

**State Plan for
Agricultural Services**

State of Colorado

**For the Period
Program Year (PY) 2003**

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 2001 Agricultural Activity										
Crop	Onions	Sugar Beets	Pickles	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Asparagus	Corn
Acres	12,600	23,400	1,260	1,800	3,200	180	270	900	225	327,600
Labor										
Preharvest	540	180		50		90	135	0	20	
Harvest	1,238	90	90	225	180	90	135	75	75	315
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 – 75										

Review of 2001 MSFW Activity										
Crop	Onions	Sugar Beets	Pickles	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Asparagus	Sweet Corn
Labor Estimate	1,780	270	90	270	225	180	135	70	70	270
MSFWs Involved	1,080	180	60	135	180	135	135	30	70	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 2003

Crop	Onions	Sugar Beets	Pickles	Carrots	Potatoes	Lettuce	Cabbage	Spinach	Asparagus	Sweet Corn
Acreage	11,400	22,000	1,130	1,600	2,800	160	250	750	250	300,000
Labor Needs	1,260	300	90	350	225	135	90	70	40	280
Projected Agricultural Openings = 100										
Projected Number of MSFWs in the Area = 2,000										

Arkansas Valley (Lamar and Rocky Ford)

Review of 2002 Agricultural Activity

Crop	Onions	Melons
Acreage	2,600	2,400
Labor Used		
Preharvest	225	110
Harvest	450	200
Months of Heavy Activity	Apr-Sep	Jun-Sep
Total Agricultural Job Openings Received = 160		

Review of 2002 MSFW Activity

Crop	Onions	Melons		
Labor Estimate	630	315		
MSFWs Involved	400	175		
Labor Shortage	YES	YES		
			HIGH	LOW
Est. Local Seasonal Population	145	Migrant Worker Influx	650	33
MSFWs Registered	182	Est. MSFWs in Area	850	N/A

Projected Level of Agricultural Activity for 2003

Crop	Onions	Melons	Mixed Vegetables
Acreage	2,320	2,270	200
Labor Needs	350	200	55
Projected Agricultural Openings = 180			
Projected Number of MSFWs in the Area = 850			

San Luis Valley (Monte Vista)

Review of 2002 Agricultural Activity					
Crop	Potatoes	Lettuce	Spinach	Carrots	Cabbage
Acreage	71,000	1,500	1,500	2,000	300
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 = 160					

Review of 2002 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		5
MSFWs Registered		137	Estimated MSFWs in Area		N/A

Projected Level of Agricultural Activity for 2003					
Crop	Potatoes	Lettuce	Spinach	Carrots	Cabbage
Acreage	73,000	1,500	1,500	2,000	300
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 2002 Agricultural Activity								
Crop	Onions	Corn (Sweet)	Lettuce	Beans	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
Acreage	750	470	100	2,100	240	280	550	3,400
Labor								
Preharvest	75	30	35	5	0	0	15	75
Harvest	200	150	100	10	12	50	80	300
Months of Heavy Activity	Jul-Oct	Jul-Sep	Jun-Sep	Aug-Nov	July	Jul-Aug	Aug	Sep-Oct
Total Agricultural Job Openings Received = 45								

Review of 2002 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			55	Estimated MSFWs in Area			35	N/A

Projected Level of Agricultural Activity for 2003								
Crop	Onions	Corn (Sweet)	Lettuce	Beans	Cherries (Sweet)	Cherries (Tart)	Peaches	Apples
Acreage	750	470	100	2,100	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 = 500								

II. Outreach Plan for PY 2003

A. Introduction

1. During PY 2003 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. Colorado Department of Labor and Employment entered a statewide Memorandum of Understanding with Rocky Mountain SER (167 grantee), Migrant Education and Colorado Vocational Rehabilitation Migrant Program. These MOU's were to establish and demonstrate effective coordination of outreach and to increase 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 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 is 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 2003, 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 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 ensured that the needs of MSFWs that do not have access to the One-Stop Centers are met. CDLE has also entered an interagency cooperative agreement with Migrant Education and Colorado Vocational Rehabilitation.

