

WIOA Title III: Wagner-Peyser (Employment Services)

2026 State Plan Modification

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Pages: 211 – 238

**PROGRAM-SPECIFIC REQUIREMENTS FOR WAGNER-PEYSER PROGRAM
(EMPLOYMENT SERVICES)**

All Program-Specific Requirements provided for the WIOA core programs in this section must be addressed for either a Unified or Combined State Plan.

A. EMPLOYMENT SERVICE STAFF

1. DESCRIBE HOW THE STATE WILL STAFF THE PROVISION OF LABOR EXCHANGE SERVICES UNDER THE WAGNER-PEYSER ACT, SUCH AS THROUGH STATE EMPLOYEES, INCLUDING BUT NOT LIMITED TO STATE MERIT STAFF EMPLOYEES, STAFF OF A SUBRECIPIENT, OR SOME COMBINATION THEREOF.

The state of Idaho and the Idaho Department of Labor (IDOL) utilize state merit staff to implement required services, including labor exchange services, under the Wagner-Peyser Act.

2. DESCRIBE HOW THE STATE WILL UTILIZE PROFESSIONAL DEVELOPMENT ACTIVITIES FOR EMPLOYMENT SERVICE STAFF TO ENSURE STAFF IS ABLE TO PROVIDE HIGH QUALITY SERVICES TO BOTH JOBSEEKERS AND EMPLOYERS

IDOL is committed to investing in professional development activities for ES staff. The central office team that supports the ES program includes an ES Program Specialist to focus on best practices in ES program design, and develop training to assure consistent, high-quality services around the state. The ES Program Specialist works with a team of local office supervisors to improve onboarding processes and identify gaps in training as well as identify priorities and resources for ongoing professional development. With the multitude of webinars, resources, and toolkits available through Workforce GPS, IDOL leverages these and other online tools to standardize ES staff training using quality sources, and supplement with classroom training, peer-learning and regional program meetings.

Additional Ongoing Professional Development for ES Staff:

- Idaho's One-Stop core partners are responsible for appropriate training to ensure all staff physically present at the One-Stop can correctly provide information to customers about the programs, services, and activities available through partner programs and make appropriate referrals.
- Training on work-based learning opportunities that can assist employers in meeting skilled-workforce needs, particularly registered apprenticeship models, and One-Stop partner programs that support work-based learning.
- In-depth analysis of regional/local labor market data, including 'real-time' labor market data provided by IDOL's Regional Economists
- One-Stop partner staff meetings to develop knowledge of partner program offerings and activities, and maintain working connections and effective referral processes.

3. DESCRIBE STRATEGIES DEVELOPED TO SUPPORT TRAINING AND AWARENESS ACROSS CORE PROGRAMS AND THE UNEMPLOYMENT INSURANCE (UI) PROGRAM AND THE TRAINING PROVIDED FOR EMPLOYMENT SERVICES AND WIOA STAFF ON IDENTIFICATION OF UI ELIGIBILITY ISSUES AND REFERRAL TO UI STAFF FOR ADJUDICATION

As the state government agency tasked with administering the unemployment insurance program for collection of taxes from employers and disbursement of benefits to claimants, IDOL provides periodic training and general information to American Job Center staff, including ES and WIOA staff, regarding general eligibility guidelines.

Strategies to support training and awareness of UI across core programs include:

- ES staff also provide RESEA services in Idaho, and they receive annual training from UI program staff specific to the requirements of the RESEA program
- Fully trained unemployment insurance staff are available by phone and via online chat, during business hours, to answer any questions from staff or claimants regarding UI issues
- UI Navigators are stationed within eight AJCs located throughout the state as well as scheduled at certain mobile locations to provide UI claimants with in-person help such as filing UI claims, resolving basic non-monetary issues, and helping them with other unemployment insurance functions.

B. EXPLAIN HOW THE STATE WILL PROVIDE INFORMATION AND MEANINGFUL ASSISTANCE TO INDIVIDUALS REQUESTING ASSISTANCE IN FILING A CLAIM FOR UNEMPLOYMENT COMPENSATION THROUGH ONE-STOP CENTERS, AS REQUIRED BY WIOA AS A CAREER SERVICE

Idaho's unemployment insurance application process is available online. Idaho's iUS web-based system and staffing model is designed to provide meaningful and personalized assistance in filing a claim for unemployment compensation at Idaho's American Job Centers, as well as at partner locations, in the following ways:

- When applying online, the iUS system provides simple, written instructions in English and Spanish to assist claimants through the application process.
- Each American Job Center provides several lobby computer stations to provide self-service access for filing an application for unemployment compensation or to access other online One-Stop services. Each workstation has been updated to improve data processing times and include larger monitors to reduce user scrolling.
- In addition, IDOL's mobile service delivery brings ES staff and laptops for customer use to rural communities on a scheduled basis to increase access to UI and other One-Stop programs in places far from an AJC.
- Each American Job Center also provides access to centralized, fully trained UI staff who answer questions, and assist with UI application or weekly claim filing. Centralized staff are available by phone or via online chat technology on the public access lobby computers.
- iUS user guides and real-time communications support is available for ES, WIOA, and other One-Stop Partner frontline staff from the centralized UI section to support staff provision of information.

C. DESCRIBE THE STATE'S STRATEGY FOR PROVIDING REEMPLOYMENT ASSISTANCE TO UI CLAIMANTS AND OTHER UNEMPLOYED INDIVIDUALS

Reemployment assistance is available to anyone in Idaho through the ES program, including UI claimants, unemployed individuals, and employed individuals. All job seekers who register in IdahoWorks receive an email to welcome them to the system and inform them of services available to assist with reemployment. All UI claimants receive information by email after filing their claim that directs them to register in IdahoWorks, informs them of assistance available through the AJCs, and provides links to the IDOL website where they can find information on available assistance and contact information for the AJC or mobile location nearest them.

Many UI customers first come to use staff- assisted ES services through the RESEA program. ES staff provide an orientation to all RESEA claimants on available AJC services. They work with each claimant one-on-one, conducting a thorough assessment of the claimant's current skills, abilities and identifying any barriers to reemployment. They also provide customized labor market information to each claimant based on their specific situation. Working together with the claimant they complete an individualized employment plan for each claimant, which may include additional follow up activities and services to assist the claimant in returning to work as soon as possible, including referrals to community services and training services as appropriate.

The RESEA program focuses on UCX claimants and those profiled as most likely to exhaust their benefits. RESEA services are provided for each claimant at an average of two and a half hours.

