



CONNECTIONS

February Newsletter



GAPC Certification Application is OPEN

2025 GAPC Certification Application

All growers involved in the GAPC Certification program must apply annually to maintain their certification.

The application period is from January 15, 2025, to April 15, 2025.

Applications submitted after April 15 are subject to a late fee.

Apply online at www.gapconnections.com



Need assistance with GAPC Certification? Consider hiring a consultant.

A consultant is an independent person/company that the grower hires to assist them through the certification process.

Consultants are not GAPC employees and using a consultant does not guarantee Certification will be granted. Rather, they are well versed in all things Certification and have completed detailed training from GAPC to help educate their growers. The consultant's role is to help guide the grower through the Certification process and assist with paperwork and record keeping practices. [Learn more.](#)

2025 GAPC Consultant Partners



PRIMARY CONTACT:
MANDY JOHNSON

CONTACT NUMBER:
(919) 499-3108 (MOBILE)
(919) 276-1268 (LANDLINE)

EMAIL:
MJFARMCONSULTING@GMAIL.COM

ADDRESS:
764 THOMAS ROAD, SANFORD, NC 27330

WEBSITE:
WWW.THATFARMGAL.COM



2025 Annual GAP Training Available Online and In-Person

GAP Connections (GAPC) coordinates Annual GAP Training to provide growers the opportunity to learn from content experts about the latest crop, environmental, and labor best management practices. GAPC appreciates and recognizes the partnerships we have with the tobacco Extension Educators and Specialists and other content experts to best serve the growers.

You can find an in-person training date and location on the GAPC Training Events Calendar [GAPC Training and Events Page](#)

Online training is live and can be found on the Grower Dashboard in the Training Section.



Tools and Resources

Recordkeeping and Training Resources

As growers begin to plan for their 2025 season consider checking out several of the recordkeeping and training resources on the GAPC website. There are several record templates and forms available on the GAPC [Recordkeeping](#) page, including GAPC Record Templates, Training Records, Safety Records, HR Records, and US DOL Forms and Posters. GAPC also has a page dedicated to [Worker Training](#) resources including the Labor Management Guide, Worker Training Guides, Farmworker Safety Videos, and Forklift Inspection Checklists. GAPC will continue to update and add resources so check back often to see new updates.

H-2A Program

The [Office of Foreign Labor Certification](#) is making available program factsheets displaying key selected statistics about each of our major immigration programs. These factsheets include cumulative information and are updated on a quarterly basis.

In 2024 the Top 5 States of Employment for H-2A were:

- Florida: 47,416 certified positions
- Georgia: 43,436 certified positions
- California: 37,511 certified positions
- Washington: 35,884 certified positions
- North Carolina: 27,532 certified positions

Below is the report for Q1 of 2025. It is showing a 19.7% increase in applications received over Q1 2024.

OFFICE OF FOREIGN LABOR CERTIFICATION

H-2A Temporary Agricultural Program – Selected Statistics, Fiscal Year (FY) 2025 Q1

Applications Received¹

FY 25	Q1 (Oct-Dec)	Q2 (Jan – Mar)	Q3 (Apr-Jun)	Q4 (Jul-Sept)	% Change FY 2024
8,689	8,689	--	--	--	19.7%

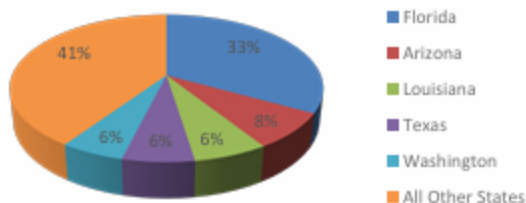
Applications Processed

Determinations	FY25	Q1	Q2	Q3	Q4
Total Processed	4,643	4,643	--	--	--
- Certified	3,947	3,947	--	--	--
- Denied	24	24	--	--	--
- Withdrawn	672	672	--	--	--
Positions Requested	66,382	66,382	--	--	--
Positions Certified	58,234	58,234	--	--	--
Processed Timely²	98.0%	98.0%	--	--	--

