



# Impacts of the Apprenticeship Program

Results from the Survey of Alumni of the UCSC  
Apprenticeship in Ecological Horticulture

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# Context

In 2008, we received a grant from the Foundation for Global Community to evaluate the AEH program. One part of the evaluation was to identify program outcomes and explore how the program contributed to these outcomes. A survey was created to address this query. The survey goals and guiding questions were developed with AEH staff and CASFS management.

# Survey Goals

- To identify impacts of the AEH program
- To improve the AEH program
- To determine new program options
- To identify how to best meet needs of diverse and traditionally underserved audiences

# Survey Questions

## Outcomes

1. What have people done once they've left – to help create a more sustainable food system?
  - a) Work (in field and outside of it)
  - b) Volunteer
  - c) Personal
  
2. How did the program contribute?
  - a) How did the program contribute to their activities
  - b) What program components were most helpful

# Methods

- Internet based survey
- Contacts made via email
  - 647 people contacted (all the people for whom we had email addresses). Included graduates from 1967 to 2008.
  - 36 emails bounced or were non-functional
- Received 366 responses (with at least partial data)
- Response Rate: 60%

# How Representative?

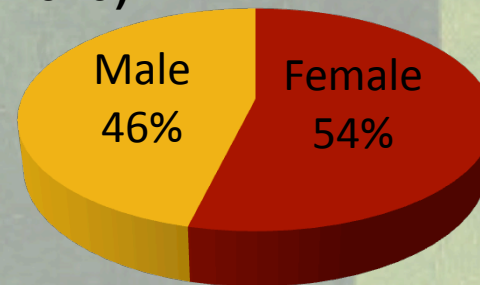
Number of alumni who received an email, and number who answered the survey, by year in the program



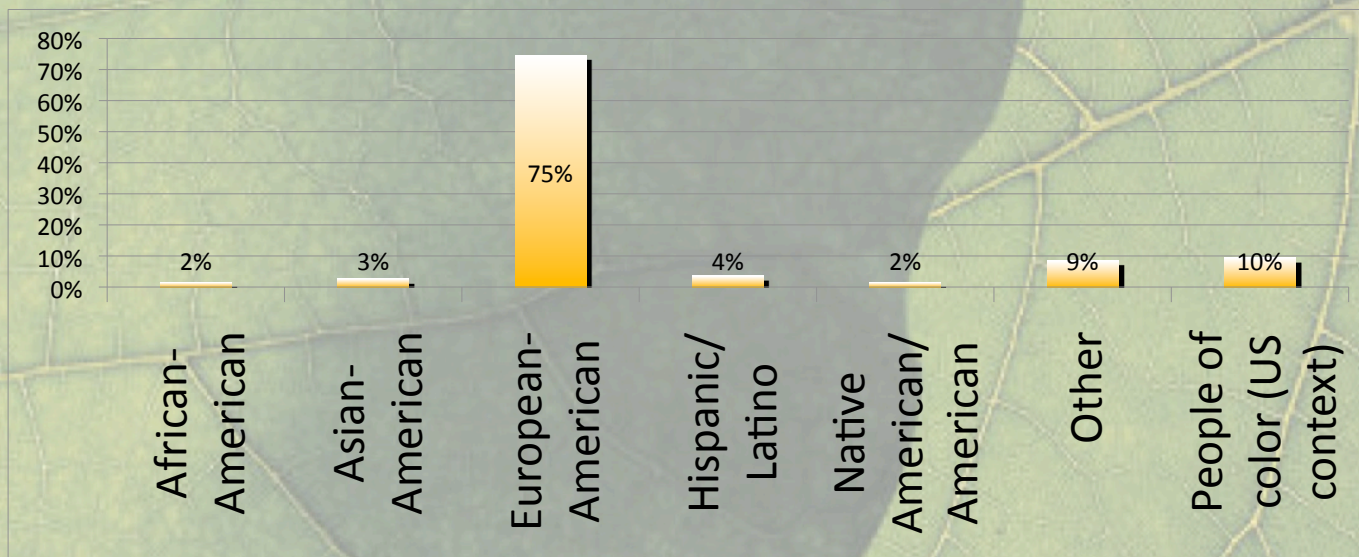
Since about 1989, around 25% of the people in a class responded. Most of the responses were received from people what attended in the last 10 years.

# Who Responded to the Survey?

Gender (n=329)

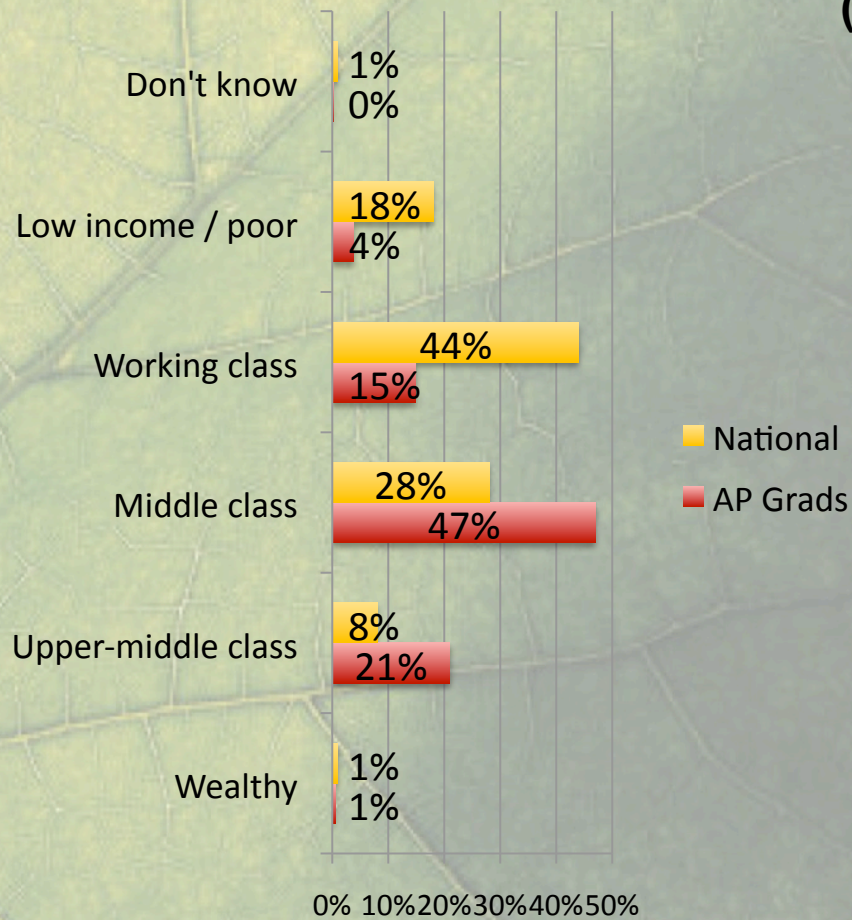


Ethnicity (n=366)

