

WYOMING DEPARTMENT OF WORKFORCE SERVICES
INTEGRATED WORKFORCE PLAN
PROGRAM YEAR 2013 Modification

Summary of Annual Agricultural Outreach Plan Requirements

The Agricultural Outreach Plan (AOP) portion of the State Plan must describe plans for providing services to the agricultural community, both for agricultural employers and Migrant and Seasonal Farmworkers (MSFWs), as described in Wagner-Peyser regulations at 20 CFR 653.107, the Workforce Investment Act (WIA) Title I final regulations, the WIA / W-P Act Integrated Workforce Planning Guidance, and the Unified Planning Guidance. This attachment provides greater detail on what states must include in the AOP section of the state plan.

A. *Assessment of Need.* *The assessment of need must include:*

(i) *A review of the previous year's agricultural activity in the state.*

The topography and location of Wyoming limit its agricultural crop productivity, but make it a good location for livestock. Wyoming has the second highest mean elevation in the U.S (6,700 ft above sea level). Rainfall varies from west to east and across the mountain ranges, but averages 15 inches/year across the state. Cold winters and hot dry summers are typical. The short growing season limits agricultural productivity in many places, with the frost-free period ranging from 60 days (central and western Wyoming) to 140 days (eastern Wyoming). Wyoming is very diverse because this is the region where the Rocky Mountains meet the Great Plains. More than 91 percent of land in Wyoming is classified as rural.

Agricultural inventory information is provided for the year 2010, which is the most recent time period for which it is available. This information has been updated from last year's plan.

The 2010 State Agriculture Overview, published by the U.S. Department of Agriculture (USDA), provides the following data pertaining to Wyoming agriculture.

Farms		Livestock Inventory	
Number of Farms & Ranches	11,000	Cattle & Calves (1-1-2011)	1,300,000
Farm Land in Acres	30,200,000	Hogs & Pigs (12-1-2010)	99,000
Average Farm Size	2,745	Sheep (1-1-2011)	365,000
		Milk	
		Milk Cows (Average Head)	6,000
		Milk Production per Cow (lbs)	20,067
		Production (lbs)	120,400,000

Wyoming ranks 11th nationally in total land in farms and ranches and 1st in average size of farms and ranches. The cattle industry is by far the largest component of Wyoming agriculture accounting for 64 percent of all cash receipts in 2010. Cattle also led the way in

2010 in terms of value of production at \$495.8 million. All livestock production was valued at \$625.5 million, up 24 percent from 2009. Sheep and hogs were far behind cattle with value of production at \$34.0 million and \$71.3 million, respectively.

Hay is by far the leading crop in Wyoming in terms of value of production totaling \$216.0 million in 2010, but most is fed to livestock. Sugarbeets had the next highest crop value in 2010 with an estimated \$44.3 million (based on 2010 production and 2009 prices, final 2010 prices pending), followed by dry beans at \$30.4 million, corn at \$30.3 million, wheat at \$24.6 million, and barley at \$24.3 million. In terms of cash receipts, hay and sugarbeets were the leading crops followed by wheat.

