

# Attachments



FLORIDA DEPARTMENT OF EDUCATION  
FARMWORKER CAREER DEVELOPMENT PROGRAM

**SELF-DECLARATION OF LONG TERM AGRICULTURE EMPLOYMENT**

I, \_\_\_\_\_, certify that I have worked in agriculture doing (Type of work) \_\_\_\_\_,  
from \_\_\_\_\_ to \_\_\_\_\_.

\_\_\_\_\_  
Applicant Printed Name

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

**I certify, under penalty of perjury, that the above statement is true and accurate to the best of my knowledge. I understand that to give false or misleading information can result in immediate termination from the Farmworker Career Development Program.**

<b>EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210</b>	<b>CLASSIFICATION</b> WIOA Governance
	<b>CORRESPONDENCE SYMBOL</b> ETA-OWI
	<b>DATE</b> May 22, 2015

**ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER WIOA NO. 35-14  
OPERATING GUIDANCE for the WORKFORCE INNOVATION AND  
OPPORTUNITY ACT (referred to as WIOA or the Opportunity Act)**

**TO: NATIONAL FARMWORKER JOBS PROGRAM GRANTEES**

**FROM: PORTIA WU**   
Assistant Secretary

**SUBJECT: Operating Guidance for National Farmworker Jobs Program (NFJP)  
Employment and Training and Housing Grantees**

- Purpose.** To provide guidance and planning information to NFJP grantees on the activities associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA).

WIOA was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA supersedes titles I and II of the Workforce Investment Act of 1998, and amends the Wagner-Peyser Act and the Rehabilitation Act of 1973. In general, the Act takes effect on July 1, 2015, the first full program year after enactment, unless otherwise noted.

The Departments of Labor and Education are working to publish a set of regulations implementing WIOA. On April 9<sup>th</sup>, the Federal Register posted five Notices of Proposed Rulemaking (NPRMs) implementing the Opportunity Act on its Web site for public inspection, <https://www.federalregister.gov/public-inspection>. The NPRMs were formally published in the Federal Register on April 16<sup>th</sup>. Comments should be submitted in accordance with the process outlined in the NPRMs, including by visiting <http://www.regulations.gov>. The comment period is scheduled to be open for 60 days, closing on June 15, 2015.

In order to continue implementation prior to the final rule, a series of WIOA Operating Guidance documents that provide the needed implementation information will be issued in the form of Training and Employment Guidance Letters (TEGLs). These Operating Guidance documents on WIOA will inform the workforce system how to begin the important planning and reorganization necessary to comply with new WIOA statutory requirements for the upcoming Program Year 2015 (beginning July 1, 2015). The Operating Guidance TEGLs

<b>RESCISSIONS</b> None	<b>EXPIRATION DATE</b> Continuing
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will provide a framework for program activities until the regulations are finalized. This TEGL is one in the ongoing series of Guidance.

2. **References.** See Attachment.
3. **Background.** The Opportunity Act retained the essential purpose and functions of the NFJP program, specifically described in WIOA Section 167. NFJP grantees continue to deliver employment and training services through American Job Centers (AJC), where NFJP remains a mandated partner. The NFJP eligibility criteria remain essentially unchanged. Grantees continue to be able to deliver youth services to farmworker youth.

There are new aspects of the NFJP under WIOA. Performance measures for NFJP are updated, and will take effect in PY 2016. "Fish farming labor" has been specifically included in the definition of "eligible seasonal farmworker." NFJP grantees, while still mandated partners in the AJC, are no longer required to participate on Workforce Development Boards, though Boards have the option to include NFJP program representatives in the full committee or subcommittees.

4. **NFJP Grantee Responsibilities.** All NFJP grantees are expected to offer a customer-focused case management approach to providing career services, training, youth services and related assistance to eligible migrant and seasonal farmworkers (MSFWs). These services must reflect the needs of the MSFW population in the service area and include the services that are necessary to achieve each participant's employment goals or housing needs. Grantees are responsible for coordinating services; particularly outreach to MSFWs, with the State Workforce Agency and the State's Monitor Advocate.

In those local workforce investment areas where the grantee operates its NFJP as described in its grant agreement, the grantee is a required one-stop partner; and the grantee and Local Workforce Development Board must develop and enter into a Memorandum of Understanding (MOU) which sets forth their respective responsibilities for providing access to the full range of NFJP services through the one-stop system to eligible MSFWs. All one-stop partners have certain responsibilities that will be described in a forthcoming operation guidance TEGL. As a one-stop partner, the NFJP is responsible for these as well, such as signing an MOU with the Local Board, delivering career services, and contributing to the infrastructure cost of the one-stops in which they deliver services.

Housing grantees are specifically responsible for providing housing assistance to eligible MSFWs.

5. **Participant Eligibility.** WIOA sec. 167(i) changed the definition of eligible participants in the NFJP. Beginning July 1, 2015, NFJP grantees are expected to begin serving eligible MSFWs as defined in WIOA sec. 167(i) and this TEGL.

To qualify as eligible for NFJP services under WIOA Section 167 an individual must be, on the date of application for enrollment an “eligible MSFW” or a “dependent” of an eligible MSFW, as follows:

- Eligible seasonal farmworker means a low-income individual who for 12 consecutive months out of the 24 months prior to application for the program involved, has been primarily employed in agricultural or fish farming labor that is characterized by chronic unemployment or underemployment; and faces multiple barriers to economic self-sufficiency; and dependents of the seasonal farmworker as described in WIOA 167(i)(3) are also eligible.

WIOA sec. 3(61) also provides that to be considered unemployed, one must be without a job, be available for work and want work. Similarly, underemployed persons are those who are without full-time, year-round work, and who want and are available for full-time, year-round work.

- Eligible migrant farmworker means an eligible seasonal farmworker as defined in WIOA sec. 167(i)(3) whose agricultural labor requires travel to a job site such that the farmworker is unable to return to a permanent place of residence within the same day; and dependents of the migrant farmworker, as described in WIOA 167(i)(2) are also eligible.
- Eligible MSFW youth means an eligible MSFW aged 14-24 who is individually eligible or is a dependent of an eligible MSFW. The term eligible MSFW youth is a subset of the term eligible MSFW.
- Dependent means an individual who:
  - A. Was claimed as a dependent on the eligible MSFW’s Federal income tax return for the previous year; or
  - B. Is the spouse of the eligible MSFW; or
  - C. If not claimed as a dependent for Federal income tax purposes, is able to establish:
    1. A relationship as the eligible MSFW’s;
      - i. Child, grandchild, great grandchild, including legally adopted children;
      - ii. Stepchild;
      - iii. Brother, sister, half-brother, half-sister, stepbrother, or stepsister;
      - iv. Parent, grandparent, or other direct ancestor but not foster parent;
      - v. Foster child;
      - vi. Stepfather or stepmother;
      - vii. Uncle or aunt;
      - viii. Niece or nephew;
      - ix. Father-in-law, mother-in-law, son-in-law; or
      - x. Daughter-in-law, brother-in-law, or sister-in-law; and
    2. The receipt of over half of his/her total support from the eligible MSFW’s family during the eligibility determination period.

Additionally,

- Male applicants must not have violated Section 3 of the Military Selective Service Act by not presenting and submitting to registration as required. TEGL 11-11 and TEGL 11-11, Change 2 provide Selective Service registration requirements for Employment and Training Administration (ETA) programs funded through WIA. TEGL 11-11 and Change 2 to TEGL 11-11 implement the requirements of WIA sec. 189(h). WIOA retains the same requirements as WIA sec. 189(h). Therefore, NFJP must administer the program in conformity with this TEGL and Change 2.
- NFJP participants must have the right to work in the United States. TEGL 2-14 *Eligibility of Deferred Action for Childhood Arrivals Participants for Workforce Investment Act and Wagner-Peyser Act Programs* establishes that Deferred Action for Childhood Arrivals (DACA) individuals have the right to work in the United States. WIOA sec. 188 retains the same requirements as WIA sec. 188 on discrimination against noncitizens. Therefore NFJP grantees must administer the program in conformity with TEGL 2-14.

Housing Assistance. Housing services may only be provided when the services are required to meet the needs of eligible MSFWs to occupy a unit of housing for reasons related to seeking or retaining employment, or engaging in training. Occupancy of year-round and migrant rental units is not restricted to only eligible MSFWs; however, when housing assistance is provided, at least one individual living in the household must be determined eligible for NFJP services. This requirement is applicable to both employment and training and housing grantees who offer any housing assistance services.

Ineligible Individuals. Individuals who are ineligible for the NFJP or for whom an alternative program is determined to be more responsive to their needs should be assisted through the services available from other One-Stop partner programs for which they qualify. NFJP grantees should be actively working with their One-Stop partners in assessing applicants to determine the services that are most appropriate for them.

#### Definitions Relevant to Eligibility

- Eligibility determination period means any consecutive 12-month period within the 24-month period immediately preceding the date of application for the MSFW program by the applicant MSFW.
- Farmwork means the cultivation and tillage of the soil, dairying, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities. This includes the raising of livestock, bees, fur-bearing animals, or poultry, the farming of fish, and any practices (including any forestry or lumbering operations) performed by a farmer or on a farm as an incident to or in conjunction with such farming operations, including preparation for market, delivery to storage or to market or to carriers for transportation to market. It also includes the handling, planting, drying, packing, packaging, processing, freezing, or grading prior to delivery for storage of any

agricultural or horticultural commodity in its unmanufactured state. For the purpose of this section, agricultural commodities means all commodities produced on a farm including crude gum (oleoresin) from a living tree and products processed by the original producer of the crude gum (oleoresin) from which they are derived, including gum spirits of turpentine and gum rosin. Farmwork also means any service or activity covered under 20 CFR 655.103(c) and/or 29 CFR 500.20(e) and any service or activity so identified through official Department guidance such as a Training and Employment Guidance Letter.

For the purposes of the NFJP program, “fish farming labor” includes all occupations included under the following North American Industry Classification System (NAICS) codes:

- 112511 - Finfish Farm and Fish Hatcheries
- 112512 - Shellfish Farming

Other farming that includes “the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities” included under the term “aquaculture” (NAICS code 112519) are also included in the definition of “farmwork.”

- Lower living standard income level means the income level as defined in WIOA sec. 3(36)(B) as that income level (adjusted for regional, metropolitan, urban, and rural differences and family size) determined annually by the Secretary of Labor based on the most recent lower living family budget issued by the Secretary.
- Low-income individual means an individual as defined in WIOA sec. 3(36)(A) who:
  - A. Receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et seq.), the program of block grants to States for temporary assistance for needy families program under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), or the supplemental security income program established under title XVI of the Social Security Act (42 U.S.C. 1381 et seq.), or State or local income-based public assistance;
  - B. Is in a family with total family income that does not exceed the higher of:
    - 1. The poverty line; or
    - 2. 70 percent of the lower living standard income level;
  - C. Is a homeless individual (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e-2(6))), or a homeless child or youth (as defined under section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2)));
  - D. Receives or is eligible to receive a free or reduced price lunch under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.);
  - E. Is a foster child on behalf of whom State or local government payments are made;or

- F. Is an individual with a disability whose own income meets the income requirement of B above, but who is a member of a family whose income does not meet this requirement.

6. **Documenting Eligibility.** Each grantee must maintain an eligibility determination system that enables its staff to generate a record supporting their eligibility determinations and enrollment decisions. This is required to ensure that all persons enrolled are eligible for participation in the NFJP.

Grantee staff who interview applicants for the purpose of determining eligibility must make these determinations based on all available information. Those staff should sign a statement of eligibility determination on every completed application. This certification serves to document eligibility and absent such a certification, the grantee does not have a documented record of the applicant's eligibility.

An applicant's eligibility determination shall be valid for 60 days from the date of initial application. After that initial 60-day period has elapsed, if the individual is not an enrolled participant, the grantee will update information to re-certify the applicant.

As part of their system of internal controls, grantees are expected to obtain source documentation that verifies the information provided by applicants covering such key eligibility elements as age, work history and earnings from agricultural labor, family size, family income, work authorization, and compliance with the Selective Service requirement for male applicants.

Grantees are required to establish procedures for verifying eligibility information on a scheduled basis. Grantees may use post-enrollment sampling, require 100% verification prior to enrollment, or maintain a similar system of internal controls.

7. **Program Services.** The following services may be provided to eligible MSFWs which include the services WIOA requires NFJP to provide:

**Career Services**

- Grantees must provide the career services described in WIOA sec. 167(d) and 134(c)(2) to eligible MSFWs.
- Grantees must provide other services identified in the approved program plan.
- Grantees must provide access to career services through the One-Stop delivery system. Grantees can also provide career services through sources outside the One-Stop system.
- The delivery of career services to eligible MSFWs by the grantee and through the One-Stop system must be discussed in the required MOU between the Local Workforce Development Board and the grantee. We recognize that Local Boards and One-Stop partners are updating their MOUs, which were required under the Workforce Investment Act (WIA) and are required under WIOA. Grantees may continue to operate under existing MOUs until the grantee and the Local Board sign a new MOU.



