

GAPC Training Summary

2025



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IN-PERSON AND ONLINE ANNUAL GAPC TRAINING

2025 Annual GAP Training was completed on June 30, 2025. GAP Connections (GAPC) ended the year training **2,401 growers** at either an in-person training location or through the online training platform available on the GAPC Grower Dashboard (See Table 1: Annual GAP Training Numbers by State and Event Type).

Table 1: Annual GAP Training Numbers by State and Event Type

State	In-Person	Online	Total
FL	8	2	10
GA	59	2	61
IL	3	0	3
IN	17	1	18
KY	702	186	888
MO	0	4	4
NC	650	174	824
OH	13	1	14
PA	105	0	105
SC	58	14	72
TN	165	83	248
VA	139	14	153
W VA	0	1	1
Total	1,919	482	2,401

GAPC offers growers the opportunity to complete Annual GAP Training either by attending in-person training or online through the Grower Dashboard (See Table 2: In-Person versus Online Training). Most growers, **80%, attend in-person training and the remaining, 20%, use the online training platform.**

Table 2: In-Person versus Online Training

In-Person		Online	
1,919	80%	482	20%

In 2025, GAPC scheduled forty-five (45) training events including in-person, virtual, and makeup videos. GAPC planned and coordinated these training events with the assistance of State Extension Tobacco Specialists, County Extension Agents, and GAPC Company and Associate Members.

There were thirty-seven (37) training events scheduled with the State Extension Tobacco Specialists and County Extension Agents (County, Virtual, Makeup Video) and eight (8) training events scheduled in conjunction with GAPC Company Members meetings and events (Company) (See Table 3: 2025 Training by Event Type).

GAPC Staff with Dr. Bailey, Dr. Pearce, and Dr. Richmond offered virtual Annual GAP Training in April. Sixty-three (63) growers participated from twenty-two (22) counties in Kentucky, Tennessee, and Wisconsin. Growers pre-registered with their County Extension Office and attended training by watching the live streamed training for Burley and Dark Air & Fire Cured. The agents reported to GAPC the Grower's Name and GAPC Grower ID# for recording 2025 Annual GAP Training.

GAPC Staff worked with the State Extension Tobacco Specialists to prepare and record a make-up training video that could be used for growers that did not attend in-person training or cannot access online training. Make-up videos were made available for use in Virginia, Pennsylvania, and the Burley and Dark Air & Fire-cured regions. The makeup videos were released to County Extension Agents or used by a GAPC Member Company as a method for growers to complete Annual GAP Training. The Grower's Name and GAPC Grower ID# was reported to GAPC Staff and 2025 Annual GAP Training was recorded.

Table 3: 2025 Training by Event Type

Event Type	Number of Events
County Events	33
Virtual Event	1
Makeup Videos	3
Company Events	8

Table 4 on Pages 3 & 4 provide detailed information for grower attendance at each location. The rows highlighted in Table 4 indicate a location having recorded attendance above 50 growers. Locations that are bolded indicate a GAPC Company Member Event where GAPC Training was incorporated.

