

## Start your career in Regenerative Farming & Local Food!

### Clearwater Farm's Young Agripreneur Program:

- **Season One: Building a foundation for your career**
  - A broad introduction to regenerative farming and local food that balances practical farm work at Clearwater Farm with a structured curriculum of seminars, independent projects, field trips, and study.
  - Program runs from Spring (flexible start dates) until the end of October
  - Program outcomes:
    - ✓ Hands-on farming experience
    - ✓ Targeted skills development
    - ✓ Immersion into a network of local farms and food businesses
    - ✓ Learning the essential theory of regenerative farming methods and local food systems
    - ✓ Mentorship support to develop your career options
  - Financials
    - ✓ Agripreneurs are paid for 34 hours/week of farm work at ClearWater Farm
    - ✓ Agripreneurs receive an average of 6 additional hours/week of free curriculum-based training (seminars, independent projects, field trips); and they are expected to complete 5 hours of independent study each week. The Training and Study Curriculum is summarized in Appendix A.
    - ✓ The program can include housing at Clearwater Farm at a subsidized rate.
- **Seasons Two & (possibly) Three: Moving towards your career target**
  - Returning Agripreneurs continue to work for ClearWater Farm, either full-time choosing an area of focus and taking on more responsibility, or part-time while they access a parcel of land to experiment on with their own farming business.
  - Specialization options include: greenhouse/nursery management, field management, value-added products, community programs & farm education, business management, and marketing & off-farm logistics.

**Program Lead:** Gavin Dandy from Everdale Farm is an award-winning farm educator with over two decades of experience training young farmers to start their ag/food careers and businesses. Gavin will work with ClearWater's experienced farming operations team to integrate learning into all aspects of the Agripreneur's experience.

**How to apply:** You can apply at any time of year. Complete the application form in Appendix B and email to Mike Bangay at [mike@clearwaterfarm.ca](mailto:mike@clearwaterfarm.ca). We will reach out to you to set up an interview.

**Program partners:** RBC, Everdale Farm.

### **Appendix A – Overview of Year One Agripreneur Curriculum**

*Curriculum is subject to change and adaptation based on students' interests and other factors.*

**Seminars** (about 20 seminars)

Examples of seminar topics:

- Starting Transplants
- Safe Tractor Operation
- Soil Preparation
- Soil Fertility
- Cover Crops
- Seed Saving
- Compost Making
- ClearWater Farm's business model
- Poultry Farming
- Hosting Educational Program on Your Farm
- Direct Seeding & Transplanting
- Compost Tea & Vermiculture
- Weed Control
- Harvesting Techniques
- Post-Harvest Handling & Storage of Fresh Crops
- Food Forest - Theory and Practice
- Direct Marketing Farm Crops and Value-Added Products
- The Community Shared Agriculture Model
- Next Planner Course
- Irrigation Methods for the Market Garden
- Overview of Ontario Water Centre's finances

- Crop Planning
- Harvest Management
- Canning and Preserving
- Finding Land
- Starting a Farm/Food Business 101

### **Field trips** (about 10 field trips)

Examples of field trip destinations:

- Orchards and Food Forests
- Microgreen Facilities
- Mushroom Growing
- Farmers Markets
- Beekeeping Operations
- Livestock Farms
- City Farms
- Value-Added Food Products
- Agri-Tourism Businesses
- Ontario Food Terminal

### **Independent Projects** (each student chooses 1-2 projects to complete during the season)

- Video
- Dream Farm
- Compost & Compost Tea
- School Programs & Other Income on the Farm
- Cover Cropping

### **Social Events**

- Weekly Potluck Meal
- Monthly Movie Night – Classic farm movies
- Spring Dinner – Family and friends on the farm
- Presentations of Independent Projects
- Graduation Dinner – Family and friends on the farm

### **Evaluations and Assessments**

- Pre-season self-evaluation of your farming skillset
- Setting personal and group goals for the season
- Mid-season:
  - Personal goal targets: Meet with ClearWater Farm Manager and Agripreneur Program Coordinator to clarify goals and sharpen focus in the final stages of the season.

