

# Agricultural and Foreign Labor Services



Agricultural and Foreign Labor Services support Michigan's agricultural employers and migrant & seasonal farm workers (MSFWs) through the Agricultural Employment Services program, the Foreign Labor Certification program and the State Monitor Advocate. Each of these services offer help to farm workers and their employers.

## Agricultural Employment Services (AES) Program

The AES program provides career services to agricultural workers as well as employment and recruitment services to employers by conducting outreach at working, living and other gathering places.

### Services for Migrant and Seasonal Farm Workers – Assistance to Gain Employment

- Assist with online job searches using Pure Michigan Talent Connect (MiTalent.org).
- Assist with online resume posting and career development services, including resume preparation, interviewing techniques, application completion and training.
- Referral to agricultural employment during the growing season.
- Referral to employment opportunities for settled-out migrants.
- Interpretation services between Spanish-speaking job seekers and employers.
- Referral to supportive service agencies for assistance with health, education, food, housing and farm worker rights.

### Services for Employers – Assistance to Find Employees

- Assist with posting job openings on Pure Michigan Talent Connect (MiTalent.org).
- Assist in locating workers using the Agricultural Recruitment System.
- Direct referral of migrant and seasonal farm workers.
- Create effective job descriptions to attract qualified talent.
- Provide Farm Labor Contractor and Crew Leader registration information.
- Provide technical assistance in the completion of federal forms.
- Provide farm labor law information pertaining to work hours, wages and employment of minors.
- Provide labor market information and on-the-job training information.

### State Monitor Advocate (SMA)

The SMA is a federal and state monitoring system that ensures that migrant and seasonal farm workers have equitable access to career center services, skill development and workforce protections offered by Michigan Works! One-Stop Career Centers. Services include:

- Monitor services provided to MSFWs at Michigan Works! Service Centers.
- Monitor complaint resolution through the Employment Service and Employment-Related Law Complaint System.
- Promote the Agricultural Recruitment Systems for U.S. workers and refer job seekers to employment.

## Foreign Labor Certification (FLC) Program

The H-2A and H-2B temporary agricultural and non-agricultural programs allow employers who anticipate a shortage of domestic workers to bring non-immigrant foreign workers to the U.S. to perform services of temporary or seasonal nature. The FLS program provides the following services:

- Review H-2A and H-2B applications for compliance with relevant federal, state and local regulations.
- Collaborate with Michigan Department of Agriculture and Rural Development for housing inspections.
- Post jobs on the Pure Michigan Talent Connect website (MiTalent.org).
- Train Michigan Works! and State of Michigan staff about their role in the H-2A and H-2B programs.
- Conduct agricultural prevailing wage and practice surveys throughout Michigan to determine common employment practices and average wages.
- Complete field checks when U.S. workers are referred to H-2A jobs.

### Where can you find more information about these programs?

For more information, contact your local Michigan Works! Service Center by calling 1-800-MIWORKS, or visit Michigan's agricultural employment website at [Michigan.gov/AFLS](http://Michigan.gov/AFLS).