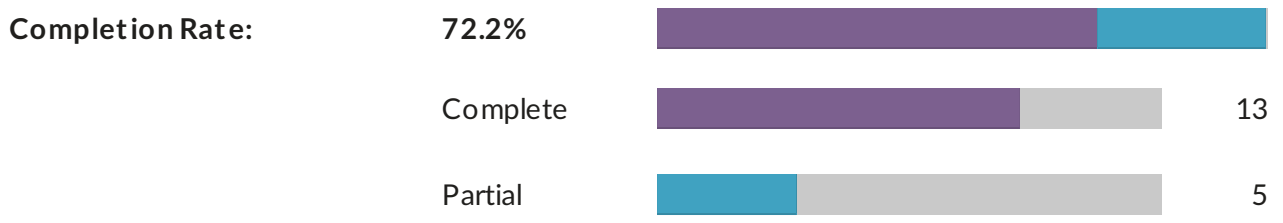


Report for Farm Worker Questionnaire

Response Counts



Totals: 18

1. What state do you call home?

Count	Response
3	Vermont
2	MA
2	New Hampshire
1	Illinois
1	Michigan
1	New Jersey
1	New York
1	Post Mills, Vermont
1	Virginia

2. Please describe your farming experience prior to the 2016 season. Where and when have you farmed?

ResponseID	Response
1	Yes. 1 year in Oregon 1 summer in Ithaca, NY
2	Cedar Circle. 2008-2012.
5	Harlow farm, 1992; current farm 2230, Hogwash farm 2014
7	Intermittently during college in Virginia, one season in southern Maine, one season in Durham, North Carolina and two seasons in southern Oregon.
8	Persephone Farm, Indianola WA: Feb 2013-November 2013. Apprentice on a 3 acre organic fruit and veggie farm. Greyrock Farm, Cazenovia NY: April 2014-December 2015. Field hand on a diversified, draft powered CSA farm. Became the vegetable field manager my second season there. Sweetland Farm, Norwich VT: March 2016-Present. Farm manager/assistant farmer.
9	2010 apprenticeship on diversified family farm (found through NOFA) 2013 farmhand at Intervale farm 2014-2016 farmer and educator at Shelburne biodynamic farm and dairy
10	Prior to 2016, I spent a year farming at Sweetland Farm in Norwich and two years farming in the Hudson Valley of NY.
11	Prior to the 2106 season I had only farmed during the summers between college semesters. I worked on one farm in the Northeast Kingdom of VT and a farm in eastern upstate NY
13	I began farming in CA at Green String Farm in Petaluma, June of 2014 through February 2015. The next season I worked at Evening Song Farm in Shrewsbury VT for the 2015 season.
14	I worked at Green String Farm in Petaluma, CA June 2014 - February 2015. Large scale natural farming of fruit and vegetables. In the 2015 season I moved to Evening Song Farm in Shrewsbury VT which is a small Scale organic vegetable Farm. I now Work at Luna Bleu Farm for the 2016 Season

ResponseID Response

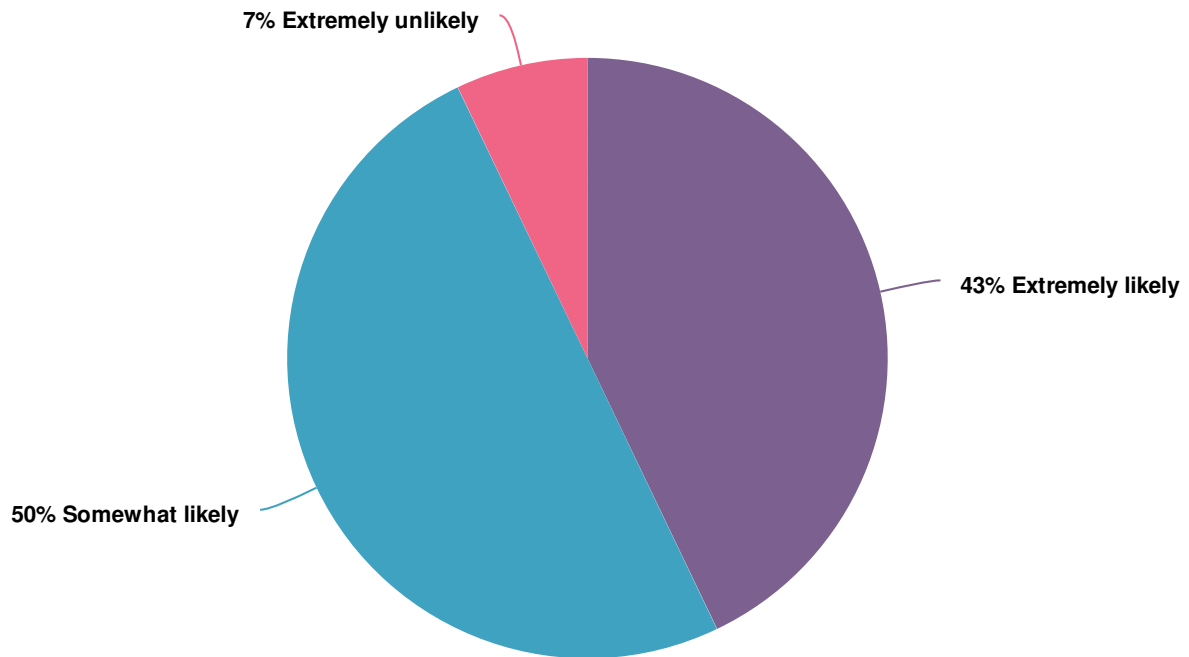
15 Worked for two summers (after high school/after freshman year of college) on a farm near my house. I was mainly hired on to run their farm stand but turned into much more farm labor. It was more for the aspect that I needed a job than that I wanted to farm at that point.




16 The Home Ranch in Clark, Colorado Foggy Meadow Produce in Benson, Vermont Kiss The Cow in Barnard, Vermont

17 I volunteered at PEAS farm for two months in missoula mt, and worked on server horse farms in illnois and in onterio canada

18 I apprenticed on an organic farm in Vermont, and then went on to do field labor on two more in Western Mass., and then managed two farms in MA and VT .

