

RICK SNYDER
GOVERNOR



CHRISTINE QUINN
DIRECTOR

The Workforce Development Agency is required to operate an outreach program to Migrant and Seasonal Farm Workers. The Agricultural Outreach Plan (AOP) is an annual requirement that is now an integral component of the Agency's Workforce Investment Act / Wagner-Peyser (WIA/W-P) Comprehensive Five-Year Plan. As such, the AOP is submitted as an annual modification to the WIA/W-P State Plan.

As required under Wagner Peyser regulations 20 CFR 653.107 and WIA regulations 20 CFR 661.220 (d), the State of Michigan is providing an opportunity for public comment on, and input into the AOP, prior to its submission to the USDOL. All comments regarding the AOP may be submitted to:

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Migrant, Immigrant & Seasonal Worker Services Division
Workforce Development Agency, State of Michigan
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Ledezmab@michigan.org
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To ensure your comments are considered, they must be received no later than 5:00 p.m. on June 20, 2013.



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**WORKFORCE DEVELOPMENT AGENCY, STATE OF MICHIGAN
AGRICULTURAL SERVICES OUTREACH PLAN
PROGRAM YEAR 2013**

Wagner-Peyser Labor Exchange Services

Overview

The State of Michigan's Workforce Development Agency provides a complete range of employment services to the agricultural community, including Migrant and Seasonal Farmworkers and agricultural employers, as described in 20 CFR Parts 652 and 653. Full-time, year-round outreach workers, designated as Agricultural Employment Specialists, conduct vigorous outreach activities throughout Michigan's Lower Peninsula, with a concentration on the significant Migrant and Seasonal Farmworker areas in order to reach the highest Migrant and Seasonal Farmworker populations. In collaboration with partners located at Michigan Works! One-Stop Service Centers, the full-range of employment services are offered. Additionally, the State Monitor Advocate conducts on-site monitoring of Michigan's significant offices to insure equitable and appropriate levels of services are provided.

A. Assessment of Need

The agriculture industry is critical to the Michigan economy in terms of production and processing and the revenues it generates. Michigan produces over 200 commodities on a commercial basis, making the state second only to California in agricultural diversity. Michigan has 54,900 farms, 10 million acres of farmland, and leads the nation in the production of 18 crops, including blueberries, tart cherries, cucumbers, and squash. Michigan also ranks in the top 10 of 56 other commodities.¹

Michigan's Bureau of Labor Market Information and Strategic Initiatives reports that 22 percent of total employment in agriculture is comprised of farmworkers and laborers: crop, nursery and greenhouse. Employment in many agricultural occupations is expected to decline over the next ten years, mainly due to a continuous mechanization of agricultural services. However, there will still be job opportunities within agriculture due to the nature of the industry. Employment in food processing is expected to grow the most (4.1%) over the next decade.²

The following chart identifies the labor intensive crop activity, the months of heavy activity, and the geographic area of prime activity. Program Year (PY) 2012 was an unusual year of agriculture activity due to the unseasonably warm weather early in the year, followed by a

¹ Michigan's Food and Agriculture Industry, published by Michigan Department of Agriculture and Rural Development, 2012

² Agriculture Cluster Workforce Analysis, published by Workforce Development Agency, State of Michigan, January, 2013

hard frost, which destroyed many of the crops. There were major crop losses in asparagus, tart and sweet cherries, and apples. Because of the reduced activity, the chart reflects the normal agriculture crop activity. For regional maps, refer to Appendix A.

Labor Intensive Crop	Heavy Activity Months	Prime Geographic Area
Apples	Mid August – Mid November; Pruning Feb. – April	Region II and Region III
Asparagus	April – Early July	Region II, Region III
Bedding Plants	Early January – Late June	Region I, Region IV
Blueberries	Mid July – Late August	Region I, Region II
Carrots	Early May – Early December	Region I, Region IV
Cherries, Sweet	Early July – Early September; Pruning February – April	Region I, Region II, Region III
Cherries, Tart	Early July – Mid August; Pruning February – April	Region I, Region II, Region III
Christmas Trees	April, June – August, October – December	Region III, Region IV
Cucumbers	Early June – Mid-September	Region I, Region III, Region V
Grapes	Late August – Early October	Region I, Region III
Nursery Plants	Early March – Late November	Region I, Region IV
Potatoes	August – October	Region III, Region IV, Region V
Pumpkins	Early July – Late October	Region I, Region V