D. DESCRIBE HOW THE STATE WILL USE W-P FUNDS TO SUPPORT UI CLAIMANTS, AND THE COMMUNICATION BETWEEN W-P AND UI, AS APPROPRIATE INCLUDING THE FOLLOWING:

1. COORDINATION OF AND PROVISION OF LABOR EXCHANGE SERVICES FOR UI CLAIMANTS AS REQUIRED BY THE WAGNER-PEYSER ACT;

All in-state UI claimants are required to register for work in the IdahoWorks system upon filing a claim. After filing a claim for UI, the iUS web-based system provides a link to IdahoWorks, offering immediate access to work registration and the array of labor exchange services available, including links to current employment opportunities for self-referral. Wagner-Peyser funded staff provide services to UI claimants every day as a regular part of their duties, and IDOL has placed additional emphasis on ES services to unemployed Idahoans as a strategy to address business needs as the state experiences historic low UI rates.

2. REGISTRATION OF UI CLAIMANTS WITH THE STATE'S EMPLOYMENT SERVICE IF REQUIRED BY STATE LAW;

Department program policy, not state law, requires registration with ES.

3. ADMINISTRATION OF THE WORK TEST FOR THE STATE UNEMPLOYMENT COMPENSATION SYSTEM, INCLUDING MAKING ELIGIBILITY ASSESSMENTS (FOR REFERRAL TO UI ADJUDICATION, IF NEEDED), AND PROVIDING JOB FINDING AND PLACEMENT SERVICES FOR UI CLAIMANTS; AND

IDOL Wagner Peyser staff are familiar with UI eligibility requirements and do eligibility assessments and referral to adjudication as required and appropriate for RESEA participants. In 2021 a more rigorous work test process was implemented where most RESEA participants are given a job referral and follow up is done with the employer to verify the application was made and determine hire status when possible. Issues detected through RESEA interviews, work test, or other interactions with UI claimants are referred to adjudication.

The Idaho unemployment insurance (UI) division has a group of claims specialist that review work search contacts on a weekly basis. The claimants selected for review are all those coded as work-seeking. In addition, the division is establishing a new work search verification unit which will work queues within iUS, the state's unemployment insurance system, to verify work search contacts. During the adjudication process, UI staff will work with Wagner-Peyser staff across the state's AJCs to provide job referrals to claimants based on their job skills, job preferences, and labor market information. Follow up with the employers will take place to verify the claimant applied for the position. The new unit will be formed within the next month to target all work-seeking claimants.

4. PROVISION OF REFERRALS TO AND APPLICATION ASSISTANCE FOR TRAINING AND EDUCATION PROGRAMS AND RESOURCES.

Idaho's WIOA Title IB programs (Adult, Dislocated Worker, and Youth) reflect high service levels for UI claimants. IDOL's ES staff are co-located with WIOA Title IB staff, and they also participate in One-Stop partner and community meetings on a regular basis to remain up to date on training, education, and resources. ES staff are often the first point of contact for new

job seekers coming into the AJCs, whether in person or virtually, and one of their primary functions is to assess basic needs and eligibility and provide services and/or refer appropriately.

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.

In 2024, there were 22,500 Idaho farms and ranches producing 185 commodities. Idaho's crop farming is integrating technology and automation as labor force shortages have been a reality in agriculture for decades. Round-up ready sugar beet seeds have freed up hand hoeing and thinning. Precision agriculture has improved and sped up the drilling/planting of seeds utilizing the Global Positioning System to keep rows straight and alleviate human error. Precision agriculture also refers to tracking the amount of water in the soil to enhance efficiency in irrigation. Programmable pivots have reduced some of the labor needed to move irrigation lines.

Idaho's top five labor-intensive crops are potatoes, sugar beets, hay/grain, onions, and corn, primarily because many workers are still needed for irrigation and harvest. In addition to these crops, there is large production of canola, peas and lentils in north-central Idaho. The northern and southwestern regions of the state have witnessed growth in hops that require hand-stringing, mowing, and pruning. Hops acreage harvested across the U.S. peaked in 2021 and by 2025 had decreased by over 30% (Source: NASS) while Idaho's hops acreage declined by 47% over the same time. Despite the declines, total acres of harvested hops in 2025 remained 53% above 2000 levels in Idaho and 15% higher nationally. Due to increased yields, statewide 2025 hops production in pounds continued to be more than double that of 2000 despite the recent acreage declines. USDA/NASS QuickStats Ad-hoc Query Tool

Nursery operations are another important agricultural activity, mainly the production of ornamental trees in north Idaho. Nursery and landscape flowers and shrubs are raised in greenhouses across southern Idaho requiring hand labor for planting during months not normally reserved for agriculture.

The dairy industry, concentrated in south central Idaho, has skyrocketed since the 1980's when California enacted environmental laws causing dairy operators to relocate operations to states with less onerous oversight. Many large dairy operations grow their own hay and forage, needing both seasonal workers for irrigation, equipment operation and harvest. Dairies need year-round milking, herding, and feeding workers as the cows are milked three times a day-- relief milkers are employed to ensure reliability. Idaho inventories report 680,000 milk cows in 2025 with 305,000 milk cow replacements, ranking third in the number of dairy cows

nationally. The number of milk cows within Idaho has more than doubled since the 332,000 reported in 2000 and has grown 8% since 2022. In 2024, Idaho reported its highest ever livestock count for cattle of all types. This contrasts with the U.S. having the lowest number of cattle on record in 2024 since 1951.

In 2024, Idaho led the nation in the production of potatoes, barley, food-size trout, hay/alfalfa, and peppermint oil. Idaho's sugar beets and hops were ranked second nationally, while cheese and milk were ranked third. Dry onions, spring wheat and lentils were ranked fourth nationally while edible peas and wool were ranked fifth. 2024 Idaho Annual Statistical Bulletin-USDA

Idaho's need for an agricultural labor force has remained steady and has been a high-demand industry for decades but lacks labor supply due to its seasonality, hard physicality of the job requiring overtime during growing season, lower wages, and dismal benefit packages. The projections provided by Idaho Department of Labor's (IDOL) Research & Analysis Bureau show the peak demand for agricultural workers was estimated at 63,352 during August 2025 (preliminary data to be benchmarked in early 2026).

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

Agricultural employers hire foreign workers primarily utilizing the H2A Visa program which reported 7,296 visas certified for Idaho in 2025. 97% (7,085) of certified H2A workers in Idaho are employed in the occupations of farming, fishing and forestry. Producers are heavily dependent on foreign labor guaranteeing workers as seasonal crops must be planted, irrigated and harvested in a timely manner.