Crops – Planted, Harvested, Yield, Production, Price (MYA), Value of Production

Commodity	Planted All Purpose Acres	Harvested Acres	Yield	Production	Price per Unit	Value of Production Dollars
Field & Misc Crops						371,283,000
Hay All (Dry)		1,190,000	2.1 tons	2,467,000 tons	88.500 dols/ton	216,045,000
Hay Alfalfa (Dry)		620,000	2.6 tons	1,612,000 tons	90.000 dols/ton	145,080,000
Hay Other (Dry)		570,000	1.5 tons	855,000 tons	83.000 dols/ton	70,965,000
Beans Dry Edible	49,000	47,000	2,180.0 lbs	1,024,000 cwt	29.700 dols/cwt	30,413,000
Corn For Grain	90,000	50,000	121.0 bus	6,050,000 bus	5.000 dols/bu	30,250,000
Wheat Winter All	165,000	145,000	32.0 bus	4,640,000 bus	5.300 dols/bu	24,592,000
Wheat All	165,000	145,000	32.0 bus	4,640,000 bus	5.300 dols/bu	24,592,000
Barley All	75,000	62,000	98.0 bus	6,076,000 bus	4.000 dols/bu	24,304,000
Oats	34,000	9,000	61.0 bus	549,000 bus	2.600 dols/bu	1,427,000
Principal Crops	1,634,000	1,563,000				
Beans Pinto	42,900	41,200	2,180.0 lbs	899,000 cwt		
Sugarbeets	30,500	30,400	27.0 tons	821,000 tons		
Alfalfa & Alfalfa Mixtures - New Seedings	30,000					
Beans Other Dry Edible	3,100	3,000	2,100.0 lbs	63,000 cwt		
Beans Great Northern	2,000	1,900	2,370.0 lbs	45,000 cwt		
Beans Navy (Pea/Beans)	1,000	900	1,890.0 lbs	17,000 cwt		
Corn For Silage		30,000	22.0 tons	660,000 tons		

In 2010, Wyoming experienced relatively mild spring weather until May when snowstorms occurred, along with rains and runoff from heavy snowpack. With the available moisture, the potential for most crops was very good. However, the heavy runoff caused flooding in several areas. Crops were further hampered by summer hail storms, which damaged winter wheat in the southeast, and by grasshopper damage to pastures, hay crops and row crops. Because of cooler temperatures, most crops progressed at a slower rate until July and August. A nice fall allowed producers ample time to get their crops harvested. Dry bean production

was the highest since 1981 and sugarbeet yields were at a record level. Other crops were below the previous year but overall yields were above average.

The following data from the USDA's agricultural census, although quite dated, also demonstrates Wyoming's importance as an agricultural producer.

2007 Census of Agriculture State Profile

United States Department of Agriculture, Wyoming Agricultural Statistics Service
Wyoming - Ranked items within U.S. 2007

Item	Quantity	U.S. Rank	Universe ¹
MARKET VALUE OF AGRICULTURAL PRODUCTS SOLD (\$1,000)			
Total value of agricultural products sold	1,157,535	38	50
Value of crops including nursery and greenhouse	213,808	44	50
Value of livestock, poultry, and their products	943,728	38	50
VALUE OF SALES BY COMMODITY GROUP (\$1,000)			
Grains, oilseeds, dry beans, and dry peas	72,618	37	50
Tobacco			17
Cotton and cottonseed			17
Vegetables, melons, potatoes and sweet potatoes	3,501	49	50
Fruits, tree nuts, and berries		49	50
Nursery, greenhouse, floriculture, and sod	6,339	50	50
Cut Christmas trees and short rotation woody crops		42	49
Other crops and hay	130,888	24	50
Poultry and eggs	997	48	50
Cattle and calves	801,833	17	50
Milk and other dairy products from cows	22,331	46	50
Hogs and pigs	41,923	25	50
Sheep, goats, and their products	34,292	6	50
Horses, ponies, mules, burros, and donkeys	24,631	15	50
Aquaculture	7,157	25	50
Other animals and other animal products	10,564	25	50
TOP CROP ITEMS (acres)			
Forage - land used for all hay and haylage, grass silage, and greench	1,192,019	20	50
Wheat for grain, all	127,051	33	47
Corn for grain	54,567	34	49
Barley for grain	52,457	8	41
Corn for silage	32,146	31	48
TOP LIVESTOCK INVENTORY ITEMS (number)			
Cattle and calves	1,311,799	24	50
Sheep and lambs	412,804	4	50
Hogs and pigs	107,180	30	50
Horses and ponies	80,476	22	50
Colonies of bees	45,633	15	50