Michigan has no means of tracking the number of those employed in the above crops. It is estimated that most of the laborers in apples, asparagus, blueberries and cherries are migrant and seasonal farmworkers. An enumeration study conducted in 2006 estimated the total number of Migrant and Seasonal Farmworkers in Michigan was 45,000, but there was no data as to how this number was broken down by crop.

In PY 2012, there was a shortage of workers for the apple crop. This was due to the fact that many Migrant and Seasonal Farmworkers did not initially travel to Michigan for work because of the reduced need for labor due to poor crop conditions, or the Migrant and Seasonal Farmworkers who did travel to Michigan were forced to leave early because of the lack of work. While the apple crop experienced significant losses, there were pockets of a successful crop, and the labor supply was difficult to find.

Agricultural activity in Michigan for the coming season expects to be back at or close to the level of PY 2011, taking into account the low production season of PY 2012. The National

Farmworker Jobs Program grantee (Telamon Corporation), the Department of Human Services, and Migrant Head Start (Telamon Corporation) were all solicited for a projected number of Migrant and Seasonal Farmworkers. Telamon Corporation estimates that they will have 400 – 450 total participants who will receive core services. Additionally, Telamon projects they will serve 60 to 80 participants with intensive services and 40 to 60 participants will receive training services.

The Workforce Development Agency estimates that 24,000 Migrant and Seasonal Farmworkers will travel to Michigan in PY 2013. This is a slight reduction from PY 2011. The projected reduction is attributed to Migrant and Seasonal Farmworkers' hesitation of returning to Michigan because of a lack of work in PY 2012, as well as the possibility that Migrant and Seasonal Farmworkers may have found employment in other states. The continued fear of immigration laws may also be attributed to the reduced number of Migrant and Seasonal Farmworkers coming to Michigan. The Migrant Head Start Program (Telamon Corporation) saw a considerable drop in the numbers served in PY 2012. A total of 1500 individuals and over 900 families were served in PY 2011; however, PY 2012 saw a little more than 1200 individuals. Migrant Head Start also expects the PY 2013 will reach the PY 2011 level.

B. Outreach Activities

Michigan is committed to providing equitable services to the Migrant and Seasonal Farmworker population. A majority of the Agricultural Employment Specialists time during each respective peak season is spent conducting outreach to Migrant and Seasonal Farmworkers in order to locate Migrant and Seasonal Farmworkers who are not being reached by normal activities conducted at the One-Stop Centers. While on outreach, the Agricultural Employment Specialists explain all of the services available at the One-Stop Centers, including referrals to employment, training and supportive services. Other job development services, such as the availability of counseling, testing and career guidance are also explained. Additionally, information on the Job Service complaint system and a summary of farmworker rights with respect to the terms and conditions of employment is provided to Migrant and Seasonal Farmworkers.

Michigan is designated as one of the Top Five Migrant and Seasonal Farmworker Significant States for PY 2013 and, therefore, must continue to assign 17 year-round, full time Agricultural Employment Specialists to conduct outreach activities and ensure Migrant and Seasonal Farmworkers have access to core, intensive and training services in the Michigan Works! One-Stop Service Centers. These positions are funded through the Wagner-Peyser grant.

Currently, there are 16 year-round, full time staff, with a vacancy ready to be filled for the Lansing area. This vacancy may not be filled due to reduced funding. The effect of not filling the position will result in reduced services to both Migrant and Seasonal Farmworkers and employers in 17 counties, as the Lansing area will be divided among other Agricultural Employment Specialists. Since the additional counties in the Lansing area are a distance

from current Agricultural Employment Specialists, there will be more travel time to reach Migrant and Seasonal Farmworkers. Outreach by the Agricultural Employment Specialists will be significantly reduced. Additionally, Migrant and Seasonal Farmworkers will have a greater distance to travel if they wish to receive facilitated services at the One-Stops.