Table 4: 2025 Grower Training Attendance by Location

Educator	Date	Location Name	Attendance #s
Vann	1/06/2025	Wilson County Agriculture Center	124
Vann	1/22/2025	Caswell County Civic Center	114
Bailey/Richmond	2/04/2025	Robertson County Fairgrounds Building	90
Bailey	2/27/2025	Christian County Extension Office	79
Vann	1/10/2025	Johnston County Agricultural Center	78
Vann	1/30/2025	Maxwell Center	75
Hardee	1/03/2025	Woodhaven Restaurant "Jimmy B's"	70
Graybill	3/19/2025	Garden Spot Fire Rescue	69
Moore	1/02/2025	UGA Tifton Campus Conference Center	67
Bailey/Pearce/ Richmond	4/10/2025	Burley & Dark Grower Virtual Training	63
Reed	1/21/2025	Southern Piedmont Center	63
Reed	1/23/2025	Olde Dominion Ag Complex	60
Vann	1/29/2025	Martin County Farmers Market	55
Richmond	2/18/2025	Farmers Harvest	54
Vann	1/24/2025	Yadkin County Agricultural & Education Building	53
Vann	1/28/2025	Nash County Ag Center	51
Vann	1/27/2025	Franklin Plaza	51
Pearce	6/30/2025	Burley & Dark Air & Fire Video Training Prior to June 30*	49
Richmond	2/20/2025	Montgomery County Extension Office (KY)	47
Pearce	3/24/2025	Barren County High School Trojan Academy	45
Bailey	3/26/2025	Breckinridge County Extension - Community Building	45
Pearce	3/11/2025	Harrison County Extension Office	45
Vann	1/31/2025	Harnett County Resource Center Library	42
Bailey	2/06/2025	McLean County Extension Office	41
Bailey	2/11/2025	Graves County Extension Office	40
Bailey	2/06/2025	Christian County Extension Office	36
Bailey	3/10/2025	Logan County Extension Office	35
Pearce	3/12/2025	Mason County Extension Office	34
Pearce	3/14/2025	Green County Extension Office	30
Richmond	1/28/2025	Stewart County Visitors Center	25
Graybill	3/20/2025	Hoffman Building - Solanco Fairgrounds	24
Pearce	3/10/2025	Shelby County Extension Office	23
Bailey	2/19/2026	The Bruce	21
Bailey	3/26/2025	Breckinridge County Extension - Community Building	19
Bailey	2/10/2025	Lyon Convention Center	17
Pearce	3/13/2025	Woodford County Extension Office	16
Richmond	3/25/2025	Macon County Fairgrounds - Sally Wells building	15
Pearce	3/13/2025	Garrard County Extension Office	14
Pearce	3/10/2025	Jefferson County 4-H Community Building	12
Pearce	3/12/2025	Raines Farm and Greenhouse	12

Educator	Date	Location Name	Attendance #s
Graybill	5/07/2025	PA Video Training Prior to June 30*	12
Reed/Richmond	3/24/2025	Southwest Higher Education Center	7
Reed	2/27/2025	Samuel Hertzler Greenhouse	7
Reed	4/15/2025	Wayne County Farm Bureau, Fairfield, IL	3
Reed	6/30/2025	VA Video Training Prior to June 30*	3

There were seventeen (17) training events with an attendance of more than fifty (50) growers and twenty-eight (28) training events with an attendance of less than fifty (50) growers (See Table 5: 2025 Grower Attendance at In-Person Training).

Table 5: 2025 Grower Attendance at In-Person Training

Number of Trainings	< or > 50	Grower Attendance
17	>50	1,216
28	<50	719

GAPC has been recording Annual GAP Training since 2014 and has a historical record of grower attendance. Annual GAP Training numbers were at their highest in 2015, with over 10,000 growers attending, but have declined 8-13% each year. Table 6 highlights Annual GAP Training numbers from the previous five years. The decline in attendance is due to many variables including retirements, changes in the farm operation and changes within the tobacco industry.

Table 6: 2025 Annual GAP Training Numbers with Comparison to 2024, 2023, 2022, and 2021

State	2025	2024	2023	2022	2021
FL	10	9	9	11	10
GA	61	62	64	61	72
IL	3	3	3	6	8
IN	18	19	21	28	24
KY	888	949	1,068	1,223	1,506
LA	0	0	0	0	0
MD	0	0	0	0	0
MO	4	5	4	4	1
NC	824	895	934	980	1,003
OH	14	19	22	26	32
PA	105	124	140	167	228
SC	72	77	89	93	91
TN	248	285	326	370	426
VA	153	159	177	201	249
W VA	1	0	1	1	1
WI	0	1	5	5	0
Total	2,401	2,607	2,861	3,176	3,651
Difference	-206	-254	-315	-475	-1,236
	8%	9%	10%	13%	

GAPC Staff worked with a variety of specialists to offer a wide variety of course topics for the online training option. A grower completing Annual GAP Training Online was required to complete 3 courses in Crop and Environmental Best Management Practices, 3 courses in Labor Best Management Practices, and 3 courses in GAPC Overview. Each course video ended with a knowledge assessment (quiz). For course credit to be earned the grower was required to score 100% on the quiz.

Course contributions for the Crop and Environmental Best Management Practices category were provided by Extension Tobacco Specialists (See Table 7: Crop and Environmental Best Management Practices – Online Courses Offered). There were 27 Crop and Environmental Courses for Tobacco and 5 Crop and Environmental Courses for Hemp offered in 2025. Courses listed in the table and bolded are new courses added in 2025.

