

**State Plan for  
Agricultural Services**

**State of Colorado**

**For the Period  
July 1, 2012 – June 30, 2017**

<b>Name of Grantee:</b> Colorado Department of Labor and Employment
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<b>Address of Grantee:</b> 633 17 <sup>th</sup> Street, Suite #700 Denver, CO 80202-3627
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## **Wagner-Peyser (W-P) Agricultural Outreach Plan**

### **Summary of Submission Requirements**

The Agricultural Outreach Plan (Ag Plan) sets policies, and objectives in providing W-P services to the agricultural community, specifically Migrant and Seasonal Farm Workers (MSFWs). The Colorado Department of Labor & Employment (CDLE) provides these services through the One-Stop Career Center system, ensuring that MSFWs receive the full range of employment, training, and educational services on a basis which is qualitatively equivalent and quantitatively proportionate to the services provided to non-MSFWs. This Ag Plan presents the following information:

- **Assessment of need:** A review of the previous year's agricultural, MSFW activity in the state, and projected levels of agricultural and MSFW activity in the coming year.
- **Outreach activities:** A review of the resources available for MSFWs outreach and description of outreach efforts to be provided to MSFWs and numerical goals.
- **Services provided to MSFWs through the One-Stop Delivery System:** A description of ways the State will ensure that MSFWs have equal access to employment opportunities.
- **Services provided to agricultural employers through the One-Stop Delivery System:** A description of how the State will promote and provide labor exchange services and identify agricultural employers expected to employ MSFWs.
- **Review and comment from key stakeholders**

I. **Assessment of Need:** The Charts below, which are divided by region, address the following plan requirements:

- A. Review of the previous year’s agricultural activity in the state.
- B. Review of the previous year’s MSFW activity in the state.
- C. Projected level of agricultural labor employed in each of the crops identified. Estimate of the number of MSFWs involved in each, and indication of crop areas that experienced labor shortages.
- D. Projected level of agricultural activity expected in the state in the coming year, including any changes from last year’s crop activities.
- E. Projected number of MSFWs in the state in the coming year, including any changes in numbers of MSFWs involved in each crop activity.

Northern Colorado (Brighton and Greeley)

Review of 2011 Agricultural Activity										
Crop	Onions	Beans	Sugar Beets	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Broccoli	Corn Sweet Corn, Silage, Grain
<b>Acreage</b>	10,800	18,000	11,600	1,300	800	900	1,070	135	380	241,050
<b>Labor</b>										
Pre-harvest	200	100	100	30	0	150	150	40	20	60
Harvest	900	50	50	100	100	300	300	160	60	300
<b>Months of Heavy Activity</b>	Mar–Nov	Aug–Sep	May–Oct	Aug–Sep	Aug–Sep	Mar–Oct	Mar–Nov	June	Apr–Nov	July–Sep
<b>Total Agricultural Job Openings Received</b> (including H2A) = 365										

Review of 2011 MSFW Activity										
Crop	Onions	Beans	Sugar Beets	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Broccoli	Corn Sweet Corn, Silage, Grain
<b>Labor Estimate</b>	1,100	150	100	130	120	330	450	120	80	520
<b>MSFWs Involved</b>	1,000	50	50	80	60	200	280	80	60	340
<b>Labor Shortages</b>	No	No	No	No	No	No	No	No	No	No
						<b>HIGH</b>	<b>LOW</b>			
Est. Local Seasonal Population			750	Migrant Worker Influx		700	200			
MSFWs Registered			240	Est. MSFWs in the Area		1,500	800			

<b>Projected Level of Agricultural Activity for 2012</b>										
<b>Crop</b>	<b>Onions</b>	<b>Beans</b>	<b>Sugar Beets</b>	<b>Carrots</b>	<b>Potatoes</b>	<b>Lettuce</b>	<b>Cabbage</b>	<b>Spinach</b>	<b>Broccoli</b>	<b>Sweet Corn, Silage, Grain</b>
<b>Acreage</b>	9,250	18,250	13,700	1,400	800	825	1150	155	220	475,000
<b>Labor Needs</b>	1,000	180	180	100	100	350	400	130	40	830
<b>Projected Agricultural Openings = 400</b>										
<b>Projected Number of MSFWs in the Area = 1,600</b>										