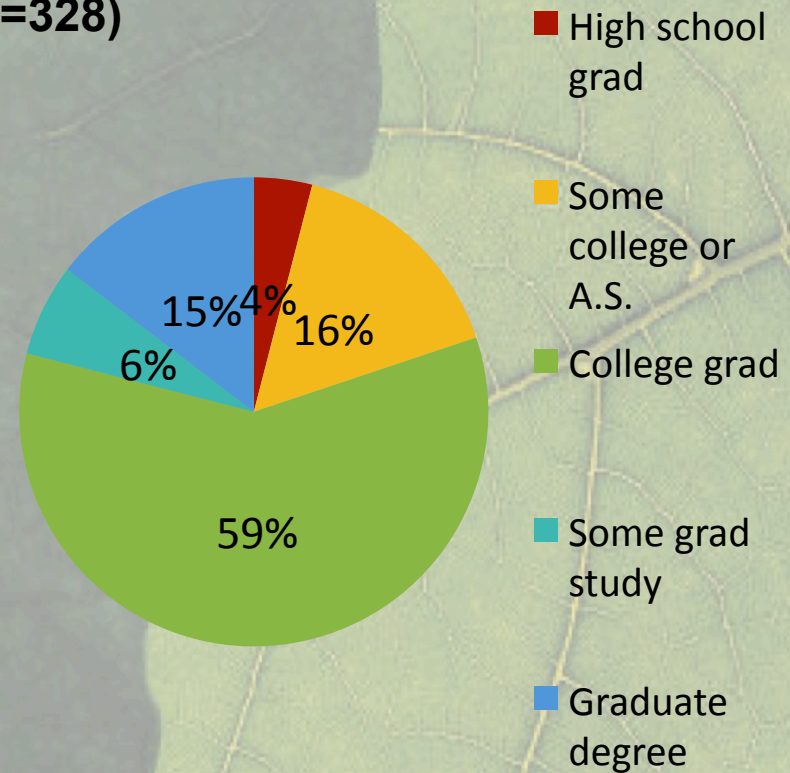


# Who Responded to the Survey?

## Family Social Class (n=324)

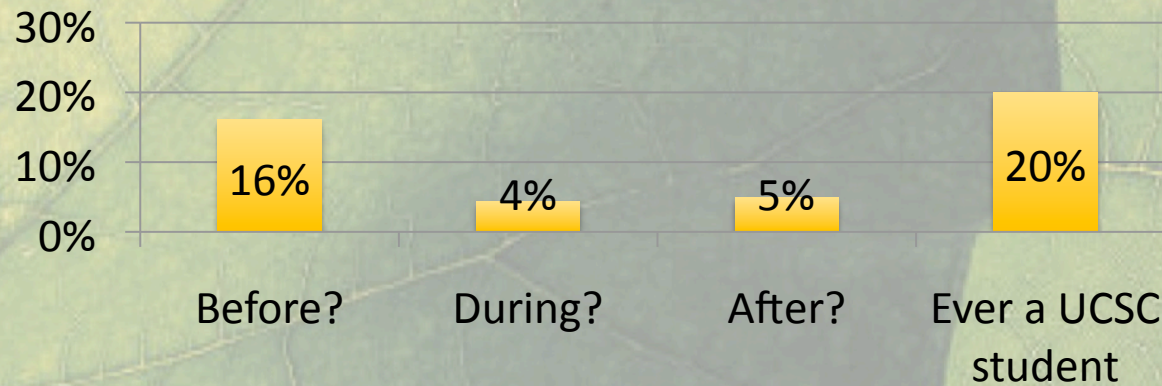


## Education Level Before AP (n=328)

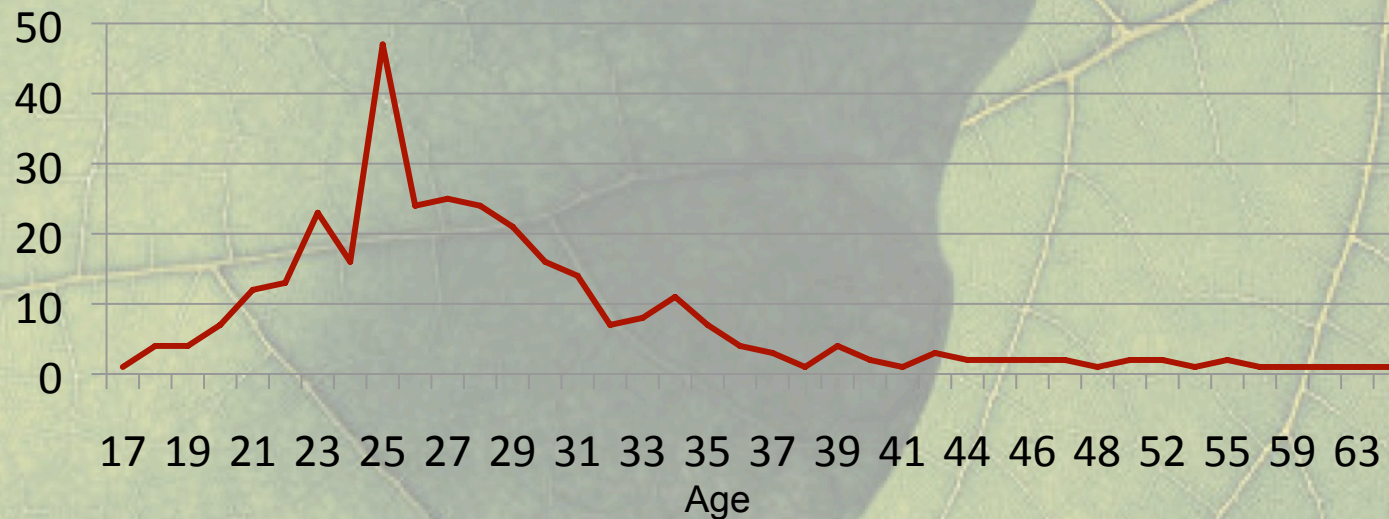


# Who Responded to the Survey?

UCSC Student (n=366)

