkers.

Outreach activities were conducted to contact potential MSFW job seekers through participation in other MSFW service provider events, as well as throughout the travels for H2A housing inspections as most H2A employers share federal land leases with those employers that employ MSFWs alike.

### Projected Agriculture Activity

Overall it is expected that the Agriculture industry will continue its growth throughout 2014. While the Animal Products and Agriculture Support Activities subsectors is projected to continue their growth, the Crop Products subsector is projected to grow as well. The cause is due to the recent increase in moisture through the fall, winter, and early spring.

### Projected MSFW Activity

Futures Through Training is reporting that the 2012 census of agriculture puts the number of farmworkers at 17,927 for Utah. With the ongoing improvements to the DWS reporting process for MSFW job seekers, all outreach efforts should reflect an increase in the number of registered MSFW job seekers statewide. It is projected that 10 percent of Utah MSFWs or 1,792 should receive employment related services through DWS.

DWS works with community partners such as the MSFW Coalition and Futures Through Training of Ogden, Utah to conduct outreach activities. As H2A employees meet the MSFW definition, DWS has 5 housing employees located across the state that conduct outreach to MSFWs and housing inspections for H2A employers. At the state administration building in Salt Lake City, there is a call center that works with job seeker and employer registrations through DWS, called the Statewide Services to Employers (SET) Team. One of the SET employees processes all H2A, H2B, and Perm inquiries from employers and job seekers alike, regularly interacting with potential MSFW employers and job seekers matching each party to ensure a best fit.

## ***Outreach Activities:***

As mentioned above, DWS conducts outreach activities through two avenues – first, in partnership with the Utah Migrant and Seasonal Farm Worker Coalition activities, and second, through the efforts of DWS Housing Inspectors for the H-2A Foreign Labor Certification Program.

### Coalition

The Coalition’s objective is to improve the lives of Utah MSFWs through a multi-prong approach consisting of fostering partnerships, hosting “Appreciation” events, and connecting MSFWs with education, employment, housing, and health needs. The Coalition holds monthly meetings to coordinate activities and efforts.

The Coalition is composed of agencies and organizations that provide services to MSFWs. Members include Futures Through Training, DWS Utah Monitor Advocate, Utah Migrant Education, Utah Legal Services, Mexican Consulate, a Chilean H2A sheep and goat herders representative, Farm Bureau, Utah State University Extension Services, USDA National Agriculture Statistical Survey Field Office, and Utah Valley University.

The Coalition annually conducts three types of outreach events: Farmworker Appreciation Days, Farmworker Appreciation Dinners, and Outreach Activities. Coalition members are invited to participate

in each of the outreach events and can assist by posting and distributing marketing materials and onsite staff assistance with the event.

DWS is increasing participation efforts by being actively involved in Farmworker Appreciation Days and Dinners. DWS service areas included active involvement within their service area plans to include the Coalition Outreach Events Calendar, a commitment of bilingual DWS staff to attend and participate in the events, and the attendance of the SMA to each event to host a booth, educating participants on the services offered by DWS.

It is estimated that 2,000 MSFWs are contacted through the outreach activities each year. Additionally, approximately 750 to 1,000 MSFWs will be reached through the Farm Worker Appreciation Day and Farm Worker Appreciation Dinner events.

During Program Year 2013 eight formal outreach events were scheduled. The Coalition collaborates in planning and staffing each event. During each event, at least one DWS staff member from the local employment center and the State Monitor Advocate (as available) were present and served approximately 225 MSFWs per event. It is anticipated that this same level of service will be offered to MSFWs during outreach events over the next program year. The Coalition is currently in the process of scheduling future outreach events.

Funding used to support staff costs while participating in MSFW activities and outreach is handled via DWS' Cost Allocation Plan, as approved by US DOL (see Attachment J). As MSFW activities and outreach vary based upon the needs of the MSFW population (i.e., employment center location, outreach event, crops planted, weather conditions, and other elements), it is difficult to anticipate a specific percentage of time that staff are dedicated to this program. DWS is highly responsive in meeting the varying needs of this specific population as all staff have received training regarding services and resources available to the MSFW population.

