

**State Plan for
Agricultural Services**

State of Colorado

**For the Period
Program Year (PY) 2001**

Name of Grantee: Colorado Department of Labor and Employment
Address of Grantee: Tower 2, Suite 400 1515 Arapahoe Street Denver, CO 80202-2117

I. Summary of State Plan Requirements

A. Assessment of Need

1. Review of the previous year's agricultural activity in the state.
2. Review of the previous year's MSFW activity in the state.
3. Projected level of agricultural labor employed in each of the crops identified. Estimate of the number of MSFWs involved in each, and indicate crop areas that experienced labor shortages.
4. Projected level of agricultural activity expected in the state in the coming year, including any changes from last year's crop activities.
5. Projected number of MSFWs in the state in the coming year, including any changes in the numbers of MSFWs involved in each crop activity.

Northern Colorado (Brighton and Greeley)

Review of 2000 Agricultural Activity										
Crop	Onions	Sugar Beets	Pickles	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Asparagus	Corn
Acreage	14,000	26,000	1,400	2,000	3,600	200	300	1,000	250	364,000
Labor										
Preharvest	600	200		50		100	150	0	20	
Harvest	1,375	100	100	250	200	100	150	75	75	350
Months of Heavy Activity	Mar-Sep	May-Oct	Aug	Aug-Sep	Aug-Sep	May-Aug	Mar-Nov	June	May-June	July-Sep
Total Agricultural Job Openings Received – 84										

Review of 2000 MSFW Activity										
Crop	Onions	Sugar Beets	Pickles	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Asparagus	Sweet Corn
Labor Estimate	1,975	300	100	300	250	200	150	75	75	300
MSFWs Involved	1,200	200	70	150	200	150	150	30	75	50
Labor Shortages	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
						HIGH	LOW			
Est. Local Seasonal Population			600	Migrant Worker Influx		1,000	300			
MSFWs Registered			150	Est. MSFWs in the Area		1,800	N/A			

Projected Level of Agricultural Activity for 2001										
Crop	Onions	Sugar Beets	Pickles	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Asparagus	Sweet Corn
Acreage	14,000	27,000	1,400	2,000	3,400	200	300	1,000	250	365,000
Labor Needs	1,400	330	100	390	250	150	100	75	40	300
Projected Agricultural Openings = 100										
Projected Number of MSFWs in the Area = 2,000										

Arkansas Valley (Lamar and Rocky Ford)

Review of 2000 Agricultural Activity		
Crop	Onions	Melons
Acreage	2,900	2,765
Labor Used		
Preharvest	250	125
Harvest	520	225
Months of Heavy Activity	Apr-Sep	Jun-Sep
Total Agricultural Job Openings Received = 203		

Review of 2000 MSFW Activity					
Crop	Onions		Melons		
Labor Estimate	770		350		
MSFWs Involved	450		195		
Labor Shortage	YES		YES		
				HIGH	LOW
Est. Local Seasonal Population	145	Migrant Worker Influx	650	33	
MSFWs Registered	291	Est. MSFWs in Area	850	N/A	

Projected Level of Agricultural Activity for 2000			
Crop	Onions	Melons	Mixed Vegetables
Acreage	2,900	2,840	250
Labor Needs	400	225	70
Projected Agricultural Openings = 210			
Projected Number of MSFWs in the Area = 850			

San Luis Valley (Monte Vista)

Review of 2000 Agricultural Activity					
Crop	Potatoes	Lettuce	Spinach	Carrots	Cabbage
Acreage	75,000	2,000	2,100	1,500	500
Labor Used					
Preharvest	600	400	400	50	15
Harvest	2,200	600	600	50	15
Months of Heavy Activity	Sep-Oct	Jul-Sep	May-Oct	Aug-Sep	Aug-Sep
Total Agricultural Job Openings Received = 181					

Review of 2000 MSFW Activity					
Crop	Potatoes	Lettuce	Spinach	Carrots	Cabbage
Labor Estimate	2,800	1,000	1,000	100	30
MSFWs Involved	650	675	675	25	10
Labor Shortages	YES	YES	YES	NO	NO
				HIGH	LOW
Est. Local Seasonal Population	2,000	Migrant Worker Influx		2,000	5
MSFWs Registered	110	Estimated MSFWs in Area		2,000	N/A

Projected Level of Agricultural Activity for 2000					
Crop	Potatoes	Lettuce	Spinach	Carrots	Cabbage
Acreage	70,000	2,000	2,200	1,500	500
Labor Needs	2,000	1,000	1,000	100	30
Projected Agricultural Openings = 200					
Projected Number of MSFWs in the Area = 2,000					