Arkansas Valley (Lamar and Rocky Ford)

Review of 2011 Agricultural Activity		
<b>Crop</b>	<b>Onions</b>	<b>Melons</b>
Acreage	1,800	1,050
Labor Used		
Pre-harvest	200	100
Harvest	400	200
<b>Months of Heavy Activity</b>	Apr-Sep	Jun-Sep
<b>Total Agricultural Job Openings Received = 200</b>		

Review of 2011 MSFW Activity				
<b>Crop</b>	<b>Onions</b>	<b>Melons</b>		
Labor Estimate	630	315		
MSFWs Involved	400	175		
Labor Shortage	YES	YES		
			<b>HIGH</b>	<b>LOW</b>
Est. Local Seasonal Population	145	Migrant Worker Influx	600	33
MSFWs Registered	503	Est. MSFWs in Area	745	N/A

Projected Level of Agricultural Activity for 2012			
<b>Crop</b>	<b>Onions</b>	<b>Melons</b>	<b>Mixed Vegetables</b>
Acreage	2,500	2,150	150
Labor Needs	400	200	55
Projected Agricultural Openings = 220			
<b>Projected Number of MSFWs in the Area = 600</b>			

In 2010 Southern Colorado ranked 4<sup>th</sup> in the nation\* in cantaloupe production; however, in 2011 a deadly listeria outbreak that was traced back to a Colorado farm, significantly impacting the Rocky Ford cantaloupe industry. At last count the outbreak sickened 146 people and killed 36. In order to regain public trust Colorado has changed its cantaloupe growing practices to include the formation of the Rocky Ford Growers Association. The association will submit to twice-a-year safety audits conducted by state agricultural inspectors, among other safety procedures. The Arkansas valley is hopeful that these steps will help the recovery of the \$10 million dollar cantaloupe industry.

\*Source Colorado Agricultural Statistics 2011

San Luis Valley (Monte Vista)

<b>Review of 2011 Agricultural Activity</b>					
<b>Crop</b>	<b>Potatoes</b>	<b>Lettuce</b>	<b>Spinach</b>	<b>Carrots</b>	<b>Cabbage</b>
<b>Acreage</b>	73,000	1,300	800	2,000	300
<b>Labor Used</b>					
Preharvest	600	400	5	50	15
Harvest	2,200	600	20	50	15
<b>Months of Heavy Activity</b>	Sep-Oct	Jul-Sep	May-Oct	Aug-Sep	Aug-Sep
<b>Total Agricultural Job Openings Received = 900</b>					

<b>Review of 2011 MSFW Activity</b>					
<b>Crop</b>	<b>Potatoes</b>	<b>Lettuce</b>	<b>Spinach</b>	<b>Carrots</b>	<b>Cabbage</b>
<b>Labor Estimate</b>	2,900	1,200	800	100	30
<b>MSFWs Involved</b>	850	400	20	50	10
<b>Labor Shortages</b>	NO	No	No	No	No
				<b>HIGH</b>	<b>LOW</b>
<b>Est. Local Seasonal Population</b>	2,000	<b>Migrant Worker Influx</b>		2,000	5
<b>MSFWs Registered</b>	406	<b>Estimated MSFWs in Area</b>		2,000	N/A

<b>Projected Level of Agricultural Activity for 2012</b>					
<b>Crop</b>	<b>Potatoes</b>	<b>Lettuce</b>	<b>Spinach</b>	<b>Carrots</b>	<b>Cabbage</b>
<b>Acreage</b>	70,000	1,300	800	2,000	300
<b>Labor Needs</b>	2,000	475	20	100	30
<b>Projected Agricultural Openings = 2,625</b>					
<b>Projected Number of MSFWs in the Area = 1,300</b>					

Western Colorado (Delta)

Review of 2011 Agricultural Activity								
Crop	Onions	Corn (Sweet)	Lettuce	Beans	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
<b>Acreage</b>	750	470	100	2,100	240	280	550	3,400
<b>Labor</b>								
Preharvest	75	30	35	5	0	0	15	75
Harvest	200	150	100	10	12	50	80	300
<b>Months of Heavy Activity</b>	Jul-Oct	Jul-Sep	Jun-Sep	Aug-Nov	July	Jul-Aug	Aug	Sep-Oct
<b>Total Agricultural Job Openings Received = 45</b>								

