

**WYOMING DEPARTMENT OF WORKFORCE SERVICES
INTEGRATED WORKFORCE PLAN
PROGRAM YEARS 2012 – 2016**

Summary of Annual Agricultural Outreach Plan Requirements

The Agricultural Outreach Plan 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 20 CFR 653.107, the WIA Title I final regulations, the WIA / W-P Act Integrated Workforce Planning Guidance, the Unified Planning Guidance, and applicable WIA Workforce Development regulations. 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.

Information is provided for the year 2010, which is the most recent time period for which it is available. The 2010 State Agriculture Overview, published by the U.S. Department of Agriculture, provides the following data pertaining to Wyoming agriculture.

Farms		Livestock Inventory	
Number of Farms	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

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

Commodity	Planted All Purpose Acres	Harvestd 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		

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.

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

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 were consistently low, which is partially due to the fact that area farmers used herbicides, such as Roundup, to control weeds in their fields. There has been a growing Hispanic population in the state, but it is believed these, for the most part, are not MSFW.

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

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. However, these jobs could be in the areas of Forestry, Fishing, and Hunting, rather than Agriculture. DWS consistently receives requests from agricultural employers to post job orders.

Up-to-date projections of Wyoming's agricultural activity were not available. Information from the Wyoming Department of Agriculture indicates that farms and ranches are declining and that the average age of farmers and ranchers is increasing. However, for the coming year DWS does not expect that agricultural activity will change much from what it was in recent years. Agriculture is still an essential part of Wyoming's culture and lifestyle. More than 91 percent of land in Wyoming is classified as rural.

- (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 ETA.***

The State Monitor Advocate has contacted Wyoming's WIA 167 NFJP grantee, Motivation, Education, and Training (MET), and other organizations periodically regarding the number of MSFW who are in the state. MET has been contacted quarterly. No estimates have been provided. 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 July 2012. DWS is seeking to verify MSFW who are listed in the system.

It is felt there will not be more than 100 MSFW in the state during PY 2012, and probably less than this number, due to the use of herbicides by local crop farmers.

MSFW data and outcomes are compiled by the 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 source that is used for the W-P reports, the MIC figures are the same as those that would be reported in the ETA 2002 series reports for W-P.

- (v) ***A statement of the consideration given to the State Monitor Advocate's (SMA) recommendation as set forth in the annual summary developed under Section 653.108(t).***

The State Monitor Advocate is the person who prepared this Agricultural Outreach Plan, as part of the Integrated Workforce Plan. He also prepares and submits the MSFW Annual Activities Summary each year. Consideration was given to material that was contained in the annual summary.

- 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 JS and / or cooperative agency staff who will conduct outreach.*** ³

DWS does not retain a full-time agricultural outreach worker, due to the lack of MSFW who are believed to be in the state, even during summer crop-growing months. The Agency stopped doing that, when it was realized that significant numbers of worker were no longer coming to Wyoming. Agricultural outreach is now done from the One-Stop centers, by assigned workforce specialists.

The Department recognizes there is still a trickle of MSFW who come into the state seeking employment and training opportunities. Therefore, DWS is initiating a memorandum of understanding with MET, the NFJP grantee, which will facilitate better sharing of information and coordination of services to MSFW. Also, the Department will continue to contact other organizations that are known to serve MSFW, including Migrant Health, Migrant Head Start, and Wyoming's school districts, and will work with these organizations as much as possible, to identify MSFW and reach out to them. 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 MSFW 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 for the Department.

(ii) *Numerical goals for the staff years to be used for outreach during the fiscal year.*

Given Wyoming's small projected level of MSFW outreach contacts, it is more reasonable to set a goal for staff days, rather than staff years. By using the ETA standard of five contacts per staff day, DWS' goal is a total of at least seven staff days for the year.

(iii) *The level of W-P funding to be used for outreach during the fiscal year.*

DWS does not have dedicated outreach funding for this program. The cost for outreach materials is included with all outreach information provided to our local workforce centers.

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

DWS anticipates that most outreach contacts will occur in person or by the distribution of printed materials. Workforce specialists will seek out MSFW in their locales. Also, the Department will prepare materials pertaining to the Agency's services, which will be shared with MET and other MSFW service providers, including those mentioned in B.(i).

C. *Services Provided to MSFWs through the One-Stop Delivery System. 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 One-Stop delivery 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 One-Stop Career Center and / or affiliate sites. States should consider how they will enable these One-Stop 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 program. These may be received in person at the workforce centers. Also, Wagner-Peyser 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, which is enforced through federal and state policies, will be provided to MSFW. Some similar 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.

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.

D. Services Provided to Agricultural Employers through the One-Stop Delivery System.

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. The State Monitor Advocate plans to start participating in these seminars and particularly, will extend invitations to agricultural employers to participate. Employers who participate in the H-2A Temporary Agricultural Program also have direct contact with the Department, and also through their agents. It is anticipated that this contact will continue through the plan period.

Agricultural (crop) employers, through the use of herbicides, have reduced the demand for MSFW in the state. It is anticipated that this condition will continue in the plan period. However, DWS will work with these employers, to ascertain and fulfill their needs.

E. Other Requirements

1. State Monitor Advocate. The plan must contain a statement that indicates that the SMA has been afforded the opportunity to approve and / or comment on the PY 2012 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 by the Monitor Advocate, for the Department.

2. 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.

A 30-day public comment period is being provided, prior to submission of the plan to ETA. MSFW and each of the organizations specified in this part of the planning guidance will be given the opportunity to comment.