

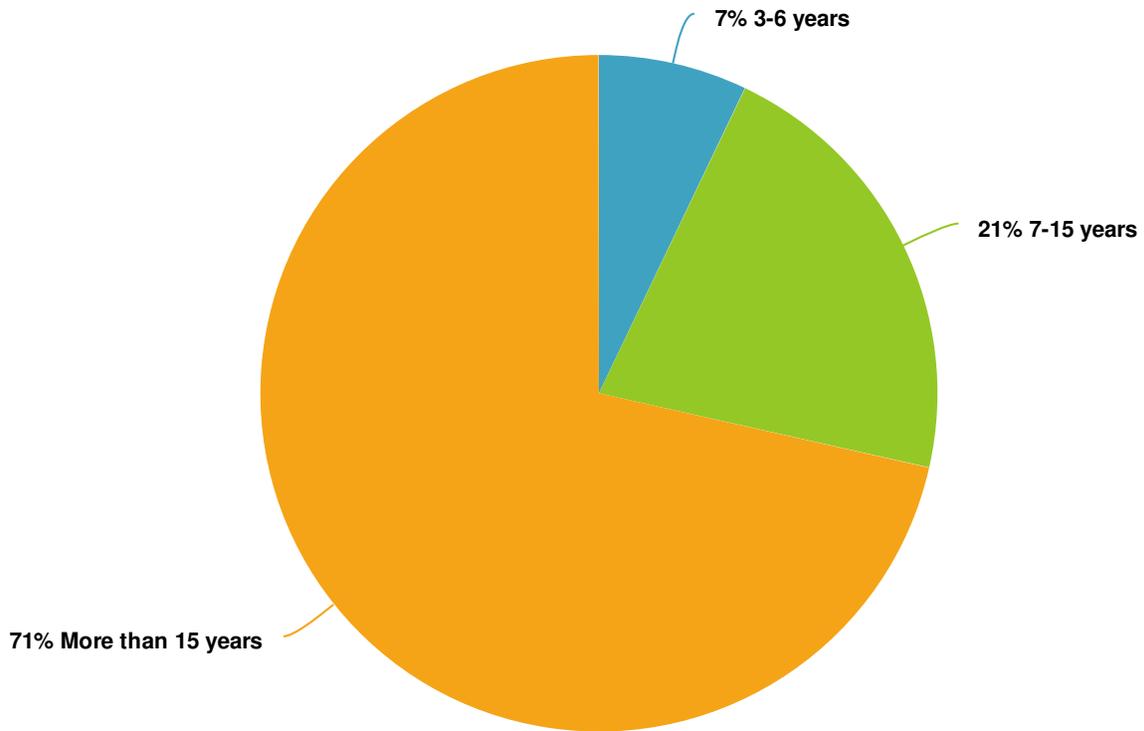
Report for SARE Farmer Survey

Response Counts

Completion Rate:	100%		
	Complete		14

Totals: 14

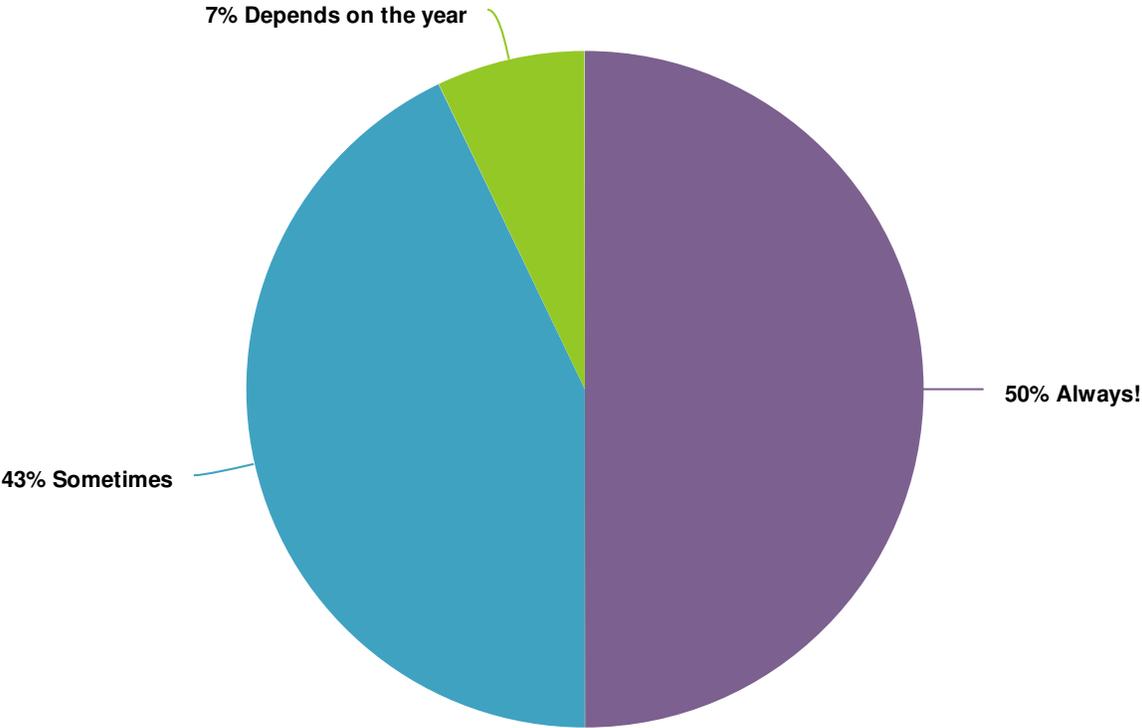
1. How long have you owned/run your farm business?