Review of 2011 MSFW Activity								
Crop	Onions	Corn (Sweet)	Lettuce	Broccoli	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
<b>Labor Estimate</b>	275	180	135	70	25	35	45	325
<b>MSFWs Involved</b>	275	150	135	70	25	35	30	250
<b>Labor Shortages</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
							<b>HIGH</b>	<b>LOW</b>
<b>Estimated Local Seasonal Population</b>			60	<b>Migrant Worker Influx</b>			350	50
<b>MSFWs Registered</b>			60	<b>Estimated MSFWs in Area</b>			800	N/A

Projected Level of Agricultural Activity for 2012								
Crop	Onions	Corn (Sweet)	Lettuce	Beans	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
<b>Acreage</b>	750	470	100	2,100	240	280	550	3,400
<b>Labor Estimate</b>	275	180	135	70	25	35	45	325
<b>Projected Agricultural Openings = 65</b>								
<b>Projected Number of MSFWs in the Area = 800</b>								

Colorado ranks 1<sup>st</sup> in the nation in the production of proso millet, which is used mostly in bird feed, but is also used in health food, due to the lack of gluten. Proso millet generated an annual value of \$30,509,000 for the 220,000 acres planted in 2010. Proso millet is popular due to the fact that it has a short growing season and needs little water.\*

Colorado ranks 3<sup>rd</sup> in the nation in sheep production with approximately 370,000 head of sheep in 2011 with a total value of approximately \$60,310,000.\*

One of Colorado's largest crops is potatoes. Colorado ranks 4<sup>th</sup> in the nation for its potato crops with a value of approximately \$293,030,000 in 2010.\*

In 2010 Colorado saw record highs for corn for grain, corn for silage, sugar beets and wheat production.\*

\*Source Colorado Agricultural Statistics 2011

More than 2.3 million acres of former Colorado farmland are enrolled in the Conservation Reserve Program where the US government pays the farmers to keep marginal land out of crop production. This number is equivalent to about nine of the Rocky Mountain National Parks.

As of October 2010 (2011 data not yet available) the top ten counties with the most acreage in the Conservation Reserve Program were as follows:

<b>County</b>	<b>Active CRP Acres</b>
Baca	308,128
Weld	252,247
Washington	208,480
Kit Carson	196,278
Kiowa	188,186
Prowers	168,019
Lincoln	142,570
Cheyenne	131,676
Logan	130,988
Yuma	117,410

Acreage statistics do not reflect recent re-enrollment or extension offers. The figures for some counties were not available because of confidentiality restrictions.

The ten-year contracts quickly became a welcome base payment for struggling farmers. Some acreage on the Eastern plains received about \$34.00 annually per acre. Colorado's reserve is the 6<sup>th</sup> largest in the nation, with 2.3 million acres now enrolled.

## **II. Outreach Activities Plan for Program Year (PY) 2012**

### **A. Introduction**

1. During PY2012 the six significant workforce centers will continue to provide quality employment services and referrals to appropriate agencies for assistance to the MSFW population.
2. The Colorado Department of Labor and Employment (CDLE) is required to administer an outreach program with bilingual (i.e. English/Spanish) staff since Colorado is designated as a significant MSFW state, with a predominantly Spanish-speaking MSFW population.
3. CDLE entered into a statewide Memorandum of Understanding (MOU) with Rocky Mountain Service Employment Redevelopment (RMSER) (167 grantee), Migrant Education and Colorado Vocational Rehabilitation Migrant Program. These MOUs have established and demonstrated effective coordination of outreach and to increased registration activities for all service providers.
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 workforce 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.

5. Colorado's strategies to identify the number of MSFWs the State anticipates to reach via outreach includes the following:

- Each of the six significant offices is required to address outreach in their specific area plan. Planning requirements have been detailed in a Policy Guidance Letter (**PGL 09-05-P**) available for review at:

<http://www.coworkforce.com/PGL/pgl/externalpgl.htm>

The local outreach plans allow the State Monitor Advocate to keep tabs on the six significant offices and unique issues around the state.