### Training Services

- Grantees must provide the training activities described in WIOA sec. 167(d) and 134(c)(3)(D) to eligible MSFWs. These activities include, but are not limited to, occupational-skills training and on-the-job training (OJT). Eligible MSFWs are not required to receive career services prior to receiving training services.
- Training services must be directly linked to an in-demand industry sector or occupation in the service area, or in another area to which an eligible MSFW receiving such services is willing to relocate.
- Training activities must encourage the attainment of recognized postsecondary credentials as defined in WIOA sec. 3(52) when appropriate for an eligible MSFW.

The Employment and Training Administration (ETA) continues to encourage grantees to use work-based learning as an effective service strategy to assist jobseekers in entering and advancing along a career pathway, including OJTs and Registered Apprenticeship, among others. Under WIOA, grantees may always reimburse employers for the extraordinary costs of training by up to 50 percent of the wage rate of the participant for OJT (WIOA sec. 3(44)). Grantees may also increase the OJT reimbursement rate up to 75 percent of the wage rate of a participant under certain conditions when considering:

- The characteristics of the participants
- The size of the employer
- The quality of employer-provided training and advancement opportunities
- Other factors as appropriate, which may include the number of employees participating in the training, wage and benefit levels of those employees (at present and anticipated upon completion of the training), and relation of the training to the competitiveness of a participant.

### Youth Services

- Based on an evaluation and assessment of the needs of eligible MSFW youth, grantees may provide activities and services that include but are not limited to:
  - Career services and training as described above;
  - Youth workforce investment activities specified in WIOA sec. 129;
  - Life skills activities which may include self- and interpersonal skills development;
  - Community service projects;
  - Other activities and services that conform to the use of funds for youth activities described in WIOA sec. 129,
- Grantees may provide these services to any eligible MSFW youth, regardless of the participant's eligibility for WIOA Title I youth activities as described in WIOA sec. 129(a).

Related Assistance. Related assistance may include short-term direct services and activities. Examples include activities identified in WIOA sec. 167(d), such as: English language and literacy instruction; pesticide and worker safety training and housing (including permanent

housing), as provided in the approved program plan; and school dropout prevention and recovery activities, and emergency assistance.

Emergency assistance is a form of “related assistance” and means assistance that addresses immediate needs of eligible MSFWs and their dependents, provided by grantees. An applicant's self-certification is accepted as sufficient documentation of eligibility for emergency assistance with the exception of proof of right to work and Selective Service registration, where applicable. If an applicant receives any other NFJP funded services in addition to emergency services, the grantee must document all eligibility components through appropriate support materials.

Grantees may provide related assistance to eligible MSFWs not enrolled in career services, youth services, or training services. Related assistance is distinct from “supportive services” as defined in WIOA Section 3, which “means services such as transportation, child care, dependent care, housing, and needs-related payments, that are necessary to enable an individual to participate in activities authorized under this Act,” because related assistance may be provided to eligible MSFWs who are not otherwise participating in activities authorized under this Act such as career services, youth services, or training services.

Grantees may provide eligible MSFWs related assistance services when the grantee identifies and documents the need for the related assistance, which may include a statement by the eligible MSFW.

Housing Services. Housing grantees must provide housing services to eligible MSFWs. Career services and training grantees may provide housing services to eligible MSFWs as described in their program plan.

Housing services include the following:

- Permanent housing that is owner-occupied, or occupied on a permanent, year-round basis (notwithstanding ownership) as the eligible MSFW's primary residence to which he/she returns at the end of the work or training day.

Permanent housing services include but are not limited to: investments in development services, project management, and resource development to secure acquisition, construction/ renovation and operating funds, property management services, and program management. New construction, purchase of existing structures, and rehabilitation of existing structures, as well as the infrastructure, utilities, and other improvements necessary to complete or maintain those structures may also be considered part of managing permanent housing.

- Temporary housing that is not owner-occupied and is used by MSFWs whose employment requires occasional travel outside their normal commuting area.

Temporary housing services include but are not limited to: housing units intended for temporary occupancy located in permanent structures, such as rental units in an apartment complex or in mobile structures, tents, and yurts that provide short-term, seasonal housing opportunities; temporary structures that may be moved from site to site, dismantled and re-erected when needed for farmworker occupancy, closed during the off-season, or handled through other similar arrangements; and off-farm housing operated independently of employer interest in, or control of, the housing, or on-farm housing operated by a nonprofit, including faith-based or community non-profit organizations, but located on property owned by an agricultural employer. Managing temporary housing may involve property management of temporary housing facilities, case management, and referral services, and emergency housing payments, including vouchers and cash payments for rent/lease and utilities.

Housing services may only be provided when the services are required to meet the needs of eligible MSFWs to occupy a unit of housing for reasons related to seeking or retaining employment, or engaging in training.

8. **Applicable Performance Measures.** The WIOA performance accountability system and corresponding primary indicators of performance become effective on July 1, 2016 (WIOA sec. 506(b)(1)). ETA will provide separate guidance on the WIOA performance accountability system and primary indicators of performance for NFJP grantees in PY 2016 in a future TEGL.

In PY 2015 NFJP grantees will continue to be evaluated on the following common performance measures used for accountability purposes for WIA-authorized programs:

- Entered Employment Rate;
- Employment Retention Rate; and
- Six-month Average Earnings.

To help facilitate the transition from WIA to WIOA the Department will use the established PY 2014 performance goals for each grantee as the PY 2015 goals. See WIOA sec. 503(b). Grantees may request re-negotiation for PY 2015 as described in TEGL No. 24-14.

Under WIA, eligible MSFWs who received “related assistance only” (RAO participants), and no additional NFJP-funded services, were excluded from the calculations for performance measure outcomes. In PY 2015, as part of the transition year, ETA will continue to exclude RAO participants when calculating grantee performance measure outcomes. However, ETA will use administrative data to calculate the common measure outcomes for RAO participants where data exists. At a minimum, this data analysis will provide some baseline information on the relative impact of inclusion of related assistance services on overall NFJP performance measures. In the transition year, ETA will evaluate how RAO participant outcomes are tracked, reported and included in the performance accountability system under the Opportunity Act.

9. **Reporting Outcomes.** The Department will be utilizing the current program and fiscal reporting forms for PY 2015. Employment and training grantees are required to submit the following reports, approved under OMB No. 1205-0425:

- An annual Budget Information Summary (BIS) report (ETA Form 9093) to report planned grant fund expenditures during the program year. Grantees submit this report with their program plan before the beginning of the program year, as described in TEGL No. 24-14.
- An annual Program Planning Summary (PPS) report (ETA Form 9094) to report planned participant numbers and services for the program year. Grantees submit this report with their program plan before the beginning of the program year, as described in TEGL No. 24-14.
- A quarterly Program Status Summary (PSS) report (ETA Form 9095) to report information on actual participant numbers and program services.
- A quarterly Workforce Investment Act Standardized Participant Record (WIASPR) submission that collects individual records containing demographic, service, and outcome data on individuals who exit the program. This data is will be used to calculate PY 2015 common performance measure outcomes.

The current reporting forms described above do not capture the number of eligible MSFW youth served. The Department will be revising current program reports to capture the number of eligible MSFWs served and program outcomes starting in PY 2016; however the Department will not have the new forms finalized in time for the first quarter of PY 2015. Once a new performance reporting system is established, ETA will issue guidance on capturing and reporting youth outcomes and associated performance levels.

Housing grantees are required to submit the following report:

- A quarterly Housing Assistance Summary (HAS) report (ETA Form 9164), to report data and narrative information on NFJP temporary and permanent housing activities.

TEGL No. 32-12 *National Farmworker Jobs Program Reporting Forms and Requirements* provides specific instructions and reporting timelines for the forms described in this section.

**Paperwork Reduction Act (PRA) Statement.** According to the PRA, no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) Control Number. The Department notes that a Federal agency may not conduct or sponsor a collection of information, nor is the public required to respond to a collection of information, unless it is approved by OMB under the PRA, and displays a currently valid OMB control number (44 U.S.C. 3507). Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB Control Number (44 U.S.C.

3512). The currently valid OMB Control Number for this collection is OMB 1205-0425, which expires May 31, 2016.

10. **Period of Performance and Financial Reporting for PY 2014 and 2015.** The period of performance for current NFJP grants is through June 30, 2016. See TEGL 24-14. In order to support transition to WIOA, ETA is extending the period that PY 2014 funds can be utilized through June 30, 2016. ETA expects grantees to spend the majority of their PY 2014 funds in PY 2014. Grantees must continue to file each quarter a Federal Financial Report (ETA Form 9130) for PY 2014 funds until those funds are fully expended or the balance is returned to the Department in closeout.
11. **Modifying a Program Plan.** The grantee must submit a request to the Department for any proposed modifications to its plan to add, delete, expand, or reduce any part of the program plan or allowable activities.
12. **Implementation of the New Uniform Guidance Regulations.** The OMB streamlined the Federal government's guidance on Administrative Requirements, Cost Principles, and Audit Requirements for Federal awards, and issued *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards Final Rule* (Uniform Guidance. 2 CFR 200 *et seq.*). On December 9, 2014, ETA released TEGL No. 15-14 *Implementation of the New Uniform Guidance Regulations* announcing that the Uniform Guidance will apply to all funding actions and new Federal awards made on or after December 26, 2014. Therefore, all NFJP grantees which receive funding for PY 2015 activities will receive new terms and conditions applying the Uniform Guidance to these new funds. For the new money only, these new Uniform Guidance terms will supersede the previous Notice of Award conditions applying 2 CFR 220, 225, or 230, 29 CFR Parts 95 and 97, and the audit requirements at 2 CFR Part 96 and 99.

TEGL 15-14 also encourages current grantees who receive annual allotments or other incremental funding in PY 2015, such as NFJP grantees, to follow the new Uniform Guidance for all funds. However, a modification to the current grant is necessary to officially apply the new guidance to existing grant awards with funds issued prior to December 26, 2014. Grantees should review TEGL No. 15-14 for specific instructions on requesting this type of modification.

**Indirect Cost Rate.** Any grantee that includes indirect charges on the SF-424A must have a valid Indirect Cost Rate Agreement (ICRA) or Cost Allocation Plan (CAP) supplied by the Federal Cognizant Agency on file. For any grantee that chooses to include estimated indirect costs in its budget, and that either does not have an ICRA/CAP or has a pending ICRA/CAP, the Grant Officer will release funds in the amount of 10 percent of salaries and wages to support indirect costs at the time of award. Within 90 days of award, a grantee must submit an acceptable indirect cost proposal or CAP to its Federal Cognizant Agency to obtain a provisional indirect cost rate.

Under the Department of Labor's "Guide for Indirect Cost Rate Determination" which is based on the Uniform Guidance, any non-Federal entity that has never received a negotiated

indirect cost rate, except for those non-Federal entities described in 2 CFR Part 200 Appendix VII, may elect to charge a de minimis rate of 10 percent of modified total direct costs which may be used indefinitely. Please note that the non-Federal entities excepted by 2 CFR Part 200 Appendix VII includes State and local Governments and Indian Tribes.

If a grantee meets the requirements to use the 10 percent de minimis rate as described in 2 CFR 200.414(f), the grantee must include a description of the modified total direct costs base (see 2 CFR 200.68 for definition) used in the calculation along with the amount of the base, and the total indirect costs requested based on the 10 percent de minimis rate. If a grantee chooses this option, this methodology must be used consistently for all Federal awards until the grantee negotiates for an indirect cost rate, which a grantee may apply to do at any time. (See 2 CFR 200.414(f) for more information on use of the de minimis rate.)

13. **Precedence.** In the case of a discrepancy between this TEGL and PY 2015 NFJP grant awards, this TEGL takes precedence.
14. **Action Requested.** Grantees are requested to review this operating guidance and must implement WIOA starting July 1, 2015.
15. **Inquiries.** All grantees should submit inquiries to their appropriate Federal Project Officer.
16. **Attachment.**

WIOA Operating Guidance TEGL References.