Value		Percent	Responses
3-6 years		7.1%	1
7-15 years		21.4%	3
More than 15 years		71.4%	10

Totals: 14

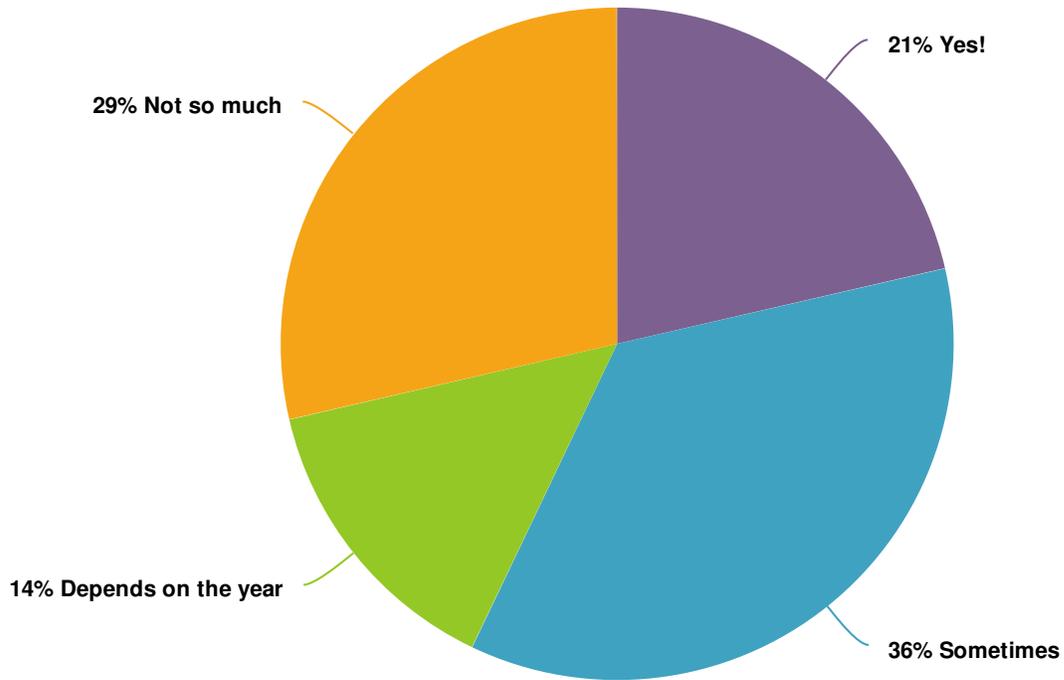
2. Is finding and keeping quality labor a challenge for your farm business?



