

LEAVING NO STONE UNTURNED:

Exploring Non-Traditional
Qualifying Activities

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Agenda:

The agriculture and fishing industries are very large and complex. Many jobs in agriculture and fishing can be easy to identify as qualifying activities, however; there are also qualifying activities that can be difficult for even experienced recruiters to spot. This presentation will look at how recruiters can identify if a job is a qualifying activity and look at some qualifying activities recruiters might miss in the field such as work in the fishing industry and food processing.



The Importance of Non-Traditional Activities

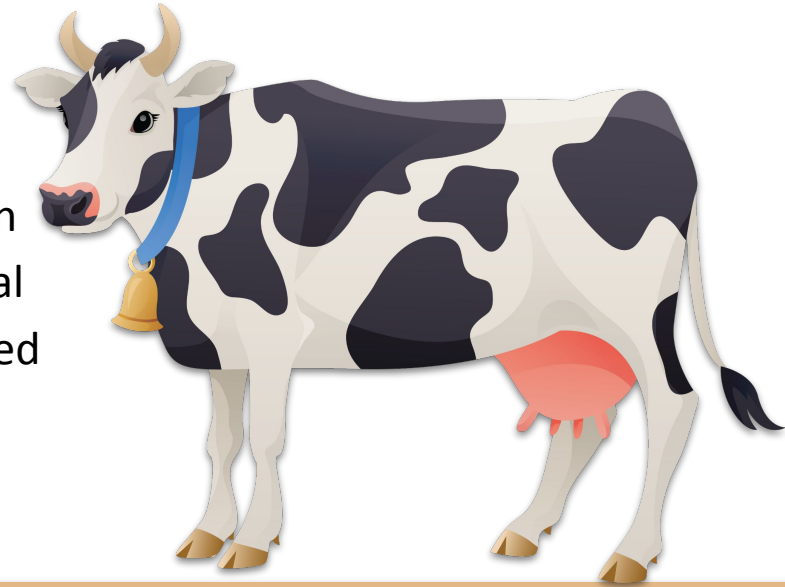
Every state has their primary crops or industries that recruiters encounter regularly. Recruiters often have a lot of experience with these industries and can easily identify them as qualifying work in the agriculture or fishing industries.



The Importance of Non-Traditional Activities

It can be easy for recruiters to focus entirely on their region's primary industries and overlook businesses or industries they may not have as much experience with.

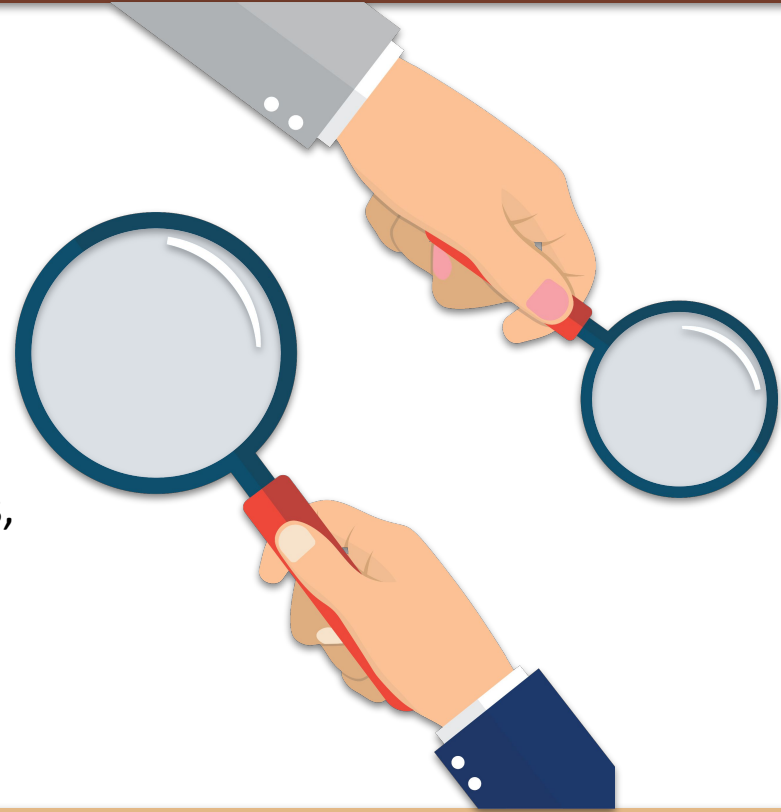
For example, it can be easy for recruiters in an area with a lot of dairy farms or processing plants to miss seasonal qualifying work because they lack the experience needed to identify it.



The Importance of Non-Traditional Activities

However, if we only focus on the primary industries in our area we can miss out on finding entire groups of students who might be eligible.

It is important for recruiters to be balanced in their efforts, focus on both seasonal and temporary workers, and continue to explore all possible qualifying work in their area to ensure they are finding all students.



Identifying Qualifying Work

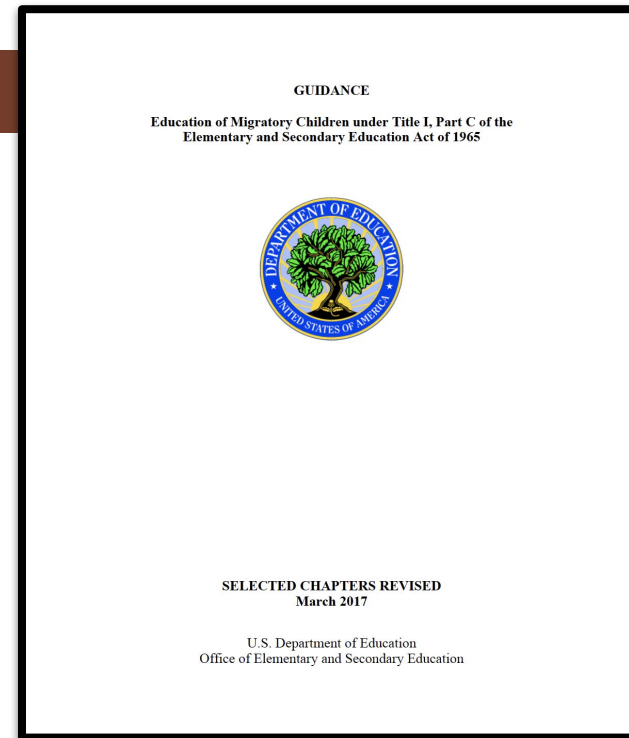
To help you identify what activities are qualifying activities, it is important for recruiters to know all the resources they have available to them for identifying qualifying activities.

To begin with, it is important for all recruiters to be well versed in the Non-Regulatory Guidance and know how to properly use it to determine if a job may qualify.



Identifying Qualifying Work

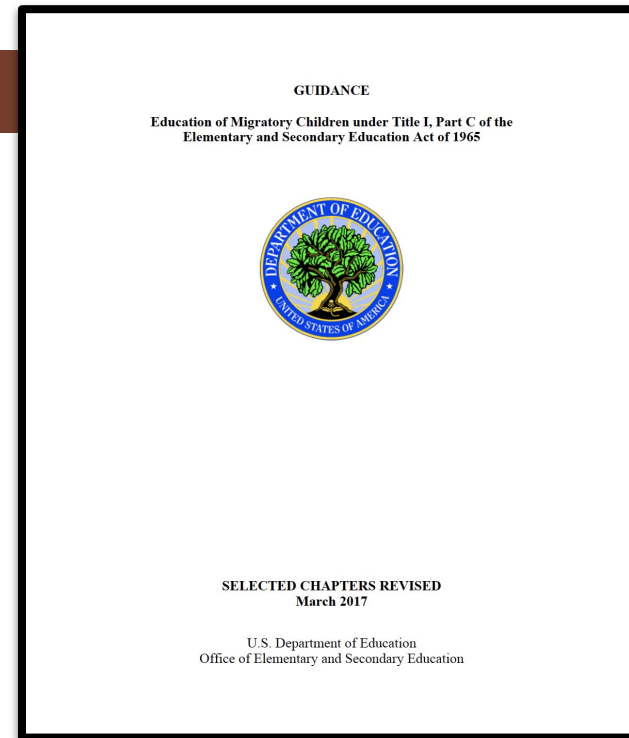
The Non-Regulatory Guidance, or NRG, is the recruiting rule book. The NRG is produced by the Federal Office of Migrant Education and features all the regulations that govern MEP.



