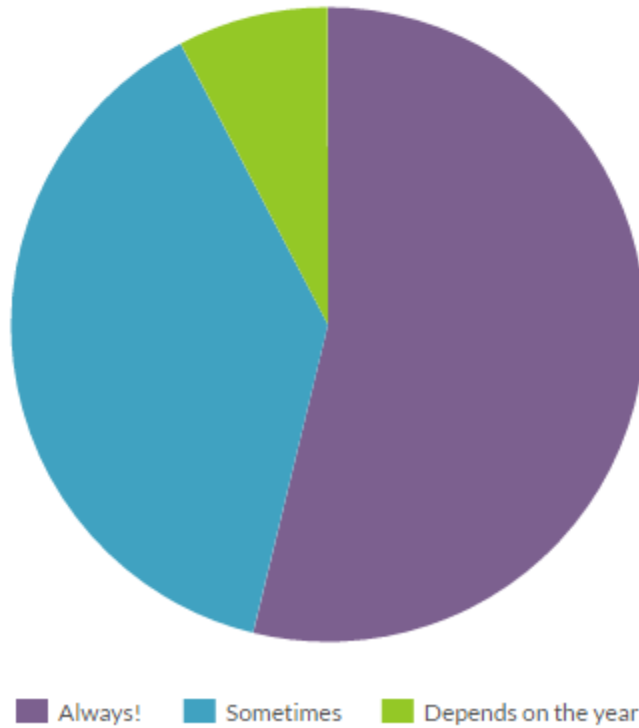


2. Is finding and keeping quality labor a challenge for your farm business?



Ranges of Rates of Pay:

Farm management: \$12-\$26/hours, average \$16

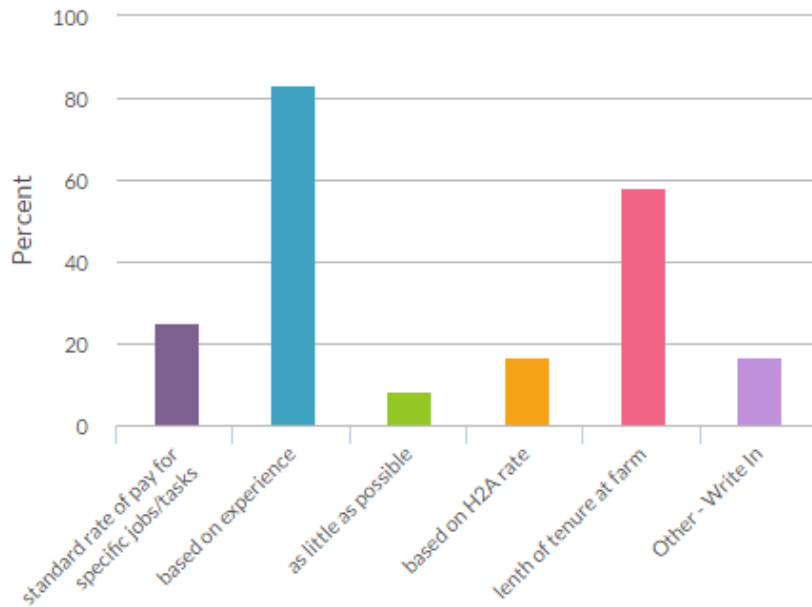
Field work/harvest: \$10-\$15/hour, average \$13