Western Colorado (Delta)

Review of 2000 Agricultural Activity								
Crop	Onions	Corn (Sweet)	Lettuce	Broccoli	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
Acreage	750	470	100	200	240	280	550	3,400
Labor								
Preharvest	75	30	35	20	0	0	15	75
Harvest	200	150	100	75	12	50	30	300
Months of Heavy Activity	Jul-Oct	Jul-Sep	Jun-Sep	Jul-Aug	July	Jul-Aug	Aug	Sep-Oct
Total Agricultural Job Openings Received = 55								

Review of 2000 MSFW Activity								
Crop	Onions	Corn (Sweet)	Lettuce	Broccoli	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
Labor Estimate	275	180	135	70	25	35	45	325
MSFWs Involved	275	150	135	70	25	35	30	250
Labor Shortages	NO	NO	NO	NO	NO	NO	NO	NO
							HIGH	LOW
Estimated Local Seasonal Population				60	Migrant Worker Influx		350	50
MSFWs Registered				40	Estimated MSFWs in Area		35	N/A

Projected Level of Agricultural Activity for 2001								
Crop	Onions	Corn (Sweet)	Lettuce	Broccoli	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
Acreage	750	470	100	200	240	280	550	3,400
Labor Estimate	275	180	135	70	25	35	45	325
Projected Agricultural Openings = 65								
Projected Number of MSFWs in the Area = 350								

II. Outreach Plan for PY 2001

A. Introduction

1. During PY 2001 the six workforce centers will continue to provide quality employment services and referrals to appropriate agencies for assistance to the MSFW population.
2. CDLE is required to administer an outreach program with bilingual (i.e. English/Spanish) staff because Colorado is designated as a significant MSFW state, with a predominantly Spanish-speaking MSFW population.
3. CDLE and Rocky Mountain SER will continue their highly successful partnership to enhance the delivery of services to the MSFW population. This partnership includes, but is not limited to, co-location and collaboration in

communities where both agencies have a presence, and have ensured that the needs of MSFWs are not overlooked during the transition from JTPA to WIA.

4. The state's workforce development system is State-administered and locally-controlled. The contracts with each region will contain provisions to ensure that MSFWs receive the full range of employment and training services offered to the general public. CDLE will continue to provide technical assistance to the rural regions in their planning activities to help ensure that the needs of MSFWs are addressed, and that the workforce development system is in full compliance with the Judge Ritchie court order and federal rules and regulations.

B. Assessment of Available Resources

1. *The number of state agency staff positions to be assigned to outreach activities. Indicate the full time equivalent positions for each local office to which staff are to be assigned, and the number of staff assigned to the state office for this purpose. Designated significant offices should assign full-time staff for outreach duties during the peak seasons.*

MSFW outreach functions will be carried out by 6.0 FTE during PY 2000, with occasional backup from bilingual staff in those significant offices that have multiple bilingual staff. Workforce center staff will utilize approximately 360 staff days to provide MSFW outreach services to the farmworker community.

2. *Where the number of state agency staff positions assigned to outreach activities is less than in the prior year, please explain the reason for the reduction, and the expected effect of the reduction on direct outreach activities.*

N/A

3. *Resources to be made available through existing cooperative agreements with public and private community service agencies and MSFW groups. (States are encouraged to initiate cooperative agreements with WIA Section 167/JTPA Section 402 grantees for outreach positions.)*

CDLE and Rocky Mountain SER, the JTPA 402 grantee, have had an inter-agency cooperative agreement in place since 1995. This agreement includes, but is not limited to, co-location and collaboration in communities where both agencies have a presence.

CDLE also has an interagency cooperative agreement in place with the Migrant Education program.

- C. Numerical goals. The anticipated results of the outreach efforts to be provided in Item A, including:

The number of MSFWs to be contacted during the program year by workforce center staff, and the number of staff days (based on 8-hour days) to be utilized for outreach, listed ed by local office where outreach staff is assigned, as well as state office.

Local Office	Outreach Contacts	Staff Days
Brighton	300	60
Delta	200	60
Greeley	200	60
Lamar	200	35
Monte Vista	450	65
Rocky Ford	400	70
TOTAL	1,750	350

The number of MSFWs planned to be contacted by other agencies under cooperative agreements.

Cooperating agency staff will contact approximately 200 farmworkers during PY 2001.