Idaho's H2A Adverse Effect Wage Rate (AEWR) for 2026 was established at \$17.07 an hour. Transportation, housing and kitchen availability or food costs must be also factored into program costs. An increasing number of employers believe the program provides the most reliable labor source, with many producers requesting the same workers each year--reducing the cost of training new workers.

The hourly AEWR applies when the job opportunity requires workers to perform agricultural labor or services covering one or more of the following SOC's:

- 45-2041 - Graders and Sorters, Agricultural Products.
- 45-2091 - Agricultural Equipment Operators.
- 45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse.
- 45-2093 - Farmworkers, Farm, Ranch, and Aquacultural Animals.
- 53-7064 - Packers and Packagers, Hand.
- 45-2099 - Agricultural Workers, All Other.

Sheep herders fall under a different wage structure due to their 24/7 schedule and remote assignments. All range occupations are earning \$2,058.31 monthly in 2025. Many sheepherders are from Peru and return to Idaho each year to work. To standardize the wage makes sense considering many herders with their herds are shipped across state borders, accessing better weather and grazing opportunities seasonally.

In northern and north central Idaho, the predominant crops are hay, barley, grain, hops, peas, beans (lentils, garbanzos, and chickpeas), canola, wheat and grass seed. The earliest activity involves hops, stringing from April to May and training from May through June. The harvest season for hay begins in May and lasts through September. Harvest for the other groups lasts from August through Mid-September. The estimated number of farmworkers in northern Idaho was 3,663 for 2025 and 3,546 in 2024. North central Idaho's average estimate of ag workers is 3,860 for 2025 and 3,736 for 2024.

In Southeastern and Eastern Idaho, the predominant crops are barley, beans, grain, hay, potatoes, and sugar beets. The hiring season begins in April for irrigation activities. The harvest for potatoes and sugar beets is in October and November, respectively, occurring later in the fall due to the later start of the growing season in the spring. In addition to farmworkers, there is a requirement for truck drivers, equipment operators from May to November, along with sorters and testers during harvest. In 2025, southeastern Idaho showed an estimate of 5,969 for farmworkers while eastern Idaho had approximately 6,309. 2024 reported slightly lower amounts of agricultural employment with southeastern estimated at 5,777 and eastern at 6,106.

Southwestern Idaho has greater diversity of significant crop activity: seeds, barley, beans, corn, fruits (apples, grapes, peaches and cherries primarily), grain, hay, hops, mint, oats, onions, potatoes, sugar beets, and wheat. Workers are needed for irrigation, hoeing, topping, and harvest in the months of heavy activity. Apples and other fruits require pruning and thinning from January to March. The first cutting of hay occurs in April and can end as late as October. The number of farmworkers in southwestern Idaho was 15,074 in 2025 and 14,589 in 2024.

The traditional South-Central Idaho crops are barley, dry beans, corn, grain, hay, potatoes, sugar beets, forage crops, and wheat. There is also high demand for farm equipment operators and truck drivers. Greenhouse and nursery workers are needed for seedling and plant cultivation. South central Idaho pulls sheepherders from Peru with the caveat that the Department of Homeland Security approves countries for H2A visas with a new list for each year. South central Idaho has four of the top five statewide agricultural production by market receipts:

1. Cassia \$1,153M,
2. Twin Falls County \$1,136M,
3. Gooding \$1,118M,
4. Jerome \$944M, and
5. Canyon in southwestern Idaho \$829M

a. *Source: 2022 Ag Census.*

South central Idaho estimated an average of 14,227 farmworkers in 2025 and 13,769 in 2024.

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 characteristics of the MSFW population indicate a large percentage of MSFWs are Hispanic and predominantly Spanish speaking. Most migrant and seasonal farmworkers in or coming to Idaho originate from the southern United States (e.g., Texas, Arizona) or Mexico.

The popularity of the H2A visa program has replaced the diminishing pool of domestic migrant seasonal farmworkers, many of which found jobs in construction, manufacturing, or agricultural jobs closer to home. In 2025, the number of certified H2A visas rose to 7,296, according to the performance data provided by the Employment and Training Administration. In 2023, the estimated number of MSFWs range from an average in the winter months of 1,600 to a peak of 11,720 in October. Much of the work is seasonal, reflecting on the workforce for this industry.

Due to the difficulty in estimating farm employment monthly, IDOL staff utilize data from a variety of sources to establish MSFW population projections for the state. These include the U.S. Department of Agriculture's Census of Agriculture, U.S. Census Bureau and the Idaho Department of Labor's Quarterly Census of Employment and Wages (QCEW) data.

Challenges to the agricultural industry are many. One challenge that is impacting operations, and consequently labor demand, is the encroachment of housing across Idaho. Prime farmland and grazing acres are being supplanted by either single homes on larger plots or full-scale subdivisions. Idaho continues to be in the top five states for population growth rates, threatening the availability of acres for production going forward. In addition, the aging and succession of the producers has seen some retirees sell land and equipment when there isn't a family member to carry on the legacy. According to the 2022 Census of Ag, one out of every three producers is 65 years of age and over. There are ongoing efforts to create agricultural land trusts that retain land for the purpose of farming or ranching. This allows a producer to sell land to the trust and retire with the cash proceeds; however, competing with developers can be problematic for the trust.

Idaho's need for agricultural workers is projected to be flat, remaining around 63,000 during the peak of the agricultural season, which is the month of October when most of the crops are harvested statewide.

4. OUTREACH ACTIVITIES

The local offices 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:

To address the unique regional challenges that Idaho's workforce development system faced, primarily with service accessibility in rural and remote areas and reductions in federal funds, the Idaho Department of Labor (IDOL) implemented a new service delivery model. Face-to-face service can now be found in approximately 29 communities around the state, an increase from the agency's previous brick and mortar offerings. The mobile model modernizes how the department delivers services, focusing on increasing IDOL's presence in rural Idaho while decreasing its physical footprint. It is more adaptable to fluctuations in the economy and empowers staff to be more responsive to community needs.

