

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p>	<ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p>	<ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p>	<ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p>

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Key Performance Indicators	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p>	<ul style="list-style-type: none"> ● Strong = Above system average in 6-7 indicators ● Moderate = Above system average in 3-5 indicators ● Weak = Above system average in 0-2 indicators.
Resource Analysis	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

Key Research Findings

Sustainable Agriculture (72711)

Student Demand¹

• **WEAK**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Graduate Certificate

- Fleming has experienced a **-40% change** since the program's inception in 2011

Graduate Certificate

Program: 72711 - SUSTAINABLE AGRICULTURE														
	2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			2011 2012 % Change (11-12)			% Mean Growth Rate (08-12)	5 Year Average Reg. Students
FLEMING	0	0		0	0		0	15		15	9	-40	-40	5
Total	0	0		0	0		0	15		15	9	-40	-40	5

Labour Market

• **STRONG**

Employment Ontario²

Farmers and Farm Managers (NOC – 8251)

- Employment Ontario Rating (2009-2013):
 - Average**
- Education and Training
 - "Extensive farming experience (obtained as a farmer, farm supervisor or specialized livestock worker or by working on a family farm) is usually required. A college diploma in agriculture may be required for farm managers."
- Demand
 - "Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013. The overwhelming majority of job openings will occur from replacement needs as older farmers retire and fewer people enter the profession. The long-term trend toward consolidation of farms will mediate employment opportunities for this occupational group. Increasing productivity in the highly efficient agricultural industry is expected to meet domestic and export requirements for food which mean fewer farmers and farm managers will be required to do the same amount of work. Corn

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

² "8251 Farmers and Farm Managers." *Employment Ontario*. N.p., n.d. Web. 26 July 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/8251_e.pdf>.

Key Research Findings

farmers who grow this crop for ethanol production will likely face good prospects as ethanol becomes more popular for use as fuel in automobiles.”

- “Changes occurring in the industry are raising the skill levels required. Farms and farm managers will be required to have training in management, human resources, farm technology, marketing, communications and financial skills. In addition, the adoption of biotechnology and computerized systems will require farm managers to possess skills in these areas.”

HRSDC³

Farmers and Farm Managers (NOC – 8251)

- Job Openings (2011/2020): **89,886**
- Job Seekers(2011/2020): **55,808**
- Post Secondary Education Graduates: **25,103 (45%)**
- “Although labour supply and demand were balanced over the 2008-2010 period, the projections suggest that the number of job seekers will not be sufficient to fill all the job openings over the 2011-2020 period. Job openings in this occupation will result mainly from the high number of retirements. The retirement rate in this occupation will be high. Although the average age of workers in the agricultural sector is among the highest of all occupations, these workers generally retire much later. Expansion demand will be a limited source of job openings over the projection period, but positions will not be eliminated as was the case during the 2001-2010 period. In fact, the agricultural sector has faced several problems and changes in recent years, in particular, the industrialization of agricultural production (which has led to the loss of several family farms), a number of droughts and mad cow disease (which led to an embargo on the exporting of Canadian cattle). The combination of these events led to a decline in employment. However, the major upheavals and problems of the past fifteen years are not expected to have a notable impact over the projection period. In terms of supply, job seekers will come primarily from the school system and other occupations. The large investment needed to purchase a farm and farming equipment constitutes a major barrier to entry into this occupation. This is a very demanding occupation that is not within everyone's reach.”

US Bureau of Labour⁴

Farmers, Ranchers, and Other Agricultural Managers (SOC – 11-9013)

- Employment Growth (2010/2020): **Decrease -8%**
 - **1,202,500(2010) to 1,106,400(2020)**
- “Employment of farmers, ranchers, and other agricultural managers is expected to decline moderately by eight percent from 2010 to 2020.”

³ "Contractors, Operators And Supervisors In Agriculture, Horticulture And Aquaculture (825)." Human Resources and Skills Development Canada. N.p., n.d. Web. 26 July 2012.
<<http://www23.hrsdc.gc.ca/occupationssummarydetail.jsp?&tid=120>>.

⁴ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, Farmers, Ranchers, and Other Agricultural Managers, on the Internet at <http://www.bls.gov/ooh/management/farmers-ranchers-and-other-agricultural-managers.htm> (visited July 26, 2012).