3. How likely is it that you will pursue a career in farming? Choose one.



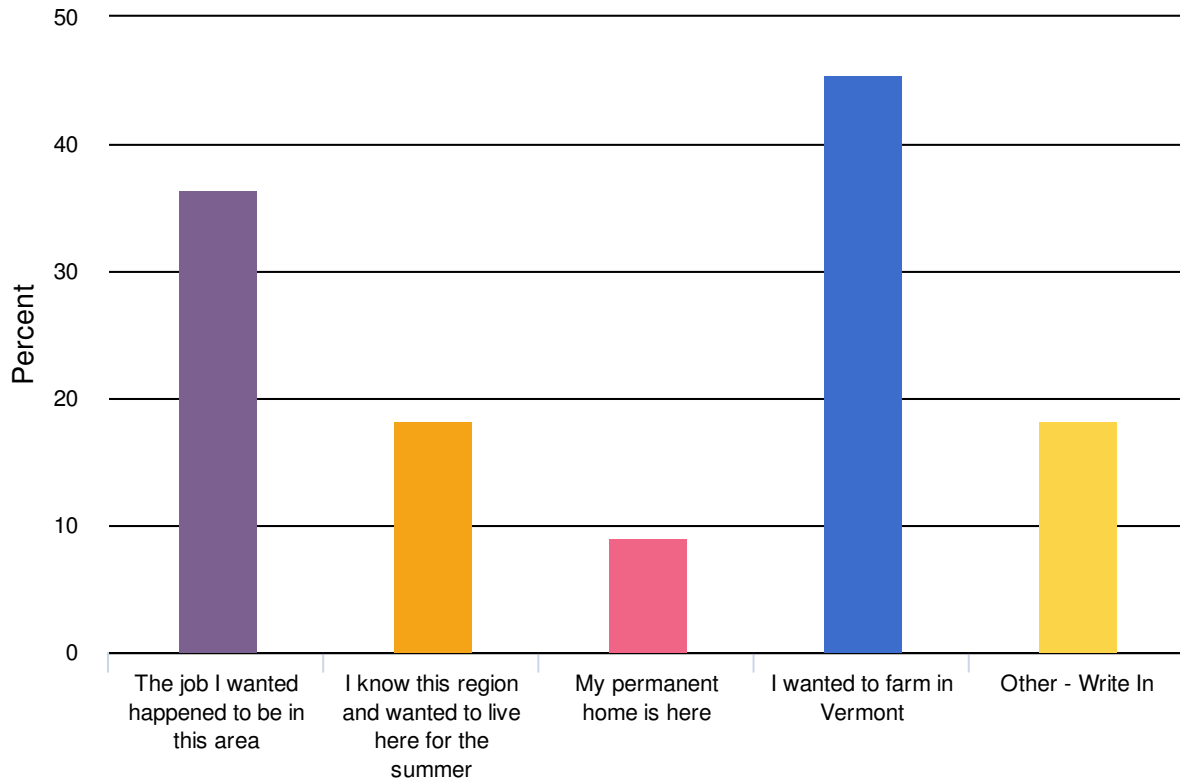
Value		Percent	Responses
Extremely likely		42.9%	6
Somewhat likely		50.0%	7
Extremely unlikely		7.1%	1

Totals: 14

4. [OLD VERSION] Why did you choose this area of Vermont/New Hampshire for your farm job this year?

ResponseID	Response
1	Wanted to work in New England
2	I live in the Upper Valley and hope to continue living here. I was interested in exploring different kinds to farming here.
5	My family lives here

5. Why did you choose this area of Vermont/New Hampshire for your farm job this year? Check all that apply



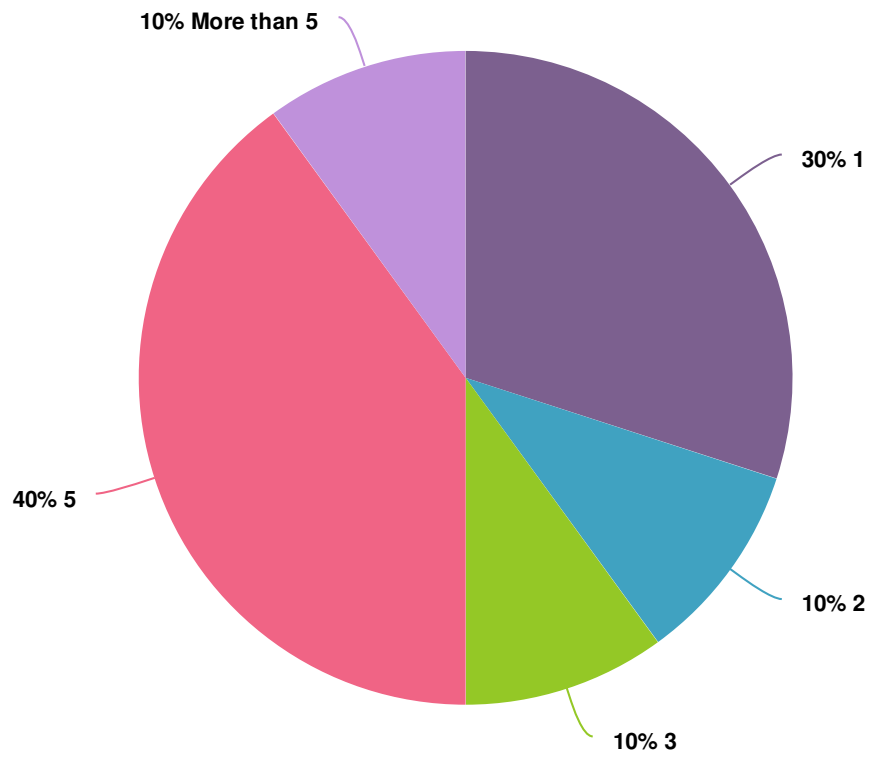
Value	Percent	Responses
The job I wanted happened to be in this area	36.4%	4
I know this region and wanted to live here for the summer	18.2%	2
My permanent home is here	9.1%	1
I wanted to farm in Vermont	45.5%	5
Other - Write In	18.2%	2

Other - Write In	Count
I found out about the farm I am working on and decided to try the area out.	1
Totals	1

6. [OLD VERSION] How many farms did you apply to work at this season?