**Attachment**


**WIOA Operating Guidance  
Training and Employment Guidance Letter (TEGL) References**

- WIOA (Pub. L. 113-128) Title I;
- WIA (Pub. L. 105-220), Title I;
- TEGL No. 19-14, *Vision for the Workforce System and Initial Implementation of the Workforce Innovation and Opportunity Act*;
- TEGL No. 2-14 *Eligibility of Deferred Action for Childhood Arrivals Participants for Workforce Investment Act and Wagner-Peyser Act Programs*;
- TEGL No. 11-11 and TEGL 11-11, Change 2 *Selective Service Registration Requirements for Employment and Training Administration Funded Programs*;
- TEGL 32-12 *National Farmworker Jobs Program Reporting Forms and Requirements*
- TEGL No. 15-14 *Implementation of the New Uniform Guidance Regulations*; and
- TEGL No. 24-14 *Program Year 2015 Planning Guidance for National Farmworker Jobs Program Employment and Training and Housing Grantees*

<b>EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210</b>	<b>CLASSIFICATION</b> Participant Eligibility Guidance
	<b>CORRESPONDENCE SYMBOL</b> ONP/DSFP
	<b>DATE</b> April 11, 2005

**ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 25-04**

**TO: ALL NATIONAL FARMWORKER JOBS PROGRAM GRANTEES  
ALL MIGRANT AND SEASONAL FARMWORKER YOUTH PROGRAM  
GRANTEES**

**FROM: EMILY STOVER DeROCCO**   
Assistant Secretary for Employment and Training

**SUBJECT: PARTICIPANT ELIGIBILITY GUIDANCE**

- 1. Purpose.** To transmit the Participant Eligibility Guidance for participation in the National Farmworker Jobs Program (NFJP) and the Migrant and Seasonal Farmworker (MSFW) Youth Program under Section 167 of the Workforce Investment Act (WIA).
- 2. References.** WIA Section 167, 20 CFR 669.110, 669.320 and 669.670; National Farmworker Jobs Program Bulletin No. 00-02.
- 3. Background.** The NFJP was established to provide low income migrant and seasonal farmworkers (MSFWs) with the job training opportunities and supportive services they require for gaining access to employment and career opportunities. The purpose of the MSFW Youth Program is to meet the needs of at-risk and out-of-school farmworker youth through the provision of comprehensive services that enhance educational attainment and occupational and life skills.
- 4. NFJP Participant Eligibility Requirements.** WIA provides that the farmworkers to be served by the NFJP are those persons who primarily depend on employment in agricultural labor that is characterized by chronic unemployment or underemployment. WIA also provides that to be considered unemployed, one must be without a job, be available for work and want work. Similarly, underemployed persons are those who are without full-time, year-round work, and who want and are available for full-time, year-round work.

<b>RESCISSIONS:</b> None	<b>EXPIRATION DATE:</b> Continuing
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The attached guidance provides information to allow grantees to comply with the portions of WIA Section 167 and the WIA regulations that pertain to participant eligibility requirements. It is to be used by all NFJP grantees and MSFW Youth Program grantees when enrolling individuals for services.

Each grantee must maintain an eligibility determination system that enables its staff to generate a record supporting their eligibility determinations and enrollment decisions. This is required to ensure that all persons enrolled are eligible for participation in the NFJP. Note that WIA provides that in order to be eligible to receive an intensive service, the participant must have received at least one core service, such as eligibility determination, and in order to be eligible to receive a training service, the participant must have received at least one intensive service. This also applies to the NFJP.

Individuals who are ineligible for the NFJP or for whom an alternative program is determined to be more responsive to their needs should be assisted through the services available from the other One-Stop partner programs for which they qualify. This means that the NFJP grantees should be actively working with the other One-Stop partners in assessing applicants to determine the services that are most appropriate for them.

The attached Guidance includes an addendum of "Questions and Answers" raised by the grantee community.

Attachments

## NFJP ELIGIBILITY GUIDANCE

### Participant Eligibility for the National Farmworker Jobs Program Under WIA Section 167 and the MSFW Youth Program under 20 CFR 669.600

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To qualify as eligible for receipt of services from the National Farmworker Jobs Program (NFJP) under WIA, Section 167, and 20 CFR Part 669, other than self-service, informational activities, and eligibility determination services, an individual must be, on the date of application for enrollment, an "eligible farmworker" or a "dependent" of an eligible farmworker. In addition, male applicants must not have violated Section 3 of the Military Selective Service Act by not presenting and submitting to registration as required. [WIA section 189(h)] [Farmworker Bulletin No. 97-16 governs].

The WIA statute also requires that participation in programs and activities receiving WIA funds "shall be available to citizens and nationals of the United States, lawfully admitted permanent resident aliens, refugees, asylees, and parolees, and other immigrants authorized by the Attorney General to work in the United States." [WIA section 188(a)(5)]

To qualify as eligible for participation in the MSFW Youth program (20 CFR 669, Subpart E), youth participants must be age 14 to 21 on the day of their enrollment and also meet the NFJP eligibility requirements.

#### I. Definitions

- "Eligible farmworker" is a person who, during the 12-month eligibility determination period, is a migrant farmworker or seasonal farmworker and whose family is disadvantaged.
- "Migrant farmworker" is a seasonal farmworker whose agricultural labor requires travel to a job site such that the farmworker is unable to return to a permanent place of residence within the same day (WIA Sec.167(h)(3)).
- "Seasonal farmworker" is a farmworker who, during the 12-month eligibility determination period, has been primarily employed in agricultural labor that is characterized by chronic unemployment or underemployment (WIA Sec.167(h)(4)).
- "Primarily employed in agricultural labor" means the farmworker depended on agricultural labor performed within the United States and/or Puerto Rico for his or her support during the 12-month eligibility determination period, which condition is demonstrated by working at least 25 days in farmwork; or by earning at least \$800 in farmwork; and by earning at least 50 percent of his/her total income from farmwork; or by being employed at least 50 percent of his/her total employment time in farmwork.
- "Chronic unemployment" means that during the 12-month eligibility period the farmworker experienced or faced extended periods as an "unemployed individual" as defined by WIA.

- "Underemployment" means that during the 12-month eligibility period the farmworker experienced or faced extended periods of (or the prospects of) temporary, seasonal, or part-time employment associated with agricultural labor when he/she did not receive a year-round salary.
- "Unemployed individual" means an individual who is without a job and who wants to work and is available for work (WIA Sec.101(47)).
- "Day" means any calendar day.
- "Disadvantaged" means a person whose family income during the eligibility determination period does not exceed the higher of either the HHS poverty line or 70 percent of the Lower Living Standard Income Level (LLSIL) that is in effect on the date of application. Families receiving public assistance are considered to be disadvantaged. Foster children who are wards of a state are considered to be disadvantaged.
- "Eligibility determination period" is any consecutive 12-month period within the 24-month period immediately preceding the date of application for enrollment in the NFJP by the applicant (WIA Sec.167(h), 20 CFR 669.110).

When an applicant was unavailable for work in the period immediately preceding the date of application because he/she had been in the armed forces, institutionally confined by incarceration or other legal detainment, hospitalized or otherwise unavailable due to a documented physical or mental disability, the grantee may establish an eligibility determination period during the 24 months immediately preceding the date of such unavailability, provided, however, that such period may not begin more than 48 months prior to the date of application.

When relied on to qualify an applicant as eligible, such conditions must be substantiated by the applicant through documentary evidence satisfactory to the grantee.

- "Farmwork" means agricultural labor performed for wages in agricultural production and agricultural services as provided under the North American Industry Classification System (NAICS) subsections: 111—Crop Production; subsection 112--Animal Production (excluding the specific industries listed in the attached document Farmwork That Does Not Qualify For Eligibility Purposes); and subsection 115--Support Activities for Agriculture and Forestry (excluding the specific industries listed in the attached document Farmwork That Does Not Qualify For Eligibility Purposes).
- "Dependent" means an individual who was claimed as a dependent on the qualifying farmworker's federal income tax return for the previous year, or is the spouse of the qualifying farmworker, or, if not claimed as a dependent for federal income tax purposes, is able to establish their relationship as the farmworker's:
  - child, grandchild, great grandchild, including legally adopted children

- stepchild
- brother, sister, half brother, half sister, stepbrother, or stepsister
- parent, grandparent, or other direct ancestor but not foster parent
- foster child
- stepfather or stepmother
- uncle or aunt
- niece or nephew
- father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law

To be considered a dependent, an individual specified in the list above must also have received over half of his/her total support from the eligible farmworker's family during the eligibility determination period. (20 CFR 669.110)

Family income includes gross wages and salaries (before deductions); net self employment income (gross receipts minus operating expenses); and other monetary income received from net rental income, Old Age and Survivors Insurance, Social Security retirement benefits, pensions, alimony, and periodic income from insurance policy annuities. Family income includes the income of all wage earners, except when its inclusion would be unjust due to unstable conditions of the family unit. Income from all other sources is excluded, including in-kind or bartered goods received, except in cases where those goods are taxed as income.

## II. Application, Attestation, and Verification Provisions:

- Self-Certification by Applicants

Applicants must sign a statement certifying that the information provided to the grantee, for purposes of determining an applicant's eligibility to receive services, is true and accurate to the best of his/her knowledge. The statement should include language advising the applicant that intentionally providing false information, in order to be determined eligible, is grounds for immediate termination. (The definitions at 20 CFR 669.110 provide that "self-certification" means a farmworker's signed attestation that the information he/she submits to demonstrate eligibility for the NFJP is true and accurate.)

Self-certifications of age, family size, family income and farmworker's work history that are accepted from Related Assistance only applicants are not subject to systematic verification.

- Staff Determination

Grantee staff/representatives who interview applicants for the purpose of determining eligibility must make these determinations based on all the available information. Those employees should sign a statement of eligibility determination on every completed application. Absent such a certification, the grantee does not have a documented record of the applicant's eligibility.

- Shelf-Life of an Eligibility Determination

An applicant's eligibility determination shall be valid for 60 days from the date of initial application. Updated information should not normally be requested to re-certify and re-determine eligibility during the 60-day period.

- Internal Controls and Verification

As part of their system of internal controls, grantees are expected to obtain source documentation that verifies the information provided by applicants covering such key eligibility elements as age, work history and earnings from agricultural labor, family size, family income, work authorization, and compliance with the Selective Service requirement for male applicants.

Grantees are required to establish procedures for verifying eligibility information on a scheduled basis. Some grantees use post-enrollment sampling while others require 100% verification prior to enrollment or

maintain a similar system of internal control.

The definition of "Emergency Assistance" in 20 CFR 669.110 provides that persons who apply for and are enrolled for receipt of Emergency Assistance only, under Related Assistance Services, should be enrolled based on their self-certification statement. The grantee must verify their work authorization status and Selective Service registration, where applicable.

#### ADDENDUM I

#### QUESTIONS AND ANSWERS:

Q: At what point does an applicant become eligible?

A: An applicant is eligible when the interviewing staff member makes a determination based on the information and documentation provided by the applicant. The determination must be signed and dated by the staff member.

Q: Does a farmworker compromise his/her status as a chronically unemployed farmworker when he/she voluntarily abandons farmwork jobs or opportunities to attend to a family priority such as returning home in time to enroll his/her children at the beginning of the school session?

A: No, unless the period is of such length that it affects the farmworker's ability to qualify as a seasonal farmworker under WIA Section 167.

Q: Are students eligible for the NFJP?

A: Yes, students may be found eligible for the NFJP in two ways. First, a student may be found eligible if, during the 12-month eligibility period, the student was a dependent of an eligible farmworker. Second, a student may establish eligibility independently if the student was either (a) employed full-time during the 12-month eligibility period in seasonal agricultural labor, or (b) unemployed during the 12-month eligibility period but was available for and seeking full-time work.

To establish eligibility independently the student must also meet the minimum time and income tests for working in seasonal agricultural labor (i.e., employment in agricultural work characterized by chronic unemployment and underemployment and be a member of an economically disadvantaged family).

Documenting well a student's eligibility is important because, generally, an independent full-time student would not qualify because he/she is primarily engaged in his/her educational endeavors. Such individuals are not primarily employed in agricultural labor as defined for purposes of eligibility, unless they are available for, and seeking full-time work in seasonal agricultural labor.

Q: Christmas trees and maple syrup have been moved from forestry to crop production in the NAICS. Under NAICS, will DSFP exclude these industries from qualifying farmwork?

A: No.

Q: May farmwork performed outside the United States be used as farmwork to qualify an applicant under NFJP?

A: No. The NFJP and the MSFW Youth Program provide services for domestic farmworkers who face conditions that historically constitute part of the Nation's rural employment problems. In this NFJP Eligibility Guidance, the term "primarily employed in agricultural labor" means labor performed within the United States and/or Puerto Rico. Furthermore, qualifying farmwork is limited to that performed in the crop production and animal production farm operations described by the North American Industrial Classification System (NAICS), and qualifying farmwork and earned income are subject to verification.

Q: Under the SIC codes; (prior to NAICS) all crop production was qualifying farmwork. Will this change?

A: There is no change.

Q: What constitutes a day worked in farmwork?

A: Any amount of work time in eligible farmwork for which the farmworker received compensation.

Q: Why was the minimum amount of money earned from farmwork increased from \$400?

