

2014-2015
GAP CONNECTIONS
TRAINING SUMMARY
AS OF JUNE 8, 2015



GAP Connections Training Summary

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GAP Connections Training

The largest effort by GAP Connections (GAPC) is in education and training. GAPC believes it is not enough to just give growers guidelines, it is necessary to create opportunities and resources to help them adopt those practices within the guidelines. Regular training provides for these opportunities and provides GAPC a chance to interact with all the grower members and provide useful updates to growers and industry stakeholder.

GAPC in partnership with land-grant Extension programs coordinates training meetings where growers learn from experts about the latest crop, environmental, and labor best management practices. Cooperative Extension in each of the eleven states where training is conducted develops and delivers the training content after consultation with the GAPC staff and Board. GAPC maintains the calendar of training events which accessible online at www.gapconnections.com. Prior to each meeting GAPC handles the printing and distribution of record templates, training materials, surveys, and various other resources provided to growers at each meeting. GAPC staff attend meetings in order to provide instructions on recordkeeping and updates on other GAPC programs and resources. GAPC staff also assist with scanning cards, grower ID look-up and registration of new members.

Training on good agricultural practices is a vital portion of the U.S Tobacco GAP Program. In 2014, the inaugural year of training, close to 10,000 growers attended one of the 120 training meetings offered across eleven states. In addition to training, numerous resources are offered to better the daily lives of growers and agricultural workers such as seminars on preventing and treating green tobacco sickness, tips and templates for yearly record keeping, and regular safety training for agricultural workers in a variety of fields.

This document serves as a summary of GAPC training efforts in 2014 and 2015, including statistics, topics, and resource building efforts.

Training by the Numbers

Growers who attend a GAP training event have their Grower ID card scanned at the end of the meeting to capture their attendance by GAP Connections. This information is viewable by their contracting companies with the grower's permission.

Table 1. Number GAP Meetings and Growers (2014-2015)

State	2014		2015	
	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers
GA	5	190	4	166
IN	4	121	4	112
KY	41	4,380	49	4427
MD	2	61	1	59
MO	1	36	1	31
NC	19	1,694	17	1899
OH	7	351	7	233
PA	9	963	5	1247
SC	3	158	2	197
TN	21	1,275	18	783
VA	10	569	9	581
WI	1	23	4	83
Total	123	9,506	121	9,818



Figure 1: Grower ID card

GAP Connections also began capturing attendance at Barn Testing Certification meetings provided by Cooperative Extension (Georgia, Clemson, North Carolina State, or Virginia Tech) in flue-cured tobacco growing regions in 2015. Growers and gas repair technicians must be trained by someone from Cooperative Extension in order to certify tobacco barns. At the training participants receive training and a certificate of attendance that will allow the participants to certify tobacco barns as required by the U.S. Tobacco GAP Program. The training workshops are generally one to two hours.

Table 2. Number of Barn Testing Certification Meetings in 2015

State	Number of Meetings	Number of Growers
GA	1	20
NC	1	1
VA	2	67

2014 Training Overview

In 2014, GAPC required GAP meetings to have three training components. These include training on best practices in crop, environmental, and labor management. Specific topics within the main components varied by tobacco type and region. Educators were given flexibility to choose the topics within these areas that best fit their growers’ needs in GAP compliance.

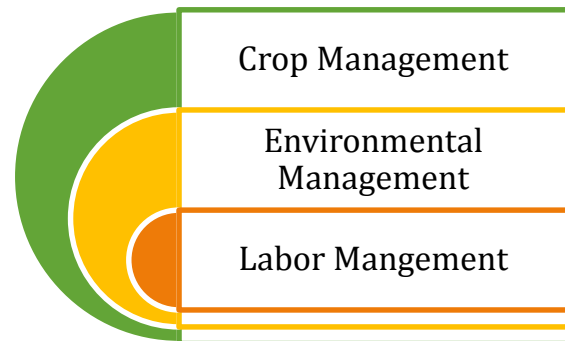


Figure 2: Components of GAP Training

At nineteen of these meetings, mostly in North Carolina, the Pilot Farm Labor Practices Group (FLPG) Labor Training was provided by Department of Labor representatives in person or by video.

Training topics are listed in detail within **Table 4** on page 9.

2014 Training Topics

GAP training in 2014 covered several general topics from GAPC including an introduction to GAPC, efficient record keeping, and an update on the U.S. Tobacco GAP Program and GAPC Membership.

Training also included topics from each of the three management areas, crop, environment, and labor. Topics varied by region to fit the particular needs of different tobacco types and growing environments.

Below is a summary of the topics and a full list can be found on page 7 in Table 3.

- Crop productions topics included general disease and insect control, variety selection, CPA residues (emphasizing MH in burley), NTRM and greenhouse management.
- Environmental management topics included CPA storage, use of IPM to reduce chemical applications, conservation tillage and energy efficiency in flue cured curing.
- Labor topics were the general provisions of federal law as related to agricultural labor and green tobacco sickness awareness and prevention.

