



STATE OF HAWAII

AGRICULTURE OUTREACH PLAN

July 1, 2020 through June 30, 2023



Introduction

This Agricultural Outreach Plan (AOP) was developed and implemented in accordance with instructions detailed in the Federal Register document identification number ETA-2015-0006-0002, Information Collection Request (ICR), WA Unified and Combined State Plan Requirements, August 6, 2015.

This AOP communicates the State of Hawaii's plan of action to meet federal regulations set forth at 20 CFR 653 (Services of the Employment Service System), Subpart B (Services for Migrant and Seasonal Farmworkers (MSFWs)) and as it concerns delivering the relevant services to both the migrant and seasonal farm worker population and agricultural employer community.

Hawaii continuously strives to provide equitable services through its American Job Center (AJC) network of workforce providers – offering the full range of employment, training, and educational services qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs (per 20 CFR 653).

Multiple sources, e.g. the U.S. Department of Agriculture Economic Research Service; U.S. Department of Labor, Employment and Training Administration (ETA), Labor Exchange 9002 Reporting System; ETA Migrant Indicators of Compliance Statewide Report; State of Hawaii Department of Labor and Industrial Relations, Hawaii Workforce Infonet; etc., were culled for relevant data and the pertinent information was included in this AOP. A description of the sources is provided at the end of this plan.

Feedback to this plan is encouraged and should be communicated to the State Monitor Advocate, Kevin Kimizuka, Maui Branch Manager at email: Kevin.K.Kimizuka@hawaii.gov or 808-984-2091

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I. Assessment of Need

An overview of the agricultural and MSFW activities in the state.

According to the 2017 United States Department of Agriculture's (USDA) Census of Agriculture there were 7,328 farms with an estimated 11,891 farmworkers who were hired between 2,073 farms in Hawaii. Table 2 below shows a breakdown of farm workers in Hawaii in 2017.

Table 1. Hawaii Farms by Land and Acres

Type	2017	2012
Land in farms (number)	7,328	7,000
Land in farms (acres)	1,135,352	1,129,317
Average size of farm (acres)	155	161
Land in cropland in farms (acres)	296,480	323,641
Harvested cropland (acres)	84,767	99,031
Harvested cropland (farms)	5,316	5,293
Irrigated Land in farms (acres)	45,452	81,813
Irrigated Land in farms (number)	2,250	2,498

Table 2. 2017 Hired Farm Labor

Type	Workers	Farms
Hired Farm Labor	11,891	2,073
Worked 150 days or more	6,272	970
Worked less than 150 days	5,619	1,572
Migrant Farm Labor on Farms with hired labor	569	77
Migrant Farm Labor on Farms Reporting only contract labor	224	43

Note 1: The USDA Census of Agriculture of states is conducted every five years.

Note 2: Cropland is land that is suitable or used for growing crop.

Calculating the estimated MSFWs:

There were a total of 120 forms who hired migrant farm labor (77- Farms with Migrant Farm Labor on Farms with hired labor, and 43- Farms with Migrant Farm Labor on Farms reporting only contract labor). When compared with the total 2,073 farms who hired farm labor, 5.8% of farms that have hired farm labor have hired migrant workers.

$$120/2,073 = \text{approx. } 5.8\%$$

When comparing this to the 11,891 farm laborers hired, there was an estimate of 690 migrant workers.

$$11,891 \times 5.8\% = \text{approx. } 690$$

Based on the foregoing formula there is an estimated 690 MSFWs in Hawaii. This is a slight decrease from previous years' reporting estimates of 712 MSFWs in the state.

When conducting outreach, staff continuously strives to gain accurate counts of the MSFW population in their service delivery areas. It should be noted that not all migrant and seasonal farmworkers require staff-assisted services. Jobseekers can opt to pursue services without direct contact with staff by navigating the known job service websites on the internet.

Agricultural Activities of Significant Interest

Table 3. 2017 Farming Sales

Counties	Total Number Sales (\$1,000)
Hawaii	269,188
Honolulu	151,383
Kauai	61,025
Maui	82,206
State Total	563,803

Table 4. Hawaii Top 5 Commodities

Commodity	Rank	Value of production (\$1,000)
Seed Crops	1	\$120,800
Macadamia nuts	2	\$53,900
Cattle	3	\$43,177
Coffee	4	\$43,774
Other: Aquaculture	5	\$41,177

Table 5. Top Five Labor Intensive Crops

Type of Crop	Months of heavy activity	Prime Geographic Areas and Acres
Taro	March to July- Year-round	Hilo, Hawaii- 76 Acres
Macadamia Nuts	Begins July 1st ends June 30 of following year	Hilo, Hawaii-18,170 Acres
Coffee	August to December	Hilo, Hawaii- 5,491Acres
Papaya	March to November	Hilo, Hawaii- 1,019 Acres
Pineapples	April to September	Hilo, Hawaii- 98 Acres

A. Agricultural Employer Needs

53% of the States farmworkers sustained employment in farming 150 days or more, the other 47% of farmworkers worked less than 150 days. In 2017, Department of Labor & Industrial Relations (DLIR) annual wage data reveals the average wage for labor farmworkers was \$6,000. In 2019, the average wage for labor farmworkers was \$5,000 which shows a decline in wages but an increase in the number of employed farmworkers and acreage for farming.

Employers are more likely to thrive in their business if employees are steady during the off seasons and employees are able to return to the same employer during the prime harvesting season. Therefore, it's essential for employers to retain workers from season to season.

The AJC provides assistance to employers and their employees about labor market information and other services which include but are not limited to, Unemployment Insurance,

licensures and certifications, occupational skills training and other employment opportunities. The Maui Economic Opportunity, Inc. as the National Farmworker Jobs Program (NFJP) grantee can provide supportive services, such as housing and transportation assistance to eligible MSFW.

Agriculture employers may also be eligible to receive reimbursement for On-the-Job Training (OJT) services through the NFJP grantee. The OJT reimbursement helps to offset the employer’s extraordinary costs during the time they spend training an employee to be proficient in their job.

