



Farm Labor Methodology and Quality Measures

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Agricultural (Farm) Labor Survey Methodology

Special Note

Beginning with the first and second survey quarters (January and April) of year 2025, all Agricultural (Farm) Labor Survey processes for the California region will be fully integrated into the USDA-NASS national survey program, due to the discontinuation of the California Employment Development Department labor program. All affected processes are discussed in the respective sections, below.

Scope and Purpose: The NASS Agricultural (Farm) Labor Survey provides the basis for employment and wage estimates for all workers directly hired by United States farms and ranches (excluding Alaska), for each of four quarterly reference weeks. Selected annual average estimates are summarized from the associated quarterly estimates.

The employment and wage estimates published support USDA and Department of Labor programs, and are used by additional federal, state, and local government agencies, educational institutions, farm organizations, and private sector employers of farm labor.

The NASS Agricultural Labor Survey is currently conducted semi-annually in April and October. Beginning with the current survey iteration, data collection for the California region is largely conducted according to the NASS semi-annual national program procedures, due to the year 2024 discontinuation of the California Employment Development Department (EDD) labor program.

During the April data collection, data for both January and April reference weeks are collected. During the October data collection, data for both July and October reference weeks are collected. The quarterly reference week is the Sunday to Saturday period which includes the 12th day of the month.

Estimates published include number of hired workers during each quarterly reference week, the average hours worked, and average wage rates by type of worker. Estimates are published for the United States, each of 15 multi-state labor regions, and the single-state regions of California, Florida, and Hawaii.

Survey Timeline: Data collection begins the week following the April or October reference week and extends approximately one week beyond the end of the month, for all surveyed states. The respective data collection periods for the current year 2024 revision quarters remained extended, following the existing California EDD procedures.

NASS Regional Field Offices (RFOs) have about five business days following the semi-annual data collection period, to complete editing and analysis, execute the summary, and evaluate the survey results at the state level for each member state. The Agricultural Statistics Board considers state-level evaluations, performs a review of regional and national estimates as generated, and prepares the official estimates for release in about eight to ten business days. Official Farm Labor estimates are published in May (for the January and April quarters) and November (for the July and October quarters, and annual average estimates).

Sampling: The target population for the Agricultural Labor Survey program is all farms and ranches with \$1,000 or more in agricultural sales (or potential sales), excluding Alaska farms. NASS uses a dual frame approach, consisting of list frame and area frame components, to provide complete coverage of this target population.

The list frame includes all known agricultural establishments. A profile, called control data, of each establishment is maintained on the list frame to allow NASS to define list frame sampling populations for specific surveys and to employ efficient sampling designs. The primary control datum for farm labor is the peak number of workers value, the most recently reported annual peak number of hired workers for each record. List frame records with positive peak number of worker control data are included in the list frame farm labor population. For the current survey iteration, the most recently established California list frame labor population defined by positive peak number of workers alone remained complete for purposes of the survey, as the list frame labor population continued to be maintained through existing California EDD procedures. For all other states, records without peak number of worker control data that have a calculated farm value of sales of at least \$10,000, many of which are expected to employ agricultural workers, are also part of the list frame farm labor population. In total, the list frame farm labor population includes approximately 1.1 million United States farms and ranches.

The area frame contains all land in the United States (except Alaska) and is therefore complete for the Agricultural Labor Survey program. For all states, land is stratified according to intensity of agriculture using satellite imagery. The land in each stratum is divided into segments of roughly one square mile. Segments are optimally allocated and sampled to effectively measure crops and livestock. The sampled segments are fully enumerated each June during the NASS June Area Survey, in all states except Hawaii. All farms and ranches found operating tracts in enumerated segments are checked to see if they are included in the list frame farm labor population. The farms and ranches that are not included in the list frame labor population, called nonoverlap tracts, are eligible for the farm labor nonoverlap sample.

The farm labor list frame sample is selected using a hierarchical stratified sampling design with strata defined by peak number of farm workers or calculated farm value of sales. The sample is a panel sample and is designed to achieve a United States level coefficient of variation of four percent of the point estimate for all hired workers and one percent of the ratio estimate for wage rates of all workers. The United States list frame sample size was temporarily increased to over 35,000 operations to accommodate a program expansion implemented for mid-years 2019 through 2021. Beginning with the July and October 2021 survey, an optimal list frame sample size of over 16,000 operations was derived both in accordance with a program contraction, and adjustment for declining survey participation rates.

