

Journeyperson program

Six to 12 month position usually beginning in late autumn.

The objective of the CRF Journeyperson program is to prepare students for leadership positions on diversified organic farms. We aim to provide the journeyperson with the skills, experience and knowledge needed to start their own sustainable farming enterprise and/or advance toward assistant manager and manager positions on organic hemp, produce, and livestock farms.

Learning objectives:

After completion of the CRF Apprenticeship program, participants should:

- Understand core principles of farm management and how sustainable practices fit into them
- Understand the process of whole farm planning
- Develop and implement a sustainable hemp farming enterprise for their farm or CRF
- Have developed a sustainable farming business plan for their enterprise(s) they can use to further their goal of owning or managing their own diversified, sustainable hemp farm.

Required reading:

[Farm Management 7th Edition](#), by Ronald Kay, William Edwards, and Patricia Duffy. A much more expensive 8th edition is available, but not required. \$30 on amazon

[Building a Sustainable Business: A Guide to Developing a Business Plan for Farms and Rural Businesses](#), by the Minnesota Institute of Sustainable Agriculture. Print version \$17, online version free.

Supplemental reading (1-2 copies available in the CRF library)

[The Lean Farm by Ben Hartman](#) \$15-\$20 on Amazon; also available free online [here](#) with free registration

[The Cultivation of Hemp: Botany, Varieties, Cultivation and Harvesting](#) by Iván Bócsa and Michael Karus ISBN: 9781886874039

[The Commercial Greenhouse 2nd Edition](#) by James Boodley (a newer addition is available for 10X the price, but the 2nd edition is acceptable)

Journeyperson program outline

The journeyperson position is a paid supervisory position requiring 40+ hours of work per week. In addition, the journeyman will attend weekly one on one educational sessions with the Farm Manager, outlined below. Journeymen farmers may attend apprenticeship lecture sessions. and will be asked to lead or assist these sessions from time to time as their experience and knowledge allows. The journeyman will also serve as the lab assistant for all intern and apprenticeship labs and research projects. In addition, journeymen will be given leadership roles in hand-on projects and farmwork, and will attend weekly educational sessions, as follows:

Week	Unit	Scope
1	Management	Overview of Farm Mgmt, decision-making
2	Whole-Farm Planning (WFP) I: Identifying Values	Identifying personal and shared values
3	Measuring Performance I	Organizing information, balance sheet
4	Measuring Performance II	Income statement & Farm business analysis
5	WFP IIa:Resource Assessment	Marketing & Operations Assessments
6	Economic Principles I	Production levels, input/output combinations, Cost concepts
7	Economic Principles II	Externalities, Ecological Economics
8	WFP IIb: Resource Assessment	Human Resources & Financial Assessments
9	Budgeting I	Enterprise Budgeting, Whole-Farm Planning (WFP)
10	Budgeting II	Partial budgeting, cash flow budgeting
11	WFP III: Vision, Mision, and Goals	Vision, Mission Statement, and Goals
12	Management Skills I	Business organization, Managing risk
13	Management Skills II	Income taxes, Investment analysis, and Enterprise analysis
14	WFP IV: Strategic planning & Evaluation	Marketing Strategies, Third-party certifications
15	WFP IV:	Operations Strategies

16	WFP IV:	HR and Financial Strategies
17	Resource Acquisition	Capital and credit, Land control and use
18	Human Resource Management	Labor efficiency and regulations, automation
19	Machinery/Equipment Management	Estimating costs, selecting equipment, efficiency and productivity
20-22	WFP V: The business plan	Organizing and writing the business plan
23-24	WFP V: Implementation & Monitoring	List, checkpoints, and recordkeeping
25	WFP Presentation	Journeyman will present their plan
26	Evaluations	Journeyman performance review, Program evaluation