

PACIFIC MOUNTAIN REGION AGRICULTURE WORKFORCE DEVELOPMENT ASSET INVENTORY

The resources below are the result of a preliminary inventory of resources supporting agricultural workforce development. This compilation is a living document, and most certainly omits critical resources that should be listed. Please contact anna.salafsky@wsu.edu to have a workforce development resource added to this list.

Need Area	Entity	Resources that address needs
Agriculture Workforce Development - Overall		
Job Posting, Job Finding	Labor and Industries	L&I Farm Internship Project allows interns to safely work on farms to learn about farming practices and obtain hands-on experience in farming activities. https://lni.wa.gov/workers-rights/agriculture-policies/farm-internship-project
Job Posting, Job Finding	Good Food Jobs	Good Food Jobs • https://goodfoodjobs.com/
Integrating young farmers; internships & apprentices	FSA	The Farm Service Agency supports youth interest in agriculture through FSA's youth loan programs. FSA youth loans are often used to finance 4-H and FFA projects. • https://www.fsa.usda.gov/programs-and-services/farm-loan-programs/youth-loans/index
Connection to farmers, informational resources, training programs, events	Washington producer associations	<u>Producer or Agricultural Trades Associations</u> SW Washington Grazing Association SW Washington Growers Cooperative Washington Sheep Producers Association Washington Cattlemen's Association Washington Farm Bureau Northwest Meat Processors Association Washington Grange Association



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Agriculture Workforce Development - K-12		
Need for K-12 training programs	K-12 Career Technical Education (CTE) programs	<p>Office of Superintendent of Public Instruction</p> <ul style="list-style-type: none"> • https://ospi.k12.wa.us/student-success/career-technical-education-cte <p>Each school district hosts a CTE program typically. Some have websites and generally have a District CTE Director. Examples include:</p> <ul style="list-style-type: none"> • Olympia S.D. CTE. https://osd.wednet.edu/departments/career_and_technical_education/career_technical_education_cte • Yelm S.D. CTE. https://www.ycs.wednet.edu/domain/10 • Tenino S.D. CTE. https://www.teninosd.org/page/cte • Rochester S.D. CTE. https://www.rcsdk12.org/cte • North Thurston S.D. CTE. https://wa01001371.schoolwires.net/domain/75
Need for K-12 training programs	Future Farmers of America	<p>Washington FFA Association</p> <ul style="list-style-type: none"> • https://washingtonffa.org/ <p>Each school district hosts a FFA program typically. Some have websites. Each school often has their own FFA advisor who can be contacted. WSU or GRuB can help connect you with a specific CTE teacher or program.</p>
Support for youth farm education	4H Programs	<p>4-H Programs are offered through local WSU Extension offices. It is a volunteer leadership model, with club leaders providing educational opportunities for participating youth. Every County in Washington has a 4-H program, and the topics range from pocket animals to rabbits, cats, small livestock, cattle, horses, robotics, sewing, shooting sports, photography, cooking, and much more! Look up your County Extension office for contact information.</p>



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Agriculture Workforce Development - Higher Education		
Farmer trainings, farming schools, growers associations, technical resources	WSU Extension	<p>Agriculture services vary widely by County, inquire with anna.salafsky@wsu.edu for direction to County-specific resources.</p> <ul style="list-style-type: none"> • WSU Grays Harbor Extension • WSU Lewis County Extension • WSU Mason County Extension • WSU Pacific County Extension • WSU Thurston County Extension <p>Region Wide services include:</p> <ul style="list-style-type: none"> • Cultivating Success New Farmer Training Courses (Whole Farm Planning + Agri-preneurship) • Access to Employee Handbook templates • Agriculture business development workshops on request • Ag Sounder Newsletter (https://extension.wsu.edu/thurston/ag-sounder-newsletter/) • SW Washington Grazing School • SW Washington Grazing Association • Spanish-language farmer-worker business support workshops • Data, reports and publications on crop and livestock production, on-farm habitat, conservation grazing, specialty grain production, value-added processing and production
Practical and technical training needed	The Evergreen State College	<p>Practical and theoretical hands-on training in agriculture; possible interns available for local farms: http://evergreen.edu/organicfarm.</p> <ul style="list-style-type: none"> • The Evergreen State College programs and organic farm offer multiple food and farm-related quarter-long, 6-month, and 9-month intensive training programs. Students can also develop independent learning contracts to work on farms or in other food businesses. • The Evergreen State College has been responsible for creating the educational and training pathway for dozens of local agriculture businesses in SW Washington, and nationwide
Technical resources for food system development	WSU Food Systems Team	<p>The WSU Food Systems team offers specialized resources for strengthening the sustainability of Washington food and farming systems. https://foodsystems.wsu.edu/</p> <ul style="list-style-type: none"> • Farm Walks • Cultivating Success new farmer training programs: https://www.cultivatingsuccesswa.org/ • Peri-urban Agriculture Network: https://www.periurbanagriculture.org/ • Networking events (Cascadia Grains, Specialty Grains Symposia) • Internships for sustainable agriculture undergraduate students • Washington Meat Up: https://www.wameatup.com/