Count	Response
1	1
1	3
1	4

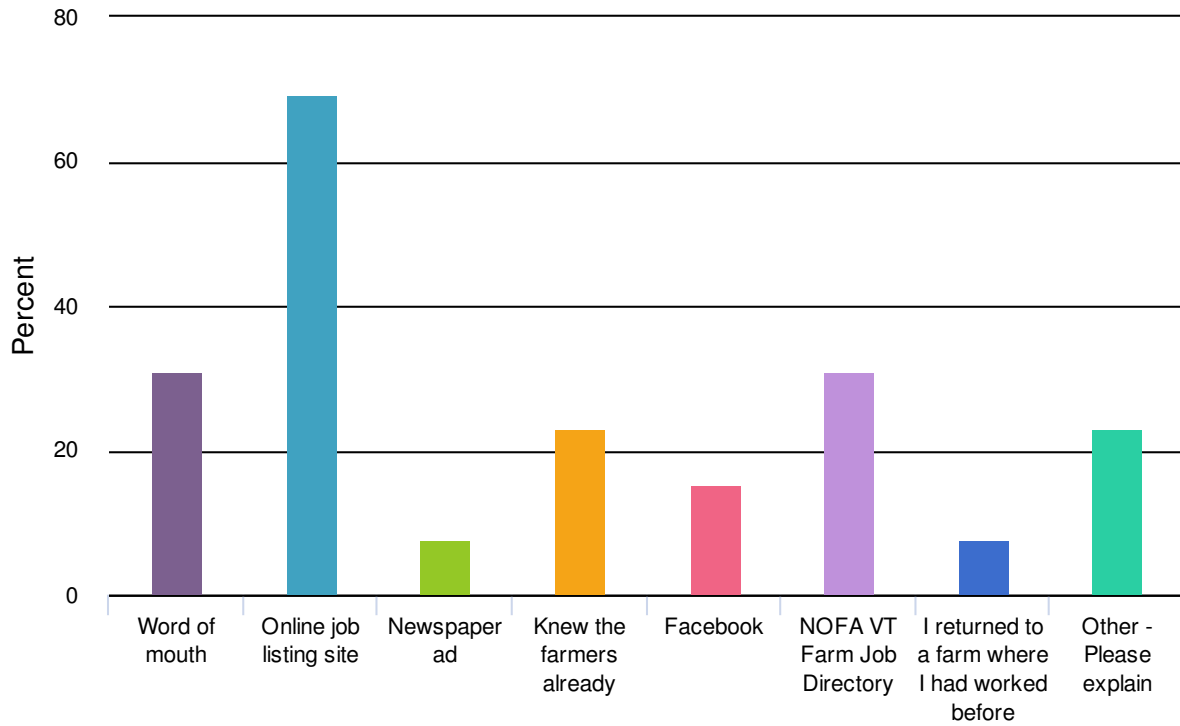
7. How many farms did you apply to work at this season?



Value	Percent	Responses
1	30.0%	3
2	10.0%	1
3	10.0%	1
5	40.0%	4
More than 5	10.0%	1

Totals: 10

8. How did you hear about the farm jobs for which you applied? Check all that apply.



Value	Percent	Responses
Word of mouth	30.8%	4
Online job listing site	69.2%	9
Newspaper ad	7.7%	1
Knew the farmers already	23.1%	3
Facebook	15.4%	2
NOFA VT Farm Job Directory	30.8%	4
I returned to a farm where I had worked before	7.7%	1
Other - Please explain	23.1%	3

Other - Please explain**Count**

ATTRA

1

ATTRA, and Good Food Jobs

1

visited the farm on a CRAFT tour

1

Totals

3

9. What were you looking for in a farm?

ResponseID	Response
1	Diversified enterprises, housing.
2	Opportunities to learn and try new things. Involved in a variety of local markets. Diversity of Practices and principles associated with sustainable agriculture.
5	Vegetables, a nice farmer, sheep
7	A diversified organic farm owned by farmers with substantial experience and a sustainable economic model and a farm that had management opportunities where I could have more responsibility and say in the season's direction.
8	A sense of community and connection with the farmer. I was looking for a place that would have the ability to learn and grow as a farmer with a sense of responsibility and ownership.
9	Someplace that wanted experienced farmers, provided room and board, and had a diverse range of crops and markets. And someplace that would pay more than the typical apprenticeship. Ideally somewhere in VT that was closer to our families than northern Vermont.
10	diversity and uniqueness in produce/products grown and sold, holistic soil and land stewardship, opportunity to learn new systems and successful farm business and marketing strategies, a place with potential for longer term employment and farm business involvement, values creative input and artistic design
11	Experienced owners, organic, diversified in products and markets, smaller scale, opportunities for greater responsibility
14	A place to continue my education of Farming and to further develop the skills I would need to begin my own sustainable farm practice
15	Organic produce. Preferred farms where I wouldn't work with animals. Wanted to work for a first generation farmer. Reasonable stipend.

ResponseID Response

16 Housing was the first thing I look for. What type of housing, if it's free, running water, WiFi. Next I look for paid jobs. As much as I love farming I do need some gas and beer money after working 50 hours a week. After that I look for a personable boss and one that's willing to teach, to take the time to show me how to do things and why we do them that way. Place and type of farm (animal or veg) don't really matter to me.

