

E. AGRICULTURAL OUTREACH PLAN (AOP). EACH STATE AGENCY MUST DEVELOP AN AOP EVERY FOUR YEARS AS PART OF THE UNIFIED OR COMBINED STATE PLAN REQUIRED UNDER SECTIONS 102 OR 103 OF WIOA. THE AOP MUST INCLUDE AN ASSESSMENT OF NEED. AN ASSESSMENT NEED DESCRIBES THE UNIQUE NEEDS OF FARMWORKERS IN THE AREA BASED ON PAST AND PROJECTED AGRICULTURAL AND FARMWORKER ACTIVITY IN THE STATE. SUCH NEEDS MAY INCLUDE BUT ARE NOT LIMITED TO: EMPLOYMENT, TRAINING, AND HOUSING.

1. ASSESSMENT OF NEED. PROVIDE AN ASSESSMENT OF THE UNIQUE NEEDS OF FARMWORKERS IN THE AREA BASED ON PAST AND PROJECTED AGRICULTURAL AND FARMWORKER ACTIVITY IN THE STATE. SUCH NEEDS MAY INCLUDE BUT ARE NOT LIMITED TO: EMPLOYMENT, TRAINING, AND HOUSING.

Agriculture is a vital part of the economy in North Dakota (ND). The need for farmwork labor in the State increases every year and the H2A program has an enormous impact on the State. Several employers also require workers across multiple States, which makes finding and retaining American workforce a continued struggle. H2A bridges the gap in these occupations as well as the thousands of additional farm labor openings the State has each year.

Most of the agricultural activity continues to be from small family farm producers. However, ND also has many larger agricultural employers needing more than 1-2 dozen foreign labor workers each year. As such, the need for clean, safe, and habitable housing is of utmost importance to the State and the farmworkers inhabiting these dwellings.

Housing inspections are conducted by the 9 workforce centers across ND, ensuring compliance with both ETA and OSHA guidelines. Worker rights information is passed along to the employers and farmworkers (if present) at the time of inspection and during outreach activities. Information is also given to farmworkers about the services the ND SWA provides and are encouraged to contact the workforce center nearest to them. This includes information on training and employment opportunities. Handouts are provided in English and Spanish, placed on tables and fridges during inspections as well as handed out during outreach activities. Individuals are informed on the virtual one stop website ND Workforce Connection, available in 22 languages.

JSND staff work closely with our NFJP partner MET for outreach. Both agencies address training possibility questions, often for younger family members or MSFWs seeking to enhance skills. JSND has two staff to provide outreach services. The most requested services addressed by JSND are employment and unemployment insurance services. MSFWs request assistance with using the system to search for jobs and staff provide lists of job openings. Staff follow protocols on complaints to correctly route and address concerns as quickly as possible. Almost all complaints fall under the category of wage and hour issues. Staff share information on farmworker rights during outreach, addressing questions and providing written documentation. JSND staff review the full

range of ES services available, provide those services if the MSFW cannot access or choose not to access the workforce centers, and leave brochures with MSFWs and at locations most frequented by MSFWs.

As indicated in the charts below Agriculture, Forestry, Fishing and Hunting occupational data indicates increases year over in employment, wages, and establishments. Charts referenced from NDLM data, North Dakota Workforce Review published June 30, .

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This industry, though relatively small, has exhibited strong growth in the past 10 years. Figures about employment, wage, and establishments come from Quarterly Census of Employment and Wages (QCEW) data, which only counts workers covered by Unemployment Insurance (UI). Self-employed workers (e.g. farmers) are not liable for UI, so the figures below may underrepresent this industry.