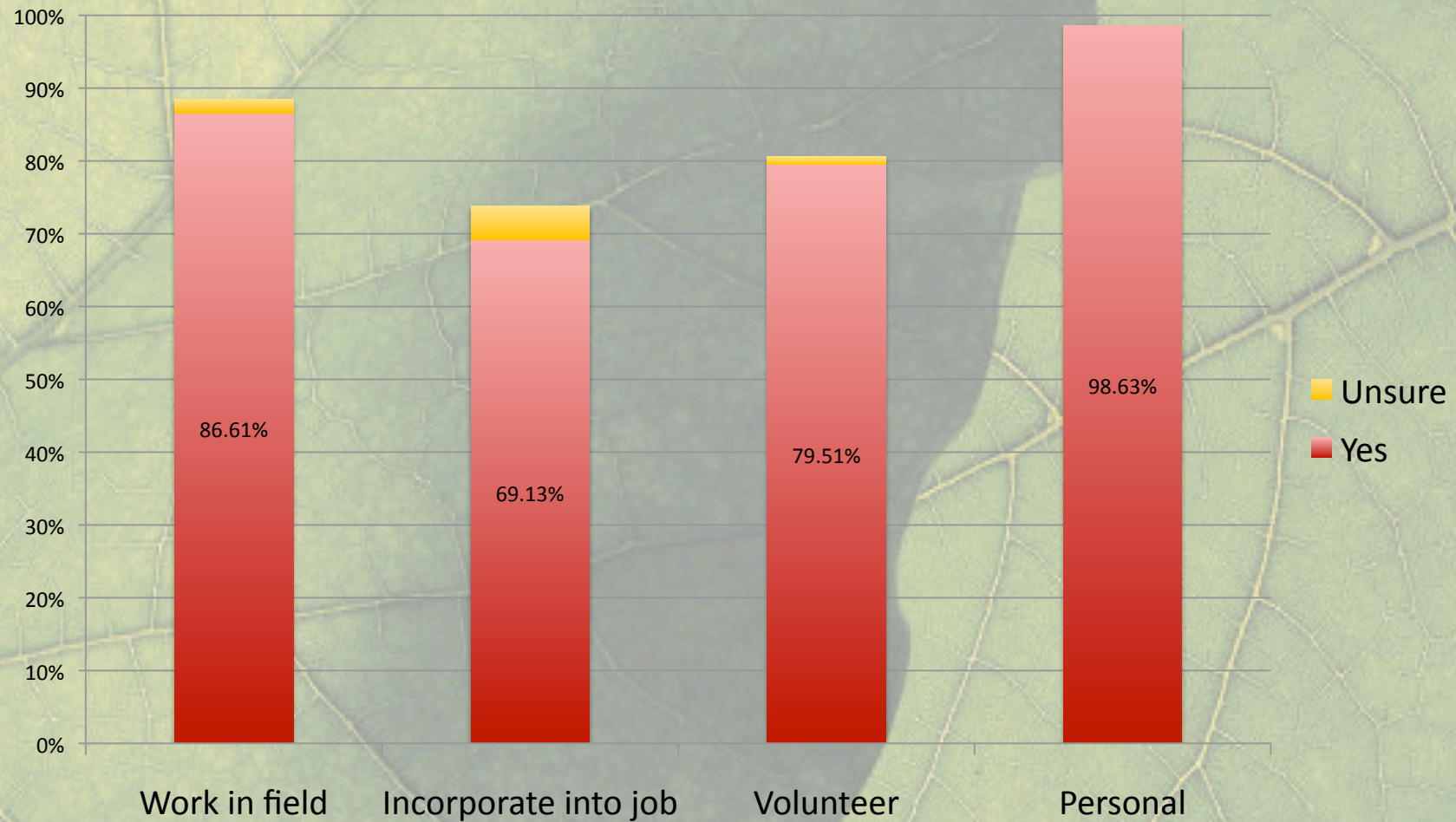


Age at First Year in AEH



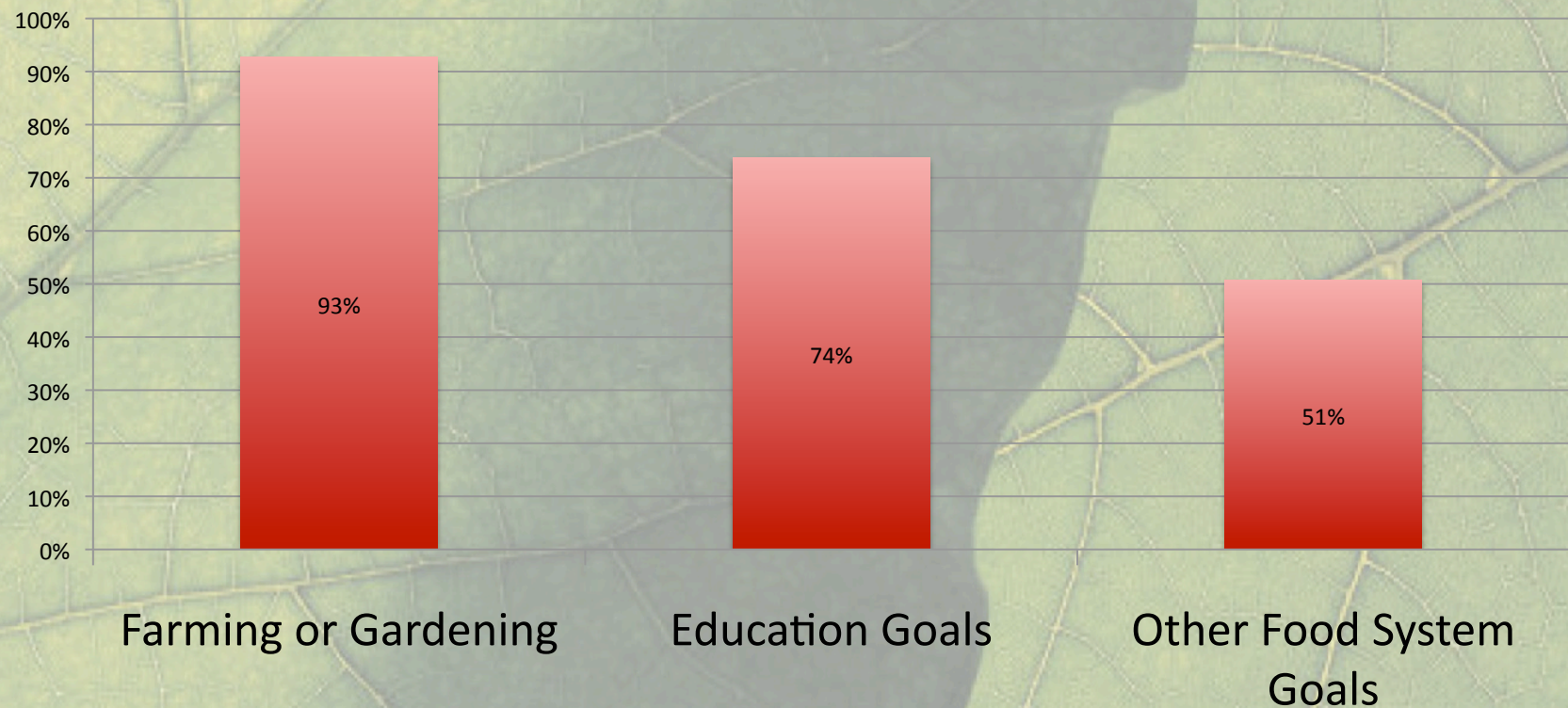
# How have people contributed to a more sustainable food system?

(n=366)



