



# Solving Farm Labor Shortage: Strategies & Insights

**TEXAS**  
**WORKFORCE SOLUTIONS**



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# Solving Farm Labor Shortage: Strategies and Insights

## Panelists

- ☐ Horacio Lopez Montes – State Monitor Advocate, TWC
- ☐ Russell Hunter – Manager, Migrant & Seasonal Farmworker Outreach, TWC
- ☐ Dave Mauch – Attorney/Abogado, Texas RioGrande Legal Aid, Inc.

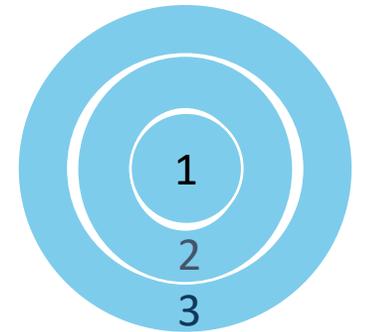
# Introduction to the Agricultural Recruitment System

- ❑ At its core: how Wagner-Peyser (Employment Services) improves the functioning of the nation's labor markets
  - Brings together individuals seeking employment with employers seeking workers
  - Focuses on agricultural work in a temporary, less than year-round basis
- ❑ Federal regulations describe a method, a series of steps for businesses and State Workforce Agencies
  - Priority to the US worker



# Introduction to the Agricultural Recruitment System -2

- ❑ Use of a standardized forms: ETA 790 and 790B/A
- ❑ Follow three steps:
  1. Local Recruitment – filling agricultural job orders within the local workforce area
  2. Intrastate Clearance – filling a job order cleared for recruitment in all other offices within the same state
  3. Interstate Clearance – filling a job order cleared for recruitment in local offices in other states

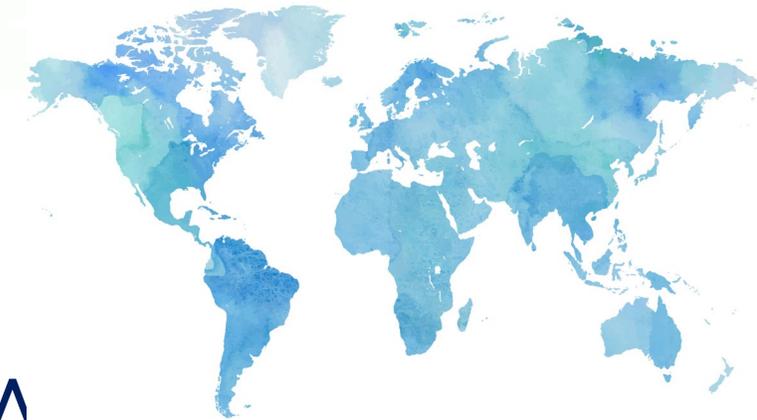
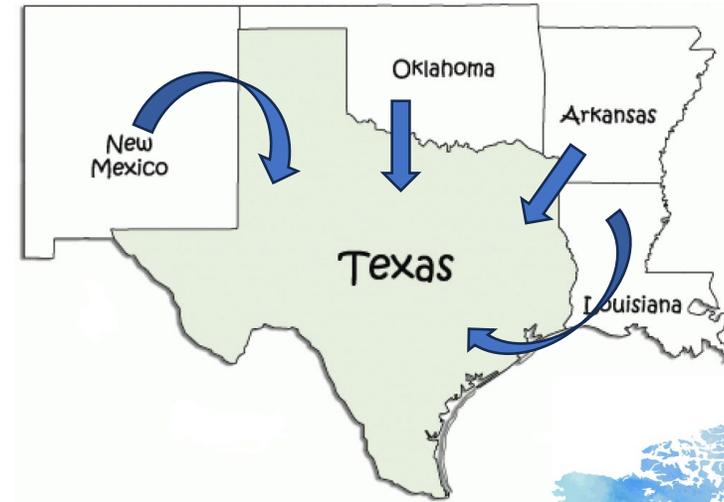


□ Be prepared to offer:

