Navigating the Ag Labor Maze

Do you hire, or are considering hiring, migrant or foreign-born labor? Do you want to improve your skills in supervising employees who come from different cultures, especially workers from Mexico and Central America? - This workshop is for you!

Save the Dates!

The program will be held in Geneva, NY in April, 2018.

We are currently looking at April 12, 20 or 27th

For updated registration information go to the CCE Eastern NY website: https://enyech.cce.cornell.edu/

Program Information

This workshop will provide tips and tools for employers of foreign born agricultural workers. Learn how to build better relations between farmers and workers and how to establish meaningful communication across cultures and language barriers.

Presenters from the Cornell Farmworker Program, Migrant Education and others will address how to create positive workplaces and reduce communication and culturally-based misunderstandings. Also covered is access to health services, opportunities for English language learning, and tips for worker and employer emergency preparedness.

At the end of the session will be an optional informal discussion about navigating the H2-A program for farmers who are interested in learning more about the program.

Program Partners

Cornell Farmworker Program
Cornell Cooperative Extension, Eastern NY Commercial Hort. Program
CCE Erie County
CCE Oneida County
CCE Ontario County

For program information contact Mary Jo Dudley, Director, Cornell Farmworker Program at farmworkers@cornell.edu or (607) 254-5194

Cornell University provides equal program and employment opportunities.
Session 1 - Marketing your farm as a great place to work

Do you have a lot of staff turnover? Do you want to improve your communication skills with your employees? This workshop is for you. Learn to create a work environment that attracts and retains quality employees. You will leave with an assessment of your current employee management strengths and weaknesses, and an outline of an employee handbook that will help you articulate your farm’s values to your employees.

Session 2 – What is my job? Hiring, training and evaluating employees effectively

Everyone wants to have employees who know what needs to be done without being told. But getting your employees to this point is the hard part. We will help you develop a process to move your employees to this point more quickly. You will develop clear job descriptions, learn techniques in hiring, and training new staff and using just in time feedback and performance appraisal to both correct problems and motivate your staff.

Session 3 - Keeping good staff when money is tight & managing conflict in the workplace

Although everyone likes to be paid, money is not the only, or even most important, motivator for staff retention and performance. This workshop will cover research on rewards and incentives in the workplace to learn tools to attract and retain staff and reduce staff turn-over. Workplace conflict can be very demotivating for everyone. We will discuss and role-play managing conflict on the farm, terminating employees and managing employee departures.

Session 4—Compliance and safety. Are you managing your risks as an employer?

This is the workshop that covers the nuts and bolts of risk management as an employer. This workshop will give you resources to help you comply with labor laws and regulations as well as mandated and recommended worker safety training. Representatives from the NYS DOL Ag Labor Program will be invited to present as well as NYCAMH. Participants will leave with an assessment of their farm’s exposure to risk from having employees and strategies for reducing that risk.

For information contact Liz Higgins, emh56@cornell.edu