

E. AGRICULTURAL OUTREACH PLAN (AOP). EACH STATE AGENCY MUST DEVELOP AN AOP EVERY FOUR YEARS AS PART OF THE UNIFIED OR COMBINED STATE PLAN REQUIRED UNDER SECTIONS 102 OR 103 OF WIOA. THE AOP MUST INCLUDE AN ASSESSMENT OF NEED.

An assessment of need describes the unique need of farmworkers in the area based on past and projected agricultural farmworker activity in the state. Such needs may include, but are not limited to employment, training, and housing.

1. ASSESSMENT OF NEED.

Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to employment, training, and housing.

Hawai'i Top 5 Commodities

Commodity	Rank	Value of production (\$1,000)
Seed Crops	1	\$107,470
Macadamia nuts	2	\$62,730
Coffee	3	\$61,947
Cattle	4	\$47,848
Algae	5	\$36,716

Hawai'i Farms by Land and Acres

Type	2022	2017
Land in farms (number)	6,569	7,328
Land in farms (acres)	1,053,302	1,135,352
Type	2022	2017
Land in cropland in farms (acres)	242,020	296,480
Harvested cropland (acres)	60,378	84,767
Harvested cropland (farms)	4,943	5,316
Irrigated Land in farms (acres)	41,851	45,452

Irrigated Land in farms (number)	2,216	2,250
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2022 Hired Farm Labor

Type	Workers	Farms
Hired Farm Labor	9,593	1,635
Worked 150 days or more	5,695	929
Worked less than 150 days	3,898	1,103
Migrant Farm Labor on Farms with hired labor	540	78
Migrant Farm Labor on Farms Reporting only contract labor	154	52

2022 Farming Sales

Counties	Total Number of Sales (\$1,000)
Hawai'i	290,342
Honolulu	192,823
Kauai	96,705
Maui	93,906
State Total	673,776

A survey of Hawaii Farmer Needs¹ was conducted in 2018 to understand the barriers and needs of farmers related to increasing food production in Hawaii. Survey data was collected at a regional level and was aggregated and processed to determine barriers and solutions. The Top 3 barriers identified in order, are: Farm Labor, Land, and Capital.

76% of survey respondents listed labor, land or capital as one of their top three barriers and when asked for solutions that would best address each barrier, the most frequently selected responses are:

- Farm Labor: Increased availability of farm labor
- Land: Access to more land
- Capital: Low-interest loans or grants for farm improvements or expansion

Additionally, a Commercial Agriculture Survey² conducted in 2020 by the State of Hawaii,

Department of Agriculture in cooperation with the U.S. Department of Agriculture, National Agriculture Statistics Service, also reveals that 39% of participating farmers, ranchers, and allied operators attribute the cost of shipping as the third largest barrier to their business expansion. The highest concerns were detected on the islands of Hawaii, Kauai, and Maui. Commercial farms and ranches located in neighboring counties are also more likely to experience a relatively low profit margin.

The study results suggest that shipping cost (relatively high as compared to U.S. Mainland) may be an explanatory variable for the relatively low profit. Both are nevertheless distinct barriers that prevent farms and ranches on neighbor islands from expanding their commercial agricultural operations.

1 University of Hawaii, Human Studies Program, 2018 Hawaii Farmer Needs Assessment
 2 USDA-NASS, November 2021. Commercial Agricultural Production Expansion Survey 2021. Available at: AGEXPAND_Nov2021r.pdf (hawaii.gov)

The results of these studies indicate a need for a greater Farm Labor pool, access to land and additional capital for improvements, and access to lower shipping costs to reduce barriers to operational expansion. (Also see Table 185 found towards the beginning of the WIOA State Plan Modification.)

2. AN ASSESSMENT OF THE AGRICULTURAL ACTIVITY IN THE STATE MEANS:

- i) identifying the top five labor-intensive crops, months of heavy activity, and geographic area of prime activity;*
- ii) summarize the agricultural employers’ needs in the State (i.e., are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and*
- iii) identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.*

i) Top Five Labor Intensive Crops

Type of Crop	Months of heavy activity	Prime Geographic Areas and Acres	Statewide Acres
Taro	Year-round	Hanalei, Hawai‘i - 262 Acres	557 Acres
Herbs	Year-round	Honolulu, Hawai‘i - 486 Acres	677 Acres

