

2022 Annual Training Report

AS OF OCTOBER 2022

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INTRODUCTION

One of the largest efforts by GAP Connections (GAPC) is in the education and training of growers and workers. GAPC believes it is critical to provide the information and training to help growers and workers adopt best practices that produce a quality crop while protecting, sustaining, or enhancing the environment, and ensure the safety and rights of farm laborers. This report provides data and information on GAPC's training activities in 2022.

2022 ANNUAL GAP TRAINING FOR TOBACCO GROWERS

GAPC, in partnership with several cooperative extension programs, coordinates annual training meetings where growers learn from experts about the latest crop, environmental, and labor best management practices. Presenters include specialists in crop and environmental topics such as university agronomists, entomologists, plant pathologists and specialists in labor topics, including representatives from the federal Department of Labor, Wage and Hour Division and certain state departments of labor.



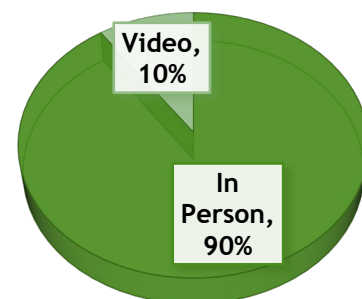
February 2022 Johnston County, North Carolina

IN 2022, 3,204 GROWERS ACROSS 14 STATES RECEIVED GAPC ANNUAL TRAINING.

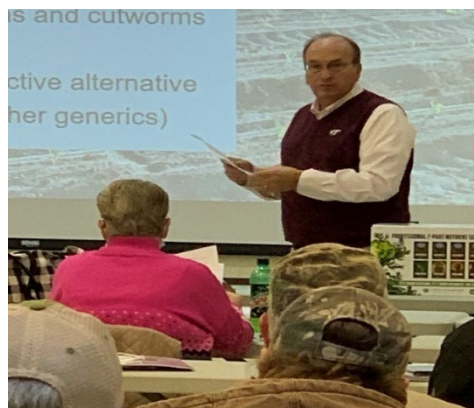
Growers not only receive vital information from presenters at GAPC Annual Training, but also have an opportunity to interact and ask questions, creating relationships that will help them now and in the future. Growers who have attended training have repeatedly indicated that GAP Annual Training is a critical source of information to improve management practices and that positive changes have been made on their operation from the information they gained by attending.

In 2022, GAP Annual Training was offered through in-person training or by video at a Cooperative Extension office. Forty-seven (47) in-person training locations were scheduled in 2022. These in-person training opportunities were a combination of GAPC planned regional trainings and GAPC training following or in conjunction with an industry partner's event such as county, company, or grower association meetings.

PERCENTAGE OF GROWERS TRAINED BY EVENT TYPE



GAPC Annual Training provides growers GAPC training credits in crop, environmental, and labor management best practices. The training topics are chosen each year by the GAPC Training Committee in conjunction with stakeholder input such as Cooperative Extension Educators and Specialists, Federal and State agencies and departments, and other non-governmental organizations with an interest in crop, environmental or labor management practices. The topics are also tailored for the location to best serve and relate to the grower operations and concerns in that region. To see a full list of topics please see Appendix A.



February 2022, Dr. David Reed, Southern Piedmont Agricultural Research and Extension Center, Blackstone, Virginia

Presenters and collaborators on our 2022 GAP Annual Training include:

- William Hardee III, Clemson University
- Dr. Matthew Vann, North Carolina State University
- Jeffrey Graybill, Penn State University
- Dr. J. Michael Moore, University of Georgia
- Dr. Andy Bailey, University of Kentucky
- Dr. Robert Pearce, University of Kentucky
- Dr. Mitchell Richmond, University of Tennessee
- Dr. David Reed, Virginia Tech University

Table 1: 2022 Annual GAP Training Attendance by Grower Location

| State | In Person | Video Training | Total |
|--------------|--------------|----------------|--------------|
| FL | 9 | 2 | 11 |
| GA | 57 | 6 | 63 |
| IL | 6 | 0 | 6 |
| IN | 27 | 1 | 28 |
| KY | 1,056 | 177 | 1,233 |
| MO | 4 | 0 | 4 |
| NC | 927 | 65 | 992 |
| OH | 25 | 1 | 26 |
| PA | 168 | 0 | 168 |
| SC | 90 | 4 | 94 |
| TN | 328 | 45 | 373 |
| VA | 194 | 6 | 200 |
| WV | 1 | 0 | 1 |
| WI | 0 | 5 | 5 |
| Total | 2,892 | 312 | 3,204 |



Thanks to the support from GAPC company and associate members and annual sponsors, annual gap training is offered each year at no cost to growers.