The farm labor area frame nonoverlap sample is selected using a stratified sample design based on data collected during the annual NASS June Area Survey. An area frame nonoverlap sample is selected for each surveyed state except California and Hawaii. Currently, the California sample does not include a nonoverlap portion because the California EDD-provided list frame is assumed to remain complete. For Hawaii, the area frame is excluded from sampling because this frame is not updated on an annual basis. The total farm labor area frame nonoverlap sample, which includes the remaining surveyed states, consists of approximately 1,500 sampling units.

Each farm and ranch in this combined sample is assigned an initial sampling weight. For each farm or ranch sampled from the list frame, this weight is the inverse of the sampling fraction for the state level stratum to which the sampled farm or ranch is assigned. For example, if a stratum has 1,000 farms in the population and 200 are sampled for this survey, each sampled farm has a weight of five. In other words, each sampled farm represents five farms. The nonoverlap tracts sampled to measure the labor not accounted for by the list have a weight determined by adjusting their original area frame weight by any second stage sampling weight.

Data Collection: Data collection proceeds with utilization of NASS data collection instruments and follow-up procedures, in all surveyed states including California. California EDD-specific instruments and follow-up procedures were employed through the previous-year revision quarters.

For consistency across modes, the paper version is considered the master questionnaire and the Computer Assisted Telephone Interview (CATI) and web reporting instruments are built to model the paper instrument. Questionnaire content and format are evaluated annually through a specifications process where requests for changes are evaluated and approved or disapproved. Input may vary from question wording or formatting to a program change involving the deletion or modification of current questions or addition of new ones. If there are significant changes to either the content or format proposed, a NASS survey methodologist will pre-test the changes for usability. Prior to the start of data collection,

all instruments are reviewed including the CATI and web instruments, and the web-supported Computer Assisted Personal Interview (CAPI) instrument.

All federal data collections require approval by the Office of Management and Budget (OMB). NASS must document the public need for the data, show the design applies sound statistical practice, ensure the data do not already exist elsewhere, and ensure that the public is not excessively burdened. The Agricultural Labor Survey questionnaire must display an active OMB number that gives NASS the authority to conduct the survey, a statement of the purpose of the survey and the use of the data being collected, a response burden statement that gives an estimate of the time required to complete the form, a confidentiality statement that the respondent's information will only be used for statistical purposes in combination with other producers, and a statement saying that response to the survey is voluntary and not required by law.

In addition to asking the specific farm labor items, all instruments collect information to verify the sampled unit, determine any changes in the name or address, identify any partners to detect possible duplication, verify the farm still qualifies for the target population, and identify any additional operations operated by the sampled operator.

During each semi-annual data collection period, sampled farms and ranches receive a pre-survey letter explaining the survey and that they will be contacted for survey purposes only. The letter provides a paper copy of the questionnaire to allow respondents to respond by mail or to prepare in advance for a follow-up interview and also provides a pass code they can use to complete the survey on the internet. All questionnaires completed on paper are returned to the NASS National Operations Center where they are visually reviewed, and key entered. Typically, all modes of data collection are utilized for the Agricultural Labor Survey. While mail is a low-cost mode of collection, the short data collection period, combined with the postal delivery window, limit its effectiveness. In most years, the majority of the data are collected by telephone follow-up interviews from NASS Data Collection Centers, using CATI. Personal interviews, conducted via CAPI, are also selectively available for large operations or those with special handling arrangements. Data collection is coordinated for farms sampled for multiple on-going NASS surveys.

Data Collection for California (Year 2024 Revision Quarters)

The California EDD continued to support data collection for the NASS Agricultural Labor Survey through year 2024, administering data collection for the year 2024 revision quarters as part of the California EDD monthly program. All sampling units from the NASS California labor sample received an EDD labor questionnaire which included the NASS Agricultural Labor Survey questions as well as additional content. Telephone follow-up was conducted by the associated NASS Data Collection Center, and limited in-person interviews were conducted through the NASS Pacific RFO.