<b>AVERAGE EMPLOYMENT</b>	In 2024, North Dakota's total employment in this industry was 4,941. From 2004 to 2024, the total average employment in this industry grew by 2,068 (72 percent). From 2014 to 2024, average employment grew by 568 (13 percent). In 2024, nearly all employment in this industry belonged to the private sector (more than 99 percent).		<b>2004</b>	<b>2014</b>	<b>2024</b>
		<b>AVG EMP</b>	<b>2,873</b>	<b>4,373</b>	<b>4,941</b>
		<b>Private</b>	100%	99.8%	100%
		<b>Government</b>	---	0%	0%
<b>AVERAGE ANNUAL WAGE</b>	In 2024, the average annual wage in this industry was \$57,283. From 2004 to 2024, average annual wages in this industry grew by \$30,254 (112 percent). From 2014 to 2024, average annual wages grew by \$16,025 (39 percent). In 2024, average annual wages in this industry were \$45,452 higher in the private sector.		<b>2004</b>	<b>2014</b>	<b>2024</b>
		<b>AVG WAGE</b>	<b>\$27,029</b>	<b>\$41,258</b>	<b>\$57,283</b>
		<b>Private</b>	\$27,029	\$41,263	\$57,320
		<b>Government</b>	---	\$38,065	\$11,868
<b>TOTAL ESTABLISHMENTS</b>	In 2024, there were 1,251 establishments in this industry. From 2004 to 2024, the number of establishments in this industry grew by 726 (138 percent). From 2014 to 2024, the number of establishments grew by 346 (38 percent). In 2024, nearly all establishments in this industry belonged to the private sector (more than 99 percent).		<b>2004</b>	<b>2014</b>	<b>2024</b>
		<b>TOTAL ESTAB</b>	<b>525</b>	<b>905</b>	<b>1,251</b>
		<b>Private</b>	100%	100%	100%
		<b>Government</b>	---	0%	0%

H2A Housing inspections from 1,533 (10/1/23 – 4/10/24) to 2,003 (10/1/24 – 4/10/2025) a 23.46% increase.

H2A 790s (Clearance Orders/Requests) from 1,089 (10/1/23 – 4/10/24) to 1,315 (10/1/24 – 4/10/25) a 17.19% increase.

The ND SWA will continue efforts to create and strengthen relationships with farmworkers, employers, other State agencies, non-profit and private organizations to ensure compliance and continued development of the outreach plan. These efforts provide the basis for continued outreach to farmworkers and assess and address their employment, training, and housing needs.

2. AN ASSESSMENT OF THE AGRICULTURAL ACTIVITY IN THE STATE MEANS: 1) IDENTIFYING THE TOP FIVE LABOR-INTENSIVE CROPS, THE MONTHS OF HEAVY ACTIVITY, AND THE GEOGRAPHIC AREA OF PRIME ACTIVITY; 2) SUMMARIZE THE AGRICULTURAL EMPLOYERS' NEEDS IN THE STATE (I.E. ARE THEY PREDOMINANTLY HIRING LOCAL OR FOREIGN WORKERS, ARE THEY EXPRESSING THAT THERE IS A SCARCITY IN THE AGRICULTURAL WORKFORCE); AND 3) IDENTIFYING ANY ECONOMIC, NATURAL, OR OTHER

## FACTORS THAT ARE AFFECTING AGRICULTURE IN THE STATE OR ANY PROJECTED FACTORS THAT WILL AFFECT AGRICULTURE IN THE STATE

According to the 2024 State Agriculture Overview by the National Agriculture Statistics Service (NASS) of the United States Department of Agriculture (USDA) showed North Dakota's 24,800 farm and ranch operations occupy 38.5 million acres of land in North Dakota.

North Dakota is a very diverse state in the number of commodities produced. In 2022, North Dakota led the nation in the production of all dry edible beans, navy beans, pinto beans, canola, flaxseed, honey, dry edible peas, Durum wheat, spring wheat and sunflowers. North Dakota was the No.2 producer of lentils, black beans, great northern beans, and all wheat. North Dakota was in the top five for the production of several other crops as well.

North Dakota sold almost \$12.1 billion worth of agricultural products in 2022 (the most recent Agricultural Census). Of these sales, \$10.8 billion – or just over 89 percent of the total agricultural sales – came from crops. Grains, oilseeds, dry beans and dry peas had the largest sales at \$9.6 billion, which accounted for three-fourths of all agricultural sales. North Dakota is the main producer of flaxseed and canola in the United States; the 2022 census showed that 77 percent of the country's flaxseed was grown in the state and 81 percent of the canola.

In the Red River Valley, sugar beets and potatoes are widely grown. In 2022, North Dakota was the third largest producer of sugar beets in the country and the fifth largest producer of potatoes. Also, producers in the state are proud of the fact that North Dakota is the largest honey producing state in the nation. Approximately 40.8 million pounds of honey was collected in North Dakota in 2022, or 23 percent of the total collected in the United States.