Key Research Findings

- “The continuing ability of the agricultural sector to produce more with fewer workers will cause some farmers to go out of business.”
- “As land, machinery, seed, and chemicals become more expensive, only well-capitalized farmers and corporations will be able to buy many of the farms that become available. These larger, more productive farms are better able to withstand the adverse effects of climate and price fluctuations on farm output and income.”
- “Still, several new programs in the Farm Bill, ones designed to help beginning farmers and ranchers acquire land and operating capital, may offset these market pressures.
- In contrast, agricultural managers should have more opportunities. Owners of large tracts of land, who often do not live on the property they own, increasingly will seek the expertise of agricultural managers to run their farms and ranches as businesses.”
- “Despite the expected continued consolidation of farmland and the projected decline in overall employment of this occupation, an increasing number of small-scale farmers have developed successful market niches that involve personalized, direct contact with their customers. Many are finding opportunities in horticulture and organic food production, which are among the fastest growing segments of agriculture. Others use farmer's markets that cater directly to urban and suburban consumers, allowing the farmers to capture a greater share of consumers' food dollars.”
- “Some small-scale farmers belong to collectively owned marketing cooperatives that process and sell their products. Other farmers participate in community-supported agriculture cooperatives that allow consumers to buy a share of the farmer's harvest directly.”

Sector Councils and Reports

- Ontario Federation of Agriculture
 - <http://www.ofa.on.ca/>
- Canadian Organic Growers
 - <http://www.cog.ca/>
- Ontario Organic Growers
 - <http://www.organiccouncil.ca/>

Introduction from the:

Departmental Sustainable Development Strategy-Supplementary to Agriculture and Agri-Food Canada's 2012-13 Report on Plans and Priorities⁵

“Section 1 - Introduction

This update of Agriculture and Agri-Food Canada's (AAFC) *Departmental Sustainable Development Strategy* (DSDS) in support of the *Federal Sustainable Development Strategy* (FSDS) will be tabled through the Department's [2012-13 Report on Plans and Priorities](#) (RPP).”

“The [Federal Sustainable Development Act](#) (FSDA) requires the Minister of the Environment to develop and table in Parliament an FSDS “that will make environmental decision-making more transparent and accountable to Parliament.” The development of the FSDS is also guided by the following principle

⁵ “Supplementary to Agriculture and Agri-Food Canada's 2012-13 Report on Plans and Priorities .” *Agriculture and Agri-Food Canada*. N.p., n.d. Web. 26 July 2012. <<http://www4.agr.gc.ca/AAFC-AAC/display-afficher.do?id=1336147742468&lang=eng>>.

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stated in the *FSDA*: "The Government of Canada accepts the basic principle that sustainable development is based on an ecologically efficient use of natural, social and economic resources and acknowledges the need to integrate environmental, economic and social factors in the making of decisions by government."

"The *FSDA* further requires that, "The *Federal Sustainable Development Strategy* shall set out federal sustainable development goals and targets and an implementation strategy for meeting each target and identify the minister responsible for meeting each target." The first FSDS, which was tabled on October 6, 2010, brings together goals, targets and implementation strategies under the following four priority environmental themes:

- I. Addressing Climate Change and Air Quality;
- II. Maintaining Water Quality and Availability;
- III. Protecting Nature; and
- IV. Shrinking the Environmental Footprint - Beginning with Government, for which the goal is Greening Government Operations (GGO).

The *FSDA* also indicates that the [FSDS](#) will be updated and tabled in Parliament every three years, and a report on progress in implementing the FSDS will be tabled in the House of Commons at least once every three years."

"The *FSDA* also requires each Minister presiding over a department subject to the Act to prepare and table in the House of Commons a sustainable development strategy"containing objectives and plans for the department or agency that complies with and contributes to the FSDS, appropriate to the department or agency's mandate." The Minister is also required to update and table the DSDS in the House of Commons at least once every three years. All departments and agencies subject to the FSDS will use the existing Expenditure Management System (EMS) to plan, monitor and report on their respective sustainable development activities."