- Colorado identifies ways to increase the MSFWs' ability to access core, intensive and training services in the One-Stop centers by partnering with other agencies that also target the same population. Some of the partner agencies include: RMSE 167 provider, Migrant Education, the local migrant health clinics, faith-based migrant community associations and Colorado Legal Services.
- The State Monitor Advocate regularly attends the migrant coalitions in the following cities: Rocky Ford, Monte Vista, Greeley, Denver, and Delta. In these meetings the State Monitor Advocate routinely explains how other agencies can partner with Colorado Department of Labor and Employment to have migrants access the services offered by the six significant One-Stop centers including adult and dislocated workers.

## **B. Proposed Outreach Activities**

In accordance with 20 CFR 653.107(i-p), 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. 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. 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. All six significant offices in the state of Colorado employ Outreach workers who are bilingual and have a migrant background.

### **Outreach Activities**

1. Colorado continues to employ six bi-lingual bi-cultural outreach workers in Brighton, Greeley, Lamar, Delta, Monte Vista and Rocky Ford. Colorado continues to employ outreach workers full time during the peak season as mandated by 20 CFR Part 653.107 (h) (3) (i).
2. The number of staff positions assigned to outreach activities continues to be the same as in prior years with no reductions.
3. Colorado continues to share a cooperative agreement with Colorado's 167 provider

RMSEER. Five of the six significant offices co-locate with RMSEER in order to meet the needs of our MSFW clients. Colorado has migrant coalitions in the following cities/towns: Denver, Greeley, Delta, Rocky Ford, and Monte Vista. The State Monitor Advocate attends these migrant coalition meetings on a regular basis, and our outreach workers have identified ways to partner with members of the coalition in order to serve the needs of our MSFW population. As an example of a non-traditional partner, the coalition in Rocky Ford has partnered with the Colorado State Patrol and Union Pacific railroad, and they have created a publication designed to teach migrants how to be safe at railroad crossings. The publication also teaches the migrants about basic rights and responsibilities as a driver of a vehicle in the state of Colorado. Other examples of the non-traditional partners who attend these migrant coalitions on a regular basis are: a judge in Delta, Colorado State Patrol employees in Rocky Ford and a grower in Delta. The traditional partners who attend the meetings on a regular basis are 167 providers Board of Cooperative Educational Services (BOCES), RMSEER, migrant education representatives, migrant housing representatives, food bank representatives and various other representatives from the non-profit sector.

4. In the six significant offices, non-MSFW outreach staff has been cross-trained on how to take Employment Services (ES) related complaints. A policy guidance letter (**PGL 09-06-P**) has been issued covering all ES complaint requirements and procedures. The complete document is available on-line for review at:  
<http://www.coworkforce.com/PGL/pgl/externalpgl.htm>
5. The following agencies also employ MSFW outreach workers in the state of Colorado: RMSEER (167 provider), BOCES, migrant education and also migrant health providers. The state of Colorado's MSFW outreach workers routinely conduct co-outreach with this staff. Additionally, in Greeley, Plaza del Sol and Plaza Milagro routinely conduct a migrant information evening, and all MSFW services providers set up a tent and inform the MSFW agencies about their programs and requirements and also provide information to the migrants that are in attendance. This year's event will be held on the evening of July 17, 2012, from 4:30 p.m. to 7:00 p.m. Each of the six significant offices has customized handouts describing the services offered by the Workforce Centers. These handouts are shared with other migrant outreach workers in other organizations for them to give to their clients. The migrant coalitions in Greeley, Monte Vista, and Rocky Ford routinely have a migrant appreciation picnic at the end of the season. At these picnics the members of the coalitions join forces to work with one another to meet the needs of the MSFW population. The Executive Director of CDLE routinely attends at least one of the picnics to personally thank the farm workers for their hard work in helping to feed America.
6. Colorado has recognized the importance of targeting the non-agricultural employers with outreach efforts. Colorado formed a Limited English Proficiency (LEP) taskforce; this taskforce is now called Colorado Workforce Speaks. There are several non-agricultural employers who participate in this effort. For example, a major hotel in Denver has a training program to teach non-English speaking employees Vocational English on the job. This program has proven to be a great success, as the retention of employees is greater than with the English speaking employees. These employers use the services of the Colorado Workforce Centers in order to access Limited English Proficiency clients, and it has created a "Win/Win" situation for the employers and the clients of the workforce center.

