



Sustainable Farm Labor System

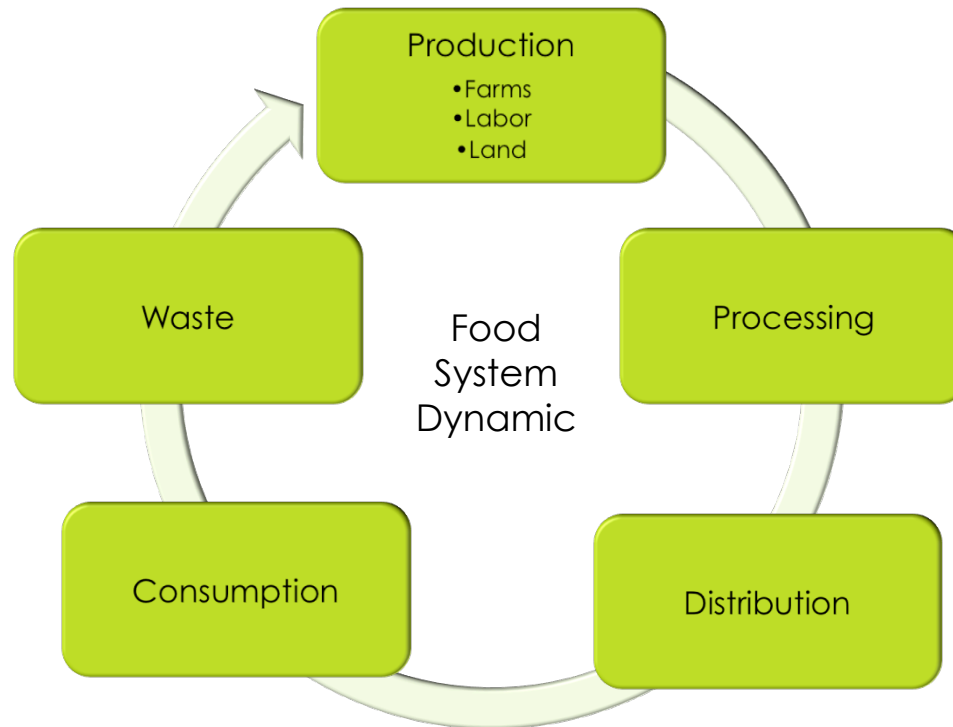
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Introduction

- Farm labor is part of two systems within our community.
- Laborers and farmers are key to the production leg of the larger food system.

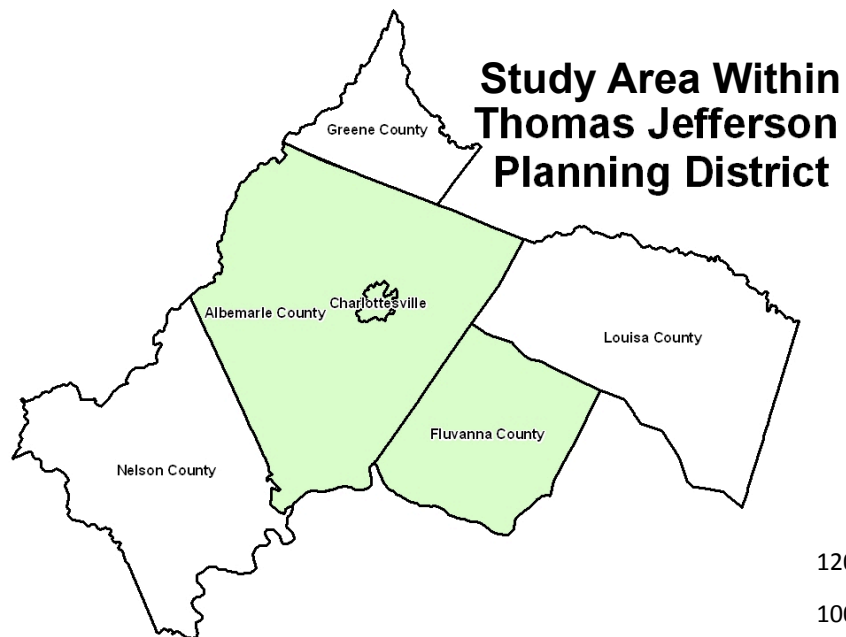


Labor History

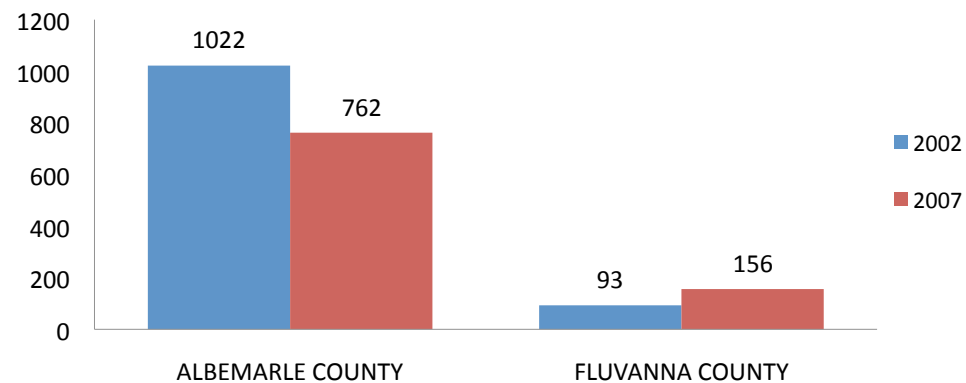
- The history of farm labor in Virginia follows that of the United States
- America had endless farming possibilities, but never enough labor
- Virginia leads in produce production
- Virginia is #5 for apples in the country