According to the North Dakota Department of Agriculture, there are about 1.6 million beef cattle and calves in North Dakota. That's more than two cattle for every person in the state. Beef cattle are raised in every North Dakota county. Cattle production has traditionally ranked second only to wheat farming as the most important sector in North Dakota's agriculture economy. Based on USDA data, North Dakota consistently ranks 15 in annual cattle and calf livestock inventory. Based on past and projected agricultural activity in North Dakota, we do not anticipate the above acreage or cattle inventories to change significantly in this plan modification period.

Based on agricultural employer activity with Job Service North Dakota for federal fiscal year 2025, agricultural employers placed 1,320 seasonal job orders requesting 4,326 seasonal agricultural workers (3572 H2A openings and 5 non-H2A). The top five labor-intensive crops in North Dakota include wheat, corn, soybeans, barley and sunflowers. In order of need, the majority of job orders recruit farm equipment operators, beekeepers, animal ranch workers, general farm workers and truck drivers.

Statewide labor shortages in most industries, including agriculture, have caused agriculture employers to use the H2A program to meet labor needs. This is reflected in the high proportion of H2A openings in 2025. Every 2 years, Job Service North Dakota's Labor Market Information publications and datasets are used for labor market testing of the state economy for the H-2A Program. Job Service North Dakota remains dedicated to working with agricultural employers to locate qualified farm laborers and equipment operators to assist with the spring to fall farming seasons.

Because of the North Dakota short growing season, the number of seasonal farmworkers in November through February is relatively small. In March, the numbers increase as farmers prepare to begin planting in April. April through October numbers reach their highest levels as crops are planted, sprayed, cultivated, harvested, and transported to storage or market. This cycle repeats every year, giving a wide variance in numbers needed by North Dakota farmers at any given point in time.

3. AN ASSESSMENT OF THE UNIQUE NEEDS OF FARMWORKERS MEANS SUMMARIZING MIGRANT AND SEASONAL FARM WORKER (MSFW) CHARACTERISTICS (INCLUDING IF THEY ARE PREDOMINANTLY FROM CERTAIN COUNTRIES, WHAT LANGUAGE(S) THEY SPEAK, THE APPROXIMATE NUMBER OF MSFWs IN THE STATE DURING PEAK SEASON AND DURING LOW SEASON, AND WHETHER THEY TEND TO BE MIGRANT, SEASONAL, OR YEAR-ROUND FARMWORKERS). THIS INFORMATION MUST TAKE INTO ACCOUNT DATA SUPPLIED BY WIOA SECTION 167 NATIONAL FARMWORKER JOBS PROGRAM (NFJP) GRANTEES, OTHER MSFW ORGANIZATIONS, EMPLOYER ORGANIZATIONS, AND STATE AND/OR FEDERAL AGENCY DATA SOURCES SUCH AS THE U.S. DEPARTMENT OF AGRICULTURE AND THE U.S. DEPARTMENT OF LABOR (DOL) EMPLOYMENT AND TRAINING ADMINISTRATION

The number of migrant farm workers traveling to and within North Dakota continues to decrease. This can be attributed to farmers' use of technology and the use of modern farming practices. The transient nature of the relatively few seasonal farm workers and their established working relationships with agricultural employers in North Dakota makes it difficult to develop accurate demographic data and consistent estimates of MSFWs in the state.

H2A Foreign Labor Certification Agents reported the majority of the H2A workers are from the following countries: South Africa, Ukraine, Mexico, Honduras, Philippines, Bulgaria, Australia, Moldova, France, Ireland, England, Brazil, Peru, Guatemala, Dominican Republic, Haiti, Germany. The majority of H2A workers speak English, and those who do not speak English, usually speak Spanish.

Job Service North Dakota had 78 newly registered MSFWs in the one-stop system in 2025, this count does not include H2A workers. Many of the positions are given to returning workers not registered with Job Service North Dakota or to foreign workers under the H2A program. WIOA Section 167 grantee (Motivation, Education and Training

Inc. (MET) reports Hispanic groups and families from southern states and North Dakota Hispanic families, who have made North Dakota their permanent home, are the majority of non-H2A MSFWs.

#### 4. OUTREACH ACTIVITIES

The Workforce Centers outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for: Outreach activities include a variety of strategies to reach intended target audiences. Two outreach staff are dedicated full time to outreach services during peak season and part time during off season. Outreach staff time is spent locating and contacting MSFWs who are not being reached by the normal activities provided by ES offices. As outlined in 20CFR Part 653, Outreach staff will keep a daily log of activities and record the number of contacts and contact attempts to be shared with their one-stop operator manager. Logs will be retained for 3 years.