Value	Percent	Responses
Always!	50.0%	7
Sometimes	42.9%	6
Depends on the year	7.1%	1

Totals: 14

3. Is inadequate/inconsistent labor supply on your farm limiting your production?



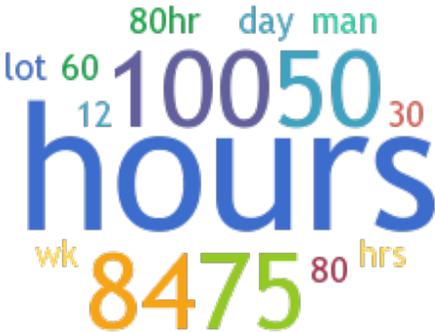
Value	Percent	Responses
Yes!	21.4%	3
Sometimes	35.7%	5
Depends on the year	14.3%	2
Not so much	28.6%	4

Totals: 14

4. How many people work on your farm including you and you family:

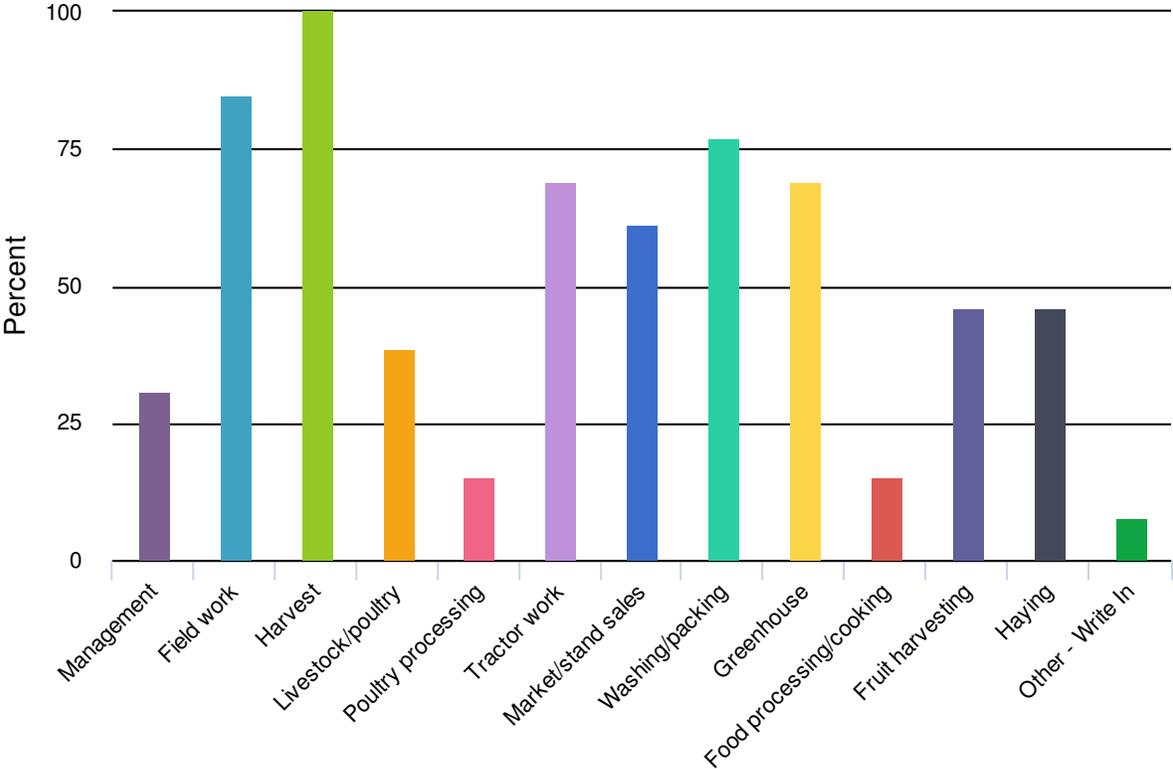
	1-3	4-6	7-10	11-20	20+	Responses
Full-time year round						
Count	9	1	0	0	0	10
Row %	90.0%	10.0%	0.0%	0.0%	0.0%	
Part-time year round						
Count	8	0	0	0	0	8
Row %	100.0%	0.0%	0.0%	0.0%	0.0%	
Full-time seasonal						
Count	2	5	1	2	0	10
Row %	20.0%	50.0%	10.0%	20.0%	0.0%	
Part-time seasonal						
Count	4	3	1	2	0	10
Row %	40.0%	30.0%	10.0%	20.0%	0.0%	
Salaried management						
Count	4	0	0	0	0	4
Row %	100.0%	0.0%	0.0%	0.0%	0.0%	
Interns/Apprentices						
Count	1	0	0	0	0	1
Row %	100.0%	0.0%	0.0%	0.0%	0.0%	
H2A						
Count	0	1	0	0	0	1
Row %	0.0%	100.0%	0.0%	0.0%	0.0%	
Totals						
Total Responses						10

