

2024

# GAPC Customized Farmworker Training Program Report



**GAP**  
CONNECTIONS

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# Farmworker Training Program Overview

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Agriculture ranks among the most hazardous industries in the U.S. GAP Connections (GAPC) recognizes the need to provide tools and resources for growers to build a culture of health and safety in their farming operation.

The Farmworker Training program is an interactive training presented by bilingual and bicultural trainers. The training uses a mixed source of media including power point presentations, videos, hands-on activities, trivia games, and flip charts.

The training program includes pre-consultation to assess the need for training and options for specific topics, training documentation for the farm records with a list of training topics covered, workers' name, signature, and date of training, and an individualized training card for each worker completing the training program.

Training events are two hours in length. 27 of the Customized Farmworker Training events covered safety and crop integrity topics required in the Certification Program. Those topics included:

- Emergency Response Procedures
- General Farm Safety
- Safe Operation of Farm Equipment and Machinery
- First Aid
- Heat Stress
- Pesticide Safety and Personal Protective Equipment (PPE)
- Worker Protection Standards (WPS) including Recognition of REI and Storage, Handling, Application, and Disposal of CPAs
- Carbon Monoxide Poisoning Prevention
- Green Tobacco Sickness
- GAPC Worker Rights & Responsibilities
- GAPC Worker Concern Helpline
- Crop Integrity including Grade Separation, NTRM, and Proper Baling and Market Separation
- Green Tobacco Sickness (GTS) – Symptoms & Treatment

Additional Customized Training topics were covered upon the request of the employer. Those topics included:

- Basic CPR
- Preventative Steps for Communicable Illnesses
- Worker Health & Hygiene
- Barn Safety
- Housing Orientation for Employer Provided Housing

- Human Trafficking Awareness & Prevention
- Sexual Harassment
- Illegal Recruitment Fees

## Cost Share Program

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For the second consecutive year, GAPC offered a Cost Share Program to members who grow tobacco. This program enabled growers to schedule and host GAPC Customized Farmworker Training on their farm at a 50 percent discounted rate, thanks to sponsorship funds from the tobacco industry. These funds are provided to help more farmers and workers receive critical training in areas such as safety, labor practices and production techniques.

**THANKS TO THESE GENEROUS SPONSORS WHO  
SUPPORT THIS BENEFICIAL INITIATIVE!**



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## Numbers

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Twenty-seven (27) Customized Farmworker Training events were held in five states; Georgia, Kentucky, North Carolina, Tennessee, and Virginia. GAPC Staff consisting of Francisca Rios, Veronica Rosales, and Alondra Sanchez delivered the training to 706 farmworkers from May through September 2024.

GAPC Grower Members earn Farm Safety & Health Training Credits on their Training Report for hosting a customized farmworker training for their workers. In 2024, 80 growers earned this credit.

State	Farms/Locations	Farmworkers Trained	Growers
GA	1	10	1
KY	8	198	24
NC	15	370	37
TN	1	72	4
VA	2	56	14
<b>Total</b>	<b>27</b>	<b>706</b>	<b>80</b>

Trainer	Training Events	Farmworkers Trained
Alondra Sanchez	17	426
Veronica Rosales	10	280
<b>Total</b>	<b>27</b>	<b>706</b>

At the time of registering for a Farmworker Training Program, demographic information was collected including worker's name, date of birth, home country, classification, and role. Six hundred and sixty-three (663) workers were classified as H-2A workers hired directly, 29 H-2A workers hired indirectly, and 15 local workers hired directly.

Classification of Worker	Number
H-2A Direct	663
H-2A Indirect	29
Local Direct	15
Owner or Direct Employer	75
Other: Observer	1
<b>Total</b>	<b>783</b>

Seventy-five (75) employers registered workers for training. There were 5 Seasonal Supervisors, 697 Seasonal Workers and 5 Year-round Workers that were registered for 2024 Customized Farmworker Training.

Role on the Farm	Number
Observer	1
Owner or Direct Employer	75
Seasonal Supervisor	5
Seasonal Worker	697
Year-round Worker	5
<b>Total</b>	<b>783</b>

## Impact: Survey Results

Farm workers were asked to complete a post training survey. Here is a summary of the post training survey results.

Indicate your role (Select all that apply):

Year-round Supervisor	9	1%
Seasonal Supervisor	32	5%
Year-round Worker	46	7%
Seasonal Worker	613	87%
Other:	4	1%

How long have you been a supervisor or worker on this farm?

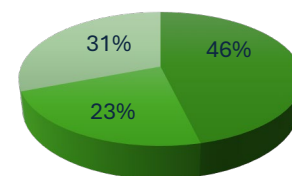
0-5 Years	286	46%
6-10 Years	142	23%
10+ Years	191	31%

Did you think this training was useful?

Yes	672	100%
No	0	0%

### Numbers of Years Worked on This Farm

■ 0-5 Years ■ 6-10 Years ■ 10+ Years



Will the information presented have a positive influence on your safety habits?

Yes	650	97%
Maybe	20	3%
No	1	0%

Will you make changes in your safety practices or habits while working on this farm as a result of today's training?

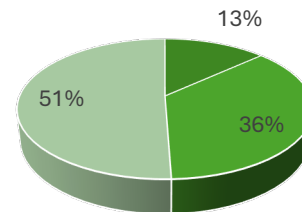
No Changes	88	13%
Small Changes	239	36%
Big Changes	329	50%

How would you describe the training experience today?

Terrible	2	0%
Poor	0	0%
Okay	70	11%
Good	191	30%
Excellent	372	59%

### Making Changes in their Safety Practices or Habits as a Result of the Training

■ No Changes ■ Small Changes ■ Big Changes



Would you like to participate in this training in future years?

Yes	635	99%
No	4	1%

What was your favorite topic and/or activity in today's training?

CPR and First Aid	155	25%
All of the Topics and Activities	148	24%
General Farm Safety & Farm Machinery Safety	112	18%
Personal Protective Equipment (PPE)	70	11%
Pesticide Safety	66	11%
Heat Illness	52	8%
Green Tobacco Sickness	20	3%

# Highlights from Worker Feedback

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How could we improve the training in the future? (Worker Responses)

- “Bring different topics.”
- “Personally, I think the training is really good”
- “Follow up on the training and topics presented”
- “Have more workers participate”
- “Allow more time for practice and providing more information”
- “Everything is good”
- “For me, this year's training was excellent, perhaps adding more activities”
- “It does not need improvement; it was very good”
- “Encourage workers to participate more in the games and activities”
- “Everything was excellent”
- “Hands on at the field”
- “Everything was well explained”
- “More content that includes audio and visuals as well as summarizing all important main points”
- “Follow up with another training”
- “Cover topics with deeper content”
- “Adding more activities and implementing what is learned on the training”
- “Add new topics and new activities”
- “More hands-on”
- “I liked everything that I was taught and that I learned”
- “Doing the training more often”
- “Do the training every year”
- “The training is excellent and very well explained”
- “More group activities”
- “Very good instructor”
- “Bringing training more often”
- “Make the training longer”
- “Everything is good, thank you so much.”
- “More activities”
- “The farmers should be present”
- “This training is very good, it has the perfect capacity”
- “Your trainings are excellent”
- “More hands-on activities”
- “The information is complete, everything is excellent”
- “Taking the training more often”
- “Have a person verify that what is learned in the training is applied at the worksite and to verify that PPE is actually provided”
- “More props and materials for the training”
- “More topics”
- “More activities”