



## Host Training Plan

### Zephyros Farm and Garden

<b>Name</b>	Don and Daphne H Lareau/Yannakakis	<b>Email</b>	info@zephyrosfarmandgarden.com
		<b>Steward(s) Selected</b>	- - [3413]
<b>Training Start Date</b>	April 1, 2016	<b>Training End Date</b>	October 30, 2016
<b>Steward Training Hours per Week</b>	40		
<b>Compensation (Stipend or Wage)</b>	Yes	<b>If Yes, how much/how often?</b>	[1156]
<b>Non-Monetary Compensation and Estimated Value</b>			
			Free Housing, Food Allowance(\$200/month)
<b>Name of your Workers' Compensation Carrier</b>			None
<b>Will your Workers' Compensation policy cover the Steward?</b>			No, exempt
<b>Number of Employees at training location</b>			?
<b>Number of Interns/Trainees/Apprentices at training location</b>			?
<b>Annual Revenue</b>			\$0 to \$3 Million



## [Phase 1]

<b>Phase Name</b>	Spring		
<b>Start Date of Phase</b>	April 1, 2016	<b>End Date of Phase</b>	June 15, 2016
<b>Primary Supervisor during this phase</b>	Don Lareau, Daphne Yannakakis	<b>Supervisor Title</b>	Owners
<b>Email</b>	info@zephyrosfarmandgarden.com	<b>Phone Number</b>	5555555555
<b>1. Describe the Trainee/Steward's role for this phase</b>			
<p>Work starts in the propagation heated greenhouse. We will be filling flats seeding, pricking out, transplanting, potting up, and doing nursery sales. We will be prepping the hightunnels, planting, weeding, watering, and trellising in the hightunnels. They will help set up beds, apply compost, or fertilizer mixes for planting. We will take our plants to several other markets as well and will need help. Watering and beginning to learn how to irrigate will also be a main focus at this time of year.</p>			
<b>2. Specific goals and objectives for this phase</b>			
<p>Seed sowing, seed germination techniques, potting up, making different potting mixtures, and transplanting will be the initial objectives. The trainee will be expected to learn the system of record keeping, and the worksheets used for seeding, transplanting, and direct field seeding. Also the sales of nursery crops in a retail and farmers market environment will be a goal.</p>			
<b>3. Primary Supervisor's qualifications</b>			



The farm is owned and managed by a husband and wife team, Don Lareau and Daphne Yannakakis. Both have a BS (Lewis and Clark College), and BA (Reed College) in Biology respectively. Before starting Zephyros Farm Daphne worked in the horticulture industry both at large scale and small scale nurseries in the states and in Germany where she worked for two years and learned German. Don operated a mushroom farm in California where they grew shiitake, maitake, oysters and many other mushrooms. He was responsible for everything from working in the sterile tissue culture laboratory to the bookkeeping.

Both individuals have done years of continuing education in regards to the many disciplines that their farm requires, including attending many conferences, organic inspection training, flower design workshops, bookkeeping, excel, L.E.T. training, and many others.

**4. What plans are in place for the Trainee/Steward to participate in cultural activities while in the United States?**

We are in a rural part of the Rockies, we hike and camp, river raft, and bike. We like to see music when possible, and go to area festivals, and fairs. Generally, our activities revolve around our children and our friends. We try to have a couple of events on the farm throughout the season.

**5. Specific knowledge, skills, or techniques to be learned during this phase?**

During this phase the trainee will learn all the different aspects it takes to get a farm started up in the spring. The trainee will learn about our system of record keeping so we know how much to seed, what size we transplant or if we direct seed certain crops. Learning what each plant looks like as a seedling is key. As well the trainee will begin to learn how to water by hand and how the various irrigation systems we have on the farm work.

**6. How specifically will this knowledge, skills, or techniques be taught? Include methodology of training and chronology/syllabus.**

In April we are almost only working in greenhouses doing the tasks listed above. There will be training on how to use the tractor, and various implements as well during this time. The weather determines if we are in the field early or not. By the end of April the four hightunnels are all planted, are being weeded, trellised, and some early greens are being harvested and sold.

In May and June we are spending the majority of the time watering plants in pots and transplanting into the field. We will lay weed fabric and plastic mulch, set up drip irrigation, direct seed and being our weeding program.



**7. How will the Trainee/Steward's acquisition of new skills and competencies be measured?**

We have two managers who are all involved in the supervision and evaluation of anyone on the farm. We have weekly evaluations and then will have fewer depending on the need and performance of the participant. We have meetings with all involved parties to discuss performance and make suggestions on how to improve or make changes for the better.