The Agricultural Employment Specialists are assigned to the following One-Stop Service Centers:

Local One-Stop Office	Outreach Staff (Agricultural Employment Specialist) Number
Dowagiac *	2
Fremont	1
Holland *	2
Lapeer	1
Lansing (currently vacant)	1
Ludington *	1
Paw Paw *	2
Shelby *	2
Sparta *	3
Traverse City	2
* Designated as Significant for PY 2012	Total 17

For Fiscal Year (FY) 2013, the Workforce Development Agency projects that Agricultural Employment Specialists will contact a total 12,500 Migrant and Seasonal Farmworkers. The projected number of outreach days is 1,000. A concerted effort is in place to conduct outreach visits with other partnering agencies. Visits to camps include, but are not limited to, the Agricultural Employment Specialists and staff from National Farmworker Jobs Program provider staff (Telamon Corporation), Michigan Department of Human Services, Michigan State University College Assistance Migrant Program (CAMP) and the High School Equivalency Program (HEP, and migrant health service providers. The number of Migrant and Seasonal Farmworker contacts made by cooperating agencies is estimated to be 1,000.

Michigan has a vibrant partnership with many organizations that provide services, both employment and quality-of-life related, to Migrant and Seasonal Farmworkers. Many of these organizations are located in the One-Stop Service Centers, allowing for easy access by Migrant and Seasonal Farmworkers. For agencies that are not co-located at the One-Stops, a referral process is established to ensure the full range of employment and training services, as well as supportive services, are delivered.

Partner agencies are as follows:

- Telamon (National Farmworker Jobs Program, Section 167 Grantee)
- Michigan Department of Human Services
- Michigan Health Centers and Community Health Centers

- Michigan Primary Care and Michigan Health Promotion
- Michigan State University College Assistance Migrant Program (CAMP)
- Michigan State University High School Equivalency Program (HEP)
- Migrant Education and Head Start Programs
- Literacy Coalitions and Councils, including English as Second Language training
- Farmworker Legal Services
- Michigan Migrant Legal Assistance Project

Migrant and Seasonal Farmworkers are encouraged to come in to the One-Stop Centers for services, as many of the partner agencies are located at the Centers, or in close proximity. However, if a Migrant and Seasonal Farmworker is unable or does not wish to visit a One-Stop Center, the Agricultural Employment Specialist provides the following services on-site:

- preparation of registration/resume assistance;
- referral to specific employment opportunities currently available or job development services for unemployed Migrant and Seasonal Farmworker;
- recommending available employment opportunities on the date after a Migrant and Seasonal Farmworker's current employment ends;
- assistance in preparing an Employment Service or non-Employment Service related complaint;
- referral of complaints to the local office complaint coordinator or the state's complaint coordinator;
- referral to supportive services; and,
- when necessary, to make appointments and arrange transportation to and from the One-Stop, or other locations where integrated workforce development services are provided.

Agricultural Employment Specialists are now equipped with laptop computers with wireless connections for accessing information for Migrant and Seasonal Farmworkers while conducting outreach. Additionally, registration in Pure Michigan Talent Connect as well as immediate posting of a resume in the system is also achieved. While it is important for Migrant and Seasonal Farmworkers to come to the One-Stops for services such as training and education, when registrations are entered and resumes are written while on outreach, they become immediately accessible to employers. Supportive services information is also easily accessible for Migrant and Seasonal Farmworkers.

Face-to-face contact with Migrant and Seasonal Farmworkers by the Agricultural Employment Specialist is the primary means of providing outreach services. A packet of printed materials is given to the Migrant and Seasonal Farmworker and contains the following:

- listing of local One-Stop services;

- Workforce Development Agency Form 300B, “Notice to Applicants,” which is a bilingual pamphlet that informs Migrant and Seasonal Farmworkers of all employment services, including Michigan’s electronic labor exchange system.
- Migrant Resource Council brochure that lists all the service providers’ information in the local area; and,
- any additional information pertinent to the local area, such as announcements for parent nights, bi-lingual classes, food distributions, etc.