<https://results.ed.gov/legislation>

Identifying Qualifying Work

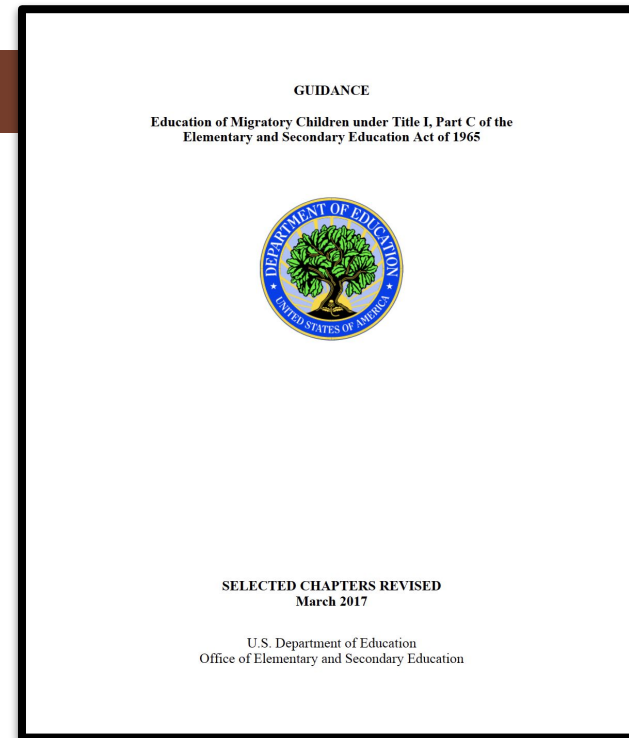
Chapter 2 of the Non-Regulatory Guidance is the most important chapter for determining eligibility. Chapter 2 contains all the rules that govern the eligibility of migrant students and what is considered to be qualifying work.



<https://results.ed.gov/legislation>

Identifying Qualifying Work

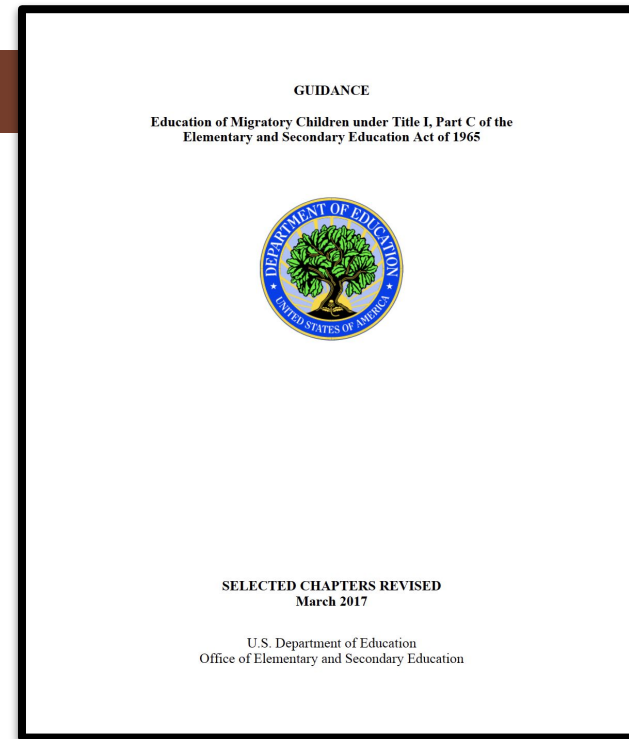
Question C4 (pg in Chapter II of the Non-Regulatory Guidance defines the term "qualifying work." According to the NRG, "qualifying work" means any work that is temporary employment or seasonal employment or personal subsistence in agriculture or fishing.



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Identifying Qualifying Work

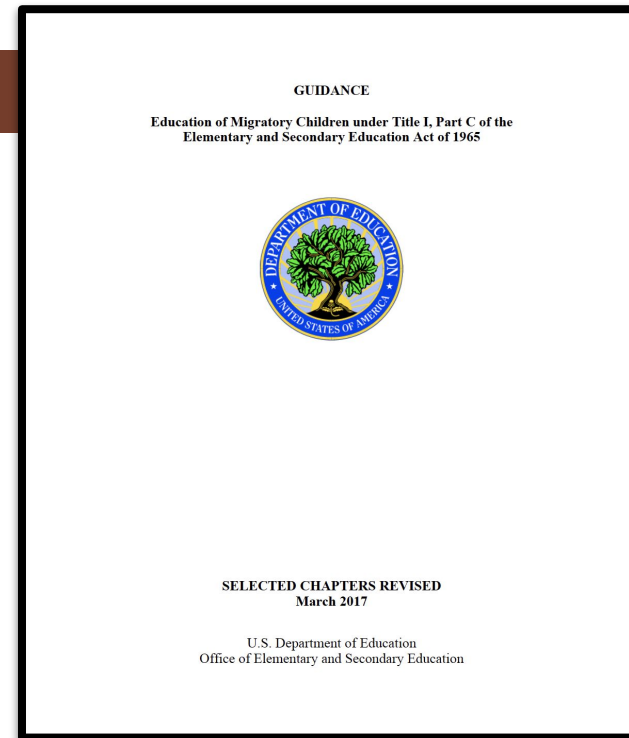
Sections F (pg. 24) and G (pg. 29) of Chapter II in the Non-Regulatory Guidance reviews what recruiters must know in order to determine if a job can be considered agricultural or fishing or seasonal or temporary for the purposes of eligibility.



<https://results.ed.gov/legislation>

Identifying Qualifying Work

Recruiters should read at least once every two months Sections F (pg. 24) and G (pg. 29) of Chapter II in the Non-Regulatory Guidance to make sure they are well knowledgeable on the rules governing qualifying work.



<https://results.ed.gov/legislation>

Identifying Qualifying Work

It is important to note that the guidance does not contain a list of activities that definitively do or do not count as qualifying work.

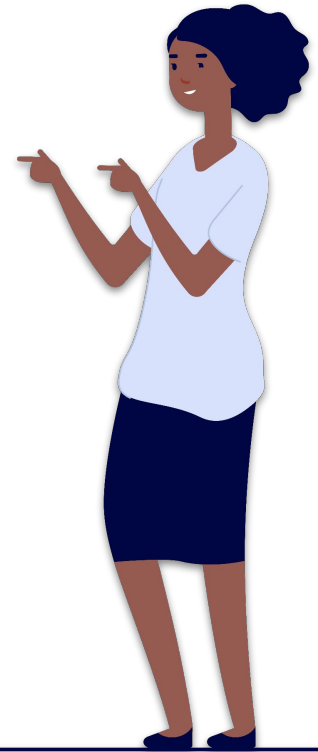
While some examples are provided, recruiters must learn how to take the rules and information provided by the Non-Regulatory Guidance and **make their own decisions** in the field.



Identifying Qualifying Work

Some recruiters can be hesitant to qualify students when they encounter a new qualifying activity because they are worried they might be wrong.

Don't be afraid to make a decision in the field. You will most likely be correct **as long as you can support the decision you have made** using the rules contained in the guidance.



Identifying Qualifying Work

All states, as part of their quality control procedures should have protocols for tackling any questions related to eligibility

If you ever have any questions you are not able to answer, reach out to your supervisor to let them know your question so it can be answered through the proper channels.



Identifying Qualifying Work

To identify if a job can be considered qualifying work you must first collect as much information as possible about the job. The better you understand the job and its role in the agricultural process, the easier it will be to determine if it is qualifying work.



Identifying Qualifying Work

When you encounter the new job in the field be humble and ask as many questions as you can.

Many times if you admit to the worker or farmer you do not understand the job but want to learn more, they are willing to teach you.



Identifying Qualifying Work

Questions to ask to learn about potential qualifying work:

- What is the job/task?
- Where is this job/task performed?
- What is the agricultural/fishing product being created?
- What happens before and after this job in the agricultural process?
- When during the year is this job performed?
- How often is this job performed?
- How many people have the same job/task?



Identifying Qualifying Work

Once your research has been completed, you are ready to see where the job/activity falls within the regulations outlined in the guidance.

Begin by determining if the job can be considered agricultural or fishing work by reading the definitions of each.



