

# You Built the Farm-Now Hire Good People



# Labor Structure at the Farm

- Full Time Seasonal Workers: 40+ hours per week.
- Contract Workers: No more than 8-10 hours per month
- Work For Share: 3.5 hours per week that “pays” for their CSA share
- Volunteers: Sporadic throughout the season

# Recruiting Full Time Labor

- Methods I've used: Advertising on the Iowa State University Student Job Board, word of mouth and Farm tours for college classes.
- Other methods: advertise in local paper, list on a local college's student job board, on websites like ATTRA and WWOOF, etc.

# Hiring Process

1. Filling out an application
2. The interview
3. Trial run on farm (usually a month)

## Application for Employment at Turtle Farm

Name:

Address:

Phone:

E-mail:

Please list past work or learning experiences relevant to working with plants, gardening, or farming. (Include last 3 jobs, job duties, and dates worked.)

What is your interest in organic/sustainable farming?

What do you hope to learn or gain from this work experience?

What was the hardest job that you have ever had?

The Turtle Farm season runs from mid-April to early October. When would you be available to work?

What hours are you seeking to work (part-time, full-time)?

Can you work some Saturdays/Sundays (while not required, there may be opportunities)?

Is there any part of the farm season when you would need to be gone?

Do you have transportation to the farm (Granger)?

Please list 3 references of people who are familiar with your work habits and experiences (telephone or e-mail preferred):

Do you like vegetables? Relate one of your fondest food memories.

# The Interview

- I can usually decide from the application if I want to interview them or not.
- In the interview, I ask them follow-up questions from their answers on the application
- During the interview, I try and imagine what the worst day at the farm was last season and describe a season like every day is like that.

# Compensation

- I start every new farm crew member (with no past production experience) at \$8/hr.
- After a month or two, they will usually receive a raise to \$8.50/hr.
- It is very important that as you give a worker more responsibilities, you compensate them for their work
- A bonus for my crew is they also get a Full Regular Season share (\$545 value)

# Contract Workers

- For certain jobs (like a big weeding job, harvesting strawberries, etc.) sometimes it is better to hire a bunch of people for a day. For these jobs everyone earns \$8.00/hr.





# Work For Share

CSA members come out to work for 3.5 hours per week. Their pay is to receive a share of the Regular Season produce.



# Volunteers

- Usually come out and work for at least 3 hours at a time. It is great to have a bunch of volunteers come out to help with big jobs like laying weed fabric, cleaning onions, harvesting and hanging garlic, etc.