**8. Additional Phase Remarks (optional)**

**[Phase 2]**

<b>Phase Name</b>	Summer		
<b>Start Date of Phase</b>	June 15, 2016	<b>End Date of Phase</b>	September 1, 2016
<b>Primary Supervisor during this phase</b>	Don Lareau, Daphne Yannakakis	<b>Supervisor Title</b>	Owners
<b>Email</b>	info@zephyrosfarmandgarden.com	<b>Phone Number</b>	5555555555

**1. Describe the Trainee/Steward's role for this phase**

During the summer months the focus turns towards harvesting. Although we do continue to work in the propagation house and transplant for fall crops, we are mainly working in the fields. The trainee will be trained on proper harvest, and post harvest techniques. In addition we will begin our main market season and the Trainee will be expect to help at some of the markets. Included will be training for mixed bouquet productions as well as designing flowers for weddings and events. The continuation of irrigation techniques, fertilizer application, and weed management will be a large part of the roll of a trainee.

**2. Specific goals and objectives for this phase**



Cut flower growing, varieties, stage of harvest, preservation, bouquet making and sales. Harvest of a large variety of vegetables, stage of harvest, storage and post harvest and packaging for market. Also in the summer we do our organic certification, vegetable rotation, diversified irrigation practices, and weed management.

### **3. Primary Supervisor's qualifications**

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Both individuals have done years of continuing education in regards to the many disciplines that their farm requires, including attending many conferences, organic inspection training, flower design workshops, bookkeeping, excel, L.E.T. training, and many others.

### **4. What plans are in place for the Trainee/Steward to participate in cultural activities while in the United States?**

We are in a rural part of the Rockies, we hike and camp, river raft, and bike. We like to see music when possible, and go to area festivals, and fairs. Generally, are activities revolve around our children and our friends. We try to have a couple of events on the farm throughout the season.

### **5. Specific knowledge, skills, or techniques to be learned during this phase?**

bouquet making, vegetable rotation, vegetable harvest, post harvest techniques, sales

### **6. How specifically will this knowledge, skills, or techniques be taught? Include methodology of training and chronology/syllabus.**

All summer long we continue to plant and seed crops for the fall, rotate crops, plant cover crops, harvest, wash and package vegetables, cut flowers and make bouquets. We then go to our farmers markets. In addition there is a lot of weeding, irrigating, and taking care of the animals that arrive in late spring.

### **7. How will the Trainee/Steward's acquisition of new skills and competencies be measured?**



We have two managers who are all involved in the supervision and evaluation of anyone on the farm. We have weekly evaluations and then will have fewer depending on the need and performance of the participant. We have meetings with all involved parties to discuss performance and make suggestions on how to improve or make changes for the better.

**8. Additional Phase Remarks (optional)**

**[Phase 3]**

<b>Phase Name</b>	Fall		
<b>Start Date of Phase</b>	September 1, 2016	<b>End Date of Phase</b>	October 30, 2016
<b>Primary Supervisor during this phase</b>	Don Lareau, Daphne Yannakakis	<b>Supervisor Title</b>	Owners
<b>Email</b>	info@zephyrosfarmandgarden.com	<b>Phone Number</b>	5555555555

**1. Describe the Trainee/Steward's role for this phase**

The trainee will continue to help with harvest and market season as well as harvest of fall crops. We begin to plant cover crops, prep greenhouse for winter, and dismantle trellising, irrigation etc. We also dig and divide dahlia tubers, and store other vegetables for fall and winter sales.

**2. Specific goals and objectives for this phase**

This time of year there are a lot of lessons about how to prepare for winter, get set up for the next season, we begin to order supplies and update all our paperwork. In addition we prep the soil for the next season either through tillage or cover crops. We work more in the high tunnels planting for fall and winter harvests.

**3. Primary Supervisor's qualifications**



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**5. Specific knowledge, skills, or techniques to be learned during this phase?**

Tractor work, paper work, seeding of cover crop, dividing and storage of Dahlias. How to protect crops from frost is another skill learned in our variable weather.

**6. How specifically will this knowledge, skills, or techniques be taught? Include methodology of training and chronology/syllabus.**

We clean the fields, plant cover crops, continue harvest of fall vegetables and sales to farmers markets, CSA members, and generally put the farm to bed for winter, plant garlic, dig dahlias and plant greens for winter production.

**7. How will the Trainee/Steward's acquisition of new skills and competencies be measured?**

We have two managers who are all involved in the supervision and evaluation of anyone on the farm. We have weekly evaluations and then will have fewer depending on the need and performance of the participant. We have meetings with all involved parties to discuss performance and make suggestions on how to improve or make changes for the better.

**8. Additional Phase Remarks (optional)**