Identifying Qualifying Work

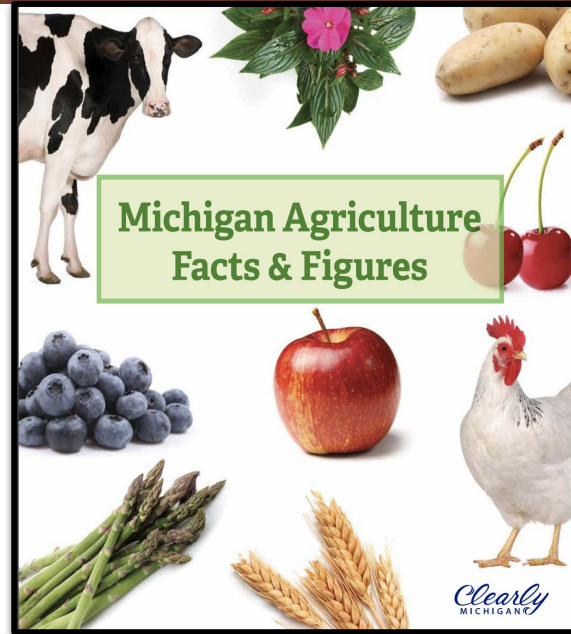
You can also use the internet or state documentation to help you learn more about the potential qualifying work.

Many states' Department of Agriculture websites can be searched for information on the state's agricultural industries.



Identifying Qualifying Work

The Department of Agriculture and Rural Development in Michigan published a document highlighting each of the state's crops, when they are in season, and who you can contact to learn more about the crop.



https://www.michigan.gov/documents/mdard/MI_Ag_Facts_Figures_474011_7.pdf

Identifying Qualifying Work

The Department of Agriculture in New Jersey has a website dedicated to the state's fishing industry. The website included statistics on the state's aquaculture industry and a directory of seafood processors.

The screenshot shows the homepage of the Jersey Seafood website. At the top, it features the State of New Jersey Department of Agriculture logo and the text "STATE OF NEW JERSEY DEPARTMENT OF AGRICULTURE JERSEY SEAFOOD". There is a search bar and navigation links for "NJHome", "Services A to Z", "Departments/Agencies", and "FAQs". Below this is a banner with the slogan "from the garden state...it's a shore thing" and images of various seafood items. The main content area is divided into several sections: "jersey seafood links" with icons for cooking & health, events calendar, aquaculture program, publications, contacts, and just for kids; "recipe of the month" featuring a dish of scallops; "video tips" with a video thumbnail and text about preparing seafood; and "2015 Jersey Seafood Challenge" with a photo of Bryan Gregg and text congratulating him. At the bottom, there are banners for "JERSEY FRESH As Fresh as Fresh Gets" and "JERSEY GROWN As Green as Green Gets", along with a "NJPA Open Public Records Act" logo and a footer with contact information and copyright notice.

<https://www.jerseyseafood.nj.gov/suppliersearch.html>

Identifying Qualifying Work

Be sure to take as many notes as you can while asking questions or conducting online research about the potential qualifying work. If you have encountered the job, it is likely other recruiters may also encounter the same job and you can help teach them by sharing your notes/documentation.



Identifying Qualifying Work

If you believe the job/activity you found can lead to finding more students in your area or in other parts of the state work with your supervisor to create state documentation explaining the job, and the information you obtained, and why it qualified.

The documentation can be shared with other recruiters and used to add clarity if there is an audit or confusion about the student eligibility.



Identifying Qualifying Work

Question F1 (pg. 24) of Chapter II of the NRG defines "agricultural work" as "the production or initial processing of raw agricultural products, such as crops, poultry, or livestock; dairy work; as well as the cultivation or harvesting of trees, that is performed for wages or personal subsistence."

for the MEP. Consistent with the COE instructions, the Department requires an explanation in the Comment section of the COE if the child preceded the worker, or joined the worker at a later date.

E3. What is the QAD when a child moves before or after the worker?

In situations where the child and worker do not move at the same time, the Department considers the QAD to be the day that the child and worker complete the move to be together. That is, if the child's move precedes the worker's move, the QAD is the date that the worker arrived. If the child's move follows the worker's move, the QAD is the date the child arrived.

E4. How much time may separate the worker's move from a child's move "to join" a worker?

The time limit depends on the circumstances. The Department believes that, as a best and safe practice, the child's move should generally occur within 12 months of the worker's move, and that after one year it is difficult to link the child's move to the worker's move. Nonetheless, there may be unusual circumstances that prevent a child from moving within 12 months of the worker's move, or vice versa. In these cases, consistent with the COE instructions, the Department recommends that an SEA document in the Comment section of the COE be the basis for determining that the child moved to "join" a worker after such a prolonged period of time between the two moves, or that the worker moved to join the child after a similarly prolonged period.

F. Agricultural Work or Fishing Work

Agricultural Work

F1. What is the definition of "agricultural work" for purposes of the MEP?

"Agricultural work" is:

1. the production or initial processing of raw agricultural products, such as crops, poultry, or livestock; dairy work; as well as the cultivation or harvesting of trees, that is—
2. performed for wages or personal subsistence.

See section 1309(2) of the ESEA and 34 C.F.R. § 200.81(a).

F2. What does "production" mean?

The Department considers agricultural production to mean work on farms, ranches, dairies, orchards, nurseries, and greenhouses engaged in the growing and harvesting of crops, plants, or vines and the keeping, grazing, or feeding of livestock or livestock products for sale. The term also includes, among other things, the production of bulbs, flower seeds, vegetable seeds, and specialty operations such as sod farms, mushroom cellars, and cranberry bogs.

<https://results.ed.gov/legislation>

Identifying Qualifying Work

Question F16 (pg. 26) of Chapter II of the NRG defines "fishing work" as "the catching or initial processing of fish or shellfish; as well as the raising or harvesting of fish or shellfish at fish farms, that is, that is performed for wages or personal subsistence."

planting seedlings; transplanting; staking; watering; removing diseased or undesirable trees; applying insecticides; shearing tops and limbs; and tending, pruning, or trimming trees.

F11. What does "harvesting" mean in the context of trees?

For the purposes of the MEP, "harvesting" refers to the act of gathering or taking of the trees.

F12. What are examples of work that can be considered the harvesting of trees?

The Department considers the harvesting of trees to include work such as topping, felling, and skidding.

F13. What types of work are not considered part of the cultivation or harvesting of trees?

The Department believes that the following activities are *not* part of the cultivation or harvesting of trees: clearing trees in preparation for construction; trimming trees around electric power lines; and cutting logs for firewood.

F14. Does transporting trees from a harvesting site to a processor (sawmill) qualify as agricultural work?

No. Transporting trees is not agricultural work for purposes of the MEP because it occurs after the cultivation and harvesting of trees.

F15. Is initial processing of trees considered agricultural work?

Yes. Because trees are a raw agricultural product, the initial processing of trees is considered agricultural work.

Fishing Work

F16. What is the definition of "fishing work" for purposes of the MEP?

"Fishing work" is:

3. the catching or initial processing of fish or shellfish; as well as the raising or harvesting of fish or shellfish at fish farms, that is--
4. performed for wages or personal subsistence.

See 34 C.F.R. § 200.81(c).

F17. What is a "fish farm"?

For purposes of the MEP, the Department considers a fish farm to be a tract of water, such as a pond, a floating net pen, a tank, or a raceway reserved for the raising or harvesting of fish or shellfish. Large fish farms sometimes cultivate fish in the sea, relatively close to shore. The fish are artificially cultivated, rather than caught, as they would be in "fishing." Fish species raised

<https://results.ed.gov/legislation>

Identifying Qualifying Work

Remember: for work to be considered agricultural or fishing it must be connected with a product that is going to be sold or consumed. The product cannot be for recreational purposes or be considered as a pet. **These rules are especially important when determining if an animal could be considered livestock.**



Identifying Qualifying Work

Once you have identified if the work is considered to be agricultural or fishing work, you have to determine if the work is part of the initial production or processing of the product.

Read through the definitions in the guidance and see where the job you are investigating falls in the agricultural process.



Identifying Qualifying Work

Question F2 (pg.24) defines what production means for agricultural work.

F4 (pg. 25), F5 (pg. 25), and F18 (pg. 27) provide examples of what kind of jobs would be considered production for agricultural and fishing work.

