



PROTECT
THE
PEOPLE

Haiti H-2A Program - Q&A Program Costs & Sustainability

Question & Answer

Q - What leads you to think that the employer who withdrew a job order request due to challenges with the Department of Labor will be approved this time around?

A - The reason that the employer's job order was denied by DoL was because the government had already approved a large job order for the company and was questioning the overall number of foreign workers needed. In 2016, this situation will be avoided by mainstreaming Haitian workers into the company's request for workers throughout the year.

Q - What happens if more employers decide that they do want to participate? How does that affect the budget?

A - If more employers request workers, we calculate that this will have a marginal cost of \$1,290 per worker. See spreadsheet of per worker processing costs in Haiti and Mexico. Each of these additional workers will have an approximate 332% return on Investment (ROI) This conservative calculation was done by taking the average wage earned in the US (\$11.42/hour) multiplying this by 40 hours by 4 weeks per 3 months yielding a total of \$5,481.6 in total wages. Subtract the cost of the additional worker and then divide the benefit over the cost. The ROI calculates as 332%. When employers request workers over the 150 total envisioned by the budget, PTP will seek the permission of Good Ventures to proceed.

You'll see from the attached spreadsheet that the cost of processing workers from Mexico and Haiti is comparable. The significant costs in the Haiti program are for establishing worker demand by reaching out to employers in the US, preparing worker supply in Haiti, and monitoring workers upon arrival. These aspects of the Haiti program are not part of the H-2A work done in Mexico, and will be phased out of the program over time.

Q - What's the long-term vision for sustainability here? What's the path to a self-financing or government-financed Haitian recruiting organization, akin to what we see in Mexico?

A – PTP is committed to building a sustainable model for recruiting workers in Haiti. Achieving sustainability will take at least three years, with the first year's pilot phase establishing a proof of concept completed. In the second year, PTP will focus on reducing program costs and building capacity for private sector recruitment in Haiti. By the third year, PTP will play a minor role with employers communicating their needs directly to a private recruiter in Haiti.

In the second year, PTP staff will continue to build the capacity of farming cooperatives, and will start training a private recruitment agency to take on key aspects of worker preparedness and processing. PTP will identify a coordinator within each farming cooperative who will receive information about job orders, pre-select workers, and help workers fill out applications for identity documents necessary to travel (birth certificates and passports).

A private recruitment agency can receive the job order, translate the documents, interview candidates to ensure they are a good fit for the position, and complete the visa processing. PTP will also work with the U.S. embassy in Port-au-Prince to build trust with the private recruiter.

One lesson from the first year is that the role of the Government of Haiti is not as essential as we had previously envisioned. The National Office for Migration (ONM) continued to experience turnover and did not play a role in the operational aspects of the program. The most important role of the government was to issue birth certificates and passports for the workers who were selected. In this regard, PTP was able to share the list of priority applicants with the Haiti Embassy in Washington DC, which sent an expedited request to their counterparts in Port-au-Prince.

It is important that more workers have their passports ready than the number of jobs, in the event that some people fail their interview, so that alternate candidates can be presented. This will contribute to building a reliable supply of workers. In Mexico, workers pay for the fees associated with applying for identity documents. In the future, Haitians could pay for these expenses.

By the third year of the program, U.S. employers and their agents will be able to directly communicate with the recruiter and farming cooperatives in Haiti. PTP will no longer have employer outreach or worker monitoring functions in the United States or direct control over the recruitment process in Haiti, further reducing administrative and personnel costs.

Employers will pay the recruiter for identifying, processing, and preparing workers to come to the U.S. PTP's role will be to refer employers to counterparts in Haiti, and to assist employers with any cultural or language needs as requested.