Table 7: Crop and Environmental Best Management Practices – Online Courses Offered in 2025

Course Video	Number of Views
UKY: Cover Crops for Tobacco Production (2023)	198
UKY: Soil pH and Liming for Tobacco Production	188
GAPC: Disposal of CPAs and CPA Containers (2023)	185
NCSU: Scouting Recommendations & Methods in Tobacco (2021)	143
UGA: Sustainable Irrigation Methods	112
UKY: Best Management Practices for Tobacco Crop Protection Agents	112
NCSU: Variety Section Decisions (2024)	100
NCSU: Tobacco Greenhouse Management (2024)	93
UKY: Soil Test Interpretation & Fertilizer Reporting (2023)	92
UKY: Hidden Soil Compaction Impacts on Tobacco Production (2021)	90
NCSU: Tobacco Weed Management (2023)	75
NCSU: Coragen Update (2024)	71
UKY: Air-Curing Management (2023)	62
UKY: Angular Leaf Spot Update (2024)	61
NCSU: Tobacco Flea Beetle Biology & Management (2021)	55
NCSU: Identifying Injury Caused by Minor Pests in Tobacco (2021)	52
UKY: Fire-curing Techniques: Traditional vs. High Volume Fire-Curing (2023)	40
UKY: Flea Beetle Update (2024)	35

Course Video	Number of Views
NCSU: Nozzle Selection for MH Application (2023)	28
NCSU: Placement of Tobacco Fungicides & Fertilizer at Transplanting (2024)	25
NCSU: Placement of Tobacco Insecticide at Transplanting (2024)	24
NCSU: Tobacco Budworm Biology & Significance Part 2 (2021)	23
NCSU: Tobacco Budworm Biology & Significance Part 1 (2021)	22
UGA: Tobacco Mosaic Virus (2021)	22
UGA: Cigarette Beetles in Carryover Tobacco (2021)	20
NCSU: Using the Tobacco Thrips Flight & TSWV Intensity Predictor (2021)	18
UGA: Frenching Manganese Deficiency (2021)	15
Cannabis Disease Management Considerations & Concepts (2023)	8
Cannabis Diseases 101 (2023)	9
Insect Monitoring & Management for Outdoor Hemp Production (2023)	9
UT Field Trial Research (2023)	5
Hemp Diseases & Management (2023)	7

GAPC Staff worked with Labor Compliance Consultants, Dawn Farias, KY Raising Hope Initiative, NC Agriculture & Resource Economics, NC Department of Agriculture & Consumer Services, Emergency Programs Division, and KY Safe – OSHA for course contributions for Labor Best Management Practices (See Table 8: Labor Best Management Practices – Online Courses Offered). There were 24 Labor Courses in 2025. Courses listed in the table and bolded are new courses added in 2025.

Table 8: Labor Management Practices – Online Courses Offered in 2025

Course Video	Number of Views
Agriculture and Farm Safety: Tractors	225
Form I-9 (2023)	185
What is Retaliation? (2023)	139
GAPC & ECLT Foundation: Child Labor Overview	131
Illegal Fees (2024)	122
Field Sanitation (2023)	100

Course Video	Number of Views
GAPC & ECLT Foundation: Young Workers in Agriculture	85
KY Safe: Hazard Communications	84
H-2A Disclosure Record Keeping Wages and Wage Statements (2023)	81
H-2A Terms & Conditions of Transportation for Workers (2023)	76
H-2A Hours Offered & $\frac{3}{4}$ Guarantee (2023)	73
Terms and Conditions of Occupancy (2023)	68
Forklift Safety Training (2023)	67
Understanding the GAP Standard for OSHA 300 Forms and Reporting (2024)	53
Understanding the GAP Standard for Form I-9's and Completing Form I-9 (2024)	43
Skid Steer Loader Training (2023)	43
GAPC & ECLT Foundation: Risk Assessment	42
Best Management Practices for Housing Orientation (2023)	37
MSPA Disclosure Record Keeping Wages and Wage Statements (2023)	30
MSPA Terms & Conditions of Transportation for Migrant & Seasonal Workers (2023)	26
H-2A Recruitment & Preferential Treatment (2023)	21
FLSA MSPA H-2A Discipline, Retaliation, Termination, Notification (2023)	16
FLSA MSPA H-2A Coverage & Exemptions (2023)	14
FLC, FLCE & H-2ALC Registration and Requirements (2023)	13

GAPC Staff provided the content for the GAPC Overview course content (See Table 9: GAPC Overview – Online Courses Offered). There were 6 GAPC Courses in 2025. Courses listed in the table and bolded are new courses added in 2025.