Bureau of Labor Statistics' farmworker estimates are significant for the three southernmost service delivery areas of the State. IDOL will provide appropriate outreach from the American Job Centers (AJC) identified by U.S.DOL as Significant MSFW One-Stop Centers in the following agricultural communities located throughout the state:

- **Caldwell AJC/Mountain Home Mobile Service Delivery/Payette Mobile Service Delivery** - Located in city of Caldwell, provides services to Canyon County, Elmore and Owyhee counties, and Washington and Payette counties.
- **Pocatello AJC/ Burley AJC/ Twin Falls AJC** – Located in the city of Pocatello, provides services to Bingham, Power, Franklin, Caribou, Bear Lake, Oneida, and Bannock counties /Minidoka and Cassia counties/and Twin Falls, Jerome, Gooding, and Lincoln counties.
- **Idaho Falls AJC/ Rexburg Mobile Service** - Provides services to Jefferson, Butte, and Bonneville counties/ and Clark, Fremont, Madison, and Teton counties.

Migrant/Seasonal Farmworker (MSFW) outreach staff are in the primary AJCs underlined above, placed there to best serve the state's high agricultural areas. During the months of high agricultural activity, the department will provide or coordinate activities to reach MSFWs in the additional communities listed.

The department ensured that bi-lingual English/Spanish capable staff have been assigned to conduct outreach and ensures multi-lingual access to language line tools through the state's One Stop system. All AJC staff participating in outreach have received training in the use of language line tools, including mobile location staff who may assist in the effort where there may be no AJC located in a specific community and may resort to using language line tools to assist in communication efforts.

During each year of this four-year plan, the department's Wagner-Peyser (W-P) staff, in collaboration with its partner organizations also serving MSFWs throughout the state, will plan to reach 8% of the estimated migrant/seasonal farmworker population during the peak of the agricultural season in the counties served by each AJC. As noted by U.S.DOL, these numerical goals are in reference only to the proposed outreach activities and are not negotiated performance targets. The offices noted in italics in the table on the following page serve as the principal locations within their respective regions with the responsibility for not only ensuring appropriate MSFW outreach but service provision as well.

AJC Regional Outreach Locations	Estimated Total Farmworker Population	Planned Outreach Goals-WP Staff (5%)	Outreach in Conjunction with Other Agencies (3%)

AJC Regional Outreach Locations	Estimated Total Farmworker Population	Planned Outreach Goals-WP Staff (5%)	Outreach in Conjunction with Other Agencies (3%)
NORTH IDAHO – <i>Bonnors Ferry/CDA</i>	3,207	160	96
SOUTHWEST IDAHO - <i>Caldwell</i>	16,135	807	484
SOUTH-CENTRAL IDAHO –<i>Twin Falls/Burley</i>	14,227	711	427
SOUTHEAST IDAHO- <i>Pocatello</i>	5,969	298	179
EASTERN IDAHO- <i>Idaho Falls</i>	6,310	316	189
Total	45,848	2,292	1,375

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

The Idaho Department of Labor (IDOL) conducts proactive outreach to Migrant and Seasonal Farmworkers (MSFWs) who are not reached through normal intake activities at American Job Centers (AJCs). Outreach is conducted statewide with an emphasis on agricultural regions and peak farming seasons.

IDOL employs two full-time bilingual outreach staff to ensure coverage across all designated MSFW service areas. Outreach staff are strategically assigned to regions with significant agricultural activity and seasonal MSFW presence. Staffing levels are reviewed annually to ensure sufficient capacity to contact a majority of MSFWs statewide each year, consistent with federal requirements.

MSFWs across the Snake River Plain and Idahoans throughout the state have seen, heard, and read about accessing IDOL services and will continue to do so through various mediums, including publications and social media. The Idaho Department of Labor prints bilingual brochures, posters, and flyers for dissemination at and beyond the AJCs. One example is an easy-to-carry bilingual rack card, which outlines the state's complaints process which provides MSFWs guidance on how to file a complaint or wage claim.

Assigned outreach staff contact MSFWs at labor camps, living areas, and other locations in the community frequented by the migrant and seasonal farmworkers. Outreach staff also attend public events on evenings and weekends where migrant and seasonal farmworkers are in attendance.

Outreach activities occur during non-traditional hours and at locations where MSFWs are most likely to be present, including:

- agricultural worksites (as permitted),

- labor camps and housing facilities,
- community centers, clinics, food banks, churches, and grocery stores,
- community events and employer-sponsored gatherings.

Outreach workers encourage MSFWs to come into the local AJC one-stop or mobile location for more in-depth assessment and to register for available services. For those who choose not to or cannot visit their local AJC, the outreach worker provides on-site assistance for services that may be available, such as preparing and accepting complaints or apparent violations, and providing information on local labor markets, training opportunities, or referrals to other service providers.

Outreach staff provide information and referrals regarding Wagner-Peyser employment services, job matching, training opportunities, supportive services, Unemployment Insurance (UI), and worker rights.

Materials, tools, and resources used in outreach include:

- bilingual (English/Spanish) printed materials,
- mobile technology for intake and referrals,
- labor exchange system access,
- information on the Employment-Related Complaint System,
- educational materials on worker protections and available community resources.

B. PROVIDING TECHNICAL ASSISTANCE TO OUTREACH STAFF.

IDOL provides ongoing technical assistance and support to outreach staff to ensure effective and compliant service delivery. Technical assistance is coordinated by the State Monitor Advocate (SMA) and includes:

- regular meetings and case consultations,
- guidance on Wagner-Peyser regulations and MSFW protections,
- training on the Employment-Related Complaint System and referral procedures,
- collaboration with AJC staff to ensure seamless access to one-stop services,
- dissemination of updates from ETA guidance, regional calls, and national MSFW trainings.

Outreach staff are provided with up-to-date information on community organizations, legal aid providers, healthcare services, housing resources, and other agencies serving MSFWs within their service areas.

A primary resource available to the outreach workers is the MSFW page in the department's internal employee website, "EPIC", which provides all the information needed for all department staff who work with MSFWs. It includes Spanish language materials addressing One-Stop services, local contacts for groups serving MSFWs, as well as basic material outlining the rights MSFW are entitled to.

The State Monitor Advocate assists the department by providing training and technical assistance to One Stop Staff, especially dedicated MSFW outreach personnel, concerning the MSFW special service requirements and best practices, much of it on a one-on-one basis. The topics presented during trainings include outreach practices, labor law updates, H-2A/Foreign Labor Certification, the Employment Service Complaint System, and labor market information.

The State Monitor Advocate also provides training and technical assistance to AJC staff during the review visits to significant offices, and as needed and/or requested by office managers.

However, the Monitor Advocate continues to prioritize the provision of one-on-one training and technical assistance to newly hired outreach personnel. The Monitor Advocate makes this practice a priority when assisting with the onboarding of new outreach staff. As new outreach staff begin their work at an AJC, the SMA's individualized technical assistance continues as a program mainstay. In-person training and technical assistance presentations, especially in a group setting, may resume as necessary or as time permits.