2022 FARMWORKER TRAINING PROGRAM

Agriculture ranks among the most hazardous industries in the U.S. Recognizing the need to provide health and safety training that was convenient and tailored to specific operations, GAPC began offering customized farmworker training to operations that allowed growers to choose the date, time, and topics best suited for their operation. There was a total of fourteen customized farmworker trainings conducted by GAPC in 2022.

THERE WERE 256 WORKERS TRAINED WITH GAPC'S NEW CUSTOMIZED FARMWORKER TRAINING PROGRAM IN NORTH CAROLINA AND VIRGINIA.

GAPC is offering its customized farmworker training to any operation that may need safety, health, or compliance training. This broadening of GAPC's reach allowed the organization to engage with other commodities. While the main enterprise on the operations was tobacco, other crops included peanuts, hay pasture, small grains, sweet potatoes, cotton, soybeans, cucumbers, and corn.



Equipment Safety Training in North Carolina



Farmworker practicing CPR during training in North Carolina

The topics workers were trained on include general farm safety, farm equipment and machinery (includes ROPS, PTO, and machine safeguarding), green tobacco sickness-symptoms & treatment, use of personal protective equipment (PPE), farm emergency plan and response, GAPC worker rights and responsibilities, GAPC worker concern helpline, NTRM (Non-tobacco related materials) Prevention, GAPC Certification Crop Integrity (Proper baling and market separation, harvesting tobacco) First aid/CPR, Worker Protection Standards (WPS) pesticide safety, and heat stress. The training methods include using a PowerPoint slides, flipcharts, hands-on training activities, followed by an interactive questions game pertaining to topics covered at the end of training.

Growers stated in the end of training survey that the training exceeded their expectations and would like to offer the training again next year. Workers stated they felt like the training was informative, interesting, and fun. Everyone could see the benefit of having in-person training in the native language of the workers that was both comprehensive and engaging.

2022 FARM SAFETY AND COMPLIANCE EVENTS

GAPC hosts Farm Safety, Health, and Compliance Training Events in numerous states. The events are for all those involved in a farming operation including family members and farm workers. GAP Connections (GAPC) hosted ten Farm Safety and Compliance Events in 2022. Events were held in Virginia, North Carolina, and Kentucky. Training was provided in English and Spanish.

In Virginia and North Carolina, farmworkers rotated through interactive training stations led by experts in safety and compliance topics. Topics covered included: Pesticide Safety, General Farm Safety, Green Tobacco Sickness, Equipment Safety, Health & Hygiene, Heat Illness, Basic CPR & First Aid.

174 FARMWORKERS AND 27 GROWERS WERE TRAINED AT 2022 FARM SAFETY, HEALTH, AND COMPLIANCE EVENTS IN NORTH CAROLINA AND VIRGINIA.

GAPC Partners for Compliance in Virginia and North Carolina:

- Equal Employment Opportunity Commission
- US Department of Labor Wage & Hour Division
- Mexican Consulate
- Virginia Employment Commission
- Virginia Department of Agriculture and Consumer Services
- Virginia Farm Bureau Federation
- North Carolina Department of Commerce
- North Carolina Department of Agriculture Pesticide Safety Division
- North Carolina Department of Labor Occupational Safety & Health Division
- North Carolina Human Trafficking Commission
- Association of Mexicans in North Carolina, Inc.
- Greene County Healthcare, Inc.
- Access East, Inc.



Farmworkers gather around the Virginia Workforce Development table in Virginia.

In Virginia, growers were provided training on topics such as managing farm stress and mental health and an orientation on the new GAPC Housing Training Kit for employer-provided farmworker housing. In North Carolina, growers were provided training on managing farm stress and mental health, heat illness plans, farm emergency & disaster plans, and orientation on the new GAPC Housing Training Kit for employer-provided farmworker housing.