Other Highlights

Economic Characteristics	Quantity	Operator Characteristics	Quantity
Farms by value of sales:		Principal operators by primary occupation:	
Less than \$1,000	3,222	Farming	5,445
\$1,000 to \$2,499	698	Other	5,624
\$2,500 to \$4,999	918		
\$5,000 to \$9,999	947	Principal operators by sex:	
\$10,000 to \$19,999	883	Male	9,465
\$20,000 to \$24,999	378	Female	1,604
\$25,000 to \$39,999	617		
\$40,000 to \$49,999	305	Average age of principal operator (years)	57
\$50,000 to \$99,999	975		
\$100,000 to \$249,999	1,176	All operators by race ² :	
\$250,000 to \$499,999	555	American Indian or Alaska Native	324
\$500,000 or more	395	Asian	26
		Black or African American	7
Total farm production expenses (\$1,000)	970,138	Native Hawaiian or Other Pacific Islander	10
Average per farm (\$)	87,645	White	17,660
		More than one race	78
Net cash farm income of operation (\$1,000)	275,712		
Average per farm (\$)	24,909	All operators of Spanish, Hispanic, or Latino Origin ²	256

See "Census of Agriculture, Volume 1, Geographic Area Series" for complete footnotes, explanations, definitions, and methodology.

(D) Cannot be disclosed.

¹ Universe is number of states in U.S. with item.

² Data were collected for a maximum of three operators per farm.

Identify each major labor intensive crop activity in the previous year, indicating the months of heavy activity and the geographic area of prime activity.

With the exception of winter wheat, which is typically planted in September and early October, most Wyoming crop cycles begin in the spring and end in the fall, to coincide with favorable growing temperatures. This is based on information provided by USDA. Alfalfa, barley, oats, and spring wheat are planted in March and April. Sugarbeets are typically planted in April. Corn planting occurs toward the end of the month and into May. Dry beans are also planted in May.

If moisture is adequate during the spring and summer, farmers may get as many as three alfalfa cuttings during the season, ending in September. Winter wheat is harvested in the summer. Barley, oats, beans, and corn are harvested in late summer and early fall, while sugarbeets are harvested in October and early November.

With regard to livestock, lambing and calving begin in late March and extend into early May. Sheep and cattle, with their offspring, are moved to summer pastures typically by early June.

Wyoming's barley production in 2010, at 75,000 acres, was down over 6.0 percent, compared to 2009, and 17.0 percent compared to 2008. In 2010, primary locations for barley were Park County (1,700,000 bushels), Big Horn County (1,614,000 bushels), and Washakie County (1,550,000 bushels), in the Big Horn Basin of northwest Wyoming. Lincoln County (359,000 bushels) and Fremont County (about 250,000 bushels), in western and central Wyoming, also produced significant amounts of barley, but the yield was much less than in the Big Horn Basin. Barley production is done by machines. Few agricultural workers are involved in the process.

In 2010, corn production for grain, at 90,000 acres, was the same as in 2009, but a little over 5.0 percent less than in 2008. Corn production for silage, at 30,000 acres in 2010, was down about 6.2 percent, compared to 2009, and 9.1 percent compared to 2008. By far, Wyoming's largest producer of corn in 2010 was Goshen County, in the southeast part of the state. Corn production in Goshen County was 3,570,000 bushels. Laramie County was a distant second in corn production, at 800,000 bushels, followed by other counties in the southeast, which produced 710,000 bushels. Big Horn County (460,000 bushels) and Park County (210,000 bushels) were also significant producers of corn. Corn production occurs primarily by machine work. Herbicides are used to retard weed development.

Total dry bean production increased significantly in 2010, compared to the two preceding years. Acreage planted in 2010 was 49,000, which was up over 23.0 percent compared to 2009, and nearly 36.0 percent compared to 2008. The heaviest output of dry beans also occurred in Big Horn County (288,000 cwt.), followed by Park County (260,000 cwt.). Fremont County's production of dry beans was a distant third, at 97,000 cwt. All other counties accounted for an estimated total of 54,000 cwt. Dry bean production is machine facilitated. Herbicides have been used in the production of dry beans in Wyoming, limiting the need for workers.