In January 2019, the Memorandum of Understanding (MOU) between DLIR and Maui Economic Opportunity (MEO) was executed. The MOU outlines each agency’s responsibilities for ensuring the coordination of services to the MSFW population. The plan details the collaborative efforts of the State Monitor (SMA), Local Monitor Advocates (LOMAs) and NFJP in their efforts to conduct outreach to the MSFW population. In addition, the strong partnership between DLIR and MEO continues to be strengthened through their participation at the AJC’s quarterly meetings. To continue to increase the outreach efforts to farmworkers, DLIR will continue to collaborate with the NFJP grantee to leverage the limited resources.

Economic, natural, or other actors affecting agriculture in the State or any projected factors that will affect agriculture in the State.

B. Farming Technology.

The agriculture industry is experiencing advances regarding the influence of machines and robotics. The trend in many States and throughout the Nation has revealed the popular use of robotics within the farming industry. In 2019 approximately 1,750 farms on Hawaii were asked to complete a survey by the State Department of Agriculture. The survey revealed that the utilization of farming technology is lucrative because farming machines and robots offers the potential to decrease overall cost of production and cost per employee, thus, increasing revenues.

Table 6. 2017 Hawaii Farm Technology Survey Results

2017 Hawaii Farm Technology Survey, Number used, Number Wanted, 2019	Number Used	Number Wanted + Number Used
Tablet for farm use (i.e. Apple iPad, Samsung Galaxy Tab)	1,210	1,512
Satellite Phones	634	737
Unmanned Aerial Vehicle for farm use (i.e., drone)	182	872
Video Surveillance	1,516	3,383

2017 Hawaii Farm Technology Survey, Number used, Number Wanted, 2019	Number Used	Number Wanted + Number Used
Hand Held Sensors (moisture, plant health, etc.)	364	1,085
Field Sensors (moisture, soil conditions, etc.)	251	1,153
GPS- Guided Equipment	148	414
GPS/RFD Livestock Tracking	69	2,778
Smart Phone Apps (field conditions, yield information etc.)	1,263	1,208
Computer Applications (budget, farm operations, etc.)	1,945	1,357
Third Party Service Application (i.e., fee for service plan)	322	266

The survey reveals that farmers in Hawaii are advancing to farm technology. Based on the date, it shows that Hawaii farmers will transition to the use of additional farm technology in the near future. Items such as Unmanned Aerial Vehicles (UAV) are in high demand, approximately 50% of farmers on this 2019 survey would like to use this device. A device such as the UAV would allow farm owners to capture a large-scale aerial view. UAV's paired with editing software will allow the benefit of high definition video's, still pictures, zoom and cropping. This technology replaces the activity of physically transporting employees in vehicles to capture the same data. This tool also allows farmers to collect data of their crops throughout the year and maintain a record for business analysis and projection. UAV capabilities also in collaboration with climate data will assist farmers with vital information that will not require dense human labor. As the popularity for farming technology and promotions continue, it would likely affect the farming labor workforce.

C. Hawaii Economic Projection (10 year span)

Statewide employment across all industries will rise by 65,210 to 729,850 jobs from 2012 to 2022, averaging a modest growth of 1.0 percent annually. About one-third of the total positions created statewide during this 10-year period will be in service-oriented occupations which will employ more than a quarter of the state's workforce. The next largest occupational groups: the education, construction and business groups; will each add 6,000 jobs. At the other end of the spectrum, production businesses and farming occupations, the two smallest groups employing the least number of workers, will generate the lowest percentage gain in employment.

Occupational Employment and Growth, State of Hawaii, 2012-2022

Occupation	Employment		Change		Average Annual Openings		
	2012	2022	Net	Percent	Growth	Replacement	Total
Total, All Occupations	664,640	729,850	65,210	9.8%	6,890	16,070	22,960
Management, Business, & Financial	78,380	84,390	6,010	7.7%	720	1,570	2,290
Computer, Engineering, & Science	27,680	29,970	2,290	8.3%	260	610	870
Education, Legal, Community Service, Arts, & Media	72,460	79,410	6,950	9.6%	700	1,490	2,190
Healthcare Practitioners & Technical	29,460	33,750	4,290	14.6%	430	610	1,040
Service	178,040	199,420	21,380	12.0%	2,140	5,110	7,250
Sales & Related	67,350	72,320	4,970	7.4%	510	2,060	2,570
Office & Administrative Support	92,710	97,670	4,960	5.4%	660	2,000	2,660
Farming, Fishing, & Forestry	6,730	6,690	-50	0.7%	10	190	200
Construction & Extraction	31,770	38,040	6,270	19.7%	630	510	1,140
Installation, Maintenance, & Repair	25,070	27,620	2,550	10.2%	260	570	830
Production	15,710	16,720	1,010	6.4%	110	360	470
Transportation & Material Moving	39,270	43,840	4,580	11.7%	460	990	1,450

Totals may not add due to rounding to the nearest ten.

The below Table 7 shows a 10 year span projection on Hawaii's economic outlook from 2016 to 2026. Service in table also refers to Industry or Occupation.

Table 7. Economic Projection (2016-2026)

Service	2016	2026 Projected
Office & Administrative Support	26.9%	27.8%
Management, Business & Financial	13.3%	12.4%
Education, Legal, Comm. Svc, Arts & Media	10.7%	10.8%
Sales & Related Occupations	9.5%	9.1%
Transportation & Material Moving	6.3%	6.4%
Construction & Extraction	6.0%	6.0%
Healthcare Practitioners & Technical	4.6%	4.9%
Computer, Engineering, & Science	4.0%	4.0%

Service	2016	2026 Projected
Installation, Maintenance & Repair	3.7%	3.7%
Production	2.4%	2.3%
Farming, Fishing & Forestry	0.6%	0.5%

Hawaii’s economy represents a strong service-oriented industry. The service industry will continue to show an increase in employment and thrives as a backbone to the States economic sustainability. The farming industry serves less than 1% of the economic traits in Hawaii and will show some decrease in the next ten years. This decline includes the popularity for farming technology and the broad options for farmers to gain revenue on machines instead of output cost per human capita. This could create a negative effect on individuals who rely on farming employment for a steady income. It also shows the need to upgrade the skillset of these individuals to ensure sustainability in their employment.

To counter the booming of robotics, CTAHR led a trial with the support of HDOA, and USDA to partner with Greenwell Farms to conduct research regarding methods of coffee pruning in Hawaii.