Coffee	August to December	Hilo, Hawai'i – 5,472 Acres	9,422 Acres
Papaya	March to November	Hilo, Hawai'i - 532 Acres	828 Acres
Sweet Potatoes	Year-round (peak in late summer)	Hilo, Hawai'i - 488 Acres	539 Acres

Agricultural Employers Need:

53% of the State’s farm workers sustained employment in farming for 150 days or more, the other 47% of farm workers worked less than 150 days. The Department of Economic Development and Tourism (DBEDT) employment and wages data reveals the average employment for labor farm workers in 2021 was 5,902 with an average annual wage of \$42,629. While in 2022, the average employment for farm workers was 5,787 with an average annual wage of \$45,813. This indicates that the agriculture industry experienced an increase in wages of 7.5% while the number of employed farm workers declined by 1.5%.

Employers are more likely to thrive in their business if employees are steady during the off seasons and employees can return to the same employer during the prime harvesting season. Therefore, it’s essential for employers to retain workers from season to season. While farms prefer to hire local workers, there is a scarcity of workers who are interested in performing daily hard work in the hot sun. To address this, public school career pathways in agriculture linked to local farms have created more interest among youth. Larger farms also have resorted to using H2A workers when needed.

Farming Technology:

The agriculture industry is experiencing an increase in the use of automation and robotics. In 2019, approximately 1,750 farms in Hawai'i were asked to complete a survey by the State Department of Agriculture. The survey revealed that the utilization of farming technology is lucrative because machines and robots offer the potential to decrease the overall cost of production and labor, thus, increasing revenues.

2017 Hawai'i 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	182	872

2017 Hawai'i Farm Technology Survey, Number used, Number Wanted, 2019	Number Used	Number Wanted + Number Used
farm use (i.e., drone)		
Video Surveillance	1,516	3,383
Handheld 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 Hawai'i are implementing technological solutions to manage their operations. Items such as Unmanned Aerial Vehicles (UAV) are in high demand with approximately 50% of farmers on this 2019 survey expressing interest in deploying this technology, which would allow farm owners to capture a large-scale aerial view of their property. UAVs paired with editing software will allow the benefit of high-definition videos, 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. In collaboration with climate data, UAV capabilities will assist farmers with gathering vital information, which will likely affect the agricultural workforce.

Economic Projection

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%

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

The service industry is a significant part of Hawai'i's economy that will continue to expand, serving as a backbone of economic sustainability. The farming industry constitutes less than 1% of the economy in Hawai'i and will decrease in the next ten years. This decline considers the popularity of farming technology and the broad options for farmers to gain revenue by adopting automated systems instead of 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 skill set of these individuals to ensure sustainability in their employment.

To counter the proliferation 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 Hawai'i.

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 humans. The State is enthusiastic and determined to promote locally grown food to achieve sustainability and food source self-sufficiency. This effort will also support the States local economy, sustain our farming industry, and further enhance farming employment. DLIR will support the farming workforce and agriculture employers by further implementing AJC's services and outreach efforts.

3.) AN ASSESSMENT OF THE UNIQUE NEEDS OF FARMWORKERS MEANS:

Summarizing migrant and seasonal farm worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the state during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farmworkers. This information must take into account data supplied by WIOA section 167 national farmworker jobs program (NFJP) grantees, other MSFW organizations, employer organizations, and state and/or federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor (DOL) Employment and Training Administration.

The State of Hawai'i 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. 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 prevailing employment service need of Hawai'i's migrant seasonal farmworkers is staff assisted service with using HireNet for RESEA participants and UI claimants. The great majority of MSFW who file for UI benefits plan to return to their farming jobs and generally have no interest in pursuing other types of employment opportunities. For MSFW who seeks other job opportunities or are interested in pursuing a vocational change, the Wagner-Peyser staff provides individualized career services and refers the MSFW to the Adult Program, under Title I of WIOA or other services in the community. These services are targeted at individuals inquiring about better paying jobs or jobs that are less demanding physically. Workers are largely from Asian countries with the most common first language being Ilocano, a dialect of the Philippines, Spanish, and Thai.

LOMAs economize their limited resources and focus their outreach efforts 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 farm workers 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 farm workers 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.

1. OUTREACH ACTIVITIES

The local offices outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for:

A. *Contacting Farmworkers who are not being reached by normal intake activities conducted by the employment service offices.*

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 farm workers. 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 farm workers.