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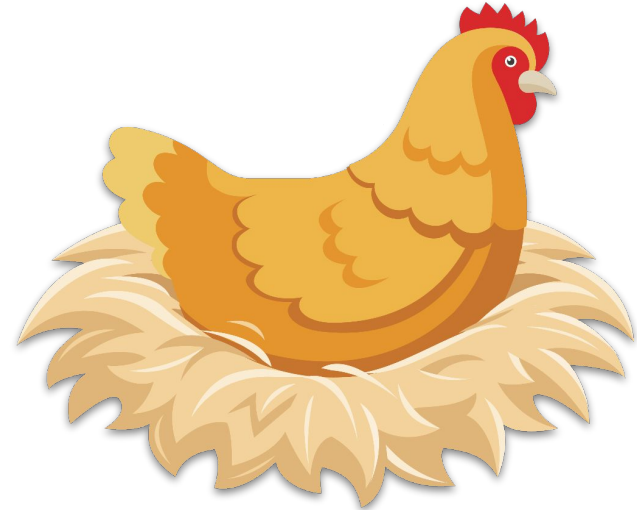
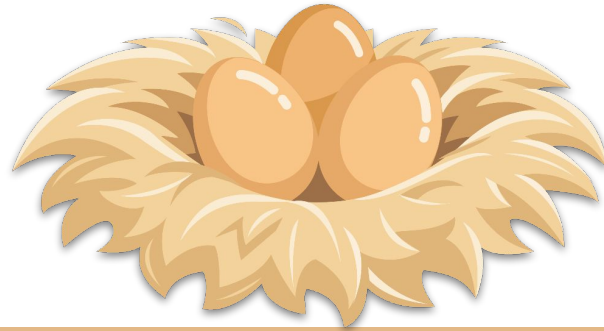
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<https://results.ed.gov/legislation>

Identifying Qualifying Work

The production process can include all steps from preparation for the product and often ends with the collection of the agricultural product such as the harvesting of a crop or the collection of eggs from a poultry farm.



Identifying Qualifying Work

Question F20 (pg.27) defines what initial processing means for agricultural and fishing work.

F21 - F23 (pg. 27) provide examples of what kind of jobs would be considered initial processing for agricultural and fishing work.

on fish farms include, but are not limited to, catfish, tilapia, salmon, cod, carp, eels, oysters, and clams.

F18. What are examples of work on a fish farm that would qualify as fishing work?

For the purposes of the MEP, examples of work on a fish farm that would qualify as “fishing work” include, but are not limited to, raising, feeding, grading, collecting, and sorting of fish, removing dead or dying fish from tanks or pens, and constructing nets and cages.

F19. Is the act of catching fish or shellfish for recreational or sport purposes “fishing work”?

No. These activities are not performed for wages or personal subsistence.

Initial Processing

F20. What does “initial processing” mean?

The Department considers “initial processing” to be work that (1) is beyond the production stage of agricultural work and (2) precedes the transformation of the raw product into something more refined. It means working with a raw agricultural or fishing product.

F21. What are examples of “initial processing” work in the poultry and livestock industries?

For the purposes of the MEP, examples of “initial processing” work in the poultry and livestock industries include, but are not limited to: stunning; slaughtering; skinning; eviscerating; splitting carcasses; hanging; cutting; trimming; deboning; and enclosing the raw product in a container.

F22. What are examples of “initial processing” work in the crop industry?

For the purposes of the MEP, examples of “initial processing” work in the crop industry include, but are not limited to: cleaning; weighing; cutting; grading; peeling; sorting; freezing, and enclosing the raw product in a container.

F23. What are examples of “initial processing” work in the fishing industry?

For the purposes of the MEP, examples of “initial processing” work in the fishing industry include, but are not limited to: scaling; cutting; freezing; dressing; and enclosing the raw product in a container.

F24. When does “initial processing” end?

The Department considers a product no longer to be in the stage of “initial processing” once the transformation of the raw product into something more refined begins. The Department believes that work up to, but not including, the start of the transformation process is agricultural or fishing work for purposes of the MEP. However, work such as placing raw chicken breasts into the oven for cooking, adding starter cultures to milk to make cheese, or applying necessary

<https://results.ed.gov/legislation>

Identifying Qualifying Work

Preparing agricultural products for delivery such as driving forklifts to load trucks or hauling agricultural products away from the packing facility does not count as qualifying work because it is no longer part of the initial processing.



Identifying Qualifying Work

If you are struggling to determine if a job might be considered as production or initial processing of the product, look at the examples listed in the guidance and try to find a job that is similar to the one you are looking at. **You can oftentimes determine if a job is qualifying work by finding similarities to jobs you are already familiar with.**



Identifying Qualifying Work

It is important to make sure you understand all of the requirements of the job when determining if it counts as qualifying work.

Some jobs have many steps and even if the primary job may not count as a qualifying work, the job may include steps that can be counted as qualifying work.



Identifying Qualifying Work

Example:

A state found a group of workers who moved with H2B visas to construct hog pens and fences. Recruiters initially thought the works did not qualify. However, the recruiters found the workers have to herd and move the hogs before they are able to construct the pens. They then clean the enclosures and return the hogs when they are finished.



Identifying Qualifying Work

Remember!

All qualifying work must also be classified as seasonal or temporary. When deciding if work is qualifying make sure the worker has not been employed for longer than 12 months and is not planning on being employed at the same location for 12 months.



Identifying Qualifying Work

Remember!

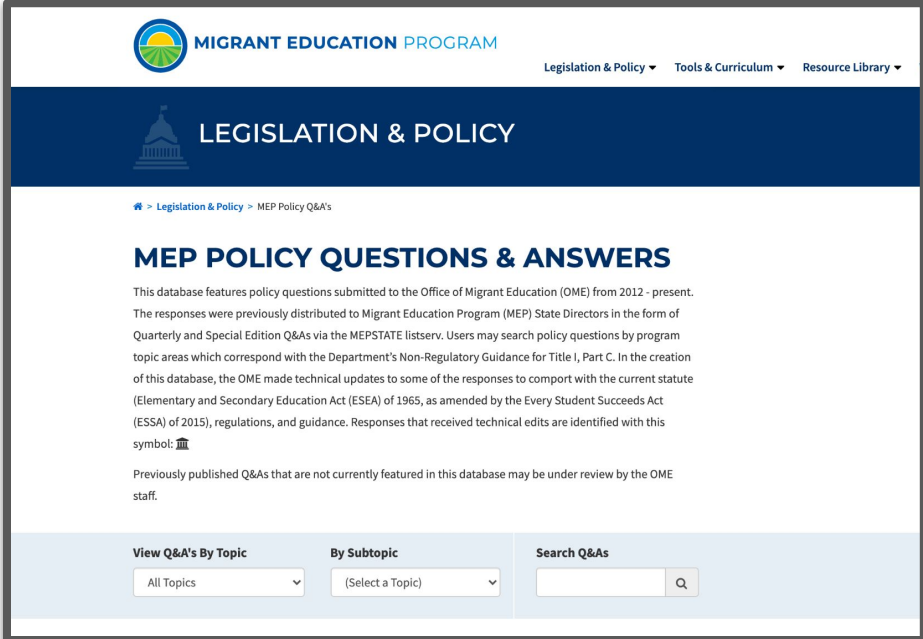
Even seasonal workers who stay through for multiple crops cannot be employed for longer than 12 months. There must be a gap in their employment in order for the qualifying work to be considered seasonal.



Results.Ed.Gov Policy Q&As Website

Another great resource for deciding if a job is qualifying work is the OME Policy Questions and Answers website.

OME posts answers to questions on eligibility and features questions on qualifying work.




MIGRANT EDUCATION PROGRAM

Legislation & Policy ▾ Tools & Curriculum ▾ Resource Library ▾

LEGISLATION & POLICY

» > Legislation & Policy > MEP Policy Q&A's

MEP POLICY QUESTIONS & ANSWERS

This database features policy questions submitted to the Office of Migrant Education (OME) from 2012 - present. The responses were previously distributed to Migrant Education Program (MEP) State Directors in the form of Quarterly and Special Edition Q&As via the MEPSTATE listserv. Users may search policy questions by program topic areas which correspond with the Department's Non-Regulatory Guidance for Title I, Part C. In the creation of this database, the OME made technical updates to some of the responses to comport with the current statute (Elementary and Secondary Education Act (ESEA) of 1965, as amended by the Every Student Succeeds Act (ESSA) of 2015), regulations, and guidance. Responses that received technical edits are identified with this symbol: 

Previously published Q&As that are not currently featured in this database may be under review by the OME staff.

