



## **Pie Ranch Emerging Farmers Apprenticeship**

Pie Ranch is a working farm, an educational center, and an organization advocating for social change. Our mission is to cultivate a healthy and just food system from seed to table through food education, farmer training and regional partnerships.

Our Emerging Farmers Program is comprised of 9-month-long apprenticeships and shorter-term internships. The 9-month-long Apprenticeship Program is available for people **who have worked for least one season on a farm**. We are seeking enthusiastic, hard-working, self-motivated individuals interested in becoming organic farmers committed to social justice.

### **About Our Farm:**

We are a certified organic and food justice certified educational farm with two production sites. **Home Pie** is comprised of 27 acres and is home to our educational programs serving over 6000 people a year, our Roadside Farmstand with over 50,000 customers per year, and is home base for our apprentices and interns. On this site, we have 10 acres under production including annual row crops, perennial fruit trees and caneberries, pastured chickens and pigs, and browsing ground for goats. Our 2018 farm production goals include growing food for our Roadside Farmstand open 7-days a week; for a 24-week, 75-member Community Supported Agriculture program; and selling to local markets and restaurants. Our Apprenticeship program is focused on honing and developing the hard skills to become successful beginning farmers. **Apprentices will be farming on this site.**

Our 85-acre production focused site at **Año Nuevo** is where we grow larger quantities of produce for direct relationships with large organizations, institutions, hospitals, and schools (CSA 2.0 & FarmKit). Pie Ranch at Año Nuevo is also certified organic, food justice certified and in addition, we are looking at how our integrated crop and livestock production could potentially affect climate change through carbon sequestration. While apprentices won't participate in the operations of this production site, they will have opportunities to engage and visit.

### **Employment Dates/Job Responsibilities:**

The 2018 nine-month apprenticeship will run from the week of March 19th through the week of December 12th. We seek people who are able to dedicate the entire 9

months to this effort and in return there is the opportunity to experience from cover crop to cover crop, the full cycle of a farm.

The core production at Home Pie is held entirely by the four member apprentice cohort, led by a second year apprentice and two farm managers. Summer Interns and HomeSlice Youth Interns, will work alongside the farm team during the peak of our harvest season. Apprentices also lead farm visitors and learners of all ages in farm projects during scheduled field-trips, programs, events and third Saturday community workdays.

Apprentices are engaged in all aspects of the ranch. Work includes sowing, planting, weeding, irrigating, tractor cultivation, harvesting a variety of crops; animal husbandry (raising and processing chickens, goats and pigs); directing farm activities alongside with people of all ages; direct marketing through our farm stand, Community Supported Agriculture program and sales to local restaurants & bakeries.

### **Days and Hours:**

Apprentices can expect to work an average of 45hrs/week (hours depend on season) Tuesday through Saturday, and rotating Sunday coverage amongst the cohort. Workday begins promptly at 7am and ends at 5pm. There are two, one-hour long food breaks incorporated into the workday (breakfast and lunch) with the exception of CSA harvest days. On this day, apprentices have a one hour lunch break and prepare their own breakfast prior to the 7am start time.

### **Skills & Qualifications:**

- At least 1 full season on a farm or large-scale market garden
- Passion and love for farming and teaching
- Able to lift and carry 50 lbs
- Able to work independently on physically demanding, sometimes mundane, and repetitive tasks outside in adverse weather conditions (hot, cold, rain) for 4-hour blocks of time. Please note that part of our production happens on a slope and you will be walking uphill and downhill everyday.
- Patience, flexibility, strong communication, and interpersonal skills
- Emotional maturity, takes responsibility for personal well being and quality of relationships with others

The apprenticeship is a combination of on-the-job training and related instruction in which apprentices learn the practical and theoretical aspects of farming. The apprenticeship is mainly focused on learning by doing and apprentices can expect to be oriented to tasks and then complete those tasks independently. Our weekly field walks/meetings are opportunities to expand your knowledge around food justice and sustainable food production. Monthly classes, occasional field trips, and

our all-staff solidarity meetings (1-hour long, once a month, for the duration of the apprenticeship) are considered learning opportunities.

**Stipend:**

Farmers receive a monthly stipend of \$750 (prior to taxes) plus \$100 as health benefits and are paid on a biweekly schedule. Apprentices live in a furnished private room or yurt, includes an electric heater (if you choose a bedroom in our rustic farm house) or wood for the woodstove in the yurt, laundry, wifi, parking, and access to shared bathroom and kitchen (valued at \$600). We value our monthly classes, time spent on weekly field walks (3x/month), and occasional field trips at \$100/week and all you can eat from the farm at \$46/week. We also consider the opportunity to live, learn, and work on a beautiful farm engaged in meaningful work as a form of compensation. Apprentices receive 10 days of vacation and 5 sick days per year (prorated to the length of the apprenticeship) and the equivalent of traditional holidays are honored. Worker's compensation, unemployment insurance, and short-term disability insurance are provided by Pie Ranch, as required by law.