The number of Wyoming acres producing alfalfa hay, in 2010, was below the 2009 level by over 10.0 percent, but still exceeded the 2008 acreage by over 14.0 percent. Hay production (all types) occurred throughout Wyoming in 2010. Each of the 23 counties produced more than a million tons during the year, and thirteen counties produced more than 2 million tons. The total yield was heaviest in Big Horn County and Park County at 3.3 million tons, followed by Goshen County (3.2 million tons), Washakie County (3.1 million tons), Fremont County (2.7 million tons), and Sweetwater County (2.5 million tons) – in southwest Wyoming.

Hay farming has evolved to the point where most individual harvests are completed by one or two workers, using machinery that produces and hauls very large bales. Few operations still rely on workers to haul 60–80 pound bales, and fewer still free-stack their hay without baling it. As a result, the traditional need in this area for workers has greatly diminished over time.

Oat harvest figures showed an increase in acreage for 2010 compared to 2008, of 12.0 percent, but a decrease of 15.0 percent, compared to 2009. Total acreage planted in 2010 was 34,000. Production figures, by county, could not be located for 2010. However, based on earlier data, the greatest production usually occurs in Park County, followed by Laramie County, Platte County, Crook County (northeast), Fremont County, Campbell County (northeast), Big Horn County, Sheridan County (north), Lincoln County, and Natrona County (east central) which also harvest significant quantities of oats. Oats are machine produced.

Sugarbeet acreage in 2010 was down almost 6.0 percent, compared to 2009, but was still up 2.6 percent compared to 2008. Total acres planted in 2010 equaled 30,500. With regard to the harvest of sugarbeets, the largest production again occurred in the Big Horn Basin, where Park County (278,000 tons), Big Horn County (242,000 tons), and Washakie County (186,000 tons) led the state. A much lesser – yet significant quantity of sugarbeets was also harvested in Platte County (39,300 tons). Ironically, Goshen County – where sugar production occurs – has a lesser involvement in the production of sugarbeets.

Sugarbeet production was a reliable source of employment for MSFWs until about 2010. Producers began using herbicides to control weeds, which limited the work that had been available to the workers. As a result, employer feedback, through the outreach program,

indicated there was a dwindling need for the workers seasonally. Those conditions have continued since the 2010–2011 time period.

Wheat farming in 2010, at 1,650,000 acres, increased over 2009 by 6.1 percent, and exceeded 2008's acreage by about 1.2 percent. Winter wheat production occurred primarily in southeast Wyoming, particularly in Laramie County where the bushel yield was 2,930,000. Goshen County harvested 860,000 bushels, followed by Platte County at 253,000 bushels. Other significant counties that produced winter wheat were Crook County (168,000 bushels) and Campbell County (130,000 bushels) in northeast Wyoming. Most wheat farming is done by machines.

(ii) *A review of the previous year's MSFW activity in the state.*

Estimate the agricultural labor employed in each of the crops identified in item (i) above. Estimate the number of MSFWs involved in each, and indicate crop areas that experienced labor shortages.

DWS checked a number of sources, in an attempt to obtain data about labor involvement and labor shortages in Wyoming agriculture. These included USDA, Wyoming Farm Bureau, the Wyoming Department of Agriculture, the Wyoming Agricultural Economics Department at the University of Wyoming, county Agricultural Extension Offices, Motivation Education and Training (MET) – the WIA Section 167 NFJP grantee in the state, and DWS' own Research and Planning Division, which produces data for the Bureau of Labor Statistics, etc. No data were found that would enable DWS to reliably estimate MSFWs involved in the production of individual crops and potential or realized labor shortages. USDA, in its 5-year census, does provide data showing the number of MSFWs working in each county. Possibly, that data could be used to extrapolate outcomes, such as the two that are requested here. However, the most recent census data is for 2007. Since then, the state has experienced wider use of herbicides, which have reduced the need for labor in the production of Wyoming crops, making the census data unreliable in that area. The next census data, for 2012, won't be available until 2014.