Research discovered that single or double vertical hand-hedged trees provide approximately 1.5 times more harvest. However, this method requires twice the labor force which thus far can only be accomplished by the human touch. The State is enthusiastic and determined to promote locally grown food to obtain local sustainability and food source self-sufficiency. This effort will also support the States local economy, will sustain our farming industry and further enhance farming employment. DLIR will support the farming workforce and agriculture employers by further implementing the AJC’s services and outreach efforts.

D. Service Needs of Farmworkers

U.S. DOL Migrant Indicators of Compliance (MIC) report period from 1 July 2019 to 30 September 2019 reveals:

Reporting Element MIC Performance Indicators	Actual Number Accomplished for Total MSFW’s	Actual Number Accomplished for All Non-MSFW Applicants
Total Active Participants	106	7,789
Referred to Employment	13	698

Reporting Element MIC Performance Indicators	Actual Number Accomplished for Total MSFW's	Actual Number Accomplished for All Non-MSFW Applicants
Referred to Support Services	0	0
Received Staff Assisted Services	31	1,406
Complete Applications	86	5,601
Job Development Contact	6	110
Career Guidance	21	659

The State of Hawaii is not a significant State for MSFW. There are four Local Office Monitor Advocates (LOMA's) assigned to the four local areas in the state. The LOMA is responsible for coordinating agriculture employer services and farmworker outreach activities within his or her respective service delivery area, as needed, in conjunction with farmworker service providers. The WDD Maui County Branch Manager is serving as the part-time the State Monitor Advocate (SMA). The SMA provides technical assistance to LOMA staff ensuring they have the tools needed to properly implement outreach service strategies at the local level. The Wagner-Peyser Program provides funding for .75 FTE for the SMA and LOMAs to conduct outreach services to the MSFW population.

The prevailing employment service need of Hawaii's migrant seasonal farmworkers is staff assisted service with Wagner-Peyser registration and job referrals when the customer is filing for unemployment insurance (UI) benefits. The great majority of MSFW who files for UI benefits plan to return to their farming jobs and generally has no interest in pursuing other types employment opportunities. For MSFW who seeks other job opportunities or interested in pursuing a vocational change, the Wagner-Peyser staff provides individualize services and refers the MSFW to the NFJP grantee, Adult Program, under Title I of WIOA or other services in the community. These services are targeted to individuals inquiring about better paying jobs or jobs that are less demanding physically.

LOMAs economize their limited resources and focus their outreach efforts in collaboration with the NFJP at critical junctures in the crop production and harvesting seasons when workers experience layoff or reduced work hours. Priority of resources is rapidly committed to farmworkers and their employers during these vulnerable periods to preempt gaps in worker transition and to ensure a rapid segue to unemployment insurance, employment, and partner services.

Information presentations on AJC and partner services are available to all farmworkers and are customized to the needs of the individual or small group. AJC program brochures, large group briefings, and web-based tools are incorporated as required. As resources permit, LOMAs register workers in the AJC labor exchange system at the job site.

Electronic service delivery is permissible, encouraged, and carried out via the internet-based labor exchange system, www.HireNetHawaii.com. Access to bilingual staff or telephonic interpreting services is available at AJCs across the state. When identified by staff, migrant seasonal workers receive appropriate interpreter services.

E. Available Resources for Outreach Activities.

It is not lost upon the AJC network that timely outreach to farmworkers is essential to ensuring equitable services are received by this important customer group. Throughout the network, outreach to farmworkers and their employers are conducted by Wagner-Peyser program resources and its WIOA partner, the National Farmworker Jobs Program (NFJP) grantee, Maui Economic Opportunity, Inc (MEO).

Unlike significant MSFW states with resources to support a dedicated farmworker outreach staff, Hawaii relies on its Wagner-Peyser program resources and MEO. AJC customers face a menu of services, up to 20 distinct DOL and State funded employment and training programs that are operated by the DLIR Workforce Development Division (WDD) and its partners. These customers converge on and compete for the attention of a disproportionate resourced Wagner-Peyser staff; seeking labor exchange and other essential employment services.

In addition to farmworkers, Wagner-Peyser resources provide full service to a spectrum of customers having unique needs, to include but not limited to the following: transitioning military servicemembers, disabled veterans, developmentally disabled, ex-offenders, economically disadvantaged, long-term unemployed, youth dropouts, older workers, and UI transitioning displaced workers.

Wagner-Peyser funding has diminished 12% over ten program years (PY 06 to PY 15). At the same time labor costs such as salaries, retirement and insurance benefits as well as non-personnel costs, for example, rent has risen steadily. Statewide labor exchange customer enrollment peaked at 77,000 in PY 10 (state unemployment rate was 7%); five years later at the end of PY 14, enrollment decreased to 43,000 and the unemployment rate was 4%. MSFW customer enrollment at the end of PY 14 was 215 but peaked at 413 in PY 10 (source: Hawaii ETA 9002A report).

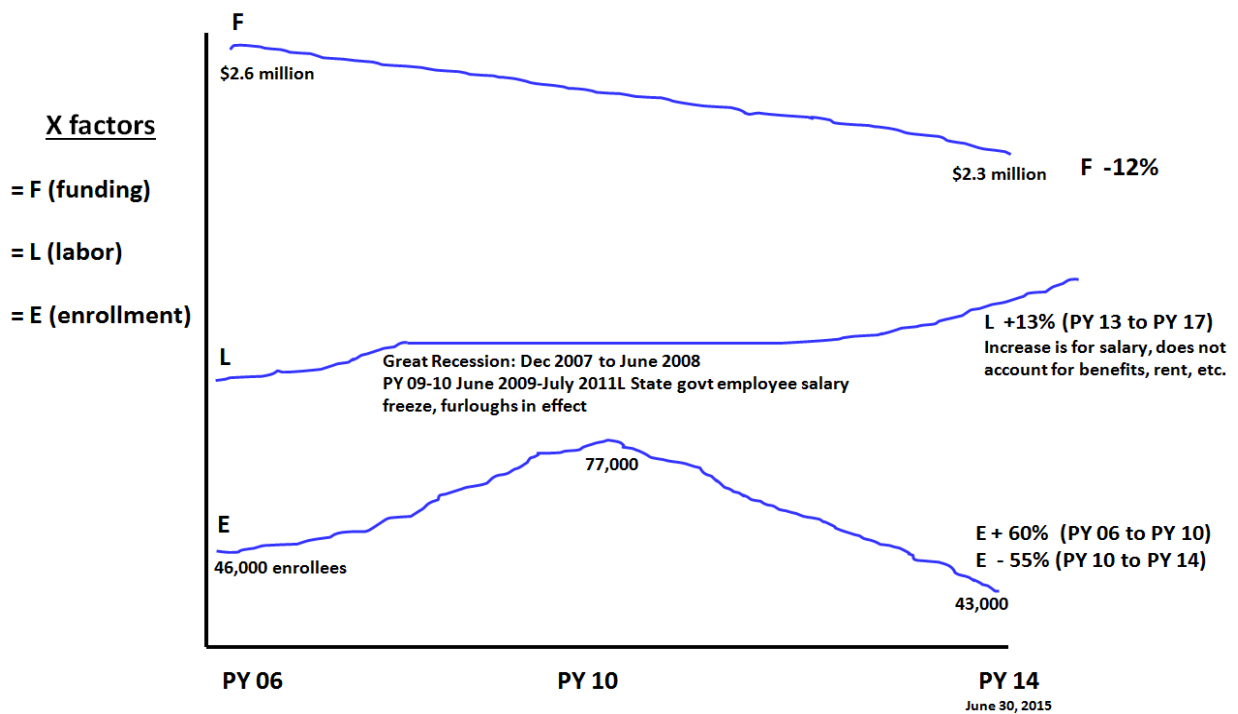
The range of unique service needs of the varied labor exchange customer base presents a tremendous workload challenge to Wagner-Peyser resources. Managers of AJCs establish work priorities for their staff based on the priorities of their branch managers and the job