Michigan also uses a brochure for Migrant and Seasonal Farmworkers that highlights employment services available. The brochure is currently being updated to reflect changes to the Pure Michigan Talent Connect and will be published in both English and Spanish.

The Workforce Development Agency has a Memorandum of Understanding with the Michigan Department of Agriculture and Rural Development to conduct camp inspections. The Michigan Department of Agriculture and Rural Development provides a list of all licensed camps; Agricultural Employment Specialists are required to visit each camp at least once per season, but many camps receive more than one visit. In PY 2012 there were over 800 licensed migrant camps in Michigan.³ In addition to the migrant labor camps; outreach is conducted at community and church events, such as food distributions, fiestas, welcoming meetings, and Head Start Parent Meetings.

Michigan also has an Interagency Migrant Services Committee that meets monthly. The Interagency Migrant Services Committee is directed by the Michigan Department of Human Services, Office of Migrant Affairs, and its mission is to “...coordinate the delivery of services for migrant and seasonal farmworkers and to serve as a clearinghouse for the exchange of views, problems and solutions between all parties concerned with migrant and seasonal farm labor and related services in a an effort to improve the quality of life for Migrant and Seasonal Farmworkers.”⁴ Members of the Interagency Migrant Services Committee conducted a presentation at the 2012 Midwest Association of Farmworker Organizations Conference in San Antonio, Texas, that highlighted its various activities and effective partnerships.

There are nine (9) Migrant Resource Councils in Michigan which are under the auspices of the Director of the Interagency Migrant Services Committee. These Councils are located in the State’s main agricultural regions and are comprised of representatives from state and local agencies, non-profit service providers, farmworker advocates, and growers. As a member of the local Migrant Resource Council, Agricultural Employment Specialists exchange information on services available for farmworkers, make and receive referrals for services, identify unmet needs, and strategize with other Migrant Resource Council members to maximize outreach activity and address Migrant and Seasonal Farmworker needs not currently being met. Agricultural Employment Specialists also participate in Migrant Resource Council sponsored activities, such as “Farmworker Appreciation Day,”

³ Michigan Department of Agriculture and Rural Development Web Site (Michigan.gov/mda)

⁴ State of Michigan, Interagency Migrant Services Committee, By-Laws

the “Backpack Bonanza,” and the “Christmas Basket Give-Away.” All of these events have more than 300 migrant and seasonal workers and their families participating.

For those Migrant and Seasonal Farmworkers wishing to settle-out or who require or request additional training, the Migrant and Seasonal Farmworker is referred to Telamon Corporation or other entities located at the One-Stops. Telamon offers a variety of trainings, including but not limited to English as a Second Language, General Equivalency Degree preparation, Pesticide Application Certification, and Commercial Drivers License Training.

The Workforce Development Agency and Telamon Corporation continue to work together for referral and training services for Migrant and Seasonal Farmworkers. A Memorandum of Understanding exists with Telamon Corporation that describes outreach strategies and referral processes between the two agencies in order to reach the largest number of Migrant and Seasonal Farmworkers.

A Memorandum of Understanding continues between the Hope, Arkansas Migrant Rest Center and the Workforce Development Agency whereby the Workforce Development Agency receives information on Migrant and Seasonal Farmworkers who have stopped at Hope and are traveling to Michigan. This is a valuable resource for Agricultural Employment Specialists to make contact with Migrant and Seasonal Farmworkers once they are in Michigan and provide employment services and information regarding the available services.

“Project Respeto” continues to expand to other areas of the State. With full support from the Michigan State Police, joint visits by the local Agricultural Employment Specialist and the local Michigan State Police and County Sheriff Officers to migrant camps are conducted in a number of areas. At these visits, information is given to the camp occupants regarding Michigan laws. By having an Agricultural Employment Specialist introduces law enforcement, camp occupants are more open to trusting the officers, which has led to fewer problems in some of the communities. The Workforce Development Agency and the Michigan State Police are inviting local law enforcement to participate in these camp visits.