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

IDOL ensures outreach staff receive training across all relevant workforce core programs to support integrated service delivery. Training includes:

- Wagner-Peyser employment services and labor exchange systems,
- WIOA Title I program eligibility and referral processes,
- Unemployment Insurance (UI) basics, including identification of potential UI eligibility issues,
- coordination procedures with partner programs and AJCs through participation in the One Stop annual regional staff training sessions.

Cross training promotes staff awareness of how MSFWs may benefit from multiple programs and supports appropriate referrals and follow-up. Outreach staff work closely with AJC personnel to ensure MSFWs receive equitable access to the full range of workforce services.

MSFW outreach workers are merit staff for Wagner-Peyser Employment Services and receive an overview of the Unemployment Insurance process. As part of the state's One-Stop system, the outreach workers are also responsible for providing information regarding ES services, farmworker rights, Unemployment Insurance, the complaint system, WIOA Title I-B employment and training services for Adults, Dislocated Workers, and Youth, WIOA Title II Adult Education services, WIOA Title IV Vocational Rehabilitation services, SNAP and TANF benefits, along with other community services that may be available.

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

IDOL supports ongoing professional development for outreach staff to maintain high-quality services for both jobseekers and agricultural employers. Professional development activities include:

- participation in state, regional, and national MSFW-related trainings and conferences,
- attendance at ETA-sponsored outreach or agricultural workforce training events,
- peer learning and best-practice sharing across service regions,
- periodic refresher training on cultural competency, customer service, and outreach strategies.

Professional development needs are assessed annually, and training plans are adjusted to reflect changes in program requirements, agricultural labor trends, and MSFW service needs.

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

IDOL coordinates outreach activities with the National Farmworker Jobs Program (NFJP) grantee, Community Council of Idaho, to maximize service delivery and avoid duplication of efforts. Coordination includes:

- regular communication and information sharing,
- referral processes between outreach staff and NFJP case managers,
- joint outreach activities when appropriate,
- participation in local and regional MSFW stakeholder meetings.

IDOL also collaborates with public and private community service agencies, including:

- community-based organizations,
- healthcare and housing providers,
- educational and training institutions,
- advocacy groups and employer organizations.

These partnerships strengthen the statewide MSFW service network and support comprehensive, coordinated service delivery for farmworkers and agricultural employers.

Program service information is presented verbally and/or in writing in both English and Spanish. In many instances, these efforts are coordinated with other agencies, such as Idaho Legal Aid, the Community Council of Idaho, and others to provide MSFWs with a comprehensive look at the services available to them.

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

(i) IDOL, through its AJCs and mobile locations, provides MSFWs with the full range of Employment Service (ES) benefits and protections, including job search guidance, assessment, testing, and referrals to employment and training opportunities. IDOL continues to expand services to agricultural workers and employers by coordinating labor exchange services, outreach, information dissemination, and training workshops with One-Stop partner agencies, community organizations, and the employer community.

IDOL maintains strong working relationships with partners such as the Community Council of Idaho, Idaho Legal Aid Services, Inc., and agricultural producer organizations to ensure MSFWs receive accurate information and timely referrals. AJC and mobile staff are knowledgeable about services available in their areas, including short-term training, ESL instruction, and supportive services. MSFWs registering for services receive individualized assessments of skills and needs and are referred to appropriate employment and training opportunities to support informed decision-making and meaningful access to the One-Stop system.

Outreach staff refer MSFWs in need of training to the appropriate WIOA Title I-B providers, including IDOL for Youth services and Equus Workforce Solutions for Adult and Dislocated Worker programs.

(ii) Agricultural job listings have increased in recent years, largely due to growing demand for foreign workers through the H-2A Temporary Agricultural Worker Program and the Agricultural Clearance Order process. In PY24, Idaho experienced a 6.27 percent increase in H-2A applications, totaling 965 applications—63 more than PY23. A total of 675 employers requested more than 7,961 foreign workers, a 7.39 percent increase over the previous year. Idaho also assisted neighboring states with 392 interstate clearance orders seeking an additional 7,207 workers. As H-2A activity has expanded, placements of domestic agricultural workers have declined.

IDOL provides labor exchange services to agricultural employers through automated job matching, recruitment, and direct referrals. Employer outreach includes on-site visits, engagement with grower organizations, county extension offices, and presentations to agricultural employers, farm labor contractors, and employer committees.

To identify employer labor needs, IDOL reviews prior-year job orders, consults grower organizations and employer committees, conducts outreach and surveys, and utilizes labor market information. Coordination with Community Council of Idaho and other partners continues to help identify available domestic workers and reduce reliance on foreign labor where possible.

IDOL's business services strategy emphasizes a regional approach, including targeted employer outreach, one-on-one consultations, and coordinated planning among AJCs, mobile offices, education, workforce, and economic development partners. Employer services and activities are documented through the IdahoWorks management information system to support streamlined and consistent service delivery statewide.

B. MARKETING THE EMPLOYMENT SERVICE COMPLAINT SYSTEM TO FARMWORKERS AND OTHER STAKEHOLDERS

IDOL uses multiple methods to inform MSFWs and the public about the Employment Service complaint system. Outreach staff and One-Stop partners encourage MSFWs to register for services at AJCs or mobile locations; when this is not feasible, outreach workers provide on-site assistance, including accepting complaints and documenting apparent violations.

Information about the complaint system is available through outreach orientations, printed materials at AJCs, IDOL's website, and distribution through partner organizations.

During the reporting period (PY23 & PY24), IDOL processed a total of 1,343 complaints. This includes a multitude of Employment Service and Employment-related law complaints, 31 MSFW complaints, and three apparent violations - representing over 1,971 identified issues. MSFW's most common complaint revolved around delayed wage payments, followed by discrimination complaints. In PY23, nine of 21 MSFW complaints included wage issues; in PY24, MSFW wage claims totaled two of the eight complaints for the year. The state moved to a centralized, online-reporting system to capture more complaints and ease overall reporting of these issues; unfortunately, the state has seen a slight reduction in apparent violations and MSFW complaints over the same reporting period. Noting this, the state implemented annual complaint trainings for local office staff and outreach workers, designed to empower staff to more easily recognize and submit apparent violations as they arise. Future trainings are planned and will incorporate other IDOL bureaus and divisions and possibly extend to other One-Stop partners as well. The sum of this effort is to emphasize the importance of the complaint system with the state's workforce development system so that aggrieved jobseekers may have the means of seeking some relief.