In Kentucky, GAPC took a new approach to farmworker training by taking the training closer to the grower by offering training on farms and at county extension offices. Five farm locations and three county extension offices in Kentucky were selected as host sites for farmworker training

conducted by Francisca Rios, GAPC Farmworker Training Program Coordinator, and Guillermo Fernandez, Farmworker Training Program Trainer.

481 FARMWORKERS AND 40 GROWERS WERE TRAINED AT 2022 FARM SAFETY, HEALTH, AND COMPLIANCE EVENTS IN KENTUCKY.

The training focused on smaller groups and getting workers to participate in interactive activities that allowed them to engage with each other and the trainers. Training topics covered in the two-hour training session included: General Farm Safety, CPR & First Aid, Farm Equipment Safety (includes ROPS & PTO), Worker Protection Standards, Health & Hygiene, Personal Protective Equipment, Heat Stress, Green Tobacco Sickness, Barn Safety, Carbon Monoxide Prevention, Farmworkers Rights & Responsibilities, and the GAPC Worker Concern Helpline.

Farm Safety & Compliance Events and Farmworker Training are not possible without our partnerships and the generous sponsorships from businesses, associations, companies, and others in the agricultural industry.



Altria



Workers are participating in an activity demonstrating risk in Kentucky.



Workers learn about the warnings on CPA labels in Scottsville, Kentucky.



Farm Safety Training in Lexington, Kentucky at Fayette County Extension Office.

APPENDIX A: 2022 ANNUAL GAP TRAINING TOPICS

Flue: Crop & Environmental Management Topics

Crop Protection Agent (CPA) Application and Cured Leaf Residues:

- CPA Selection
- Application rates
- Use Patterns
- General Spray Programs
- Disease Management
- Tobacco Residue Review
- Labeled and Recommended CPAs

Tobacco Production Update:

- Greenhouse Management Update
- Water Quality Survey
- Variety Update
- Tobacco Disease Management
- Flue-Cured Tobacco Budget for 2022
- Tobacco Situation and Outlook

Tobacco Fertilizer Update:

- Basic Principles and Costs
- Research Results

Insect Pest Management:

- Pest Management and Scouting
- Budworm Insecticides
- Organic Insect Management

Pesticide Safety Training:

- Worker Protection Standards
- Pesticide Storage and Recordkeeping
- Pesticide Container Recycling
- Pesticide Recertification Changes

Burley, Dark Air, Dark Fired, and Cigar Wrapper: Crop & Environmental Management Topics

Disease Management (Soil Borne)

- Identification
- Sanitation
- Control & Treatment Recommendations
- Crop Rotation
- Resistant Variety Types
- Best practices moving and sharing equipment from farm to farm

Disease Management (Leaf Spot & Viruses)

- Identification
- Fungicides & Proper Application

General Pesticide Management

- Pesticide Storage

- Sprayer Calibration
- CPA's Labeled for Tobacco
- Pesticide Selection
- Pesticide Residues
- Proper Application Procedures
- Angular Leafspot Update

Worker Safety (WPS):

- PPE
- Workers Protection Standards
- Recordkeeping
- Pesticide Recordkeeping
- Workers Safety Training

Curing and Barn Management of Molds and Disease:

- General Principles of Curing
- Impact of Harvest Timing on Burley Tobacco
- Best Barn Management Practices and Dealing with Weather
- Measuring Curing Barn Conditions
- Mold Prevention

Other topics:

- Fertility Management
- Variety Trial Results
- Time of Maleic Hydrazide Application
- Nutrient Management & Conservation Plans
- Chemical Topping
- 2022 Burley Production Budgets
- 2022 Dark-Fired, Dark Air, and Cigar Wrapper Budgets
- Production Costs and Ways to Reduce Fertility Costs

GAPC Update and Labor Management Topics

Certification

- 2021 GAPC Certification Update
- Applying for Certification
- Changes to the Certification Program
- Tools for Certification Success
- GAPC Recordkeeping and Glossary of Terms

Labor Management Best Practices

- Recordkeeping checklist and infographic
- Review of the Form I-9's
- Review & Focus on Farm Labor Contractors
- Family Labor Definitions
- Requirements and Documents if Hiring Labor (Apprenticeship or Non-family)
- Worker Training (including an introduction to GAPC Customized Farmworker Training)