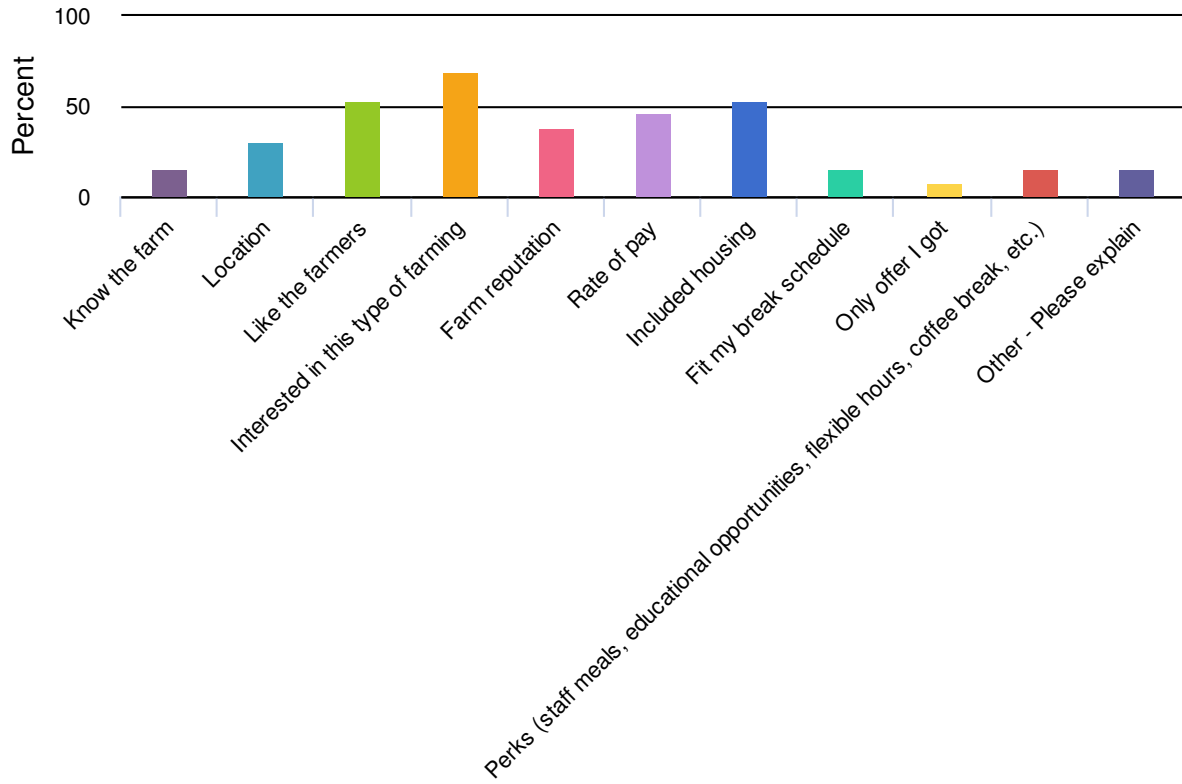
17 Time for self discovery. Time to persue my many interests in the outdoors, produce farming, art, herbalism, yoga, and good health and meeting progressive young farm interns.












18 Organic practices and humane working conditions.

10. What was your single most important consideration when looking for a job this year?

ResponseID	Response
1	Had space for both me and my partner.
2	Previous experience working for them. Had some idea what the kind of tasks were, what expectations were, knew the owners, and was offered a part time position.
5	being near hartland
7	Finding a management position that paid a living wage.
8	I needed to find a farm that was equally interested in investing in me as I invest in their operation.
9	Finding somewhere that provided a (relatively) higher payroll but still provided housing, and that would hire myself and my partner to farm as a couple.
10	to work somewhere where i felt there could be potential for longer term employment and creative involvement
11	A good fit with the owners and position.
14	A place that paid well and provided housing and food for both me and my partner. Also A place with a focus on education and helping the apprentice to become more comfortable in their skillset
15	Money. I had student loan payments coming in on top of other bills. Couldn't afford to work at most of the places listed.
16	Housing with pay.
17	Organic practices, produce, community, youth, farmers markets.
18	Treatment of workers.

11. Why did you choose to take this farm job? If you returned to a previous job, please think back to before you worked at the farm. Check all that apply.



Value		Percent	Responses
Know the farm		15.4%	2
Location		30.8%	4
Like the farmers		53.8%	7
Interested in this type of farming		69.2%	9
Farm reputation		38.5%	5
Rate of pay		46.2%	6
Included housing		53.8%	7
Fit my break schedule		15.4%	2
Only offer I got		7.7%	1
Perks (staff meals, educational opportunities, flexible hours, coffee break, etc.)		15.4%	2
Other - Please explain		15.4%	2

Other - Please explain	Count
Boss seemed very willing to teach. Educational experience.	1
Willing for take me on for just the summer	1
Totals	2

12. Was there something about this job that attracted you to the position and stood out from the rest of the farm employment options? Please describe.

ResponseID Response

1	Yurt for housing
2	Familiarity with the farmers/landscape, the farming practices, the part time option, want to work more with livestock.
5	the breed of sheep was awesome.
7	Better payment than any other offers, offered a job to both me and my partner, offered an opportunity for increased responsibility.
8	It was obvious that the farmers/owners cared about the quality of life of their employees and willing and able to provide that experience. It was clear that they had similar interests and goals with building a sense of community around their farm.
9	The offer of an "assistant manager" position, rather than the typical apprenticeship or hourly work job.
10	good hourly pay with overtime, included working farmer's markets, employment through december, 8 hour work days that end at 3:30pm
11	Experience of the owners and commitment to a high quality product.
14	The pay was significantly higher then many other jobs in the area and other farms I was looking at.
15	The farmer was really proud of his business model and was proud that he never took any loans for the farm. He really wanted to teach his interns how to make a living off farming.
16	The farmer seemed very knowledgeable and willing to teach me farming organically. He was willing to stop and take time to talk about things I'm interested in.
17	Theres alot of diversity on earth sky time in work, projects, income, people, art, and health
18	A thoughtful, honest owner, and a living wage.

