

# Apprenticeship Program Highlights

2020

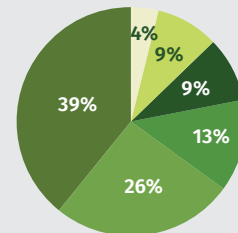


## Apprenticeship Programs

Agricultural apprenticeships offer hands-on experiential learning through an intensive mentorship by a skilled farmer or rancher. New Entry Sustainable Farming Project coordinates the Ag Apprenticeship Learning Network (AgALN), which will become part of the FIELD Network in 2020 (Farm Incubation and Education through Land-Based skills Development). We conduct a yearly survey of apprenticeship programs, and this 2019 data represents 25 program responses, from individual commercial farms and ranches, to University-run apprenticeship programs, and organizations who manage networks of farm and ranch mentors.

Apprenticeship programs typically average 8-12 months of experiential learning on a farm or ranch and serve between 5-9 apprentices or for larger statewide coordinating programs, 15 or more apprentices placed on farms or ranches each year. The average farm or ranch mentor has more than 5 years of experience prior to offering an apprenticeship.

More info: [www.nesfp.org/agapprentice](http://www.nesfp.org/agapprentice)



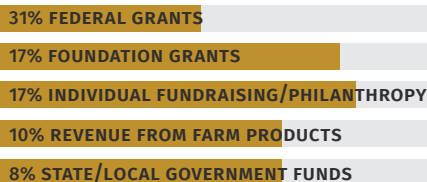
Pre-launch 4%  
>2 yrs 9%  
2-5 yrs 13%  
6-10 yrs 26%  
11-19 yrs 39%  
20+ yrs 9%

**58%** of farms are sustainable but not certified organic.

**60%** of Apprenticeship Programs are <12 months.

## Top Challenges

### Funding



Total annual cost per Apprentice



### Housing

**50%** of programs cover the cost of housing.

### Recruitment

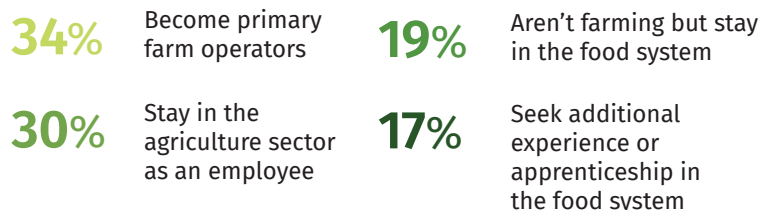
**Word of mouth** is the most successful recruitment practice reported, followed by social media, through relationships with partner organizations, listservs/email lists, and farm websites.

### Education

**100%** have a curriculum, suggested reading materials, and hands-on training  
**88%** have classroom education  
**75%** have formal evaluations and offer conferences or technical workshops  
**50%** offer business and financial planning

## Former Participants

**64%** remain a part of the agriculture industry



### Diversity

Only 11% of apprenticeship programs offer multi-lingual programming.