Outreach Staff focus efforts toward known establishments where MSFWs frequent, work and live. Outreach Staff will make efforts to have a presence at events where even a small number of MSFWs may attend. Examples include, but are not limited to, childcare orientations, parent/teacher conferences, County Social Services offices/events, in-field trainings, field visits or community gatherings. Outreach services include services available at the local one-stop center, information on employment services and the employment-related law complaint system, information on other organizations that may provide services for MSFWs, and a basic summary of farmworker rights. Information shared includes printed materials, verbal communications, and referrals to the virtual one-stop site that is available in 22 different languages. Outreach Staff may refer MSFWs to the local one-stop location for full services or may provide services on site. A variety of virtual efforts for outreach are practiced.

##### A. CONTACTING FARMWORKERS WHO ARE NOT BEING REACHED BY THE NORMAL INTAKE ACTIVITIES CONDUCTED BY THE EMPLOYMENT SERVICE OFFICES

MSFW Outreach Staff focus outreach efforts at known establishments where MSFWs frequent. Outreach Staff make efforts to have a presence at events where there is a chance even a small number of MSFWs will attend. Examples include, but are not limited to, childcare orientations, parent/teacher conferences, County Social Services offices/events, in-field trainings, field visits or community gatherings. A variety of virtual efforts for outreach are also practiced. Outreach includes the full range of services available to US MSFW workers.

##### B. PROVIDING TECHNICAL ASSISTANCE TO OUTREACH STAFF. TECHNICAL ASSISTANCE MUST INCLUDE TRAININGS, CONFERENCES, ADDITIONAL RESOURCES, AND INCREASED COLLABORATION WITH OTHER

ORGANIZATIONS ON TOPICS SUCH AS ONE-STOP CENTER SERVICES (I.E. AVAILABILITY OF REFERRALS TO TRAINING, SUPPORTIVE SERVICES, AND CAREER SERVICES, AS WELL AS SPECIFIC EMPLOYMENT OPPORTUNITIES), THE EMPLOYMENT SERVICE AND EMPLOYMENT-RELATED LAW COMPLAINT SYSTEM ("COMPLAINT SYSTEM" DESCRIBED AT 20 CFR 658 SUBPART E), INFORMATION ON THE OTHER ORGANIZATIONS SERVING MSFWs IN THE AREA, AND A BASIC SUMMARY OF FARMWORKER RIGHTS, INCLUDING THEIR RIGHTS WITH RESPECT TO THE TERMS AND CONDITIONS OF EMPLOYMENT.

To support Job Service North Dakota Workforce Centers MSFW Outreach Staff, the State Workforce Agency (SWA) and State Monitor Advocate (SMA) provide MSFW Outreach Staff with a variety of resources and assistance throughout the year: 1.) Monthly, Wagner-Peyser registration reports are distributed to Workforce Centers for review to determine if newly registered MSFWs may be eligible for additional assistance; 2.) The State Monitor Advocate visits each Job Service North Dakota Workforce Center at least annually to meet with the MSFW Outreach Staff, discuss local trends, and to determine if MSFW Outreach Staff have necessary tools and resources; 3.) Workforce Center staff (including MSFW Staff) are provided training on the Complaint System; 4.) To meet equity indicators, the SMA reviews monthly and quarterly MSFW activity reports and based on these reports provides guidance as necessary to the Job Service North Dakota Workforce Centers; 5.) The SMA attends State Monitor Advocate National Training conferences. After each conference, the SMA advises the state's MSFW Outreach Workers on any regulation changes or new requirements; 6.) Any new directives or MSFW guidance disseminated by the National Office are promptly forwarded to MSFW Outreach Workers. 7.) North Dakota displays MSFW complaint and farmworkers rights posters at each Workforce Center in English and Spanish. A complaint system is implemented and is followed by training for the complaint system contacts within each workforce center. The complaint system incorporates ETA forms and follows the law as described in 20 CFR 648 subpart E. The SMA partners with Southern Minnesota Regional Legal Services to provide training to refresh the knowledge of seasoned outreach workers and to fully inform new staff of farm worker legal rights.