A: The threshold of income derived from farmwork had remained unadjusted at \$400 for several decades. It was increased under WIA to \$800 to reposition the threshold closer to its original relation with other economic factors.

Q: Since the Lower Level Living Standard (LLSIL) and the Poverty Line are revised annually, how are grantees expected to apply these requirements to the 12-month eligibility period?

A: Grantees must apply the standards that are in effect as of the date of application.

Q: How is family size to be used to determine eligibility? For example, if the family

size was 7 and two children turned 18 and moved out to live on their own (e.g., enlisted in the army) one month into the 12-month determination period, would the qualifying family size be 7, or would it be 5?

A: Grantees should use the family size that exists at the time the eligibility determination is made.

Q: If an applicant was unavailable for work due to a mental disability, but was not hospitalized, how may grantees' document the incapacitation for work?

A: Grantees should verify the incapacitation with a third party, such as with a professional in the mental health field.

Q: Must an otherwise eligible farmworker meet work status and military requirements in order for one of his/her dependents to qualify?

A: No. The dependent of an otherwise eligible farmworker must satisfy these criteria in order to enroll, but not the farmworker.

Q: What is required of grantees regarding applicant eligibility determinations for the purpose of enrolling individuals into the NFJP (for receipt of intensive services, training services or related assistance services)?

A: Grantee staff must make a determination of eligibility that is based on the factual information provided by the applicant. The applicant authenticates the information by signing the statement used by the grantee.

Q: Under self-certification, may an applicant sign a statement declaring his/her eligibility?

A: No. The provision for self-certification provides relief from requirements to obtain independent verification of the eligibility information submitted by the applicants for emergency services only under Related Assistance Services. Under self-certification, only work authorization and Selective Service compliance need to be authenticated by verifying documentary evidence.

Q: Are any and all certifications considered valid?

A: No. Persons may only certify to the facts on which they have direct personal knowledge. For example, the certifications of family income, family size, and a parent's work history, must be made by the parent(s). A dependent's statements about total family income and parent's (including head of household's) work history cannot be accepted as authoritative. However, when an applicant who is a dependent supplies corroborating documentary evidence, such as a prior year's federal or state income tax return, the required information would be inherently evident on the copy of the signed tax return.

Q: What are the consequences to a participant should auditors or the Department of Labor determine the participant is ineligible?

A: An ineligible participant must be terminated. Unless there is evidence of deliberate misrepresentation by the applicant with the intention to defraud the program, the grantee is the responsible party. The grantee is responsible for

maintaining an outreach, assessment and eligibility determination system that is effective at reaching, identifying and documenting client eligibility.

Q: Does the qualifying farmwork apply only within the eligible 01, 02 and 07 Standard Industrial Classifications (SIC) industries?

A: No. Eligible farmwork qualifies without regard to the official industrial classification of the employer.

Q: Do grantees need to obtain parental consent to provide services to minors?

A: Written consent is not required unless there is a state law requiring a signed statement of consent. In other cases, consent is implicit in the submission of information by the family that is necessary for determining whether the minor applicant's family is disadvantaged.

Q: Are foster children of farmworkers eligible?

A: Foster children who are wards of the state are considered disadvantaged. A foster child of an eligible farmworker is therefore eligible for the NFJP.

Q: The examples of "other monetary income" do not recognize in-kind or bartered goods received, such as the value of food and housing supplied by growers. Is it intended that we omit the monetary value of goods received in lieu of payment by cash or by check?

A: Yes, unless the farmworker is taxed for those in-kind goods.

Q: Are H-2A workers included among the "other immigrants authorized by the Attorney General to work in the United States" and hence, potentially eligible to receive NFJP services?

A: No, because H-2A workers are authorized under "non-immigrant" status Visas. H-2A farmworkers may be eligible for Related Assistance services that are appropriate for them. The provision of other services is inconsistent with the authorization of an H-2A Visa.

Q: May the time individual family members are working in agriculture be added together as well as the income from their agricultural labor to qualify the family as a farmworker family unit, when the totals for the family unit exceed the qualifying minimums for earned agricultural income and time worked in agriculture?

A: No. There is no provision to support the concept of a family farmworker unit. In WIA, paragraph (h)(2) of section 167 provides that "eligible migrant and seasonal farmworkers means individuals..."(Emphasis added.)

Q: What are examples of excluded sources of income?

A: Some examples are:

- 1) Non-cash income such as food stamps, or compensation received in the form of food or housing;
- 2) Rental Value of owner-occupied properties;



- 3) Public assistance payments;
- 4) All payments received pursuant to the Social Security Act that are not retirement payments;
- 5) Federal, State or local unemployment benefits;
- 6) Payments made to participants in employment and training programs; 7)  
One-time unearned income such as, but not limited to;
  - i) payments received for a limited fixed term under income maintenance programs and supplemental (private) unemployment benefits plans;
  - ii) one-time or fixed-term scholarship and fellowship grants;
  - iii) accident, health, and casualty insurance proceeds;
  - v) disability and death payments, including fixed term (but not lifetime) life insurance annuities and death benefits;
  - v) one-time awards and gifts;
  - vi) inheritance, including fixed term annuities; and
  - vii) fixed-term workers compensation awards;
- 8) Pay or allowances received by any veteran while he/she was serving on active duty in the Armed Forces;
- 9) Educational assistance and compensation payments to veterans and other eligible persons under Chapter 11, 13, 31, 34, 35, and 36 of Title 38, United States Code;
- 10) Payments received under the Trade Act of 1974, as amended;
- 11) Black Lung payments received under the Benefits Reform Act of 1977, Pub. L. 95-239, 30 USC 901; and
- 12) Child support payments (except foster child payments).

Q: Are farmworkers who are working in qualifying farmwork but in a grower-owned cooperative (off the farm premises) eligible for NFJP services if they meet all the other eligibility criteria?

A: Yes, MSFWs working in an eligible agricultural production and services code (found under subsections 111,112 and 115 of the NAICS) for a cooperative representing a consortium of growers are eligible for NFJP services.

Many growers have joined into cooperatives to prepare their crops for market. These are not processing facilities where the original products are changed through canning or freezing, but places where products are graded, sorted, and/or packaged for fresh distribution. Often these facilities have the capacity to store product until shipping. Typically these cooperatives are established because it is not cost effective for one grower to establish such a facility on his own. The growers, by organizing with others who need the same services, achieve cost efficiencies that make it feasible for all.

Q: How can a grantee accurately report on the employment retention and earnings gains of a participant placed by the grantee in unsubsidized employment and subsequently activated by the National Guard or military reserves? This would make it difficult to verify the earnings because the participant is no longer available for follow-up. For example, a participant in the National Guard is activated and deployed overseas during their follow-up period. Since the employer must keep the job open and hire them back upon their return, the participant is, technically, still an employee of the placement employer. However, the participant will not receive wages from the employer during this time, but will receive wages from the military yet the grantee may not be able to get information on those wages from the military.

- A: This participant should be recorded as having entered employment (a termination category of "1"), and he/she should receive a code of "1" for having worked during the placement follow-up period (since either he/she worked for an employer or for the U.S. government). Therefore, it counts as both a placement and as having retained employment. It also would count as currently employed at follow-up since the participant is currently working for the government. The wages/earnings may not be verifiable since the participant is not available for follow-up. To calculate the earnings, the grantee may try a couple of alternatives. For example, if the participant worked for the employer long enough (i.e., a few months) before being activated, the grantee could get earnings from the employer; assuming these will likely exceed their prior earnings, the participant is recorded as a positive earnings gain (albeit underestimated, since their earnings from the National Guard work would not be included). If they worked for the employer only a short time before being activated, this approach may penalize the grantee because their prior earnings may exceed their follow-up earnings from only the employer portion of their follow-up work. As an alternative, the grantee may try to identify earnings for the National Guard so that these can be added to those from the employer. One strategy might be to find the absolute base wage offered to the National Guard (this should be available from the National Guard office, or even on-line), and calculate how much the participant must have earned (as a minimum National Guard wage) since activation. This would represent a conservative estimate, since the individual may make more than this minimum, but would provide the grantee with some earnings. These earnings could be added to those from the employer to provide total earnings in the six months since placement. Please note that this alternative must be flagged on the report as an estimate, so that the report can be certified. Example: An individual worked for an employer for eight weeks, then was activated, and in those eight weeks earned \$4,000 (or \$500 a week). The remaining 18 weeks of the follow-up period they were active in the National Guard. Minimum pay for the National Guard is \$16,000 per year (assumed). Thus, for 18 weeks, a participant in the National Guard must make a minimum of \$5,538 (calculated by dividing \$16,000 by 52 weeks to get a weekly rate, and multiplying that by 18 for the number of weeks). This participant's earnings since placement would then be reported as \$9,538, or the total of their eight weeks working for the employer, and the 18 working for the National Guard. The limitation is that the grantee would be imputing earnings for the National Guard portion, but by using the absolute minimum an individual can make in that service, the estimate should be a conservative one.
- Q: How can a grantee accurately report on the status of a participant who is in a training activity and is activated by the National Guard or military reserves?
- A: A participant in a training activity who is activated by the National Guard or military reserves should be reported as an exiter under "Other Reasons for Exit." The participant's performance outcome is excluded from the performance measures (per Training and Employment Guidance Letter 14-00, Change 1, issued November 19, 2001).

<b>EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210</b>	<b>CLASSIFICATION</b> OWI
	<b>CORRESPONDENCE SYMBOL</b> NFJP
	<b>DATE</b> May 13, 2014

**ADVISORY:** TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 25-04,  
Change 1

**TO:** NATIONAL FARMWORKER JOBS PROGRAM GRANTEEES

**FROM:** PORTIA WU /s/  
Assistant Secretary

**SUBJECT:** 2012 NAICS Codes for Definition of Farmwork

1. **Purpose.** To provide guidance to National Farmworker Job Program (NFJP) grantees on the 2012 North American Industry Classification System (NAICS) codes used to define farmwork.
2. **References.**
  - Training and Employment Guidance Letter (TEGL) No. 25-04, *Participant Eligibility Guidance* (April 11, 2005);
  - Section 167 of the Workforce Investment Act of 1998, as amended (Pub. L. 105-220); and
  - 20 CFR 669.110.
3. **Background.** Federal program regulations for NFJP (20 CFR 669.110) define “farmwork” as those occupations and industries within agricultural production and agricultural services that the Employment and Training Administration (ETA) identifies for NFJP. For participant eligibility purposes, farmwork is further defined in TEGL No. 25-04 as agricultural labor performed for wages in agricultural production and agricultural services in specific industry sectors identified using the U.S. Census Bureau’s NAICS codes. More information on NAICS is available at <https://www.census.gov/eos/www/naics/index.html>.
4. **NAICS Codes for Qualifying Farmwork.** Every 5 years, the NAICS is reviewed for accuracy and relevance to businesses. In 2012, the U.S. Census Bureau issued the updated NAICS codes. The attached “NAICS Codes for Qualifying Farmwork” lists the industry sectors that are considered qualifying farmwork for NFJP and those industry sectors that are excluded from the definition.

ETA is not changing the definition of farmwork but simply providing an updated list of included and excluded industries for reference by grantees in planning and program execution. Only minimal, non-substantive changes in the names of the industry sectors have occurred since the list of NAICS codes for qualifying farmwork was issued in TEGL 25-04 in 2005.

<b>RESCISSIONS</b> None	<b>EXPIRATION DATE</b> Continuing
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5. **Action Requested.** NFJP grantees should utilize the updated 2012 NAICS codes for the definition of farmwork and to update, if necessary, their eligibility determination systems.
6. **Inquiries.** NFJP grantees can direct all questions to the appropriate Federal Project Officer. A directory with contact information is available on the NFJP website at:  
<http://www.doleta.gov/msfw/html/docs/StaffDirectory.cfm>.
7. **Attachment.**
  - Attachment - “NAICS Codes for Qualifying Farmwork”

## NAICS Codes for Qualifying Farmwork

Migrant and seasonal farmworkers engage in agricultural labor for businesses in crop production, animal production, and support activities for agriculture and forestry, as defined by the North American Industry Classification System (NAICS). Most of the industries in NAICS Sector 11, *Agriculture, Forestry, Fishing and Hunting*, meet the NFJP definition of qualifying farmwork, specifically:

- Subsector 111, *Crop Production*;
- Subsector 112, *Animal Production and Aquaculture*; and
- Subsector 115, *Support Activities for Agriculture and Forestry*.

However, a few industries within Subsector 112 and Subsector 115 are excluded from the NFJP definition of qualifying farmwork and are noted below. Excerpts from NAICS industry definitions are provided for each subsector. For more detailed information on each Subsector, please refer to the full list of 2012 NAICS codes at <https://www.census.gov/eos/www/naics/>.

