



Center for Regional Food and Farming

## Hudson Valley Apprenticeship 2024 Apprentice Posting

*Glynwood's mission is to ensure the Hudson Valley is a region defined by food, where farming thrives. We work to advance regenerative agriculture that benefits the natural environment, energizes local economies, enhances human health and strengthens rural communities.*

### Overview

The Hudson Valley Apprenticeship, launched in 2022, is a decentralized apprenticeship program that provides education, training and mentoring to a cohort of aspiring farmers across the Mid-Hudson Valley. The program's focused curriculum emphasizes practical skill-building for aspiring professional farmers, and builds on Glynwood's fifteen-plus years of experience training apprentices on our farm property in Cold Spring, NY.

### Program Description

The Hudson Valley Apprenticeship (HVA) is a decentralized apprenticeship program. While recruitment happens through both mentor farms and Glynwood through this posting, apprentices are interviewed and hired directly by mentor farmers.

The HVA is a vocational training program, with the majority of an apprentice's hours being spent learning by doing a variety of fieldwork. While specific systems will vary by farm, each mentor will cover a set of **core topics**, including:

- Greenhouse management & propagation
- Field & bed preparation
- Planting & crop management
- Irrigation
- Weed management
- Harvesting & post-harvest handling
- Marketing & distribution

To supplement apprentice's in-field education, all apprentices also participate in 60 hours of **classroom education** on topics such as:

- Antiracism training
- Business planning and financial management
- Cover cropping
- OSHA General Industry course

- Pest and disease management
- Small engines operation and maintenance
- Soil science and testing
- Team communications
- Tractor safety and operation

All apprenticeships are seasonal paid positions, either full-time or part-time depending on the mentor farm. Apprentices are compensated for all field-work and classroom hours.

Apprentices receive further support through guided skills assessments and check-ins. To reach their learning goals, apprentices assess their own skills and learning goals at the start of the program. Scheduled check-ins with farm mentors and Glynwood staff create space for apprentices to reflect on their learning journey, and opportunities for mentors and program staff to make any relevant contributions or adjustments.

Through this diverse set of hands-on and classroom-based learning opportunities, goal setting and mentorship, apprentices gain competency in the practical agricultural skills. These skills are the necessary building blocks that will enable apprentices to progress in their agricultural careers, either as crew leaders, managers or successful farm entrepreneurs.

### **Mentor Farms**

Each mentor farm is unique, varying in acreage (though most are 10 acres or less), team structure, schedules, soil types, growing practices and markets. Mentors are selected based on their experience as a mentor, their skills as a farmer, their alignment with racial equity goals, and their ability to compensate apprentices at least minimum wage, amongst other considerations. The program works to center and uplift mentors from historically marginalized communities, including BIPOC, LGBTQIA2S+ and women.

Participating mentor farms for 2024 **may include:**

- Choy Division Farm (Chester, NY)
- Four Corners Community Farm (Red Hook, NY)
- Maple View Farm (Poughquag, NY)
- Phillies Bridge Farm Project (New Paltz, NY)
- Rise & Root Farm (Chester, NY)

***Please note that all position details will vary by mentor farm:***

### Responsibilities

While specifics will vary by mentor farm, applicants can generally expect to engage in a variety of field work tasks including transplanting, weeding, pruning, trellising, thinning, harvesting, wash/pack, pest management, and irrigation.

### Schedule

Positions are generally seasonal, starting in spring (March/April/May) and running through the fall (September/October/November), anywhere from 3 to 9 months. Schedules vary by host farm, and often vary by season (ex: starting earlier or ending later during peak summer months).

### Physical Demands

Farm apprenticeships are physically active. Applicants should be prepared to work in all weather (including hot, cold, wet, and muddy conditions) and to walk, stand, bend, crouch, kneel, and lift for much of the day.

### Qualifications

Qualifications will vary by farm. Some host sites prefer prior experience, while others do not. Generally speaking, farmer mentors will be looking for applicants who are/have some combination of the following:

- Observant, curious and eager to learn
- Reliable, responsible, teamwork-oriented
- Eager to work outside and get their hands dirty
- Considering or committed to a career in the food & farming system

Mentors may also select apprentices whose learning goals align with the learning opportunities their farm has to offer. Priority will be given to applicants from historically underrepresented or marginalized communities, including BIPOC, LGBTQIA2S+ and women.

### Other Considerations

Housing: Some farms offer housing, while others do not.

Travel: Given the decentralized nature of this apprenticeship, some travel is required. Most farms will require apprentices to have a reliable means of transportation. A modest travel stipend is provided to each host farm.

### Compensation

All apprentices will be compensated at or above minimum wage for all hours worked, and will receive compensation in the amount of \$20/hour for all required trainings. Apprentices also receive an educational stipend. Specific hourly wage varies by host farm.

## [Apply Here](#)

**Submit your application and upload your resume + cover letter.**

**Applications are accepted until positions have been filled. Participating HVA Farm Mentors will review your application and reach out to you directly to share more detailed job descriptions and/or to schedule an interview.**