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 and Rocky Mountain SER 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.

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 2003.

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.

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 any Affirmative Action Plan for significant MSFW offices.

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 2002 (Actual)	PY 2003 (Estimated)
Agricultural job orders		
Received	398	640
Filled	103	384
% Filled	26%	60%
Agricultural job openings		

Received	626	563
Filled	525	450
% Filled	83.8%	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.*

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 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.

The Colorado Department of Labor and Employment (CDLE) continues to conduct pre-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-2 and H-2A Temporary Labor Certification program. With the prospect of budget cuts in Labor Certification, growers in Colorado are concerned as they have depended on Work Force Centers to provide their expertise of the laws concerning housing inspections, thus avoiding any legal problems.

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 2003.

D. Affirmative Action Plan Review/Comments.

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 any Affirmative Action Plan for significant MSFW offices.

E. Review and Comment by WIA Section 167Grantees.

CDLE is in full compliance with the requirement for review and comment from WIA 167 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

STATE MSFW MONITOR ADVOCATE

FARM WORKER ANNUAL SUMMARY

PROGRAM YEAR 2003

The following information is provided for the purpose of meeting Federal Regulation 20CFR653.108. This regulation requires that, “The State Monitor Advocate shall prepare for the State Administrator an annual summary of Job Service Centers’ services to MSFWs within his/her State based on statistical data and his/her review and activities set forth in these regulations.” The information below follows the suggested report outline provided by ETA.

The State agency's actual accomplished MSFW activities as compared to those proposed in the State Plan, with an explanation of any significant variances in the actual number:

The State Plan (based on available data) referred to in this section is the Employment Service State Plan, for Program Year 2003, which is the period of July 1, 2003 to June 30, 2004.

AGRICULTURAL ACTIVITIES

Agricultural activities in the state were centered around labor intensive crops such as asparagus, onions, cabbage, spinach, lettuce, cucumbers, squash, chili, sugar beets, melons, peppers, potatoes, sweet corn and also included orchard peaches, cherries, apricots and apples.

During the program year, there were no reported labor shortages. Every region in the state did however experience water shortage due to severe drought conditions. These adverse weather conditions attributed to the following:

- Ø Lack of water irrigation in the state
- Ø Lower crop prices

OUTREACH PROGRAM, FIELD CHECKS AND FIELD VISITS

Colorado is designated as a significant Migrant and Seasonal Farm worker state. There are six offices identified as significant in MSFW population and require funding for bilingual (English- Spanish) outreach staff.

Staff assigned as outreach workers is bilingual and reside in the communities in which they have been assigned. Outreach workers are required to spend 50% or more of their staff days during the program year growing season, conducting vigorous outreach activities to local and contact MSFWs that don't access services at the One-Stop Centers.

There has been a decline in the number of MSFWs registered in Job Link. The significant along with the other rural One-Stop regions are experiencing declining allocations and therefore, reduced Employment Service staffing. This reduction of ES staff has had an impact on the ability of the MSFW Significant Offices to meet the provision of services to MSFWs and the required level of outreach contacts. This has not only resulted in difficulties providing services to MSFWs, but has also created problems in providing an appropriate level of services to agricultural employers. With the changes in the food stamp program requirements, MSFWs do now have to show proof that they are registered at the One-Stop Centers. The farm workers are utilizing food banks in the communities where they have come to work.

Colorado Department of Labor and Employment entered a statewide Memorandum of Understanding with Rocky Mountain SER (167

grantee), Migrant Education and Colorado Vocational Rehabilitation Migrant Program. This MOU was to establish and demonstrate effective coordination of outreach and to increase registration activities for all service providers. This provided a vehicle to better serve and to immediately expand the range of available services for MSFWs. These cooperative ventures have generally improved to operational knowledge of outreach staff, and reinforced principles and strategies.

In a joint effort between outreach workers and the State Monitor Advocate, educational meetings are held to address concerns growers and Farm Labor Contractors may have regarding U.S. Department of Labor, Wage and Hour, Immigration, housing regulations, social security issues, environmental health, worker's compensation, Legal issues and Internal Revenue Service. These workshops provide the platform for outreach workers to address outreach techniques, MSFW service requirements, future agricultural harvest activities, state and federal regulations, housing concerns, registration of farm labor contractors.