"Under the EMS, the reporting of plans and the tracking of progress on results occurs through two key documents, the RPP and the *Departmental Performance Report* (DPR). Therefore, the DSDS is integrated into, and hence tabled in Parliament through, the RPPand DPR on an annual basis. The DSDS consists of: summary information contained in theRPP; a supplementary table on GGO which is housed on the website of the Treasury Board Secretariat (TBS); and detailed information in a DSDS document that resides on the Department's website. Progress on the DSDS is similarly reported through the DPR."

Key Research Findings

Working in Canada⁶

Farmers and Farm Managers (NOC – 8251)

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	10.25	13.00	19.38
Hamilton--Niagara Peninsula Region	10.25	12.50	20.00
Kingston - Pembroke Region	N/A	N/A	N/A
Kitchener--Waterloo--Barrie Region	10.34	14.00	20.00
London Region	11.00	13.76	17.02
Muskoka-Kawartha Region	N/A	N/A	N/A
Northeast Region	N/A	N/A	N/A
Northwest Region	10.25	13.00	19.38
Ottawa Region	10.25	13.50	17.24
Stratford--Bruce Peninsula Region	10.25	13.00	19.38
Toronto Region	N/A	N/A	N/A
Windsor-Sarnia Region	10.25	13.67	17.50

Competitive Analysis⁷

- **WEAK**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Graduate Certificate

- Since the program's inception in 2011, Fleming's conversion ratio has worsened from **3:1** to **4:1**

⁶ "Farmers and Farm Managers (NOC 8251)." *Working in Canada*. N.p., n.d. Web. 26 July 2012.

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=8251&action=final@ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=apiarist#report_tabs_container2>.

⁷ Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS

Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

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Graduate Certificate

Program: 72711 - SUSTAINABLE AGRICULTURE												
	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio	App. 2012	Reg. 2012	Conversion Ratio
→ FLEMING	0	0		20	0		51	15	3:1	32	9	4:1
<i>Total</i>	<i>0</i>	<i>0</i>		<i>20</i>	<i>0</i>		<i>51</i>	<i>15</i>	<i>3:1</i>	<i>32</i>	<i>9</i>	<i>4:1</i>

Financial Analysis	NO CONTRIBUTION
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Source: Program Costing Analysis 2010/2011

Contribution to Overhead: -35.5%

Program Weight: –

Funding Unit: –

Key Performance Indicators	NOT AVAILABLE
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Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2007-2011

KPI1-Graduation Rate	-
KPI2-Working	-
KPI3-Working Related	-
KPI4-Grad. Satisfaction	-
KPI8-Student Satisfaction-Learning	-
KPI9-Student Satisfaction- Teachers	-
KPI11-Grad. Satisfaction-Program	-

Resource Analysis

Equipment

Staffing

Space

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Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Overview of the Profession:

NOC: 8251

Farmers and Farm Managers

<http://www.workingincanada.gc.ca/report-eng.do?noc=8251&area=8792>

Description

Biological technologists and technicians provide technical support and services to scientists, engineers and other professionals working in fields such as agriculture, resource management, environmental protection, plant and animal biology, microbiology, cell and molecular biology and health sciences, or may work independently in these fields. They are employed in both laboratory and field settings by governments, manufacturers of food products, chemicals and pharmaceuticals, biotechnology companies, health, research and educational institutions, environmental consulting companies and resource and utilities companies.

Included Job Titles

agricultural technician, agricultural technologist, agrology technician, aquaculture technician, bacteriological technician, biological laboratory technologist, botanical technician, fish hatchery technician, fisheries technician, food bacteriological technician, microbiology quality control technologist, microbiology technologist (except medical), plant breeding technician, seed technologist, wildlife biology technician

Job Duties

Farmers and farm managers perform some or all the following duties:

- Manage the overall operation of a farm, ranch or orchard
- Determine the amount and kinds of crops to be grown and livestock to be raised
- Plant, cultivate and harvest crops
- Raise and breed livestock and poultry
- Hire and supervise farm workers
- Establish a marketing program
- Purchase farm machinery, livestock, seed, feed and other supplies
- Maintain farm machinery, equipment and buildings
- Develop and keep financial and production records.

Farmers and farm managers may manage farms specialized in particular crops such as wheat, apples or potatoes or raise particular livestock such as beef cattle, hogs or chickens.