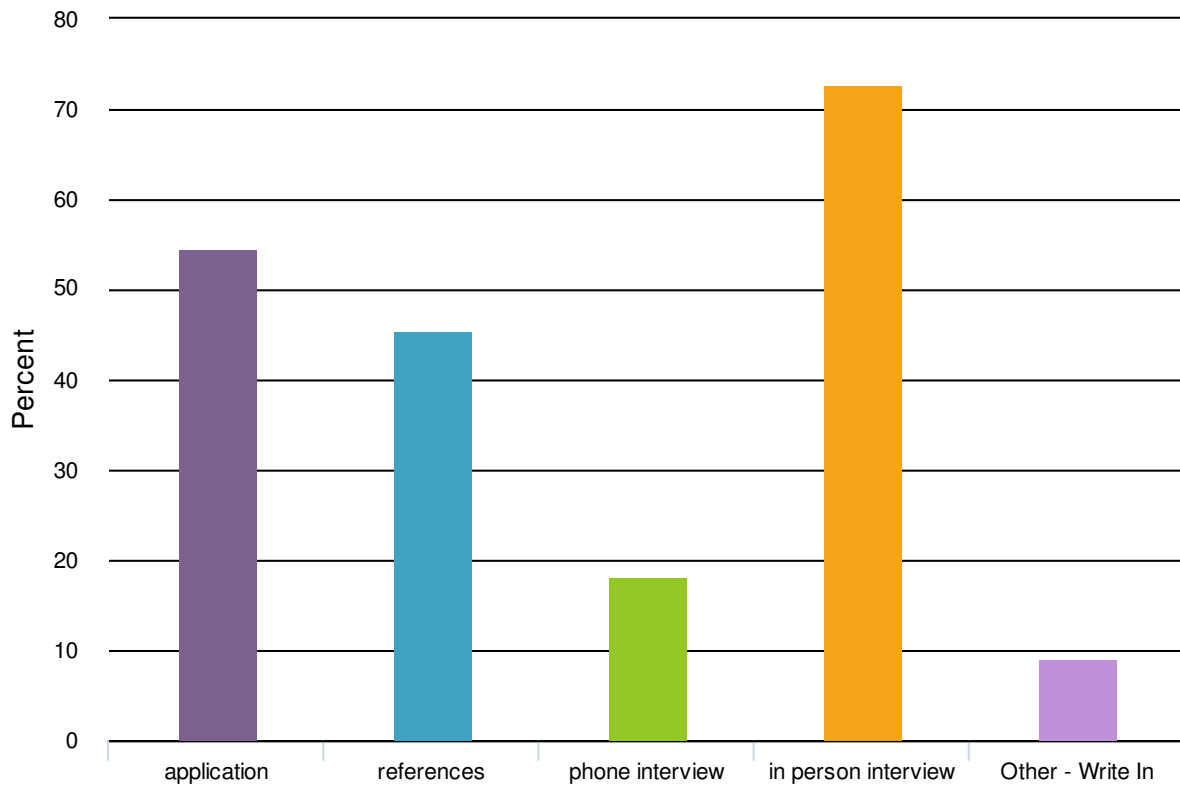
13. [OLD VERSION] Describe the hiring process for this farm: application/resume, references, interview, trial week?

ResponseID **Response**

1 Application, phone call, hired.

2 I sent a resume and had a phone interview as I applied for the job in NC which was a little inconvenient that the first time we met was on the first day of work.

14. For your current job, what was the hiring process? Please check all that apply.



Value	Percent	Responses
application	54.5%	6
references	45.5%	5
phone interview	18.2%	2
in person interview	72.7%	8
Other - Write In	9.1%	1

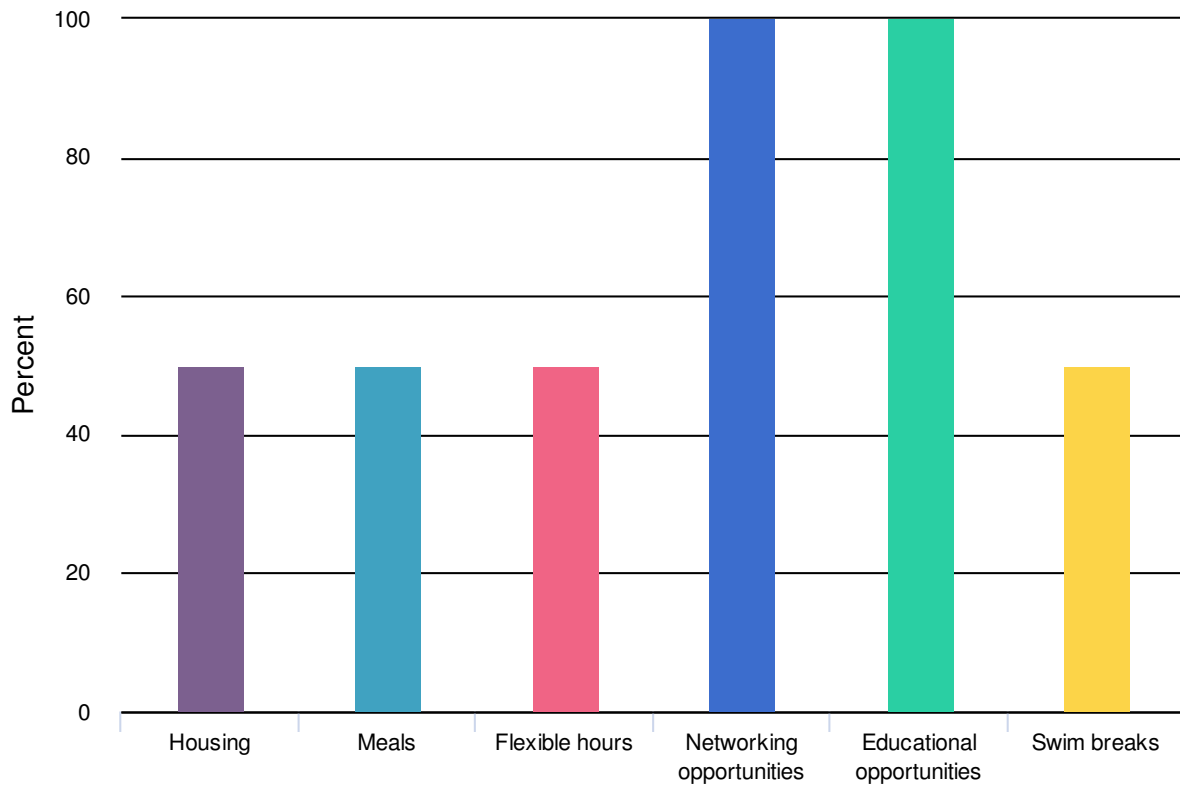
Other - Write In	Count
I knew my bosses before looking for the job, but everyone else on the crew applied through and application, interview, trail week system.	1
Totals	1

15. What difficulties, if any, did you encounter when looking for a farm job?

ResponseID Response

1	Too many great jobs!
2	I couldn't find job listings, so just emailed farms if they had any openings in the region I was interested in, some replied, some didn't. It is also difficult to apply for jobs when you are not in the same region as the position because you cannot meet the farm/farmer face to face before starting.
7	It was difficult to have foresight in planning our transition from the previous farm where we worked to this one; while some winter down time is nice, there is an inherent level of anxiety present in not being able to count on a position that fit our criteria as the last season ended.
8	There are sooo many farms out there and the best way to know which one(s) is the right fit, is to visit them in person. And sometimes, that's not feasible...
9	It's always hard to go off of just phone interviews or even in person interviews in the late winter when trying to find a job, let alone one that fits all your needs!
10	it's very difficult finding farm jobs that are beyond an apprentice or simple farm hand level for those who want more investment or responsibility
11	N/a
14	Deciding on whether to stay in Vermont or move to another state
15	The farmer's partner was our farm manager and she was just a generally harsh person. She was overly rude and disrespectful.
16	One farm offered me the position but came back telling me they could only pay me half of what the ad said, I turned down the position. Another farm offered me a position and came back saying their housing would not be available (contrary to their ad) and I would have to find my own housing. I asked them if they could help me find affordable housing and they told me "there isn't affordable housing". So I very quickly turned them down.
17	I did not struggle so much in the application process but i struggled in the first farm i went to and leaving that farm because it was not a healthy enviroment to be in.
18	Not enough options within a reasonable commuting distance.