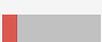
5. How many hours do you and your family members work during the peak busniess season?



Count	Response
1	100
1	12 per day
1	50 hrs /wk
1	50 per week
1	60+ hours/week
1	75
1	75/man
1	80-100
1	80hr/week
1	84 hours / week
1	84 hours a week
1	A week? 30
1	a lot

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



Value		Percent	Responses
Management		30.8%	4
Field work		84.6%	11
Harvest		100.0%	13
Livestock/poultry		38.5%	5
Poultry processing		15.4%	2
Tractor work		69.2%	9
Market/stand sales		61.5%	8
Washing/packing		76.9%	10
Greenhouse		69.2%	9
Food processing/cooking		15.4%	2
Fruit harvesting		46.2%	6
Haying		46.2%	6
Other - Write In		7.7%	1

Other - Write In

Count

Truck drivers

1

Totals

1

Other - Write In

Count

Totals

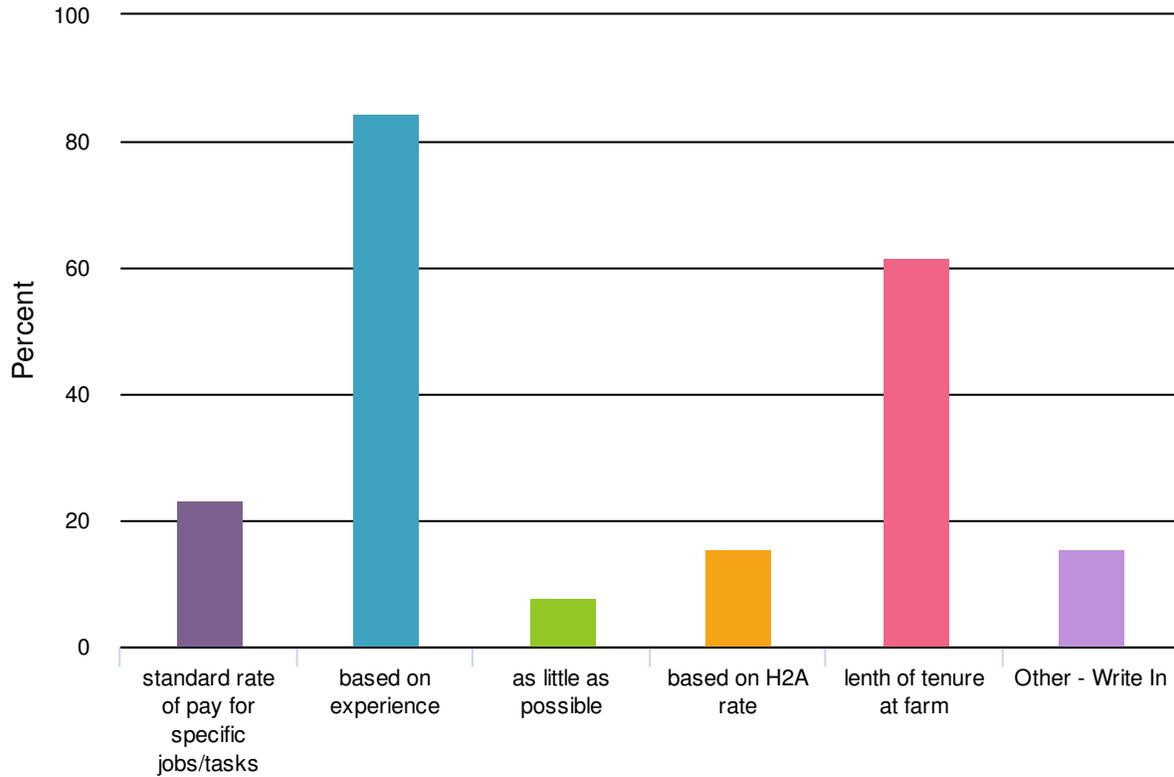
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7. If you have mangers, how many people do they typically supervise during the peak season?



Count	Response
2	4
1	2-4
1	3
1	3-5
1	3-6
1	4-6

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