View Q&A's By Topic **By Subtopic** **Search Q&As**

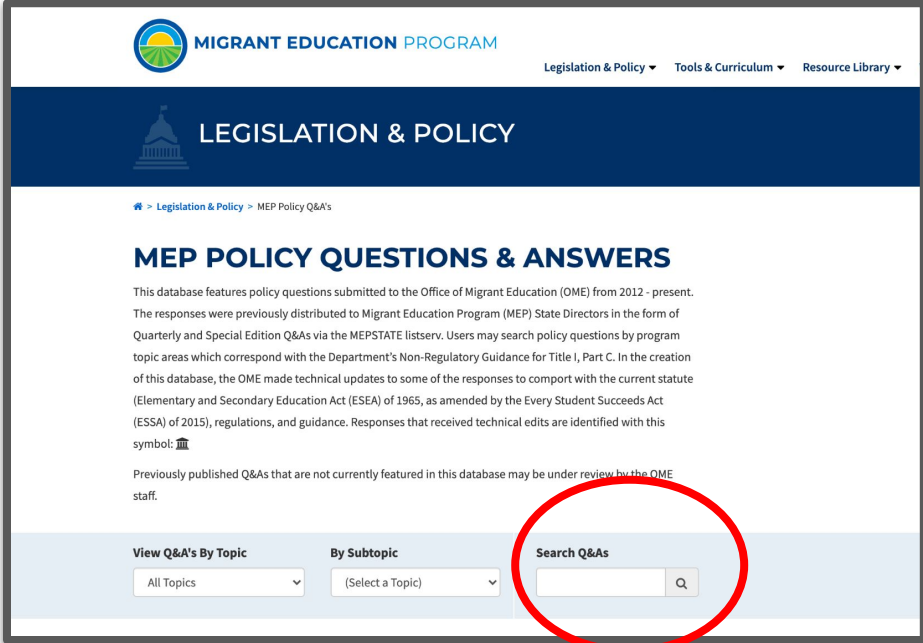
All Topics ▾ (Select a Topic) ▾ Q

https://results.ed.gov/legislation/policy_qas

Results.Ed.Gov Policy Q&As Website

You can search through the Questions and Answers to see if a question has already been asked about the work you are looking into.

Additionally, you can scroll through the questions to find if anything has been mentioned about a similar job.



The screenshot shows the 'MIGRANT EDUCATION PROGRAM' website. The header includes the logo and navigation links for 'Legislation & Policy', 'Tools & Curriculum', and 'Resource Library'. The main content area is titled 'LEGISLATION & POLICY' and features a sub-header 'MEP POLICY QUESTIONS & ANSWERS'. Below this, there is a detailed paragraph explaining the database's purpose and technical updates. At the bottom of the page, there are three filters: 'View Q&A's By Topic' (set to 'All Topics'), 'By Subtopic' (set to '(Select a Topic)'), and a 'Search Q&As' search bar with a magnifying glass icon, which is circled in red.

https://results.ed.gov/legislation/policy_qas

Results.Ed.Gov Policy Q&As Website

A great example of the type of questions you can find on the OME Policy Q&As website is Q86.

"Is Cricket Farming considered qualifying work?"

https://results.ed.gov/legislation/policy_qas

RESULTS

< 1 2 3 >

Topic(s): Child Eligibility

Q86 

Subtopic(s): Agricultural Work or Fishing Work

Q. Is cricket farming considered “qualifying work” for purposes of the Migrant Education Program (MEP)?

— Hide Answer

Assuming that the worker meets all other program eligibility criteria and the work is temporary, work on a cricket farm could be considered agricultural work for the MEP. In the MEP Non-Regulatory Guidance (NRG), Chapter II, F6 and F8, we discuss animals that are considered livestock, including what we consider “specialty or alternative livestock”. Crickets may fall under the category of “specialty or alternative” livestock, provided they also meet the guidelines for all livestock:

1. We do not consider livestock to include animals hunted or captured in the wild;
2. We do not consider livestock to include animals raised for sport, recreation, research, service, or pets;
3. The animals must be produced or kept primarily for breeding or slaughter purposes.

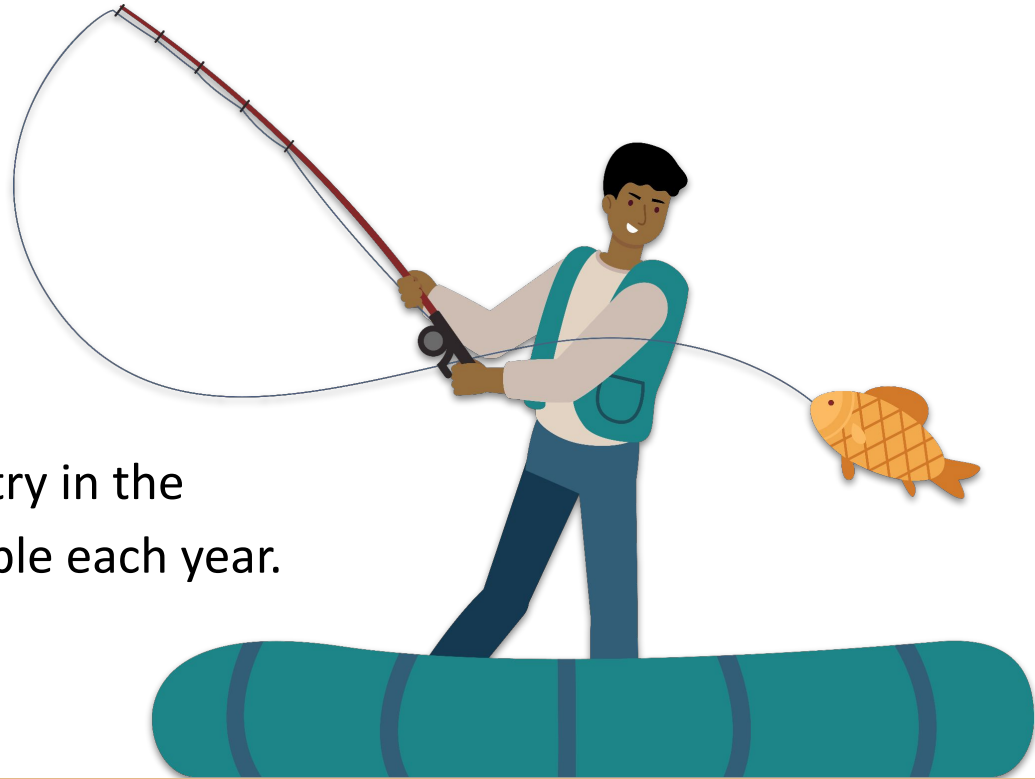
Additionally, the worker must be participating in the production or initial processing phases of cricket farming. In Chapter II, F7 of the MEP NRG, we provide some examples of agricultural work related to the production of livestock: “... Such work includes, but is not limited to: herding; handling; feeding; watering; caring for; branding; tagging; and assisting in the raising of livestock.” The Department considers initial processing to be work that is beyond the production stage and precedes the transformation of the raw product into something more refined. Initial processing is discussed in the MEP NRG Ch. II, F20-F25, and in the livestock industries may include, but is not limited to: “...stunning; slaughtering; skinning; eviscerating; splitting carcasses; hanging; cutting; trimming deboning; and enclosing the raw product in a container.” Again, you must first determine whether the crickets meet the definition of livestock, and then determine whether the specific work activities meet the definition of production or initial processing.

Getting Familiar With the Fishing Industry

According to the National Oceanic and Atmospheric Administration, the commercial fishing industry employs over 1.2 million people in the United States each year!

For comparison, the entire farm industry in the United States employs 2.5 million people each year.

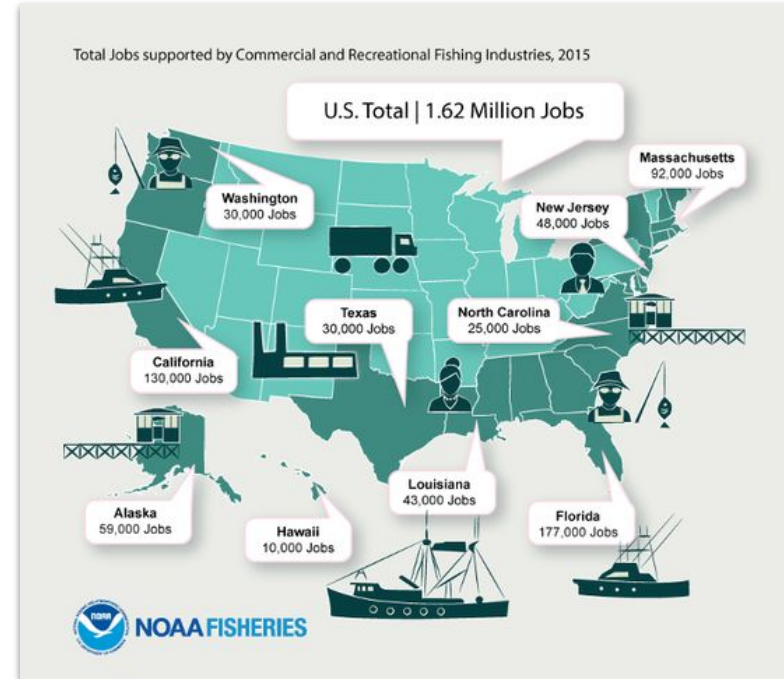
<https://www.fisheries.noaa.gov/data-tools/fisheries-economics-united-states-interactive-tool#>



Getting Familiar With the Fishing Industry

The National Oceanic and Atmospheric Administration website contains a lot of useful information to help recruiters.