16. [OLD VERSION] What benefits do you receive as an employee of this farm:



Value	Percent	Responses
Housing	50.0%	1
Meals	50.0%	1
Flexible hours	50.0%	1
Networking opportunities	100.0%	2
Educational opportunities	100.0%	2
Swim breaks	50.0%	1

Other - Please specify	Count
Totals	0

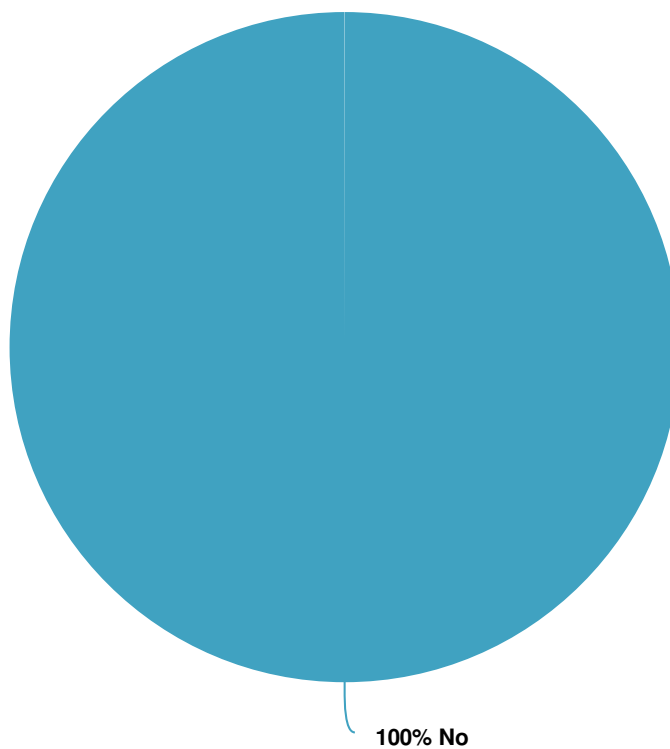
Other - Please specify


Count

Totals

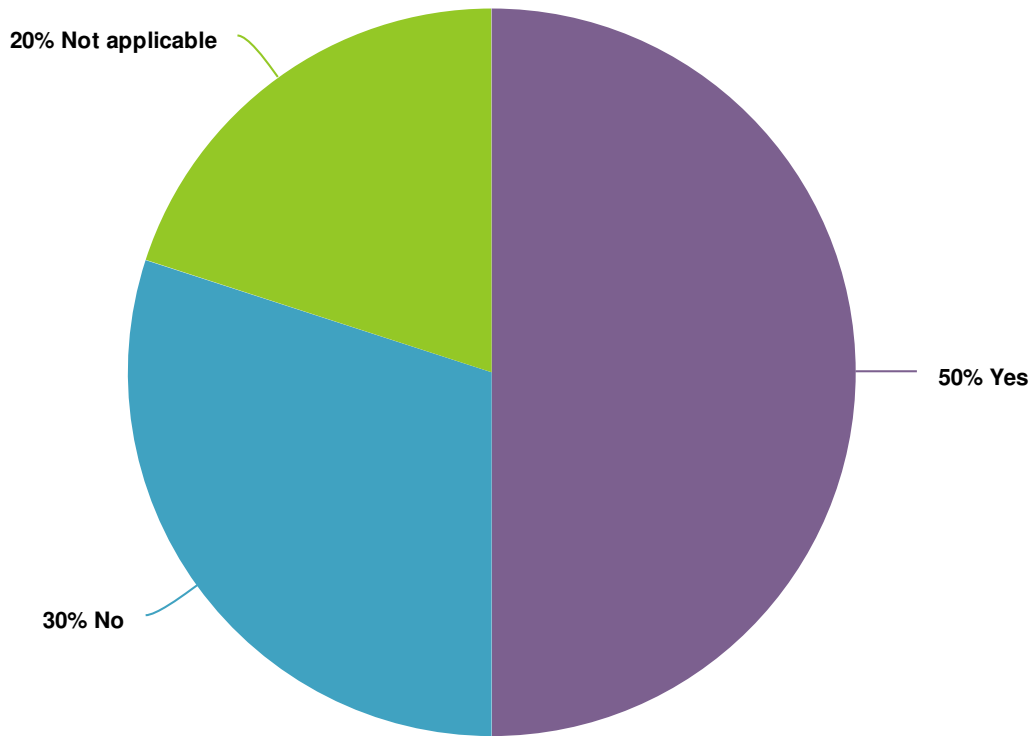
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17. [OLD VERSION] Do you plan to return to this farm next season?