Table 9: GAPC Overview – Online Courses Offered

Course Video	Number of Views
Tobacco Growers and Stress (2023)	425
Farm Succession Basics (2023)	332

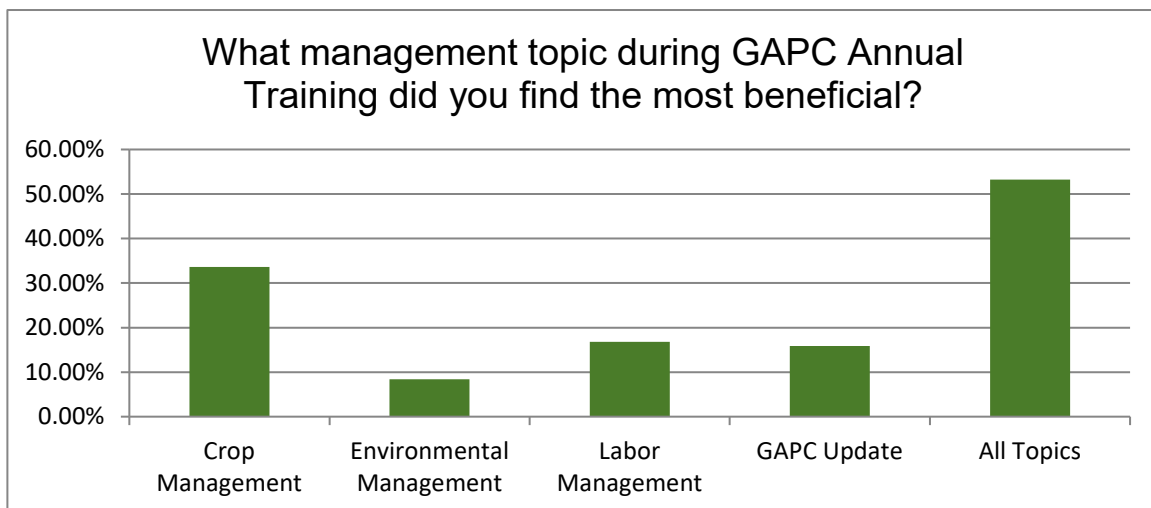
Course Video	Number of Views
2025 GAPC Update & Labor Best Management Practices	299
Emergency Plans via Risk Management (2023)	242
KY Safe: Emergency Action Plans	168
GAPC Infographic & Labor Best Management Practices (2022)	119

ANNUAL GAPC TRAINING SURVEY RESULTS

GAPC Staff used Survey Monkey to create a survey to collect data and measure grower understanding of topics covered during Annual GAP Training. Through the Survey Monkey software, a QR code was created and placed on the tables and/or at the seats at the training locations. Two emails were sent to growers that had completed Annual GAP Training with a link to the survey. 109 growers completed the survey. The information below highlights the responses to the survey questions.