There is a glossary of common terms in the fishing industry and data on the number of fishing commercial fishing industry jobs in each state.



<https://www.fisheries.noaa.gov/>

Getting Familiar With the Fishing Industry

The National Oceanic and Atmospheric Administration website also contains contact information regional offices that oversee the commercial fishing industries and fish hatcheries.



<https://www.fisheries.noaa.gov/contact-directory/regional-offices>

Getting Familiar With the Fishing Industry

According to the Great Lakes Fishery Commission, the fisheries in the Great Lakes region of the United States support more than 75,000 jobs!

Like the NOAA, the Great Lakes Fishery Commission oversees the fisheries in the Great Lakes.

<http://www.glfsc.org/the-fishery.php>



Getting Familiar With the Fishing Industry

Even if your state is not on the coast or near the great lakes, many states have commercial fishing in major rivers and fish hatcheries to help replenish the fish in the wild.

See if there is a fish hatchery near you by visiting the fish and wildlife services website:

<https://www.fws.gov/fisheries/hatcheries/visit-a-hatchery.html>



Getting Familiar With the Fishing Industry

Qualifying work in the fishing industry includes work at fish hatcheries, fish farms, and commercial fishing done in rivers, lakes, or oceans.

Qualifying work includes all necessary work to catch fish, constructing and maintaining nets, casting fishing lines, reeling in nets, etc. and all work for the initial processing of the fish.



Getting Familiar With the Fishing Industry

Examples of qualifying activities in the fishing industry:

Building nets	Cleaning halibut
De-barbing tuna	Declawing Crabs
De-heading shrimp	Freezing salmon
Grading lobster	Gutting trout
Harvesting Roe	Packing crawfish
Shucking Oysters	Trapping crabs

Getting Familiar With the Fishing Industry

A lot of families that work in the fishing industry are not traditional families that recruiters are used to encountering.

Many families in the fishing industry make moves on their boats and may spend weeks at a time on their boats. You may also encounter families who make regular short-duration moves for the purpose of fishing.



Getting Familiar With the Fishing Industry

When tracking moves by boat, a family or migratory fisher may travel out into the water and return to the same port. It is important to ask questions to track where they traveled to in the water so you can track the move.

It can be helpful to ask, "What was the nearest port or city to where you were fishing?"



Getting Familiar With the Fishing Industry

Some fishers may make multiple short-duration moves in a few months span for the fishing season. These moves may last only 2-3 weeks as they are catching their fish.

Question D5 in Chapter II (pg. 21) of the NRG looks at the minimum duration for a qualifying move and how recruiters can handle short-duration moves.



Getting Familiar With the Fishing Industry

Question D5 in Chapter II (pg. 21) of the NRG:

Duration and Distance

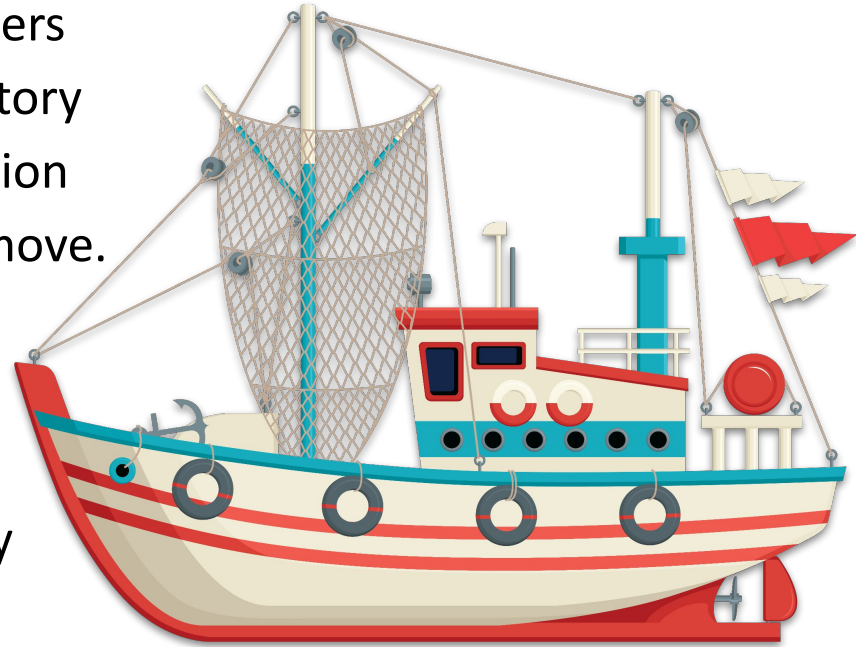
D5. Is there a minimum duration for a qualifying move?

Although the statute and regulations are silent on the duration of a qualifying move, a migratory worker and a migratory child must stay in a new place long enough to show that the worker and child “moved,” *i.e.*, changed residence due to economic necessity. Recruiters should carefully examine and evaluate relevant factors, such as whether the move to work was a one-time act or a series of short moves to work in order to augment the family’s income. With respect to moves of such short duration (*e.g.*, less than a week) that an independent reviewer might question whether the move was a change in residence or “due to economic necessity,” the Department recommends that the SEA establish a written policy for determining and documenting when and why these moves qualify for the MEP. Consistent with the COE instructions, the Department also recommends that recruiters explain in the Comments section of the COE why they believe that a move of very short duration would be considered a qualifying move.

Getting Familiar With the Fishing Industry

One state that regularly recruits migratory fishers has a written policy in place stating that migratory fishers must make a minimum of **3** short duration moves in order to be considered a qualifying move.

If you encounter migratory fishers that are making short duration moves, reach out to your supervisor to see if your state has a policy in place.

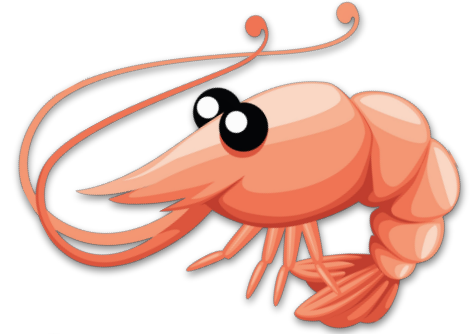


Getting Familiar With the Fishing Industry

Besides fish farms or commercial fishing, there are many seafood processors along the coast and in-land that process fish, shrimp, oysters, and more.

There are organizations like the West Coast Seafood Processors Association (WCSPA) dedicated to serving those who work in the seafood processing industry.

<https://www.wcspa.com/>



Seasonal or Temporary?

One important aspect of recruiting migratory fishers is determining if the work is seasonal or temporary.

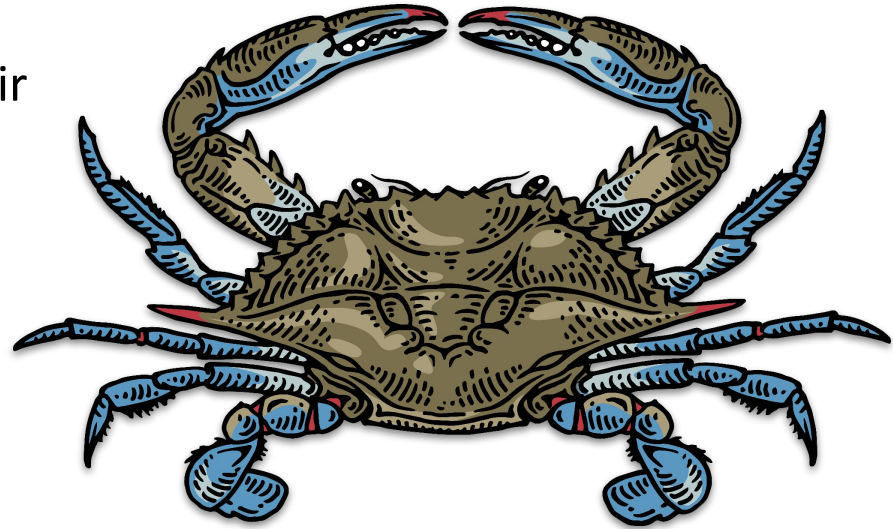
Properly determining if the work is seasonal or temporary be tricky because it depends on the fish, shellfish, and even state laws.



Seasonal or Temporary?

Certain fish, shellfish, and other aquaculture products have seasons controlled by nature where they are easier to catch or where their numbers are increased.

For example, in the Chesapeake Bay area blue crab season is December to March because the cold weather makes the crabs more docile and easier to catch.