Value		Percent	Responses
No		100.0%	2
			Totals: 2

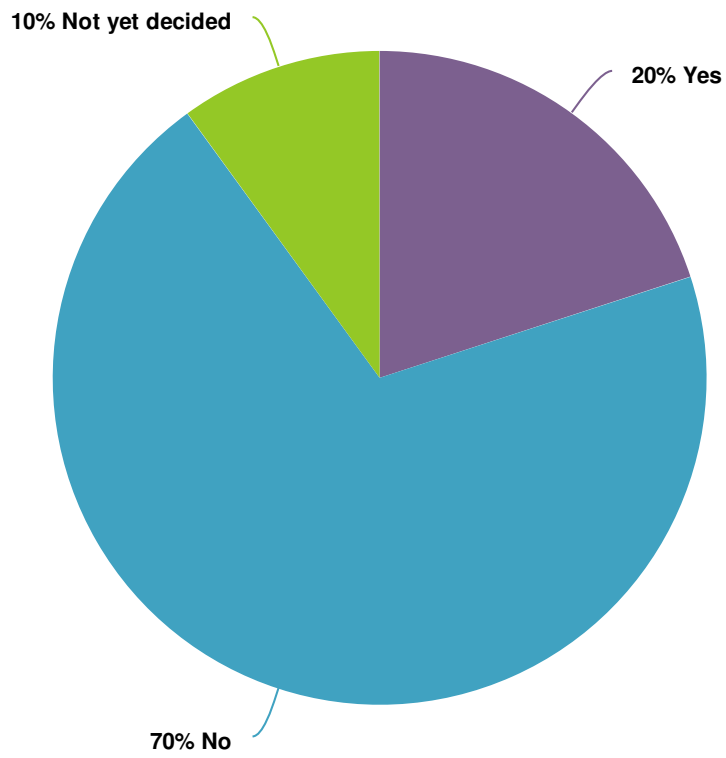
18. You described your job search and employment priorities on the previous page. Now that you have the job, do you think the job was accurately described and represented by the farmers?



Value	Percent	Responses
Yes	50.0%	5
No	30.0%	3
Not applicable	20.0%	2

Totals: 10

19. Do you plan to return to this farm next season?



Value		Percent	Responses
Yes		20.0%	2
No		70.0%	7
Not yet decided		10.0%	1

Totals: 10

20. Would you recommend this farm to future job seekers? Please tell us why or why not.

ResponseID Response

5 Yes, it's good.

7 Probably not; we've experienced recurring issues with communication and temperament of the farmers for whom we work. There is not a very comfortable or open atmosphere for questioning or fleshing out ideas. The overall environment may be more hospitable, however, in a non-communal living situation.

8 For the right people, most certainly! I am in love with this area and this farm. For many hard working, self-motivated individuals, this is an amazing farm to work at. The farmers/owners are very appreciative and reasonable people. They expect each employee to take ownership in their job and, therefore, have a sense of place. In return, they provide everything in their power to make their employees comfortable and happy.

9 Probably not, unless there was a big shift in management tactics, or if the person just wanted an hourly job without the same living arrangements and managerial expectations.

10 Yes, the farm is a great example of a successful diverse vegetable farm that really values caring for the land and producing beautiful produce - not to mention the owners are amazing people and so enjoyable to be around.

11 Yes, but with reservation. There are lots of great things to learn on this farm, but due to the living situation the line between personal and professional life is very blurred. This makes things a little more complicated.

14 Most likely not. The communication on the Farm is not very strong, and there is not much responsibility passed on to the apprentices.

15 It would depend on what they're looking for and what type of person they are. Some people who are more laid back and are looking for a more laid back experience might not work out well.

17 I would recommend people to earth sky time if they wanted to try on different roles, wanted to be around a lot of people and were flexible with life ect. I would recommend foggy meadows if they were extremely serious about being a farmer and did not care about anything but starting up a business post internship.

18 It's an okay job if you need the money, but employees are not treated well.

21. What benefits do you receive as an employee of this farm? Please indicate whether the benefit is very important, somewhat important, neutral, not important to your job satisfaction. Choose not applicable if you do not receive the listed benefit.

	Very Important	Somewhat Important	Neutral	Not Important	Not Applicable	Responses
Housing Count Row %	4 40.0%	2 20.0%	2 20.0%	0 0.0%	2 20.0%	10
Meals Count Row %	2 22.2%	0 0.0%	2 22.2%	1 11.1%	4 44.4%	9
CSA shares Count Row %	3 30.0%	0 0.0%	1 10.0%	0 0.0%	6 60.0%	10
Commissions Count Row %	1 11.1%	0 0.0%	1 11.1%	0 0.0%	7 77.8%	9
Flexible hours Count Row %	2 22.2%	2 22.2%	1 11.1%	0 0.0%	4 44.4%	9
Vacation time Count Row %	3 33.3%	3 33.3%	1 11.1%	0 0.0%	2 22.2%	9
Networking opportunities Count Row %	4 40.0%	3 30.0%	0 0.0%	1 10.0%	2 20.0%	10

	Very Important	Somewhat Important	Neutral	Not Important	Not Applicable	Responses
Educational opportunities Count Row %	5 55.6%	2 22.2%	0 0.0%	0 0.0%	2 22.2%	9
Swim breaks Count Row %	1 10.0%	3 30.0%	2 20.0%	1 10.0%	3 30.0%	10
CRAFT farm tours Count Row %	2 22.2%	5 55.6%	1 11.1%	0 0.0%	1 11.1%	9
Health insurance Count Row %	0 0.0%	0 0.0%	2 22.2%	0 0.0%	7 77.8%	9
Living Wage Count Row %	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1
Stipend Count Row %	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1
vegetables Count Row %	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1
Totals Total Responses						10

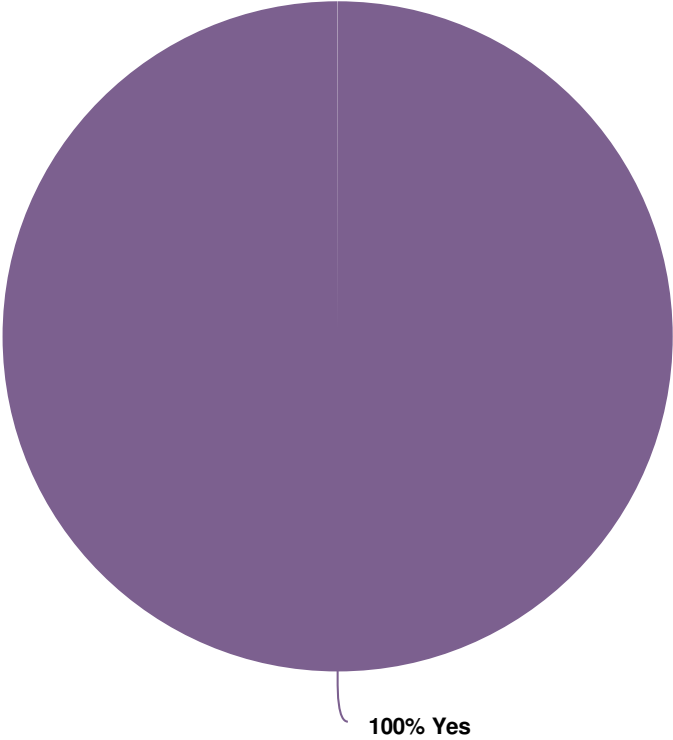
22. What is the best thing about this job?