Labour Market

Working in Canada

1. Employment potential for the Kawartha Region is “Not available” (Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?noc=8251&area=8792>

HRDSC

2. National Outlook – 10-Year Projection (2011-2020)

<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=120>

This occupation (Farm and Farm Managers) is part of a larger occupational group called Contractors, Operators And Supervisors In Agriculture, Horticulture And Aquaculture (825)

Key Research Findings

Occupations in this group	Farmers and Farm Managers (8251) Agricultural and Related Service Contractors and Managers (8252) Farm Supervisors and Specialized Livestock Workers (8253) Nursery and Greenhouse Operators and Managers (8254) Landscaping and Grounds Maintenance Contractors and Managers (8255) Supervisors, Landscape and Horticulture (8256) Aquaculture Operators and Managers (8257)
Employment (non-student) in 2010	228,255
Median Age of workers in 2010	49.5 years old
Average Retirement Age in 2010	68 years old

- Estimated that there will be more job seekers in this field than job openings for the 2011-2020 periods (job openings are expected to total **89,886**. It is expected that **55,808** job seekers will be available to fill these job openings). Nearly all job seekers will come from the school system (45%) with 9% from immigration
- Over the 2008-2010 period, this employment in this occupation decreased and wages increased slightly. Unemployment rate is not a good indicator in this case since most workers in this occupation are self-employed
- According to Employment Ontario the Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013.
http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/8251_e.pdf
- According to Employment Ontario (Estimates 2006), 74% of workers in this group were self-employed, and 81% Full-Time http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/8251_e.pdf
- Local wage for Peterborough/Kawartha Region 2010 were not available
Provincial wage rates were:
 - Low: \$10.25 Average: \$13.00 High: \$ 19.38<http://www.workingincanada.gc.ca/report-eng.do?noc=8251&area=8792>

US Bureau of Labour

<http://www.bls.gov/ooh/management/farmers-ranchers-and-other-agricultural-managers.htm>

Farmers Ranchers and Other Agricultural Managers

Job Outlook

Employment of farmers, ranchers, and other agricultural managers is expected to decline moderately by eight percent from 2010 to 2020.

Key Research Findings

The continuing ability of the agricultural sector to produce more with fewer workers will cause some farmers to go out of business.

As land, machinery, seed, and chemicals become more expensive, only well-capitalized farmers and corporations will be able to buy many of the farms that become available. These larger, more productive farms are better able to withstand the adverse effects of climate and price fluctuations on farm output and income.

Still, several new programs in the Farm Bill, ones designed to help beginning farmers and ranchers acquire land and operating capital, may offset these market pressures.

In contrast, agricultural managers should have more opportunities. Owners of large tracts of land, who often do not live on the property they own, increasingly will seek the expertise of agricultural managers to run their farms and ranches as businesses.

Despite the expected continued consolidation of farmland and the projected decline in overall employment of this occupation, an increasing number of small-scale farmers have developed successful market niches that involve personalized, direct contact with their customers. Many are finding opportunities in horticulture and organic food production, which are among the fastest growing segments of agriculture. Others use farmer's markets that cater directly to urban and suburban consumers, allowing the farmers to capture a greater share of consumers' food dollars.

Some small-scale farmers belong to collectively owned marketing cooperatives that process and sell their products. Other farmers participate in community-supported agriculture cooperatives that allow consumers to buy a share of the farmer's harvest directly.

Employment projections data for farmers, ranchers, and other agricultural managers, 2010-20						
Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20		Employment by Industry
				Percent	Numeric	
SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program						

Professional Associations

Ontario Federation of Agriculture

<http://www.ofa.on.ca/>

Canadian Organic Growers

<http://www.cog.ca/>

Ontario Organic Growers

<http://www.organiccouncil.ca/>

Employment Requirements

For: Agricultural Service Contractors 8252

Key Research Findings

<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Profile.aspx?val=8&val1=8252>

Employment requirements

- Agricultural service contractors usually require a university degree, college diploma or industry courses in agricultural studies and several years of experience related to the service offered.
- Contractors providing certain services, such as artificial insemination and pesticide application, may require training certificates and provincial licensing.
- Farm supervisors and specialized livestock workers may require a college certificate or other specialized training in agriculture or livestock husbandry.
- A course or certificate in first aid may be required.

