



Farmer Mobilization

Apprenticeship Individualized Learning Plan

Apprentice Name:

Host Farm:

Hours:

This document will be used to support you in getting the most out of your farm apprenticeship. We want this experience to be fruitful for both you and the host farmer. We believe that understanding your learning objectives is an invaluable part of curating a nourishing learning environment. To start this process, we invite you to find a quiet and comfortable space to close your eyes and reflect for five minutes before filling out this form. We invite you to envision what it will feel like to complete your apprenticeships. Here are some questions to guide you through this optional meditation:

When you envision your future farm apprenticeship what skills do you feel most excited to learn? How do these skills support your long-term vision for land stewardship? How do you envision your relationship with farming changing throughout the course of this apprenticeship? Envision that your apprenticeship has come to an end...what skills have you confidently developed?

Now that you have taken some time to reflect and connect in a somatic way to your learning objectives, please take some time to fill out this form. Helping us at Agroecology Commons to understand your learning objectives will allow us to best place you with a farmer that can support these goals, it will also support us in curating and sending you additional learning materials about the things you are most excited to learn, as well as keep you in the loop about future events, classes, and workshops that you might enjoy.

During your apprenticeship, we will visit you on the farm. We will be in dialogue with you and your host farmer about your learning objectives, and how we can best support you in achieving them.

Production Skills

Please review the following list and mark the skills you would like to acquire or focus on during your apprenticeship. Please note that not all of these skills may be applicable to the farm you would like to apprentice on. For example, you might not learn tractor skills on a no-till farm, or you might not learn livestock management on a farm with no animals. If you know this is the case, please feel free to skip over those sections. If it is still a skill that you would like to learn despite it not being offered on your desired host farm sites feel free to mark Y (yes), and we can do our best to inform you of other learning opportunities. Please note that we can not guarantee that you will learn all of these skills, although we will work hard to support you in learning as

many as possible. Please do not fill out the last column. Your farm host will fill that out and indicate to you whether or not this is a skill you can learn on their farm. On the first day of your apprenticeship, your host farmer and you will review your individualized learning plan as well as community agreements and farm liability waivers. Feel free to add any additional thoughts or reflections in the notes section of the table provided below.

About the skill level scale

Please note that it's more than ok if you don't have experience with certain skills. We see that as an exciting opportunity for growth and learning! When filling out the scale you can think of the following metrics:

- 0- I have never done this before
- 1- I have dabbled in this before or have seen this skill demonstrated
- 2- I have some experience with this skill but still feel like a novice
- 3- I am actively building this skill
- 4- I feel confident in this skill with the support of a mentor
- 5- I have multiple years of experience in this skill and feel confident in doing it on my own

Plant Cultivation and Management				
Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
Plant ID (crops and weeds)				
Weed control strategies				
Plant pathology and pest ID (insects, diseases, etc.)				
Plant pathology and pest ID (insects, diseases, etc.)				
Pest management strategies				

Basic soil science				
Basic plant science				
Harvesting				
Post-harvest handling and storage				
Preparing seed beds and planting				
Irrigation installation and maintenance				
Compost making/processing / using				
Soil fertility management				
Cover cropping				
Crop planning and rotations				
Soil testing and interpretation of results				
Seed saving				
Assessment of watering needs				
Irrigation design and repair				
Seed variety selection				
Seeding rates & calibration				
Tillage				
Crop rotations				

Orchard Management				
Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
Holistic orchard management				
Branch grafting				
Bud grafting				
Tree pruning				
Fruit production/processing/marketing				
Tree planting and transplanting				
Tree and shrub handling, loading, unloading, tarping				
Basic knots				
Vegetable management				
Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
Crop varieties and selection				
Vegetable plant families shared characteristics and pests				

Weed management options (e.g. black plastic, mechanical cultivation, living mulches)				
Specifics of the growing system (e.g. planting and harvest schedules, bed spacing)				
Vegetable crop management specifics (e.g. trellising and pruning for tomatoes, stale seedbed method for planting carrots)				
Crop-specific storage requirements				
Assessing harvest readiness and on-the-spot quality control				

Greenhouse Learning Plan

Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
Planting				
Pest management				
Disease management				

Potting mediums and soil health & fertility				
Water systems				
Equipment operation & safety				
Greenhouse maintenance & repair				
Scheduling				