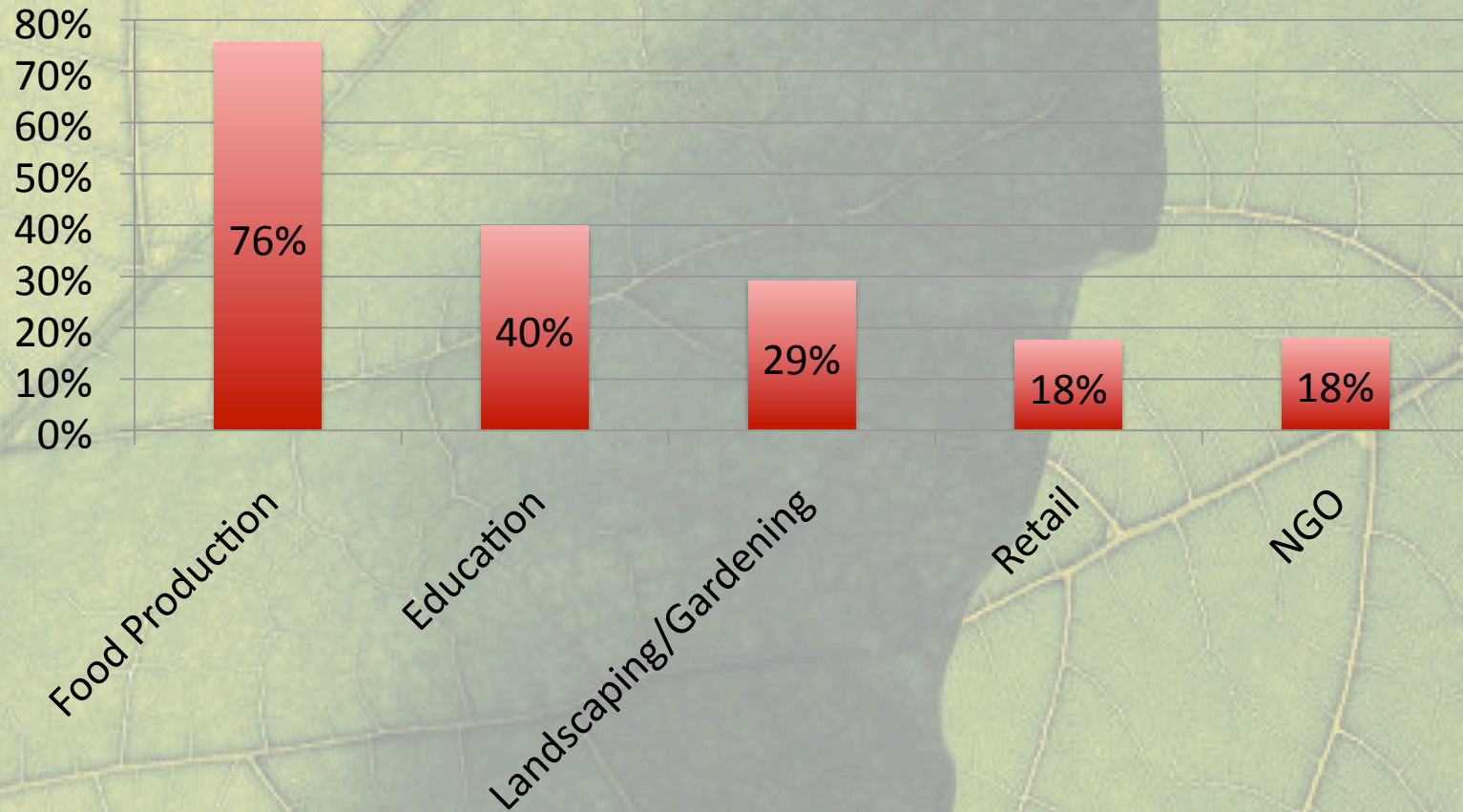
# Work in Sustainable Food Systems

Focus of work for the 315 people who said they did work that contributed to a more sustainable food system



# Primary Job Areas

(n=315)

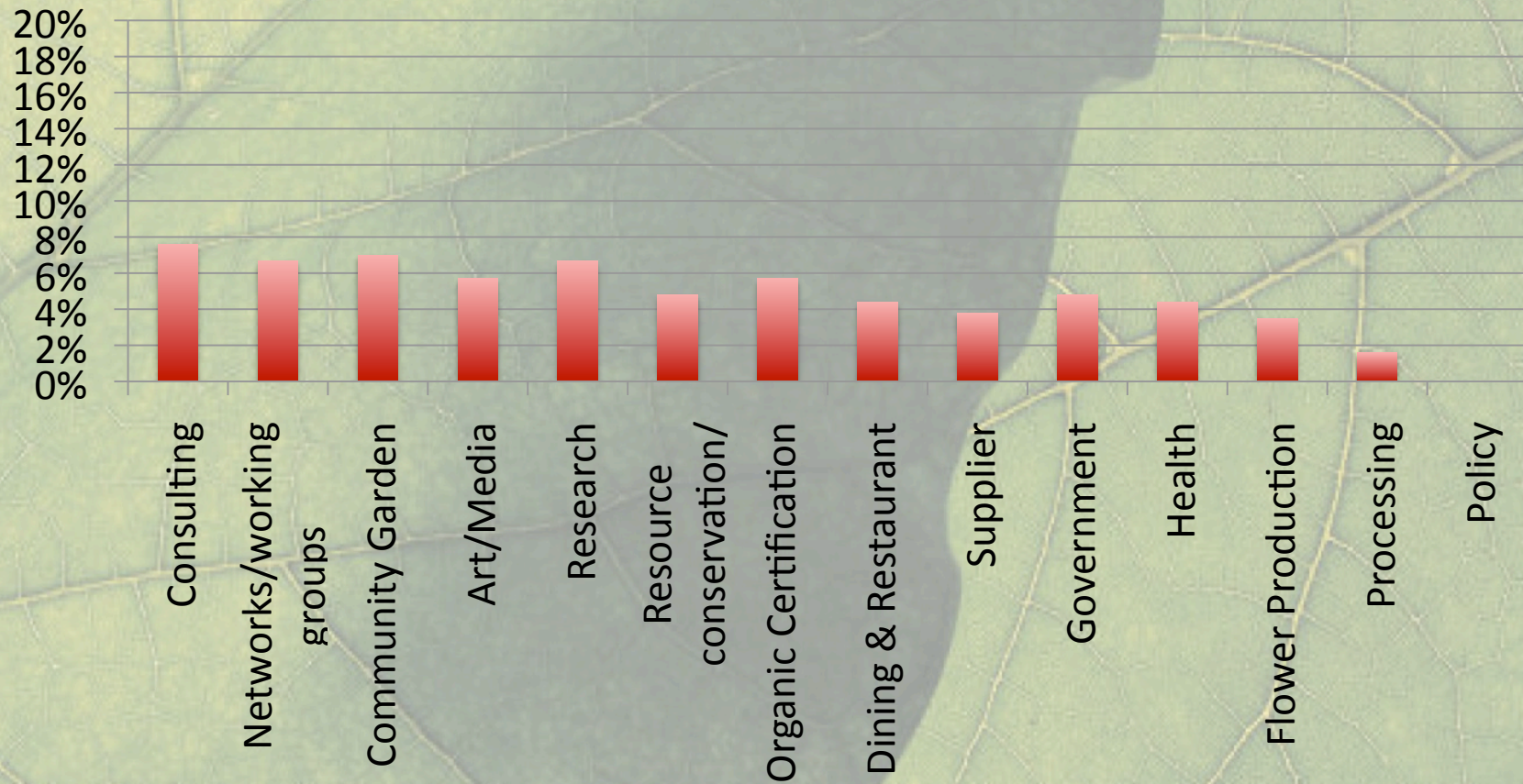


We asked people to list the the work (paid, self-employed or start-up) they've done in the sustainable food and agriculture system field since graduating from the Apprenticeship Program. We coded these jobs. Some people answered 'farming'. Some answered with a company name. Thus, it is not possible to code all jobs correctly. This is why the percentages here don't match the ones listed previously (where people answered a yes or no question). These numbers are more interesting to interpret by comparing to each other.

# Other Job Areas

(n=315)

39% of graduates who worked in the sustainable food system did other types of jobs

