

Farmers – Lets Talk Labor!

The following is a compilation of suggestions shared by farmers at round table events and online surveys.

What Have You Tried that Didn't Work?

- ✗ Making staff harvest their own produce as their benefit
- ✗ Not being very clear about what ed you can/will provide for apprentices/interns
- ✗ Letting go of crew management
- ✗ Not delegating responsibility to returning staff
- ✗ Part-time schedules
- ✗ Advertising in local newspapers
- ✗ Not taking time to be write job descriptions
- ✗ Not taking the time to train/explain expectations & responsibilities
- ✗ Seasonality makes it hard to retain labor
- ✗ September burn-out
- ✗ Long commutes for staff
- ✗ Fall staffing/shoulder season staffing
- ✗ Transportation for staff
- ✗ How to pay a living wage without charging \$20 for a bunch of chard
- ✗ Not conveying realistic picture of work (hot/buggy/etc) and expectations
- ✗ Youth lack of commitment (leaving for family vacations, etc)
- ✗ Assuming all farm staff want to be farmers
- ✗ Romantic (incorrect) idea of farm work