Business Planning

Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
Annual budget/planning				
Developing a business plan				
Quickbooks / record keeping				
Market research · marketing / designing packaging				
Website design/maintenance				
Understanding certification processes				
Customer service				

Planning and facilitating team meetings				
Time management				
Equipment investment and depreciation				
Understanding government subsidies and farm programs				
Food Safety Regulations				
Selling at a farmer's market				
Packing and distributing CSA boxes				
Cooperative business development				
Restaurant sales				
Calculating yields				
Pre season crop expenses				
Risk Management: insurance, disaster planning & contracts				

Animal Stewardship and Grazing Management

Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
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Basic soil health/ecology				
Grass, plant, and forage identification				
Forage availability: cool and warm season grasses				
Forage nutritional quality				
Making a grazing plan (stocking rate and animal density; herd effect, animal impact; time - overgrazing and under grazing)				
Critical periods: lambing/kidding/calving; breeding; water availability				
Monitoring issues: biodiversity, land health, utilization, bare soil, weeds, erosion, soil porosity, litter cover, bare ground				
Setting up and moving portable electric fence				
Manure composting/management				
Water point placement				

Animal first aid				
Milking practices & quality control				
Cheesemaking				
Meat processing and butchering				
Hide tanning				
Wool processing				
Predator control				

Equipment and Food Processing Skills

Learning Objective	Desire to learn skill (0-5)	Current Skill Level (0-5)	Notes	Learn on the farm or at another educational event (*column to be filled out by host farmer)
Truck/tractor / equipment basic operation				
Truck/tractor / equipment troubleshooting and mechanics				
Changing a tire				
Changing the oil				
Operation of hand tools				
Operation of power tools				
Chainsaw safety/maintenance / operation				
Backing up a trailer				

Basic welding				
Walk-behind tractor operation and maintenance				
Value-added food processing				
Food preservation				
Herbal medicine making				

Learning Styles:

In order to help communicate to your farm host what learning style is most enriching for you please take a moment to assess your preferred learning style.

Learning Styles	Rate this 1 - 4 (1=I learn best this way 4=this learning style is not very supportive for me)	Description. We understand learning is nuanced, and not limited to the descriptions below.	Praxis
Doer		Likes to be actively, hands-on involved in the learning process—wants to know how to apply learnings in the real world, likes information presented clearly and concisely.	practice, applying concepts, and simulations
Feeler		People-oriented, expressive, focuses on feelings and emotions, thrives in an open, unstructured learning environment.	Personal experience, role-playing, group exercises
Thinker		Relies on logic and reason, likes to share ideas and concepts, analyzes and evaluates, enjoys independent work.	Reading, questioning, and independent activities
Observer		Likes to watch and listen, may take time before participating, thrives on learning through discovery	Presentations, discussion, and problem-solving

Please add any additional notes you would like to share about you preferred learning style:

Please respond to the following questions about your learning objectives:

- 1) **What are your long-term agriculture goals?**
- 2) **What three things do you most hope to get out of this apprenticeship program?**
- 3) **Please finish this sentence. When learning something new I try to...**
 - a) **For example: When learning something new I try to take notes, write a song about it, watch youtube videos, find extra reading material, viscerally practice.**
- 4) **How do you prefer to give and receive feedback?**
 - a) **For example: I like to talk in person in a real-time-moment.**
- 5) **What questions do you have for your farm host?**
- 6) **What questions do you have for the Agroecology Commons team?**

Independent Learning Stipend

We recognize that all learning might not take place on the farm. Each apprentice can apply for up to a \$400 independent learning stipend once you have reached 20 hours into your apprenticeship. These funds can be used for educational materials or events that will support learning interest. Some examples include:

-Help cover expenses to attend a farming conference or course (ex. BUGS Black Urban Growers Conference, ECO Farm, SoulFire farmer intensive, etc.)

-Pay for tuition to take a supplemental course (ex. desire to learn more about holistic soil management, and use the funds to sign up for a soil biology course at local community college)

-Purchase books that are relevant to learning goals

If you know how you may want to enhance your learning, but need support in deciding what to choose, email us. We can send recommendations, or connect you with folks offering additional educational opportunities around the area of your interest that we may know about.

Additional Learning Materials:

This space is for AC staff and your farm host to add additional learning materials based on your interests.

Title	Type of resource (webinar, book, class, article, podcast, etc)	Link