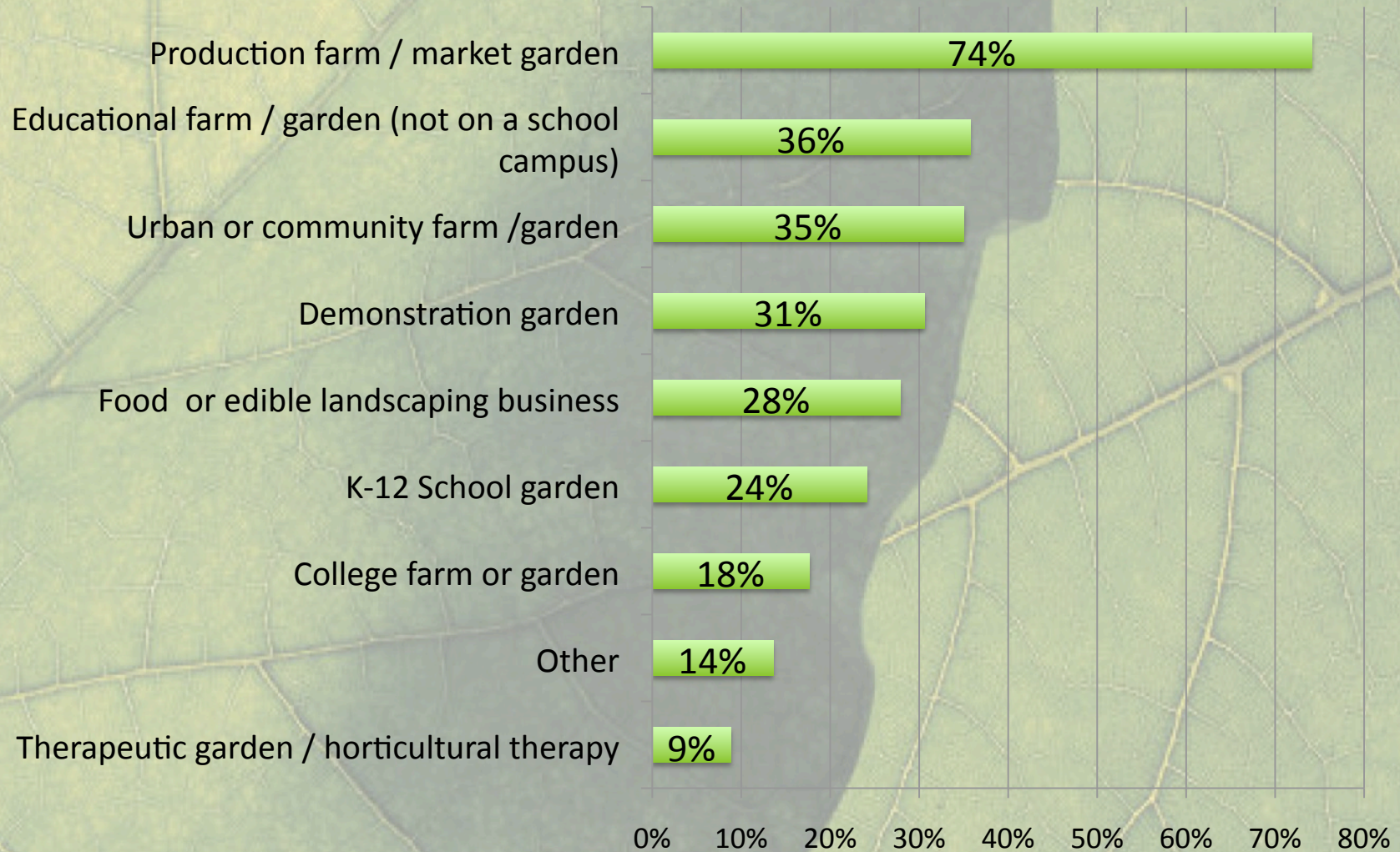


# What are graduates doing?

- Self-Employed – 28%
- CEO/Director – 20%
- Manager – 38%
- Leadership position (either self-employed, CEO/Director or Manager) – 57%

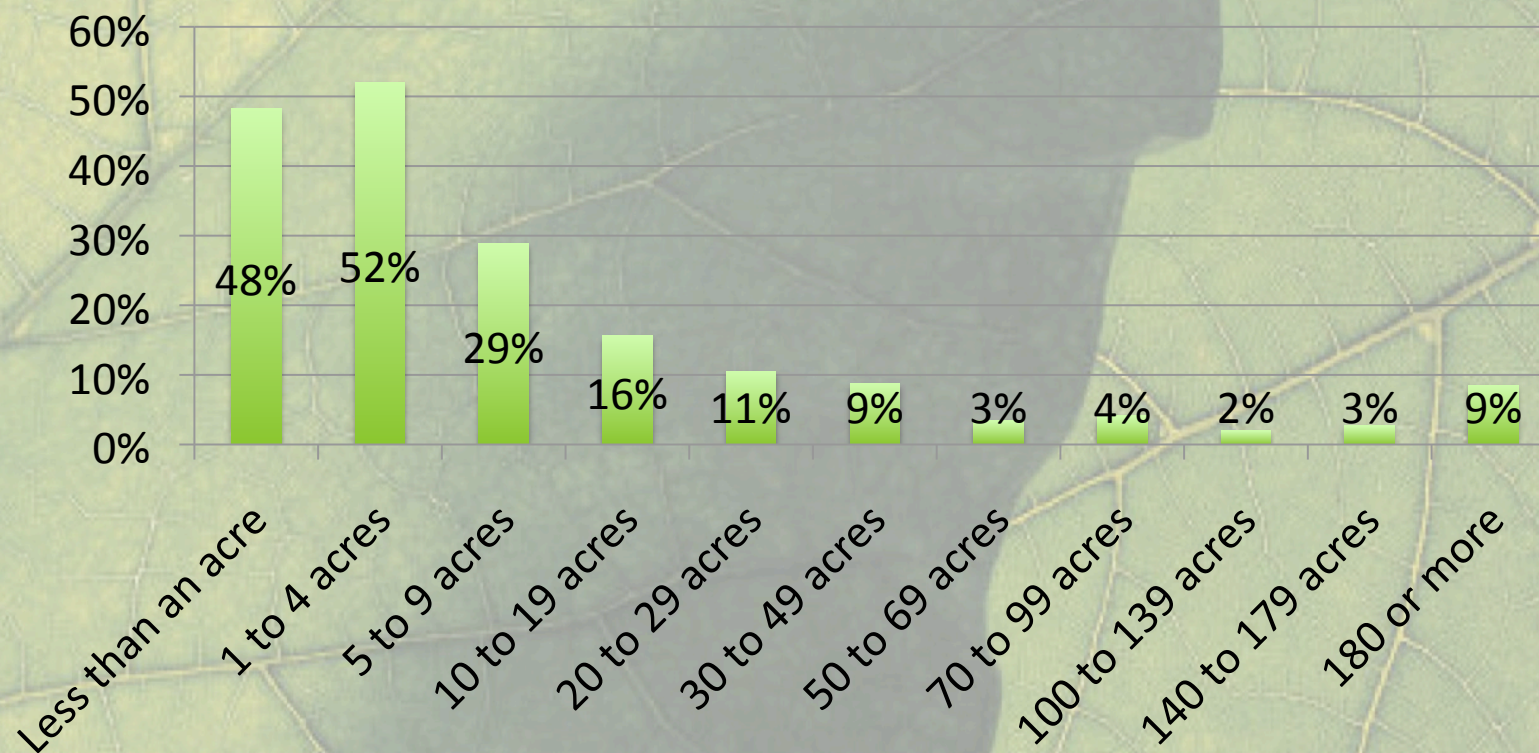
# Farming & Gardening Work

There were 294 people who reported doing farming and gardening work. These people reported doing this work in one or more of the following areas.