For: General Farm Workers 8431

<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Profile.aspx?val=8&val1=8431>

Employment requirements

- There are no specific education or training requirements. However, a college certificate or specialized courses related to farming, such as farm equipment mechanics, agricultural welding, tree pruning and pesticide application, are available.
- Basic farm knowledge, usually obtained from working on a family farm, may be required for employment.
- A course or certificate in first aid may be required.

For: Managers in Agriculture 0821

<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Profile.aspx?val=8&val1=8252>

Employment requirements

- Extensive farming experience, obtained as a farm supervisor or specialized crop or livestock worker or by working on a farm, is usually required.
- A university degree or college diploma in agricultural management or other field related to crop or livestock production may be required.

Educational Programs Leading to this Occupation

Extensive farming experience (obtained as a farmer, farm supervisor or specialized livestock worker or by working on a family farm) is usually required. A college diploma in agriculture may be required for farm managers.

Educational Competitors

Fleming College

Sustainable Agriculture – Post-diploma certificate

<http://flemingcollege.ca/programs/sustainable-agriculture>

University of Guelph – Ridgetown Campus

Associate Diploma in Agriculture - 2 year diploma

http://www.ridgetownc.uoguelph.ca/future/admission_reqs_dagr.cfm

University of Guelph – Kemptville Campus

Associate Diploma in Agriculture – 2 year diploma

<http://www.kemptvillec.uoguelph.ca/agriculturediploma.html>

Not a direct competitor but an interesting rival

Durham College

Artisan Agriculture - 2year diploma

Key Research Findings

<http://www.durhamcollege.ca/programs/artisan-agriculture/>

College	APS	APS Title	MTCU	MTCU Title	WT	FU	TF
SSFL	1240	Sustainable Agriculture	72711	Sustainable Agriculture	1.30	0.80	1.00
DURH	1210	Artisan Agriculture	52711	Artisan Agriculture	1.30	1.90	2.00

Employment Postings

Ecological Farming Systems Development Intern

Organization: REAP-Canada

Job Type: Internship

Location: Senegal or The Gambia,

Posting Date: Jun 25, 2012

Deadline: Aug 31, 2012

Website: <http://www.reap-canada.com>

Organization Description:

REAP-Canada is an environmental non-profit organization based on the MacDonald Campus of McGill University in Ste-Anne-de-Bellevue. We work with farmers, scientists and donors to improve the sustainability of farming systems and develop ecological ways of producing food, fibre and fuel from farms both in Canada and abroad.

Job Description:

REAP-Canada has one Ecological Farming Systems Development Internship available to start as soon as possible for Senegal. We will also be hiring a Ecological Farming Systems Development Internship available to start in September for The Gambia. This position requires determined, self-starting, committed individuals willing to work under extreme conditions. Successful applicants will be given a moderate financial stipend and their travel expenses are covered and they will gain experience in a demanding international environment.

To be eligible for the International Youth Internship Program, an intern must be:

A Canadian citizen or permanent resident; A post-secondary graduate - graduate of a degree or diploma program from a university, college, post-secondary school of technology, post-secondary institute or a CEGEP (collège d'enseignement général et professionnel); Out of school; Between the ages of 19 and 30; Unemployed or underemployed in their field of study; Legally entitled to work in Canada.

In Canada, successful applicants will start and finish their work experience in Ste. Anne de Bellevue, Quebec with REAP-Canada. Interns will support REAP's energy crop farming and bioenergy research and development program and do background research on West African farming systems. Interns will learn about participatory on-farm development, sustainable agriculture, bio-energy and climate change mitigation strategies through research, fieldwork and program outreach and development. There will also be a one week orientation / pre-departure workshop to prepare interns for their overseas activities and a debriefing workshop in Canada to complete their experience.