#### C. INCREASING OUTREACH WORKER TRAINING AND AWARENESS ACROSS CORE PROGRAMS INCLUDING THE UNEMPLOYMENT INSURANCE (UI) PROGRAM AND THE TRAINING ON IDENTIFICATION OF UI ELIGIBILITY ISSUES

The SMA touches base with outreach workers to include discussions on the UI program and potential issues.

Job Service staff including outreach workers have received training on labor trafficking and how proliferant it can be among farmworker populations. Job Service staff attend quarterly meetings with the North Dakota Human Trafficking Task Force and all Workforce Center staff are aware of resources to use if suspected human trafficking is observed.

#### D. PROVIDING STATE MERIT STAFF OUTREACH WORKERS PROFESSIONAL DEVELOPMENT ACTIVITIES TO ENSURE THEY ARE ABLE TO PROVIDE HIGH QUALITY SERVICES TO BOTH JOBSEEKERS AND EMPLOYERS

Because North Dakota MSFW Outreach Workers also perform Wagner-Peyser duties, staff assigned to outreach receive training and professional development in the provision of high-quality services to job seekers and employers through in-person and virtual Wagner-Peyser training sessions. In addition, the State Monitor Advocate advises the state's MSFW Outreach Staff on regulation changes and/or new requirements. The State Monitor advocate will disseminate training materials to outreach workers, including training on sexual harassment and human trafficking. ND partners with the Agricultural Worker Project of Southern Minnesota Regional Legal Services of SMRLS to assist foreign workers in understanding their rights. The Agricultural Worker Project of SMRLS provides agricultural workers services in the following areas:

- Wage theft (nonpayment of wages, overtime violations, unlawful deductions, contract violations, etc.)
- Workplace health and safety concerns (workplace injuries, lack of access to bathrooms/drinking water, pesticide exposure, break violations, etc.)
- Unlawful discrimination or retaliation (discriminatory termination, sexual harassment, retaliation for using workers' compensation system or complaining about working conditions, etc.)
- Issues related to recruitment (false promises, unlicensed farm labor contractors, etc.)

ND works closely with the Agricultural Worker Project of SMRLS on data requests pertaining to farmworker complaints or suspected violations. JSND also attends meetings and presentations with the Agricultural Worker Project of SMRLS, when possible, including the Agricultural Worker Project's Annual Networking Meeting. These meetings include discussion of services and resources available to Migrant and Seasonal Farmworkers as well as to other low-income individuals.

#### E. COORDINATING OUTREACH EFFORTS WITH NFJP GRANTEEES AS WELL AS WITH PUBLIC AND PRIVATE COMMUNITY SERVICE AGENCIES AND MSFW GROUPS

Motivation, Education and Training Inc. (MET), operator of the National Farmworker Jobs Program (NFJP) in eastern North Dakota, and Job Service North Dakota maintain an on-going partnership to provide MSFWs additional opportunities for employment and training. MET maintains offices in the Red River Valley cities of Grafton, Fargo, and Wahpeton, North Dakota. MET employees are co-located in the JSND Fargo Workforce Center. This collaboration continues to grow and provide services to MSFWs in the respective areas. Tying the various service agencies together promotes a "one-stop" concept. MSFW Outreach Workers from the Red River Valley offices attend networking meetings sponsored by farm worker advocacy groups. Agencies in attendance have included: 1.) Motivation, Education and Training Inc. (MET); 2.) The Agricultural Worker Project of Southern Minnesota Legal Services; 3.) County Social Service agencies; 4.) Community Health Services Inc; 5.) Migrant and Seasonal Head Start agencies; 6.)

Emergency food pantries; and 7.) Salvation Army organizations. At these networking meetings, participating members provide information about the services they offer to MSFWs and their families and the efforts they make in locating MSFWs in order to promote their services.

## 5. SERVICES PROVIDED TO FARMWORKERS AND AGRICULTURAL EMPLOYERS THROUGH THE ONE-STOP DELIVERY SYSTEM

Describe the State agency's proposed strategies for:

### A. PROVIDING THE FULL RANGE OF EMPLOYMENT AND TRAINING SERVICES TO THE AGRICULTURAL COMMUNITY, BOTH FARMWORKERS AND AGRICULTURAL EMPLOYERS, THROUGH THE ONE-STOP DELIVERY SYSTEM.