ResponseID	Response
5	The location
7	Learning what systems I personally require to work efficiently
8	That I get to go to work feeling excited and happy to be here every day.
9	Location
10	the people and being part of such a high quality grown produce
11	All of the opportunities to do different things every day.
14	The pay.
15	Unlimited vegetables as much as the farmer was strict about efficiency, he would slow down for teaching opportunities and really take the time to explain things
17	Flexibility, spontaneity, diversity in work and play so much more
18	The wage and a thoughtful owner.

23. What is the worst thing about this job?

ResponseID	Response
5	It's too hot
7	Lack of organization, inconsistency of communication and expectations and being consistently disrespected.
8	The miserably hot days when work must go on.
9	Lack of communication with employers
10	in general farm jobs are low paying and it's hard to find affordable housing in the upper valley
11	The crossover between personal and professional life.
14	The lack of communication
15	Rude farm manager
17	Little time to self, jack of all trades so some components fall back while others thrive
18	Abusive management practices.

24. [OLD VERSION] Would you recommend this farm to future job seekers? Please tell us why or why not.



Value	Percent	Responses
Yes	100.0%	2
		Totals: 2

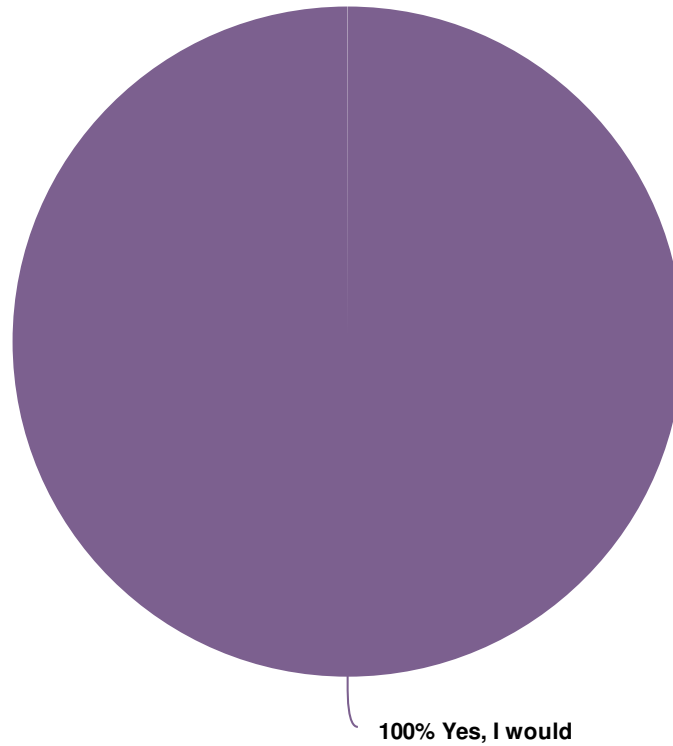
25. Do you have any suggestions about how farmers can improve the hiring and working environment for farm staff? Please make them here.

ResponseID	Response
2	Clearly stating specific descriptions/goals of the position in the posting or on the first day and regularly (weekly, monthly, etc) checking in to review performance/suggestions/overall satisfaction.
3	xxxxx
5	I'm tired of taking this survey
7	Clearly communicate expectations from the beginning- even in regards to seemingly minute details- particularly when entering in a communal living environment. Be transparent about your systems and approaches. Create comfortable space for communication. Offer a mutual trial period.
8	For hiring, I would suggest knowing all of the possible resources/job boards for posting openings (I.e. NOFA, Good Food Jobs etc) As for the working environment, I feel that it is important to let the employees know you care about their well-being. Including snack/stretch/water breaks and sometimes swim breaks are good ways to emphasize this.
9	Consistent and intentional meetings with check-ins, lists, and clearly stated expectations that give both employers and employees the freedom and flexibility to ask questions and make sure everyone is heard and on the same page.
10	having a public bathroom available for use, scheduled check-ins mid season for feedback, involving farm staff in work of particular or special interest to the employee, clear schedule for starting and ending dates and vacation time, helping farm workers find affordable housing near farm

ResponseID Response

11	<p>I think that a comprehensive application, interview, and reference check system is really helpful in elevating the farm workforce to the level that I believe is achievable and necessary to make this kind of farming part of mainstream society. I also think that allocating resources to help farmers to be in the position to pay their farm workers well enough that they can live comfortably off of the farm and so that they can have work hours that allow them to have lives outside of farming is valuable. Although I believe that farming is different than most other jobs because of the dedication and passion that it requires, I feel that we must continue moving towards a system that mimics the conventional work place expectations that are integral to our society in order for this type of farming to become a lasting part of our society.</p>
14	<p>To clearly lay out what the responsibilities of the staff will be, and what they should expect in a season as far as how many hours are expected to work.</p>
15	<p>Just provide a lot of information on what living is like/looks like, what farm looks like and who all works there. Some places are too far to just casually visit so making as much of visit without having to physically be there.</p>
17	<p>Be clear very clear about the work load, social and political views if thats going to come up on the farm and work ethic before hiring or bringing some one on especially if they are coming from a distance.</p>
18	<p>Treat employees like human beings. We're already working for much less than other industries; don't be abusive on top of that.</p>

26. We are considering starting a website for farm job listings in the Upper Valley of Vermont and New Hampshire. Would you use such a regional job listings service should it exist?



Value		Percent	Responses
Yes, I would	<div style="width: 100%; height: 15px; background-color: #6a3d9a;"></div>	100.0%	10

Totals: 10

Other - Write In	Count
Totals	0

27. If you have any additional comments or suggestions about improving farm employment in the area, please write them below.

ResponseID Response

15 Would've loved more opportunities to get to know farm interns that didn't necessarily have to be farm-based. We were in a pretty remote part of Vermont and it was pretty hard to make friends. Plus with only one full day off a week, I didn't necessarily want to plan it around more farm related activities.

18 Most of the farms I have worked at had owners with good intentions, but who were unable or uninterested in keeping good managers on the job. More education about how to create a humane working environment would make a huge difference for workers' lives, turnover, and the bottom line.