

Goal: The objective of the College Farm Apprenticeship is to prepare recent graduates for leadership positions. We aim to provide apprentices with the skills, experience, and knowledge needed to advance toward management roles whether on a production farm or within sustainable food systems initiatives. The experience is also applicable should apprentices choose to return to academic studies or seek other employment related to food, sustainability, and education.

Work Environment & Program Structure: The majority of farm apprenticeship training is hands-on, supplemented by educational sessions, field trips, and optional readings. During the summer months, apprentices will be part of a team made up of student employees, full-time farm staff, and fellow apprentices. Apprentices will be asked to take the lead on work assignments, as well as work as a team member. When classes resume in the fall, apprentices will take much more of a leadership role on the farm, leading students and volunteers on tasks and work projects.

This goal of this program is to equip apprentices with the knowledge and skills to do their work well. At times this will require the farm managers to provide constructive feedback. We value open communication and request that applicants be receptive to the idea of receiving feedback in an effort to improve upon their work and overall experience.

Apprentices are required to attend weekly planning meetings before the workday begins. These meetings help inform the goals of the week plus allow for time to discuss needs or concerns.

Additional study through reading and research on your own time is encouraged but not required. The farm has an extensive library of useful farming books on many topics that will be available upon request.

Work Responsibilities: Each apprentice will be assigned an area(s) of responsibility at the farm in addition to the day to day workload. These responsibilities are designed to give each apprentice “ownership” of a particular aspect of the farm operation. Some of the responsibilities require daily attention while others need only weekly oversight though continual attention to detail remains essential. Examples of focused areas of responsibility for apprentices include livestock management, irrigation, crew leaders/harvest leader, farmers’ market manager, and compost oversight.

Work Requirements: The basic “work and learn” day is from 7:30 am to 4:30 pm, Monday thru Friday, with one hour for lunch (times may adjust seasonally or to accommodate weather). Each Monday afternoon in the summer, apprentices join student employees for a farm meeting and educational program. On occasion, apprentices may be asked to lead an educational program.

Apprentices can expect to be exposed to ongoing experimental and investigative projects at the farm, including insect scouting, toad research, and innovative farm systems management. This, in addition to educational outreach events and public tours.

Expectations: An underlying goal of the Apprenticeship Program is to allow for opportunities that build skillsets and confidence through hands-on learning. We will do our best to facilitate chances for learning both on and off the College Farm. The Apprenticeship Program is also a chance to live and work on a farm - witnessing the seasonal transitions and other discoveries of place-based living that can only be experienced through on-site residency. By living on the farm, this program aims to cultivate a sense of community among the farm residents.

Compensation Package: In addition to earning an hourly pay wage, apprentices are provided housing in one of the farm's yurts which are off the grid and fully furnished. Apprentices will share a kitchen, common room, and bathroom facility. Food raised on the farm is up for grabs to our apprentices, including discounted access to retail items such as meat and eggs from the farm.

Available Positions & Time Frame: Apprentice positions begin after graduation and end in late November. Once the season is up and running, each apprentice is allowed one week of unpaid vacation to be scheduled over the summer, as well as the occasional long weekend when personal needs arise and the farm schedule permits.