...around the world. That support communities and feed the people in New York, Mexico, and migrant employees who come to New York from foreign countries like Jamaica and Canada. Agricultural work is very diverse, including: traditional farm family members, migration residents of rural communities, and immigrants who have lived in the U.S. for decades. Seasonal employment foreign workers have high labor intensity for services, seasonal production. New York's farms are almost all family owned. These small businesses employ a modern farm workforce that is diverse. Agriculture remains the foundational industry in New York and the future of our industry is bright. Our way to help farmers and agribusinesses build committed and productive, and engaged from day one! Cornell Agricultural Workforce Development team

Richard Stup, Ph.D., Agricultural Workforce Specialist
rstup@cornell.edu
Cornell's Agricultural Workforce Development program helps to document the impact of the Cornell Ag Workforce Development program, from advising farmers on difficult situations like keeping farm employees safe to help managers by presenting complex human resource and business concepts in formats that are understandable and usable. Bob received his Ph.D. in Plant Science and coordinates the Cornell Agricultural Workforce Development program and its activities. Bob is an award-winning Cornell professor emeritus and taught in the undergraduate Communication program. Rachel McCarthy is a skilled science communicator, writing for high-education and media to develop materials for employers and employees. Rachel received her M.S. in Communication from Johns Hopkins University. Julie Berry has a shared appointment as Communications Manager for Cornell Agricultural Workforce Development and Cornell CALS Communications Manager. Julie is an experienced media writer and has received her M.A. in Communications Management. She graduated from pre-law at Cornell University. Lucas Smith is a junior studying Agricultural Sciences and a Student Employee at the College of Agriculture and Life Sciences. Elizabeth Higgins is the Ag Business Management/PRO-DAIRY Certificate Program Coordinator and a liaison between the agricultural industry and applied research. He also provides leadership in developing and leading PRO-DAIRY. Bob's vision is to provide insight and understanding of the impact of the agricultural workforce on the farm and its communities.

The Cornell Agricultural Workforce Development program is proud to support the agricultural industry with relevant, timely education and applied research. Our mission is to help farmers and agribusinesses build committed and effective teams who will carry out the important work of feeding our local families and the world. We believe that agricultural work can, and should, be engaging and rewarding for everyone involved. Managers can build managing teams by applying the best human resource management practices and strategies to keep the workforce and communities safe.

More Info
Make Agriculture Competitive: Department of Agriculture and Markets

New York farmers are some of the most educated and business-savvy in the world. We believe that agricultural work can, and should, be engaging and rewarding for everyone involved. Managers can build committed teams by applying the best human resource management practices and strategies to keep the workforce and communities safe.

The Cornell Agricultural Workforce Development program helps managers and supervisors to enhance their human resource management, engaging employees, and so they create an engaging and rewarding work experience for every employee. Managers can build managing teams by applying the best human resource management practices and strategies to keep the workforce and communities safe.

The Cornell Agricultural Workforce Development program works closely with farm organizations, and New York agencies including agriculture and markets, to help farmers adapt to changing markets and competitive environments. The future of our industry is bright. Our way to help farmers and agribusinesses build committed and productive, and engaged from day one! Cornell Agricultural Workforce Development team

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Agricultural Supervisory Leadership
certificate program

Supervisors are critical to the success of farm businesses. They have a major impact on both employees’ daily work experience and the production outcomes and efficiency of the business. Agricultural Workforce Development in 2021 launched a new extension education course that serves as an educational program to help farm supervisors and managers learn how to develop effective management practices and develop their human resource success. The program provides the business results. Confident managers who thoughtfully apply management and human resource skills improve employee performance, develop teams, reduce employee turnover, and increase employee engagement. The six courses within the certificate program offer extensive practice and engagement activities to build competence and success.

- Transitioning to Supervision: Develop essential communication skills and manage conflict. Develop cultural competence. Build an effective workplace culture.
- Developing a Team: Develop effective communication and conflict management. Develop a cultural team. Build an effective workplace culture.
- Organizing Work for High Quality Results: Develop effective management and people skills. Build a cohesive team. Organize work and projects.
- Effective Team Leader: Develop and engage team members. Communicate effectively. Manage conflict and change.

Cornell Agricultural Workforce Development developed an online extension course titled “Safe, Productive and Engaged from Day One” with support from the New York Farm Viability Institute. Employee onboarding is a management process to bring new employees into the farm business, create complete necessary paperwork, equip them with safety and regulatory materials, and develop an understanding of the farm’s operations and culture. This course is connected to enrolled participants to a worldwide team. The onboarding process sets the tone for inclusion as a valued new team member and effective onboarding helps retain valuable employees.

As part of a larger initiative that formed in 2020, Cornell Agricultural Workforce Development led efforts to support farm managers and employees to communicate the workforce, communities, contractors, and businesses from COVID-19 in 2020. Engagement focused on four main areas:

- COVID-19 prevention education
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Convened by the Ag Workforce Development Center, New York Farm Labor Road Show Visits were designed to evaluate best practices for business compliance for small and medium-sized farms. This project provided farm managers and employees with the opportunity to learn from each other and improve their business practices for better business compliance.

Research efforts

Cornell Agricultural Workforce Development conducts applied research on farm worker issues focused on four main areas:

- COVID-19 and farm workforce health
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