



Job Title: Paid *Farm Apprentice* position at a dynamic small-scale vegetable urban farm

Location: Northeast Grand Rapids with provided travel to remote farming sites in Rockford and Allendale, MI. This is an in-person position.

Position Start & End Date: Seasonal position from April 1 - October 30, 2024

Hours: Flexible hours to accommodate school schedules April-May (Spring Season) and September-October (Fall Season) up to 32 hours per week, Monday-Friday. Summer Season (June-August) up to 32 hours per week, Monday-Friday 7am-3pm.

About New City Neighbors: The mission of New City Neighbors is *empowering youth to reach their full potential*. New City Neighbors is a creative and mission-driven community development organization that uses Good Food as a way to provide job skills and leadership development opportunities for high school youth and young adults. Our farm program, New City Farm, is a social enterprise vegetable farm that grows produce on 4 acres at three sites (urban and rural) for over 250 families through CSA farm shares while 25% of our produce goes to low-income food resource centers through existing partnerships. The farm program exists alongside a café social enterprise and community development programming. Each season, we train and equip up to 20 high school youth throughout the organization with up to 10 youth devoted to the farm. In 2024, as part of a new nationwide urban agricultural initiative, we are launching a new farm apprenticeship program.

What it's Like to Work at New City: New City Neighbors is a diverse team of mission-driven employees who are passionate about the youth of our neighborhood. Important to the organization and the team is a positive work environment, mutual encouragement, accountability, problem-solving, and hard work. Our farm is a place of hands-on learning within the context of an intensive vegetable operation with significant production goals.

What is the Farm Apprentice Program: New City Neighbors' Farm Apprentice Program aims to provide education and hands-on training in small-scale intensive vegetable production for interested beginning urban farmers in the Grand Rapids area. The program is designed for, but not limited to, young adults (18-25) in college or a trade school program and we will accommodate student's class schedules with flexible hours whenever possible. The program is part of a collaborative effort with the USDA, the West Michigan Environmental Action Council (WMEAC), and other local growers to provide participants with a wide range of experiences and knowledge. These programs are meant to support urban farmers within the Grand Rapids, Muskegon, and Holland areas and program priority will be given to [historically underserved producers](#). Apprentices will participate in a biweekly farmer training program focused on enhancing technical farm skills while being provided hands-on training. Apprentices will also be able to self-select focus areas to gain in-depth farm knowledge catered to their learning goals. This could include being responsible for one of our three farm locations with oversight from the Farm Production Manager or selecting a certain vegetable production system to focus on. In addition to learning, apprentices will also work with the farm crew to effectively and efficiently

meet the production goals of NCN's 250 member CSA farm while caring for the produce and land they are working with.

Key Responsibilities: Farm apprentices should be passionate about sustainable small-scale vegetable production in an urban context and be willing to approach the hard work of farming with a spirit of positivity and open learning. Participants will be expected to:

- Participate in biweekly farm topic trainings and hands-on experiences related to each topic
- Understand the crop plan and production goals for the apprentice's focus area
- Help to promote a positive and safe work environment
- Gain an understanding of small-scale sustainable vegetable farming and how it relates to wider social, economic, and political dynamics
- Be willing to learn alongside NCN's high school youth employee team
- Understand NCN's mission, vision, and values
- Work outside a majority of the day through the growing and harvesting season which may include days with extreme heat, rain, snow or sleet
- Be able to lift/carry/push up to 50 lbs unassisted
- Operate small engine farm machinery as directed (training will be provided)
- Assist in NCN's production goals, including greenhouse work, seeding, planting, weeding, harvesting, produce washing, cleaning sites and tools.

New City Neighbors' Commitment: NCN is committed to empowering our participants by giving them the tools, skills, and resources necessary to be successful. NCN is responsible for:

- Providing a work environment that is professional, physically safe, and cares for the apprentice's well-being
- Providing clear and consistent communication regarding expectations including encouragement and constructive feedback
- Providing learning opportunities that empower apprentices to gain a greater understanding of small-scale farm work
- Providing support and clarity whenever necessary
- Being radically hospitable and inclusive to all participants regardless of race, ethnicity, sex, national origin, religion, age, disability, height, weight, gender identity, marital status, sexual orientation, or political affiliation.

Compensation & Benefits:

- Paid learning opportunity at \$16 per hour
- Paid holidays
- NCN will provide flexible hours to accommodate college or trade school schedules
- Mentorship and training in all aspects of organic vegetable production

Interested candidates should complete our [online application form](#), and send additional information that may include a brief cover letter, resume, and/or a 3-5 minute introductory video (phone videos accepted) to our Farm Production Manager Madison Hower at madison@newcityneighbors.org.