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

Agricultural jobs, both temporary and permanent, continue to be important to local economies throughout the state. Over the last two years, agricultural employer interest in having a reliable workforce at the right time has increased, gaining steam in terms of importance, compared to other considerations they face such as increased costs due to tariffs. This situation continues to present opportunities for the IDOL and the One-Stop System to demonstrate to employers, workers and the public that AJCs and their partners can be the first and only stop in helping agricultural workers find jobs with agricultural employers find a suitable workforce through utilization of the ARS.

IDOL continues to provide agricultural employers with information on ALL programs and resources available to help them with their labor needs. By emphasizing that the ARS is simpler to use, costs less, and does not require another federal agency's involvement, employers are encouraged to consider ARS as an integral part of their effort to locate qualified citizen/legal resident domestic workers in other parts of the state/country.

ARS information continues to be shared with agricultural employer groups/associations such as the Idaho Farm Bureau and Snake River Farmers Association. MSFW outreach staff and regional business services staff also provide information about the ARS as they reach out to employers to orient them regarding One-Stop services for businesses.

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).

As mentioned before, IDOL maintains several partnerships with other WIOA Core programs and partners throughout the state, each which has a significant impact on MSFWs across the state. These include:

- The Community Council of Idaho (CCI) -As the state's NFJP One-Stop partner, it sits on the state's Workforce Development Council's (Idaho's WIOA state board) One Stop Committee. Both the state monitor advocate and the CCI executive director entered into an MOU in 2023 that is still in effect. The agreement outlines referrals, outreach and increased number of services that both the SWA and NFJP will provide to MSFWs across the state.
- HEP/CAMP – IDOL has maintained agreements with several universities' High School Equivalency Program (HEP) and College Assistance Migrant Program (CAMP). These help ensure that MSFW participants in those programs received the most effective and comprehensive services. However, since these programs have been linked to DEI-efforts, Idaho schools, like many universities across the country, have moderated these programs' impact across the state and made it somewhat difficult for the SMA to maintain contact with these programs. Despite this, interviews with local One-Stop center staff indicate that they continue to make referrals and remain informed about available program services.
- U.S.DOL Wage and Hour - The agency continues to maintain a strong, longstanding relationship with U.S.DOL's Wage and Hour Division regional office. The existing MOU helps to strengthen this bond, maximizing the coordinated effort undertaken to enforce the regulations administered by both agencies. This relationship has been instrumental in seeking remedy for MSFWs impacted by alleged violations. Additionally, select IDOL staff across the agency, not just MSFW outreach staff, are cross-trained to ensure agency staff are aware of any potential breaches of established principles.

In addition to the accords cited above, the Monitor Advocate continues to strengthen and expand collaborative associations with a variety of organizations across Idaho. These include ongoing collaborations with Idaho Legal Aid, the Idaho Commission for Hispanic Affairs, Poder de Idaho, and the Idaho Foodbank. Outside the state, Idaho's SMA has partnered with the National Center for Farmworker Health, USDOL's Regional Monitor Advocate, and several SMAs from sister states across the country. As new partnership opportunities arise, the state Monitor Advocate will work to establish formal or informal agreements, as appropriate, which may lead to the development formal MOUs that could lead to better coordination and improved service delivery, all for the benefit of Idaho's MSFWs.

To leverage resources, outreach staff will coordinate, where possible, outreach activities with partner organizations in their area, targeting large events where a greater number of farmworkers may be contacted. The State Monitor Advocate and outreach workers will

continue to make use of appropriate media, especially public service announcements using the multitude of radio stations throughout the state with Spanish programming.

The existing core and One-Stop partners form the state level WIOA Advisory Group, which meets regularly to discuss the continued improvement of the state's robust one-stop service delivery design. This collaboration is also engaged at the service delivery area level to ensure that their specific program services are integrated into the local one-stop delivery system. As part of the continuous improvement and design of the One-Stop service delivery system, new partners are actively recruited.

Supplementing the cooperative agreements noted earlier, the required One-Stop Memorandum of Understanding addresses the service delivery integration and collaboration of the partners in providing services to MSFWs. Each memorandum of understanding will be reviewed within the required three-year timeline to ensure that the collaborations are still productive and adjust as necessary to ensure service delivery alignment.

A statewide ES complaint system training took place in early January 2026, targeting all customer-facing AJC staff from several partner programs, and MSFW outreach workers. A February 2026 training focused on the state's outreach workers and those working directly with MSFWs in the AJCs. Highlights of this training include: a more in-depth analysis of the state's complaint system; a review of USDOL's mandatory changes outlining MSFW outreach program implementation; H-2a program changes for 2026, including the challenges and obligations faced by Idaho's agricultural employers relating to program participation. With the event's successful implementation, the state may have this become an annual occurrence to ensure staff maintain an awareness of the importance of this program. In addition, the state is exploring the possibility of hosting a statewide MSFW Training Conference be open to AJC staff and One-Stop partners in August of 2026.

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 State Monitor Advocate has reviewed this plan, providing direct contributions in drafting this document, with consideration given to the annual summary developed under 20 CFR 653.108(g)(4).

On January 23, 2026, electronic copies of this plan were provided to Idaho's WIOA 167 grantee- National Farmworker Jobs Program, Community Council of Idaho, with a request to submit any written comments, through March 11, 2026. A copy of this plan and a request for comments were also sent out the same day to the following agencies/service providers with instructions to provide comments:

- Erik Johnson, Director Migrant Unit Idaho Legal Aid erikjohnson@idaholegalaid.org
- Judy Taylor, Administrator, Idaho Division of Vocational Rehabilitation judy.taylor@vr.idaho.gov
- Madison Lowe, Director - HEP/CAMP, Boise State University madisonlowe@boisestate.edu
- Roberto Trinidad, Migrant Education Coordinator, Idaho Department of Education rtrinidad@sde.idaho.gov
- Irma Morin, Executive Director, Community Council of Idaho imorin@ccimail.org
- Korene González, Director-Employment and Training, Community Council of Idaho KGonzalez@ccimail.org
- Catholic Charities of Idaho, info@ccidaho.org
- Juanita Gonzalez, Director – CAMP, Idaho State University juanitagonzalez@isu.edu
 - HEP program, Idaho State University hepgrant@isu.edu
- Sonia Martínez, Director of Undergraduate Research, Idaho State University soniamartinez@isu.edu
- Mari Ramos, Executive Director, Idaho Hispanic Foundation mari@idahohispanicfoundation.org
- Eva Aguilar, Executive Director, Idaho Hispanic Chamber of Commerce, info@idahocc.org
- South Central Idaho Hispanic Chamber of Commerce, info@idhispanicchamber.org
- Annette V. Tipton, Executive Director Idaho Commission on Hispanic Affairs annette.v.tipton@icha.idaho.gov
- Brian S. Bean, Lava Lake Land and Livestock brian@lavalake.net
- *Poder of Idaho*, poder@poderofidaho.org

This plan was also incorporated as part of Idaho's Modified WIOA Combined State Plan-PY24-PY27, which underwent a public comment period, and was approved by the Workforce

Development Council during its March 11, 2026 meeting. No comments were received from any stakeholders, especially those listed above.

