



Organic Vegetable Farm Manager Apprenticeship - Employer Application Notes

You can submit your application as an apprentice employer at any time, whether or not you have identified an apprentice. Once your application is in the system you will be given access to FairShare's file of contact information, resumes, and cover letters, for people seeking apprenticeships.

Here are some tips on filling out the application.

1. If you are not required to have Unemployment Insurance and thus do not have an Unemployment Insurance number, leave that box blank.
2. Some lines on the form have been pre-filled with specifics for the Organic Vegetable Farm Manager Apprenticeship, including the "base skilled wage rate per hour" of \$11.41. Full details on the minimum wage progression for apprentices through FairShare are below and start at \$7.25/hour. If you do not want to use FairShare as a sponsor, you can change that number.
3. "Number of skilled worker/journey workers in this trade" refers to the number of farmers and skilled managers who will train and oversee apprentices on your farm. No employer can have more apprentices than skilled workers.
4. Using FairShare as a sponsor means that FairShare will assist in finding apprentices, registering apprentices, and other administrative responsibilities required by the Department of Workforce Development. **Membership in FairShare is NOT required for this service.**
5. The box for "Apprentice Applicant Name" should only be filled out if you already have an apprentice lined up. This box is not required to be approved as an apprentice employer.
6. Names of Skilled Workers Now Employed – Please list the names of all farmers and skilled managers who will train and oversee apprentices on your farm on page two. For farm owners, date employed can be the date the business started. Organic certification is required, please fill in the name of your certifier and your organic certificate number in the last column.
7. Please contact Claire Strader with any questions: claire@csacoalition.org or 608-234-1561

Organic Vegetable Farm Manager Apprenticeship - Wage Progression for Farms & Apprentices Using FairShare Sponsorship

2020 MINIMUM COMPENSATION TO BE PAID:

- 1st period of 600 hours (1st half of 1st season) at \$7.25/hour
- 2nd period of 600 hours (2nd half of 1st season) at \$8.25/hour
- 3rd period of 600 hours (1st half of 2nd season) at \$9.50/hour
- 4th period of 700 hours (2nd half of 2nd season) \$10.50/hour
- Base Skilled Wage Rate \$11.41 per hour

NOTE: These minimum rates are purposefully set low to include as many areas of Wisconsin as possible. Many farms will pay above these minimum rates. The starting wage is set at minimum wage for Wisconsin. The base skilled wage rate is set at the living wage average for a single person in Wisconsin (<http://livingwage.mit.edu/states/55>).

NOTE: The apprentice is not promised the skilled wage rate (SWR) even upon completion of the apprenticeship. Generally sole sponsors set their own SWR and the terms of the wage progression with assistance from the Apprenticeship Training Representative (ATR).