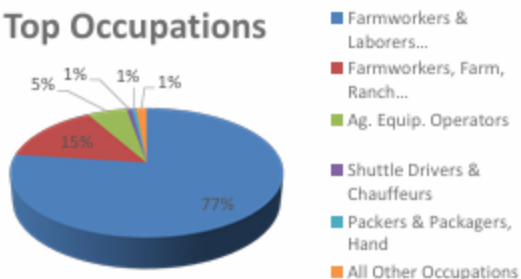
Review of Positions Certified FY 2025 (% of total certified FY 2025)

Top 10 States of Employment	Florida	19,331	33.2%
	Arizona	4,602	7.9%
	Louisiana	3,811	6.5%
	California	3,677	6.3%
	Texas	3,281	5.6%
	Washington	3,202	5.5%
	Georgia	2,669	4.6%
	South Carolina	1,735	3.0%
	Arkansas	1,313	2.2%
	Michigan	1,301	2.2%
Top 10 Occupations (based on SOC Codes)	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	44,896	77.1%
	Farmworkers, Farm, Ranch, & Aqua Animals	8,543	14.7%
	Ag. Equip. Operators	3,189	5.5%
	Shuttle Drivers and Chauffeurs	414	0.7%
	Packers & Packagers, Hand	341	0.6%
	Heavy and Tractor-Trailer Truck Drivers	221	0.4%
	Farm Equipment Mechanics and Service Technicians	143	0.2%
	Construction Laborers	112	0.2%
	Farmers, Ranchers, & Other Ag. Managers	94	0.2%
	Graders & Sorters, Ag. Products	75	0.1%
Top 10 Employers³ (based on unique FEINs)	Temp.Labor, LLC	1,995	3.4%
	Ag Labor, LLC	1,670	2.9%
	Foothill Packing, Inc.	1,397	2.4%
	Fresh Harvest, Inc.	1,042	1.8%
	Empire Farm Labor Contractor LLC	847	1.5%
	Citrus Harvesting, Inc.	820	1.4%
	Florida Pacific Farms, LLC	799	1.4%
	Tanimura & Antle Fresh Foods, Inc.	785	1.3%
	Dunson Harvesting, Inc.	764	1.3%
	Overlook Harvesting Company, LLC	734	1.3%

Top States



Top Occupations



¹Includes all applications submitted for processing during the reporting period.
²Percentage of complete applications resolved no later than 30 days before the start date of need. A complete H-2A application is defined as one containing all the documentation (e.g., housing inspection report, workers' compensation, recruitment report) necessary for OFLC to issue a final determination no later than 30 days before the start date of need.
³All calculations are aggregated based on the unique FEIN submitted by the employer. Multiple appearances of the same employer name may occur when associated with multiple FEINs.

Data as of December 31, 2024. All figures are rounded and calculated based on data submitted by employers for processing.



OSHA Reporting

Reminder to Growers: Post 2024 OSHA 300A and Complete Electronic Reporting GAPC Newsletter January and February

The OSHA Form 300A (Summary of work-related Injuries and Illnesses) for 2024 must be posted from February 1 through April 30, 2025, in a central location on the operation.

If your operation meets the following criteria, **YOU MUST** electronically submit data.



1. **20-249 workers** and in agriculture, forestry, fishing and hunting (NAICS 11) [Appendix A to Subpart E of 29 CFR Part 1904](#). **You must electronically submit the OSHA Form 300A.**
2. **100 or more workers** in agriculture, forestry, fishing and hunting (NAICS 11) [Appendix B to Subpart E of 29 CFR Part 1904](#). **You must electronically submit OSHA Forms 300 and 301.**

OSHA collects work-related injury and illness data through the Injury Tracking Application (ITA). Growers meeting the above criteria must provide 2024 injury and illness data to OSHA by March 2, 2025.

Questions or Need Help???