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.

The following data regarding Idaho's performance versus actual attainment of minimum service levels was provided by the department of Labor's *IdahoWorks* MIS system and the department's electronic outreach log records.

Prior to the full implementation of WIOA, the state struggled to achieve *Attained* status for all three of the MSFW Compliance Indicators. Since then, the state has seen improvement with few measures lacking. However, this may be attributed to several issues, mostly due to the reporting requirements under WIOA. Many of these measures are based on wage-related data. The lag time in reporting wages, which relies on automated reporting from employers, can cause a delay. In addition, because of WIOA's requirements, an individual that is considered active in any of the partner programs, despite obtaining employment, is not considered as exited from a program and therefore not immediately counted in the measures. As a result of both reporting issues, some placements may not be counted if one continues their active status in a program such as Wagner-Peyser (Labor Exchange).

Please see the tables on the following pages which note the state's performance on the MSFW Equity and Compliance indicators over the last four program years.

Corrective Action - Wagner-Peyser management and outreach staff will make a concerted effort to inform AJC staff about the need to properly identify MSFW participants. This is especially true of staff stationed in mobile locations across the state, where any participant may meet with staff. W-P program staff will continue to assess data collection processes to better document MSFW placements. Sharing best practices about outreach efforts to agricultural employers should lead to an increase in recording WIOA services to employers across the state. The state's AJCs remain as the focal point for MSFWs to fully accessing the state's labor exchange system to receive assistance in their workforce endeavors, whether it be help with a job search or a referral to a WIOA Title I-B program for training or other intensive career service. One-Stop partners are continually reminded and encouraged to refer MSFWs to these eight sites and their nearest mobile location. The department has planned for a statewide MSFW training to take place later in 2026 to address these and other issues, in the anticipation of improving Idaho's performance in these areas.

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Wagner-Peyser Participant MSFW	161	100%	13,079	100%	

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Received Basic Career Services (Staff-Assisted)	116	72.05%	9,877	75.52%	No
Received Staff-Assisted Job Search Activities	63	39.13%	6,790	51.92%	No
Received Staff-Assisted Career Guidance Services	19	11.80%	1,783	13.63%	No
Received Unemployment Insurance (UI) Claim Assistance	0	0.00%	0	0.00%	Yes
Referred to Employment	29	18.01%	2,940	22.48%	No
Referred to Federal Training	27	16.77%	1,362	10.41%	Yes
Referred to Other Federal /State Assistance	0	0.00%	0	0.00%	Yes
Received Individualized Career Services	152	94.41%	12,398	94.79%	No
Compliance Indicators	# of <u>MSFWs</u>		# of Non-<u>MSFWs</u>		Compliance
Individuals Placed in a Job Rate	67.21%		62.29%		Yes
Median Earnings of Individuals in Unsubsidized	\$6,685.88		\$6,922.47		No

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Employment					
Individuals Placed Long Term in Non-Agricultural Jobs Rate	58.44%		69.43%		No
PY2022 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Wagner-Peyser Participant MSFW	182	100%	17,789	100%	
Received Basic Career Services (Staff-Assisted)	148	81.32%	14,368	80.77%	Yes
Received Staff-Assisted Job Search Activities	69	37.91%	7,864	44.21%	No
Received Staff-Assisted Career Guidance Services	14	7.69%	1,941	10.91%	No
Received Unemployment Insurance (UI) Claim Assistance	0	0.00%	0	0.00%	Yes
Referred to Employment	40	21.98%	3,043	17.11%	Yes
Referred to Federal Training	18	9.89%	1,895	10.65%	No
Referred to Other Federal /State	2	1.10%	231	1.30%	No

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Assistance					
Received Individualized Career Services	152	83.52%	14,782	83.10%	Yes
Compliance Indicators	# of <u>MSFWs</u>		# of Non-<u>MSFWs</u>		Compliance
Individuals Placed in a Job Rate	76.62%		69.65%		Yes
Median Earnings of Individuals in Unsubsidized Employment	\$7,475.94		\$8,325.90		No
Individuals Placed Long Term in Non-Agricultural Jobs Rate	61.45%		70.04%		No
PY 2023 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Wagner-Peyser Participant MSFW	174		18467		
Received Basic Career Services (Staff-Assisted)	158	90.80%	15818	85.66%	Yes
Received Staff-Assisted Job Search Activities	52	29.89%	8112	43.93%	No
Received Staff-Assisted Career Guidance Services	22	12.64%	2828	15.31%	No

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Received Unemployment Insurance (UI) Claim Assistance	40	22.99%	3596	19.47%	Yes
Referred to Employment	30	17.24%	2649	14.34%	Yes
Referred to Federal Training	19	10.92%	2091	11.32%	Yes
Referred to Other Federal /State Assistance	1	0.57%	361	1.95%	No
Received Individualized Career Services	144	82.76%	15996	86.62%	No
Compliance Indicators	# of <u>MSFWs</u>		# of Non-<u>MSFWs</u>		<u>Compliance</u>
Individuals Placed in a Job Rate		73.74%		72.19%	Yes
Median Earnings of Individuals in Unsubsidized Employment	\$9,545.30		\$9,100.00		Yes
Individuals Placed Long Term in Non-Agricultural Jobs Rate		67.74%		71.40%	No
PY 2024 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Wagner-Peyser Participant	209		17389		

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
MSFW					
Received Basic Career Services (Staff-Assisted)	190	90.91%	14926	85.84%	Yes
Received Staff-Assisted Job Search Activities	82	39.23%	7918	45.53%	No
Received Staff-Assisted Career Guidance Services	59	28.23%	3461	19.90%	Yes
Received Unemployment Insurance (UI) Claim Assistance	22	10.53%	4455	25.62%	No
Referred to Employment	30	14.35%	4309	24.78%	No
Referred to Federal Training	36	17.22%	2317	13.32%	Yes
Referred to Other Federal /State Assistance	6	2.87%	442	2.54%	Yes
Received Individualized Career Services	184	88.04%	15267	87.80%	Yes
Compliance Indicators	# of <u>MSFWs</u>		# of Non-<u>MSFWs</u>		<u>Compliance</u>
Individuals Placed in a Job Rate		74.40%		72.98%	Yes
Median Earnings of	\$9,250.37		\$9,249.25		Yes

PY2021 MSFW Equity Indicators	# of MSFWs	% of MSFWs	# of Non-MSFWs	% of Non-MSFWs	Equity
Individuals in Unsubsidized Employment					
Individuals Placed Long Term in Non-Agricultural Jobs Rate		60.00%		73.26%	No

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.

