



URBAN FARM APPRENTICESHIP @ BRADY FARM

The Brady Farm Apprenticeship program provides trainees with the fundamental skills and knowledge needed to work on an urban farm, and advance their personal life and job goals. The comprehensive program covers gardening basics, using equipment and specialty tools, managing high tunnels, marketing and sales, pest and weed management, shiitake mushroom production, and more. It also gives trainees critical skills and resources for success in any job, and strengthens their role as community leaders. This is a hands-on, work-based program. Apprentices are paid and work alongside staff in all aspects of farm operations, in addition to receiving focused training.

PROGRAM REQUIREMENTS

The program has two over-lapping cohorts of trainees. Trainees commit to working 650 hours total, between 20 - 40 hours per week, over a maximum of six months.

Cohort 1: April 9 – August. Trainings are Saturdays 8 am – 2 pm through May, then transition to Tuesdays in late June. In April and May apprentices are expected to work at least 8 additional hours on the farm during the week, and complete independent assignments.

Cohort 2: June 27 – November. Trainings are held on Tuesdays, with field work and periodic trainings the remainder of the week.

- Apprentices must work at least two weekend days per month starting in July.
- 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 up to the same expectations as other staff and must be prepared and motivated to work. Training is an important element of the program, though the majority of time will be spent doing farm work. All staff must wear close-toed shoes, sturdy pants (not leggings, shorts or skirts), and come prepared with field appropriate clothing. Gloves, rain boots, rain coat, sun hat and tools will be available for each apprentice.

TRAINING

Training happens in the field, visiting other farms and organizations, through demonstrations and workshops, and via google classroom. Each apprentice will be assigned a tablet to use while at the farm.

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 for farm stands, customer service, tracking sales, pricing, and social media communications.

Community Leadership

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 outreach project. Outreach projects are intended to highlight the skills and interests of the apprentice and introduce the Brady Farm to the broader community. The theme is improving health and wellness. 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.

The Apprenticeship program is intended to help each apprentice focus on their own learning objectives and life goals. Up to five hours each week is dedicated toward wellness activities and can be used (with prior approval) toward addressing personal circumstances. This could include securing a bank account, getting a driver's license, doctor's visits, meeting with a therapist or social worker, attending a fitness class, or listening to a speaker. Some activities will be built into the training program, and flexibility will be given to support individual needs. A minimum of 20 hours per week must be spent at the farm working or in training.

WHO WE ARE

Brady Farm is a project of the Brady Faith Center. The Farm's mission is to provide affordable, fresh produce to our community, opportunities for education and workforce development, and a restorative space for the community to enjoy.

The Brady Farm's Urban Farm Apprenticeship Program is funded with a grant from the Mother Cabrini Health Foundation. The Mother Cabrini Health Foundation is a private, nonprofit organization whose mission is to improve the health and well-being of New Yorkers, bolster the health outcomes of vulnerable communities, eliminate barriers to care, and bridge gaps in health services. Named after a tireless advocate for immigrants, children, and the poor, the Mother Cabrini Health Foundation funds programs and initiatives across New York State that either provide direct healthcare services or address the social determinants of health. For more information, visit <https://www.cabrinihealth.org/>

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