### **111 Crop Production Subsector**

Industries in the Crop Production subsector grow crops mainly for food and fiber. The subsector comprises establishments, such as farms, orchards, groves, greenhouses, and nurseries, primarily engaged in growing crops, plants, vines, or trees and their seeds.

The industries in this subsector are grouped by similarity of production activity, including biological and physiological characteristics and economic requirements, the length of growing season, degree of crop rotation, extent of input specialization, labor requirements, and capital demands. The production process is typically completed when the raw product or commodity grown reaches the "farm gate" for market, that is, at the point of first sale or price determination.

#### **Industries Included in the NFJP Definition of Farmwork:**

##### 1111 Oilseed and Grain Farming

- 11111 – Soybean Farming
- 11112 – Oilseed (Except Soybean) Farming
- 11113 – Dry Pea and Bean Farming
- 11114 – Wheat Farming
- 11115 – Corn Farming
- 11116 – Rice Farming
- 11119 – Other Grain Farming

##### 1112 Vegetable and Melon Farming

- 11121 – Vegetable and Melon Farming
  - 111211 – Potato Farming

##### 1113 Fruit and Tree Nut Farming

- 11131 – Orange Groves
- 11132 – Citrus (except Orange) Groves

- 11133 – Noncitrus Fruit and Tree Nut Farming
  - 111331 – Apple Orchards
  - 111332 – Grape Vineyards
  - 111333 – Strawberry Farming
  - 111334 – Berry (except Strawberry) Farming
  - 111335 – Tree Nut Farming
  - 111336 – Fruit and Tree Nut Combination Farming
  - 111339 – Other Noncitrus Fruit Farming

1114 Greenhouse, Nursery, and Floriculture Production

- 11141 – Food Crops Grown Under Cover
  - 11141 Mushroom Production
- 11142 – Nursery and Floriculture Production

1119 Other Crop Farming

- 11191 – Tobacco Farming
- 11192 – Cotton Farming
- 11193 – Sugarcane Farming
- 11194 – Hay Farming
- 11199 – All Other Crop Farming
  - 111991 – Sugar Beet Farming
  - 111992 – Peanut Farming
  - 111998 – All Other Miscellaneous Crop Farming

**Industries Excluded from the NFJP Definition of Farmwork:**

None

**112 Animal Production and Aquaculture Subsector**

Industries in the Animal Production and Aquaculture subsector raise or fatten animals for the sale of animals or animal products and/or raise aquatic plants and animals in controlled or selected aquatic environments for the sale of aquatic plants, animals, or their products. The subsector includes establishments, such as ranches, farms, and feedlots primarily engaged in keeping, grazing, breeding, or feeding animals. These animals are kept for the products they produce or for eventual sale.

**Industries Included in the NFJP Definition of Farmwork:**

1121 Cattle Ranching and Farming

- 11211 – Beef Cattle Ranching and Farming, including Feedlots
- 11212 – Dairy Cattle and Milk Production
- 11213 – Dual-Purpose Cattle Ranching and Farming

1122 Hog and Pig Farming

- 11221 – Hog and Pig Farming

### 1123 Poultry and Egg Production

- 11231 – Chicken Egg Production
- 11232 – Broilers and Other Meat Type Chicken Production
- 11233 – Turkey Production
- 11234 – Poultry Hatcheries
- 11239 – Other Poultry Production

### 1124 Sheep and Goat Farming

- 11241 – Sheep Farming
- 11242 – Goat Farming

### 1129 Other Animal Production

- 11291 – Apiculture (beekeeping)
- 11292 – Horses and Other Equine Production
- 11293 – Fur-Bearing Animal and Rabbit Production
- 11299 – All Other Animal Production

### **Industries Excluded from the NFJP Definition of Farmwork:**

1125 Aquaculture

### **115 Support Activities for Agriculture and Forestry Subsector**

Industries in the Support Activities for Agriculture and Forestry subsector provide support services that are an essential part of agricultural and forestry production. These support activities may be performed by the agriculture or forestry producing establishment or conducted independently as an alternative source of inputs required for the production process for a given crop, animal, or forestry industry.

### **Industries Included in the NFJP Definition of Farmwork:**

#### 1151 Support Activities for Crop Production

- 11511 – Support Activities for Crop Production
  - 115111 – Cotton Ginning
  - 115112 – Soil Preparation, Planting, and Cultivating
  - 115113 – Crop Harvesting, Primarily by Machine
  - 115114 – Postharvest Crop Activities (except Cotton Ginning)
  - 115115 – Farm Labor Contractors and Crew Leaders
  - 115116 – Farm Management Services

### **Industries Excluded from the NFJP Definition of Farmwork:**

1152 Support Activities for Animal Production

1153 Support Activities for Forestry

**Agricultural Industry  
and Activity Listing  
2012 NAICS  
(Includes all NAICS Codes)**



## 2012 NAICS AGRICULTURAL INDUSTRY AND ACTIVITY LISTINGS (AND EXCLUSIONS)

Note: entries that with strikeouts indicate an *ineligible* agricultural activity, i.e.: ~~Horse Training~~— INELIGIBLE.

### 111110 Soybean Farming

This industry comprises establishments primarily engaged in growing soybeans and/or producing soybean seeds.

Cross-References. Establishments engaged in growing soybeans in combination with grain(s) with the soybeans or grain(s) not accounting for one-half of the establishment's agricultural production (value of crops for market) are classified in U.S. [Industry 111191](#), Oilseed and Grain Combination Farming.

### 111120 Oilseed (except Soybean) Farming

This industry comprises establishments primarily engaged in growing fibrous oilseed producing plants and/or producing oilseed seeds, such as sunflower, safflower, flax, rape, canola, and sesame.

Cross-References. Establishments primarily engaged in--

- Growing soybeans--are classified in [Industry 111110](#), Soybean Farming; and
- Growing oilseed(s) in combination with grain(s) with no one oilseed (or family of oilseeds) or grain(s) (or family of grains) accounting for one-half of the establishment's agricultural production (value of crops for market)--are classified in U.S. [Industry 111191](#), Oilseed and Grain Combination Farming.
- Index entries that bring you to this industry:
  - Canola farming, field and seed production
  - Flaxseed farming, field and seed production
  - Mustard seed farming, field and seed production
  - Oilseed farming (except soybean), field and seed production
  - Rapeseed farming, field and seed production
  - Safflower farming, field and seed production
  - Sesame farming, field and seed production
  - Sunflower farming, field and seed production

### 111130 Dry Pea and Bean Farming

This industry comprises establishments primarily engaged in growing dry peas, beans, and/or lentils.

Cross-References. Establishments primarily engaged in growing fresh green beans and peas are classified in U.S. [Industry 111219](#), Other Vegetable (except Potato) and Melon Farming.

Index entries that bring you to this industry:

- Bean farming, dry, field and seed production
- Cowpea farming, dry, field and seed production
- Garbanzo farming, dry, field and seed production
- Lentil farming, dry, field and seed production
- Lima bean farming, dry, field and seed production
- Pea farming, dry, field and seed production

### 111140 Wheat Farming

This industry comprises establishments primarily engaged in growing wheat and/or producing wheat seeds.

Cross-References. Establishments growing wheat in combination with oilseed(s) with the wheat or oilseed(s) not accounting for one-half of the establishment's agricultural production (value of crops for market) are classified in

U.S. [Industry 111191](#), Oilseed and Grain Combination Farming.

Index entries that bring you to this industry:

- Wheat farming, field and seed production

#### 111150 Corn Farming

This industry comprises establishments primarily engaged in growing corn (except sweet corn) and/or producing corn seeds. Cross-References. Establishments primarily engaged in--

- Growing sweet corn--are classified in U.S. [Industry 111219](#), Other Vegetable (except Potato) and Melon Farming; and
- Growing corn in combination with oilseed(s) with the corn or oilseed(s) not accounting for one-half of the establishment's production (value of crops for market)--are classified in U.S. [Industry 111191](#), Oilseed and Grain Combination Farming.
- Index entries that bring you to this industry:
  - Corn farming (except sweet corn), field and seed production
  - Popcorn farming, field and seed production

#### 111160 Rice Farming

This industry comprises establishments primarily engaged in growing rice (except wild rice) and/or producing rice seeds. Cross-References. Establishments primarily engaged in--

- Growing wild rice--are classified in U.S. [Industry 111199](#), All Other Grain Farming; and
- Growing rice in combination with oilseed(s) with the rice or oilseed(s) not accounting for one-half of the establishment's agricultural production (value of crops for market)--are classified in U.S. [Industry 111191](#), Oilseed and Grain Combination Farming.
- Index entries that bring you to this industry:
  - Rice (except wild rice) farming, field and seed production

#### 111191 Oilseed and Grain Combination Farming

This U.S. industry comprises establishments engaged in growing a combination of oilseed(s) and grain(s) with no one oilseed (or family of oilseeds) or grain (or family of grains) accounting for one-half of the establishment's agricultural production (value of crops for market). These establishments may produce oilseed(s) and grain(s) seeds and/or grow oilseed(s) and grain(s). Cross-References. Establishments engaged in--

- Growing one grain (or family of grains) or oilseed (or family of oilseeds) accounting for one-half of the establishment's agriculture production (value of crops for market) are classified in [Industry Group 1111](#), Oilseed and Grain Farming accordingly by the prominent grain(s) or oilseed(s) grown.
- Index entries that bring you to this industry:
  - Oilseed and grain combination farming, field and seed production

#### 111199 All Other Grain Farming

This U.S. industry comprises establishments primarily engaged in growing grains and/or producing grain(s) seeds (except wheat, corn, rice, and oilseed(s) and grain(s) combinations). Cross-References. Establishments primarily engaged in--

- Growing wheat--are classified in [Industry 111140](#), Wheat Farming;
- Growing corn--are classified in [Industry 111150](#), Corn Farming;
- Growing rice (except wild rice)--are classified in [Industry 111160](#), Rice Farming;
- Growing sweet corn--are classified in U.S. [Industry 111219](#), Other Vegetable (except Potato) and Melon Farming; and
- Growing a combination of grain(s) and oilseed(s) with no one grain (or family of grains) or oilseed (or family of oilseeds) accounting for one-half of the establishment's agricultural production (value of crops for market)--are classified in U.S. [Industry 111191](#), Oilseed and Grain Combination Farming.
- Index entries that bring you to this industry:

- Barley farming, field and seed production
- Broomcorn farming
- Buckwheat farming
- Milo farming, field and seed production
- Oat farming, field and seed production
- Rye farming, field and seed production
- Sorghum farming, field and seed production
- Wild rice farming, field and seed production

#### 111211 Potato Farming

This U.S. industry comprises establishments primarily engaged in growing potatoes and/or producing seed potatoes.

Cross-References. Establishments primarily engaged in canning or drying potatoes are classified in [Industry 31142](#), Fruit and Vegetable Canning, Pickling, and Drying.

Index entries that bring you to this industry:

- Potato farming, field and seed potato production
- Sweet potato farming, field and seed potato production
- Vegetable and melon farming, potato dominant crop, field and seed production
- Vegetable and potato farming, potato dominant crop, field and seed potato production
- Yam farming, field and seed production

#### 111219 Other Vegetable (except Potato) and Melon Farming

This U.S. industry comprises establishments primarily engaged in one or more of the following: (1) growing melons and/or vegetables (except potatoes; dry peas; dry beans; field, silage, or seed corn; and sugar beets); (2) producing vegetable and/or melon seeds; and (3) growing vegetable and/or melon bedding plants.