- Housing
- Transportation
- Meals

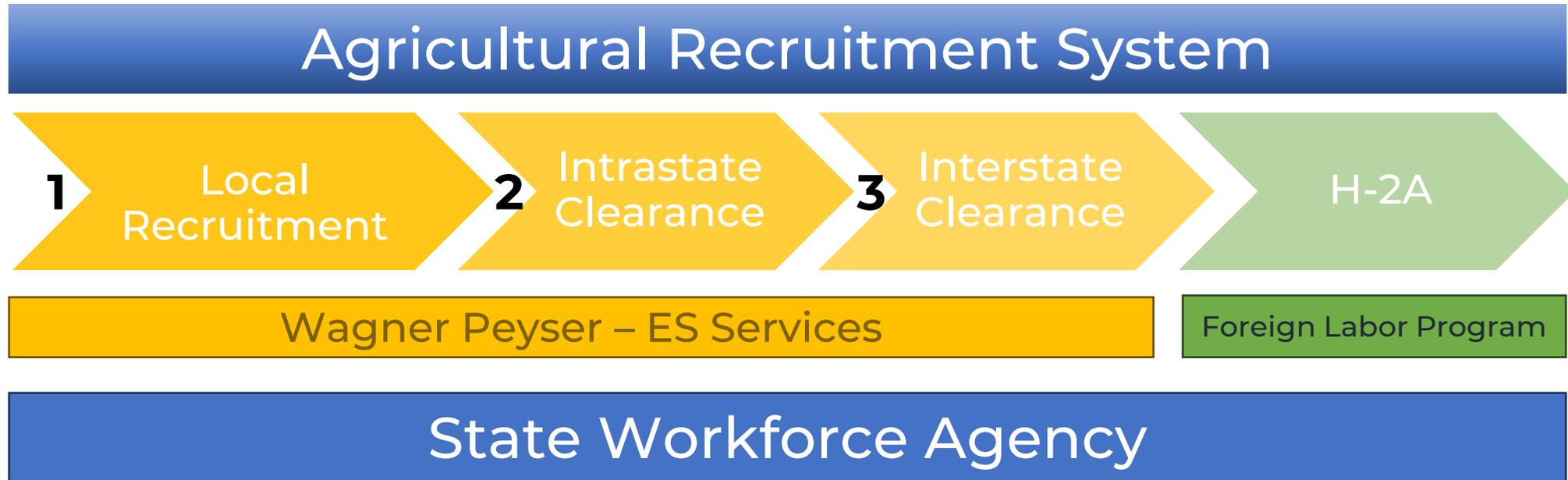
○ Explore foreign workforce

H-2A visa program is does not allow  
displace the US workforce, or to lower  
wages and working conditions



# ARS & H-2A Visa Program Relationship

The H-2A Visa Program is a Part of the ARS



# Why ARS Matters

- ❑ Bridges employer labor needs.  
*Offers a lawful, structured pathway for meeting peak labor demands while safeguarding worker rights.*
- ❑ Stabilizes agricultural production  
*By ensuring timely access to qualified workers, ARS helps employers maintain planting and harvest schedules, reducing costly delays and crop losses.*
- ❑ Promotes fair competition and ethical hiring  
*Employers using ARS recruit under transparent terms—wages, housing, and conditions—preventing undercutting by noncompliant operations.*
- ❑ Strengthens labor pipeline for U.S. agriculture  
*ARS keeps the domestic workforce engaged first, then extends reach across state lines before transitioning to H-2A—creating continuity and predictability for employers.*

# Russell Hunter: Employer Perspectives on the ARS

- Q1. What concerns do agricultural employers most often raise about using the ARS?
- Q2. What TWC infrastructure exists to address these concerns?
- Q3. What best practices have proven effective for successful ARS implementation?

- Q1. What are common misconceptions about the ARS in your legal practice?
- Q2. What illegal employer practices do you encounter, and what are the legal implications?
- Q3. What key strategies help ensure the ARS works as intended for both employers and workers?

# ARS: Closing Reflections and Q&A

## Key Takeaways

- ❑ The Agricultural Recruitment System (ARS) provides a lawful, structured pathway for meeting labor needs while protecting worker rights.
- ❑ Collaboration among employers, workforce agencies, and community support groups keeps the system fair and functional.
- ❑ Early planning and transparency are the best tools for avoiding compliance issues and building trust in the system.
- ❑ Questions?