“La Hora del Campesino” is a bi-lingual radio program sponsored by the Workforce Development Agency that is geared to Migrant and Seasonal Farmworker listeners, but also is a wealth of information for all. Approximately 30,000 listeners tune in each week. While there is no information to indicate how many listeners are Migrant and Seasonal Farmworkers or agricultural employers, it has been determined that the program serves approximately 200 employers by announcing job openings for the Southwest area of the State in both English and Spanish. Also, over 100 non-agricultural positions and over 500 agricultural positions have been announced, including available H-2A positions.

The program has been expanded to include a health segment, featuring experts from the medical field that provide information on topics such as maintaining a healthy diet, getting adequate exercise, avoiding unhealthy behaviors and the importance of getting a yearly

physical. Additionally, interviews with employers from across the state provide first-hand, important information for job seekers on what employers need and want in employees.

Michigan is in the process of updating its agricultural website (www.michaglabor.org) to be more user-friendly. The information on the website is available in English and Spanish and contains the following subjects:

- Current job opening;
- Grower profiles;
- Seasonal crop information;
- Agricultural Employment Specialist directory;
- Migrant Health Services directory;
- Day Care and Education resources;
- H-2A and H-2B job orders; and
- State Monitor Advocate Office / Employment Service Complaint System.

The Workforce Development Agency is currently working on a project to educate all interested workers by posting informational videos of the crops. The videos will show the mechanics of the work involved, whether it be how to harvest the crop, package the crop, and/or other requirements needed for the work. By providing this information, Migrant and Seasonal Farmworkers may see other opportunities for employment.

C. Services Provided to Migrant and Seasonal Farmworkers through Michigan's One-Stop Delivery System

Michigan has chosen not to adopt the American Job Center brand. Our Michigan Works! logo is a registered service mark and is consistently utilized throughout the State by our One-Stop Service Centers. The Michigan Works! name and logo have been in use since 1987 and are easily recognized by both employers and citizens throughout the State.

Core, intensive and training services required under the WIA Title I, are provided to Migrant and Seasonal Farmworkers through Michigan Works! One-Stop Service Centers, Telamon Corporation, and Agricultural Employment Specialists. Because Michigan has developed a robust talent system, Migrant and Seasonal Farmworkers are encouraged to use, and are trained on using Pure Michigan Talent Connect.

When a Migrant and Seasonal Farmworker visits a One-Stop, the One-Stop personnel provide core services. Self-registration in Michigan's electronic system, Pure Michigan Talent Connect is entered during the initial visit. For those needing assistance, One-Stop staff or the Agricultural Employment Specialist are available. Because the system is designed to use an email account as the User Name, Agricultural Employment Specialist staff assists Migrant and Seasonal Farmworkers to create a free e-mail account if they do not have one upon registration.

Self-registration includes the completion of a profile, which contains the following:

- Contact information;
- Career information and desired position level;
- Highest education level;
- Career category type and number of years (allows for multiple careers);
- Top Skills;
- Location preference; and,
- Option to upload a full resume.

During PY 2012, the Michigan Talent Bank underwent a transition to the Pure Michigan Talent Connect. Agricultural Employment Specialists served on an advisory committee during the conversion, as part of an effort to make it as user-friendly as possible for Migrant and Seasonal Farmworkers. Agricultural Employment Specialists also assisted in the translation of English to Spanish of the Pure Michigan Talent Connect registration form. Additional bi-lingual services are provided in the One-Stop, if needed.

The majority of intensive services for Migrant and Seasonal Farmworkers at the One-Stop are provided by the Agricultural Employment Specialists. These include comprehensive employment services such as job referral and job placement, resume writing assistance, career guidance, skill assessment, and referral to training. Additionally, assistance with learning to use Pure Michigan Talent Connect is provided for those needing it. According to Agricultural Employment Specialists, by providing this assistance, Migrant and Seasonal Farmworkers are more comfortable using Michigan's electronic system.