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Agriculture Workforce Development - Non-profits		
Business development services for employees and employers	Economic Development Councils	<p>EDC program offerings vary somewhat by County. Inquire with ameade@thurstonedc.com for further direction to county-specific resources.</p> <ul style="list-style-type: none"> • Lewis County Economic Development Council • Grays Harbor Economic Development Council • Mason County Economic Development Council • Pacific County Economic Development Council • Thurston County Economic Development Council <p>Region-wide services include a variety of employee/employer support and business development services:</p> <ul style="list-style-type: none"> • Start-Up programs • Scale-Up programs • Small Business Development Center business advising • Business coaching • Business resource hotlines
Worker recruitment, placement	Pac Mtn Workforce Development Center	<p>Connects employers and job seekers by creating a pipeline of skilled and talented workers prepared to meet the needs of local employers and industries of tomorrow.</p> <ul style="list-style-type: none"> • Job fairs, training resources, job placement resources including On-the-Job (OJT), Worker Experience (WEX), and other programs • Career exploration resources • Oversees regional WorkSource network for demand-driven jobs • Convenes regional workforce development efforts
Direct farm planning, cost-share programs, and equipment access, and more	Conservation Districts	<p>Agriculture labor support programs vary somewhat by County Conservation District, inquire with nwhite@tcd.org for further direction to county-specific resources.</p> <ul style="list-style-type: none"> • Lewis County Conservation District • Grays Harbor Conservation District • Mason County Conservation District • Pacific County Conservation District • Thurston County Conservation District <p>Region-wide services include:</p> <ul style="list-style-type: none"> • Cost-share programs to build infrastructure, and more • One-on-one farm visits • Conservation plan writing • Farm planning support • Land access programs (Farmlink) • Incubator farms (Pierce CD) • Tool rental programs, for example: https://pierced.org/611/Farm-Services-and-Equipment



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Hands-on, community based farm education for youth	Garden-Raised Bounty (GRuB)	<p>Multiple GRuB programs help communities members, especially youth, access resources, build relationships, and grow good food together. In the context of each of their community programs, GRuB offers trainings, mentorship, and opportunities to gather and learn together.</p> <ul style="list-style-type: none"> • GRuB - GroundED program, Growing Home Collective • GroundED program- https://www.goodgrub.org/grounded • Growing Home Collective- https://www.goodgrub.org/cultivating-community-and-leaders
Farm business support services	NW Agriculture Business Center	<p>Contact NABC directly for business support services: https://www.agbizcenter.org/</p> <ul style="list-style-type: none"> • Business services • Rural cooperative development • Advanced farm training (Resiliator) • Food safety classes and workshops • Poultry processing equipment
Farmworker housing	Catholic Community Services (https://ccsww.org/)	<ul style="list-style-type: none"> • Affordable housing, meals programs, behavior health resources • Maintain community gathering places for worker training • Interested in partnering on business development services
Tools for improved financial management	Small Business Development Center, EDC	<p>Small Business Counseling: works with farmers regarding financial statement analysis, identify ways to improve operational efficiency, financial forecasting, develop business plans, and other services http://www.thurstonedc.com/small-business-counseling-sbdc/</p>
Tools for improved financial management	Enterprise for Equity, WSU	<p>Business planning for all businesses, including food- and farm-based entrepreneurs in the region.</p> <ul style="list-style-type: none"> • https://www.enterprise-for-equity.org/business-programs • All E4E Programs: https://www.enterprise-for-equity.org/
Hands-on training in agriculture	Kiwanis Food Bank Gardens	<p>The Olympia Kiwanis Club manages three gardens in the Olympia area. Over 20,000 pounds of produce is raised, harvested, and then donated to the Thurston County Food Bank each year. Contact Kiwanis through their website, and opportunities exist for practical internships to learn how to farm: https://k00563.site.kiwanis.org/about-olympia-kiwanis-foodbank-gardens/</p>



