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#### Success With Interns on Your Farm



- PRESENTED BY Annie Warmke
Blue Rock Station

- HOSTED BY -



# Introductions



Food Animal Concerns Trust (FACT) is a national nonprofit organization that advocates for the safe and humane production of meat, milk, and eggs.



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FACT's services for livestock and poultry farmers include:

- Fund-a-Farmer Grants
- Conference scholarships
- Free webinars
- Humane Farming Mentorship Program

# Our Presenter



Annie Warmke

# Interns: A partnership

A few guidelines

# How to Begin

- Application and survey online (look up on social media)
- Looking for follow-through from the start
- Ask to receive a phone call or visit to learn more about each other
- Discuss rules, guidelines, philosophy
- Confirm or decline through email

# A few guidelines

- This is a partnership between you and the intern
- You have as much invested in the outcome as they do
- Give affirming guidance often
- Check-in regularly with feedback
- Be honest and upfront...



# High expectations

Set guidelines in intern application What's in it for the intern/me? What is my/their responsibility?



# Personal freedom/personal values

- Identify value system
- Identify work ethic
- Identify sense of independence
- Identify ability to take on a task
- Don't be afraid to make mistakes



# Sense of security

- Build confidence early with responsibility
- Explain how things work/step back
- Observe for sense of accomplishment
- List everyone's skills/set up times to learn from each other
- Evaluate regularly not afraid to make mistakes



#### Education

- Field trips
- Identify individual's skills/goals
- Meaningful work
- Cooking classes
- Exchange skills between interns/us
- Build project management skills
- Take the lead



# Community

- Group think
- Eat together
- Do chores together
- Support each other in work
- Celebrate accomplishments





#### Health

- Work hard
- Take care of each other
- Learn alternatives to medical model
- Wild food walks
- Talk regularly about accomplishments/goals



# Creating a Tribe

- Create a sense of connection share info
- Opportunities for re-connection
- Promote intern's work
- Be available to write letters, etc.
- Encourage their personal families to visit



# Interning brings people together in new ways

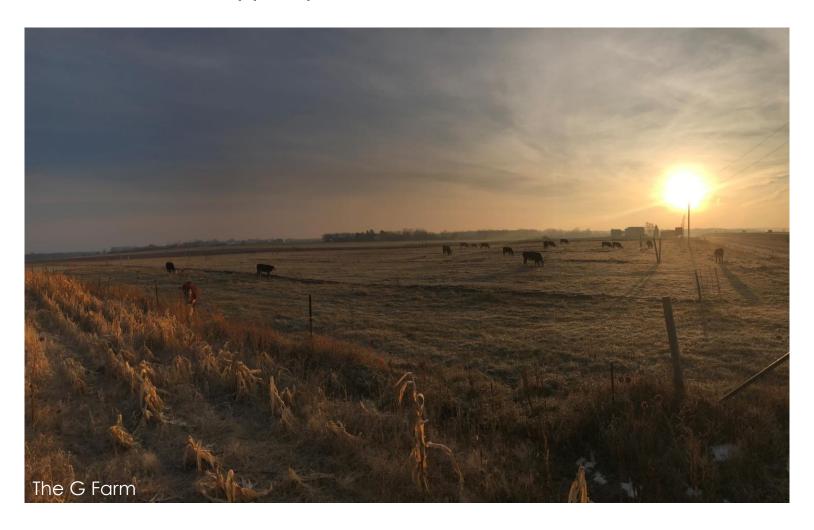




# For more information about podcasts, webinars and workshops visit www.bluerockstation.com

# Questions & Answers

Please type your Q's into the chat bar



# Connect with FACT



#### **Upcoming webinars**

> Webinars will start up again in the fall! Topics include: transitioning off nitrogen fertilizers + multi-species grazing

#### Grants, Scholarships, Mentorship & More!

- Scholarships accepted on an on-going basis
- Grant applications will be available in fall 2019

Sign up for emails @ foodanimalconcernstrust.org/farmer/

Join us on social media