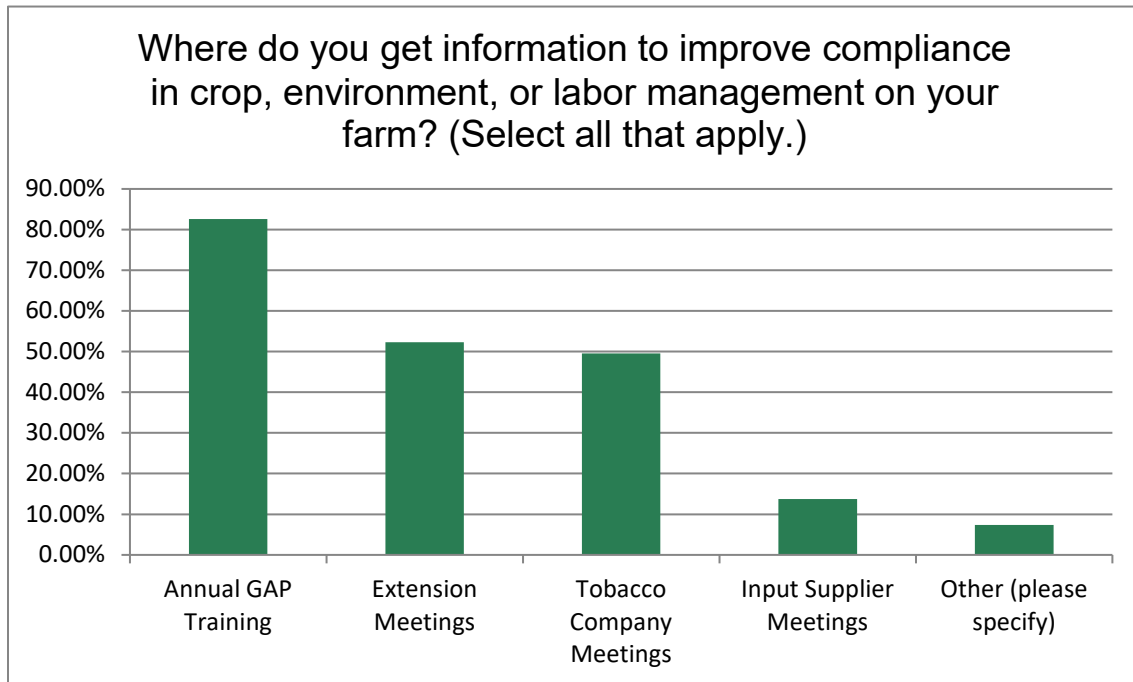
Questions 1: What Management Topic during GAPC Annual Training did you find the most beneficial?

Answer Choices	Responses	
Crop Management	33.64%	36
Environmental Management	8.41%	9
Labor Management	16.82%	18
GAPC Update	15.89%	17
All Topics	53.27%	57
	Answered	107
	Skipped	2



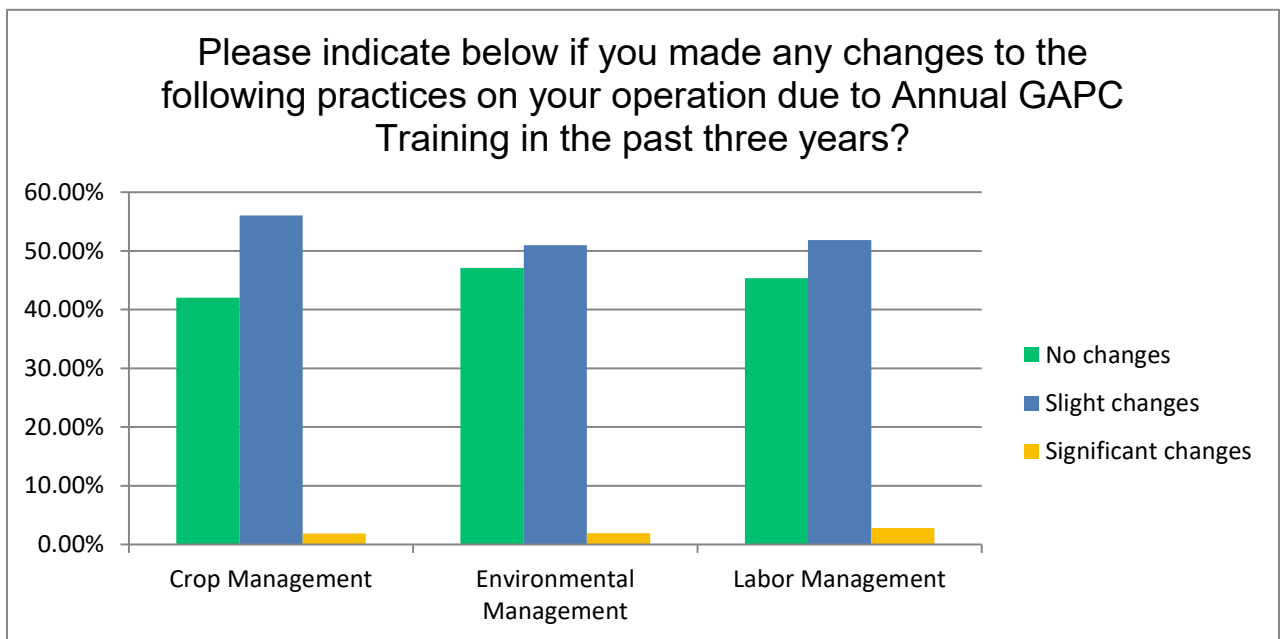
Question 2: Where do you get information to improve compliance in crop, environment, or labor management on your farm? (Select all that apply).

