



# Center for Land-Based Learning

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Apprenticeship Program Manager

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# Center for Land-Based Learning

FARMS Leadership  
Program

SLEWS Program

Growing Green  
Internship

Caring for Our  
Watersheds

**California Farm  
Academy**



# California Farm Academy

## Beginning Farmer Training Programs





# California Farm Academy

➤ Training Program



➤ Incubator Program



➤ Apprenticeship Program



# Beginning Farmer Training Program



- 110 alumni
- Cohort 20-25 students; 7 months
- Lectures, Lab, Farm Visits
- Business Plan, Independent Study Project

# Farm Business Incubator Program



- 10 acres available
- Currently 9 farmers, 6 farm businesses, 22 total individuals in 4 yrs
- Land, water, mentorship, market connections
- Advanced workshops



# Apprenticeship Program

- ▶ Registered Apprenticeship
- ▶ Pilot launched in 2017
- ▶ 3 apprentices; 2 mentor farms
- ▶ 3000 hrs. on-the-job training
  - ▶ 9 areas of competency
- ▶ 250 hrs. coursework
  - ▶ Beg Farmer Training Program (200) + Advanced courses (50)



# Apprenticeship Program

- ▶ Registered Apprenticeship
  - ▶ Division of Apprenticeship Standards
  - ▶ Coursework + On-the-Job Training, paid, advancement
  - ▶ Skilled employee pipeline





# Apprenticeship Small and Very Small Farms



## Challenges

- Apprentices can't pay for education
- Payroll taxes, workers comp
- Minimum wage + advancement
- Can't easily share apprentices on different farms

# Apprenticeship: Large scale farms

- Afford to pay for education
- Afford to pay minimum wage or start even higher and advance
- Established trainings
- Can afford to train on things like tractor skills and equipment repair & fabrication



# CFA Apprenticeship

- Rank applicants and filter
- Farmers make selections, do interviews
- Farmers hire as employees
- Farmer Orientation
- Participation Standards
- Evaluations
- 9 Core Areas of Competency
- 50 hrs advanced curriculum





# What's Next?



- 8 farms & 60 applicants
- Small Farmer Apprenticeship Survey + Focus Group
- Building CA network
  - CASFS, ALBA, etc.
- Specialty Crop sectors
- Livestock
- Farm & Ranch Management
- National Apprenticeship
- Legislature – wage subsidies

Thank You!



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