What Helps to Find Farm Staff?

- Food as compensation/CSA share in addition to wages
- Crew food shelf
- Encourage staff to try all of the products, staff should experience the farm, try new things, feedback about product.
- Swag- t-shirts, hats, staff uniform. Creates sense of team
- Limit job to 40 hours/week- split shifts(5am-1pm, 1-9pm)
- Provide pathways to learning- ie. CRAFT, workshops, trainings
- Encourage staff to ask managers any production questions
- Increasing responsibilities
- Asking why they want to work at the farm
- ID skills staff want to learn/improve
- Acknowledgement/ communication can ease burn-out/senioritis
- Providing housing/separate apartment/yurt
- Walking around farm interviews
- Mgmt that encourages personal investment in the farm
- Good quality food for available for crew
- Eat lunch together
- Optional lunch education session opportunity
- Encourage staff to experience all products/appreciate the quality
- Weekly/monthly staff lunch
- Crossword puzzles at lunch
- Swim breaks
- Fun times
- Good work environment
- Specific job descriptions
- Bartering
- Flexible scheduling, honoring time-off requests

✓ H2A anchor crew
✓ Micro-manage the first week or 2 and then let go. Clear expectations and oversight so they don’t develop bad habits
✓ Community outreach for recruiting employees
✓ Be explicit about the job: black flies, rain, ticks, heat, etc.
✓ Use personal and professional relationships to recruit
✓ Advertise jobs in Valley News
✓ Advertise in website for staff
✓ Word of mouth/referrals to find staff
✓ Good Food Jobs
✓ NOFA Apprentice Directory
✓ Advertise in food/farm specific places, not local paper
✓ Strong connections with high schools/colleges/vo-techs
✓ Recruit on town and VVBGA list-servs
✓ Local agencies, high school counselors
✓ Employee handbook, clear expectations
✓ Sharing the pain of weekend/holiday shifts among staff
✓ Giving staff responsibility/ownership of projects/areas of the farm/etc
✓ Raises/bonuses
✓ Morning meeting
✓ Written expectations for task and responsibilities
✓ Increased responsibility/title for returning staff
✓ Setting clear expectations
✓ Incorporating education
✓ Apprentice program
✓ Advertise to regional CRAFT apprentices