Value	Percent	Responses
standard rate of pay for specific jobs/tasks	23.1%	3
based on experience	84.6%	11
as little as possible	7.7%	1
based on H2A rate	15.4%	2
length of tenure at farm	61.5%	8
Other - Write In	15.4%	2

Other - Write In**Count**

alternative skillsets

1

Trade for farm products

1

Totals

2

Other - Write In**Count**

Totals

0

9. What is your pay range for management?



Count	Response
1	\$12-\$15
1	\$12-15
1	\$15
1	14-15/hr
1	15-26
1	30k/yr
1	currently 13.50/hr
1	family- min wage

10. What is your pay range for field work/harvest?



Count	Response
2	\$10-\$12
1	\$10-\$15/hour
1	\$10-12
1	10
1	10 - 18
1	10 to 13
1	10-12/hr
1	10-14
1	11/ hour
1	12-15
1	minimum wage-12.00/hr.
1	starting at \$12

11. What is your pay range for tractor/equipment work?



Count	Response
1	\$ 14-18
1	\$12-\$14
1	\$12-\$15
1	\$12-15
1	10
1	10 -18
1	11/hour
1	12
1	13.50/hr.
1	14/hr

12. What is your pay range for stand or market sales staff?



Count	Response
1	\$10-\$12
1	\$12-\$15
1	10
1	10 - 18
1	10-13
1	10-15/hr
1	11/hour
1	12 to 14
1	12-15
1	13.50-15.00/hr.