DLIR WDD manages the MSFW program to conduct outreach at least annually and offer services statewide. Four (4) LOMAs are assigned to the four local areas who provide comprehensive employment services to the agriculture industry in their respective service delivery areas. LOMAs are the primary staff involved with consistent contacts with the agriculture community. All LOMAs are funded by the Wagner-Peyser program. In partnership with any applicable NFJP providers and other agriculture service providers, LOMAs offer workers and employers a comprehensive menu of state and federally funded services. Site visits are vital due to the demographics and the existing barriers of transportation and distance to job centers.

WDD's continued ties with the State Department of Agriculture, Hawai'i Farm Bureau Federation, applicable national MSFW provider, and other community groups help maintain an integral link to the agricultural community. WDD will continue to leverage the knowledge it has within the local farming communities to promote services available to the MSFW population.

Each assigned outreach staff person will be trained in their responsibilities in identifying farms within their local area and conducting outreach services to these farming communities.

B. *Providing technical assistance to outreach staff.*

Technical assistance must include trainings, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (i.e. availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), the Employment Service and Employment-related Law Complaint System "Complaint System" described at 20 CFR 658 Subpart E), information on the other organizations serving MSFWs in the area, and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.

SMA and LOMA's participate in professional development activities such as conferences and training to ensure high quality services are provided to both jobseekers and employers. The SMA will be accessible to the LOMAs located in the four Counties. The SMA will travel to the outreach staff as needed without unnecessary delay.

MSFW Outreach Team consisting of the LOMA and SMA will conduct training for one-stop partners and core programs to increase awareness of MSFW rights, including the Employment Service and Employed Related Law Complaint System, information on other organizations serving MSFWs, and a basic summary of farmworker rights, including terms and conditions of employment. The LOMA will also be available to provide such MSFW training as needed for their local area upon request.

To keep informed about AJC services, MSFW staff attend USDOL sponsored training such as those offered by National Veterans Training Institute and other resources and participate in regularly scheduled AJC partner meetings where AJC services and resources are discussed.

To provide the best Technical Assistance to Outreach workers, a study of the labor market will target proper strategies and core competencies within the farming industry. The SMA will develop strategies based on an analysis of businesses' data to help determine the number of employed farm workers in an area and their needs. This will establish a current understanding of farm workers and business needs. Currently Hilo has the most farming acreage and agricultural employees. Therefore, TA will be focused on but not limited to 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 assistance will address all farmworker rights, the complaint system, and all key issues to establish articles of significant challenges such as under-enrollment within specific Counties or programs and the identification of Unemployment Insurance (UI) eligibility issues. Training also will raise awareness of living conditions of MSFWs, and if any staff member or LOMA observes or receives information about potential violations, including sexual harassment, assault, and /or human trafficking, the issue will be referred to the appropriate WDD Manager for further action.

C. Increasing outreach worker training and awareness across core programs including the Unemployment Insurance (UI) program and the training on identification of UI eligibility issues.

Training provided by MSFW staff to the AJC partners will raise awareness of living conditions of MSFWs, and if any staff member or LOMA observes or receives information about potential violations, including sexual harassment, assault, and /or human trafficking, the issue will be referred to the appropriate WDD Manager for further action. (See B.above for more information about training.) All Wagner-Peyser staff, including MSFW staff, will receive training about UI benefits and claim filing and identification of potential UI

eligibility issues. Any UI eligibility issues identified by SFW staff will be communicated to UI Division through an established protocol.

LOMA's will arrange site visits, which will allow farm workers and employers to feel comfortable in their own environment. 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 appropriate additional services. Bringing the information to clients will help to enhance the opportunities for services. The site visits will help establish a connection between the farmworker and the agriculture industry.

D. Providing State merit staff outreach workers professional development activities to ensure they are able to provide high quality services to both jobseekers and employers.

SMA and LOMA's are State Merit staff that are available to participate in professional development activities as they become available to ensure high quality services are provided to both jobseekers and employers. If the federal requirement for Wagner-Peyser staff to be State merit staff is removed by federal approval of Hawaii's waiver request or by finalization of a current DOL proposed rule, the SMA and LOMA's may or may not be state merit staff, depending on which type of staffing would provide the best quality services. All SFW staff, whether merit based or not, will receive training to orient them to their responsibility

The SMA will be accessible to the LOMAs located in the four Counties. The SMA will travel to the outreach staff as needed. See B. above for more information.

E. Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.

See A. above.