#### Housing Inspections

As H2A employees meet the MSFW definition, DWS conducts housing inspections for units that are used to house these individuals. The H2A employers make several assurances regarding the working and living conditions of these employees, including assuring that the housing meets federal and local housing requirements. Five DWS employees are responsible to conduct these housing inspections. DWS staff complete housing inspections and also provide information regarding other DWS services. It is estimated that more than 150 H-2A employees are contacted through the housing inspection outreach efforts.

#### ***Services Provided to MSFWs:***

DWS offers a myriad of core services to all job seekers, including MSFWs, such as work readiness activities, resume preparation and printing, access to email accounts, employment exchange activities, review and referrals to job orders, workshops, and career counseling. MSFWs who are unable to obtain employment through core services are referred to an employment counselor for intensive services that include assessments, employment plans, and career counseling. As Weber and Utah Counties have the

highest populations of MSFWs, Futures Through Training and DWS have collaborated in an effort to streamline services and coordinate funds to best serve customers. Services are reviewed quarterly and reports are prepared by the Utah Monitor Advocate at the state and economic service area levels to ensure that services provided to MSFWs are “qualitatively equivalent and quantitatively proportionate” compared to non-MSFW job seekers.

DWS is also committed to offering translation and interpreter services to non-English speaking customers. A list of DWS employees who speak foreign languages is maintained and a contract is secured with an interpretation provider.

### ***Services Provided to Agricultural Employers:***

Agricultural employers are provided the same level of service as other employers, including listing of job recruitments publicly, labor market information, interview space at local employment centers, and assistance from local Workforce Development Specialists.

For those agricultural employers who are unable to fill their labor needs through the recruitment of United States citizens and other eligible non-citizens, DWS is the H2A contractor. As such, DWS assists H2A employers with employee recruitment and in meeting the H2A program requirements. This H2A recruitment is handled through the DWS statewide Services to Employers Team.

### ***Data Analysis:***

Number of agricultural job orders and openings received: **Job Orders: 653**  
**Openings: 874**

Number of Migrant and Seasonal Farmworkers placed in jobs: **6**

Percent filled: **.68%**

Number of interstate clearance orders received: **0**

Number of interstate clearance orders initiated: **0**

Number of agricultural job orders expected to be received: **700**

Number of agricultural job orders projected to be filled: **7**

Percent to be filled: **1%**

Estimated number of interstate clearance orders the state will receive: **0**

Estimated number of interstate clearance orders the state will initiate: **0**

**\*\*Note the projections above are based on year over year trends from previous fiscal years using the ETA Form 9002A\*\***

### ***Other Requirements:***

The Utah Monitor Advocate, as an employee of DWS, was responsible for the compilation of this PY2014 Utah Agricultural Outreach Plan. Consequently this Outreach Plan has been reviewed and approved by

the Monitor Advocate. DWS has afforded all Coalition members the opportunity to review and comment on this plan as required.

During the 45 day public comment period the, Futures Through Training, one of DWS' NGO community partners shared the recent release of the 2012 Census on Agriculture by the USDA which indicated the current numbers referred to in this AOP.

## **References:**

“*The Economic Contribution of Agriculture to the Economy of Utah in 2011*” by Ruby A. Ward, Paul M. Jakus, and Lassina Coulibaly; Utah State University, Dept. of Applied Economics, USU Center for Society, Economy and the Environment Paper #2013-01, February 7, 2013.

Information collected from the Utah Quarterly Census of Employment and Wages as reported by the Utah Department of Workforce Services on [www.jobs.utah.gov](http://www.jobs.utah.gov). The direct website link is:

<https://jobs.utah.gov/jsp/wi/utalmis/countyindsubdetail.do?industrysector=11&ownership=50>

News Release USDA/NASS/Utah Field Office 2/19/13

United States Department of Agriculture Economic Research Service *State Fact Sheets: Utah*, Update on February 20, 2014

[http://www.ers.usda.gov/data-products/state-fact-sheets/state-data.aspx?StateFIPS=49&StateName=Utah#P6c9ad6d9b1c04d378d1481399a3be788\\_2\\_586iT21R0x0](http://www.ers.usda.gov/data-products/state-fact-sheets/state-data.aspx?StateFIPS=49&StateName=Utah#P6c9ad6d9b1c04d378d1481399a3be788_2_586iT21R0x0)