Overseas, the intern will further this knowledge where they will be based in Senegal with the Cadre Locale de Concertation des Organisation de Producteurs (CLCOP) or in the Gambia with the Njawara Agricultural Training Centre (NATC). The overseas term will begin with 4 weeks of intensive language training and cultural immersion. The interns will then work with local farming communities on ecological farming systems development to improve farm production and profitability while promoting sustainable

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natural resource management. Interns will work to expand local farmer-to-farmer training networks, and develop farm planning and farm demonstrations exhibiting diversified ecological farming and food production systems. Ecological Farming Systems Development Interns will be involved in farmer-to-farmer trainings and learning farm development exhibiting demonstrations for food self-sufficiency and gardening, plant improvement and seed conservation programs, nursery management, , soil fertility management and erosion control, reduced tillage, Bokashi organic fertilizer production, live fencing, agro-forestry and orchard and woodlot management and sustainable livestock management and fodder production.

Qualifications:

To be eligible for the International Youth Internship Program, an intern must be:

- A Canadian citizen or permanent resident;
- A post-secondary graduate - graduate of a degree or diploma program from a university, college, post-secondary school of technology, post-secondary institute or a CEGEP (collège d'enseignement général et professionnel);
- Out of school;
- Between the ages of 19 and 30;
- Unemployed or underemployed in their field of study;
- Legally entitled to work in Canada.

Qualifications:

- Education or equivalent experience in Agricultural Science / Sustainable Resource Management / Environmental Science / Agroforestry
- Knowledge / experience in ecological agriculture, resource management, community and or international development, climate change
- Self-motivated, creative and able to work with limited guidance and supervision
- Excellent organizational skills with an ability to integrate information
- Proficient on the computer and skills in report /proposal writing and office management
- Ability to work in a multidisciplinary team environment under stressful conditions and achieve results
- Long-term commitment to international development
- Leadership and decision making skills with the capacity to motivate others
- Ability to communicate effectively
- Ability to work under rustic conditions (intense heat, basic diet and accommodations, etc.
- Strong constitution, good health and ability to work in rustic conditions (heat, basic diet and accommodations, etc.)
- Open to cross-cultural exchange of information and ideas. Experience working with other cultures an asset, as is an enthusiasm for learning foreign languages
- Fluency in French is a must for Senegal position.

Apply To:

To apply please send your resume and cover letter to:

Meredith Kushnir, International Program Coordinator

mkushnir@reap-canada.com

Register with WorkCabin and send your resume and cover letter directly to this employer.

INTERNSHIP OPPORTUNITY

Position: Farm Homestead Apprentice/Helper

Type: full-time internship with lodging, meals, more (see below)

Organization: Millennium Gardens

Key Research Findings

Location: Queens County, Nova Scotia

We are looking for one or two reliable farm hands for at least a three month period. You must be interested in small scale sustainable farming and interested in learning with us. Our farm includes a small goat herd, a heritage flock of layers, and other birds -- layers, turkeys etc. We have 2 large greenhouses and several small gardens, and we currently are raising a few hogs. Not only are we diverse but we are growing our farm, with an eye to providing some sustainable food production in our small community.

Your time on this farm will include fencing, pond building, preparing fields, barn chores, helping with animal husbandry and management. Greenhouse planning, seed planting and cataloging, grounds work, and building repair are ongoing. You may also find yourself helping with sausage making, jam and veggie preserves, farm book keeping or just figuring out how to incorporate renewable energy into the mix. We are flexible for and will absolutely consider private time and as well we have social time that may be of interest for you to share.

For social and private time musical instruments and other artistic talents are encouraged and more than welcomed.

We are looking for your strengths, your physical capacity and any talents you may bring to our little homestead.

If you are interested -- we can offer, free comfortable lodging with hot showers and with 3 meals daily included, access to internet, tv, phone services and laundry. We also offer rider service once per week to local banking and other retail services. We have connections to many resources and social networks and we will offer you any knowledge we can share. Most importantly we can offer a quality of life for a period of time in beautiful surroundings. Please contact us for further information at vp.rad@ns.sympatico.ca* .

Vicki and Scott

INTERNSHIP OPPORTUNITY

Position: Pasture Based Organic Livestock Production

Type: Internship with room, board and stipend

Organization: TK Ranch <http://tkranch.com/>

Location: Hanna, Alberta

TK Ranch is located in the endangered native Northern Fescue Grasslands of east-central Alberta - 230 kms east of Red Deer. TK Ranch has been managed organically for over 50 years by the Biggs family who have a strong land stewardship and animal welfare ethic. As one of the first ranches in Canada to be certified by Animal Welfare Approved, TK Ranch has become a leader in the field of farm animal welfare programs.