Local Labor



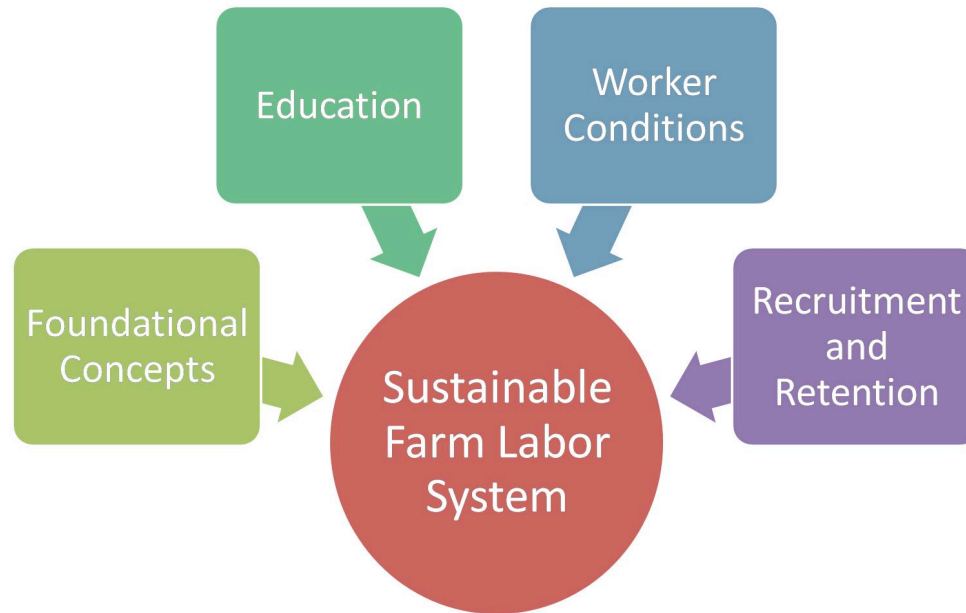
Number of Hired Laborers



Data Source: 2007 Census of Agriculture

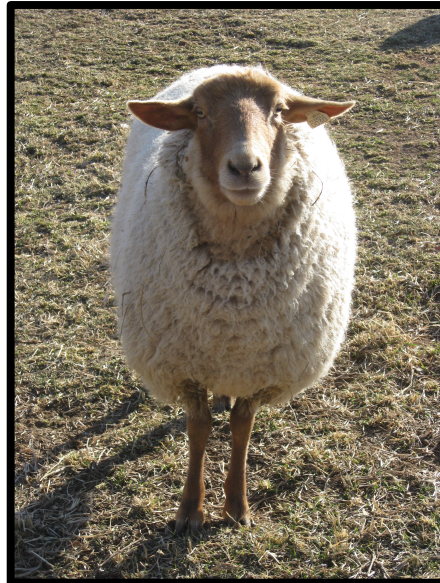
Methods

- ▣ Interviews
- ▣ Research
- ▣ Components of farm labor system



Foundation

- ▣ Availability of potential laborers
- ▣ Community perception of farm labor
- ▣ Contribution of laborers to farms
- ▣ Geographic source of labor pool



Education

Strengths	Opportunities
Educational opportunities through workshops, conferences, and individual consultations	Schedule events seasonally for multiple types of production
Intern and apprentice positions available; CRAFT program	Enhance living/learning experience through combination of classes and on-farm work; Cultivating Success
Multiple 4-H Clubs	Expand extracurricular agricultural experiences and programs
Fluvanna County provides agricultural education resources for teachers	Integration of agriculture related curriculum in all public schools at all grade levels

Worker Conditions

Strengths	Opportunities
Varying worker conditions allow flexibility for employers and employees	Ensure all employees receive adequate compensation, transportation, housing and safety training
National regulations and inspections for migrant workers	Standards for all farm employees
Some perennial retention and long term employment	Coordinate with Wintergreen Resort to provide off-season employment

Recruitment and Retention

Strengths	Opportunities
Variety of advertising resources used and available	Encourage use of workforce commission as advertising resource
Informal networking between employers and potential employees	More networking opportunities; Virginia Farm Link Program; PASA
Flexible tenure for employees	Increased education and awareness about physical nature of work to ensure fulfilled tenure; New England Small Farm Institute

Conclusion

- ▣ Increasing demand for farm laborers
- ▣ Future research
- ▣ Models:
 - ▣ New England Small Farm Institute
 - ▣ Cultivating Success
 - ▣ VA Farm Link Program
 - ▣ Pennsylvania Association for Sustainable Agriculture (PASA)
 - ▣ Hudson Valley CRAFT

