

Camden Urban Agriculture Collaborative (CUAC)

2021 Urban Ag Apprenticeship - *Now Accepting Applications!*

What Is the Urban Ag Apprenticeship?

The goal of the CUAC Apprenticeship program is to prepare residents interested in food, agriculture, gardening, and nutrition to **become the next generation of leaders in improving Camden's food system**. The Apprenticeship is an opportunity for **Camden residents to earn a living wage** while:

- 1) Developing skills in growing and producing food
- 2) Gaining project management and team leadership experience, and
- 3) Learning about the food system in order to help bring about food justice in Camden

This is a PART-TIME position, requiring a commitment of **20 hours per week**.

It is also a **SEASONAL position**, lasting the approximately 8 month long growing season:

- **Start Date: March 29, 2021**
- **End Date: November 5, 2021**

Who Should Apply?

Applicants must be:

- **Residents of Camden City***
- **Over the age of 18**
- **Do NOT need gardening experience**, but should at least have a strong interest in exploring horticulture and agriculture as a career
- Able to lift weights of up to 50 lbs
- Additionally, special consideration will be given to candidates who identify with a group included in the USDA's definition of "socially disadvantaged farmers and ranchers" (SDFRs). According to USDA, this includes the following groups: "American Indians or Alaskan Natives, Asians, Blacks or African Americans, Native Hawaiians or other Pacific Islanders, Hispanics, and women."

Qualities we're looking for in apprentices:

- Finds a hard day's work rewarding
- Dependable and dedicated
- Desires to serve the community
- Eager to learn and to grow professionally
- Bi-lingual in English and Spanish (a plus, but not required)
- Not worried about "getting their hands in the dirt", or working in all kinds of weather conditions

How Do I Apply?

Hiring Timeline:

- **Application Due: Monday, March 8th by 5pm**
- **Interviews:** To be held between Thursday, March 11th and Thursday, March 18th
 - *You will be notified by Tues., March 9th if you have been selected to participate in an interview
 - *Interviews will be conducted via Zoom or comparable technology
- **Notification of hire:** Friday, March 19th
- **First day of orientation:** Monday, March 29th

To apply online, visit: [insert link here]

To request a paper application, contact: Lew Bivona, CUAC Co-Leader by email at lewis.bivona@gmail.com or by phone at (609) 332-6017

What Are the **Benefits** of Becoming an Apprentice?

- **COMPETITIVE COMPENSATION: Hourly wages for apprentices begin at \$14/HOUR** with the possibility of raises when returning for additional seasons.
(continued on other side)

**While preference will be given to Camden residents, we will also consider applicants who are not current residents, but have lived, worked, or attended school in Camden for a significant time*

- **JOB SECURITY:** The apprenticeship is designed to be a three-year career development position. Dedicated apprentices can be confident their position will be there for several years.
- **FLEXIBILITY:** The position is a 20 hour/week position, but apprentices will be able to arrange with their site how this time is allocated - it could be three 7(ish)-hour days, five 4-hour days, etc.
- **GARDEN-FRESH FOOD:** Apprentices are entitled to a share of the produce they help to grow
- **CAREER DEVELOPMENT:** Apprentices will be able to network with, and explore careers in a variety of businesses, non-profits, and government agencies, both in and outside of Camden.

What Do Apprentices Do?

- Apprentices are matched with a Camden-based gardening “hub” as their day-to-day host site, where they’re mentored by the lead gardener or farmer. Apprentices hone their gardening skills mainly at this host site, but will assist other gardens around the city.
- In addition to first-hand experience in learning to grow food, apprentices will also participate in in-the-field and classroom-style trainings. A sample of topics apprentices learn about includes:
 - Community organizing theory, Camden City history, grant writing, fundraising
 - Ecology, horticulture, soil management, pest/weed identification and treatment, greenhouse design, crop planning
 - Business planning, marketing, financing and starting businesses
 - The history of agriculture, how food systems operate, food justice and food sovereignty
- Other activities include visits to other farms (urban and rural) in the region, professional development and networking opportunities, and community building events and festivals.
- It is designed to be a three-year program, progressing from basic gardening knowledge, to acquiring business and project management skills, to serving as a community leader.

What is CUAC?

CUAC formed in 2018 as a coalition of gardening organizations and community gardeners. It is dedicated to pooling resources, advocating for urban agriculture-friendly policies in Camden, and identifying opportunities to deepen collaboration. Its mission is to support Camden’s gardeners in generating holistic, sustainable, community-driven development and a more just food system in Camden.

Non-Discrimination Statement

In accordance with Federal Civil Rights law and U.S. Department of Agriculture (USDA) Civil Rights regulations and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior credible activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [How to File a Program Discrimination Complaint](#) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.