Answer Choices	Responses	
Annual GAP Training	82.57%	90
Extension Meetings	52.29%	57
Tobacco Company Meetings	49.54%	54
Input Supplier Meetings	13.76%	15
Other (please specify)	7.34%	8
	Answered	109
	Skipped	0



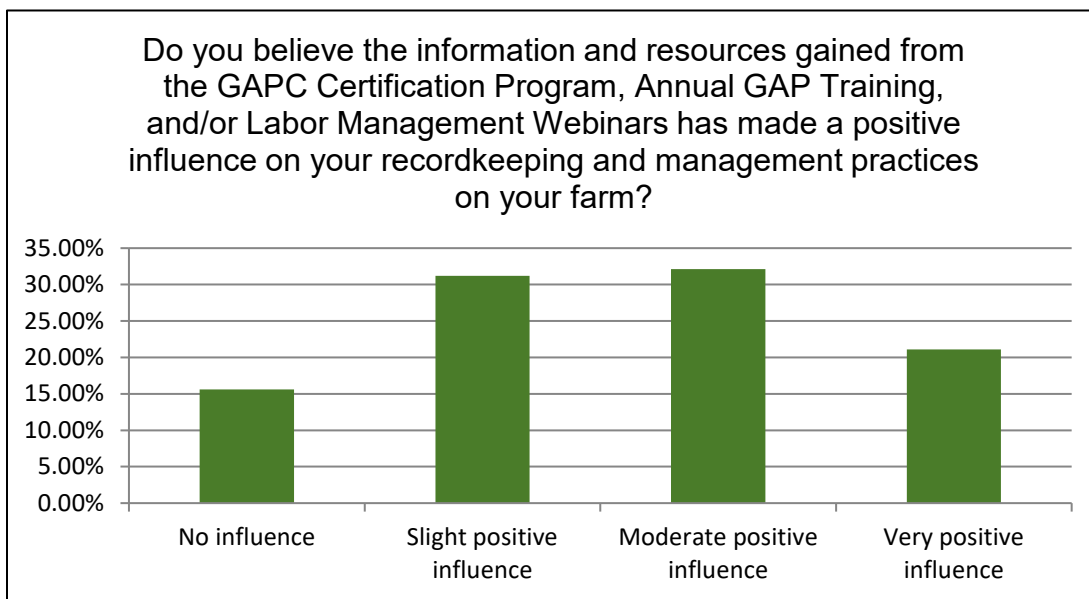
Question 3: Please indicate below if you made any changes to the following practices on your operation due to Annual GAPC Training in the past three years?

	No changes		Slight changes		Significant changes		Total
Crop Management	42.06%	45	56.07%	60	1.87%		107
Environmental Management	47.12%	49	50.96%	53	1.92%	2	104
Labor Management	45.37%	49	51.85%	56	2.78%	3	108
						Answered	109
						Skipped	0