- First time using the ITA, or looking for help? Start at [OSHA's Injury Reporting page](#)
- Have a question about the requirements or using the ITA? Review the [ITA Frequently Asked Questions](#)
- Questions about recordkeeping? Visit [OSHA's Recordkeeping page](#)
- Need assistance? Submit a [Help Desk ticket](#)
- Looking for OSHA's publicly available ITA data? Visit [OSHA's ITA Data page](#)

Review the [GAP Connections Certification Compliance Guide](#) for standards pertaining to OSHA reporting Farm Safety Section Pages 65 & 66.

"Let's Talk About Labor" Podcast

The ["Let's Talk About Labor Podcast"](#) aims to help farmers and ag businesses connect with other ag businesses in Tennessee and other surrounding states, specifically to hear and learn about their experiences and challenges related to labor and the strategies they have used to overcome these challenges. In this podcast, we talk about various topics, such as US temporary foreign visa programs, mechanization and automation, and worker recruitment and retention strategies, among other topics. Different agencies and organizations have partnered with us to make this podcast possible, including the Southern Risk Management Education Center, GAP Connections, the US Department of Agriculture SCRI program, and the Tennessee Department of Labor & Workforce Development. This podcast would not be possible without the participation of farmers and ag businesses.



Events and News From Others

Tobacco Associates (TA) 78th Annual Meeting

When: Thursday, March 6 | 10:00 am - 12:00 PM EST

Where: Wilson County Agricultural Center, 1806 SW Goldsboro St., Wilson, NC 27893

Agenda:

- Shawn Harding, President – NC Farm Bureau, will welcome the five-state membership.
- Beth Farrell, Agricultural Programs Specialist – NC Department of Agriculture & Consumer Services, will relay the Department's industry objectives and updates.
- Dr. Matthew Vann, Associate Professor & Tobacco Extension Specialist – NCSU, will discuss planting considerations.
- Walt Hooks, Vice President – Sales, U.S. Tobacco Cooperative, will cover the global flue-cured tobacco outlook.
- Ivan Genov, Manager Tobacco Industry Analysis – International Tobacco Growers Association, will give an overview of the global tobacco market.
- Hank Mozingo, President of Tobacco Associates, will present his Annual Report on TA's export promotion programs and activities.
- Lunch will be provided following the program. The favor of a reply is requested.

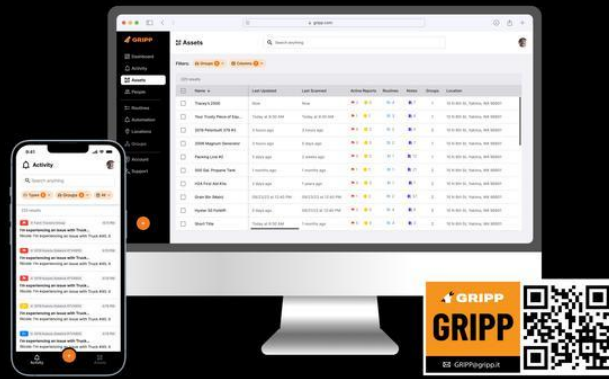
Please call 919-821-7670 or email tar@tobaccoassociatesinc.org by Monday, March 3 to indicate your attendance.

Special Thank You to our 2025 GAP Connections Sponsors



**Dead Simple Recordkeeping
& Operational Messaging**

[LEARN MORE](#)



Cultivating Tobacco Farmer Success
Superior seeds
Transformative information
Advocacy

GoldLeaf Seed is the name growers worldwide trust for quality tobacco seed.

**We not only develop new technologies,
we drive them!**



Financial Services
for Guest Workers



Go to Yepzy.com



865.622.4606 | info@gapconnections.com | 2450 E.J. Chapman Drive Knoxville, TN 37996

[Manage](#) your preferences | [Opt Out](#) using TrueRemove™
Got this as a forward? [Sign up](#) to receive our future emails.
View this email [online](#).

2450 E.J. Chapman Drive | Knoxville, TN 37996 US

This email was sent to .
To continue receiving our emails, add us to your address book.



[Subscribe](#) to our email list.