Small-Scale & Organic Vegetables

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Shared Position

Fair Share CSA Coalition

- 50 farms
- 13 farms in Dane Cty
- most sell in Dane Cty
- all certified organic Time in both offices





Grower Education

- field days & workshops
- cover crop & reduced tillage research
- Organic Vegetable Production Conference
- Organic Vegetable Farm Manager Apprenticeship NEW

Organic Vegetable Farm Manager Apprenticeship







Inspiration

- First accredited agricultural apprenticeship in the U.S.
- Started in WI
- Now in 10 states with more than 40 apprentice/grazer pairs
- Quality educational program



Stakeholder Meeting

- 10 established organic vegetable farmers
- 3 current or recent apprentices
- 7 agricultural educators from UW Extension and non-profit organizations
- 2 reps from WI Department of Workforce Development Bureau of Apprenticeship Standards

Outcome: Unanimous support for moving forward



Goals

Farmers:

Reliable, skilled labor
Standardized training resouces
Network of farmer instructors
Farm succession?

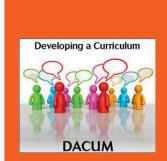
Apprentices:

Comprehensive training
Experience
Relationship with farmer
Credentials for loans, etc.

Overview of the process

- DACUM 1
- Validation Survey
- DACUM 2
- Working Groups: Job book and Classroom Curriculum
- Approval





"DACUM provides a foundation for development of education, training and performance improvement interventions by using information gathered from high-performers within an occupation during a focus group process"



Who was involved?

- → Farmers: 12 "industry experts"
- → Facilitator: WIDS Worldwide Instructional Design System
- → DWD Bureau of Apprenticeship Standards

Observers:

- → UW Extension Dane County, UW-Madison Horticulture, FairShare CSA Coalition
- → Technical Colleges
- → Non-Profits: Center for Integrated Ag Systems, Pennsylvania Associaltion for Sustainable Agriculture

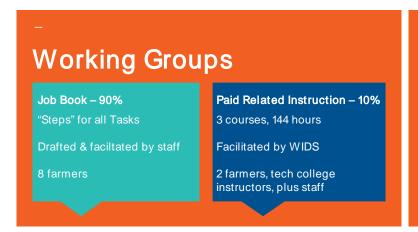


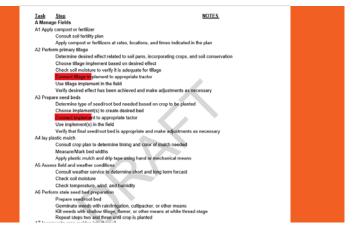
	DUTY	TASKS						
*	Manage fields	A1 Perform primary tillage	A2 Prepare seed beds	A3 Lay plastic mulch	A4 Assess field conditions	AS Apply compost or fertilizers	A6 Perform stale seed bed preparation	A7 Mow and incorporate on residue into the soil
		All Seed cover crop	AS Mow cover crop	A10 Terminate cover crop	A11 Perform deep tillage	A12 Maintain non-production areas		
8	Propagate Transplants	81 Seed vegetable crop into trays	82 Maintain proper temperature and moisture levels	83 Maintain proper vantilation	84 Prepare greenhouse growing media	B5 Harden off seedlings	86 Maintain greenhouse equipment and structure	87 Pet up seedlings
		BS Record greenhouse planting	89 Maintain seedling fertility	810 Perform greenhouse sanitation	B11 Control greenhouse petti and diseases	B12 Assess germination and seedling growth		
c	Seed and Transplant Crops	C1 fleed the field plan	C2 Assess field conditions and plant status	C3 Determine planting method	C4 Prepare equipment, supplies, seeds and transplants	CS Sow vegetable seeds in fields	C6 Transplant crops using hand or mechanical tools	C7 Record seeding and planting
		CS irrigate seeds/transplant if necessary						
D	Maintain Crops	D1 Assess plant health	D2 Prepare equipment and supplies	03 Determine cultural needs	D4 Frune plants	DS Thin plants	D6 Trellis plants	D7 Slanch plans
		DB Hill plants	D9 Irrigate plants	D10 Apply row cover	011 Ferform side dressing and/or foliar feeding	D12 Record crop maintenance activity		
	Control Weeds	E1 Assess potential or actual weed pressure	E2 lidentify weeds	E3 Determine weeding method	E4 Ferform non- mechanical weeding	ES Perform mechanical weeding	EE Perform mulching	



	TLO	PRI	BOTH
A Manage Fields			
A1 Consult soil fertility plan	×		
A2 Perform primary tillage	×		
A3 Prepare seed beds	×		
A4 Lay plastic mulch	×		
A5 Assess field and weather conditions			X
A6 Apply compost or fertilizers	×		
A7 Perform stale seed bed preparation	×		
A8 Mow and incorporate crop residue into the soil	×		
A9 Seed cover crop	×		
A10 Mow cover crop	×		
A11 Terminate cover crop	X		
A12 Perform deep tillage	X		
A13 Maintain non-production areas	x		
B Propagate Transplants			
B1 Consult planting schedule	x		
B2 Seed vegetable crop into trays			X
B3 Maintain proper temperature and moisture levels			X
B4 Maintain proper ventilation			X
B5 Prepare greenhouse growing media	X		100
B6 Harden off seedlings	×		
B7 Maintain greenhouse equipment and structure	X		
B8 Pot up seedlings	X		
R9 Record greenhouse planting	×		

Organic Vegetable Farm Manager











Program Basics

- → Wisconsin's first competency-based program
- → Estimated program length: 2500 hours/ 2 growing seasons
- → 144 hours of PRI (paid related instruction) through Northeast WI Technical College
- → Apprentices are paid for both OJT and PRI
- → Apprentices pay for tuition, books, and fees (\$540 for tuition)
- → Farmer instructor and apprentice sign a contract
- → Apprentices must be working/ paid at least 32 hours per week when in "active status"

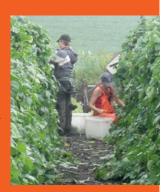


Program Basics

- → Minimum qualifications for all apprentice applicants:
- 18 years of age
- high school diploma, GED, or equivalent
- valid government-issued photo identification
- ability to perform the work with reasonable accommodations
- → Minimum qualifications for farmer instructors:
- certified organic
- 5 years in business

Next Steps

- Approval through Bureau of Apprentiship Standards
- Expressly include farmers of color
- Kick off event & enroll first apprentices
- Make program adjustments after first year
- Farmer Instructor training
- Move program sponsorship to Fair Share?
- Partnerships with other states



Questions?