Services Provided to Farmworkers and Agricultural Employers Through the One-Stop Delivery System

Describe the State agency's proposed strategies for:

A. Providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system.

i. How career and training services required under Title I will be provided to MSFWs through the one-stop centers.

DLIR WDD will 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 farm workers. 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.

WIOA Title I services, including individualized career services, training, and supportive services, are provided at each of the American Job Centers in Hawai'i. The full range of these services and Title III services are provided, as appropriate, to farmworkers and agricultural employers. Through the outreach conducted by the LOMAs, or through the farmworker's receipt of services through RESEA or other activity offered by the AJC, farmworkers who are interested in and eligible for other AJC services will be offered different resources to achieve career goals. Because farmworkers may have unique service needs, a variety of employment services will be customized to meet their specific concerns. Language assistance will be included in the menu of services, as needed. Staff are trained to identify when interpretation services are needed. In Hawai'i, the common languages spoken in addition to English within the MSFW population are Ilocano, Spanish, Thai, and to a lesser extent, Mandarin, Lao, and Khmer.

The AJC has access to interpreter services that are facilitated through its contract with language assistance providers. If needed, the State Office of Language Access (OLA) may be consulted. OLA provides centralized oversight, coordination, and technical assistance to State agencies and organizations that receive state funding, regarding the implementation requirements of the Hawai'i 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.

AJC staff are trained to provide priority of employment and training services to veterans and other covered persons. They understand that military veterans and covered persons will receive staff assisted services ahead of non-veterans when seeking assistance at the Centers. If a farm worker 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 farm workers and non-veterans.

The SMA will oversee outreach efforts of the LOMAs in each of the State's local areas. Each local area LOMA will identify employers through H2A job order requests in HireNet Hawaii and conduct on-site visits within their local jurisdiction on a regularly scheduled basis.

ii) How the State serves agricultural employers and how it intends to improve such services.

Agricultural employers will be provided the same services offered by the AJC to non-agricultural employers. These services include, but are not limited to, HireNet Hawaii job board, participation in job fairs, recruitment and referrals, On-the-Job Training, federal tax credits, and other services. The State also serves employers who apply for H2A temporary agricultural workers by posting job orders and conducting housing inspections. Informal assessments of progress and unmet needs of agricultural workers will focus attention on where and how services to agricultural employers may be improved.

B. 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. Information will include the complaint process, services available such as information and assistance with Employment Services and Labor Law Complaints, information on state federal farmworker rights, language assistance, career guidance, other relevant employment services, and contact information for all WDD local offices. (Also see 4.C. above)

C. MARKETING THE AGRICULTURAL RECRUITMENT SYSTEM FOR U.S. WORKERS (ARS) TO AGRICULTURAL EMPLOYERS AND HOW IT INTENDS TO IMPROVE SUCH PUBLICITY.

A brochure developed to promote services to farm workers including contact information for the AJCs statewide is available for distribution to customers at outreach events or during orientation of services at the AJCs. The brochure can be found online at <https://labor.hawaii.gov/wdd/migrant-and-seasonal-farmworker-msfw-outreach-program>. Because it is common for job seekers to browse the internet to learn about government services, DLIR WDD will continually update its website and inform partner agencies of these updates.

Further, DLIR WDD created banners for each local area for use at job fairs and other employer events to promote awareness of employment services provided by the AJC. Customers will have a choice on how they will access government services as more jobseekers feel comfortable accessing services virtually. In promoting the full array of services at the AJCs, outreach staff are trained to highlight the computer resources at the Centers. Not only are the computers connected to the internet, but software tools and staff assistance are available to assist farmworkers with creating a resume.

Presently, most employers use the ARS system as part of the H-2A program. With designated LOMA's in each county and an increased emphasis on agricultural outreach and field checks, WDD plans to enhance the integrity of the domestic worker recruitment, referral and hiring process.

6. OTHER REQUIREMENTS

A. COLLABORATION

Describe any collaborative agreements the state workforce agency (SWA) has with other MSFW service providers including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and in establishing new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

Potential partners will be encouraged to cement their commitment to the coalition with a

formal MOU with the AJC if they are not already an AJC partner.

WDD and its AJC network partners deliver services to agricultural employers through outreach; at the AJC; via the internet labor exchange system, HireNet Hawai'i; marketing information; job fairs, etc.. Employers utilize HireNet Hawai'i (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 farm 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.

