



577 Hillcrest Drive
 Fredericton, NB E3A 2X8
 Wabanaki Territory
 (506) 260 7932
www.hayesfarm.ca
hayesteachingfarm@gmail.com

So you're interested in our 2022-23 Regenerative Farming Internship programming?! FANTASTIC! Below you'll find answers to many of our frequently asked questions. If you still have unanswered questions after looking these over, don't hesitate to reach out to us at hayesteachingfarm@gmail.com. We look forward to connecting with you!

PROGRAM CONTENT

What is the difference between the Regenerative Farming Internship (RFI) semesters??

The RFI is a suite of intensive 10-week learn-to-farm semesters that give participants a solid idea of what it's like to be part of a farm community. Each 10-week semester (spring/summer/fall/winter) begins with farm and online orientations, and then focuses in on skills and knowledge appropriate to that particular farming season. Each semester combines in-field and classroom learning for a well-rounded toolkit of practice and theory.

Do I need to take all 4 semesters to receive an RFI Certificate?

Nope. Each semester is designed so that it can either be taken on its own or in combination with other semesters (and in any order, to boot!). Repeating topics allow multi-semester learners to hone-in on the seasonal changes on the farm.

What can be expected at the end of the program?

Successful interns will receive a certificate recognizing their individual achievements, skills, and talents.

Some of the post-grad opportunities for RFI alumni include:

- Small Farm Owner/Operator/Manager
- Skilled Farm/Greenhouse Worker
- Food Systems Advocate
- Policy Analyst
- Harvest Crew Member
- Homesteader, and more!

What will interns learn!?

Interns receive a hefty dose of instruction and practice time in the field, as well as classroom lectures and discussion. Guiding themes of Indigenous foodways, decolonization, and reconciliation are highlighted throughout.

[See the full 2022 RFI program outline here.](#)

Spring/Summer/Fall: Interns can expect to learn better-than-basic food production skills in a human-scale annual cropping system. They'll gain critical food systems knowledge, as well as an appreciation for community movements and collaboration.

Winter interns will get more 'beyond the farm' learning on the social and environmental context of farming, as well as a variety of off-season on-farm skills.

Is there homework or grading?	<p>Though there are no assignments or grading in the program, there will be required reading in advance of some classes. Setting goals at the beginning of the semester and completing a skills checklist will help keep learners on track.</p> <p>The Holistic Farm Business Planner portion of the Fall semester does include some activities to be completed outside of farm or class time.</p>
What's a day in the life like for an intern?	<p>Watch this great video made by our 2020 interns! With a rough 70:30 split between in-field and classroom hours (depending on the semester), practice and theory are well-balanced. Some days will be wet, cold, windy, or hot. We adapt our schedule to the weather as much as possible, but some work in all of these conditions should be expected. At least once a week, we will eat lunch together 😊</p>
I'm interested in farm business planning, but I already have practical growing skills, can I take the Holistic Farm Business Planner (HFBP) course on its own?	<p>Yes! We offer the HFBP course as a stand-alone learning opportunity over 8 total weeks from November 21, 2022 to February 3, 2023 (includes a good holiday break!). This course is designed to refine your farm vision and provide sharper focus for your future farm operations, while making sure to include the various activities in your life that bring you joy. This course is best suit individuals or partners who:</p> <ul style="list-style-type: none"> • are considering starting up a small-scale agricultural operation • are looking to expand an existing 'home-use' garden or homestead into a revenue positive operation • have completed our Regenerative Farming Internship program and are ready to take the next steps, or • are part of an existing family farm and looking to start up their own personal project on the farm
Who are the instructors?	<p>Our Core Instructor is Farm Manager and all-around-good-guy Mark Trealout. Our Indigenous Knowledge Specialist is Cecelia Brooks - a Wolastoqiyik Nation member with a lifelong interest in plants. To capture knowledge on a wide range of topics, we bring in over a dozen guest speakers over the course of the season. You can find full instructor & team bios in our program outline.</p>

