



Cultivating Deeper Roots Apprenticeship Description

Position Available: Apprentice

Locations: Farm - Kirkville, NY; Office – Minoa, NY

Position Start Date: March 18, 2024

Reports To: Farm Manager

Employment Status: This is a seasonal position from March – December 2024. We're looking to fill 2 part-time and 2 full-time positions.

Pay: Hourly, \$17/hour

Salt City Harvest Farm is committed to growing food, community, and culture through the cross-cultural exchange of food traditions with access to land, education, and economic opportunities.

Summary of Apprenticeship: The Cultivating Deeper Roots Apprenticeship is a 9-month program designed to give a hands-on educational experience to those seeking to learn how to farm for market in Central New York. Apprentices will help with all aspects of the farm. Work includes sowing, planting, weeding, irrigating, and harvesting a variety of crops. Apprentices will learn how to market produce through various direct and whole-sale markets including a Community Supported Agriculture Program, farmers markets, sales to local restaurants, and distribution to food pantries. The apprenticeship model is mainly focused on learning by doing and will include structured educational opportunities. Weekly farm meetings/walks, monthly classes, visits to other farms, and networking events will be provided to expand knowledge around food production and marketing.

The apprenticeship program runs from March to December. We seek people who are interested in increasing their skills in growing and marketing produce. The apprenticeship will conclude with support to apprentices for establishing their own agricultural enterprises.

Days and Hours: Apprentices will be paid and expected to work an average of 40 hours a week from April – October and 20 hours a week in March, November, and December. If applying for a part-time schedule, you will work 20 hours a week throughout the whole season. There will be a one-hour long lunch break incorporated into each day. A typical day will last between 8am and 5pm, though some early mornings or later days will take place.

Full-time apprentices receive 9 days/ 72 hours paid-time off during this 9-month program in addition to 6 paid holidays. Part-time apprentices receive 4.5 days/ 36 hours paid time off in addition to 6 holidays (4 hours per). Due to the nature of farming, we request that the team coordinates with each other and gives a 2 week notice of requesting time off.

Additional Expectations: Ideally apprentices possess a valid driver's license and have regular access to transportation to the farm. If transportation is not available, we will try to set up carpooling options with other staff if possible.

Farming can be physically demanding. We'll be out in the fields in the full sun, a steady rain, and sometimes in cold temperatures. You should feel comfortable working in different weather conditions. Additionally, apprentices should have an ability to lift 40 pounds.

To Apply: Please fill out the application form located [on our website](#). Deadline for application is February 15th, 2024. You can also print out the application below and mail it to PO Box 110, Minoa, NY 13116. If you need any assistance or have any questions, feel free to email us at info@saltcityharvest.farm or call 315-303-2228.

Equal Opportunity Statement:

Salt City Harvest Farm is an equal opportunity employer committed to increasing cultural diversity within the organization and Central New York's food community. Salt City Harvest Farm does not and shall not discriminate based on race, religion, gender, age, ancestry, disability, or sexual orientation. Employees are hired based upon personal capabilities, experience, and skill set. We encourage people from all walks of life to apply.