# Farm Sizes

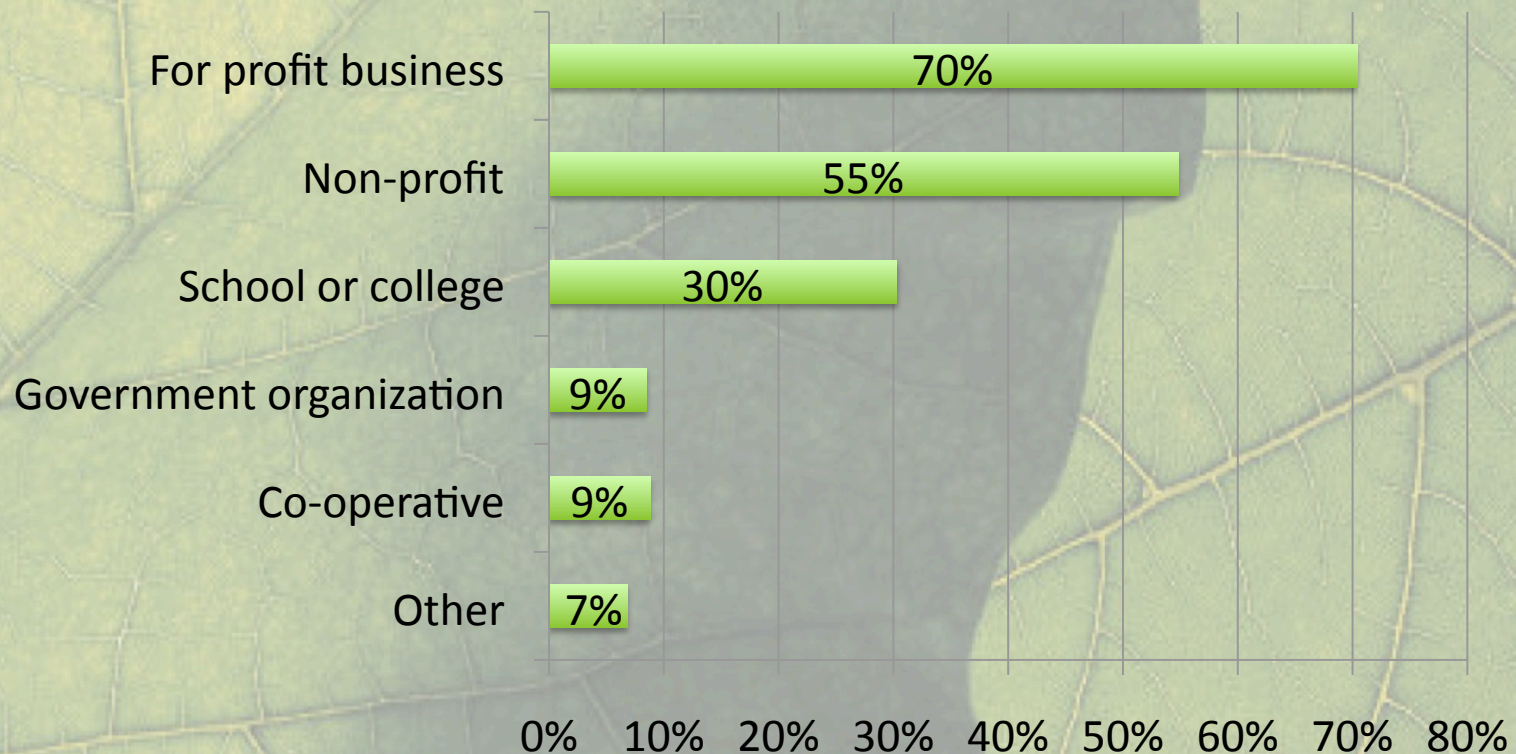
Of the 294 who reported doing farming or gardening work, this graph shows the size of the farms or gardens where they worked



People were more likely to work on smaller farms or gardens after leaving the program. This trend was also true for people who owned a farm at some point after graduating.

# Business Type

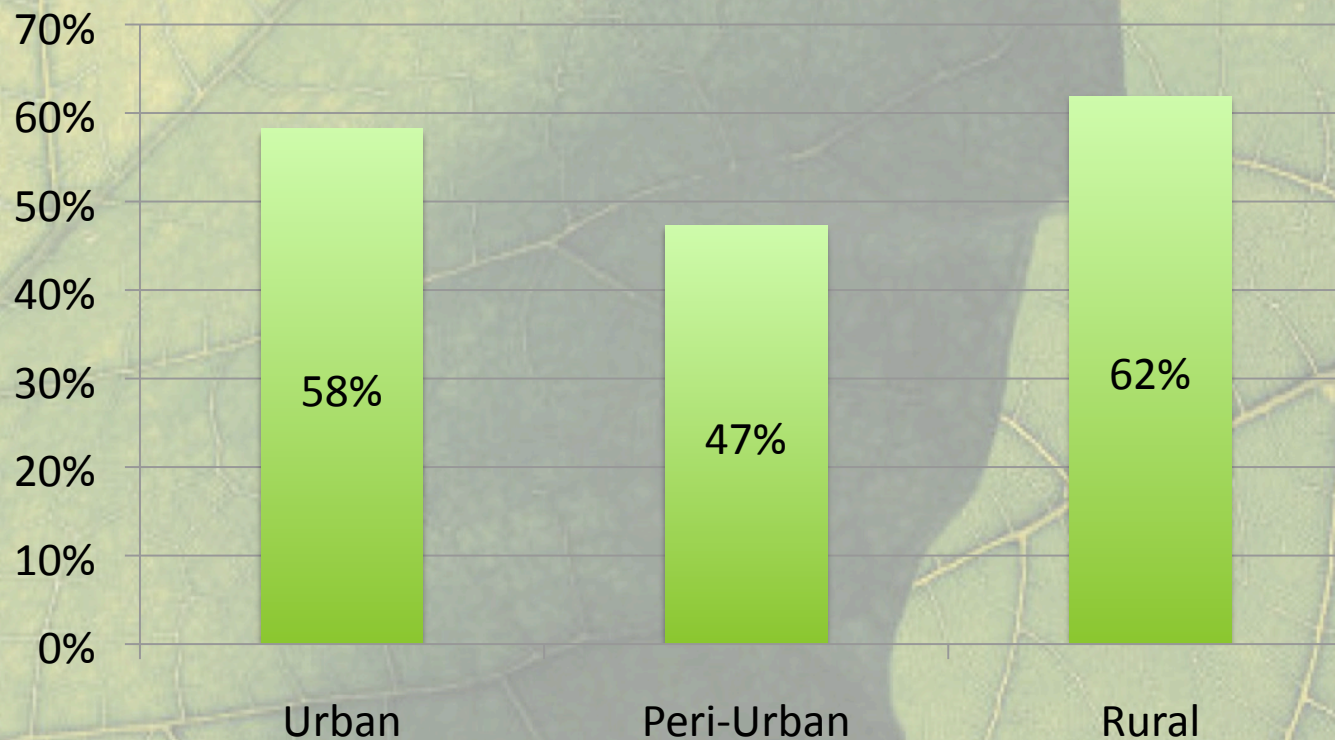
Of the 294 who reported doing farming or gardening work, this graph shows the percent who worked in the different types of business structures.



Many alumni have worked within more than one type of business structure after graduating. 45% have worked for for profit and some other structure – they could be at the same time.