DWS will continue to work with partner organizations to identify MSFWs and to provide needed services to them. Also, it will continue to seek meaningful data that would enable the agency to understand those needs. The State of Wyoming is not designated by ETA as a Significant State, for MSFW purposes. Also, none of Wyoming's local One-Stop centers are designated as Significant Local Offices. Estimates of the number of migrant and seasonal farmworkers (MSFW) in the state have been consistently low.

(iii) *A projected level of agricultural activity in the state for the coming year.*

Identify any changes from last year's crop activities as described in item (ii) above.

DWS receives requests from agricultural employers to post job orders. For the coming year DWS does not expect that agricultural activity will change much from what it has been in recent years. Recent years of drought could have a negative effect on activity, reducing yields, which would have a corresponding effect on the need for workers. It is anticipated that agricultural employers will continue using herbicides to control weeds for selected crops, which will negatively affect opportunities for MSFW.

With regard to long-term forecasts, the Wyoming Department of Agriculture indicates that farms and ranches are declining and that the average age of farmers and ranchers is increasing.

However, agriculture is still an essential part of Wyoming's culture and lifestyle. The Research and Planning Division of the Wyoming Department of Workforce Services estimates there will be some job growth in Wyoming's Agriculture, Forestry, Fishing, and Hunting sector over the next 10 years. It is projected that the sector will grow approximately 25 jobs per year.

- (iv) ***A projected number of MSFWs in the state for the coming year, which must take into account data supplied by WIA 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations and federal and / or state agency data sources such as the U.S. Department of Agriculture and the Employment and Training Administration.***

The State Monitor Advocate contacted Wyoming's WIA 167 NFJP grantee, Motivation, Education, and Training (MET), and other organizations regarding the number of MSFW who have been in Wyoming in recent years, and who are projected to be in the state during PY 2013. In addition to MET, Migrant Head Start, Migrant Health Program, USDA, Wyoming Department of Agriculture, and the University of Wyoming Agricultural Economics Office were contacted. Also, MSFW data in the Department of Workforce Services' Wyoming at Work labor management system were researched.

No data on this subject were available from the Wyoming Department of Agriculture or the University of Wyoming. Data were available from the USDA, but only for 2007 and previous years. Department census data, which is produced every five years, won't be available for 2012 until February 2014.

USDA census data from 2007 showed a total of 257 MSFWs throughout the state. However, a USDA representative confirmed DWS' observation that MSFW numbers in the state have been decreasing since Wyoming employers began using herbicide-protected crops in about 2010.

MSFW data and outcomes are compiled by DWS' Wyoming at Work System into a Migrant Indicators of Compliance (MIC) report. Because the MIC data come from the Wyoming at Work system, which is the same data source that is used to compile the Wagner-Peyser (W-P) reports, the MIC figures are the same as those that would be reported in the ETA 9002 series reports to the Employment and Training Administration.

The Wyoming at Work system reports that there were 13 migrant workers and 77 seasonal workers who registered in the system between July 2011 and June 2012. No migrant food processing registrants were reported. Criteria used in the system, to identify MSFWs, appear to be producing unrealistically high numbers. DWS is seeking to verify MSFW who are listed in the Wyoming at Work system.

MET was contacted regarding MSFWs who were served in PY 2011. No data have been provided, as of this time. However, in its report to the Employment and Training Administration, MET projected that it anticipated providing core services to 60 MSFWs in PY 2012 (07/01/12 through 06/30/13). MET's MSFW definition differs from that used by DWS. Met is allowed to consider a two-year period when determining if a worker qualifies as a MSFW.

Data from the Migrant Head Start office seems to confirm the USDA input. In calendar year 2012, Migrant Head Start only served half a dozen MSFW families. Because of the small number served, the organization elected not to apply for a 2013 grant to serve MSFW.

Information obtained from the Torrington Middle School, in Goshen County, which holds a yearly summer school program for MSFW children, indicated that 16 students were served in 2012 and less than 25 students were served in 2011. The students could have been brothers and sisters, which would limit the actual number of families served. Also, in this case MSFW is defined according to definitions used by the Wyoming Department of Education, which are not the same as those used by the Department of Workforce Services and U.S. Department of Labor. For example, a person may be considered to be MSFW if the person has lived in the community for less than three years.