13. What is your pay range for product processing labor?



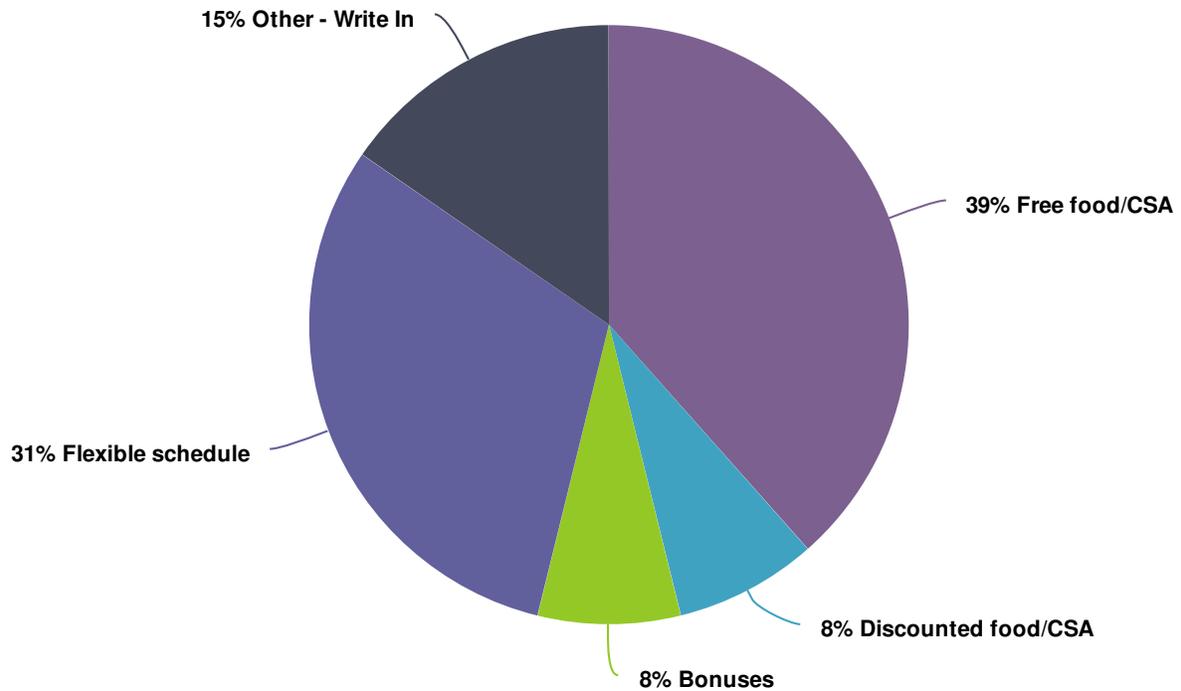
Count	Response
1	\$10-\$15/hour
1	\$10-12
1	10 to 13
1	11/hr
1	12-15
1	9-13
1	NA
1	Source outside the farm

14. Estimate your labor turn over rate from year you year (what percentage of workers are new every year?).



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

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



Value	Percent	Responses
Free food/CSA	38.5%	5
Discounted food/CSA	7.7%	1
Bonuses	7.7%	1
Flexible schedule	30.8%	4
Other - Write In	15.4%	2

Totals: 13

Other - Write In	Count
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Could not "check all", we offer bonuses, now housing, farm food in the form of seconds, farm harvest party end of year, discounted food if they want more	1
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flex schedule, gear, weekends off, educational opportunities, holidays off, free food	1
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Totals	2
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Other - Write In	Count
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Totals	0
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16. Do you hire people for specific jobs based on their gender? Please explain

A word cloud containing the following terms: individual's, nope, generally, set, task, construction, hire, illegal, based, find, skills, men, farm, fine, motor, skill, handy, jobs, women, stronger.

ResponseID Response

5 No, but generally find that women are more handy at fine motor skills and men are stronger for construction jobs. I don't hire that way but I task jobs on the farm that way based on an individual's skill set.