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Workforce training, education, networking, information resources		
Business tools to support women-owned businesses	WA Center for Women in Business	The Washington Center for Women in Business (WCWB) supports the mission of all Women's Business Centers: to "level the playing field" for women entrepreneurs, who still face unique obstacles in the business world.
Data & analytical support	Pac Mtn Research Consortium	The Washington Pacific Mountain Research Consortium (WPMRC) provides individuals, businesses, organizations, and governmental agencies with academic research support for community and economic development issues and topics.
Farm management questions, conservation plans	Conservation Districts	Conservation Plans are a free land management guide for landowners to jointly achieve the management and conservation goals. Free technical assistance is available to landowners and operators to address all of their resource concerns, including pest management, habitat, management practices, soil testing, more. Contact your local Conservation District office
Farmer access to data	Economic Development Councils	Customized data requests and public use of searchable online database for commercial properties for sale/lease, Thurston County's labor force, wages, demographics, consumer spending, business and industry, and talent pool.
Dealing with daunting food safety regulations	WSDA	<p>Food processing, general food safety, consultation, potential for local training available. Contact the following WA State Dept of Agriculture programs:</p> <ul style="list-style-type: none"> • Food Safety: https://agr.wa.gov/departments/food-safety/food-safety • Food Processing: https://agr.wa.gov/departments/food-safety/food-safety/food-processors • Regional Markets Program: https://agr.wa.gov/departments/business-and-marketing-support/small-farm • WSDA Organic Program: https://agr.wa.gov/organic
Advanced soil & compost training	WSU	<p>Existing extension resources</p> <ul style="list-style-type: none"> • http://csanr.wsu.edu/compost/ • Farm compost manual, with special attention to Aerated Static Piles: https://campus.extension.org/pluginfile.php/48384/course/section/7167/NRAES%20FarmCompost%20manual%201992.pdf • Gardening and compost/soil resources: http://gardening.wsu.edu/compost-and-mulch/ • WSU Soil Management website: https://puyallup.wsu.edu/soils/



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FSMA, GAPs	WSU	Food Safety Training available; coordinate request through county extension https://foodsafety.wsu.edu/training-programs/
Forest workshops, training opportunities, networking, technical assistance	WSU, DNR	WSU's Forestry Coached Planning Course: <ul style="list-style-type: none"> • http://forestry.wsu.edu/nps/events/cponline/ • http://forestry.wsu.edu/ DNR Forest Stewardship Program, and Technical Assistance: <ul style="list-style-type: none"> • https://www.dnr.wa.gov/forest-stewardship-planning • http://www.dnr.wa.gov/programs-and-services/forest-practices/small-forest-landowners/technical-assistance-landowners
Crop production information	WSU	https://extension.wsu.edu/thurston/crops/
Forest management support, promising forest products	WSU	The WSU Consulting Forester and Silvicultural Contractor Directory is a compilation of forestry professionals around Washington State who provide the professional services to private forest landowners <ul style="list-style-type: none"> • http://forestry.wsu.edu/consultingdirectory/ • Forestry resources by topic: http://forestry.wsu.edu/resources/ • Special forest products: http://forestry.wsu.edu/resources/#special
Soil testing help	Conservation Districts	Basic Soil Test cost is around \$35. This cost includes shipping the sample to a certified soil lab and a recommendation from a natural resource specialists. Most Conservation Districts provide this service. For example in Thurston County this is the soil testing service: https://www.thurstoncd.com/working-lands/soil-testing/
Technical education & training for labor	Conservation Districts	Educational events, workshops and training courses are available to the community on a variety of agricultural and natural resource management topics. Contact your local Conservation District office or see their events page. Subscribe to their newsletters to get up-to-date information on upcoming events.
Technical education & training for labor	WSU Extension	On-farm or in-class technical training/workshops can be arranged for topics that are of interest to farmers, from sheep care to food safety and new cultivating equipment (and other). Ask and we'll work to arrange it: anna.salafsky@wsu.edu .



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Tools for improved financial management	Economic Development Councils	<ul style="list-style-type: none"> • For general assistance accessing Thurston EDC programs, contact Ryan Norskog: 360-464-6060; rnorskog@thurstonedc.com • Business TuneUp is an 8-week training program that teaches you the tools you need to improve your business: http://businesstuneup.org/ • ScaleUp is a business growth training program; in-person classroom training and one-on-one coaching: http://scaleupthurston.org/ • PTAC (Procurement Technical Assistance Center) provides assistance for small businesses to market to the government, solicitations, drawings, and other areas relating to selling to the government: http://washingtonptac.org/ • SCORE counselors serve beginning stage and start-up businesses. Free one on one coaching sessions available. • Veteran entrepreneurial support and skills training while soldiers are in the process of transitioning http://www.thurstonedc.com/veterans/
Business tools to support women-owned businesses	WA Center for Women in Business	The Washington Center for Women in Business (WCWB) supports the mission of all Women's Business Centers: to "level the playing field" for women entrepreneurs, who still face unique obstacles in the business world.
Farm networking, farm walks, upcoming events	Conservation Districts, WSU, local farm stores	<p>Field day, farmer networking, and on-farm demonstration proposals welcome. These & other organizations post workshop opportunities; will expand offerings.</p> <ul style="list-style-type: none"> • Request to receive newsletters from your local conservation district • The WSU agriculture newsletter circulating regionally is the Ag Sounder. Sign up at SouthSoundAg or follow on FB: https://tinyurl.com/cxk8spsj
Access to technical information critical issues facing farmers	WSU Center Sustaining Ag natural Resources	<p>Research and education on the critical issues facing agriculture, such as climate change, energy and water security, and improving technology and management knowledge that will make all of our agricultural production systems more sustainable.</p> <ul style="list-style-type: none"> • http://csanr.wsu.edu/
Workforce Development grants	USDA-NIFA	<p>National Institute of Food and Agriculture (NIFA) (AFRI Education and Workforce Development Competitive Grant. https://agriprospects.extension.org/mini-grant-rfp/</p>