The Park County School District was also contacted regarding services to MSFW families. The district ceased having a summer school program for students from these families a few years ago.

In calendar year 2012, Wyoming's Migrant Health Program served a total of 488 individuals from seasonal worker families, and 198 individuals from migrant worker families, for a total of 686 people. Services to the migrant family members occurred during the months of March 2012 through October 2012.

On the surface, it appears there is a considerable disparity between the Migrant Health data and that which was supplied from other sources. A brief explanation of this data would be helpful here. The Migrant Health totals do not represent distinct individuals. One individual may have been served multiple times, and probably was. Second, the Migrant Health Program served men, women, and children, some of whom would not be classified as a migrant or seasonal farmworker, per se. Also, MSFW family sizes have a tendency to be numerically large. One family served by the program contained 12 children, and it was common to have four or five children in a family. As such, DWS feels it is realistic to estimate that the total individual MSFWs served was 100 or less.

Based on data from these combined sources, DWS projects there will not be more than 100 MSFW in the state during PY 2013, and probably less than this number, due to the use of herbicides, by local crop farmers, and farm machinery in the mass production of crops.

- B. *Outreach Activities.*** *The proposed outreach activities must be designed to meet the needs of the MSFWs in the state and to locate and to contact MSFWs who are not being reached by the normal intake activities conducted by the local offices.*

The plan for the proposed outreach activities must include:

- (i) *Numerical goals for the number of MSFWs to be contacted during the fiscal year by W-P staff. The number of MSFWs planned to be contacted by other agencies under cooperative arrangements during the fiscal year also should be included in the plan. These numerical goals must be based on the number of MSFWs estimated to be in the state in the coming year, taking into account the varying concentration of MSFWs during the seasons in each geographic area, the range of services needed in each area and the number of W-P and / or cooperating agency staff who will conduct outreach. (NOTE: The numerical goals that must be included in the agricultural outreach plan are in reference only to the proposed outreach activities and are not negotiated performance targets.)*

DWS does not retain a full-time agricultural outreach worker, due to the lack of MSFWs who are believed to be in the state, even during summer crop-growing months. The Agency stopped

doing that in 2011, when it was realized that significant numbers of workers were no longer coming to Wyoming. Agricultural outreach is now done from Wyoming's workforce centers (American Job Center Network and One-Stop centers), by assigned workforce specialists, as part of their overall duties. As mentioned earlier in this plan, it is felt that Wyoming at Work system reports of MSFW are probably overstating the population. Efforts are being undertaken to improve the accuracy of the reports.

The Department recognizes there is still a trickle of MSFWs who come into the state seeking employment and training opportunities. Therefore, DWS will utilize a memorandum of understanding with MET, the NFJP grantee, to facilitate information sharing and coordination of services to MSFW. Also, the Department will continue to contact other organizations that are known to serve MSFW, including the Migrant Health Program, English as a Second Language (ESL) organization, and Wyoming's school districts and schools. DWS will work with these organizations as much as possible, to identify MSFWs and reach out to the workers. The workforce specialists who are assigned to conduct MSFW outreach will, along with the State Monitor Advocate, be the individuals who will work with MET and other MSFW service providers.

It is difficult to set numerical goals for the number of MSFWs who will be contacted during the year, due to the circumstances mentioned in this plan. However, DWS feels that a goal of 35 is reasonable again this year, for the Department.

(ii) **Assessment of Available Resources.** *The assessment of the resources available for outreach must include:*

1. The number of SWA staff positions the state will assign to outreach activities. The assessment must indicate the full-time equivalent positions for each local office to which staff must be assigned, and the number of staff assigned to the state office for this purpose.

The Department of Workforce Services does not plan to assign full-time agricultural outreach positions to any of its Workforce Centers, due to limited anticipated MSFWs in the state and planned budget cuts for the state fiscal year, beginning July 2013.

