

# **Development & Dissemination of a Job Task Handbook: A Training Guide for Garden, Greenhouse and Small Farm Supervisors**



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**Our Mission** is to serve people with disabilities working in agriculture who want to:

- Continue living independently
- Increase quality of life
- Maintain a productive life on the farm



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# Ohio's Employment First Executive Order



## Signed in March 2012

- Employment First Task Force
  - Department of Developmental Disabilities
  - Opportunities for Ohioans with Disabilities
  - Department of Medicaid
  - Department of Education
  - Mental Health and Addiction Services
  - Department of Jobs and Family Services
  - Developmental Disabilities Council
- Employment First Advisory Committee

# FOUNDATION of Ohio Employment First Partnership



Agency Neutral



Person Centered



Outcome Focused



**EMPLOYMENT  
FIRST** 



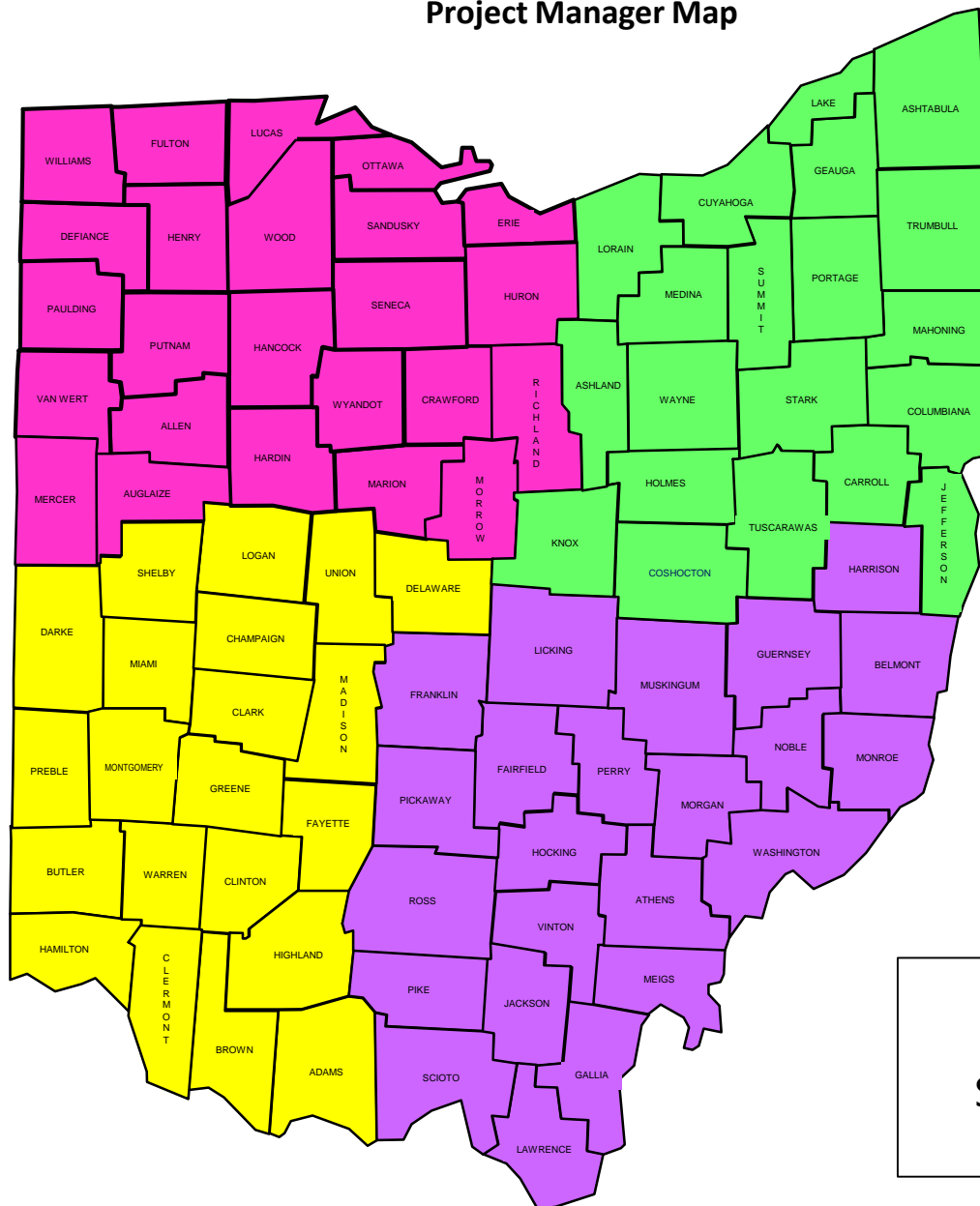
# Priorities

# Real Culture Shift

- All people with disabilities are presumed capable of community employment
- No more asking “***Can you work?***” but instead “***What are you good at?***”
- No more asking “***Do you want to work?***” but instead “***Where do you want to work?***”
- Working is the norm – not the exception



## Ohio Department of Developmental Disabilities Employment and Community Life Engagement Project Manager Map



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# **Building Independence through Agriculture**