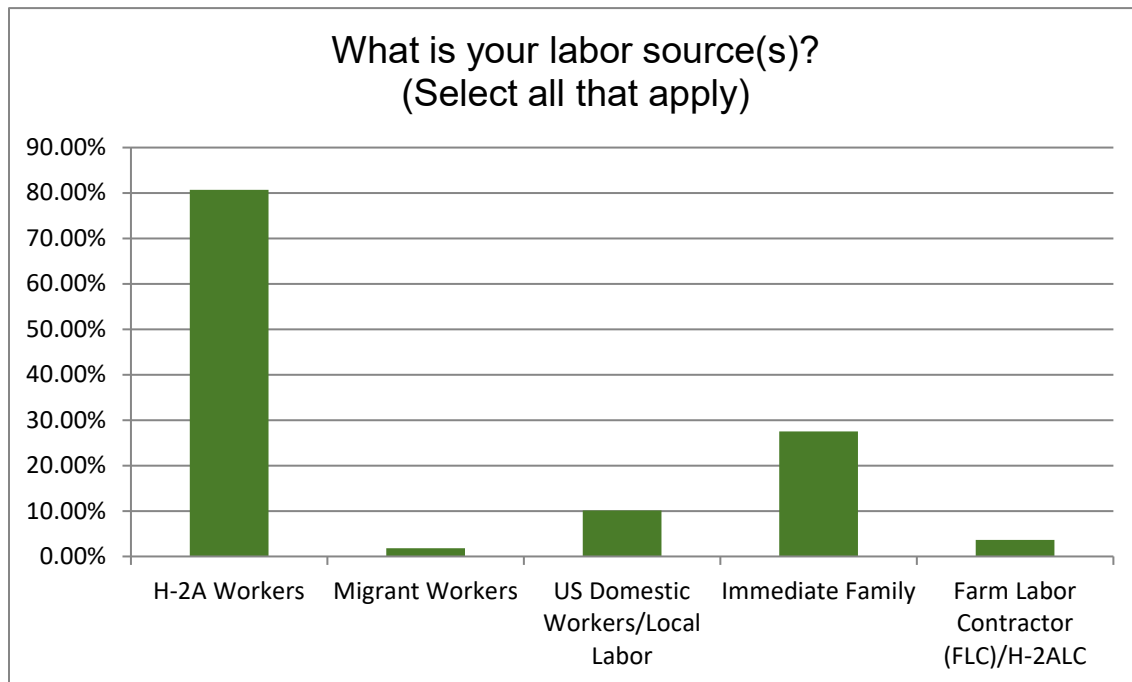
Question 4: Do you believe the information and resources gained from the GAPC Certification Program, Annual GAP Training, and/or Labor Management Webinars has made a positive influence on your recordkeeping and management practices on your farm?

Answer Choices	Responses	
No influence	15.60%	17
Slight positive influence	31.19%	34
Moderate positive influence	32.11%	35
Very positive influence	21.10%	23
	Answered	109
	Skipped	0



Question 5: What is your labor source(s)? (Select all the apply.)

Answer Choices	Responses	
H-2A Workers	80.73%	88
Migrant Workers	1.83%	2
US Domestic Workers/Local Labor	10.09%	11
Immediate Family	27.52%	30
Farm Labor Contractor (FLC)/H-2ALC	3.67%	4
	Answered	109
	Skipped	0



Question 6: Based on the labor training presentation today, please answer the following questions.

	Yes		No		Total
Do you understand the requirements, procedures, and responsibilities for employers, farm managers, supervisors, and crew leaders on the Heat Illness & Injury Prevention Rule?	100.00%	109	0.00%	0	109
Do you intend to incorporate one or more of the Heat Illness and Prevention Best Management Practices?	95.41%	104	4.59%	5	109
Do you understand the obligations for meals when using H-2A Labor?	94.34%	100	5.66%	6	106
Do you understand the importance of quick reporting, investigating, and advocating when an employee is injured, and a Workers' Compensation claim is made?	99.08%	108	0.92%	1	109
Do you have a better understanding of the laws and program requirements (GAPC Certification US and International) around the use of labor under 18 and the tasks that are considered hazardous?	98.15%	106	1.85%	2	108
Are you aware of the potential areas of risk or entry points of child labor on a farming operation?	100.00%	108	0.00%	0	108
Are you aware of the best management practices you can adopt to reduce the risks of child labor on your farming operation?	100.00%	108	0.00%	0	108
				Answered	109
				Skipped	0

Question 7: How confident are you in communicating and providing workers with a mechanism to report the presence of child labor on your farm?

Answer Choices	Responses	
Not confident	0.93%	1
Slightly confident	7.41%	8
Confident	53.70%	58
Very confident	37.96%	41
	Answered	108
	Skipped	1



2025 Sponsors

Thanks to the support of GAPC company members, associate members, and corporate sponsors, Annual GAP Training is provided each year at no cost to growers. Annual GAP Training provides a unique opportunity for sponsors to connect and engage with growers who are invested in the tobacco industry and are interested in producing a quality tobacco crop while protecting, sustaining, or enhancing the environment and ensuring the safety and rights of farm laborers.