- D. Proposed Outreach Activities. Describe the outreach efforts to be provided by the workforce center staff indicated in Item B. These efforts shall include those described in 20 CFR 653.107(i-p). Also, describe any coordinated plans and activities with other agencies where a possible surplus of workers may exist.
1. MSFW outreach efforts will be accomplished by personal contacts with MSFWs, employers and other agency staff; conducting public meetings; and distributing pamphlets and other relevant printed materials.
 2. MSFW outreach workers will maintain records of their outreach efforts in a log of daily outreach activities. Reports will be submitted monthly to the State Monitor Advocate during periods of peak agricultural activity.
 3. MSFW outreach staff will undertake a special effort to provide agricultural employers with pertinent information regarding the procedures for the intra/interstate recruitment of temporary agricultural workers.

III. Services Provided to MSFWs

- A. *Plan data for the upcoming year. If a state's estimated plan data for the current year indicates difficulty in meeting equity indicators, minimum service levels, or planned levels of activity, the following items must be included in a narrative plan: (1) Description of the problems; (2) specific steps planned to meet minimum service levels; and (3) specific steps to meet equity level of services.*

Colorado does not anticipate difficulty in meeting the equity indicators, minimum service levels or planned levels of activity during the coming year.

- B. *Minimum service level indicators.*

Colorado will comply with the following minimum service level indicators:

Minimum Service Level Indicator	Standard
% Placed	42.5%
% Placed \$0.50 above hourly wage	14.0%
% Placed on long-term non-ag jobs	6.5%
% Significant MSFW offices reviewed by state or federal staff	100%
% On-site outreach efforts that include a field check	100%
% Outreach workers meeting outreach contact goals	100%
% Resolved complaints	100%

- C. *Equity indicators.*

Colorado will comply with a minimum 4 of the 5 following equity indicators:

Ratio of non-MSFW to MSFWs referred to jobs

Ratio of non-MSFW to MSFWs who are provided service

Ratio of non-MSFW to MSFWs referred to supportive services

Ratio of non-MSFW to MSFWs counseled

Ratio of non-MSFW to MSFWs for whom a job development contact was made

- D. *Significant MSFW local office affirmative action plan.*

N/A

IV. Services provided to agricultural employers

A. Data analysis (Note: the following reflects statewide data and is not limited to services provided by significant offices)

Factor	PY 1999 (Actual)	PY 2001 (Estimated)
Agricultural job orders		
Received	566	570
Filled	320	342
% Filled	56.5%	60%
Agricultural job openings		
Received	1,103	1,130
Filled	841	904
% Filled	76.2%	80%
H-2A interstate clearance orders		
Received	100	100
Initiated	100	100
Non-H-2A interstate clearance orders		
Received	0	0
Initiated	0	0

B. Describe efforts in providing services to agricultural employers, including both those with an adequate supply of US workers and those where the supply may be inadequate. These efforts should include:

1. *Describe how the state agency plans to provide services to agricultural employers.*

Colorado will provide services to agricultural employers by effectively providing information about services available through the workforce development system and, at the same time, obtaining sufficient information about the employer's needs to provide appropriate services. Outreach workers will conduct meetings with large growers and farm labor contractors to facilitate the exchange of information and maximize the effectiveness of the program. Staff will promote the use of the workforce centers to recruit workers by helping employers assess their labor needs and making appropriate referrals to their job openings. Services to agricultural employers will be provided by MSFW outreach workers and other workforce center staff through daily planned personal visits and promotional telephone contacts with the employer.

2. *Describe the process used to identify agricultural employers expected to utilize MSFWs.*

Outreach workers are expected to develop and maintain productive relationships with agricultural employers. Agricultural employers can be identified in several ways: knowledge of the local labor market, incoming job orders, employer associations, and through word-of-mouth.

3. *Describe the process for linking available workers with employers, including the cooperation with or the creation of coordinating bodies to assure programs are coordinated and to insure programs respond to local needs. These coordinating groups may consist of organizations such as the Employment Service, WIA Section 167/JTPA Section 402 grantees, agricultural employers, migrant education groups, migrant health groups, etc.*

Colorado will continue to utilize existing processes for linking available MSFWs with employers, including on-going collaborative efforts by workforce centers and local community-based organizations that provide services to MSFWs.

4. *Describe the process on how the state will promote labor exchange services available to agricultural employers (e.g. participate in employer conferences, develop marketing tools, provide labor exchange information to employers, recruit US workers, etc.)*

Each workforce region with an MSFW significant office will continue to actively promote all aspects of labor exchange services available to agricultural employers. This will include attending and participating in employer, employer association, food processor, farm labor contractor and MSFW-sponsored meetings and conferences. State and local workforce center staff will provide information on local labor market conditions and intrastate and interstate temporary agricultural worker recruitment requirements (including information on the Alien Labor Certification process). Information will also be provided on the Migrant and Seasonal Agricultural Worker Protection Act (MSPA) and how it affects agricultural employers and migratory workers.