Collection of California labor data began shortly after each respective quarterly reference week. Complete datasets were received at NASS by the following month. Because the EDD data collection period typically extended two to three weeks beyond the concurrent NASS April and October data collection periods, the final California datasets for the April 2024 and October 2024 reference weeks in particular, were not fully processed until the following NASS semi-annual survey period.

Throughout the EDD data collection period, electronic files containing labor data were regularly transmitted securely to the NASS Pacific RFO in California, including that collected in the NASS Data Collection Center. These files were made available to the NASS editing and analysis instruments, so that all subsequent data handling proceeded according to the NASS data analysis and estimation program.

Survey Edit: As survey data are collected and captured, data are edited for consistency and reasonableness using automated systems. Reported data are edited as a batch of data when first captured. The edit logic ensures the coding of administrative data (i.e. sampled unit and other survey-level control data) follows the methodological rules associated with the survey design. Relationships between data items (i.e. responses to individual questions) on the current survey are verified. Some data items in the current survey are compared to data items from earlier surveys to ensure certain relationships are logical. The edit assigns a status to each record, indicating whether or not the record passes or fails the edit requirements for consistency and reasonableness. Records that fail edit requirements must be updated or must be certified by an analyst to be exempt from the failed edit requirement. All records must pass edit requirements, or be certified exempt, before further analysis and summary.

Analysis Tools: Edited Agricultural Labor Survey data are processed and analyzed with a standard interactive data analysis tool which displays data for all reports by item. The tool provides scatter plots, tables, charts, and special tabulations that allow the analyst to compare record level data with both previously reported data for the same record and reported data from similar records. Atypical responses, unusual data relationships, and statistical outliers for all labor items are revealed by the analysis tool. RFO and NASS Headquarters (HQ) staff review such relationships to determine if they are correct. Data found to be in error are corrected, while accepted data are retained.

Nonsampling Error: Nonsampling error is present in any survey process. This error includes reporting, recording, and editing errors, as well as nonresponse error. Steps are taken to minimize the impact of these errors, such as questionnaire testing, comprehensive interviewer training, validation and verification of processing systems, application of detailed computer edits, and evaluation of the data via the analysis tool. The respondent pool is monitored and reviewed during and after data collection, and data collection strategies modified where necessary, to continually minimize nonresponse error.

Nonresponse Adjustment: Response to the Agricultural Labor Survey is voluntary. Some producers refuse to participate in the survey, others cannot be located during the data collection period, and some submit incomplete reports. These nonrespondents must be accounted for if accurate estimates of farm labor are to be made. Sample nonrespondents are accounted for by adjusting the weights of the respondents; specifically, the initial sampling weight is revised to account for actual response by stratum. To continue the previous example, if a list frame stratum has 1,000 farms in the population and 200 are sampled for this survey, the initial sampling weight is five. After 180 of the original 200 respond, the weights of the 180 will be “adjusted” to 1,000 divided by 180, or 5.56. Each response accounts for 5.56 farms, a slight increase from the initial five farms. This global weight adjustment occurs by each assigned stratum per state, including both the bounded strata as well as the unbounded stratum, as all strata represent homogeneous groupings of similar sized farms.

Calibration: After nonresponse-adjusted weights are generated through initial summarization, calibration adjustments are performed if approved by the Agricultural Statistics Board representatives for the Farm Labor program, a panel of senior statisticians and program specialists. Calibration is a weighting technique used to adjust the sampling weights on complete survey reports so that the summarized values of a set of benchmark variables more closely approximate a derived set of values for the population. The initial inputs to the calibration algorithm are the nonresponse-adjusted sampling weights. The calibration algorithm, in targeting a derived set of values, is used to mitigate both the effects of highly influential outliers, and the effects of survey nonresponse and disproportionate response across farm type and economic sales class. The results of any necessary calibration are input to the final summary indications and model-based estimates production.

Estimators: The Agricultural Labor Survey uses “reweighted” estimators to compute direct measures of hired farm workers. Reweighted estimators are essentially the product of non-response and calibration-based reweighting processes.

Each such point estimate, called a direct expansion, is calculated by multiplying each reported value by the final calibrated weight and first summing to stratum totals. A variance estimate is also computed at the stratum level. The nonoverlap tracts are treated as an additional stratum. Totals and variances are additive across strata.