Cross-References. Establishments primarily engaged in--

- Growing potatoes, including sweet potatoes and yams--are classified in U.S. [Industry 111211](#), Potato Farming;
- Growing sugar beets--are classified in U.S. [Industry 111991](#), Sugar Beet Farming;
- Growing vegetables and melons under glass or protective cover--are classified in U.S. [Industry 111419](#), Other Food Crops Grown Under Cover;
- Growing dry peas and beans--are classified in [Industry 111130](#), Dry Pea and Bean Farming;
- Growing corn (except sweet corn)--are classified in [Industry 111150](#), Corn Farming;
- Canning, pickling, and/or drying (artificially) vegetables--are classified in [Industry 31142](#), Fruit and Vegetable Canning, Pickling, and Drying; and
- Growing fruit on trees and other fruit-bearing plants (except melons)--are classified in [Industry Group 1113](#), Fruit and Tree Nut Farming.
- Index entries that bring you to this industry:
  - Acorn squash farming, field, bedding plant and seed production
  - Artichoke farming, field, bedding plant and seed production
  - Asparagus farming, field, bedding plant and seed production
  - Bean (except dry) farming, field and seed production
  - Beet farming (except sugar beets), field, bedding plant and seed production
  - Broccoli farming, field, bedding plant and seed production
  - Brussel sprout farming, field, bedding plant and seed production
  - Butternut squash farming, field, bedding plant and seed production
  - Cabbage farming, field, bedding plant and seed production
  - Cantaloupe farming, field, bedding plant and seed production
  - Carrot farming, field, bedding plant and seed production
  - Casaba melon farming, field, bedding plant and seed production

- Cassava farming, field and seed casava production
- Cauliflower farming, field, bedding plant and seed production
- Celery farming, field, bedding plant and seed production
- Chinese pea farming, bedding plant and seed production
- Chive farming, field, bedding plant and seed production
- Collard farming, field, bedding plant and seed production
- Cowpea (except dry) farming, field and seed production
- Crenshaw melon farming, field, bedding plant and seed production
- Cucumber farming (except under cover), field, bedding plant and seed production
- Dill farming, field and seed production
- Eggplant farming (except under cover), field, bedding plant and seed production
- Endive farming (except under cover), field, bedding plant and seed production
- English pea farming (except under cover), field, bedding plant and seed production
- Escarole farming (except under cover), field, bedding plant and seed production
- Garlic farming (except under cover), field, bedding plant and seed production
- Gingerroot farming (except under cover), field, bedding plant and seed production
- Ginseng farming (except under cover), field, bedding plant and seed production
- Green bean farming, field and seed production
- Green cowpea farming, field and seed production
- Green lima bean farming, field and seed production
- Green pea farming, field and seed production
- Honeydew melon farming, field, bedding plant and seed production
- Kale farming, field, bedding plant and seed production
- Leek farming, field, bedding plant and seed production
- Lettuce farming, field, bedding plant and seed production
- Melon farming (e.g., cantaloupe, casaba, honeydew, watermelon), field, bedding plant and seed production
- Muskmelon farming, field, bedding plant and seed production
- Okra farming, field, bedding plant and seed production
- Onion farming, field, bedding plant and seed production
- Parsley farming, field, bedding plant and seed production
- Parsnip farming, field, bedding plant and seed production
- Pea (except dry) farming, field and seed production
- Pepper (e.g., bell, chili, green, hot, red, sweet) farming
- Pumpkin farming, field and seed production
- Radish farming, field and seed production
- Rhubarb farming, field and seed production
- Romaine lettuce farming, field and seed production
- Rutabaga farming, field and seed production
- Shallot farming, field and seed production
- Snap bean farming (i.e., bush and pole), field and seed production
- Snow pea farming, field and seed production
- Spaghetti squash farming, field, bedding plant and seed production
- Spinach farming, field, bedding plant and seed production
- Squash farming, field, bedding plant and seed production
- String bean farming, field and seed production
- Sweet corn farming, field and seed production
- Sweet pepper farming, field, bedding plant and seed production
- Taro farming, field and seed production

- Tomato farming (except under cover), field, bedding plant and seed production
- Truck farming, field, bedding plant and seed production
- Turnip farming, field, bedding plant and seed production
- Vegetable and melon farming, vegetable (except potato) and melon dominant crops, field, bedding plants and seed production
- Vegetable and potato farming, vegetable (except potato) dominant crops, field, bedding plants and seed production
- Watermelon farming, field, bedding plant and seed production
- Zucchini farming, field, bedding plant and seed production

#### 111310 Orange Groves

This industry comprises establishments primarily engaged in growing oranges.

Index entries that bring you to this industry:

- Orange groves

#### 111320 Citrus (except Orange) Groves

This industry comprises establishments primarily engaged in growing citrus fruits (except oranges).

Cross-References. Establishments primarily engaged in growing oranges are classified in [Industry 111310](#), Orange Groves.

- Index entries that bring you to this industry:
  - Citrus groves (except orange)
  - Grapefruit groves
  - Lemon groves
  - Lime groves
  - Mandarin groves
  - Tangelo groves
  - Tangerine groves

#### 111331 Apple Orchards

This U.S. industry comprises establishments primarily engaged in growing apples.

Cross-References. Establishments engaged in growing apples in combination with tree nut(s) with the apples or family of tree nuts not accounting for one-half of the establishment's agriculture production (i.e., value of crops for market) are classified in U.S. [Industry 111336](#), Fruit and Tree Nut Combination Farming.

- Index entries that bring you to this industry:
  - Apple orchards

#### 111332 Grape Vineyards

This U.S. industry comprises establishments primarily engaged in growing grapes and/or growing grapes to sun dry into raisins. Cross-References. Establishments primarily engaged in--

- Drying grapes artificially--are classified in U.S. [Industry 311423](#), Dried and Dehydrated Food Manufacturing; and
- Growing grapes in combination with tree nut(s) with the grapes or family of tree nuts not accounting for one-half of the establishment's agriculture production (i.e., value of crops for market)--are classified in U.S. [Industry 111336](#), Fruit and Tree Nut Combination Farming.
- Index entries that bring you to this industry:
  - Grape farming without making wine
  - Raisin farming

#### 111333 Strawberry Farming

This U.S. industry comprises establishments primarily engaged in growing strawberries.

Cross-References. Establishments engaged in growing strawberries in combination with tree nut(s) with the

strawberries or family of tree nuts not accounting for one-half of the establishment's agriculture production (i.e., value of crops for market) are classified in U.S. [Industry 111336](#), Fruit and Tree Nut Combination Farming.

Index entries that bring you to this industry:

- Strawberry farming

#### 111334 Berry (except Strawberry) Farming

This U.S. industry comprises establishments primarily engaged in growing berries.

Cross-References. Establishments primarily engaged in--

- Growing strawberries--are classified in U.S. [Industry 111333](#), Strawberry Farming;
- Harvesting berries from native and noncultivated bushes or vines--are classified in [Industry 113210](#), Forest Nurseries and Gathering of Forest Products; and
- Growing berries in combination with tree nut(s) with the berries or family of tree nuts not accounting for one-half of the establishment's agriculture production (i.e., value of crops for market)--are classified in U.S. [Industry 111336](#), Fruit and Tree Nut Combination Farming.
- Index entries that bring you to this industry:
  - Berry (except strawberry) farming
  - Blackberry farming
  - Blueberry farming
  - Boysenberry farming
  - Cranberry farming
  - Currant farming
  - Dewberry farming
  - Gooseberry farming
  - Huckleberry farming
  - Loganberry farming
  - Raspberry farming
  - Youngberry farming

#### 111335 Tree Nut Farming

This U.S. industry comprises establishments primarily engaged in growing tree nuts.

Cross-References. Establishments primarily engaged in--

- Growing coconut and coffee--are classified in U.S. [Industry 111339](#), Other Noncitrus Fruit Farming; and
- Growing tree nut(s) in combination with fruit(s) with no one fruit (or family of fruit or of tree nuts) accounting for one-half of the establishment's agriculture production (i.e., value of crops for market)--are classified in U.S. [Industry 111336](#), Fruit and Tree Nut Combination Farming.
- Index entries that bring you to this industry:
  - Almond farming
  - Brazil nut farming
  - Cashew farming
  - Filbert farming
  - Hazelnut farming
  - Macadamia farming
  - Pecan farming
  - Pistachio farming
  - Tree nut farming
  - Walnut farming

#### 111336 Fruit and Tree Nut Combination Farming

This U.S. industry comprises establishments primarily engaged in growing a combination of fruit(s) and tree nut(s) with no one fruit (or family of fruit) or family of tree nuts accounting for one-half of the establishment's agriculture production (i.e., value of crops for market).

Cross-References. Establishments engaged in growing fruit(s) or the family of tree nut(s) accounting for one-half of the establishment's agriculture production (i.e., value of crops for market) are classified in [Industry Group 1113](#), Fruit and Tree Nut Farming accordingly by the prominent fruit(s) or tree nut(s) grown.

- Index entries that bring you to this industry:
  - Fruit and tree nut combination farming

#### 111339 Other Noncitrus Fruit Farming

This U.S. industry comprises establishments primarily engaged in growing noncitrus fruits (except apples, grapes, berries, and fruit(s) and tree nut(s) combinations).

Cross-References. Establishments primarily engaged in--

- Growing apples--are classified in U.S. [Industry 111331](#), Apple Orchards;
- Growing grapes including sun drying of grapes into raisins--are classified in U.S. [Industry 111332](#), Grape Vineyards;
- Growing strawberries--are classified in U.S. [Industry 111333](#), Strawberry Farming;
- Growing berries (except strawberries)--are classified in U.S. [Industry 111334](#), Berry (except Strawberry) Farming;
- Drying fruit artificially--are classified in U.S. [Industry 311423](#), Dried and Dehydrated Food Manufacturing;
- Growing non-citrus fruit(s) in combination with tree nut(s) with no one fruit (or family of fruits) or family of tree nuts accounting for one-half of the establishment's agriculture production (i.e., value of crops for market)--are classified in U.S. [Industry 111336](#), Fruit and Tree Nut Combination Farming.
- Index entries that bring you to this industry:
  - Apricot farming
  - Avocado farming
  - Banana farming
  - Cactus fruit farming
  - Cherry farming
  - Coconut tree farming
  - Coffee farming
  - Date farming
  - Fig farming
  - Guavas farming
  - Kiwi fruit farming
  - Mango farming
  - Nectarine farming
  - Noncitrus fruit farming
  - Olive farming
  - Papaya farming
  - Passion fruit farming
  - Peach farming
  - Pear farming
  - Persimmon farming
  - Pineapple farming
  - Plantain farming
  - Plum farming
  - Pomegranate farming
  - Prickly pear farming
  - Prune farming
  - Quince farming

#### 111411 Mushroom Production

This U.S. industry comprises establishments primarily engaged in growing mushrooms under cover in mines underground, or in other controlled environments.

Index entries that bring you to this industry:

- Mushroom farming
- Mushroom spawn farming
- Shitake mushroom farming

#### 111419 Other Food Crops Grown Under Cover

This U.S. industry comprises establishments primarily engaged in growing food crops (except mushrooms) under glass or protective cover. Cross-References. Establishments primarily engaged in growing mushrooms under cover are classified in U.S. [Industry 111411](#), Mushroom Production.

● Index entries that bring you to this industry:

- Alfalfa sprout farming, grown under cover
- Bean sprout farming, grown under cover
- Cucumber farming, grown under cover
- Eggplant farming, grown under cover
- Endive farming, grown under cover
- English pea farming, grown under cover
- Escarole farming, grown under cover
- Fruit farming, grown under cover
- Garlic farming, grown under cover
- Gingerroot farming, grown under cover
- Ginseng farming, grown under cover
- Herb farming, grown under cover
- Hydroponic crop farming
- Melon farming, grown under cover
- Rhubarb, grown under cover
- Spice farming, grown under cover
- Tomato farming, grown under cover
- Truffles farming, grown under cover
- Vegetable farming, grown under cover

#### 111421 Nursery and Tree Production

This U.S. industry comprises establishments primarily engaged in (1) growing nursery products, nursery stock, shrubbery, bulbs, fruit stock, sod, and so forth, under cover or in open fields and/or (2) growing short rotation woody trees with a growth and harvest cycle of 10 years or less for pulp or tree stock.

Cross-References. Establishments primarily engaged in--

- Growing vegetable and melon bedding plants--are classified in [Industry 11121](#), Vegetable and Melon Farming;
- Operating timber tracts (i.e., growing cycle greater than 10 years)--are classified in [Industry 113110](#), Timber Tract Operations; and
- Retailing nursery, tree stock, and floriculture products primarily purchased from others--are classified in [Industry 444220](#), Nursery, Garden Center, and Farm Supply Stores.
- Index entries that bring you to this industry:
  - Azalea farming
  - Christmas tree growing
  - Corms farming
  - Field nurseries (i.e., growing of flowers and shrubbery)
  - Flower bulb growing
  - Fruit stock (e.g., plants, seedlings, trees) growing
  - Herbaceous perennial growing



- Nursery stock growing
- Nursery with tree production (except for reforestation)
- Preseeded mat farming
- Propagation material farming
- Rose bush growing
- Short rotation woody tree growing (i.e., growing and harvesting cycle ten years or less)
- Shrubbery farming
- Sod farming
- Tissue culture farming
- Tree crop farming (except forestry), short rotation growing and harvesting cycle

#### 111422 Floriculture Production

This U.S. industry comprises establishments primarily engaged in growing and/or producing floriculture products (e.g., cut flowers and roses, cut cultivated greens, potted flowering and foliage plants, and flower seeds) under cover and in open fields. Cross-References. Establishments primarily engaged in retailing floriculture products primarily purchased from others are classified in [Industry 444220](#), Nursery, Garden Center, and Farm Supply Stores.