Field visits to the working and living areas of MSFWs during harvest months indicated a need for farm worker housing, medical services, supportive services, such as food assistance and child care for children to enable parents to do field work without bringing their children.

Farm workers are advised of the ES Complaint System to address non-payment of wages and concerns with regard to employment.

SERVICES PROVIDED TO AGRICULTURAL EMPLOYERS

The Migrant and Seasonal Farm worker Program is designed to enhance and expand services to meet the needs of the agricultural industry.

The Colorado Department of Labor and Employment (CDLE) continues to conduct pre-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-2 and H-2A Temporary Labor Certification program. With the prospect of budget cuts in Labor Certification, growers in Colorado are concerned as they have depended on Job Service Centers to provide their expertise of the laws concerning housing inspections, thus avoiding any legal problems.

AFFIRMATIVE ACTION

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 any Affirmative Action Plan for significant MSFW offices.

MONITOR ADVOCATE STAFFING

The Monitor Advocate position was filled September 2002. This position had been vacant for seven months since February 28, 2002.

ANNUAL ON-SITE MONITORING REVIEWS

For PY 2002-2003, a total of six local offices continue to be designated as bilingual significant MSFW offices.

The State Monitor Advocate will complete all six MSFW onsite reviews. The Regional Monitor Advocate continues to provide technical assistance and made visits to local Workforce Centers.

The State Monitor Advocate will assess compliance of the One-Stop with federal requirements concerning ES services offered to Migrant and Seasonal Farm workers as required by Federal Regulations at 20 CFR 658.108. The reviews will cover activity during the past program year in the following areas:

- Ø Facilities and Services
- Ø Applications
- Ø Job Orders
- Ø Compliance with ES Complaint System
- Ø Outreach to MSFWs
- Ø Farm Labor Contractor Registration
- Ø Housing Inspections of Farm Labor Housing
- Ø Working relationships with other service providers
- Ø Reporting requirements of the MSFW Program ETA 5148 and the Outreach Workers monthly outreach logs
- Ø Management and staff interviews

There are no serious deficiencies identified in the One-Stop delivery system. The staff in the One-Stop Centers is knowledgeable in the requirements of the MSFW Program and are good resources for employers and clients in providing information concerning wages, housing, complaints, etc.

The State Monitor Advocate continues to be a member of numerous committees statewide, including the Colorado Migrant and Rural Coalition. The Monitor Advocate has continued with the following activities to improve the overall operation of the ES Complaint System:

1. Providing technical assistance on the complaint procedures.
2. Planning workshops in conjunction with the U.S. Department of Labor on technical assistance. (This has eliminated duplication on wage complaints.)
3. Coordinating workshops between Outreach staff and agencies working with farm worker issues; advising them of the procedures in filing a complaint.

4. Scheduling workshops for Growers, Farm Labor Contractors throughout Colorado; introducing the complaint process.
5. Personal contacts with MSFW; providing information on wage records and how the complaint procedure can assist them.
6. Conducting meetings; distributing pamphlets and other pertinent printed materials to advise farm workers concerning the One-Stop Center services.

Colorado law states that no person shall engage in activities as a field labor contractor unless he/she first obtains a certificate of registration. During PY 96 a Memorandum of Agreement between the Internal Revenue Service and the CDLE was initiated. The agreement is designed to provide a safety measure for farm workers working for Farm Labor Contractors

COMPLAINT ACTIVITY

Every region has been trained in the ES Complaint Procedure as required per the Federal Regulations 20CFR658. Every office has a designated staff for complaint maintenance and reporting. Numbers of complaints have decreased during PY 02; complaints are being resolved at the local level instead of being elevated to the state level. The few Migrant and Seasonal Farm Worker complaints received are being resolved immediately. The majority of complaints taken are non-ES and continue to be referred on to the appropriate enforcement agency to be resolved in a timely manner.

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)