## **February 26, 2019**

### **Keynote: Growing a new crop of farmhands**

Eric Metzger, Director of Integration and Advocacy- Hamilton County Board of Developmental Disability

Mason Bailey, Employee of Madison Tree, Adaptive Equipment user, valued employee

Nathan Beck, Employment Navigator and Manager - Hamilton County Board of Developmental Disability

# **Building Independence through Agriculture**

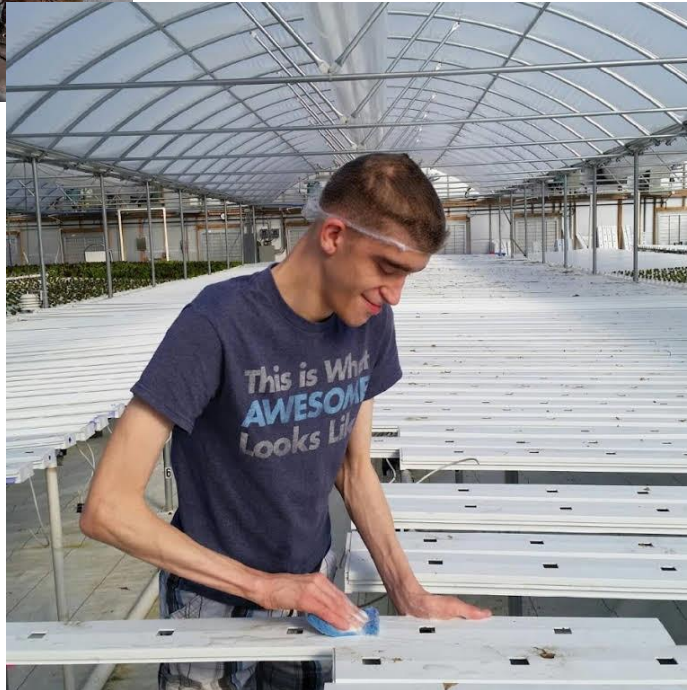
## **February 26, 2019**

**Applied solutions of employing individuals with cognitive disability in agricultural and horticultural settings**

Rudy Moyer, Horticultural Manager – Pegasus Farm  
Beth Snyder and Jennifer Hardacre, Co-founders - The  
H.A.R.D. Acre Farm  
Doug Sharp, Executive Director - Lettuce Work







# **Building Independence through Agriculture**

## **February 26, 2019**

### **Resources and Training**

Jessie Green, Program Director, Nisonger Center, TOPS program - Certifications and educational training

Jacqueline Kowalski, Extension Educator Summit County – Horticultural task training guides

Rob Seideman Executive Director, Brianne Wilkerson, Program Director – May We Help

# **Building Independence through Agriculture**

## **February 26, 2019**

### **Employment First**

Tom Hess - Employment and Community Life Engagement  
Project Manager, Ohio Department of Developmental  
Disabilities

### **Connecting employers and job seekers**

Eric Metzger, Director of Integration and Advocacy, Hamilton  
County Board of Developmental Disability