2. Where the number of SWA staff positions assigned to outreach activities is less than in the prior year, please provide an explanation for the reduction and the expected effect of the reduction on direct outreach activities, as indicated in 20 CFR 653.107(h)(3)(i).

The number of SWA staff positions assigned to outreach activities has not changed from PY 2012 to PY 2013. DWS does not plan to have a full-time or seasonal outreach worker.

3. Identify resources to be made available through existing cooperative agreements with public and private community service agencies and MSFW groups. (States are encouraged to initiate cooperative agreements with WIA Section 167 NFJP grantees for outreach position).

The Department of Workforce Services will coordinate with the WIA Section 167 NFJP grantee, MET, to identify MSFW needs, and to facilitate or provide intensive services and training services. This will be facilitated by a Memorandum of Understanding. Cooperative agreements

are not anticipated with other public or private community service groups. Nevertheless, DWS does plan to engage other groups for the purpose of identifying and assisting MSFWs.

- (iii) ***The tools which will be used to conduct outreach contacts, including personal contact, printed matter, videotapes, slides, and / or cassette recordings.***

DWS will employ printed materials and personal contacts through community opportunity fairs, and migrant health fairs, etc. to conduct outreach with workers and their families. It is anticipated that some contacts will also occur on employer premises. Technology will be used, as needed, in these efforts – based on operational capability.

- C. *Services Provided to MSFWs through the American Job Center Network. The plan must provide specific information on how core, intensive, and training services required under WIA Title I will be provided to MSFWs through the American Job Center (AJC) network (also referred to as the One-Stop Career Center system). States should provide information on how MSFWs will be provided staff-assisted services and how MSFWs will be served in an electronic environment in the AJCs and / or affiliate sites. States should consider how they will enable these AJC customers to advance their skills and be competitive in a local, regional and global economy.***

Core workforce services will be offered to workers through the Wagner-Peyser (W-P) program. These may be received in person at the workforce centers. Also, W-P services are available electronically through the Wyoming at Work system. This system is available in Spanish.

In-person services will include assistance in registering for work in the Wyoming at Work system, resume preparation and repository, job matching, labor market information, skills testing, and career planning. Consideration, on a need basis, will be given to the provision of services to workers in the workplace. Priority of service for Veterans, which is enforced through federal and state policies, will be provided to MSFW.

Staff-assisted services, including WIA intensive services and training, are offered at the workforce centers. As needed, these will be taken to workers in their workplace too. The services are coordinated between programs, based on eligibility. Through the centers, workers will also have access to the full array of other services provided by DWS and its partners.

Core, intensive, training, and supportive services are also provided by MET and it is anticipated that the grantee will continue to provide these services to MSFW during the year. MET also has its clients register in Wyoming at Work, and refers the workers to DWS, according to the needs of the workers. DWS will coordinate with MET in the provision of services.

- D. *Services Provided to Agricultural Employers through the American Job Center Network. The plan must describe efforts that will be taken to provide services to agricultural employers in states with an adequate supply of U.S. workers and in those states where a shortage of workers is anticipated. The services provided to agricultural employers can be incorporated into the section of the WIA / W-P plan on serving employers in general.***

The Department's workforce centers have contact with agricultural employers and provide services to them, including job order preparation, job matching, and employer seminars.

Although it is anticipated that there will continue to be a reduced demand for MSFWs in Wyoming, due to the use of herbicides, DWS will work with crop growers to ascertain and fulfill their needs for workers.

Employers who participate in the H-2A Temporary Agricultural Program also have direct contact with DWS and the State Monitor Advocate, or else through their agents. It is anticipated that this contact will continue through the plan period.

E. *Data Analysis.*

(i) *Previous year's history (based on Program Year (PY) 2011 data:*

Number of agricultural job orders and openings received;

DWS processed 283 agricultural job orders for Wyoming employers, and 127 agricultural orders for interstate employers, during PY 2011. Of these totals, 87 of the Wyoming orders and 112 of the interstate job orders were for H-2A. The combined positions offered through H-2A and non-H-2A job orders were 1040.

