

# GrowingGrowers

## Apprenticeship Application 2020

*\*\*Keep a copy of this application and share it with potential host farms.\*\**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Telephone(s): \_\_\_\_\_

Email: \_\_\_\_\_

1. What areas of farming interest you? Check all that apply.

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> Vegetables  | <input type="checkbox"/> Poultry   |
| <input type="checkbox"/> Tree Fruit  | <input type="checkbox"/> Other livestock: _____                                    |
| <input type="checkbox"/> Small Fruit | <input type="checkbox"/> Value-Added (cheeses, canned goods, etc. Please specify.) |
| <input type="checkbox"/> Herbs       | _____  |
| <input type="checkbox"/> Dairy       | <input type="checkbox"/> Other (Please specify.) _____                             |
| <input type="checkbox"/> Eggs        |  |
| <input type="checkbox"/> Beef        |  |

2. Are you interested in:

- |  |  |
|--|--|
| <input type="checkbox"/> Organic production practices only | <input type="checkbox"/> Sustainable (using chemical treatments in limited ways) |
|--|--|

3. Are you willing to live on a farm for the duration of your apprenticeship if housing is provided?  Yes  No

4. How far are you willing to commute? Have you have you figured out if the time and cost of commuting will be affordable for you?

5. Are you interested in:

- |  |   |
|--|---|
| <input type="checkbox"/> A Paid Apprenticeship | <input type="checkbox"/> A Volunteer Apprenticeship |
|--|---|

6. Please briefly describe your experience with farming or gardening or other relevant experiences. (Classes, volunteer work, paid employment, etc.) Continue on back.

7. How does an Apprenticeship fit into your farming goals? Continue on back if needed.

8. Do you have any specific expectations, interests or requirements of your apprenticeship experience? (Topics to learn about, schedule limitations, exposure to retail sales, amount of physical labor, pet-friendly environment, etc.) It is important to discuss these with potential host farms.

9. Is there a particular local farm that you are interested in and have you talked with the farmer?

10. Please list three references, with contact information.



### PROCESS FOR SELECTING GROWING GROWERS APPRENTICES

Upon receipt of the written application for an Apprenticeship, Training Program staff will talk with you by phone or via email. If you have already identified a potential Host Farm, we will contact them to confirm your volunteer/employment agreement with them. If you haven't identified a Farm you would like to work at, we will direct you to possible Host Farms.

#### **You are responsible for contacting farms and coming to an employment/volunteer agreement.**

*You should contact potential host farmers as soon as possible.* Once you have come to an employment/volunteer agreement, let us know. We will then take the pairing of the Apprentice and the Host Farm to the Advisory Board for review and final approval. Final approvals will be made in early March. During the hiring/selection process, we strongly suggest that host farmers and apprentices develop and write down a basic set of expectations for the apprenticeship including start and end dates, schedule, rate of pay or other compensation, core responsibilities, and other important details of work at the farm. These expectations are not "set in stone", but provide an important reference point for both farmers and apprentices.

### RESPONSIBILITIES

The Host Farm is entirely responsible for wages and any employment benefits such as housing to be paid to the Apprentice.

**The Apprentice is responsible for working the agreed-upon hours in a responsible and professional manner.** The Apprentice is responsible for working the agreed-upon hours in a responsible and professional manner. Apprentice's work start-date, end-date, schedule and activities are to be determined by the farm supervisor.

**Apprentices are responsible for attending at least 80% of the Training Program workshops offered.** Additionally, Apprentices are responsible for participating in 8-12 hours of one-on-one training offered by the farmer. Training hours are unpaid. Failure to participate in educational activities will result in termination of the Apprenticeship.

**Apprentices agree to pay \$500 tuition. This money is not refundable.** The apprenticeship will not begin until these funds are received by Growing Growers staff or until a payment plan is agreed to. Books will be distributed throughout the season at relevant workshops; if the apprenticeship is not completed, the apprentice will not receive any of the books or materials that have not yet been distributed. A few scholarships are available in case of financial need.

### CONFLICTS BETWEEN APPRENTICES AND FARMERS

Farm work is hard, stressful work and it isn't unusual for issues to arise between the farm supervisor and an employee or volunteer. Conflicts initially need to be addressed by the Host Farm and the Apprentice, but if they are not successful, the Training Program will do its best to help resolve the situation to everyone's satisfaction. If the issues can't be resolved, the Apprentice can leave the farm's employ, but can continue to take workshops for free. We will try to place them on another farm, but cannot make any guarantees. We will also try to find a new Apprentice for the farm but again, cannot make any guarantees.

### GENERAL UNDERSTANDING AND AGREEMENT

I understand the general expectations and responsibilities outlined above and agree to them. I understand that applying to the Training Program does not guarantee acceptance.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

*Please keep a copy of your application so you can provide a copy to potential host farms. Send the original, along with a \$25 application fee made payable to Growing Growers, to:*  
**Growing Growers Training Program, 35230 W. 135<sup>th</sup> Street, Olathe, KS 66061**