



Veteran Farm Fellowship Program 2023

Learn and explore farming through a flexible, paid experience.

Arcadia offers an immersive training opportunity to learn regenerative, bio-intensive farming. As a fellow you'll be learning through on-the-job training, i.e. learning by doing. Arcadia Farm cultivates 2.5 acres of vegetable production, 0.5 acre of fruit and berry production, and 1 acre of incubator space.

Here is some of what we offer:

- **Part-time and full-time positions.** We recommend 24 to 40 hours on-farm a week (3 to 5 days) plus occasional weekend responsibilities.
- **Pay.** We pay \$15 an hour, offer optional health benefits, and access to vegetables from the farm. You can also access your GI bill base housing allowance if you qualify for the VA's OJT (work a minimum of 120 hours per month for a minimum of six months); Arcadia will facilitate that payment.
- **Program options.** Spring, summer, fall, or full-season (each season is approximately 3 months) with **potential 2nd year fellowship** to build on your first year experience.
- **Education.** Engage with farm, health, and business topics. In addition to on-site training, we offer optional online programming and local farm visits through our [Farmer Reserve Program](#).

Our program's **focus is flexibility** in building this opportunity with you. Transitioning into farming is more than physical work, it's a connection to the land and the community around you. There will be many things we have to do but there will also be built-in time to pursue supplemental training opportunities and to practice self-care. Maybe you want to sustainably commute to the farm, schedule doctor's appointments, see family, take mental health days, visit a farm you know, complete an on-farm project, and more. We'll check-in throughout your fellowship on your goals and make adjustments along the way.

We built this program to be flexible...but also to have **specific, on-the-job training content**.

Here's a few of the training opportunities you'll experience (season dependent):

- *Vegetable farm production.* Planning, seeding, irrigating, harvesting, cultivating, etc.
- *Soil care.* Cover cropping, no-tillage/low-till, no pesticides, fertility management.
- *Greenhouse and high tunnel operations.*
- *Food and nutrition education.* Gut health, plant i.d., fermentation, curing/storage.
- *Market experience.* Selling produce, meat, etc.
- *Working with regional farmers.*
- *Capstone project (optional).* Design and complete an on-farm project.

- *Farm maintenance.* Tractors, vehicles, infrastructure, tools, etc.
- *Record keeping.* Food safety, harvest and distribution, seeding, maintenance, etc.
- *Broiler chickens.* Care from chick to full-bird.

Why farm with us?

Well, we're passionate about stewarding healthy soil and healthy food. We use regenerative methods, source local materials, and build local relationships. We're constantly learning and stewarding the land with the most up-to-date practices. We respect the land and acknowledge the contract we've formed with our community. We hope you'll join us.

What about after your fellowship?

It's a little up to you. Your experience as a fellow will be intentional from the start. At Arcadia Farm we offer an incubator program where you can start your own farm business on 1/8 of an acre. In the end, we hope you spend our time together leading you to what's next.

Application - rolling admission

Ready to apply? You can **find the application by [clicking here](#)** (or visiting [our website](#)). Our application focuses on your journey and decision to farm. We're interested in your intention and goals and want to learn about you and what's brought you to this point. We will request a cover letter where you can share some of this and a follow-on interview to share more. We're excited to meet you.

Who is Eligible?

The fellowship is open to veterans, immediate family members, and active duty military. The fellowship can be eligible for the VA's On-the-Job Training program which supplements the salary. We also support and work with the Army Career Skills Program and DoD Skillbridge active duty personnel.

Arcadia is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind. Arcadia is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Arcadia are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. Arcadia will not tolerate discrimination or harassment based on any of these characteristics. Arcadia encourages applicants of all ages.