Number of agricultural job orders filled;

The PY 2011 job orders, mentioned above, offered a total of 1,040 positions. DWS was able to make 85 placements for those positions.

Percent filled;

Of the positions available through PY 2011 agricultural job orders, 8.2 percent were filled (1,040 divided by 85).

Number of interstate clearance orders received; and

A total of 127 interstate job orders were received from other states and processed in the Wyoming at Work system, during PY 2011. Of this number, 112 were H-2A.

Number of interstate clearance orders initiated.

All H-2A job orders initiated in Wyoming were also sent to labor supply states for entry into their systems. It is believed that no non-H-2A agricultural job orders were sent to other states for recruitment.

(ii) *Plan for upcoming year (based on estimated data):*

Number of agricultural job orders expected to be received;

DWS anticipates that agricultural demand for workers will remain constant in PY 2013, with possibly even a small amount of growth. Therefore, the Department plans to establish approximately 400–425 agricultural job orders.

Number of agricultural job orders projected to be filled;

DWS will seek to increase the number of agricultural job orders filled in PY 2013. It is currently working with Geographic Solutions regarding reporting capabilities in the Wyoming at Work System, which will enable the Department to better track performance for this outcome. The Department understands that this will be challenging to accomplish, especially given the high number of H-2A job orders in the mix. H-2A employers have exhibited a tendency to want to employ foreign workers who have worked for them in past years. DWS is aware of this situation and is working with employers, their agents, and job applicants to assure that domestic workers have opportunity to be employed.

Percent to be filled;

DWS projects that an outcome of 15–20 percent is potentially achievable for PY 2013. DWS proposes to monitor referral outcomes more closely, as well as increase coordination with employers in the recruitment of workers, to facilitate accomplishment of the goal.

Estimated number of interstate clearance orders the state will receive; and

Interstate clearance orders from other states are primarily H-2A requests, the majority of which come from Montana. A few orders have also been received from Washington, Utah, Colorado, Nebraska, and Oregon. Based on recent activity, Wyoming estimates that it will receive about 150–175 of these orders during PY 2013.

Estimated number of interstate clearance orders the state will initiate.

DWS has not initiated agricultural interstate clearance orders in recent years, other than for H-2A purposes. Therefore, it has no reliable history on which to base estimates for interstate recruitment on regular agricultural orders. However, DWS estimates that a high percentage of intrastate job orders could need to be posted with other labor supply states, because of the fact that less than 10 percent of all PY 2011 job orders were filled. Inasmuch as locally created non-H-2A job orders numbered 196 in PY 2011, it is estimated that Wyoming could expect the need to recruit interstate for at least 100–150 job orders, even with improved performance in PY 2013.

H-2A interstate job orders, from Wyoming to other labor supply states, initiated by DWS during PY 2012, are on track to equal the job orders that were initiated during PY 2011. Tallies for PY 2013 are expected to be similar.

F. Other Requirements.

- (i) ***State Monitor Advocate. The plan must contain a statement that indicates that the State Monitor Advocate has been afforded the opportunity to review and comment on the PY 2013 AOP.***

The State Monitor Advocate position resides in the Employment and Training Division of the Wyoming Department of Workforce Services. This Agricultural Outreach Plan was prepared for the Department by the Monitor Advocate.

- (ii) ***Review and Public Comment. The plan must provide information indicating that WIA Section 167 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 state AOP. Include the list of organizations from which information and suggestions were solicited and any comments received and state responses to those suggestions.***

The Wyoming Department of Workforce Services is observing the requirement to make the proposed plan available to the NFJP Grantee, public agencies, agricultural employer organizations, and other organizations expressing an interest in the plan. This is being done, as required, at least 45 days prior to the expected submission date of the plan to the Region IV Administrator, Employment and Training Administration, U.S. Department of Labor. A 30-day comment period is being provided to these parties.