



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, 2025

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 driven community development organization that uses Good Food to provide job skills and leadership 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 exists alongside a café social enterprise and community development programming. Each season, we train and equip up to 20 high school youth, with 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 passionate about our neighborhood's youth. A positive work environment, mutual encouragement, accountability, problem-solving, and hard work are important to the organization and the team. Our farm is a place of hands-on learning within 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 class schedules with flexible hours when 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 a wide range of experiences and knowledge. These programs are meant to support urban farmers within the Grand Rapids, Muskegon, and Holland areas, and priority will be given to historically underserved producers. Apprenticeships can last up to 3 years with increased learning objectives after each completed year. First-year apprentices will participate in a weekly or biweekly farmer training program focused on enhancing technical farm skills while being provided with hands-on training. Apprentices will also go through focus areas to gain in-depth farm knowledge catered to their learning goals. Second-year apprentices will be eligible to receive a scholarship to be enrolled in the MSU Organic Farming Training Program, with increased responsibilities on the farm. Third-year apprentices will be eligible to manage their own growing space and crop plan to service a local farmers market. In addition to learning goals, apprentices will be expected to assist farm staff in 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 farm topic training and hands-on experiences related to each topic
- Understand the crop plan and production goals
- 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.

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, with a possible \$1 increase for each year of service.
- Paid holidays and one paid floating holiday
- Eligible for full scholarship to MSU Student Organic Farm Training Program upon starting second-year apprenticeship
- 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 Training Coordinator Sam Mikolitis at samantha@newcityneighbors.org.