service policies established by the agency administrator. The administrator ensures her priorities are consistent with the priorities of federal regulations and U.S. DOL guidance. For example, the customer base with the highest priority in receiving labor exchange and WIOA funded services are military veterans. In accordance with federal regulations and DOL guidance veterans will receive priority of service at AJCs.

To boost its outreach capacity to farmworkers DLIR will leverage the resources of the NFJP grantee, MEO, and work closely with them to pursue additional partners. Assuming funding constraints continue and MSFW customers compete with other priority customer groups, it becomes critical for DLIR to smartly identify additional linkages and gain more resources to ensure equitable services to the MSFW population is consistently achieved.

Labor Exchange Trend

Key Factors Affecting Outreach Impact to Farmworkers



Bottom Line: diminished Wagner-Peyser funds, increasing labor costs, 20 programs competing for labor exchange services, decelerates outreach momentum to farmworkers and potential gains.

Mitigation: leverage MEO partnership to create additional partnerships and opportunities for innovative approaches to Boost Outreach, notwithstanding challenging resources.



II. Outreach Activities

A. State's proposed outreach activities including strategies on how to contact farmworkers who are not being reached by the normal intake activities conducted by the American Job Centers.

Correspondence, brochures, presentations, job fairs, rapid response outreach, partnership resources, and worksite visits are examples of outreach activities and methods used by AJCs to locate and contact farmworkers, especially individuals not being served by Wagner-Peyer resources through the normal intake process. The successful achievement of outreach relies on the availability of staff resources to perform outreach but more importantly it is staff having awareness of the location of farms and farmworker populations in each service delivery area. AJC managers and their Local Office Monitor Advocates (LOMA) will rely on their agriculture service provider partners, who are well connected to the farming community, to gain essential information on how best to access farmworkers.

The Department of Labor and Industrial Relations (DLIR) Workforce Development Division (WDD) manages the MSFW program and partners with the National Farmworker Jobs Program (NFJP) grantee, Maui Economic Opportunity, Inc. (MEO) to offer services statewide. There are six (6) LOMAs assigned to six WDD operated AJCs providing comprehensive employment services to the agriculture industry in the respective service delivery areas. LOMAs are the primary staffs involved with consistent contacts with the agriculture community. All LOMAs are funded by federal Wagner-Peyser program funds. In partnership with agriculture service providers LOMAs offer workers and employers a comprehensive menu of state and federally funded services coordinated by the AJCs and partner agencies.

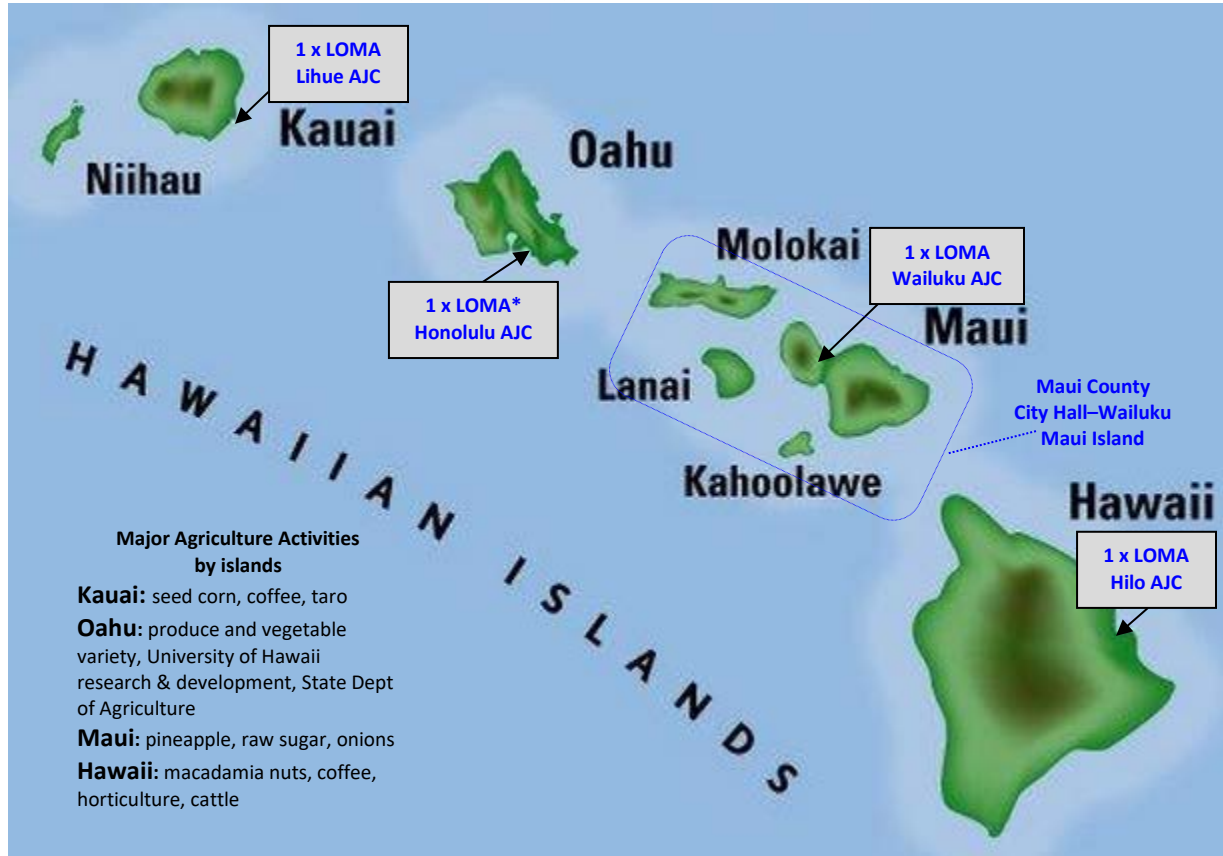
An existing cooperative agreement with MEO provides WDD a key partner in outreach efforts to the MSFW community. MEO provides employment and training services statewide targeting low-income farm workers and their families. WDD's continued ties with the Hawaii Department of Agriculture and the Hawaii Farm Bureau Federation will help maintain an integral link to the agricultural community. WDD will leverage the knowledge and relationship that these agencies have with the local farming communities to promote the AJC brand.

