



150 Ford Ave.  
Syracuse, NY 13205  
[www.bradyfarm.org](http://www.bradyfarm.org)

## Urban Farm Apprenticeship at Brady Farm

The Brady Farm's Urban Farm Apprenticeship Program is funded with a grant from the Mother Cabrini Health Foundation. The program is geared toward providing the fundamental skills and knowledge needed to run an urban farm. The program covers gardening skills, using equipment and specialty tools, managing high tunnels, marketing and sales, pest and weed management, shiitake mushroom production, and developing community connections. This is a hands-on, work-based program.

**Apprentices are paid for training and work**, they work alongside staff in all aspects of farm operations, in addition to receiving focused training.

### Program Requirements

The program combines focused training with regular field work. Trainees commit to working 500 hours total over six months, and receive at least four hours of paid training each week. Spring is focused on training, with 8 additional work hours each week. Summer requires 4 hours of training each week, in addition to a minimum of 20 hours of work, with the option to work up to 36 hours.

Spring, April 15 – June 3: Mandatory "classroom" training is held on one weekday (TBD) from 4 pm - 7pm. A work day is required Saturdays 8 am – 4 pm, with the option to work during the week instead of Saturdays. Both the classroom training and 8 hour work day are required each week through June 3. Apprentices may opt to work more during the week. No training will be held Memorial Day Weekend.

Summer, June 20 – October: Mandatory training is held one 1/2 day a week, with field work and periodic training the remainder of the week.

Apprentices must work at least two weekend days per month starting June 10.

Apprentices must be 16 years or older, and be eligible to work in New York State. Apprentices under 18 will be limited to working 28 hours per week during the school year.

Apprentices are employees of the Brady Faith Center and considered staff of the Brady Farm. They are held to the same expectations as other staff and must be prepared and motivated to work. Training is an important element of the program, but the majority of time will be spent doing farm work. All staff must wear close-toed shoes, sturdy pants (not leggings or shorts), and come prepared with field appropriate clothing. Gloves, rain boots, rain coat, sun hat and tools will be available for each apprentice.

## **Training**

Training will happen in the field, by visiting other farms and organizations, through demonstrations and workshops, and via google classroom.

*Farm skills* - Apprentices learn the wide range of horticultural skills needed to grow produce. Training will cover the science of farming (soil health, plant biology, insects and disease cycles, nutrient dynamics, etc.), seeding and planting, use of tools and equipment, harvesting and packing, and food safety.

*Market skills* - Apprentices will learn how to package and store produce for sales, display farm stands, interact with customers, track sales, price products, and learn communications in social media.

*Community Leadership* - Urban farms have unique roles in the community, and as farmers, we have opportunities to build relationships and provide leadership and resources to the community. Farm Apprentices will be expected to participate in community-based activities, both on-farm and at other locations. This will be a chance for apprentices to see what else is happening in the community, connect with other resources and programs, and develop relationships with other community leaders and organizations.

Each apprentice commits to completing a personal development (PD) project in partnership with another organization or community members. PD projects are intended to highlight the skills and interests of the apprentice and introduce the Brady Farm to the broader community. Projects are expected to take up to 10 hours to complete over the course of the apprenticeship and can be in-person, virtual, or graphic.

*Wellness* - We recognize that life circumstances often prevent employees from meeting work expectations, and living a full and balanced life. It could be childcare, school, family needs, transportation, mental or physical health, among other things. This program is intended to provide support for employees to navigate through or around these circumstances, so they can thrive in their jobs and life. While we may not be able to address every issue, we try to create an environment and schedule where staff can be successful.

## **Self-Care**

The Apprenticeship program is intended to help each apprentice focus on their own learning objectives and life goals. *With prior approval*, apprentices may use work time to address personal needs. This could include securing a bank account, getting a driver's license, doctor's visits, meeting with a therapist or social worker, or attending a workshop. A minimum of 20 hours per week must be spent at the farm working to be considered for paid time to address personal needs, and maximum of 3 hours/week and a total of 20 hours over the course of the program is permitted.



Use this link to apply for the 2023 Urban Farm Apprenticeship Program