TK Ranch has a well established gate to plate pasture based program that includes Angus cattle, sheep and heritage breed pigs. Interns will assist with calving, lambing and farrowing. They will learn, maintain and use electric fences for managing pasture pig operation and sheep

Key Research Findings

management. Construction of farrowing huts, winter feeding pens and other building projects will be a part of the program. Some of the ongoing projects we work on include: Low stress livestock handling; off-site solar watering systems/riparian habitat management; time controlled grazing; electric fencing; wildlife/biodiversity focused management; organic animal husbandry; direct marketing off the farm; straw bale construction; organic vegetable gardening; scratch meal preparation; construction projects; assisting with mechanical repairs; renovation of a 1928 heritage farmhouse and many others.

We have two farmhouses on TK Ranch that are used for employee housing. There is a three bedroom fully furnished home on the north end, where our pasture pig project is located, as well as a 4 bedroom home one on the south end (which is currently being renovated). Interns will be housed in shared accommodations, but will be offered a private bedroom. Interns are required to prepare their own breakfasts and lunches and are provided with food to do this either at the main house on TK Ranch, or in the staff accommodations on the north end of the ranch. A large home-made scratch supper is prepared daily and served in a community environment (our home) with our family, wwoofers, interns and TK Ranch staff members. Our dinner conversations are dynamic and often include lots of laughter and learning.

We are looking for individuals that are outgoing, have a strong work ethic, a willingness to learn, clean personal habits and good interpersonal skills. Preference will be give to people who have experience (or interest) in farrow to finish organic pasture pork production and/or sheep production.

A stipend of \$500/month for the first 6 months, and \$1000/month for the following 6 months is offered to the right candidates.

Please submit an email to colleen@tkranch.com* describing your interests, experiences and goals regarding sustainable agriculture and why you feel TK Ranch would be a good place to begin or continue your learning. Thank you for your interest.

When applying, please indicate that you saw this posting at GoodWorkCanada.ca.

EMPLOYMENT & CONTRACT OPPORTUNITIES

Positions: Lead Gardeners, Ecological Landscapers and Contractors

Employer: Green Gardeners Community Collaborative Inc. <http://www.greengardeners.ca>

Location: Toronto and greater GTA, and Muskoka, Ontario

Seeking Lead Gardeners and other Ecological Trades for outdoor ecoscaper

We specialize in makeovers and competitively priced landscape projects, garden staging, urn and container planting, edible landscaping and urban year round mini farming.

Ecological Landscapers and Lead Gardener

Green Gardeners is a sustainable gardening and landscaping company that provides quality services at value pricing.

Key Research Findings

We service Greater Toronto, Richmond Hill, Vaughan, Mississauga and Aurora. Our services include Garden Clean Ups, Garden Makeovers, Ecological Yard Maintenance, Garden Design, Decorative Urn Installations and Edible Landscaping.

We are offering a combination of part-time and full time positions, one lead gardener/landscaper and multiple helper positions.

We are looking for Landscape crew members and gardeners who are goal oriented and motivated to go the extra mile for the projects we do by knowing our clients better and customizing gardening.

Successful candidates can thrive in fast paced environments and are punctual, detail oriented, can think on their feet, ask salient questions, take direction or be independent, and work in a team.

We require immediate assistance for crew leader(s) and helpers that wish to pursue gardening / farming / landscaping / sustainability and permaculture design as their long - term career path.

We also encourage start-up gardening and growing entrepreneurs who are looking to grow their revenue base who can sub-contract landscape trades in the standard industry and emerging industry competencies.

Plant specialists for maintenance and planting other competencies

- Carpentry
- Lighting and Irrigation
- Organic Farming
- Garden Maintenance
- Rain Catchment
- Edible landscaping
- Herbalism/Culinary
- Community Development
- Permaculture Designer / Practitioners

Trial Shifts begin this week and weekend and into next week.

You must be physically fit, capable of lifting up to 100 pounds (for Landscape Construction) and can handle working vigorously in outdoor environment in all weather conditions.