B. Plan for Proposed Outreach Activities.

The goal established by the State for total farmworkers who will be contacted each program year by Wagner-Peyer and MEO staffs included the following considerations: the ambitious aim to reach out to as many farmworkers as possible based on historical estimated total farmworker population data; the number of LOMAs and MEO staff dedicated to outreach; LOMAs and MEO will rely on its resources to perform the majority of outreach; and the network of partner service providers will increase but will not substantially contribute until cooperative agreements are enacted.

LOMA staffing levels over the next four years will remain as it is currently. The State goal in PY 15 for reaching migrant seasonal farmworkers statewide is 142 or 20% of 712, the estimated total migrant seasonal farmworker population.

LOMA Staffing and AJCs Operated by Workforce Development Division



* The LOMA assigned to the Honolulu Workforce Development Division AJC assists with MSFW services at the City and County of Honolulu operated AJC, Oahu WorkLinks which is located in Honolulu but is not depicted above.

Table 8. Goal for the number of Farmworkers who will be contacted each year by Wagner-Peyser.

	PY 20	PY 21	PY 22	PY 23	Cumulative total
MSFWs to be contacted by W-P	120	TBD	TBD	TBD	at least 480
MSFWs to be contacted by MEO	22	TBD	TBD	TBD	TBD
Total MSFWs contacted	142	TBD	TBD	TBD	at least 600

TBD – to be determined by preceding year’s outreach productivity, data collection, etc.

The number of farmworkers who will be contacted each program year by agencies having cooperative arrangements with the State.

Since the State has a cooperative arrangement with Maui Economic Opportunity, (WIOA Title 1, section 167 grantee) to deliver employment services to farmworkers and agriculture employers; therefore, the State and MEO will perform most of the outreach to these target groups. The State Monitor Advocate and the MEO National Farmworker Jobs Program Manager will work jointly to find and recruit service providers interested in a cooperative arrangement to ante up resources to the statewide outreach strategy.

OUTREACH



- ✓ WDD and WIOA Title 1 section 167 grantee recruit more Partners
- ✓ Leverage partner resources to expand access to farms
- ✓ Raise awareness of AJC services
- ✓ Excite workers to go to AJC or go to the online labor exchange system, HireNet Hawaii



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network



C. Providing Technical Assistance

To provide the best Technical Assistance to Outreach workers a thorough study of the labor market will target proper strategies and core competencies within the farming industry. SMA's will produce strategies such as conducting an analysis of businesses to collect key needs, concerns and a data that will determine the number of employed farmworkers in that area. This will establish a current understanding of the industry and transfer the proper provisions to outreach workers. Currently Hilo has the most farming acreage, and employee's, TA will be focused on Hilo to enhance overall performance compliance.

Administrative support will be provided to outreach workers for continuity of federal compliance, policies and guidelines. WDD will provide coordination of services and implement best practices relating to service delivery through One-stop delivery systems. Technical assistant will address all key issues to establish articles of significant challenges such as under-enrollment within specific Counties or programs.

D. Increasing Outreach Worker Training and Awareness

LOMA's will be required to arrange quarterly site visits which allow farmworkers and employers to feel comfortable in their own environment allow them to give more time to LOMA's. Transportation for workers is a significant barrier to receiving services, information, intake etc. Site visits help to increase opportunities and awareness of programs available to help enhance the lives of participants and their families. LOMA's will present options to workers regarding assistance on transportation to training, planning, scheduling, labor market information and referrals to any additional services clients may be eligible for. Bringing the information to clients will help to enhance the opportunities for services. The LOMAs regular site visits helps to establish a connection between the farmworker and the agriculture industry.

E. Providing State Merit Staff Outreach Workers Professional Development Activities

The SMA is a State Merit staff and is readily available to provide technical support to the LOMAs to ensure they are able to provide high quality services to both jobseekers and employers.

The SMA is located on the island of Maui and is accessible to the LOMAs located in the four local areas. The SMA will travel to the outreach staff as needed without unnecessary delay.

III. State Strategy

A. Coordinating outreach efforts with WIOA Title 1 section 167 grantee as well as with public and private community service agencies and MSFW groups.

The WIOA Title 1 section 167 grantee in Hawaii, Maui Economic Opportunity, (MEO), and the DLIR Workforce Development Division administrator have agreed to coordinate annually to assess the effectiveness of the statewide outreach strategy. For example, they will assess if the outreach efforts by all involved partners are leveraging sufficient resources to locate and contact as many farmworkers as possible. The partnership will evaluate its efforts in recruiting agriculture service providers, to include public and private community service agencies and MSFW groups, who will join in a cooperative arrangement with WDD and MEO to ante up resources to boost the outreach capabilities of the partnership.

