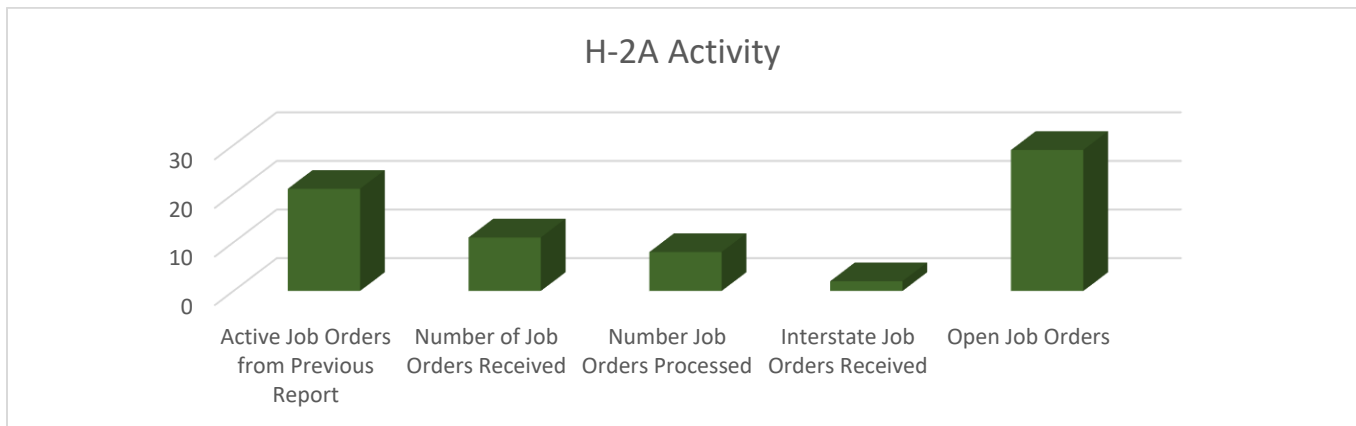


**FY 2019 FLC Activity – Q1
(October 1, 2018-December 31, 2018)**

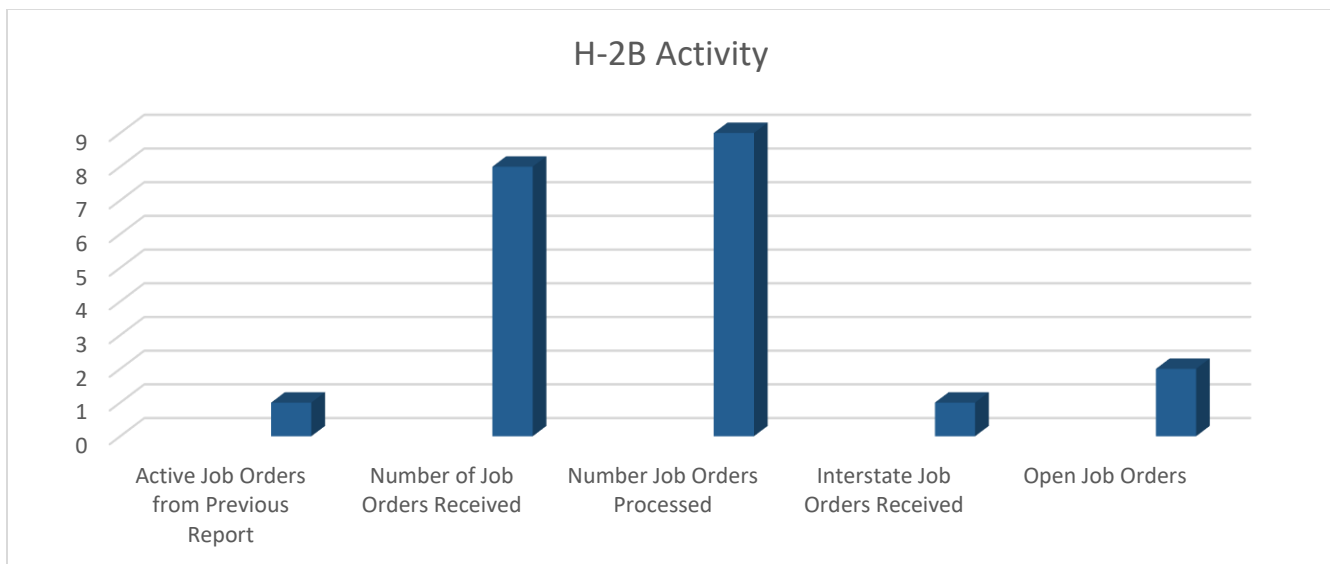
H-2A Program

Overall employment of agricultural workers is projected to show little or no change in the near future. Regardless of increased demand for crops and other agricultural products, employment growth is expected to remain at the same level as in the past few years. This is mainly due to the use of agricultural technologies that increase output per worker. Peak activity for the H-2A program takes place during the months of January, February and March each year. This is due to the timelines agricultural employers must follow in order