12 no

15 nope

16 No! Isn't that illegal?

17 No

17. Do you hire people for specific jobs based on their age? Please explain



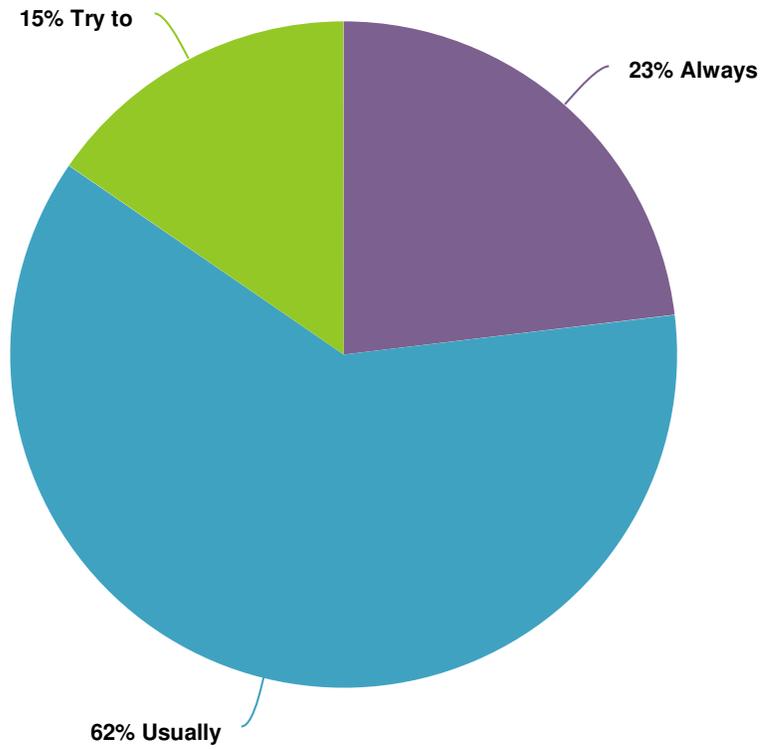
ResponseID	Response
4	No
5	No, they just need to be in good physical condition and be able to lift 50 lbs.
7	Mo
10	no
11	No, hirings are based on purely skills and experience
12	stoop labor would be a consideration, although I have had a 25 year veteran picker retire from us ast 89 and our tractor tillage operator is 86 this year
14	No but would prefer someone in 30's or 40's for upcoming manager opportunity
15	teenage boys are great for weedwhacking
16	No!
17	No

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	Responses
Word of mouth						
Count	1	7	5	0	0	13
Row %	7.7%	53.8%	38.5%	0.0%	0.0%	
Local newspaper ad						
Count	0	2	3	0	8	13
Row %	0.0%	15.4%	23.1%	0.0%	61.5%	
NOFA Directory						
Count	0	4	0	4	5	13
Row %	0.0%	30.8%	0.0%	30.8%	38.5%	
Online listing such as Good Food Jobs, Beginning						
Count	1	3	0	1	8	13
Row %	7.7%	23.1%	0.0%	7.7%	61.5%	
Ag programs at school						
Count	0	0	1	1	11	13
Row %	0.0%	0.0%	7.7%	7.7%	84.6%	
List serv						
Count	0	1	3	3	6	13
Row %	0.0%	7.7%	23.1%	23.1%	46.2%	
Farm website/Facebook						
Count	0	5	6	0	2	13
Row %	0.0%	38.5%	46.2%	0.0%	15.4%	

	Always find great staff	Had some luck finding labor	Hit or miss	Tried and never had success	Never tried	Responses
State resources such as Departments of Labor Count Row %	0 0.0%	0 0.0%	2 15.4%	1 7.7%	10 76.9%	13
H2A program Count Row %	1 7.7%	1 7.7%	0 0.0%	0 0.0%	11 84.6%	13
ATTRA site Count Row %	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	1
Farm publications Count Row %	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	1
Wwoofers Count Row %	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1
craigslist Count Row %	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	1
Totals Total Responses						13

19. Do you ask for and check references?



Value		Percent	Responses
Always		23.1%	3
Usually		61.5%	8
Try to		15.4%	2

Totals: 13

20. Please share any other information farm labor that you think we would find useful.



ResponseID	Response
6	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 support
12	we're all looking for answers, and good help. Always.
14	Its not easy to find good help.
15	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.
16	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.
17	Major impediment to greater labor retention is inability to offer sufficient pay.