B. Explaining to farmworkers the services available at the local AJCs.

Farmworkers have unique service needs. A menu of employment services is customized to meet their specific concerns. To the extent possible and the particular situations encountered all farmworkers will receive information on AJC services and how to access services. This will be achieved either through a group presentation, distributed marketing materials or an appointment with Wagner-Peyser staff. A common service need in the migrant population is language assistance. Whether it is at outreach events or at the local American Job Center, staff is trained to monitor the need for language interpreter service. In Hawaii, the common languages spoken in addition to English within the MSFW populous are Ilocano, Spanish, Thai, and to a lesser extent; Mandarin, Lao, and Khmer.

AJC access to interpreter services is facilitated through its partnership with the DLIR's Office of Language Access (OLA). OLA provides centralized oversight, coordination, and technical assistance to State agencies and organizations that receive state funding, regarding the implementation requirements of the Hawaii Language Access Law. The goal of the OLA is to ensure that no person is denied access to State or State-funded services due to their limited ability to speak, read, write or understand the English language.

Staff is trained to brief the rule on priority of employment and training services to veterans and eligible persons. Having individuals aware of the priority of service rule prepares them to understand that military veterans will receive staff assisted services ahead of non-veterans when seeking assistance at the Centers. On the other hand, if a farmworker is identified by staff as a veteran, the individual will be aware that he or she is able to access staff assistance ahead of other farmworkers and non-veterans.

C. Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups.

Information on the job service complaint system is included in the informational briefings to customers at outreach events or during orientation of services at the AJCs. The SMA is working with information specialists to add information about the complaint system to its web-based labor exchange information system, HireNet Hawaii (www.hirenethawaii.com). The SMA is also working with appropriate resources to develop a brochure that specifically promotes services to farmworkers and agriculture employers. The brochure will include knowledge about the complaint system, farmworker rights, language assistance, career guidance, National Farmworker Jobs Program, and other relevant employment services.

D. Providing farmworkers with a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.

Information on farmworkers rights will be compiled, organized, and disseminated in the same manner that information on the complaint system and AJC services is distributed.

E. Urging farmworkers who are contacted through the State's outreach efforts to go to the AJC to obtain comprehensive employment and training services.

Standard procedures when marketing employment and training services to the public is to provide a brochure with the phone numbers and street and website addresses of the AJCs. It is common nowadays for job seekers to browse the internet to learn about government services, deferring to the internet instead of visiting a government office. It boils down to customer choice on how he or she will access government services. More and more jobseekers feel comfortable with the internet to access services. In promoting the full array of services at the AJCs, outreach staff is trained to highlight the computer resources at the Centers. Not only are the computers connected to the internet but software tools and staff assistance is available to assist farmworkers with creating a resume.

IV. AJC Services Provided to Farmworkers and Agricultural Employers

Farmworkers have unique service needs. A variety of employment services is customized to meet their specific concerns. DLIR WDD will continue to utilize the expertise of the Agricultural Boards to share information on AJC services. Further, as part of the Wagner-Peyser Program, staff continually conduct employer engagement to share information about HireNet Hawaii which is the State Job Board. Staff continues to provide group presentations, distribute outreach materials, and conducts Job Fairs to meet the employers' workforce needs.

A common service need in the migrant population is language assistance.

Whether it is at outreach events or at the AJC, staff are trained to identify when interpretation services are needed. In Hawaii, the common languages spoken in addition to English within the MSFW population Ilocano, Spanish, Thai, and to a lesser extent; Mandarin, Lao, and Khmer.

The AJC has access to interpreter services that is facilitated through its partnership with the DLIR's Office of Language Access (OLA). OLA provides centralized oversight, coordination, and technical assistance to State agencies and organizations that receive state funding, regarding the implementation requirements of the Hawaii Language Access Law. The goal of

the OLA is to ensure that no person is denied access to State or State-funded services due to their limited ability to speak, read, write or understand the English language.

Staff is trained to brief the rule on priority of employment and training services to veterans and eligible persons. Having individuals aware of the priority of service rule prepares them to understand that military veterans will receive staff assisted services ahead of non-veterans when seeking assistance at the Centers. On the other hand, if a farmworker is identified by staff as veteran, the individual will be aware that he or she is able to access staff assistance ahead of other farmworkers and non-veterans.

A. Employment and Training Services Provided to Farmworkers.

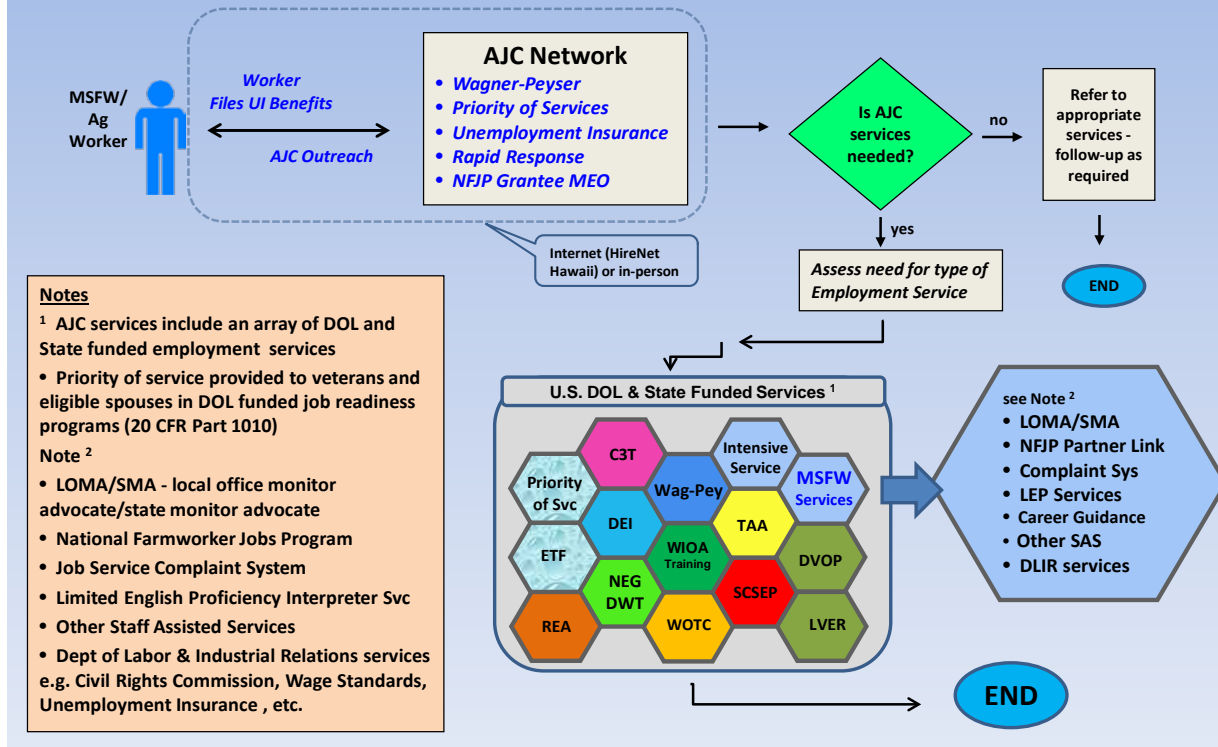
A robust strategy to reach out and promote employment and training services to as many farmworkers and agriculture employers as possible in recent years was constrained by the confluence of three economic factors: Wagner-Peyser funding, rising labor costs, and the competing demands for labor exchange services. The impact on outreach services is illustrated in the Labor Exchange Trend graph on page 8 of this Plan. The varied composition of customer groups with unique needs will continue to compete for the attention of a diminishing and disproportionately resourced Wagner-Peyser staff in future program years.

