



**COLORADO**  
Department of  
Labor and Employment

Workforce Development Programs  
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**Additions to the  
State Plan for  
Agricultural Services**

**State of Colorado**

**For Program Years PY16-PY20  
July 1, 2016 – June 30, 2020**

(a) 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 original plan was published for a 30-day public comment period from January 8 – February 8, 2016. The following are additions to that plan.

(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.

(A) An assessment of the agricultural activity in the State:

1. Top 5 agricultural activities in the state vary by regions.

Northern Colorado					
Crop	Onions	Corn	Cabbage	Lettuce	Carrots
Labor Estimate	1,000	300	400	350	150
Months of highest activity	Mar-Nov	July-Sept	Mar-Nov	Mar-Oct	Aug-Sept
Arkansas Valley					
Crop	Onions	Melons	Mixed Vegetables		
Labor Estimate	630	400	300		
Months of highest activity	Apr-Sept	Jun-Sept	May-Oct		
San Luis Valley					
Crop	Potatoes	Lettuce	Spinach	Carrots	Cabbage
Labor Estimate	2,000	450	50	150	20
Months of highest activity	Sept-Oct	Jul-Sept	May-Oct	Aug-Sept	Aug-Sept
Western Colorado					
Crop	Onions	Corn (Sweet)	Lettuce	Beans	Fruit Trees
Labor Estimate	275	180	135	70	430
Months of highest activity	Jul-Sept	Jul-Sept	Jun-Sept	Aug-Nov	Jul-Oct

2. Summary of agricultural employers needs in Colorado.

Employer's needs in Colorado vary by crop and location. In the Western Slope employers use more H2A workforce mostly from Mexico for fruit harvest. Other areas of Colorado have more local and migrant workers with H2A workforce from Mexico assisting to fill positions that are lacking. Areas that are close to large cities have less local and migrant than rural areas.

3. Economic, natural, or other factors that are affecting agriculture in the state or any projected factors that will affect agriculture in the state.

Colorado's low unemployment rate and the surplus of employment opportunities in the oil and gas and construction industries where experience and education are not a factor are drawing workers away from farm work. Urban sprawl has always been a concern among farmers due to water shortages.

(B) Unique needs of farmworkers.

Colorado farm workers continue to have difficulty locating housing that is available and affordable. Migrant farm workers can't sign year-long leases or have difficulty passing credit checks, this makes housing difficult to acquire. In certain parts of Colorado where the oil boom is strong, oil workers have taken up temporary housing such as affordable long term motels.

Colorado's farm workers predominately speak Spanish with a very small population that speaks Karen. Most H2A workers come from Mexico, Chile, Peru, and South Africa. Those foreign workers that do not speak English mostly speak Spanish with a small group that speaks Creole.

(2) *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 the normal intake activities conducted by the employment service offices.

No additions; addressed in original plan.

- (B) Technical assistance is offered to all workforce centers for ES Complaint system, housing inspections, and MSFW application and services. All six significant offices are provided with formal twice annual training, the opportunity to attend the National Farmworker Conference, and one-on-one technical assistance tailored to each offices specific needs.

Training and technical assistance also includes collaboration with other agencies as in most cases we will have other MSFW service agencies provide presentations at our training sessions. Service provider agencies include WIOA 167 partners, Migrant Education, Migrant Head Start, Migrant Health, Farmworker Housing, Catholic Charities and other state, local, and faith based organizations. Agency presenters include US Wage & Hour, OSHA, Workers Compensation, Civil Rights, and Worker Protection Standards etc. These agencies provide information on farm worker rights and laws that are changing or currently in effect for farm worker protection.

- (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.

Outreach workers receive formal twice annual training. During these training sessions topics will include awareness across core programs that will include Unemployment Insurance program and the training on identification of UI eligibility issues for MSFWs. Other programs that will be included are Worker's Compensation benefits among other programs.

- (D) State merit staff outreach workers are provided with formal twice annual training that includes services to employers and jobseekers.
- (E) Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.

No additions; addressed in original plan.

(3) *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. This includes:
  - i. How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers;

Information on career training and services will be provided to MSFWs at the time of intake or during outreach activities. All MSFWs will be apprised of all services available at the workforce centers, when appropriate, MSFWs will be referred to the WIOA representative or the 167 NFJP representative.

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

The Migrant and Seasonal Farm Worker Program is designed to enhance and expand services to meet the needs of the agricultural industry. Colorado will provide services to agricultural employers by effectively providing information about services available through the workforce development system and, at the same time, obtaining sufficient information about the employer's needs to provide appropriate services. Outreach workers will continue to conduct meetings with large growers and farm labor contractors to facilitate the exchange of information and maximize the effectiveness of the program. Staff will promote the use of the workforce centers to recruit workers by helping employers assess their labor needs and making appropriate referrals to their job openings.

- (B) Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups.

No additions; addressed in original plan.

- (C) Marketing the Agricultural Recruitment System to agricultural employers and how it intends to improve such publicity.

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. Employers will be apprised of all services available through the workforce system to include the Agricultural Recruitment System (ARS), job orders with Connecting Colorado, file searches and other services as needed.

(2) *Other Requirements.*

- (A) Collaboration. Describe any collaborative agreements the 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).

Colorado actively collaborates with RMSER (167 provider), Migrant Education Board of Cooperative Educational Services (BOCES), RMSER Migrant Head Start and also migrant health providers. The state of Colorado's MSFW outreach workers routinely conducts co-outreach with this staff. Additionally, Plaza del Sol and Plaza Milagro in Greeley routinely conduct a migrant information evening share MSFW services providers set up a tent and inform the MSFW agencies about their programs and requirements and also provide information to the migrants that are in attendance. Each of the six significant offices has customized handouts describing the services offered by the Workforce Centers. These handouts are shared with other migrant outreach workers in other organizations for them to give to their clients.

CDLE entered into a statewide Memorandum of Understanding (MOU) with Rocky Mountain Service Employment Redevelopment (RMSER) (167 grantee) and Migrant Education for inter-agency referrals and data sharing. These MOUs have established and demonstrated effective coordination of outreach and increased registration activities for all service providers. These MOUs are being evaluated on a yearly basis between all parties involved to change, adjust or change agreements as needed to better serve the MSFW population.

- (B) Review and Public Comment. In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, 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.

- i. 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.

This plan will be shared with Chief Executive Officer of Rocky Mountain SER, Colorado's 167 provider, Colorado Department of Education Migrant Education Program and with the Colorado Department of Agriculture and an announcement made at the State

Coalition meeting. In addition it will be published on CDLE's public website for a period of no less than 30 days to garner public comments prior to submission to USDOL. All comments will be captured and sent to USDOL along with the plan.

- (C) 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.

In assessing Colorado's Labor Exchange Agricultural Reporting System (LEARS) for PY11-PY14 Colorado has met all five Equity Ratio Indicators for all four years.

In assessing Colorado's LEARS for PY11-PY14 Colorado has met all 7 Minimum Service Level Indicators for PY14 and PY13.

Colorado missed two indicators for PY12 and PY11. The state missed Placed in a job and Placed in long-term non-ag job. Colorado saw a downturn in the economy during these two program years and therefore made it more difficult to meet these two indicators. Colorado did however meet all the remaining indicators.

- (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 achievements in the coming year.

No additions; addressed in original plan.

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

No additions; addressed in original plan.