

Position Title:	Farm Force Trainee
Program:	Working Lands Climate Corps
Service Location(s):	Vermont, Virgin Islands
Purpose:	<p>The Corps Network, the National Association of Service and Conservation Corps, is pleased to partner with the Natural Resources Conservation Service (NRCS)/United States Department of Agriculture, AmeriCorps, and the National Association of Conservation Districts to implement the Working Lands Climate Corps (WLCC). A program of the American Climate Corps, the WLCC will engage at least 100 young adults in technical skills and climate work across the country.</p> <p>The WLCC members will provide outreach and education around climate-smart agriculture assistance to farmers, ranchers, and communities. WLCC host organizations will work with state and county-level NRCS staff to facilitate conservation and climate resilience projects, track WLCC member activities, and train members for careers in Climate Smart Agriculture and Forestry.</p>
Term of Service:	Reduced Half Time (675 hours) over 12 months. Additional program hours may be required.
Anticipated Start Date:	August 15, 2024
Member Benefits:	A living allowance of \$13,162.50 distributed over the course of the term of service.
	Healthcare coverage, if applicable. (not applicable)
	Student loan forbearance and interest payments if the member qualifies.
	Upon successful completion, the member will receive a <i>Segal AmeriCorps Education Award</i> of \$2,626.27.
Description of Duties:	<ul style="list-style-type: none"> ● Participate in a training program including two week-long, in-person mini-conservation boot-camps, one in Vermont and one in the Virgin Islands. ● Engage in hands-on agricultural work across diversified vegetable farms, dairy farms, agroforestry systems, rotational grazing systems, and light engineering practices. ● Complete coursework and activities designed to develop skills in conservation planning, regenerative agriculture, soil health, water management, grazing systems, agricultural engineering, and agroforestry design. ● Work through Aglearn to become Certified Conservation Planners. ● Help to coordinate Farm Teams, job shadow conservation professionals. ● Engage in the <i>Farm Force</i> program to help develop food sovereignty and resilience within communities.
	At least 80% of the member's AmeriCorps hours will be spent in direct service and/or capacity-building activities. 130 hours will be spent on

	<p>Conservation Planner training (60 hours of Boot Camp + 70 hours Aglearn).</p>
	<p>While charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps program or the Corporation, staff and members may not engage in the following activities:</p> <ol style="list-style-type: none"> (1) Attempting to influence legislation; (2) Organizing or engaging in protests, petitions, boycotts, or strikes; (3) Assisting, promoting, or deterring union organizing; (4) Impairing existing contracts for services or collective bargaining agreements; (5) Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office; (6) Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials; (7) Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization; (8) Providing a direct benefit to— <ol style="list-style-type: none"> (i) A business organized for profit; (ii) A labor union; (iii) A partisan political organization; (iv) A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 except that nothing in this section shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; (v) An organization engaged in the religious activities described in paragraph (g) of this section, unless Corporation assistance is not used to support those religious activities; and (9) Conducting a voter registration drive or using Corporation funds to conduct a voter registration drive; (10) Providing abortion services or referrals for receipt of such services; and (11) Such other activities as the Corporation may prohibit. <p>Individuals may exercise their rights as private citizens and may participate in the activities listed above on their initiative, on</p>

	non-AmeriCorps time, and using non-Corporation funds. Individuals should not wear the AmeriCorps logo while doing so.
	This position does not have recurring access to vulnerable populations.
Qualifications:	<ul style="list-style-type: none"> ● Interest in pursuing a career in conservation, agriculture, or related fields. ● Ability to reside in Vermont or the Virgin Islands. ● Commitment to a year-long program with about 12 hours of paid work per week. ● Strong communication skills and ability to work in team settings. ● Computer literacy, personal computer preferred. ● Desire to pursue and complete a year-long professional certificate. ● Ability to lift 50 pounds, willing to work in all weather conditions. ● Access to reliable transportation within the program area.
Eligibility:	<p>An AmeriCorps participant must—</p> <p>(1)</p> <ul style="list-style-type: none"> (i) Be at least 17 years of age at the commencement of service; or (ii) Be an out-of-school youth 16 years of age at the commencement of service participating in a program described in § 2522.110(b)(3) or (g); <p>(2)</p> <ul style="list-style-type: none"> (i) Have a high school diploma or its equivalent; or (ii) Not have dropped out of elementary or secondary school to enroll as an AmeriCorps participant and must agree to obtain a high school diploma or its equivalent prior to using the education award; or (iii) Obtain a waiver from the Corporation of the requirements in paragraphs (a)(2)(i) and (a)(2)(ii) of this section based on an independent evaluation secured by the program demonstrating that the individual is not capable of obtaining a high school diploma or its equivalent; or (iv) Be enrolled in an institution of higher education on an ability to benefit basis and be considered eligible for funds under section 484 of the Higher Education Act of 1965 (20 U.S.C. 1091); <p>(3) Be a citizen, national, or lawful permanent resident alien of the United States;</p> <p>(4) Satisfy the National Service Criminal History Check eligibility criteria pursuant to 45 CFR 2540.202.</p>
Other Requirements:	All prospective members must agree to provide information required to determine eligibility and complete a complete National Service Criminal History Check.

Nonduplication.

Corporation assistance may not be used to duplicate an activity that is already available in the locality of a program. And, unless the requirements of paragraph (f) of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or local government agency in which such entity resides.

Nondisplacement.

- (1) An employer may not displace an employee or position, including partial displacement such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance.
- (2) An organization may not displace a volunteer by using a participant in a program receiving Corporation assistance.
- (3) A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual.
- (4) A participant in a program receiving Corporation assistance may not perform any services or duties or engage in activities that would otherwise be performed by an employee as part of the assigned duties of such employee.
- (5) A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that—
 - (i) Will supplant the hiring of employed workers; or
 - (ii) Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.
- (6) A participant in any program receiving assistance under this chapter may not perform services or duties that have been performed by or were assigned to any—
 - (i) Presently employed worker;
 - (ii) Employee who recently resigned or was discharged;
 - (iii) Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures;
 - (iv) Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or
 - (v) Employee who is on strike or who is being locked out.