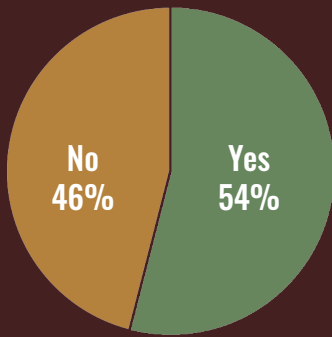
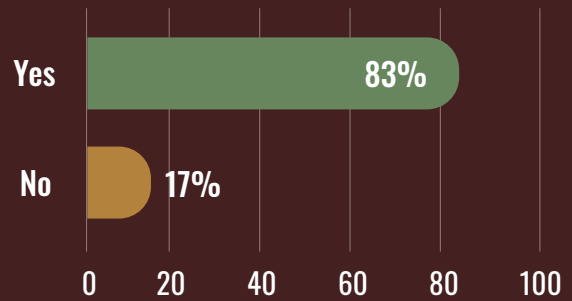


2024 LABOR SURVEY RESULTS

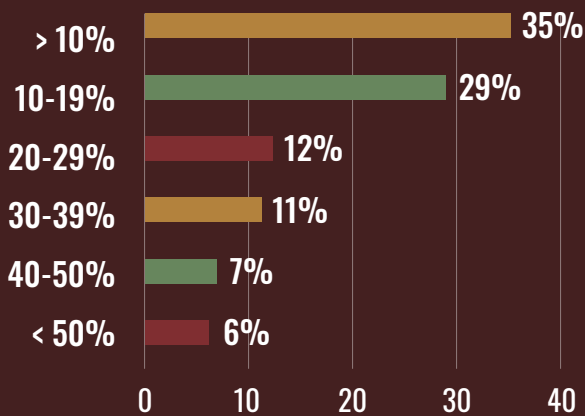
Did you have enough labor in 2023?



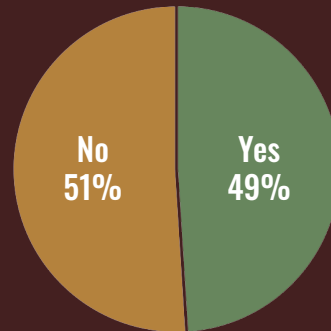
Do you outsource the H-2A recruiting process?



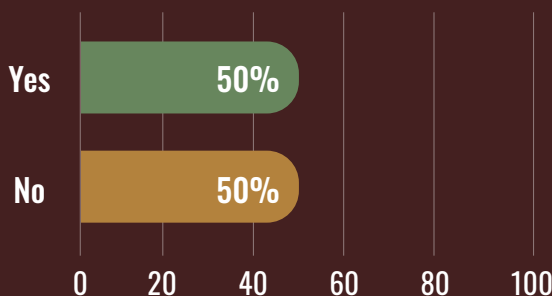
Crops that went unharvested due labor shortage:



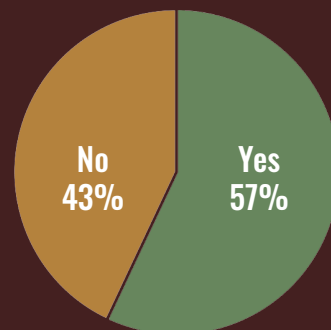
Do you outsource the H-2A process and management of the labor?



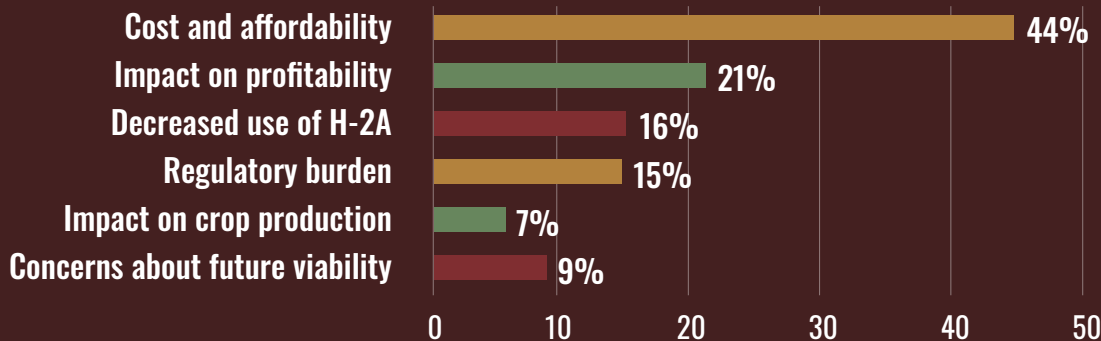
Growers using H-2A labor:



Are growers considering outsourcing the entire H-2A process?

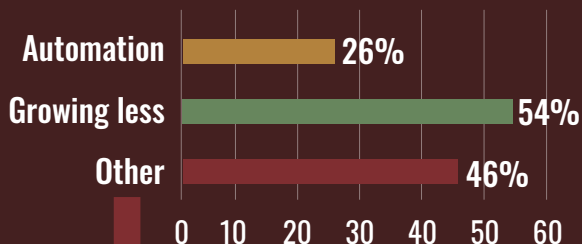


Concerns regarding H-2A:



* NOTE: These percentages provide an overview of the prevalent concerns and themes among the survey respondents regarding the effects of the legal process and new wage requirements on their use of the H-2A program.

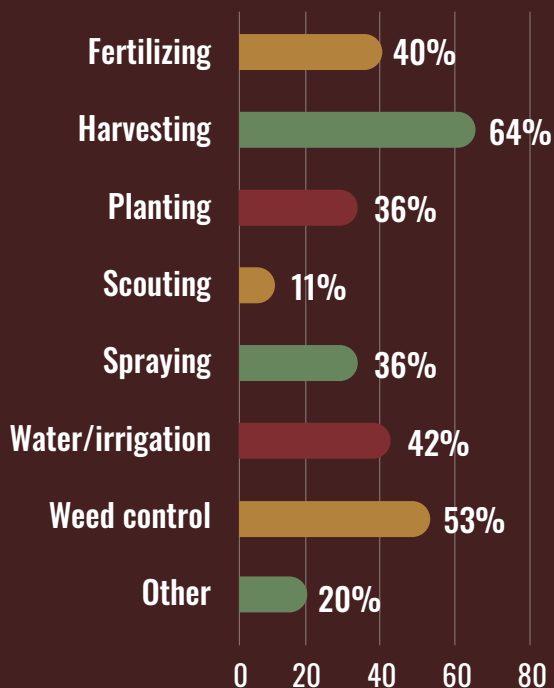
How growers plan to address labor shortages in 2024:



Other options:

- Exploring alternative labor sources (2.56%)
- Diversifying operations (2.56%)
- Exiting business (7.69%)
- Adjusting marketing strategies (5.13%)
- Uncertain future or closing down (3.85%)
- Extended working hours (3.85%)
- Exploring government programs (8.97%)
- Infrastructure Investment (2.56%)
- Cost considerations for H-2A program (1.28%)
- Adapting harvesting practices (1.28%)
- Labor optimization and efficiency (3.85%)

Types of automation growers are considering to combat labor shortages:



Percentages include responses that selected more than one option, as they were able to select all that applied. Other responses included pruning, grade line automation, processing lines and more.

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