AJC managers and staffs need bold, innovative leadership from administrators, officials, and policy makers to set clear guidance on the priorities in delivering labor exchange services to multiple customer groups vying for services. The partnership between the State and the NFJP grantee, MEO, will be instrumental in recruiting service providers to join the partnership and bring additional resources to boost the capabilities to the statewide outreach effort.

MEO, the WIOA Title 1 section 167 grantee in Hawaii, and the DLIR WDD will coordinate to assess the effectiveness of the statewide outreach strategy on an annual basis. For example, they will assess whether outreach efforts are sufficient to locate and contact farmworkers. The partnership will evaluate its efforts in recruiting agriculture service providers which include public and private community service agencies and MSFW groups and encourage their participation to continue the collaborative partnership to increase the outreach efforts to the MSFW population.

This is a simple illustration on how a determination of service need leads to a specific employment and training activity provided to the migrant seasonal farmworker.

Services Provided to MSFWs through the AJC in Hawaii



There are four LOMAs assigned to four AJCs statewide. The LOMA is responsible for coordinating agriculture employer services and farmworker outreach activities within his or her respective service delivery area, as needed, in conjunction with farmworker service providers. The Branch Manager at the WDD Maui Office is the part-time State Monitor Advocate (SMA). The SMA provides technical assistance to LOMA staff ensuring they have the tools needed to properly implement outreach service strategies at the local level. Wagner-Peyser program federal funds support the cost of salaries and benefits of the LOMA and SMA staffs who serve not only farmworkers but all labor exchange customers with priority of service to veterans.

LOMAs economize their limited resources and focus their outreach effort at critical junctures in the crop production and harvesting seasons when workers experience layoff or reduced work hours. Priority of resources is rapidly committed to farmworkers and their employers during these vulnerable periods to preempt gaps in worker transition and to ensure a rapid segue to unemployment insurance, employment, and partner services.

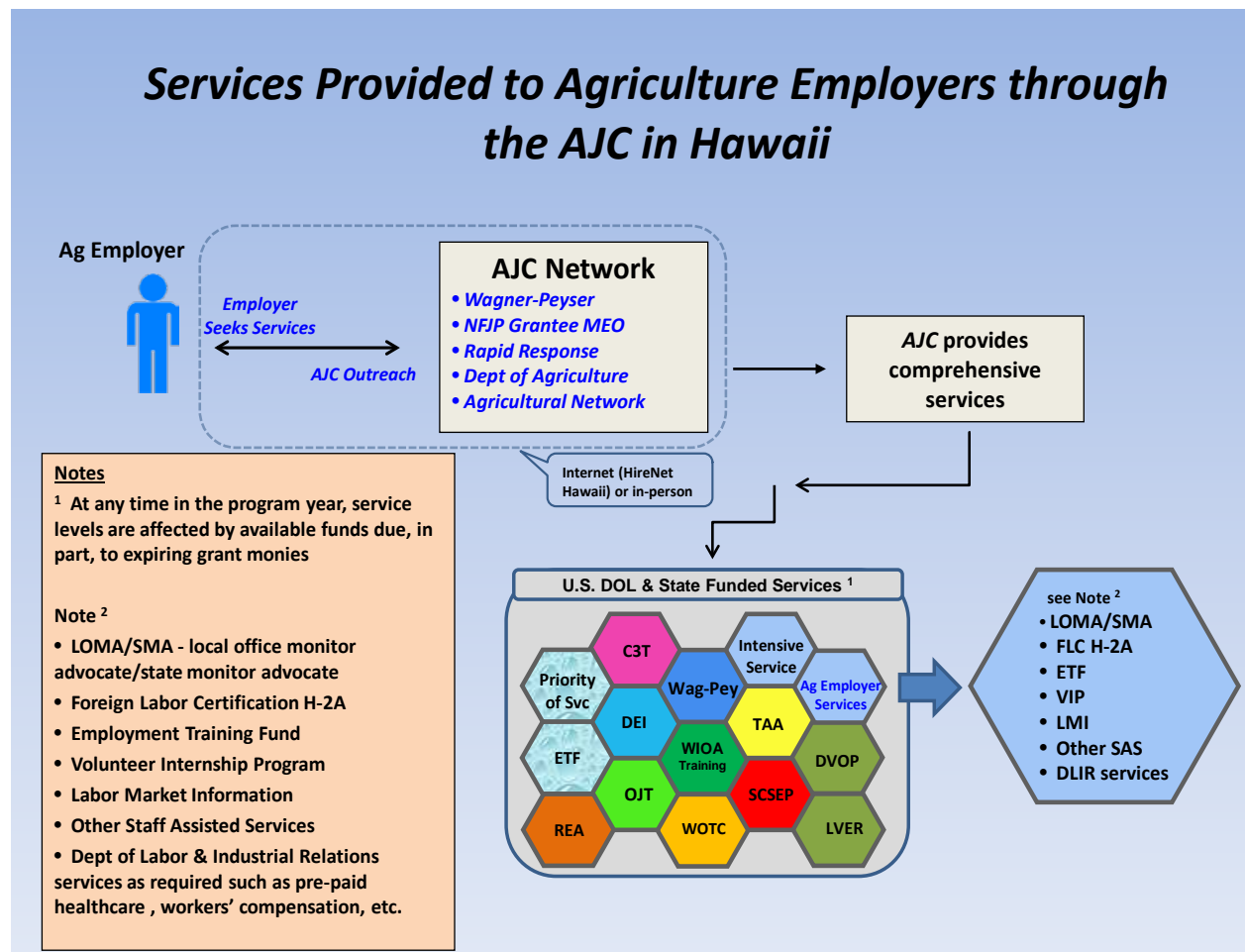
Information presentations on AJC and partner services are available to all farmworkers and are customized to the needs of the individual or small group. AJC program brochures, large group briefings, and web-based tools are incorporated as required. As resources permit LOMA staffs register workers in the AJC labor exchange system at the job site.