2014 Farm Labor Practices Group (FLPG) Pilot Training

In seventeen selected locations in North Carolina and two in Kentucky, Department of Labor staff conducted a pilot enhanced labor training. This training was developed as a part of the FLPG effort to increase awareness of and compliance with best agriculture labor practices. The intention was to test the training in some locations with an eye to expanding it in 2015. The training was delivered to 1,700 growers Department of Labor representatives in person or by video.

Table 3. Number of Meetings and Number of Growers: FLPG Pilot Training

Number of Meetings	Number of Growers
19	1,700

The training focused on:

- Proper disclosure of terms of employment
- Proper disclosure of wages
- Safe and legal transportation requirements
- Housing requirements
- Use of farm labor contractors
- Field sanitation
- Child labor

2014 Training Materials and Resources

Recordkeeping

- U.S. Tobacco GAP Binder (for new members)
- General Record Book + Type Specific Records (air cured, flue-cured and dark)

Crop Management

- Flue-cured Tobacco Production Guide
- Burley and Dark Tobacco Production Guide

The image displays a '2014 Operation Records' form from the U.S. Tobacco GAP Program. The form is titled '2014 Operation Records' and includes sections for: Grower Name, Grower ID, Contact Information (Mailing Address, City, State, Zip, Phone, Email Address), Farm Information (Total Tobacco Acres, Burley Acres, Flue-cured Acres, Dark Air Acres, Dark-Red Acres, Maryland Acres, Cigar Acres, Warehouse Acres, Other Type, Acres), Storage Facilities (Number of non-warehouse storage facilities, Number of), Conservation Practices (Do you have a conservation plan? Yes/No, If you do not have a conservation plan, please list any farm practices or inputs used to reduce environmental impacts), Sources of Information (Please list the resources or sources of information you used to make this information, input supplier, or other), Selection of records, and Description of best management practices. The form is overlaid on a collage of images related to tobacco production, including a tractor in a field, tobacco leaves, and a greenhouse. The U.S. Tobacco GAP Program logo is visible at the bottom of the collage.

Figure 3: U.S. Tobacco GAP Binder and Record Template

2015 Training Overview

As in 2014, GAPC required meetings to have three training components: crop, environmental, and labor management in 2015. Within the crop and environmental components, specific topics within the main components varied by tobacco type and region. Educators were given flexibility to choose the topics within these areas that best fit their growers' needs in GAP compliance.

For the labor component, the FPLG-DOL pilot training was revised and expanded into an Enhanced Labor Training which was offered in all regions, at all meetings.

Training topics are listed in detail within **Table 4** on page 9.

2015 Training Topics

GAP training in 2015 covered several general topics from GAPC including an update on GAPC services, programs and membership, introduction to 2015 GAP records, additional resources for labor record keeping and safety training, and preparing for a GAP audit.

Training also included topics from each of the three management areas, crop, environment, and labor. Crop and environmental topics varied by region to fit the particular needs of different tobacco types and growing environments. However, the labor training portion was

the same at each meeting as the Enhanced Labor Training developed by the FLPG was delivered at each meeting.

Below is a summary of the crop and environmental topics and a full list can be found in **Table 4** on page 9.

- Crop productions topics included general disease and insect control, variety selection, CPA residues (emphasizing MH in burley), NTRM, weed seed contamination of cured tobacco, greenhouse management and pest resistance management.
- Environmental management topics included CPA storage, use of IPM to reduce chemical applications, conservation tillage and energy efficiency in flue cured curing.

2015 Enhanced Labor Training

An Enhanced Labor Training was offered in all areas with considerable adjustments made in Pennsylvania and Maryland due to the culture of the growing community. In Pennsylvania and Maryland, due to the overwhelming predominance of small family farms using only family labor, a condensed version of the Enhanced Labor Training was given by GAPC, and the labor component of training focused heavily on Worker Protections Standards and pesticide safety.

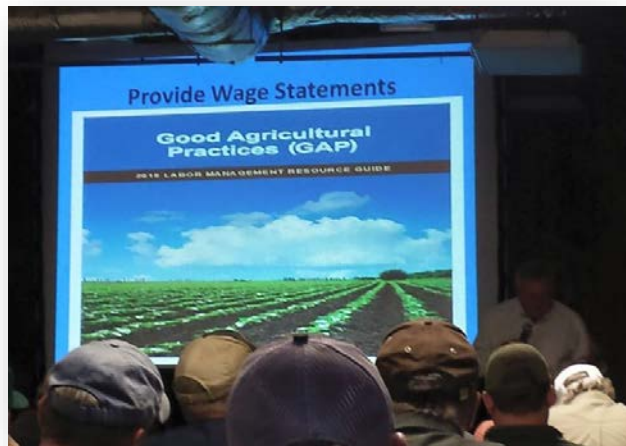


Figure 4: Enhanced Labor Training in Virginia

Training was by state U.S. Department of Labor (DOL) speakers whenever possible. When DOL speakers were not available, training was given by video, GAPC or Extension.

