

FIELD DAY RESOURCE GUIDE

Students and Internships on the Farm



Richard Andres and Deb Lentz own and operate Tantré Farm, a 115-acre organic fruit, vegetable, mushroom, herb, flower, and livestock farm. To help with all this work, as well as their CSA shares, restaurant orders, and farmers market sales, they enlist the help of interns and apprentices who come to Tantré looking to hone their sustainable agriculture practices while living semi-communally on the farm. Richard and Deb have developed a robust application and internship program throughout the years and strongly believe in education, community, and using teamwork to solve problems.

TIPS FROM THE FARMER

1. Be prepared for mistakes.

Mistakes are bound to happen when you're working with students and interns on the farm. Be prepared for things to go wrong, and encourage students to learn from mistakes, rather than viewing them as a hindrance. Richard and Deb are careful to make every mistake an opportunity for growth.

2. Work together and encourage community-building.

Tantré Farm contributes a great deal of their success to the teamwork of their students, interns, and volunteers. Take time to build a sense of community among your students through open communication, problem-solving, and teamwork on the farm. When your interns are comfortable around each other, they'll be much more successful working as a team.

3. Take time to celebrate successes on the farm.

Farming is a tough job and it can be easy for students to become discouraged. Put some time aside to celebrate the farm's success. Deb and Richard celebrate with their students and interns every Friday with a pizza night using ingredients grown on the farm. Celebrating with each other builds community and makes the value of their work tangible.



RESOURCES

- 1. Considering a Farm Internship? Read this first.** Ivory Harlow, Farm and Dairy, 2016.
This article lays out exactly what an internship is, benefits to the farmer and intern, compensation, and what to expect so that you can be fully prepared to welcome interns to your farm.
- 2. The Intern That Isn't: Federal Law and Farm Internships.** National Young Farmers Coalition, 2011.
Labor laws about internships can be tricky. This article outlines the exact federal standards for internships and the dos and don'ts of hiring interns on the farm.
- 3. Six Steps to Hiring Interns.** The Sam M. Walton College of Business.
Internships require a lot of planning and you should know exactly what to have prepared when your interns arrive on the farm. The Sam M. Walton College of Business has created this resource to help you plan your internship program from top to bottom to ensure your interns have an enriching experience on the farm.



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