



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:

Pie Ranch is comprised of 27 acres. We are both certified organic and food justice certified. Our educational programs serve 6000+ people and our Roadside Farmstand receives over 50,000 customers each year. We see these visits as opportunities to engage the larger community in conversations about the food system. We have 10 acres under production including: annual row crops; perennial fruit trees and caneberries; pastured chickens (layers and broilers); pigs, and browsing ground for goats.

Our 2019 farm production goals include: a 24-week, 75-member Community Supported Agriculture program; growing food for our Roadside Farmstand (open 7-days a week) and onsite programs; wholesale accounts and restaurants. Our animal production will include: milking our female goats and raising bucks for meat; raising and onsite processing two rounds of meat birds (150-175 total) and three-five pastured pigs. Our Apprenticeship Program is focused on honing and developing the hard skills to become successful beginning farmers.

Employment Dates/Job Responsibilities:

The 2019 nine-month Apprenticeship will run from the week of March 18th through the week of December 14th. We seek people who are able to dedicate the entire 9 months to this effort and in return will have the opportunity to experience the full cycle of the farm.

The core production at Home Pie is held entirely by the four member Apprentice cohort led by two Second Year Apprentices and two Farm Managers. Summer Interns and HomeSlice Youth Interns will work alongside the farm team during the peak of our harvest season. Apprentices lead and facilitate farm visitors and learners of all

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ages in farm projects during scheduled field-trips, programs, events and third Saturday community workdays.

Pie Ranch staff support the Emerging Farmers program through: grounds and facilities maintenance; classes and trainings; youth and public program integration on the farm; grant writing; donor cultivation; the annual farm feast fundraiser; administrative support; partnership building, and many other ways!

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

Please note that you will live and work on the farm---- sharing a work and home environment with your peers and with farm programs at large. We ask that prior to filling the application you reflect on how you would navigate and share this space with people from all walks of life. Apprentices are responsible for facilitating their own domestic/community meetings after-hours to ensure a safe living environment for all. Pie Ranch encourages apprentice autonomy in managing their personal living spaces however if spaces are not maintained or conflict arises, Pie Ranch staff will engage the group to find solutions.

Days and Hours:

Apprentices can expect to work an average of 45 hrs/week (hours depend on season) Tuesday through Saturday, and rotating Sunday coverage amongst the cohort. Workday begins promptly at 7am and runs through 5pm (depending on season). 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.

Compensation:

- Apprentices receive a monthly stipend of \$750 (prior to taxes) plus \$100 as health benefits and are paid on a semi-monthly 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; 5 sick days per year (prorated to the length of the apprenticeship), and the equivalent of traditional holidays. Worker's compensation, unemployment insurance, and short-term disability insurance are provided by Pie Ranch, as required by law.