Agricultural Employment Specialists review the resumes of Migrant and Seasonal Farmworkers to match the job seeker's skills and abilities with available open jobs, including high wage, high demand jobs. Review of the resume for transferable skills is an integral part of the review. Opportunities for agricultural apprenticeships are also explored,

For Migrant and Seasonal Farmworkers who may need additional training, referrals to a variety of training programs are made. Agricultural Employment Specialists are knowledgeable about the various training programs available through the One-Stop and make referrals to programs, determined by the customer's request. Since the Workforce Development Agency is not a direct provider of training services, it is imperative that training programs are explained thoroughly to Migrant and Seasonal Farmworkers and referral to programs takes place. Agricultural Employment Specialists will continue to encourage Migrant and Seasonal Farmworkers to enter training programs in order to advance their skills and potentially lead to higher paying employment. However, Agricultural Employment Specialists are sensitive to those who may not want to leave the migrant stream, and take that into consideration before referrals are made.

In three areas of the State, skills development of agricultural workers remains a focus. Food safety, pesticide application and pesticide safety training continues to be offered in the Thumb Area, the Northwest, and the Southwest areas of Michigan. Additionally, an annual training for blueberry industry crew leaders is sponsored by Telamon, in partnership with

Michigan Blueberry Growers, Intercare Health Services and the Workforce Development Agency.

Telamon continues to provide training opportunities for those Migrant and Seasonal Farmworkers who wish to broaden their scope of employment. Telamon's intern program allows for Migrant and Seasonal Farmworkers exposure to high-demand / high-growth occupations. Agricultural Employment Specialists refer Migrant and Seasonal Farmworkers to this program, as well as the trainings offered by the One-Stops and local agricultural groups. The goal is for Migrant and Seasonal Farmworkers to have the opportunity to advance their skills and be competitive in a local, regional and global economy.

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

The One-Stop Service Centers and the Agricultural Employment Specialists provide employment services to agricultural employers. Primary services delivered by the Agricultural Employment Specialists include assistance to write job orders and the referral of workers. Employers receive assistance in writing detailed job descriptions, using O-Net as a resource, in order to attract the most qualified talent. Employers are also trained by Agricultural Employment Specialists in the use of Pure Michigan Talent Connect for posting of job orders as well as seeking available talent.

The Workforce Development Agency, as the lead planning agency, continues to conduct meetings for agricultural employers during January, February and March. The Workforce Development Agency also participates in meetings sponsored by commodity groups and other partnering organizations and is an integral part of these meetings. The Intra / Interstate Clearance Order System is explained and promoted by the Workforce Development Agency. Prevailing wage and practice surveys are reviewed, and employers receive instructions as to how and when surveys will be available. The Workforce Development Agency will be conducting prevailing wage and practice surveys during the peak season for all crop activity where H-2A orders are used.

Outreach visits to employers are conducted in the non-peak season in order to build strong and trusting relationships. By having strong relationships, employers are more apt to rely on the Agricultural Employment Specialist for referrals to not only hand harvesting jobs, but also to other higher paying, higher skilled positions. Migrant and Seasonal Farmworkers have been hired as tractor drivers, maintenance workers, fork lift operators and supervisors.

Michigan's primary workforce development strategy is to implement a demand-driven system based on a cluster strategy. A cluster is defined as a geographic concentration of related employers (one or more), industry suppliers, and support institutions in a product or service field. Agriculture is critical to the Michigan economy in terms of production and the revenues it generates, as well as a major source of exports to other states and all over the world. Michigan's Agricultural Cluster is primarily focused on the food processing

industry and assists employers to locate resources for economic development, talent recruitment and training. Partnering with the agricultural cluster teams in the Michigan Department of Agricultural and Rural Development and the Michigan Economic Development Corporation allows for provision of comprehensive and beneficial services for agri-business employers.

A regional Agri-Business Alliance was developed to coordinate and streamline services to employers. The Agri-Business Alliance includes both economic and workforce development partners. Agricultural Employment Specialists and Workforce Development Agency management were instrumental in its development and continue to meet monthly with the Alliance. Projected activities include regional agricultural job fairs, training and apprenticeship opportunities.

The State's agricultural website features the "Grower Profile." Agricultural Employment Specialists solicit growers to post their business information on this site. Photographs are often included, showing the fields or housing of the particular farm and crops harvested. This is an effective way for the employer to "highlight" their business to all workers. All employers are invited to post a profile, and each year more employers decide to post.