# Locations

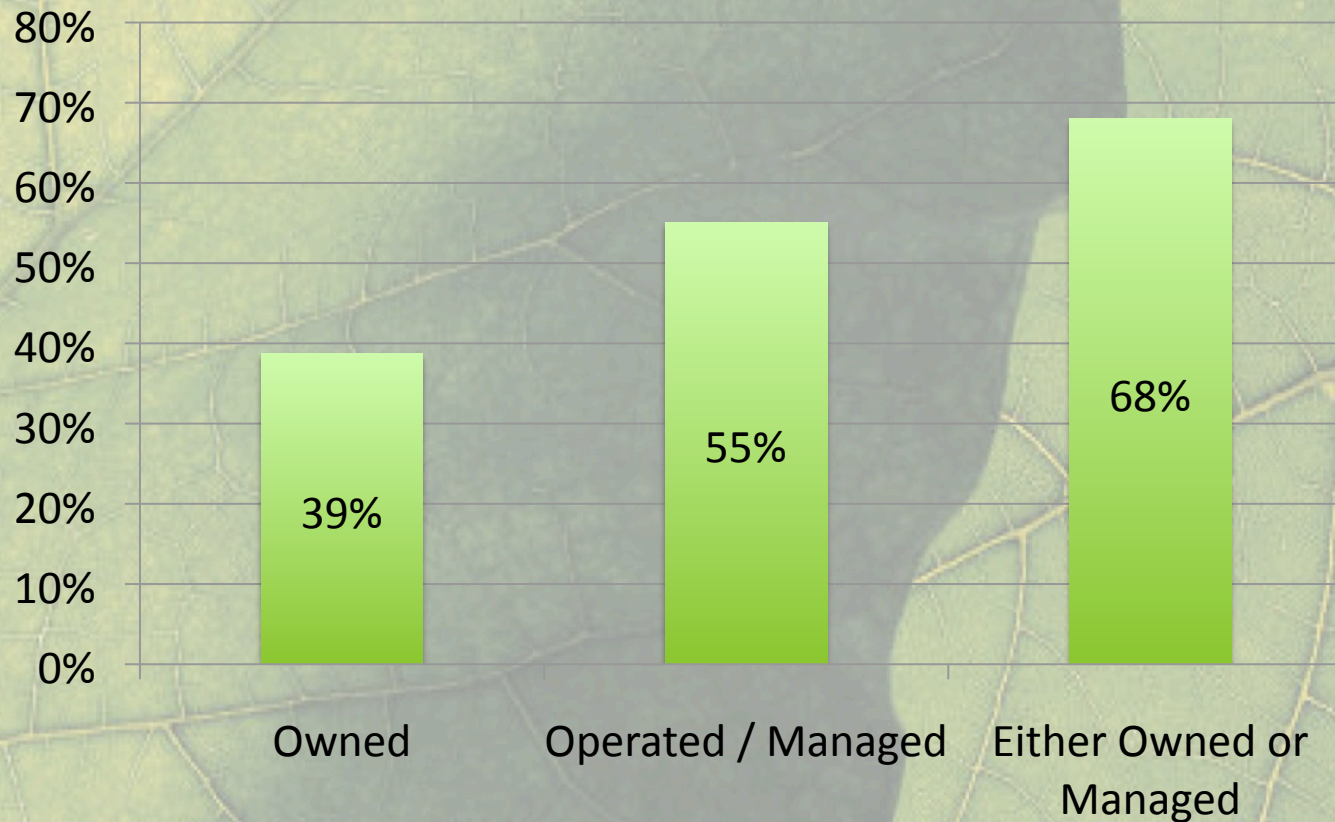
Of the 294 who reported doing farming or gardening work, this graph shows the percent who worked in the different types of locations.



Many alumni reported that they worked in more than one type of location. Despite giving short definitions to the location types, they are hard to classify. These numbers should be interpreted with caution.

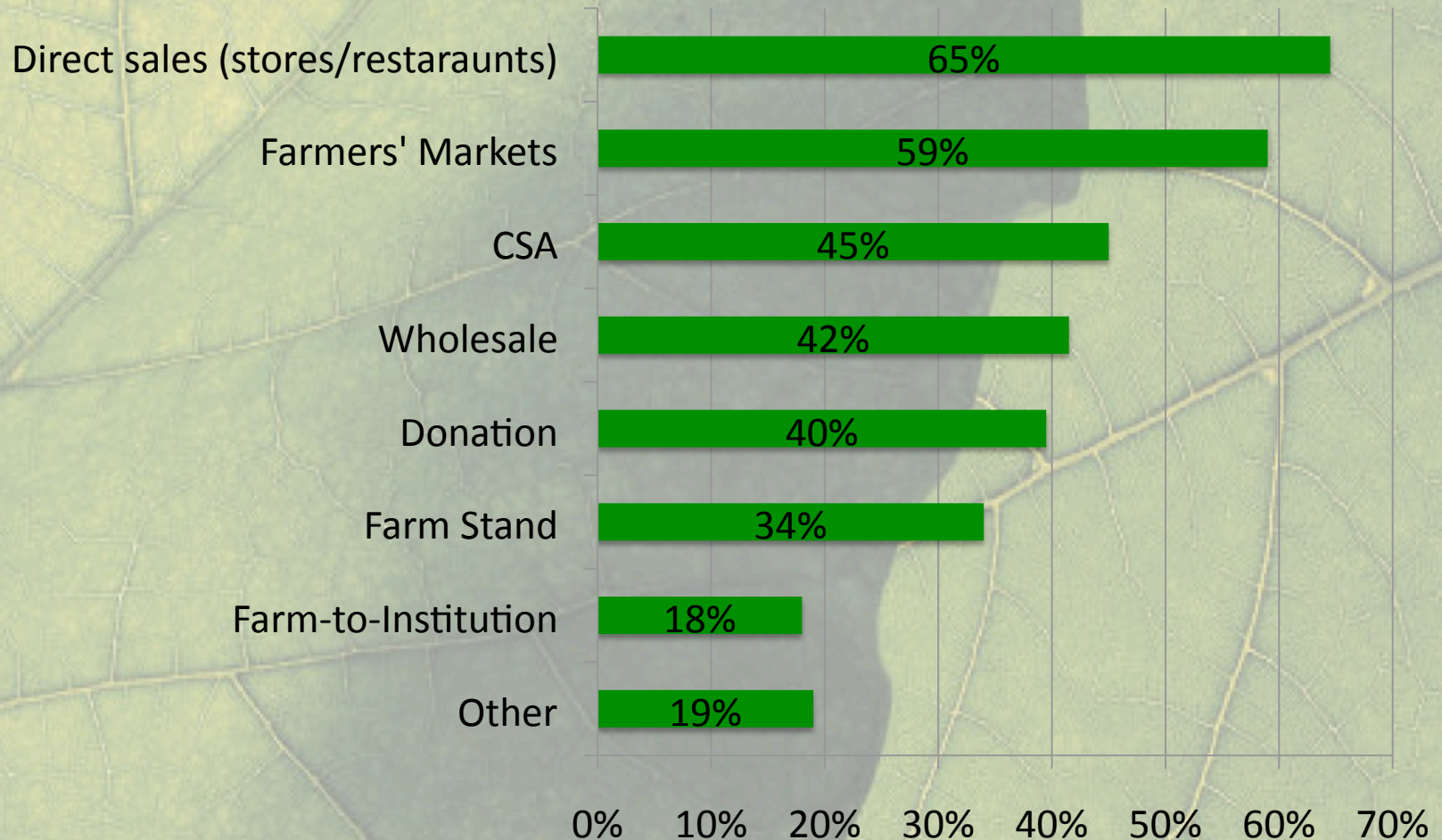
# Farming & Gardening Roles

Of the 294 who reported doing farming or gardening work, this graph shows the percent who owned or operated farms or gardens.