TIME COMMITMENTS AND SCHEDULES

How much time is on farm? How much time is in class?	<p>This changes and from semester-to-semester. The anticipated In-Field-Classroom ratio for each semester is as follows:</p> <p>Spring – 80% in-field, 20% classroom Summer – 80% in-field, 20% classroom Fall – 65% in-field, 35% classroom Winter – 45% in-field, 55% classroom</p>
Will interns need to work evenings and/or weekends?	<p>Yes, occasionally. Every intern should plan to pitch in at least one additional shift a week, depending on the size of our cohort. Evening and weekend checks will be asked of everyone in rotation. These demands tend to lessen as the season goes on, however once weekly food distribution begins in July, a pair of people will manage veggie pickups each Wednesday evening.</p>
Do interns get any time off over the course of the 10-week program?	<p>No. As a short part-time offering, we count on all interns to commit to the full semester schedule. For those joining us for all 4 semesters, there is a 1-week late summer break (Sept. 5-9, 2022), and a long winter break (Nov. 19, 2022 – Feb. 6, 2023).</p>
What is the schedule?	<p>All semesters are 25 hours/week with a mixture of in-field and classroom time:</p> <p>Tuesdays, Wednesdays, and Thursdays: 8am-4pm (w/1hr lunch) & Fridays from 9am-1pm</p> <p>Rotating evening and weekend chores are outlined above. Class and farm time may change based on weather, and semester-to-semester.</p>

THIS AND THAT

Is the Regenerative Farming Internship program accredited?	<p>As a non-profit organization unaffiliated with an academic institution, our programs are not accredited. If an intern joins us through a university or college internship, they may be able to gain credit. We encourage students to talk with their academic advisors to see what experiential learning opportunities may be available.</p>
Are accommodations offered?	<p>No. Interns will need to find their own accommodations. The farm is in the heart of a residential area, and nearby living arrangements are typically available with some research.</p>
Can minors participate?	<p>Participants must be 18 years of age or older on the first day of their chosen semester. Those under the age of 18 are encouraged to join us for informal youth programming! Stay tuned to our website for info!</p>
How will interns be kept safe considering COVID-19	<p>We have safely and successfully run 2 years of ‘pandemic programming’ while providing the essential service of food production (and education!). A full COVID-19 operational plan is in place, with some of the highlights including individual</p>

	essential tools, a socially-distanced outdoor atmosphere, mobile handwashing stations, and online classroom sessions.
How many people will be participating?	The 2022-23 programs will be capped at a total of 15 interns per semester. This allows focused instruction time for all interns, regardless of background or experience.
How do interns get to and from the farm?	Being in the heart of Fredericton's north side, we are easy to access by foot, bike, bus, or car. From MacLaren Avenue, turn north on Clark Street (one block). Take a left on Hillcrest Drive and look for #577 on the right. If traveling by bus, take the 17S or 16N and get off at MacLaren Ave. & Clark St. Walk north (up the hill) on Clark St., then left of Hillcrest Dr. to #577 (the farm is roughly 300m from the bus stop).
Are there animals on the farm?	We are thrilled to welcome 'visiting' fowl (hens, ducks, quail) through the growing season. Interns take seasonal fieldtrips to other farms that showcase a variety of aspects of farming that we are not able to demonstrate at Hayes Farm.
Do interns need farming or gardening experience?	Though beneficial, no experience is needed! We expect our interns to have a readiness to learn, have an interest in community and collaboration, and a willingness to work hard as part of a team!
What does the program fee cover?	The program fee covers all instruction on farm and in class, mentorship and networking with many talented and knowledgeable individuals, use of tools, consideration for a 2023 incubator plot, new friends, and free access to surplus veggies!
What do interns need to bring?	Once accepted, interns will receive a full list of essential and nice-to have items for both the classroom and the farm. A basic list includes farm clothes for all weather, gloves, good boots, a hat, sunscreen, something to keep notes, a water bottle, and a computer with 'office' functions and access to the internet.
Is there a payment plan option for program fees?	Yes, with a \$500 deposit paid upon acceptance to the program, a payment schedule can be arranged with the Administrative & Program Coordinator.