E. Data Analysis.

The total number of agriculture job orders placed in Michigan Talent Bank (replace by the Pure Michigan Talent Connect) in PY 2011 was 2,529. Food manufacturing accounted for 943 of these orders, while the remaining 1,586 orders were for hand-harvesting or processing. The total number of job orders in PY 2011 has doubled since PY 2010 due to the increased services provided to agricultural employers. Job orders were entered by both employers and the Agricultural Employment Specialists. The total number of openings from these orders was 9,831 and the number of openings filled was 2,410, which equates to 25%. The openings filled have also increased since PY 2010.

The Workforce Development Agency expects an increase in the number of job orders to a total of 2,781 due to the increased emphasis on the agriculture industry and increased outreach to the employers. It is estimated that 30% of the job orders will be filled, for a total of 834 filled job orders. Orders are filled by direct placements and are also filled by job seekers who do not use the One Stop system. In any given year, some job orders are not considered filled, even though they may be, as no data is received to confirm that the order has been filled.

The number of Interstate Clearance Orders received in PY 2011 was 92, with 17 resulting from H-2A orders and 75 resulting from out-of-state H-2A orders. There were 4 Interstate Clearance Orders initiated; however, due to unforeseen challenges, the employers decided to withdraw the applications.

The estimated number of interstate clearance orders the State expects to receive in PY 2013 is five (5). The estimated number of Interstate Clearance Orders the State will initiate is 40.

Agricultural Employment Specialists will continue to provide facilitated services to employers on all agricultural job orders. Services include collecting applications, scheduling interviews, providing space at the One-Stop for interviews, and interpreting at interviews when needed. These activities produce more positive results for the employers, and allow for the staff to account for those hired for employment.

E. Other Requirements

The State Monitor Advocate was afforded the opportunity to approve and comment on the 2013 Agricultural Outreach Plan.

The draft of the 2013 Agricultural Plan is posted to both the Workforce Development Agency website and Michigan's Agricultural website to solicit comments from the Interagency Migrant Services Committee and other interested parties. The members of the Interagency Migrant Services Committee are noted in the following paragraph. It is anticipated the plan will receive final approval from the Governor's Talent Investment Board, scheduled to meet on June 6, 2013.

The following entities are members of the Interagency Migrant Services Committee

- Telamon Corporation;
- Michigan Department of Human Services;
- Michigan Department of Agriculture and Rural Development;
- Michigan Primary Care Association; and,
- MI Migrant Head Start / Telamon Corporation.
- Michigan Farm Bureau;
- Migrant Health Services;
- Michigan Department of Civil Rights;
- Michigan Department of Community Health;
- Michigan Department of Education - Migrant Education;
- Michigan Occupational Safety and Health Administration;
- Michigan Department of Licensing and Regulatory Affairs;
- Hispanic Center of Western Michigan;
- United States Department of Homeland Security;
- Michigan Migrant Legal Assistance Project;
- Farmworker Legal Services;
- Michigan State University CAMP and HEP Programs;
- Julian Samora Research Institute; Hispanic Latino Commission of Michigan;
- United States Department of Agriculture – Rural Development
- United States Department of Labor – Wage and Hour Division; and,
- Social Security Administration.

Comments received from the solicitation and responses from the State will be included with the plan. If comments are received after the plan's submission, both the comments and responses will be forwarded at a later date.

Appendix A Region Maps

Region 1 – Southwest

Counties: Berrien, Kalamazoo, Van Buren

Michigan Works!
32849 Red Arrow Hwy., Suite 200
Paw Paw, MI 49079

Phone: 1.800.533.5800 Ext. 1264 - Juan
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Counties: Cass, Berrien, St. Joseph

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Region 2 – West Central

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Counties: Kent, Muskegon, Ottawa

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Migrant, Immigrant and Seasonal Worker Services Division
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Region 3 – North Lower Peninsula