Seasonal or Temporary?

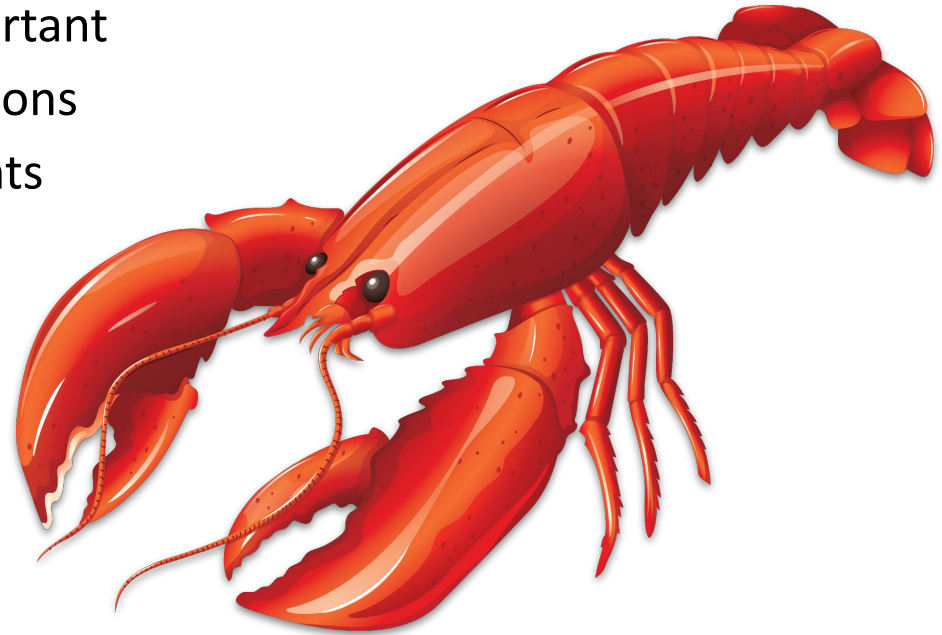
Some states have laws that put legal seasons in place for fishing work. The laws prohibit fishing from taking place outside of certain months.

For example, each year the Louisiana Department of Wildlife and Fisheries analyzes the oyster population and posts on their website the dates oyster fishing may take place.



Seasonal or Temporary?

When recruiting migrant fishers it is important to do thorough research on the legal seasons put in place by state and local governments and the natural seasons of the fish and shellfish in your area.



Getting Familiar With the Fishing Industry

Use Google or other internet resources to search for seafood processors in your area. Most states have a website produced by the Department of Agriculture dedicated to the seafood industry.

For example, the New Jersey Department of Agriculture has a website that includes a directory of seafood suppliers and processors.

The screenshot shows the homepage of the New Jersey Department of Agriculture's Jersey Seafood website. At the top, it features the state seal and the text "STATE OF NEW JERSEY DEPARTMENT OF AGRICULTURE JERSEY SEAFOOD". Navigation links include "NJHome | Services A to Z | Departments/Agencies | FAQs". A search bar is located in the top right corner. Below the header, there are links for "NJDA Home" and "Jersey Seafood Home". The main content area is titled "from the garden state...it's a shore thing" and is divided into four columns: "jersey seafood links", "recipe of the month", "video tips", and "headlines". The "jersey seafood links" column contains icons and text for "cooking & health", "events calendar", "jersey seafood program", "aquaculture", "publications", "contacts", and "just for kids". The "recipe of the month" column features a photo of a dish and text about the "Barnegat Light Scallops with Creamless Creamed Corn" recipe by Chef Bryan Gregg. The "video tips" column includes a photo of hands preparing food and text about preparing seafood. The "headlines" column features a photo of a man and text about the "2015 Jersey Seafood Challenge" winner, Bryan Gregg. At the bottom, there are banners for "JERSEY FRESH As Fresh as Fresh Gets" and "JERSEY GROWN As Green as Green Gets". Footer information includes "OPRA Open Public Records Act", "Contact Us | Privacy Notice | Legal Statement | Accessibility Statement", and a list of website sections: "department | consumers | farmers and producers | industry | institutional | education | jersey fresh | statewide | njhome | citizens | business | equipment | services A to Z | departments | search". Copyright information for the State of New Jersey, 1996-2004, is also present.

<https://www.jerseyseafood.nj.gov/>

Getting Familiar With the Fishing Industry

Introducing the IDRC Ag Focus Pages

IDRC has a new section of the website where we will regularly be featuring different agricultural industries. These pages will highlight industries recruiters might miss and provide links to helpful resources.

The first **Ag Focus Page** is all about the Fishing industry!

idrc
Identification & Recruitment Consortium

Home | IDRC | Resources | What's New | Contacts

Fishing Industry

AG Area Focus Page

This page has been created as a resource for Migrant Education Programs to learn more about the Fishing Industry

Check out the NOAA interactive tool about Fisheries Economics.

United States

State	2017	2018	2019	2020	2021	2022	2023	2024	2025
Alabama	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Alaska	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Arizona	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Arkansas	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
California	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Colorado	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Connecticut	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Delaware	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
District of Columbia	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Florida	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Georgia	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Hawaii	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Idaho	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Illinois	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Indiana	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Iowa	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Kansas	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Kentucky	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Louisiana	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Maine	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Maryland	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Massachusetts	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Michigan	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Minnesota	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Mississippi	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Missouri	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Montana	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Nebraska	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Nevada	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
New Hampshire	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
New Jersey	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
New Mexico	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
New York	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
North Carolina	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
North Dakota	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Ohio	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Oklahoma	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Oregon	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Pennsylvania	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Rhode Island	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
South Carolina	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
South Dakota	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Tennessee	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Texas	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Utah	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Vermont	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Virginia	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Washington	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
West Virginia	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Wisconsin	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Wyoming	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000

The National Oceanic and Atmospheric Administration (NOAA) has a very helpful website that you can visit to learn a lot more about the fishing industry. Click on the picture below to learn more. Scroll down to the bottom of the page and learn information about each region of the US related to fishing. Lots of helpful information!

NOAA

Swap In Surf for Turt to Add More Seafood to Your Diet

Check out their regional offices contacts here.

Regional Offices

Region	Office	Address	Phone	Email
Alabama	Alabama	Alabama	Alabama	Alabama
Alaska	Alaska	Alaska	Alaska	Alaska
Arizona	Arizona	Arizona	Arizona	Arizona
Arkansas	Arkansas	Arkansas	Arkansas	Arkansas
California	California	California	California	California
Colorado	Colorado	Colorado	Colorado	Colorado
Connecticut	Connecticut	Connecticut	Connecticut	Connecticut
Delaware	Delaware	Delaware	Delaware	Delaware
District of Columbia	District of Columbia	District of Columbia	District of Columbia	District of Columbia
Florida	Florida	Florida	Florida	Florida
Georgia	Georgia	Georgia	Georgia	Georgia
Hawaii	Hawaii	Hawaii	Hawaii	Hawaii
Idaho	Idaho	Idaho	Idaho	Idaho
Illinois	Illinois	Illinois	Illinois	Illinois
Indiana	Indiana	Indiana	Indiana	Indiana
Iowa	Iowa	Iowa	Iowa	Iowa
Kansas	Kansas	Kansas	Kansas	Kansas
Kentucky	Kentucky	Kentucky	Kentucky	Kentucky
Louisiana	Louisiana	Louisiana	Louisiana	Louisiana
Maine	Maine	Maine	Maine	Maine
Maryland	Maryland	Maryland	Maryland	Maryland
Massachusetts	Massachusetts	Massachusetts	Massachusetts	Massachusetts
Michigan	Michigan	Michigan	Michigan	Michigan
Minnesota	Minnesota	Minnesota	Minnesota	Minnesota
Mississippi	Mississippi	Mississippi	Mississippi	Mississippi
Missouri	Missouri	Missouri	Missouri	Missouri
Montana	Montana	Montana	Montana	Montana
Nebraska	Nebraska	Nebraska	Nebraska	Nebraska
Nevada	Nevada	Nevada	Nevada	Nevada
New Hampshire	New Hampshire	New Hampshire	New Hampshire	New Hampshire
New Jersey	New Jersey	New Jersey	New Jersey	New Jersey
New Mexico	New Mexico	New Mexico	New Mexico	New Mexico
New York	New York	New York	New York	New York
North Carolina	North Carolina	North Carolina	North Carolina	North Carolina
North Dakota	North Dakota	North Dakota	North Dakota	North Dakota
Ohio	Ohio	Ohio	Ohio	Ohio
Oklahoma	Oklahoma	Oklahoma	Oklahoma	Oklahoma
Oregon	Oregon	Oregon	Oregon	Oregon
Pennsylvania	Pennsylvania	Pennsylvania	Pennsylvania	Pennsylvania
Rhode Island	Rhode Island	Rhode Island	Rhode Island	Rhode Island
South Carolina	South Carolina	South Carolina	South Carolina	South Carolina
South Dakota	South Dakota	South Dakota	South Dakota	South Dakota
Tennessee	Tennessee	Tennessee	Tennessee	Tennessee
Texas	Texas	Texas	Texas	Texas
Utah	Utah	Utah	Utah	Utah
Vermont	Vermont	Vermont	Vermont	Vermont
Virginia	Virginia	Virginia	Virginia	Virginia
Washington	Washington	Washington	Washington	Washington
West Virginia	West Virginia	West Virginia	West Virginia	West Virginia
Wisconsin	Wisconsin	Wisconsin	Wisconsin	Wisconsin
Wyoming	Wyoming	Wyoming	Wyoming	Wyoming