Ratio estimates are also computed for many items. For example, wage rates are calculated as the ratio of total wages to total hours worked. Ratio estimators use the reweighted estimator described above for the numerator and denominator direct expansions. Both the numerator and denominator must be usable in order for a given record to be used in the ratio estimator.

Model-Based Estimators

Starting in year 2020, model-based estimates of hired workers, average hours worked, average wage rates, and the associated sub-items are produced to support NASS estimation processes. Statistical models are mathematical equations that relate quantities of interest (in this case, number of workers, hours, and wage rates) to a set of important input factors. The models used by NASS relate the direct expansions obtained from the current Agricultural Labor Survey to previous year, same quarter official estimates. This modeling approach improves the precision of the resulting estimates. In particular, estimates in publication cells derived from few reports become more precise than estimates derived from survey alone.

Outliers: Both RFO and HQ statisticians conduct a review of worker and wage outliers, identified through the interactive data analysis tool, to ensure the most accurate data and indications possible. The RFO statisticians review outliers for states within their regions and the HQ statistician examines outliers across all states. Many outliers trace back to unique situations that do not exist in the target population as much as the survey weight would indicate. In some cases, aging control data result in misstratification, and this misstratification can also give rise to outliers. The survey weight assigned to each outlier is subject to an additional adjustment during the calibration process where appropriate, before final summary indications and model-based estimates are produced.

Estimation: The number of hired workers, average hours worked, average wage rate data, and all associated sub-items for each surveyed reference week are summarized from the dataset. Because identical data collection instruments are used for all states, as well as identical editing and analysis processes, state data can be summarized to regional and national survey point estimates. Similarly, these data are used to support state, regional, and national model-based estimates. For estimation purposes, survey point estimates are adopted as survey indications for all data items. The summary results provide multiple direct and ratio indications for each data series being estimated. The results also provide information used to assess the performance of the current survey and evaluate the quality of the survey indications. Currently, RFOs evaluate state level survey indications and submit state-specific comments for all member states to HQ. HQ executes the regional and United States level summaries, which utilize the same estimators and produce the same indications as the state level summaries. The associated model-based estimates are subsequently generated, using the summarized survey indications as input.

The estimation process is facilitated at all levels with a second interactive analysis tool, which selectively displays current and historic summary indications, model-based estimates, measures of indication and estimate quality, state level comments, and final estimates for all published data items. The instrument generates tables and charts of this database content, allowing statisticians to assess trends, evaluate current and historic relationships between summary indications, model-based estimates, and final estimates, and current and historic state level comments on local conditions and data assessment. Statisticians view and analyze all necessary database content through the instrument, to finalize the estimates. RFO statisticians review only data and analyses associated with their member states; HQ statisticians subsequently review all state, regional, and national data and analyses. All steps necessary to the coordination and confirmation of final estimates are accomplished through this data tool. Additionally, the annual average estimates are calculated using this data tool after all final quarterly estimates are established.

For the final step in the estimation process, the assembled Agricultural Statistics Board (ASB) representatives for the Farm Labor program review the final United States level, regional, and state level summary indications and model-based estimates and establish all final, official estimates for each surveyed reference week. As part of the semi-annual process, the ASB also considers revised California data, and issues revisions of previously published California and United States level estimates where appropriate. After all final quarterly estimates are established, the ASB verifies the annual average estimates for the annual publication, which are summarized weighted averages of the final United States and regional level estimates for each of the four quarters.

Quality Metrics for the Agricultural (Farm) Labor Survey

Purpose and Definitions: Under the guidance of the Statistical Policy Office of the Office of Management and Budget (OMB), the United States Department of Agriculture's National Agricultural Statistics Service (NASS) provides data users with quality metrics for its published data series. The metrics tables in this document describe the performance data for the survey contributing to the publication. The accuracy of data products may be evaluated through sampling and nonsampling error. The measurement of error due to sampling in the current period is evaluated by the coefficient of variation for each estimated item. The multi-component nonsampling error can be difficult to quantify and measure, but response rates may offer a partial assessment.

Sample size is the number of observations selected from the population to represent a characteristic of the population. Operations that did not have the item of interest or were out of business at the time of data collection have been excluded.