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Counties: Lake, Newaygo

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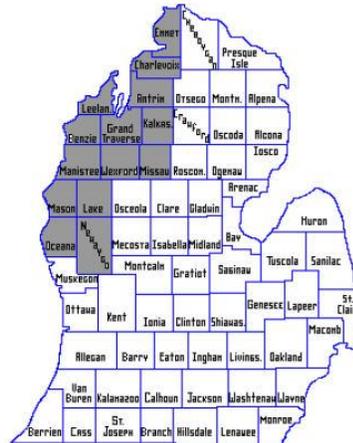
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 195 N. Michigan Ave.
 Shelby, MI 49455
 Phone: 231.861.2162 - Catalina
 231.861.7528 - Vacant
 231.861.6300 - Fax

Catalina Burillo
burillo@michigan.gov

Vacant



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 Migrant, Immigrant and Seasonal Worker Services Division
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Region 4 – East Central includes Upper Peninsula

Counties: Arenac, Bay, Clare, Clinton, Eaton, Gladwin, Gratiot, Huron, Ingham, Isabella, Midland, Montcalm, Saginaw, Shiawassee

Capital Area Michigan Works!
 2110 S. Cedar St.
 Lansing, MI 48910
 Phone: 517.492.5564
 517.492.5501 - Fax

Salvador Ayala
ayalas@michigan.gov
 Cell: 517.242.4229

Counties: Alcona, Alpena, Alpena, Baraga, Cheboygan, Chippewa, Crawford, Delta, Dickinson, Gogebic, Houghton, Iosco, Iron, Keweenaw, Luze, Mackinac, Marquette, Menominee, Montmorency, Ogemaw, Ontonagon, Osceola, Otsego, Presque Isle, Roscommon, Schoolcraft

Northwest Michigan Works!
 1209 S. Garfield Ave., Suite C
 Traverse City, MI 49686
 Phone: 231.922.3729 - Kevin
 231.922.3728 - Jose
 231.922.3737 - Fax

Kevin Benson
kensonsk@michigan.gov
 Cell: 231.730.1339

Jose Ragel
ragel1@michigan.gov
 Cell: 231.944.0420

Counties: Barry

Michigan Works!
 121 Clover Ave.
 Holland, MI 49423
 Phone: 616.494.8821 - Isaac
 616.494.8853 - Ruben
 616.355.3305 - Fax

Isaac Lopez
lopez1@michigan.gov
 Cell: 517.242.6416

Ruben Santellan
santellan@michigan.gov
 Cell: 616.566.6769

Counties: Mecosta, Osceola

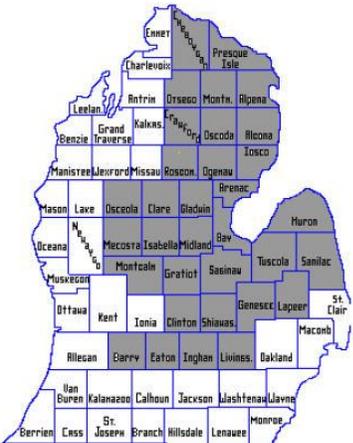
Michigan Works!
 4747 W. 48th St.
 Fremont, MI 49412
 Phone: 231.924.3230 Ext. 1737
 231.924.4860 - Fax

Rosa Ortiz-Coucke
coucker1@michigan.gov
 Cell: 231.740.1870

Counties: Genesee, Huron, Lapeer, Livingston, Sanilac, Tuscola

Thumb Works!
 550 Lake Dr., PO Box 600
 Lapeer, MI 49446
 Phone: 810.664.1680 Ext. 19
 810.664.6740 - Fax

Benita Rendon-Murray
rendon-murray@michigan.gov
 Cell: 517.242.5056



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Region 5 – South Central

Counties: Branch, Calhoun, Hillsdale, Jackson, Lenawee, Monroe, Washtenaw, Wayne
Reynaldo Ramos
ramor1@michigan.gov
 Cell: 231.670.9995

Michigan Works!
 601 N. Front St.
 Dowagiac, MI 49047
 Phone: 269.782.9864 Ext. 1314
 Fax: 269.782.5706

Counties: Macomb, Oakland, St. Clair
Benita Rendon-Murray
rendon-murray@michigan.gov
 Cell: 517.242.5058

Thumb Works!
 550 Lake Dr., PO Box 600
 Lapeer, MI 48446
 Phone: 810.664.1680 Ext. 19
 Fax: 810.664.6740