Electronic service delivery is permissible, encouraged, and carried out via the internet based labor exchange system, www.HireNetHawaii.com.

Access to bilingual staff or telephonic interpreting services is available at AJCs across the state. When identified by staff, migrant seasonal workers receive appropriate interpreter services.

B. Employer Services Provided to Agricultural Communities.

This is a simple illustration on how a determination of service need leads to a specific activity for agricultural employers.



WDD and its AJC network partners deliver services to agricultural employers through outreach; at the AJC; via the internet labor exchange system, HireNet Hawaii; marketing information; job fairs, etc. Employer directed job recruiting using the exchange system is primarily through the job order process at HireNet Hawaii (www.hirenethawaii.com). Outreach specialists deliver customized information products according to the needs of the employers as well as to the migrant seasonal workers. Key services include orienting employers to the H-2A

Foreign Labor Certification of temporary and seasonal agriculture workers program, referral of qualified U.S. citizens to farm job openings, and timely agriculture labor market information.

V. Other Requirements

A. Collaboration

A current MOU has been executed between DLIR and MEO which shows the commitment to collaborate and leverage its resources to serve the agriculture community with a focus on the Migrant Seasonal Farmworker population and economically disadvantaged farmworkers and their dependents.

DLIR and MEO will leverage their public, private, and non-profit community network of agriculture stakeholders to grow a coalition of service providers serving the interests of the MSFW community. New partners will be encouraged to cement its commitment to the coalition with a formal MOU. Upon consent by partners to participate in an MOU, DLIR will post newly implemented MOUs on the DLIR website within 30 days after the MOU is signed by any participating party.

WDD and its AJC network partners deliver services to agricultural employers through outreach; at the AJC; via the internet labor exchange system, HireNet Hawaii; marketing information; job fairs, etc. Employers utilize HireNet Hawaii (www.hirenethawaii.com) in posting job openings within their company. Staff provide customized information products according to the needs of the employers and to the needs of the migrant seasonal farmworkers. Key services include orienting employers to the H-2A Foreign Labor Certification of temporary and seasonal agriculture workers program, referral of qualified U.S. citizens to farm job openings, and timely agriculture labor market information.

B. The State Monitor Advocate's Review of the Plan.

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

The State Monitor Advocate has provided oversight of this plan and has reviewed and approved it.

C. Review and Public Comment.

Copies of this plan will be provided to interested parties for review and comment. The Hawaii WIOA National Farmworker Jobs Program grantee, Maui Economic Opportunity, Inc., will be provided a copy of the plan for review and comment. The plan will be posted on the State of Hawaii Department of Labor and Industrial Relations web site for public review and comments.

The draft of the plan and a request for comments will be sent to the following agencies:

WIOA NFJP Grantee
Maui Economic Opportunity Inc.
99 Mahalani Street
Wailuku, HI 96793
(808) 243-4365

USDA NASS PRO Hawaii Field Office
1428 South King Street
Honolulu, Hawaii 96814
(808)-973-9588

D. Data Assessment

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

The ETA Migrant Indicators of Compliance reveals that the State averagely met 4 out of 8 performance areas. The areas that were regularly met are; referred to employment, received staff assisted services, and career guidance. The State has met the MSFW federal performance indicators approximately 30% of the time in the last 4 years. The one-stop center averages 82 MSFW participants a quarter compared to an average of 7,700 non-MSFW participants. Hawaii is not a significant State for Migrant and Seasonal Farmworkers, however MSFW services are established and the career centers and employment specialist are trained and prepared to service eligible participants.

E. Assessment of Progress

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

Although Hawaii had minimal physical outreach efforts in PY 2019, information about MSFW services are available at each of the four AJCs. Hawaii intends to expand its outreach efforts in PY 2020. Wagner-Peyser staff are available to provide basic and career services at each of the AJCs. In addition, Wagner-Peyser staff continue to screen records in the State's data system, HireNet Hawaii, for MSFW population and provide outreach to the MSFW population.

VI. Description of Key Sources

1. State Fact Sheets

United States Department of Agriculture Economic Research Service
<http://www.usda.gov/wps/portal/usda/usdahome>

The Economic Research Service provides economic research and information to inform public and private decision making on economic and policy issues related to agriculture, food, natural resources, and rural America

2. ETA 9173

Data on Wagner-Peyser funded activities is collected and reported in the ETA 9173. Information is key in analyzing the different customer groups who rely on the AJCs for employment services. Reports provide activity data on labor exchange services and performance outcome data, for example, the Entered Employment Rate of individuals who utilize labor exchange assistance (AJC network). This data is compiled and analyzed by staff to assist decision makers, State legislators and ETA officials in understanding the public interest in using the AJC resources to obtain employment.

3. Migrant Indicators of Compliance Statewide Report aka MIC Report

United States Department of Labor
Employment and Training Administration

A key customer group of the federally funded Wagner-Peyser Program is the Migrant and Seasonal Farmworkers. The MIC report collects employment service activity data similar to the data on the 9002 series reports on customers who identify themselves as MSFWs. The data is compiled and analyzed in the same manner as the 9002 reports.

4. Hawaii Workforce Infonet

State of Hawaii, Department of Labor & Industrial Relations
Research and Statistics Office
www.hiwi.org

The Research and Statistics Office of DLIR conducts labor market research and analysis to provide data that can assist with research, business planning, job search and career decisions. The Hawaii Workforce Infonet website captures and reports on this data.