You must either know how to drive and/or be able to ride to your jobs with a bike trailer.

Lead Gardener

Candidates with prior Experience in ecological landscaping and are knowledgeable perennial and shrub gardeners with a wide palette of plant lover favorites - will move to the front of the queue -- especially for Lead roles. Those who have experience in either organic farming, tree planting, athletics or related fields will be considered.

Key Research Findings

A driver's license is preferred but not essential.

Job Duties include:

- Conducting periodic organic gardening maintenance, lawn care
- Assisting with garden clean-ups, makeovers, planting, construction, edible landscaping.

Landscape Construction Specialists and Foreman for hire and subcontracting please contact us for part and full time positions or job by job opportunities please contact [opportunities](mailto:opportunities@greengardeners.ca) (at) greengardeners.ca*

Starting site varies from day to day.

Pay commensurate with experience, qualifications, references and portfolio.

INTERNSHIP OPPORTUNITY

Position: Intern on Organic Farm

Type: full-time internship with room, board, weekly stipend

Organization: Mansfield Heritage Farm <http://www.mansfieldheritagefarm.ca>

Location: Alliston Ontario (Orangeville/ Barrie/ Newmarket area)

Urgent - a farm intern is needed to help grow, harvest and sell organic vegetables at a Farmers' Market. Needed from July 30 (or ASAP after then) to Sept. 1 or until Thanksgiving. Room and board provided. A stipend is given weekly. We are part of the CRAFT educational farming network and strive to provide good educational experience on all aspects of running a small organic operation. The farm is 100 acres, with sheep, chickens, pigs and rabbits. Two acres are in vegetables.

Responsibilities of the intern for the animals is to feed only the chickens and four pigs. Presently there is one farm manager and an intern who will be leaving August 4. Most important is the flexibility of the applicant since farm work is not a 9 to 5 job.

Check out the website at <http://www.mansfieldheritagefarm.ca> . Contact Joan at joanvanduzer@mac.com* with a short letter indicating your interest.

When applying, please indicate that you saw this posting at GoodWorkCanada.ca.

INTERNSHIP OPPORTUNITY

Position: Organic Farm Intern (August - Sept)

Type: Internship with room, board and stipend

Organization: Fiddlehead Farm

Location: Prince Edward County, Ontario

Fiddlehead Farm is a 128 acre farm focusing on a three acre market garden. This is the farm's first year of operation with Stephen Laing, farm manager, coming out of several internships and the Fleming College Sustainable Agriculture Program. Stephen and his partner Heather steward this property overlooking Fish Lake in Prince Edward County with help from the farm's co-owners. We offer a modest CSA and will be selling at several farmers' markets locally and in Toronto. This is an excellent opportunity

Key Research Findings

to learn about starting up a farm and how to grow, market, and enjoy delicious vegetables and fruits.

As former interns we are interested in providing a nurturing space for emerging farmers and people seeking a season of rural life. Our hope is that interns who work well with us and enjoy their season on the farm will be able to return as employees in subsequent years. Our plan is to diversify the farm with animals and plants growing along side each other.

Interns will live on farm and work in the garden for the season. They will share animal chores with us. We'll try to switch up chores every now and then to keep the activities fresh. Our goal is to provide you with an opportunity to learn about sustainable gardening techniques and skill sets while having fun and eating well.

You will share our house with us for the season. Each intern will have their own room and are welcome to the common areas. Week day meals are likely to be shared with us and visiting WWOOFers. We enjoy people and hope to have a fun community buzzing around the farm this season.

We will provide you with a weekly stipend in addition to room and board. The stipend is \$50/week. We are close to parks, wineries, water, and lush scenery.

Interns will be expected to put in 8-9 hours a day 5 days a week with two days to relax and have fun.

We are hoping to find interns who enjoy physical work, have an interest and commitment to sustainable agriculture, enjoy people, are fun, are responsible, and who will laugh at my jokes.

Contact us with a CV/resume to apply or call/email with questions.

Sincerely,
The Fiddlehead Farm Team.

www.fiddlehead-farm.ca
[steve @fiddlehead-farm.ca](mailto:steve@fiddlehead-farm.ca)*