7. The state of Colorado continues to promote labor exchange services to the agricultural employers by participating in agricultural conferences. The State Monitor Advocate maintains a very close working relationship with the Colorado Department of Agriculture. This close working relationship allows the State of Colorado to be in touch with the trends and current employer needs in the state of Colorado. At the Outreach Worker training held in the spring of 2008, the Colorado Department of Agriculture trained all Outreach Workers on the Worker Protection Standard. At this time the outreach workers continue to offer this service to the Agricultural employers and have received refresher trainings at least once each year. This training is another tool the outreach workers can use in providing pesticide safety information to both the worker and the employer. This free service to the agricultural employer is used as a marketing tool by providing the service and then reminding the employer of the labor exchange services offered by the One-Stop centers. Outreach Workers are trained to inform the employers of the benefits and the requirement to recruit US workers when they are equally qualified for the positions announced in an H2A application.
8. Colorado will continue to utilize annual growers' meetings as a process to identify agricultural employers expected to hire MSFWs. The growers' meetings are held annually in different parts of the state. The Agricultural recruitment system will continue to be a resource to bring migrant workers to the state of Colorado. A very close working relationship with the State Monitor Advocates from the states of Texas and New Mexico will be essential for PY 2012 in order to ensure equal opportunity for U.S. migrants for Colorado jobs.

### C. Numerical Goals

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

<b>Local Office</b>	<b>Outreach Contacts</b>	<b>Staff Days</b>
Brighton	300	60
Delta	300	60
Greeley	300	60
Lamar	100	35
Monte Vista	300	50
Rocky Ford	300	50
<b>TOTAL</b>	<b>1,600</b>	<b>315</b>

The number of MSFWs to be contacted by other agencies by cooperative arrangements will be approximately 300.

The number of MSFWs to be registered by outreach workers will be approximately 700.

The number of agricultural employers to be contacted by outreach staff for the purpose of obtaining job orders, conducting job development, providing assistance with the states

electronic system. It is estimated that the entire state of Colorado will contact a total of 100 agricultural employers, as many of the agricultural employers routinely list job postings with the six significant offices, and these employers come back to utilize our services year after year.

#### **D. Services Provided To MSFWs Through The One Stop Delivery System.**

1. MSFW outreach functions will be carried out by 6.0 FTE during PY 2012, with occasional backup from bilingual staff in those significant offices that have multiple bilingual staff. Workforce center staff will utilize approximately 330 staff days to provide MSFW outreach services to the farm worker community. Core, intensive, and training services required under WIA Title I will be provided to the MSFW clients via the six bilingual MSFW Outreach workers employed in the six significant offices in Colorado. Colorado has an MSFW registration system referred to as Connecting Colorado. This system captures the data of the Migrant and Seasonal Farm Workers electronically including an explanation of how they qualify as a migrant or seasonal on our notes screen. This system is a shared system for all Colorado Workforce Centers, including the six significant offices. The MSFW outreach workers routinely inform Migrants of advancement opportunities to improve their skills to be competitive in a local, regional and global economy. For example, each significant office hands out an MSFW packet to migrants during outreach activities. These informational packets include resources for English as a Second Language (ESL), Migrant Assistance Program (MAP) and training opportunities available through the WIA 167 provider. Colorado met the required five out of five equity indicators for MSFWs in PY10.
2. Colorado is now on the seventh year of a special task force to address the needs of the Limited English Proficient (LEP) clients. The group started out as the LEP taskforce and is now called “Colorado Workforce Speaks.” This effort was designed based on President Clinton’s Executive Order 13166 mandating that all agencies receiving federal funding must make their services available to limited English proficient clients. The task force has accomplished the following:
  - Surveyed workforce center staff and identified the many languages that staff speaks on a state-wide basis.
  - Created an “I Speak” poster and have provided these posters to all workforce centers throughout the state. This poster says “I Speak” in eleven different languages, for example a Spanish speaker can point to the “Yo Hablo Español” section of the poster.
  - All of the Colorado Speaks efforts have been stored electronically on e-Colorado. To view this information please go to [www.e-colorado.org](http://www.e-colorado.org) and follow the instructions to register.