# **Building Independence through Agriculture**

## **February 26, 2019**

**Opportunities and Obstacles:**

**Implementing a model for your community**

Lisa Pfeifer, Dee Jepsen, Laura Akgerman, Randy Joseph -  
Ohio AgrAbility

# **Objective of our Last Session:** Find Meaningful Work in Agriculture and Horticultural Activities

- Gardening
- Animal care
- Property upkeep
- Customer service



# GARDENING



# ANIMAL CARE



# PROPERTY UPKEEP



# INDIVIDUAL TALENTS



# CUSTOMER SERVICE





# CHALLENGES or MODIFICATIONS



- Balancing production with individuals in mind
- Active engagement of “farmers”
- Using prior experience and adapting that to a new vocation



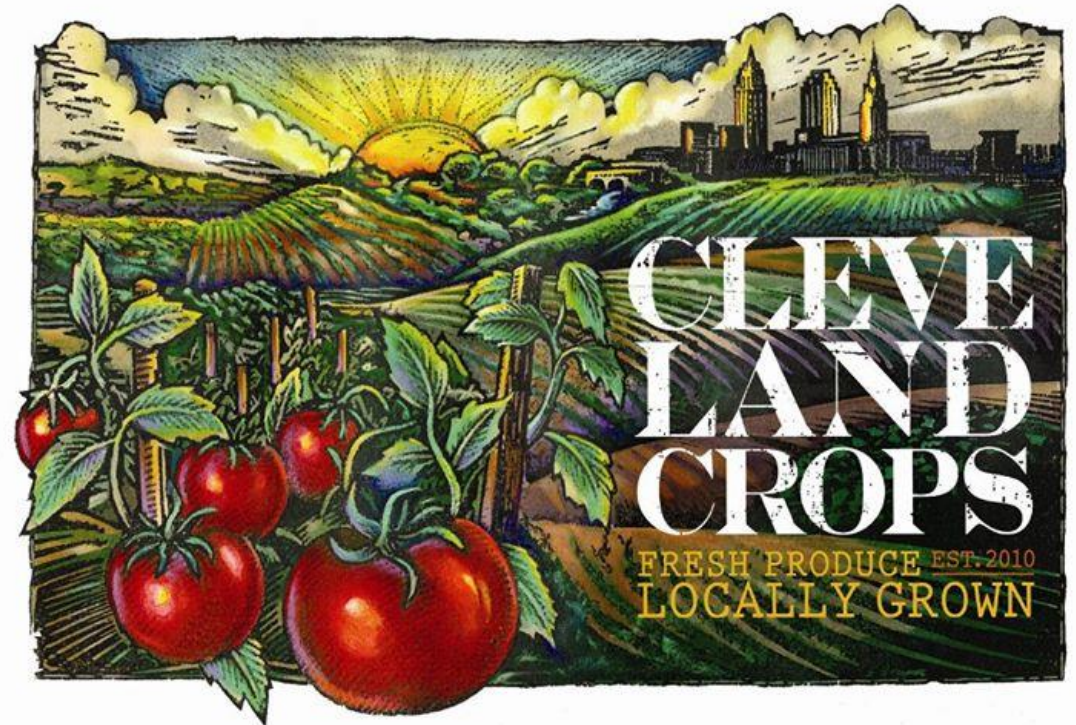
# CHALLENGES or MODIFICATIONS

- Urban perspective VS Rural perspective
- Staffing and Training
- Modifying a simple task to the community of workers

# Agriculture Training Programs

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- Farm training programs envisioned to develop small farms and social enterprises.
- Goal: Train workers for farm and greenhouse jobs.



# Need for training resources

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- Most clients and/or job coaches didn't have farm, garden or greenhouse experience.
- Basic training resources not available.



# Job aids

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- In 2013, a list of 35+ tasks was created.
- Tasks were based on day-to-day operations for basic vegetable farm.