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Capital, equipment, infrastructure		
Access to capital	Economic Development Councils	Contact your County Economic Development Council to inquire about local investment networks. (ThINk) as example?
Cold storage	USDA Farm Service Agency	<p>The Farm Service Agency's Farm Storage Facility Loan program offers low interest financing for cold storage as well as other storage and washing and handling facilities. Additionally, FSA finances equipment and other farm infrastructure through the more general loan programs.</p> <ul style="list-style-type: none"> • Farm Storage Facility Loan Fact Sheet. https://www.fsa.usda.gov/Assets/USDA-FSA-Public/usdfiles/FactSheets/farm-storage-facility-loan-programs_factsheet.pdf • Farm Service Agency website for loan programs https://www.fsa.usda.gov/programs-and-services/farm-loan-programs/index
Cost share money available for farm improvements	Conservation Districts	Cost share available for farm improvements (fencing, planting, watering facilities, heavy use areas, gutters/downspouts, manure storage/composting structures, etc.) as grant funding available. Contact your local Conservation District.
Equipment shortage	USDA Natural Resources Conservation Service (NRCS)	<p>Rural Business Development Grant (RBDG) can pay for processing equipment and the like by funding a non-profit, municipality, public body, etc. The entity in turn can lease to group of farmers or individual farmer(s). Funding is limited and project are scored for competition. WSU can recommend small grant asks of less than \$30,000 in this grant. This grant can cover planning type expenses such as design/engineering costs.</p> <p>https://www.rd.usda.gov/programs-services/rural-business-development-grants</p>
Financial/ lending resources	NRCS	<p>Rural Micro entrepreneurship Assistance Program (RMAP) loans of less than \$50,000 from funded organizations such as Enterprise for Equity and Community Capital Development https://businessimpactnw.org/</p> <ul style="list-style-type: none"> • For Vertically Integrated Business Models (not farm loan or operating loans): • Business & Industry Guaranteed loan program • https://www.rd.usda.gov/programs-services/business-industry-loan-guarantees



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Capital, equipment, infrastructure		
Financial/ lending resources	WSDA	Support and information on business financing for farms <ul style="list-style-type: none"> • https://agr.wa.gov/departments/business-and-marketing-support/international/financing • Washington Infrastructure grants: https://agr.wa.gov/departments/business-and-marketing-support/small-farm/infrastructure-grant
Financial/ lending services	Small Business Development Center	Small Business Development Center (SBDC), advises existing businesses on all manner of financial management and planning, and assists with loan preparation. <ul style="list-style-type: none"> • https://thurstonedc.com/small-business-counseling-sbdc/
Low-cost equipment rental/library	Conservation Districts	Low-cost equipment rental program with small farm equipment. Currently expanding to medium/large scale equipment as producer demand arises. <ul style="list-style-type: none"> • Thurston: https://www.thurstoncd.com/index.php/services/equipment-rental/ • Pierce: https://pierced.org/611/Farm-Services-and-Equipment • Inquire Grays Harbor: https://www.graysharborcd.org/ • Lewis: https://lewisconservation.wordpress.com/conservation-programs/equipment/
More cost-share money	FSA	The Farm Service Agency provides low-interest financing for farmers/ranchers. Financing may be used for operating expenses or to purchase or expand a farm operation. <ul style="list-style-type: none"> • Farm Service Agency website for loan programs https://www.fsa.usda.gov/programs-and-services/farm-loan-programs/index
Product development	NRCS	Value Added Producer Grant (VAPG) for either Planning or Working Capital for eligible purposes. This is a 50% grant requiring 50% match made up of any of the following: Cash, Third Party, Applicant+ In Kind, Commodity. https://www.rd.usda.gov/programs-services/business-programs/value-added-producer-grants . Application Toolkit at this site.
Renewable energy on the farm	NRCS	Renewable Energy for America (REAP) program for farmers, ranchers (rural and urban) and small businesses (rural). This 25% grant can be used for on farm Energy Efficiency Improvements (lighting, hvac, equipment improvements, etc.) and/or Renewable Energy such as Solar PV, digester, etc. <ul style="list-style-type: none"> • https://www.rd.usda.gov/programs-services/rural-energy-america-program-renewable-energy-systems-energy-efficiency/wa