Year after year, the state continually exceeds its overall planned outreach objectives for the season, achieving its outreach-contact goal of contacting 10% of MSFWs throughout the state. These last two complete program years, Idaho clearly surpassed its objective; in PY23, outreach workers contacted 7,665 MSFWs in PY23, while in PY24, 8,888 MSFWs were contacted. Outreach staff provided agricultural workers with information about the multiple services cited earlier. The state will strive to reach its goals of exceeding its planned outcomes for the year.

During PY24, Idaho actually increased the number of actual MSFW applications; over 20 percent above the number of applications received in PY23; reversing a decline seen over the last several years. This result coincided with the changes to the questions posed to *IdahoWorks* users which now allows MSFWs to identify themselves more easily, along with the extensive outreach efforts that should lead to an increase in the state's MSFW applications over the previous year. The state will continue to review MSFW registrations at various times throughout the year to ensure these applicants are appropriately coded so they may be properly served and counted for state and federal reporting purposes.

Idaho's service improvements to MSFWs included an increase in the number of equity indicators achieving compliance for PY24. It achieved success with its performance in the provision of Staff Assisted Career Guidance Services to MSFW, noting an improvement of more than 168 percent over PY23. The state also achieved compliance with the Referred to Other Federal/State Assistance and Received Individualized Career Services indicators, rising 500 percent and just under 28 percent, respectively, over the last 12 months.

Despite these improvements, there were still several areas, albeit fewer than before, that need attention. Although still technically considered non-compliant, the state's results in Staff-Assisted Job Search Activities improved markedly over last year with a 58 percent increase in the number served. The following two indicators, Referred to Employment and Referred to Federal Training, appeared as non-compliant for PY24, showing an almost 45 percent reduction and 0 increase over the achievements of the previous year. And only one Compliance indicator

showed needing attention – Individuals Placed in Non-Agricultural Jobs rate which, unfortunately, did not achieve Non-MSFW levels of job placement.

The lack of achievement in these areas may be attributed to the state’s automated system, which still causes some apprehension among MSFWs trying to access the system. Automation still tends to instill a slight fear in those not used to its features. As a result, the state will continue to periodically review MSFW applications to ensure proper coding, service provision, and reporting may take place.

E. STATE MONITOR ADVOCATE

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

The State Monitor Advocate, funded by Wagner-Peyser, is the department's lead representative to ensure that ES services are coordinated with other MSFW service providers, to identify overall changes in agricultural employment, MSFW trends, employment rights, and to recommend new program approaches. The Monitor Advocate Unit will continue to conduct ongoing monitoring of the service provided to Migrant and Seasonal Farmworkers. Reviews will be conducted in each of the significant offices to identify the needs and concerns that affect the provision of services for farmworkers and provide technical assistance as appropriate. The issues identified will be brought to the attention of the Administrative and Executive personnel when necessary.

On January 23, 2026, the state Monitor Advocate approved the state’s final draft of its modified Agricultural Outreach Plan, after offering suggestions and commentary to ensure the state can appropriately meet the needs of MSFWs across Idaho. This plan was also incorporated as part of Idaho’s Modified WIOA Combined State Plan-PY24-PY27, which underwent a public comment period, and was approved by the Workforce Development Council during its March 11, 2026 meeting. No comments were received from any stakeholders.

WAGNER-PEYSER ASSURANCES

The State Plan must include assurances that:

The State Plan must include	Include
1. The Wagner-Peyser Act Employment Service is co-located with one-stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time (sec 121(e)(3));	Yes
2. If the State has significant MSFW one-stop centers, the State agency is complying with the requirements under 20 CFR 653.111, State Workforce Agency staffing requirements;	Yes
3. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with	Yes

The State Plan must include	Include
disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser Act services, Adult and Dislocated Worker programs and Youth Programs under Title I; and	
4. SWA officials: 1) Initiate the discontinuation of services; 2) Make the determination that services need to be discontinued; 3) Make the determination to reinstate services after the services have been discontinued; 4) Approve corrective action plans; 5) Approve the removal of an employer's clearance orders from interstate or intrastate clearance if the employer was granted conditional access to ARS and did not come into compliance within 5 calendar days; 6) Enter into agreements with State and Federal enforcement agencies for enforcement-agency staff to conduct field checks on the SWAs' behalf (if the SWA so chooses); and 7) Decide whether to consent to the withdrawal of complaints if a party who requested a hearing wishes to withdraw its request for hearing in writing before the hearing.	Yes
5. The SWA has established and maintains a self-appraisal system for ES operations to determine success in reaching goals and to correct deficiencies in performance (20 CFR 658.601).	Yes

WAGNER PEYSER PROGRAM PERFORMANCE INDICATORS

Performance Goals for the Core Programs

Each state submitting a Unified or Combined State Plan is required to identify expected levels of performance for each of the primary indicators of performance for the two years covered by the plan modification. The state is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education, on state-negotiated levels of performance for the indicators for each of the two years of the plan modification.

While states are not required to submit expected levels of performance for Effectiveness in Serving Employers for PY 2026 and PY 2027 all of core programs are expected to collect data and report as a shared indicator (as directed in guidance) for these years.

Performance Indicators	PY 2026 Expected Level	PY 2026 Negotiated Level	PY 2027 Expected Level	PY 2027 Negotiated Level
Employment (Second Quarter After Exit)	69.3%	68.0%	69.3%	68.0%
Employment (Fourth Quarter After Exit)	70.0%	70.0%	70.0%	70.0%
Median Earnings (Second Quarter After Exit)	\$7,750	\$8,300	\$7,750	\$8,400
Credential Attainment Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Measurable Skill Gains	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹

¹

The Departments have not issued the final rule defining Effectiveness in Serving Employers. As a result, states will not submit expected levels of performance for this indicator and the Departments will not establish negotiated levels of performance for PYs 2026 and 2027.