General topics of the Enhanced Labor Training were:

- Proper disclosure of terms of employment
- Proper disclosure of wages
- Safe and legal transportation requirements
- Housing requirements
- Use of farm labor contractors
- Field sanitation
- Green Tobacco Sickness and Heat Stress
- Child labor



Figure 5: Growers in Kentucky receiving GAP materials at meeting.

2015 Training Material and Resources

At each of the GAP training meetings growers are provided resources to help them in their GAP compliance efforts. Recordkeeping templates were provided once again as in 2014. A field manual for both burley and flue were also provided in 2015 to help growers recognize and decide on procedures to eradicate diseases and pests.

Recordkeeping

- U.S. Tobacco GAP Binder (for new members)
- General Record Book + Type Specific Records (air cured, flue-cured and dark)

Labor Management

- Labor Management Resource Guide
- Labor Posters

Crop Management

- Burley Field Manual
- Flue-cured Field Manual
- Flue-cured Tobacco Production Guide
- Burley and Dark Tobacco Production Guide



Figure 6: GAP Training Materials that growers receive at meetings.

In 2015, in conjunction with the Enhanced Labor Training growers received the 2015 Labor Management Guide and a poster which displayed all the currently required posters required under the Migrant and Seasonal Protection Act (MSPA) and the Fair Labor Standards Act (FLSA).

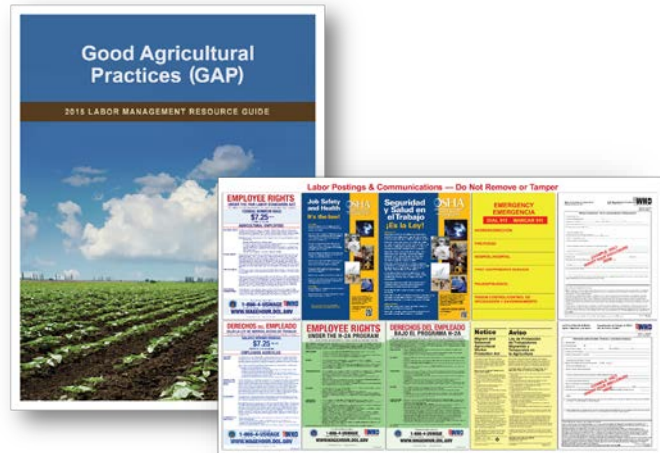


Figure 7: 2015 Labor Agricultural Guide and Poster

Training Topics (2014-2015)

Table 4: Topics Covered in GAP Training (2014 -2015)

	<i>Crop</i>	<i>Environment</i>	<i>Labor</i>
2014	<ul style="list-style-type: none"> • Variety selection for disease control and quality (all areas) • Weed ID and choosing the most economical system of weed control (traditional burley and dark area) • MH use in sucker control for effectiveness with low residues (traditional burley and dark area) • Greenhouse management (flue cured, PA and MD) • Blue mold control (PA and MD) • Black shank control (flue cured, PA and MD) • Leaf disease control (flue cured, PA and MD) • Field insect control (flue cured, PA and MD) • NTRM (PA and MD) • CPA residues (PA and MD) 	<ul style="list-style-type: none"> • Conservation tillage (traditional burley and dark area) • CPA storage (PA and MD) • Energy efficiency in curing (flue cured) • Use of IPM principles to minimize pesticide use (flue cured, PA and MD) 	<ul style="list-style-type: none"> • Provisions of the Fair Labor Standards Act (traditional burley, dark and flue cured) • Provisions of the Migrant and Seasonal Worker Protection Act (traditional burley, dark and flue cured) • Worker safety and green tobacco sickness (flue cured, PA and MD) • FLPG pilot labor training (Selected NC and KY locations)
2015	<ul style="list-style-type: none"> • Variety selection for disease control and quality (all areas) • Weed ID and choosing the most economical system of weed control (traditional burley and dark area) • Greenhouse management (all areas) • Blue mold control (PA and MD) • Black shank control (all areas) • Leaf disease control (flue cured, PA and MD) • Field insect control (flue cured) • NTRM (all areas) • Weed seed contamination of tobacco (flue cured) • CPA residues (VA, PA, MD) • Pest resistance management (VA, MD, PA) 	<ul style="list-style-type: none"> • Conservation tillage (burley and dark area) • CPA storage (all areas) • Energy efficiency in curing (flue cured) • Use of IPM principles to minimize pesticide use (all areas) 	<ul style="list-style-type: none"> • FLPG Enhanced Labor Training (all areas) <ul style="list-style-type: none"> ○ Disclosure of employment terms ○ Disclosure of wages ○ Transportation requirements ○ Housing requirements ○ Farm labor contractors ○ Child Labor • Worker Protection Standards (PA and MD)