Industry Associations

- East Coast Shellfish Association
- The National Aquaculture Association
- Pacific Coast Shellfish Growers Association
- Oyster South
- US Aquaculture Society
- Seafood Inspection Firms Facilities and Products List

ADVANCING THE US AQUACULTURE INDUSTRY

THROUGH RESEARCH, EDUCATION, PUBLICATION & NETWORKING

At the US Aquaculture Society, we provide a national forum for aquaculture researchers, students and industry members in the United States.

Through workshops, continuing educational opportunities, and publication, our mission is to support and grow a diverse, vibrant, and advanced aquaculture community.

U.S. Commercial Fisheries and the Seafood Industry Landings and Values, 2019

National Totals

9.3 billion pounds (+% from 2018)

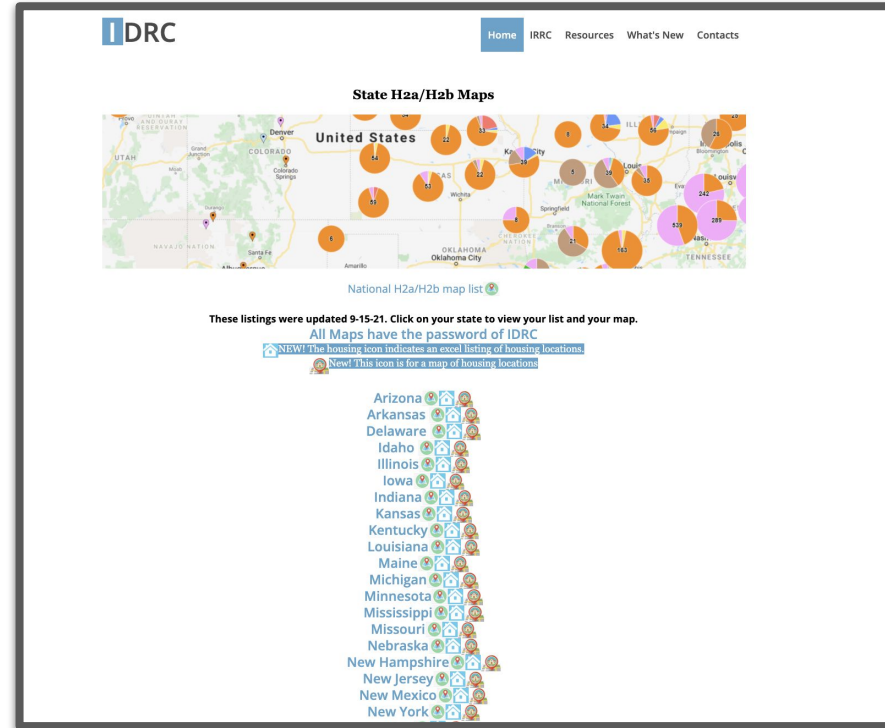
\$5.5 billion (+20% from 2018)

<https://www.idr-consortium.net/Ag-Fishing.html>

Getting Familiar With the Fishing Industry

A lot of seafood processors also bring in H2A or H2B workers to help alleviate the workload. These processors can be found on the free H2A and H2B maps available on the IDRC website.

<https://www.idr-consortium.net/H2aH2bMaps.html>

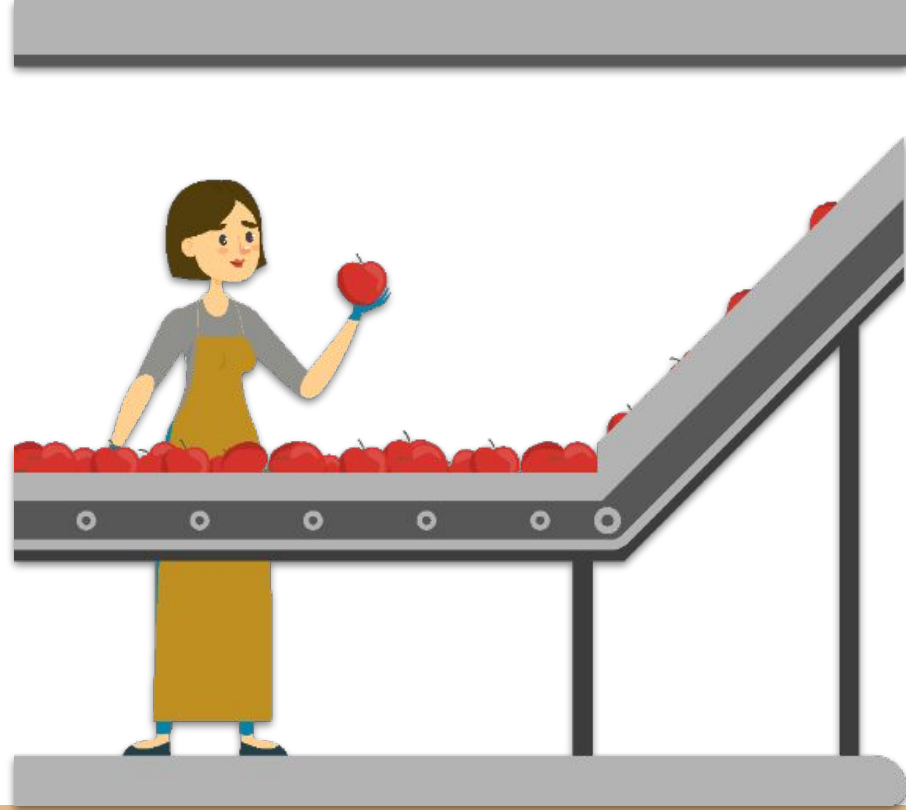


The screenshot shows the IDRC website interface. At the top, there is a navigation bar with 'Home', 'IRRC', 'Resources', 'What's New', and 'Contacts'. The main heading is 'State H2a/H2b Maps'. Below this is a map of the United States with colored circles representing H2A and H2B worker locations in various states. The circles are color-coded: orange for H2A and purple for H2B. Some circles have numbers inside them, indicating the number of workers. Below the map, there is a link to 'National H2a/H2b map list'. A message states: 'These listings were updated 9-15-21. Click on your state to view your list and your map. All Maps have the password of IDRC'. There are two 'NEW!' notices: 'NEW! The hosting.com indicates an excel listing of housing locations.' and 'NEW! This icon is for a map of housing locations.'. At the bottom, there is a list of states with corresponding icons for each state's H2A and H2B maps: Arizona, Arkansas, Delaware, Idaho, Illinois, Iowa, Indiana, Kansas, Kentucky, Louisiana, Maine, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Hampshire, New Jersey, New Mexico, and New York.

Large Scale Food Processors

Another area where recruiters may miss qualifying work is in the food processing industry.

There are several large companies that buy fruits and vegetable wholesale to process it and package it for retail.



Large Scale Food Processors

Many of these companies operate processing plants around the country and can be easy for recruiters to miss because the plants are not directly connected to fields or a farm.

Top 5 Fruit and Vegetable Processors in the United States	
Business Name	Corporate Office Location
1. General Mills Inc.	Minneapolis, Minnesota
2. J.R. Simplot Co.	Boise, Idaho
3. ConAgra Foods Inc.	Omaha, Nebraska
4. Pinnacle Foods Inc.	Parsippany, New Jersey
5. Bellisio Foods Inc.	Minneapolis, Minnesota

Training Review:

Please fill out the IDRC Training review form by using the link below or the scanning the QR code with the phone's camera

Training title:

The Art of Getting a Referral

<https://www.surveymonkey.com/r/IDRCStaffTrainingEval21-22>



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thank you