Response rate is the proportion of the sample that completed the survey. This calculation follows Guideline 3.2.2 of the Office of Management and Budget Standards and Guidelines for Statistical Surveys (Sept. 2006) and the American Association for Public Opinion Research (AAPOR) (2015). NASS surveys use the AAPOR Response Rate 2 (RR2) formula. In-scope records for the Agricultural Labor Survey include operations that did not have workers because labor in the reference week is transitory for smaller operations. Quarterly regional and United States level response rates are updated in the succeeding survey cycle, only if late-received reports support revised quarterly estimates.

Coefficient of variation provides a measure of the size for the standard error relative to the point estimate and is used to measure the precision of the results of an estimator.

Coefficient of Variation for Modeled Estimate of Gross Wage Rate by Type of Worker – United States

Reference week	Field workers	Livestock workers	Field and livestock combined
	(percent)	(percent)	(percent)
April 7-13, 2024	0.7	0.9	0.6
April 6-12, 2025	0.8	1.2	0.7
January 7-13, 2024	0.8	0.9	0.6
January 12-18, 2025	0.9	1.1	0.7

Farm Labor Sample Size and Response Rate – Regions and United States: April 7-13, 2024 and April 6-12, 2025

Regions	Sample size		Response rate	
	2024	2025	2024	2025
	(number)	(number)	(percent)	(percent)
Northeast I	882	877	45.4	54.0
Northeast II	897	943	44.8	47.3
Appalachian I	660	661	48.3	45.5
Appalachian II	889	871	58.3	53.8
Southeast	747	763	41.6	51.5
Florida	728	820	41.1	35.0
Lake	951	995	47.4	45.4
Cornbelt I	1,211	1,250	34.6	43.6
Cornbelt II	1,443	1,512	42.6	47.9
Delta	1,049	1,114	54.1	52.6
Northern Plains	1,321	1,286	41.8	36.7
Southern Plains	1,317	1,351	44.1	53.7
Mountain I	639	662	45.4	39.9
Mountain II	409	431	47.9	53.6
Mountain III	370	377	41.6	42.4
Pacific	719	699	32.3	34.3
California	907	908	44.0	29.6
Hawaii	547	578	46.4	45.5
United States	15,686	16,098	44.4	45.4

Farm Labor Sample Size and Response Rate – Region and United States: January 7-13, 2024 and January 12-18, 2025

Regions	Sample size		Response rate	
	2024 (number)	2025 (number)	2024 (percent)	2025 (percent)
Northeast I	882	877	45.2	54.3
Northeast II	897	943	45.3	47.2
Appalachian I	660	661	48.3	45.5
Appalachian II	889	871	58.0	53.8
Southeast	747	763	41.8	51.5
Florida	728	820	40.8	35.4
Lake	951	995	47.4	45.1
Cornbelt I	1,211	1,250	34.9	44.2
Cornbelt II	1,443	1,512	42.4	48.1
Delta	1,049	1,114	54.2	52.8
Northern Plains	1,321	1,286	41.5	36.9
Southern Plains	1,317	1,351	43.8	53.2
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Mountain II	409	431	47.7	54.3
Mountain III	370	377	41.6	43.0
Pacific	719	699	32.8	34.5
California	907	908	55.1	29.2
Hawaii	547	578	45.7	45.3
United States	15,686	16,098	45.0	45.4

Coefficient of Variation for Modeled Estimate of All Hired Workers and Gross Wage Rate – Region and United States: April 7-13, 2024 and April 6-12, 2025

Regions	All hired workers		Gross wage rate	
	2024	2025	2024	2025
	(percent)	(percent)	(percent)	(percent)
Northeast I	6.1	5.5	1.7	1.4
Northeast II	8.7	8.1	1.6	2.1
Appalachian I	8.2	9.5	2.7	1.7
Appalachian II	10.0	10.2	2.3	2.4
Southeast	9.5	10.4	3.2	1.8
Florida	12.1	12.1	1.9	1.9
Lake	7.5	7.2	1.7	1.8
Cornbelt I	8.0	8.5	2.5	1.9
Cornbelt II	9.2	7.9	2.2	2.2
Delta	8.4	7.6	1.4	1.3
Northern Plains	7.8	9.6	1.9	2.0
Southern Plains	10.7	8.6	1.8	2.8
Mountain I	8.7	9.5	2.0	2.6
Mountain II	10.3	9.8	2.4	2.8
Mountain III	10.5	9.9	2.2	2.5
Pacific	10.0	9.6	2.2	1.3
California	4.6	6.9	0.9	1.8
Hawaii	10.2	9.0	2.4	3.0
United States	2.7	3.0	0.5	0.7