to participate in the Agricultural Recruitment System (ARS) or the H-2A program. As in any of the visa programs, employers must adhere to the “temporary” or “seasonal” nature of the activities they will engage.



H-2B Program

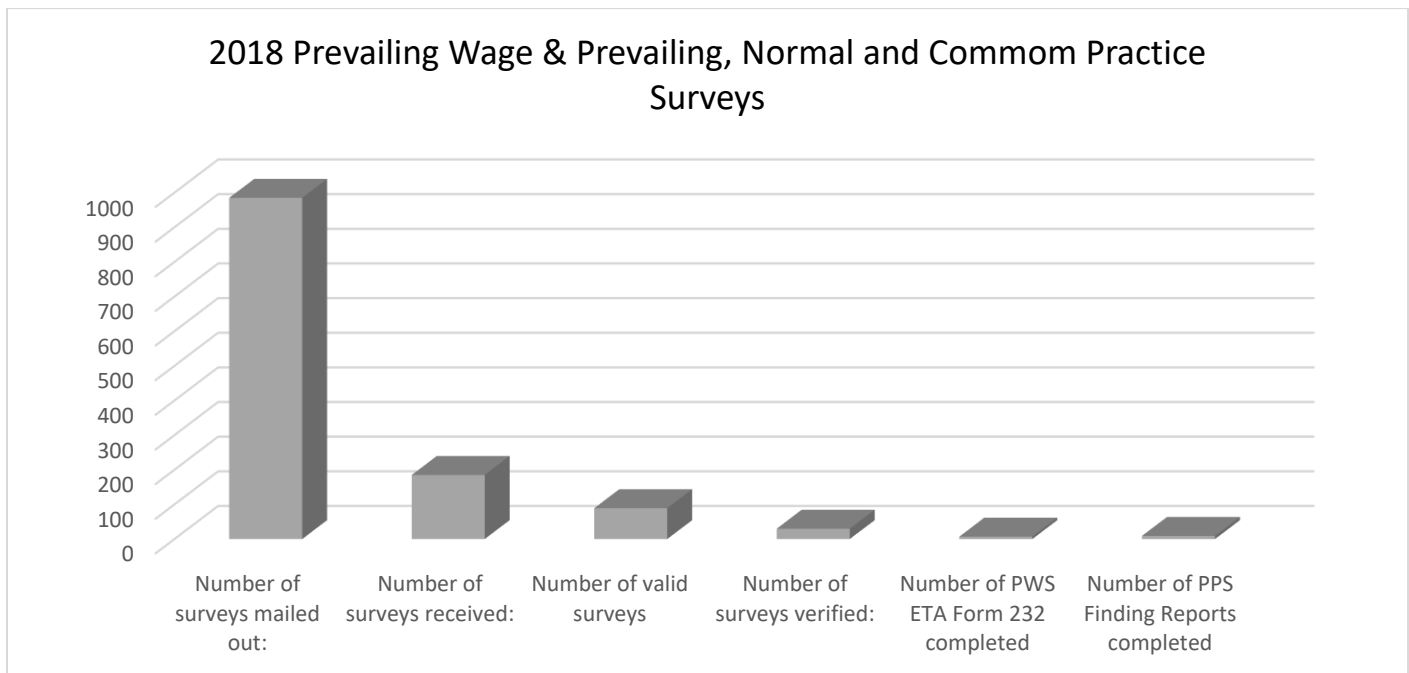
Service industry jobs (H-2B related) are expected to grow every year in the short term. As in the past, these are jobs that require little preparation or skills. MA employers that participate in this type of program tend to have a seasonal or temporary need for these workers. Due to regulatory requirements, the “peak” period of activity for MassHire DCS takes place during the early part of December/January and June/July.