Tractor/equipment work: \$10-\$18/hour, average \$13-\$15

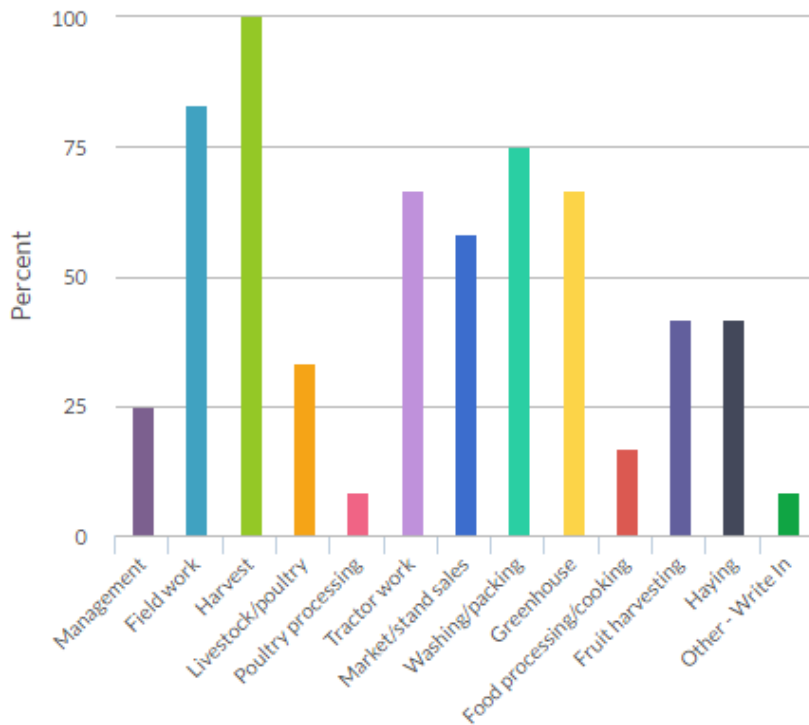
Product processing: \$9-\$15/hour

Farm stand sales staff: \$10-\$18/hour, average \$12

8. How do you decide what to pay workers? Check all that apply.



6. What type of work do you hire labor to perform. Please check all that apply.



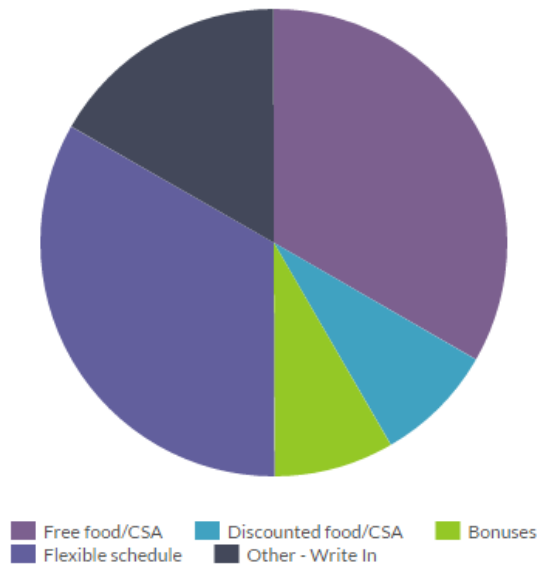
Estimate your labor turnover rate from year to year:

Count	Response
2	25%
2	50%
2	80%
1	%50
1	10,000
1	25
1	75
1	year round people no turnover, seasonal 25%-50% turnover

Share your experience with finding farm labor:

- It's hard to find people who live in the area and often I have people who want to work from elsewhere but they need housing which I can't offer.
- Its not easy to find good help.
- We got tired of trying to get good workers every spring, so now we farm (and have labor) year round and it is a better job opportunity for people and we have better retention of good people. Workers used to want to go to part time in the winter, but not so much the past few years.
- we have learned to ask more questions such as do you own a vehicle Are you on parole Are you on drugs do you owe child support1we're all looking for answers, and good help. Always.

15. What benefits do you offer staff? Please check all that apply.



Value	Percent	Responses
Free food/CSA	33.3%	4
Discounted food/CSA	8.3%	1
Bonuses	8.3%	1
Flexible schedule	33.3%	4
Other - Write In (click to view)	16.7%	2
		Total: 12

18. Please share how you find labor and how successful each tool has been for you.

	Always find great staff	Had some luck finding labor	Hit or miss	Tried and never had success	Never tried
Word of mouth Count	1	6	5	0	0
Local newspaper ad Count	0	2	3	0	7
NOFA Directory Count	0	4	0	3	5
Online listing such as Good Food Jobs, Beginning Count	1	2	0	1	8
Ag programs at school Count	0	0	1	1	10
List serv Count	0	1	3	3	5
Farm website/Facebook Count	0	4	6	0	2
State resources such as Departments of Labor Count	0	0	2	1	9
H2A program Count	1	1	0	0	10
ATTRA site Count	0	0	1	0	0
Farm publications Count	0	0	0	1	0
WWoofers Count	1	0	0	0	0
craigslist Count	0	1	0	0	0