Coefficient of Variation for Modeled Estimate of Hired Workers and Gross Wage Rate by Standard Occupational Classification (SOC) System – United States: April 7-13, 2024 and April 6-12, 2025

Title	SOC code	All hired workers		Gross wage rate	
		2024	2025	2024	2025
		(percent)	(percent)	(percent)	(percent)
Graders and sorters, agricultural products	(45-2041)	16.7	14.9	3.5	2.5
Agricultural equipment operators	(45-2091)	5.1	5.8	1.1	1.3
Farmworkers, crop, nursery, and greenhouse	(45-2092)	4.2	5.2	0.9	1.0
Farmworkers, farm, ranch, and aquacultural animals	(45-2093)	5.8	5.8	1.1	1.5
Agricultural workers, all other	(45-2099)	15.5	5.6	2.7	1.9
Packers and packagers, hand	(53-7064)	15.8	22.5	1.4	5.0
Farmers, ranchers, and other agricultural managers	(11-9013)	6.4	9.6	2.0	2.4
First-line supervisors of farming, fishing workers	(45-1011)	6.3	8.9	1.8	2.9

Coefficient of Variation for Modeled Estimate of All Hired Workers and Gross Wage Rate – Region and United States: January 7-13, 2024 and January 12-18, 2025

Regions	All hired workers		Gross wage rate	
	2024	2025	2024	2025
	(percent)	(percent)	(percent)	(percent)
Northeast I	6.6	7.1	1.3	1.7
Northeast II	11.1	9.1	1.8	3.0
Appalachian I	10.5	10.1	3.1	2.5
Appalachian II	10.9	11.0	2.7	1.9
Southeast	11.8	9.2	3.3	2.3
Florida	13.1	13.2	1.9	1.6
Lake	8.0	7.8	2.0	2.3
Cornbelt I	9.7	9.3	2.4	1.7
Cornbelt II	11.0	8.8	2.2	2.5
Delta	8.7	9.7	1.4	2.2
Northern Plains	8.6	9.5	2.0	2.1
Southern Plains	10.8	7.6	2.2	3.1
Mountain I	10.4	10.8	2.7	3.0
Mountain II	11.1	9.9	2.9	2.1
Mountain III	10.6	10.1	2.4	2.7
Pacific	11.1	10.8	1.9	1.5
California	4.3	8.4	1.3	1.9
Hawaii	10.0	9.4	2.8	3.0
United States	2.9	3.7	0.6	0.7

Coefficient of Variation for Modeled Estimate of Hired Workers and Gross Wage Rate by Standard Occupational Classification (SOC) System – United States: January 7-13, 2024 and January 12-18, 2025

Title	SOC code	All hired workers		Gross wage rate	
		2024	2025	2024	2025
		(percent)	(percent)	(percent)	(percent)
Graders and sorters, agricultural products	(45-2041)	17.7	16.6	3.6	3.7
Agricultural equipment operators	(45-2091)	5.7	6.9	1.2	1.5
Farmworkers, crop, nursery, and greenhouse	(45-2092)	4.8	6.9	0.9	1.1
Farmworkers, farm, ranch, and aquacultural animals	(45-2093)	5.4	5.8	1.1	1.4
Agricultural workers, all other	(45-2099)	12.7	11.6	2.5	2.4
Packers and packagers, hand	(53-7064)	18.7	18.9	2.3	4.8
Farmers, ranchers, and other agricultural managers	(11-9013)	6.5	10.2	2.2	2.9
First-line supervisors of farming, fishing workers	(45-1011)	8.5	9.0	2.1	2.8

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For more information on NASS surveys and reports, call the NASS Agricultural Statistics Hotline at (800) 727-9540, 7:30 a.m. to 4:00 p.m. ET, or e-mail: nass@usda.gov.

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