5. *Where an H-2A program operated by the state in the previous year, explain efforts to increase US worker participation.*

Colorado is a labor demand state. The occupations requested are primarily in the areas of livestock and sheep, and it is very difficult to find qualified US workers.

V. Other Plan Requirements

A. *Status of MSFW Monitor Advocate*

Colorado has a full time State Monitor Advocate.

B. *State MSFW Monitor Advocate Approval/Comments.*

The State continues to actively include the State Monitor Advocate in its consideration of how the major functions of the Monitor Advocate program (i.e. role of the Monitor Advocate, outreach workers, complaint system and reporting) will be transitioned into the new workforce development system under WIA.

C. *Consideration of previous year's Annual Monitor Advocate Report.*

The Monitor Advocate's recommendations presented in the Annual MSFW Summary were given careful consideration and incorporated into the preparation of the MSFW and Agricultural Employer Services Plan for PY 2001.

D. *Affirmative Action Plan Review/Comments.*

N/A

E. *Review and Comment by WIA Section 167/JTPA Section 402 Grantees.*

CDLE is in full compliance with the requirement for review and comment from WIA 167/JTPA 402 grantees and other appropriate MSFW service providers interested in the development of the plan. Agencies who reviewed the plan include:

Rocky Mountain SER/Jobs for Progress – Comments Attached
Migrant Education Program, Colorado Department of Education – No comments
Significant workforce regions – Comments incorporated into plan

Colorado Department of Labor and Employment

**ES Services Provided
To Migrants and Seasonal Farmworkers
(All Sources of Funds)**

PY 2001		REVISIONS			
	DATE	INITIAL	No. 1	No. 2	No. 3
	Submitted				
	Approved				

Part I – Equity Ratio Indicators

Individuals	Migrants and Seasonal Farm Workers		Non-MSFWs		Equity*
	Individuals Recv Svc (a)	% of Apps Rec Svc (b)	Individuals Rec Svc (c)	% of Apps Rec Svc (d)	Col B – Col D
Total Applicants	384		170,187		
1. Referred to jobs (ES controlled)	228	59.34	79,220	46.60%	12.8
2. For whom some service provided (ES controlled)	316	82.3%	137,370	80.7%	1.6
3. Referred to Supportive Services (ES controlled)	139	36.2%	6,884	4.0%	32.2
Complete Applications					
4. Counseled (ES controlled)	38	9.9%	8086	4.75%	5.15
5. For whom a job development contact was made (ES controlled)	12	3.13	1448	0.9%	2.23

* result of 1.0 or greater than 1.0 in Column (e) indicates equity of service to MSFWs.

Part II-A – Minimum Service Level Indicators			
ODDS Data Items	Indicator (Min. %) (a)	Number (b)	Percent (c)
1. MSFWs Placed	42.50%	123	32.03%
2. Placed on job with wage at least 50 cents above hourly minimum	14.0%	60	15.6%
3. MSFWs placed on longterm non-agricultural jobs (150+ days)	6.5%	30	7.8%

Part II-B – Minimum Service Level Indicators					
Non-ODDS Items (ETA 5178D, Part I)	Criteria (a)	Universe (b)	Number (c)	Percent Col C – Col B (d)	Productivity No. Persons SDW* (e)
4. Significant MSFW Local Office	100%	6	6	0	N/A
5. Agricultural Clearance Orders	% Checked 100%	0	0	0	N/A
6. Complaints	% Unresolved 0	0	0	0	N/A
7. Outreach Contacts	Productivity 5 per day	Contacts 1750	Staff Days 350	N/A	5.1

ETA 5148 (R-Apr 1981)

From: Betty Velasquez [mailto:bvelasquez@cwfc.net]
Sent: Wednesday, March 29, 2000 3:46 PM
To: Jane Patterson
Cc: Gloria Fisher
Subject: RE: MSFW State Plan for PY 2000

I have reviewed the plan and have the following comments. For the section of "Review of 1999 MSFW Activity" there was a labor shortage in onion, that needs to be changed to YES".

Section "b." subsection "i."

MSFW outreach functions will be carried out by 6.0 FTE during PY 2000 with occasional backup from bilingual staff in those significant offices having multiple bilingual staff. Workforce center staff will utilize approximately 395 staff days to provide MSFW outreach services to the farmworker community.

Section "b." subsection "3" inclusion to paragraph.

CDLE has additional interagency cooperative agreement in place with Migrant Education.

Please call me if you have any questions. I can be reached at 719-393-3191 until 03-31 or 719-254-3397 ext. 101