B. REVIEW AND PUBLIC COMMENT

In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees (if any), other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons; therefore, and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP.

The AOP must include a statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations and other interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

Copies of this plan will be provided to the following agencies:

Hawaii Farm Bureau Federation
PO Box 253
Kunia, HI 96759

USDA NASS PRO Hawai'i Field Office
1428 South King Street Honolulu, HI 96814
(808) 973-9588

The plan is posted for review and comments on the State of Hawai'i Department of Labor and Industrial Relations, Workforce Development Division web site at www.labor.hawaii.gov/wdd. Any comments and/or recommendations may be submitted to the State Department of Labor and Industrial Relations, Workforce Development Division dlir.workforce.develop@hawaii.gov

C. DATA ASSESSMENT

Review the previous four years of 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.

From a review of U.S. DOL Migrant Indicators of Compliance (MIC) reports over the last four (4) Program Years from July 1, 2021 to September 30, 2025, services for referral to employment, job development, referrals to training and supportive services, and staff assisted services were equitably provided to migrant seasonal farmworkers (MSFW) when compared with non-migrant seasonal farmworkers. This may be at least partly due to the small numbers of MSFW who completed applications entered in HireNet Hawaii (average 105 versus an average 13,510 of non-MSFW) from July 1, 2021 to June 30, 2025.

D. 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 Hawai'i had minimal physical outreach efforts in recent years, information about MSFW services is available at each of the four AJCs. Hawai'i intended to expand its outreach efforts in PY 2020, however, due to challenges with the pandemic and face to face/physical contact restrictions, Wagner-Peyser staff were only able to provide basic and individualized career services, via phone or virtually, at each of the AJCs. Meanwhile, more of the population became proficient in using technology, especially among younger farmworkers. Continuing staff shortages, an issue common among all state agencies, limited the amount of physical outreach that could be performed. Departures of consecutive SMAs in the last three years further precluded more outreach activity. An Acting SMA has been appointed in the interim until a more permanent SMA is assigned.

In PY 2022, outreach efforts included two virtual technical assistance meetings and in-person technical assistance visits to local offices on Hawai'i county, the largest Ag producer in the State. The first meeting included all line staff and reiterated the parameters and responsibilities for MSFW outreach and services delivered through the AJCs. The second meeting was specific to the LOMA's and Local Office Managers, covering the duties of LOMA's and the outreach goals for each of the Counties.

Hawai'i intends to continue expanding its outreach efforts by its LOMAs in PY 26 and PY 27. In addition, the SMA will provide in-person technical assistance to each local office including visits to local area farms.

The SMA, LOMAs, and local office staff will increase efforts to expand on the present outreach and direct services to MSFWs statewide. Strategically planned efforts will increase the service delivery effort by interacting with additional MSFW employers and workers.

E. STATE MONITOR ADVOCATE

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

The State Monitor Advocate provided oversight of this plan and has reviewed and approved it. Updates have been made for inclusion in the Unified State Plan Modification in 2026.

WAGNER-PEYSER ASSURANCES

The State Plan must include assurances that:

The State Plan must include	Include
1. The Wagner-Peyser Act Employment Service is co-located with one-stop centers, or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time (sec 121(e)(3));	Yes
2. If the State has significant MSFW one-stop centers, the State agency is complying with the requirements under 20 CFR 653.111, State Workforce Agency staffing requirements;	N/A
3. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers	Yes

The State Plan must include	Include
Wagner-Peyser Act services, Adult and Dislocated Worker programs and Youth Programs under Title I; and	

<p>4. WA officials:</p> <ol style="list-style-type: none"> 1) Initiate the discontinuation of services. 2) Make the determination that services need to be discontinued. 3) Make the determination to reinstate services after the services have been discontinued. 4) Approve corrective action plans. 5) Approve the removal of an employer's clearance orders from interstate or intrastate clearance if the employer was granted conditional access to ARS and did not come into compliance within 5 calendar days. 6) Enter into agreements with State and Federal enforcement agencies for enforcement-agency staff to conduct field checks on the SWAs' behalf (if the SWA so chooses); and 7) Decide whether to consent to the withdrawal of complaints if a party who requested a hearing wish to withdraw its request for hearing in writing before the hearing. 	<p>Yes</p>
<p>5. The SWA has established and maintains a self-appraisal system for ES operations to determine success in reaching goals and to correct deficiencies in performance (20 CFR 658.601).</p>	<p>Yes</p>