Prevailing Wage and Practice Surveys

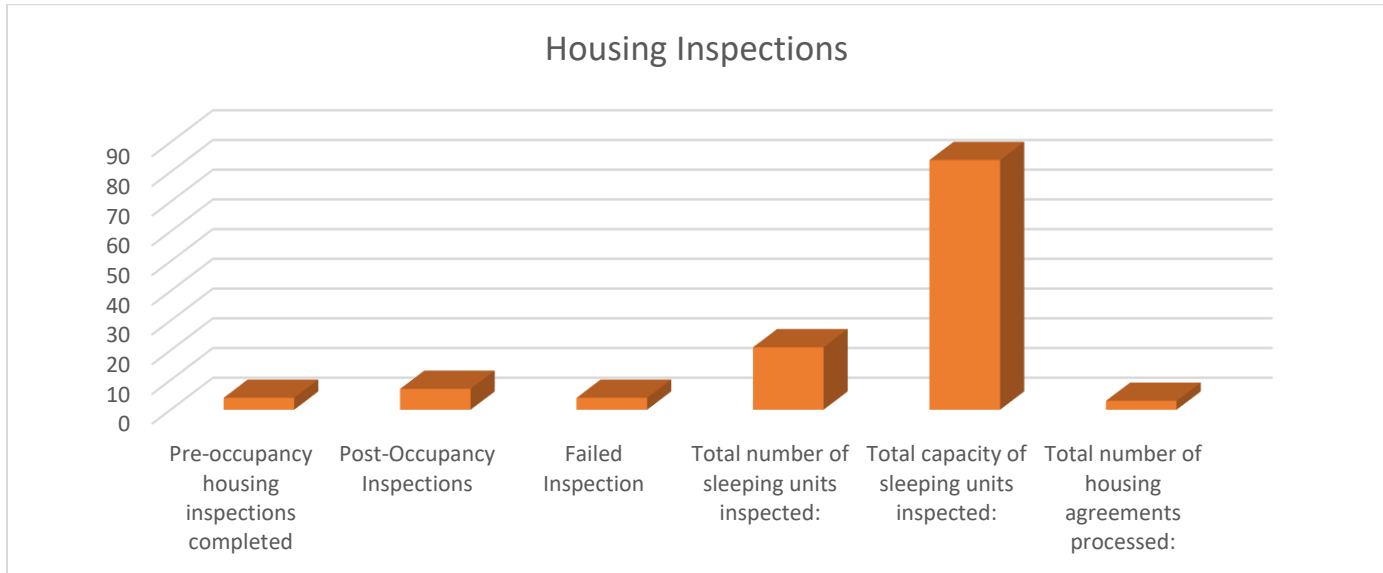
The MassHire Department of Career Services (MDCS) conducts annual survey for all occupations and activities for which agricultural employers have requested temporary and seasonal workers through the Agricultural Recruitment System (ARS) or the Temporary Agricultural Employment of Foreign Workers (H-2A) Program. For 2018, MDCS conducted both Prevailing Wage and Prevailing, Normal and Common Practice surveys to gain a greater understanding of the agricultural terms and conditions of employment (i.e.: piece rates, hourly wages, frequency of payment, production standards, provision of gear, transportation advancements, provision housing and other employment practices) offered in the Commonwealth. Data collection of the 2018 surveys ended December 2018.

The information gathered through these surveys assist the U.S. Department of Labor, Office of Foreign Labor Certification (OFLC) and the employers determine the applicable terms and conditions of employment to be listed on their job orders. In light of the voluntary nature of the surveys, MDCS encourages employer's participation in order accurately document the current wage rates for a variety of crop activities as well as the level of benefits offered by this segment of the Commonwealth economy.



Housing Inspections

Bulk of activity takes place during the months of February, March and April with few exceptions in June. Re-inspections are conducted in instances that the employer fails to correct items after initial inspection. In the last few years, re-impaction have become less taxing than in the past as employers renovate or build new housing facilities. In addition, MDCS in coordination with M Department of Public Health (MDPH) conduct post-occupancy inspection (July – October) to ensure compliance with minimum health and safety standards as required under federal and state law.



Activities not statistically accounted above

All this FLC activities are paperwork intensive and involve coordination with several federal and state agencies. Staff completes all paperwork related activities after completion of initial processing of each case. This involves the entry of U.S. DOL, CNPC notices of acceptance, certification, audits, clearance and associated documents (job orders & miscellaneous notices), referrals processing, transportation arrangements housing inspections reports, certificates, etc. In addition, staff provides employers and agents with technical assistance in a routine basis, guidance and staff responds to inquiries about the use of the FLC application.