THIS INCLUDES:

- I. HOW CAREER AND TRAINING SERVICES REQUIRED UNDER WIOA TITLE I WILL BE PROVIDED TO MSFWs THROUGH THE ONE-STOP CENTERS
- II. HOW THE STATE SERVES AGRICULTURAL EMPLOYERS AND HOW IT INTENDS TO IMPROVE SUCH SERVICES

North Dakota is not designated as a "Significant State" and does not have "Significant Bilingual" offices. However, all nine Job Service North Dakota Workforce Centers have designated Business Services Representatives and Complaint System Representatives. As of January 2026 two designated MSFW Outreach Staff service the State. The Grand Forks Workforce Center has a Spanish speaking staff member who assists with interpretation and all Workforce Centers have access to telephone interpreting services. Job Service North Dakota Workforce Centers, in coordination with other strategic partners, provide MSFWs and Limited English Proficient individuals with the full range of employment and training services including, but not limited to the following:

- Assistance with the Wagner-Peyser registration process in order to receive the full array of services
- Resume assistance
- Online job search assistance
- Provision of information on services available in the Job Service North Dakota AJCs and contact information for partner agencies
- Provision of basic information on labor rights, protections and responsibilities with respect to terms and conditions of employment
- Assistance in reviewing job orders
- Assessment and referral to agriculture and non-agricultural jobs, training, and support services
- Provision of assessments, counseling, and other job development services
- Assistance with submission of complaints to the State Monitor Advocate
- Refer any apparent violations to Federal agencies
- Referrals to local community service organizations
- Assistance to Limited English Proficient individuals encountering language barriers
- Assistance with career guidance and other job development contact strategies
- Provide follow-up services as necessary and appropriate.

Special emphasis is placed on the identification of MSFW customers. Job Service North Dakota recognizes the importance of the agricultural industry to North Dakota and the large economic contribution made to the state's economy. Therefore, Job Service North Dakota ensures agricultural employers receive all the services provided to non-agricultural employers (see WIOA/WP Plan for services to employers).

Job Service North Dakota provides agricultural employers the full range of employer services and some specialized services including, but not limited to the following:

- Assistance with the online employer registration process in order to access the full array of employer services provided by Job Service North Dakota
- Assistance with the placement of job orders
- Access to online labor market information
- Access to online searches for qualified candidates registered with Job Service North Dakota
- Assistance with assessing labor needs
- Opportunities to participate in job/career fairs
- Recruitment activities to find and refer qualified MSFW's and other domestic candidates to fill job order positions
- Assistance with the H2A temporary labor certification program for agricultural employers experiencing a shortage of workers
- Provision of housing inspections
- Provision of information for compliance with labor laws and regulations
- Assistance with information on employment and training programs, tax incentives (WOTC), and bonding services;

In addition, Job Service North Dakota staff identifies employers who employ MSFW's and promote the recruitment and hiring of domestic workers when they are available. Clearance Orders created for the H2A program are placed online in accordance with USDOL guidelines to attract and refer U.S. workers. If a job seeker is interested and meets the minimum qualifications for the opening, the Job Service ND staff member will create a referral in the system which will be sent to both the employer and USDOL. When U.S. workers are not available, agricultural employers may utilize the H2A Labor Certification Program administered by Job Service North Dakota. The H2A program is a resource for agricultural employers to use when an employer anticipates sufficiently qualified workers will not be found in the local labor market. Job Service North Dakota's priority for all agricultural job orders is the recruitment and hiring of qualified and available U.S. workers. As North Dakota is a major agricultural state, Job Service North Dakota Workforce Centers are dedicated to the provision, and continual improvement of services provided to MSFWs and employers.

#### **B. MARKETING THE EMPLOYMENT SERVICE COMPLAINT SYSTEM TO FARMWORKERS AND OTHER FARMWORKER ADVOCACY GROUPS**

Job Service North Dakota has nine Workforce Centers across the state. Each has a Complaint System Representative. Additionally, as of January 2026, two designated MSFW Outreach Staff serve the State. The Complaint System Representatives assists MSFWs to file complaints (both ES and non-ES related), file apparent violations, coordinates with 167 grantees, other MSFW services providers, and forwards apparent violations or complaints to the State Monitor Advocate. Marketing of the Employment Service Complaint System is the responsibility of the MSFW Outreach Workers by in-person and virtual meetings with MSFWs.