The following topics are covered in our e-Colorado web page: career planning, employment, education and training, emerging technologies, employer resources, workforce professional resources, high growth initiatives, legislation and policies, promising practices and supportive services. The Colorado Workforce Speaks information can be found on the top of the page under “Team Rooms.” Please visit the web site and see how Colorado is making resources available to the MSFW population by training Workforce center staff and Outreach workers how to access

this information for the use of MSFWs and LEP population. Colorado is positioned to serve the MSFW population in an electronic environment in the One Stop centers and in affiliate sites to advance MSFW skills, and to be competitive in a local, regional, and global economy.

3. CDLE and RMSER, the WIA 167 grantee, have had an MOU in place since 1995. This MOU includes, but is not limited to, co-location and collaboration in communities where both agencies have a presence. It also ensures that the needs of MSFWs that do not have access to the One Stop Centers are met. CDLE also entered an interagency informal cooperative agreement with Migrant Education in Greeley Colorado. This interagency cooperative agreement was to establish and demonstrate effective coordination of outreach and to increase registration activities for all service providers. These cooperative ventures between CDLE, RMSER, and Migrant Education have generally improved the operational knowledge of outreach staff, and reinforced principles and strategies. This successful partnership has provided the vehicle to better serve and to immediately expand the range of available services to the MSFW population.

#### **E. Services Provided To Agricultural Employers Through The One-Stop Delivery System.**

1. The Migrant and Seasonal Farm Worker Program is designed to enhance and expand services to meet the needs of the agricultural industry. 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 continue to 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.
2. 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.
3. The Colorado Department of Labor and Employment (CDLE) continues to conduct pre-occupancy housing inspections to growers who provide housing to migrant and seasonal farm workers, or other U.S. workers or to nonimmigrant aliens admitted to the United States under the H-2A Temporary Labor Certification program. On June 7, 2008, Governor Ritter signed into law Colorado House Bill 08-1325. This law established the Colorado Nonimmigrant Agricultural Seasonal Worker Pilot Program that was implemented by CDLE on August 8, 2008. The bill created the Pilot Program for the purpose of expediting recruitment, application, and approval of workers through the federal H-2A certification process. Colorado has experienced a shortage of migrants to tend to the crops last year and the number of H2A applications has almost doubled this program year compared to last year. Colorado saw a decline of H2A applications after March 2011 due to the new formulation of wages. The Adverse Effect Wage Rate (AEWR) in Colorado is now set at \$10.43 per hour, and agricultural employers are stating that the higher pay rate has hindered their ability to participate in the program.

4. 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. 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.
5. 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.
6. 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.

**F. Other Requirements – Monitor Advocate:** The State Monitor Advocate has been afforded the opportunity to approve and comment on the PY2012 Agricultural Services Plan.

**G. Other Requirements – Affirmative Action Plans (AAP):**

States with designated significant affirmative action local offices are required to submit an AAP in accordance with 20 CFR 653.111.

Colorado is not representative of the top 20% of MSFW activity nationally and therefore is not in the Affirmative Action category. Also, Colorado is not required to have an Affirmative Action plan for significant MSFW offices.

There is not an imbalance in the racial or ethnic group on the six significant local offices. Each of Colorado's six significant offices employs Outreach staff who is bilingual and bicultural reflecting the needs of the Spanish speaking MSFW population in the state of Colorado. Colorado has initiated a plan to meet the needs of any potential Non-Spanish speaking MSFW population. To view this comprehensive plan, please go to [www.e-colorado.org](http://www.e-colorado.org) , then go to "Team Rooms." Colorado is prepared with a plan to meet the needs of the non-Spanish speaking MSFW; however, at this point the dominant language of the MSFW population in the state of Colorado continues to be Spanish.

**H. Review of Public Comment:** This plan will be shared with Chief Executive Officer of Rocky Mountain SER, Colorado's 167 provider, and with the Colorado Department of Agriculture. In addition it will be published on CDLE's public website for a period of no less than 45 days to garner public comments prior to submission to USDOL. All comments will be captured and sent to USDOL along with the plan.