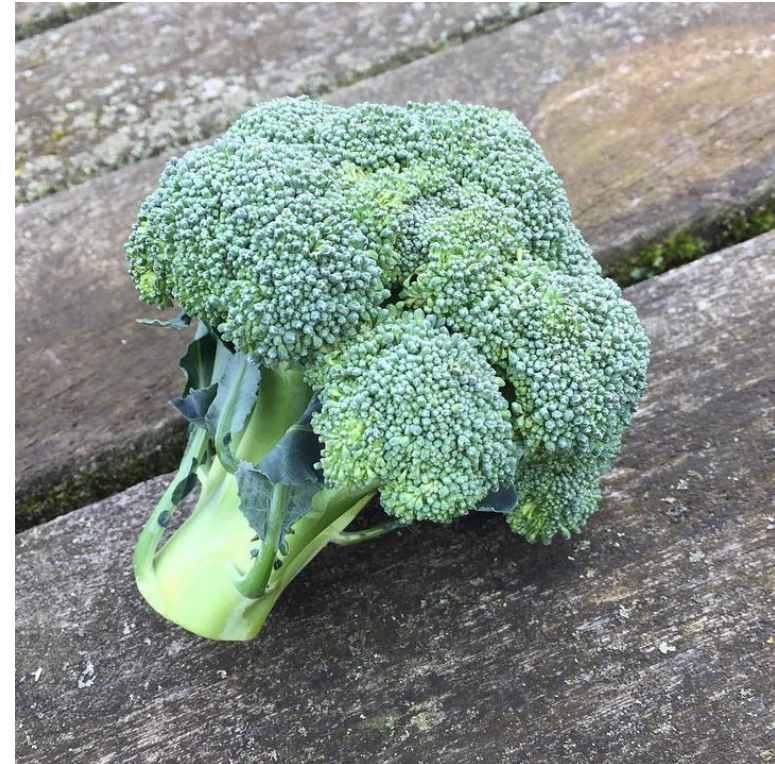


# Job aids

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First two created:

- Seeding trays
- Harvesting broccoli



# Project delay

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- OSU Extension personnel shifted offices.
- Hattie's Gardens unexpectedly closed in late 2017.



# So.....

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- OSUE partnered with Let's Grow Akron, Master Gardener Volunteers, and Rainbow Farms.
- Pared down the number of job aids needed to those that would be accomplished by client.



**CFAES**

# Lessons learned

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- There are many ways to complete farm tasks. How do you pick one way?
- Careful timing needed to stage photos.



# Training Task Guides

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- Now in final editing phase
- Ohio farms and horticultural groups are pilot testing
- Will be available in fall 2019

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## Thinning plants



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Cultivating Accessible Agriculture

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# Thinning plants



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# **Why do you need to thin plants?**

Some types of seed are very small and it is very easy to accidentally plant many more than are needed. When this happens it is important to thin the plants (remove the extra) so that the remaining plants have enough room to grow properly

# Get directions for thinning plants from your supervisor

**Listen carefully to learn:**

How much space the plants need to grow - how much do you need to thin the plants?



# Thinning plants Detail Cards

- How much space do the plants need to grow? How much space do you need to clear between plants?

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- How do you remove the extra plants (pull, dig up, cut?)

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- What to do with the plants you remove from the ground

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# Tools and equipment you need to thin plants

No special equipment is needed but a ruler or measuring tape, trowels and/or scissors may be used



# Wash your hands right before you start working

Wash hands with running water and soap for at least 20 seconds



Use a clean towel to dry hands



# **Check your instructions**

Review the instructions on the  
**Thinning Plants Detail Cards**  
before you begin working

# Gather your equipment

**Carry the sharpened hoe or tool end down by the ground**



**Do not carry the hoe with the sharp end up in the air**



# Go to the plant bed you need to thin, and measure the area between plants

- Check your **Detail Cards** to see how space you need between plants (*growing space*)
- Determine what plants will stay, and what plants need to be removed



# Remove the extra plants

- Remove the extra plants from the growing space
- Extra plants can either be dug, pulled out or cut out



# Now the plants have room to grow

- Once you have removed the extra plants there should be room for the remaining plant to grow



# Finish thinning plants

- When you are finished thinning plants, take all the tools and equipment you used back to the storage area or workshop
- Clean the tools and harvest containers
- Put away all of the harvest containers, tools and supplies you used in the storage area or workshop

# Thank You

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