- Index entries that bring you to this industry:
  - Bedding plant growing (except vegetable and melon bedding plants)
  - Cultivated florist greens growing
  - Cut flower growing
  - Cut rose growing
  - Cuttings farming
  - Flower growing
  - Flower seed production
  - Foliage growing
  - Hanging basket plant growing
  - House plant growing
  - Ornamental plant growing
  - Plant, ornamental, growing
  - Plant, potted flower and foliage, growing
  - Plug (i.e., floriculture products) growing

#### 111910 Tobacco Farming

This industry comprises establishments primarily engaged in growing tobacco.

Index entries that bring you to this industry:

- Tobacco farming, field and seed production

#### 111920 Cotton Farming

This industry comprises establishments primarily engaged in growing cotton.

Cross-References. Establishments primarily engaged in ginning cotton are classified in U.S. [Industry 115111](#), Cotton Ginning.

- Index entries that bring you to this industry:
  - Cotton farming, field and seed production
  - Cottonseed farming

#### 111930 Sugarcane Farming

This industry comprises establishments primarily engaged in growing sugarcane.

- Index entries that bring you to this industry:
  - Cane farming, sugar, field production
  - Sugarcane farming, field production

#### 111940 Hay Farming

This industry comprises establishments primarily engaged in growing hay, alfalfa, clover, and/or mixed hay.

Cross-References. Establishments primarily engaged in--

- Growing grain hay--are classified in [Industry Group 1111](#), Oilseed and Grain Farming; and
- Growing grass and hay seeds--are classified in U.S. [Industry 111998](#), All Other Miscellaneous Crop Farming.
- Index entries that bring you to this industry:
  - Alfalfa hay farming
  - Clover hay farming
  - Grass hay farming
  - Hay farming (e.g., alfalfa hay, clover hay, grass hay)
  - Mixed hay farming

#### 111991 Sugar Beet Farming

This U.S. industry comprises establishments primarily engaged in growing sugar beets.

Cross-References. Establishments primarily engaged in growing beets (except sugar beets) are classified in U.S. [Industry 111219](#), Other Vegetable (except Potato) and Melon Farming.

- Index entries that bring you to this industry:
  - Sugar beet farming

#### 111992 Peanut Farming

This U.S. industry comprises establishments primarily engaged in growing peanuts.

- Index entries that bring you to this industry:
  - Peanut farming

#### 111998 All Other Miscellaneous Crop Farming

This U.S. industry comprises establishments primarily engaged in one of the following: (1) growing crops (except oilseeds and/or grains; vegetables and/or melons; fruits and/or tree nuts; greenhouse, nursery and/or floriculture products; tobacco; cotton; sugarcane; hay; sugar beets; or peanuts); (2) growing a combination of crops (except a combination of oilseed(s) and grain(s); and a combination of fruit(s) and tree nut(s)) with no one crop or family of crop(s) accounting for one-half of the establishment's agricultural production (i.e., value of crops for market); or (3) gathering tea or maple sap. Cross-References. Establishments primarily engaged in--

- Growing oilseeds and/or wheat, corn, rice, or other grains--are classified in [Industry Group 1111](#), Oilseed and Grain Farming;
- Growing vegetables and/or melons--are classified in [Industry Group 1112](#), Vegetable and Melon Farming;
- Growing fruits and/or tree nuts--are classified in [Industry Group 1113](#), Fruit and Tree Nut Farming;
- Growing greenhouse, nursery and/or floriculture products--are classified in [Industry Group 1114](#), Greenhouse, Nursery, and Floriculture Production;
- Growing tobacco--are classified in [Industry 111910](#), Tobacco Farming;
- Growing cotton--are classified in [Industry 111920](#), Cotton Farming;
- Growing sugarcane--are classified in [Industry 111930](#), Sugarcane Farming;
- Growing hay--are classified in [Industry 111940](#), Hay Farming;
- Growing sugar beets--are classified in U.S. [Industry 111991](#), Sugar Beet Farming;
- Growing peanuts--are classified in U.S. [Industry 111992](#), Peanut Farming; and
- Growing algae, seaweed, or other aquatic plants--are classified in U.S. [Industry 112519](#), Other Aquaculture.
- Index entries that bring you to this industry:
  - Agave farming
  - Alfalfa seed farming
  - Aloe farming

- Amaranth farming
- Bentgrass seed farming
- Bluegrass-Kentucky seed farming
- Chicory farming
- Clover seed farming
- Crimson clover seed farming
- Fescue seed farming
- General combination crop farming (except fruit and nut combinations, oilseed and grain, vegetable)
- Grass seed farming
- Guar farming
- Hay seed farming
- Herb farming, open field
- Hop farming
- Jojoba farming
- Kenaf farming
- Maple sap concentrating (i.e., producing pure maple syrup in the field)
- Maple sap gathering
- Maple syrup (i.e., maple sap reducing)
- Mint farming
- Orchard grass seed farming
- Ryegrass seed farming
- Sorghum sudan seed farming
- Spice farming
- Syrup, pure maple (i.e., maple syrup reducing)
- Tea farming

#### 112111 Beef Cattle Ranching and Farming

This U.S. industry comprises establishments primarily engaged in raising cattle (including cattle for dairy herd replacements). Cross-References. Establishments primarily engaged in milking dairy cattle are classified in [Industry 112120](#), Dairy Cattle and Milk Production.

- Index entries that bring you to this industry:
  - Backgrounding, cattle
  - Beef cattle ranching or farming
  - Calf (e.g., feeder, stocker, veal) production
  - Cattle conditioning operations
  - Cattle farming or ranching
  - Dairy heifer replacement production
  - Feeder calf production
  - Stocker calf production
  - Veal calf production

#### 112112 Cattle Feedlots

This U.S. industry comprises establishments primarily engaged in feeding cattle for fattening. Cross-References. Establishments primarily engaged in operating stockyards for transportation and not buying, selling, or auctioning livestock are classified in U.S. [Industry 488999](#), All Other Support Activities for Transportation.

- Index entries that bring you to this industry:
  - Beef cattle feedlots (except stockyards for transportation)
  - Cattle feedlots (except stockyards for transportation)
  - Fattening cattle
  - Feed yards (except stockyards for transportation), cattle

- Feedlots (except stockyards for transportation), cattle

#### 112120 Dairy Cattle and Milk Production

This industry comprises establishments primarily engaged in milking dairy cattle.

Cross-References. Establishments primarily engaged in--

- Raising dairy herd replacements--are classified in U.S. [Industry 112111](#), Beef Cattle Ranching and Farming; and
- Milking goats--are classified in [Industry 112420](#), Goat Farming.
- Index entries that bring you to this industry:
  - Dairy cattle farming
  - Milk production, dairy cattle
  - Milking dairy cattle

#### 112130 Dual-Purpose Cattle Ranching and Farming

This industry comprises establishments primarily engaged in raising cattle for both milking and meat production.

Cross-References. Establishments primarily engaged in--

- Milking dairy cattle--are classified in [Industry 112120](#), Dairy Cattle and Milk Production;
- Raising cattle or feeding cattle for fattening--are classified in [Industry 11211](#), Beef Cattle Ranching and Farming, including Feedlots; and
- Operating stockyards for transportation and not buying, selling, or auctioning livestock--are classified in U.S. [Industry 488999](#), All Other Support Activities for Transportation.

#### 112210 Hog and Pig Farming

This industry comprises establishments primarily engaged in raising hogs and pigs. These establishments may include farming activities, such as breeding, farrowing, and the raising of weanling pigs, feeder pigs, or market size hogs. Establishments primarily engaged in operating stockyards for transportation and not buying, selling, or auctioning livestock are classified in U.S. [Industry 488999](#), All Other Support Activities for Transportation.

- Index entries that bring you to this industry:
  - Farrow-to-finish operations
  - Feeder pig farming
  - Feedlots (except stockyards for transportation), hog
  - Hog and pig (including breeding, farrowing, nursery, and finishing activities) farming
  - Hog feedlots (except stockyards for transportation)
  - Pig farming
  - Weaning pig operations

#### 112310 Chicken Egg Production

This industry comprises establishments primarily engaged in raising chickens for egg production. The eggs produced may be for use as table eggs or hatching eggs. Cross-References. Establishments primarily engaged in raising chickens for the production of meat are classified in [Industry 112320](#), Broilers and Other Meat Type Chicken Production.

- Index entries that bring you to this industry:
  - Chicken egg production
  - Chicken eggs (table, hatching) production
  - Cull hen production
  - Egg production, chicken
  - Eggs, chicken (table, hatching) production
  - Layer-type chicken production
  - Started pullet production

#### 112320 Broilers and Other Meat Type Chicken Production

This industry comprises establishments primarily engaged in raising broilers, fryers, roasters, and other meat type

chickens. Cross-References. Establishments primarily engaged in raising chickens for egg production are classified in [Industry 112310](#), Chicken Egg Production.

- Index entries that bring you to this industry:
  - Broiler chicken production
  - Chicken production (except egg laying)
  - Cornish hen production
  - Fryer chicken production
  - Roaster chicken production

#### 112330 Turkey Production

This industry comprises establishments primarily engaged in raising turkeys for meat or egg production.

- Index entries that bring you to this industry:
  - Egg production, turkey
  - Turkey egg production
  - Turkey production

#### 112340 Poultry Hatcheries

This industry comprises establishments primarily engaged in hatching poultry of any kind.

- Index entries that bring you to this industry:
  - Chicken hatcheries
  - Egg hatcheries, poultry
  - Hatcheries, poultry
  - Poultry hatcheries
  - Turkey hatcheries

#### 112390 Other Poultry Production

This industry comprises establishments primarily engaged in raising poultry (except chickens for meat or egg production and turkeys). Cross-References. Establishments primarily engaged in--

- Raising aviary birds, such as parakeets, canaries, and love birds--are classified in [Industry 112990](#), All Other Animal Production;
- Raising chickens for egg production--are classified in [Industry 112310](#), Chicken Egg Production;
- Raising broilers and other meat type chickens--are classified in [Industry 112320](#), Broilers and Other Meat Type Chicken Production;
- Raising turkeys--are classified in [Industry 112330](#), Turkey Production; and
- Raising swans, peacocks, flamingos or other "adornment birds"--are classified in [Industry 112990](#), All Other Animal Production.
- Index entries that bring you to this industry:
  - Duck production
  - Emu production
  - Geese production
  - Ostrich production
  - Pheasant production
  - Quail production
  - Ratite production

#### 112410 Sheep Farming

This industry comprises establishments primarily engaged in raising sheep and lambs, or feeding lambs for fattening. The sheep or lambs may be raised for sale or wool production. Cross-References. Establishments primarily engaged in operating stockyards for transportation and not buying, selling, or auctioning livestock are classified in U.S. [Industry 488999](#), All Other Support Activities for Transportation.

- Index entries that bring you to this industry:

- Dairy sheep farming
- Feedlots (except stockyards for transportation), lamb
- Lamb feedlots (except stockyards for transportation)
- Milking dairy sheep
- Sheep farming (e.g., meat, milk, wool production)

#### 112420 Goat Farming

This industry comprises establishments primarily engaged in raising goats.

- Index entries that bring you to this industry:
  - Angora goat farming
  - Dairy goat farming
  - Goat farming (e.g., meat, milk, mohair production)
  - Milking dairy goat
  - Mohair farming

#### 112511 Finfish Farming and Fish Hatcheries

This U.S. industry comprises establishments primarily engaged in (1) farm raising finfish (e.g., catfish, trout, goldfish, tropical fish, minnows) and/or (2) hatching fish of any kind. Cross-References. Establishments primarily engaged in the catching or taking of finfish from their natural habitat are classified in U.S. [Industry 114111](#), Finfish Fishing.

- Index entries that bring you to this industry:
  - Baitfish production, farm raising
  - Catfish production, farm raising
  - Finfish production, farm raising
  - Finfish, hatcheries
  - Fish farms, finfish
  - Goldfish production, farm raising
  - Hatcheries, finfish
  - Hybrid striped bass production
  - Minnow production, farm raising
  - Ornamental fish production, farm raising
  - Tilapia production
  - Tropical fish production, farm raising
  - Trout production, farm raising

#### 112512 Shellfish Farming –

This U.S. industry comprises establishments primarily engaged in farm raising shellfish (e.g., crayfish, shrimp, oysters, clams, mollusks). Cross-References. Establishments primarily engaged in the catching or taking of shellfish from their natural habitat are classified in U.S. [Industry 114112](#), Shellfish Fishing.