- o Group goal targets: Agripreneurs meet to assess progress to date and identify areas of focus moving forward.
- End of season
  - o Comparing your current farming skillset with your pre-season evaluation results
  - o Summarizing and celebrating personal and group achievements
  - o Exit interviews and goal setting with the ClearWater Farm Manager and the Agripreneur Program Coordinator

## **Appendix B – Agripreneur Program Application Form**

Please fill out this form in Microsoft Word and email it as an attachment when submitting your application.

Applicants must be at least 18 years old and be i) a Canadian Citizen; or ii) a Permanent Resident; or iii) a Refugee under the Immigration and Refugee Protection Act.

Please answer the application questions honestly and openly. It is not a test and it's not a job interview! It is a discovery process. Your application helps us figure out whether there is a good fit between what you are looking for and what we have to offer.

### **Section One**

First Name:

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Last Name:

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Mailing Address:

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Email:

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Phone:

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Are you currently a resident or citizen of Canada?

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If no, then will you be able to obtain a Canadian visa and health insurance if you are accepted to the internship?

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How did you hear about the Agripreneur Program?

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Have you visited ClearWater Farm? If yes, when? And which staff members did you meet?

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Program start and end dates:

The program start date is flexible. You can start between April 1, 2023 and May 15, 2023.  
When would you be available to start?

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The program end date is October 31. It's important that all participants stay until the end, or at least complete their special projects before they leave. Do you have any commitments that would prevent you from staying until October 31?

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## **Section Two**

Farm work is hard physical work in all kinds of weather. What experiences or attributes make you feel ready to take on this commitment?

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What is your academic experience? Do you think the Agripreneur program will give you an opportunity to apply and build on any of your previous studies? If yes, then how?

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Do you hold any active non-academic certificates or papers? Do you think the Agripreneur program will give you an opportunity to apply and build on any of these? If yes, then how?

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Do you have a valid driver's license? If so, how long have you had it for?

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Please describe any experience that you have with each of the following activities. Add as many "other" categories as you wish:

- formal or informal teaching and instruction
- managerial and supervisory work
- recreational outdoor activities
- cooking
- volunteering
- organized sports and athletics
- operating road vehicles, tools, equipment, or machinery
- building things on your own or with other people
- entrepreneurial activities

- arts and music
  - computer work
  - other
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### **Section Three**

How would you define “regenerative” or “sustainable” farming?

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Working and studying as part of a team can have its rewards and challenges. What expectations do you have about with teamwork? What experiences and social skills would you bring to ClearWater Farm?

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What are you most expecting to gain from the program?

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What do you anticipate will be the biggest challenges for you in completing the program successfully?

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In order of importance, please list which of the following best describes your reasons for wanting to take the Agripreneur program? Add as many “other” categories as you wish.

- Self-sufficiency: Learn how to grow food for myself
  - Food justice: Use farming/gardening to promote social change
  - Economic: Make some or all my future income selling healthy food
  - Lifestyle: Pursue a rewarding hobby
  - Personal health: physical activity, healthy diet
  - Artistic: Create beautiful gardens or landscapes
  - Ecological: a platform for creating ecological solutions
  - Social: A way to connect with people
  - Other
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Imagine where you might be at this time next year and what you might be doing? Think of two scenarios - one farming, one non-farming - and give a brief description of both.

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Imagine where you might be in twenty years and what you might be doing? Think of two scenarios - one farming, one non-farming - and give a brief description of both.

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Is there anything else you would like us to know about you that hasn't been asked above?

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Thank you for filling out the application form. Please email it along with the following items to Mike Bangay at [mike@clearwaterfarm.ca](mailto:mike@clearwaterfarm.ca).

- Resume
  - References: Please list below the names of at least two and preferably three references along with their contact information (phone and email). We don't need reference letters, just contact info. References must be from people such as employers, instructors, associates, and others in a position to comment on your work style and character. References from family members and from people whose sole relationship with you is as a 'friend' are not accepted.
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