#### **C. MARKETING THE AGRICULTURAL RECRUITMENT SYSTEM FOR U.S. WORKERS (ARS) TO AGRICULTURAL EMPLOYERS AND HOW IT INTENDS TO IMPROVE SUCH PUBLICITY.**

The purpose of the ARS is to meet the labor needs of agricultural employers, provide job opportunities to farm workers and protect the domestic agricultural workforce. The ARS ensures proper disclosure of the terms and conditions of employment to seasonal workers who are recruited from outside the local commuting area. Job Service North Dakota, Wagner-Peyser staff, and MSFW Outreach Workers will continue efforts to strengthen working relationships with MSFWs and employers so each better understands how the Labor Exchange System and outreach services can be of assistance. Efforts will continue to include promoting the use of the Agricultural Recruitment System (ARS) to employers and the full range of Wagner-Peyser Labor Exchange services delivered by Job Service North Dakota.

## 6. OTHER REQUIREMENTS

### A. COLLABORATION

Describe any collaborative agreements the state workforce agency (SWA) has with other MSFW service providers including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and in establishing new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

Motivation, Education and Training Inc. (MET) operates the National Farmworker Jobs Program (NFJP) in eastern North Dakota. Partnership with MET has proven to be key to meeting MSFW needs and providing outreach. There is a current Memorandum of Understanding in place with MET and continuation of this partnership is vital and of high priority. Ongoing efforts will be made to strengthen relations with the Agricultural Worker Project of Southern Minnesota Regional Legal Services" (SMRLS) and other MSFW agencies.

### B. REVIEW AND PUBLIC COMMENT

In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore; and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP. The AOP must include a statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations and other interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

The following MSFW related organizations and agencies, were given the opportunity to provide information and comment on the WIOA Unified Plan modifications within the Agricultural Outreach Plan:

Motivation, Education, and Training, Inc. (MET) 45 West 6th St. Grafton, ND 58237  
(WIOA Section 167 Grantee)

Tri-Valley Opportunity Council, Inc. 102 N Broadway P.O. Box 607 Crookston, MN 56716

Community Health Service, Inc. 810 4th Ave. South. Suite 101 Moorhead, MN 56560  
Agricultural Worker Project - Southern Minnesota Regional Legal Services, 1015 7th Avenue North Moorhead, MN 56560

### C. DATA ASSESSMENT

Review the previous four years Wagner-Peyser data reports on performance. Note whether the State has been meeting its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. If it has not met these goals, explain why the State believes such goals were not met and how the State intends to improve its provision of services in order to meet such goals.

Upon review of the Wagner-Peyser data from the last four years, on average, equity ratios were met. It is challenging to meet these ratios quarter to quarter due to the low number of MSFW's accessing services at Job Service North Dakota Workforce Centers. For example, with 18 MSFWs, a large percentage increase will occur with just 1 individual receiving a service. Job Service North Dakota and the State Monitor Advocate will continue to place special emphasis on the identification of MSFW customers. Outreach efforts will continue in the future to ensure MSFW employment and training needs are met. This will be done by continuous monitoring of MSFW activity and providing guidance and training to Job Service North Dakota Outreach Workers and other strategic partners. For example, monthly reports of WP registered and participant MSFWs is provided to workforce centers. Outreach staff contact each individual to offer a full range of employment services. Based on contact conversation, MSFWs receive services based on the discussion.

### D. ASSESSMENT OF PROGRESS

The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved and an explanation as to why the State believes the goals were not achieved, and how the State intends to remedy the gaps of achievement in the coming year.

Job Service North Dakota (JSND) provided equitable services to North Dakota's MSFW population. To ensure more accurate reporting for MSFW Equity Ratio Indicators, one-stop centers receive a list of MSFWs who have registered within the ES system or enrolled in Wagner-Peyser. These serve as reminders of services provided to these specific MSFWs as well as the services that may also be needed.

A Memorandum of Understanding is in place to solidify and maintain the partnership with Motivation, Education and Training Inc. (MET). Outreach efforts continue to be conducted throughout the State of North Dakota. North Dakota is a non-significant MSFW state and North Dakota's MSFW population primarily consists of H2A workers. New agriculture technology and farm practice changes continue to have a significant effect on the number of MSFWs in North Dakota. A continued decline is expected, but North Dakota will strive for continuous improvement in outreach efforts to MSFWs.

#### E. STATE MONITOR ADVOCATE

The plan must contain a statement confirming the State Monitor Advocate has reviewed and approved the AOP.  
State Monitor Advocate has reviewed and approved this plan.