- Index entries that bring you to this industry:
  - Clam production, farm raising
  - Crawfish production, farm raising
  - Crustacean production, farm raising
  - Cultured pearl production, farm raising
  - Fish farms, shellfish
  - Hatcheries, shellfish
  - Mollusk production, farm raising
  - Mussel production, farm raising
  - Oyster production, farm raising
  - Shellfish hatcheries
  - Shrimp production, farm raising

#### 112519 Other Aquaculture –

This U.S. industry comprises establishments primarily engaged in (1) farm raising of aquatic animals (except finfish and shellfish) and/or (2) farm raising of aquatic plants. Alligator, algae, frog, seaweed, or turtle production is included in this industry. Cross-References. Establishments primarily engaged in--

- Miscellaneous fishing activities, such as catching or taking of terrapins, turtles, and frogs in their natural habitat--are classified in U.S. [Industry 114119](#), Other Marine Fishing;
- Farm raising finfish--are classified in U.S. [Industry 112511](#), Finfish Farming and Fish Hatcheries;
- Farm raising shellfish--are classified in U.S. [Industry 112512](#), Shellfish Farming; and
- Growing hydroponic crops--are classified in [Industry 111419](#), Other Food Crops Grown Under Cover.
- Index entries that bring you to this industry: 112519
  - Algae farming
  - Alligator production, farm raising
  - Animal aquaculture (except finfish, shellfish)
  - Frog production, farm raising
  - Plant aquaculture
  - Sea plant agriculture
  - Seaweed farming
  - Turtle production, farm raising

#### 112910 ~~Apiculture~~ – INELIGIBLE

This industry comprises establishments primarily engaged in raising bees. These establishments may collect and gather honey; and/or sell queen bees, packages of bees, royal jelly, bees' wax, propolis, venom, and/or other bee products.

- Index entries that bring you to this industry:
  - Bee production (i.e., apiculture)
  - Beeswax production
  - Honey bee production
  - Propolis production, bees
  - Queen bee production
  - Royal jelly production, bees

#### 112920 ~~Horses and Other Equine Production~~ – INELIGIBLE

This industry comprises establishments primarily engaged in raising horses, mules, donkeys, and other equines. Cross-References. Establishments primarily engaged in--

- Establishments primarily engaged in equine boarding are classified in [Industry 115210](#), Support Activities for Animal Production; and
- Equine owners entering horses in racing or other spectator sporting events are classified in U.S. [Industry 711219](#), Other Spectator Sports.
- Index entries that bring you to this industry:
  - Burro production
  - Donkey production
  - Horse (including thoroughbreds) production
  - Mule production
  - Pony production

#### 112930 ~~Fur-Bearing Animal and Rabbit Production~~ – INELIGIBLE

This industry comprises establishments primarily engaged in raising fur-bearing animals including rabbits. These animals may be raised for sale or for their pelt production.

Cross-References. Establishments primarily engaged in the trapping or hunting of wild fur-bearing animals are classified in [Industry 114210](#), Hunting and Trapping.

- Index entries that bring you to this industry:
  - Chinchilla production

- Fox production
- Fur bearing animal production
- Mink production
- Rabbit production

~~112990 All Other Animal Production~~ – INELIGIBLE work indicated by activities with strikethrough below. This industry comprises establishments primarily engaged in: (1) raising animals (except cattle, hogs and pigs, poultry, sheep and goats, aquaculture, apiculture, horses and other equines; and fur-bearing animals including rabbits); or (2) raising a combination of animals, with no one animal or family of animals accounting for one-half of the establishment's agricultural production (i.e., value of animals for market) are included in this industry.

Cross-References. Establishments primarily engaged in--

- Raising cattle, dairy cattle or feeding cattle for fattening--are classified in [Industry Group 1121](#), Cattle Ranching and Farming;
- Raising hogs and pigs--are classified in [Industry Group 1122](#), Hog and Pig Farming;
- Raising poultry and raising poultry for egg production--are classified in [Industry Group 1123](#), Poultry and Egg Production;
- Raising sheep and goats--are classified in [Industry Group 1124](#), Sheep and Goat Farming;
- Animal aquaculture--are classified in [Industry 11251](#), Aquaculture;
- Raising bees--are classified in [Industry 112910](#), Apiculture;
- Raising horses and other equines--are classified in [Industry 112920](#), Horses and Other Equine Production;
- Raising fur-bearing animals including rabbits--are classified in [Industry 112930](#), Fur-Bearing Animal and Rabbit Production.
- Index entries that bring you to this industry:
  - Alpaca production
  - Aviaries (i.e., raising birds for sale)
  - Bird production (e.g., canaries, love birds, parakeets, parrots)
  - Bison production
  - Breeding of pets (e.g., birds, cats, dogs)
  - Buffalo production
  - Cat production
  - Combination livestock farming (except dairy, poultry)
  - Companion animals production (e.g., cats, dogs, parakeets, parrots)
  - Cricket production
  - Deer production
  - Dog production
  - Earthworm hatcheries
  - Elk production
  - General combination animal farming
  - Kennels, breeding and raising stock for sale
  - Laboratory animal production (e.g., guinea pigs, mice, rats)
  - Llama production
  - Raising swans, peacocks, flamingos, or other adornment birds
  - Rattlesnake production
  - Worm production

#### 115111 Cotton Ginning

This U.S. industry comprises establishments primarily engaged in ginning cotton.

- Index entries that bring you to this industry:
  - Cotton ginning
  - Ginning cotton



### 115112 Soil Preparation, Planting, and Cultivating

This U.S. industry comprises establishments primarily engaged in performing a soil preparation activity or crop production service, such as plowing, fertilizing, seed bed preparation, planting, cultivating, and crop protecting services. Cross-References. Establishments primarily engaged in--

- Land clearing, land leveling, and earth moving for terracing, ponds, and irrigation--are classified in [Industry 238910](#), Site Preparation Contractors; and
- Providing water for irrigation--are classified in [Industry 221310](#), Water Supply and Irrigation Systems.
- Index entries that bring you to this industry:
  - Aerial dusting or spraying (i.e., using specialized or dedicated aircraft)
  - Bracing of orchard trees and vines
  - Chemical treatment of soil for crops
  - Citrus grove cultivation services
  - Crop dusting
  - Crop spraying
  - Cultivation services
  - Detasseling corn
  - Disease control for crops
  - Dusting crops
  - Entomological service, agricultural
  - Fertilizer application for crops
  - Hoeing
  - Insect control for crops
  - Orchard cultivation services (e.g., bracing, planting, pruning, removal, spraying, surgery)
  - Pest control services, agricultural
  - Planting crops
  - Plowing
  - Pollinating
  - Pruning of orchard trees and vines
  - Seed bed preparing
  - Seeding crops
  - Spraying crops
  - Spreading lime for crops
  - Surgery on trees and vines
  - Thinning of crops, mechanical and chemical
  - Transplanting services
  - Vineyard cultivation services
  - Weed control services for crops

### 115113 Crop Harvesting, Primarily by Machine

This U.S. industry comprises establishments primarily engaged in mechanical harvesting, picking, and combining of crops, and related activities. The machinery used is provided by the servicing establishment. Cross-References. Establishments primarily engaged in--

- Providing personnel for manual harvesting--are classified in U.S. [Industry 115115](#), Farm Labor Contractors and Crew Leaders; and
- Providing farm management services (i.e., on a contract or fee basis) and arranging or contracting crop mechanical or manual harvesting operations for the farm(s) it manages--are classified in U.S. [Industry 115116](#), Farm Management Services.
- Index entries that bring you to this industry:
  - Berries, machine harvesting
  - Chopping and silo filling

- Combining, agricultural
- Cotton, machine harvesting
- Fruit, machine harvesting
- Grain, machine harvesting
- Hay mowing, raking, baling, and chopping
- Nuts, machine harvesting
- Peanut, machine harvesting
- Sugar beets, machine harvesting
- Sugarcane, machine harvesting
- Threshing service
- Vegetables, machine harvesting

#### 115114 Postharvest Crop Activities (except Cotton Ginning)

This U.S. industry comprises establishments primarily engaged in performing services on crops, subsequent to their harvest, with the intent of preparing them for market or further processing. These establishments provide postharvest activities, such as crop cleaning, sun drying, shelling, fumigating, curing, sorting, grading, packing, and cooling. Cross-References. Establishments primarily engaged in--

- Ginning cotton--are classified in U.S. [Industry 115111](#), Cotton Ginning;
- Custom grain grinding for animal feed--are classified in U.S. [Industry 311119](#), Other Animal Food Manufacturing;
- Artificially drying and dehydrating fruits and vegetables--are classified in U.S. [Industry 311423](#), Dried and Dehydrated Food Manufacturing;
- Stemming and redrying tobacco--are classified in [Industry 312210](#), Tobacco Stemming and Redrying;
- Buying farm products for resale to other wholesalers or retailers and preparing them for market or further processing--are classified in [Industry 424480](#), Fresh Fruit and Vegetable Merchant Wholesalers; and
- Providing farm management services (i.e., on a contract or fee basis) and arranging or contracting postharvesting crop activities for the farm(s) it manages--are classified in U.S. [Industry 115116](#), Farm Management Services.
- Index entries that bring you to this industry:
  - Almond hulling and shelling
  - Banana ripening
  - Bean cleaning
  - Corn drying
  - Corn shelling
  - Crop cleaning
  - Decorticating flax
  - Delinting cottonseed
  - Filbert hulling and shelling
  - Fruit precooling
  - Fruit sorting, grading, and packing
  - Fruit, sun drying
  - Fruit, vacuum cooling
  - Fumigating grain
  - Grain cleaning
  - Grain drying
  - Grain fumigation
  - Grain grinding (except custom grinding for animal feed)
  - Hulling and shelling of nuts
  - Irradiation of fruits and vegetables
  - Nut hulling and shelling

- Packaging fresh or farm-dried fruits and vegetables
- Packing fruits and vegetables
- Peanut shelling
- Pecan hulling and shelling
- Potato curing
- Retting flax
- Rice drying
- Seed cleaning
- Seed processing, post-harvest for propagation
- Sorting, grading, cleaning, and packing of fruits and vegetables
- Sun drying of dates, prunes, raisins, and olives
- Sun drying of fruits and vegetables
- Sun drying of tomatoes
- Sweet potato curing
- Tobacco grading
- Vegetable precooling
- Vegetable sorting, grading, and packing
- Vegetable sun drying
- Vegetable vacuum cooling
- Walnut hulling and shelling
- Waxing, fruits or vegetables

#### 115115 Farm Labor Contractors and Crew Leaders

This U.S. industry comprises establishments primarily engaged in supplying labor for agricultural production or harvesting. Cross-References. Establishments primarily engaged in--

- Providing machine harvesting--are classified in U.S. [Industry 115113](#), Crop Harvesting, Primarily by Machine; and
- Providing farm management services (i.e., on a contract or fee basis) and arranging or contracting farm labor for the farm(s) it manages--are classified in U.S. [Industry 115116](#), Farm Management Services.
- Index entries that bring you to this industry:
  - Agriculture production or harvesting crews
  - Crew leaders, farm labor
  - Farm labor contractors
  - Labor contractors, farm

#### 115116 Farm Management Services

This U.S. industry comprises establishments primarily engaged in providing farm management services on a contract or fee basis usually to citrus groves, orchards, or vineyards. These establishments always provide management and may arrange or contract for the partial or the complete operations of the farm establishment(s) it manages. Operational activities may include cultivating, harvesting, and/or other specialized agricultural support activities. Cross-References. Establishments primarily engaged in crop production that are generally known as farms, orchards, groves, or vineyards (including share croppers and tenant farms), are classified in the appropriate crop industry within [Subsector 111](#), Crop Production.

- Index entries that bring you to this industry:
  - Farm management services
  - Management services, farm

~~115210 Support Activities for Animal Production~~ – INELIGIBLE work indicated by activities with strikethrough below. This industry comprises establishments primarily engaged in performing support activities related to raising livestock (e.g., cattle, goats, hogs, horses, poultry, sheep). These establishments may perform one or more of the

following: (1) breeding services for animals, including companion animals (e.g., cats, dogs, pet birds); (2) pedigree record services; (3) boarding horses; (4) dairy herd improvement activities; (5) livestock spraying; and (6) sheep dipping and shearing.

- Index entries that bring you to this industry:
  - Animal semen banks
  - Artificial insemination services for livestock
  - Artificial insemination services for pets
  - Boarding horses (except racehorses)
  - Branding
  - Breeding, animal, services
  - Bull testing stations
  - Cattle spraying
  - Cleaning poultry houses
  - Corralling, drovers
  - Dairy herd improvement associations
  - Equine boarding
  - Farriers
  - Hoof trimming
  - Horses (except racehorses), boarding
  - Horses, training (except racehorses)
  - Horseshoeing
  - Livestock breeding services (except consulting)
  - Livestock spraying
  - Milk testing for butterfat and milk solids
  - Pedigree (i.e., livestock, ~~pets~~, poultry) record services
  - Poultry catching services
  - Reproductive flushing services for animals
  - Semen collection
  - Sheep dipping and shearing
  - Showing of cattle, hogs, sheep, goats, and poultry
  - Stud services
  - Training horses (except racehorses)
  - Vaccinating livestock (except by veterinarians)