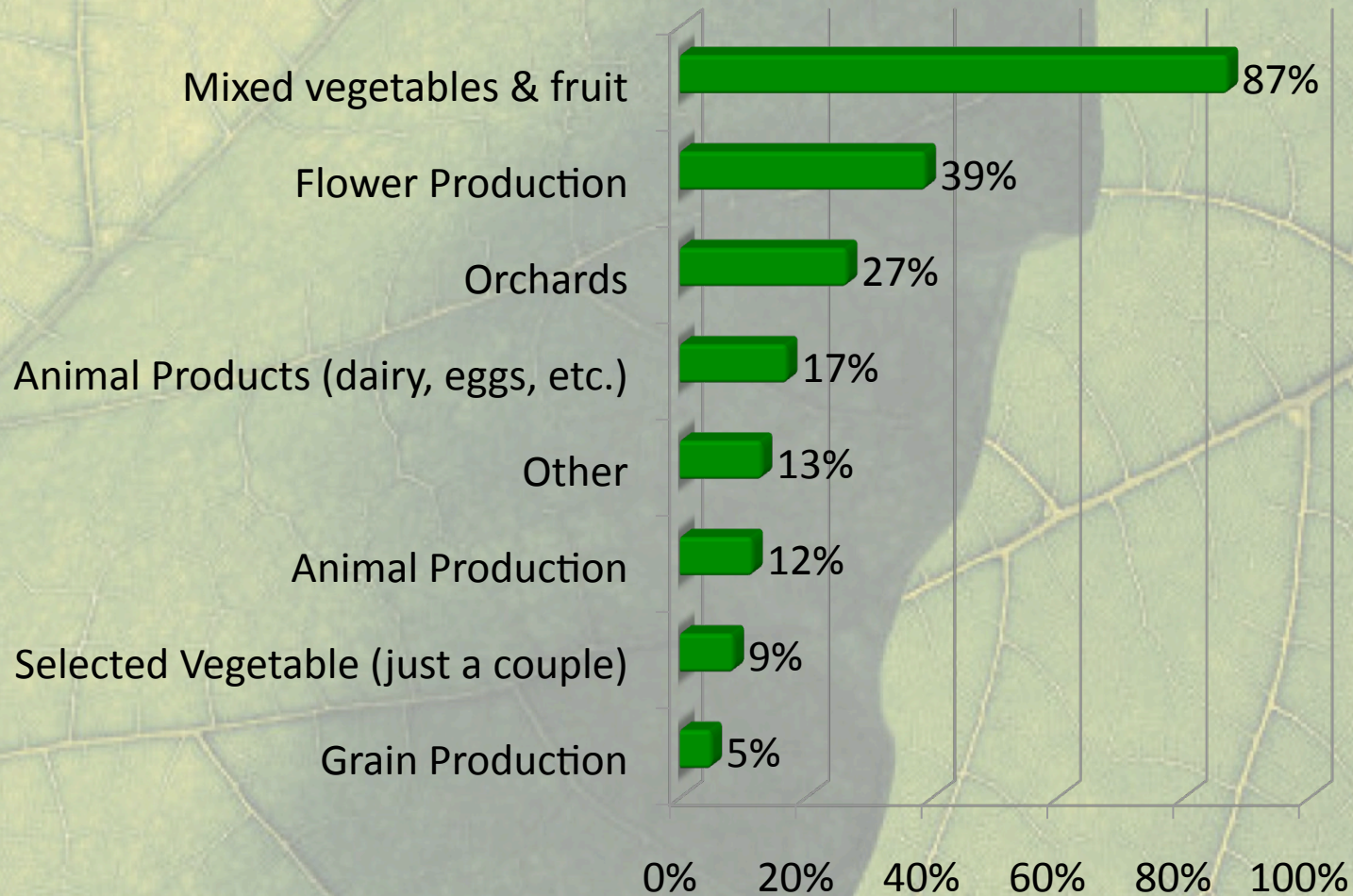
# Distribution Strategies

Of the 200 Alumni who reported owning or operating a farm or garden, this graph shows the percent who chose to implement the various types of distribution strategies.



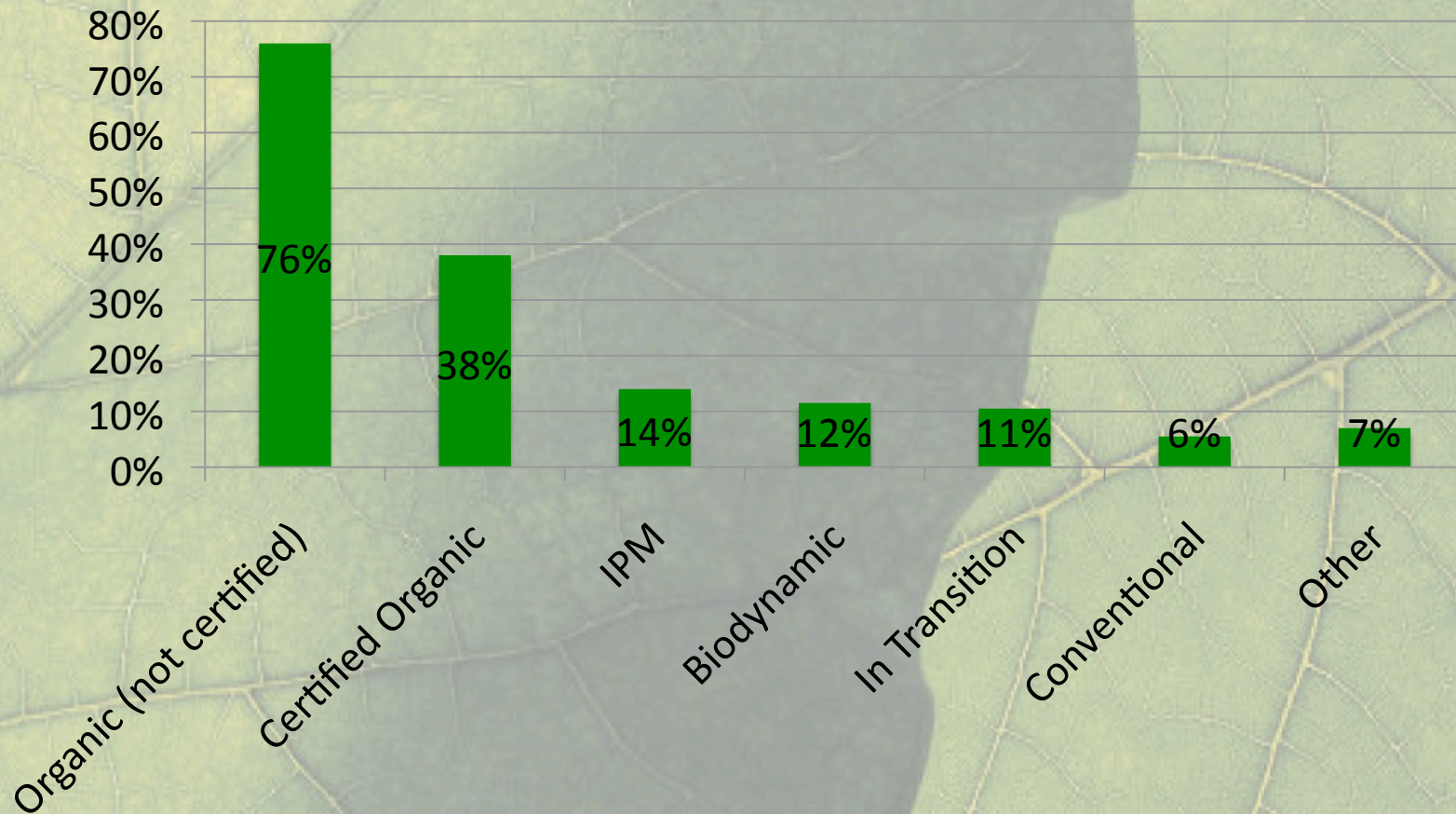
# Crops

Of the 200 Alumni who reported owning or operating a farm or garden, this graph shows the percent who chose to grow or raised the following crops.



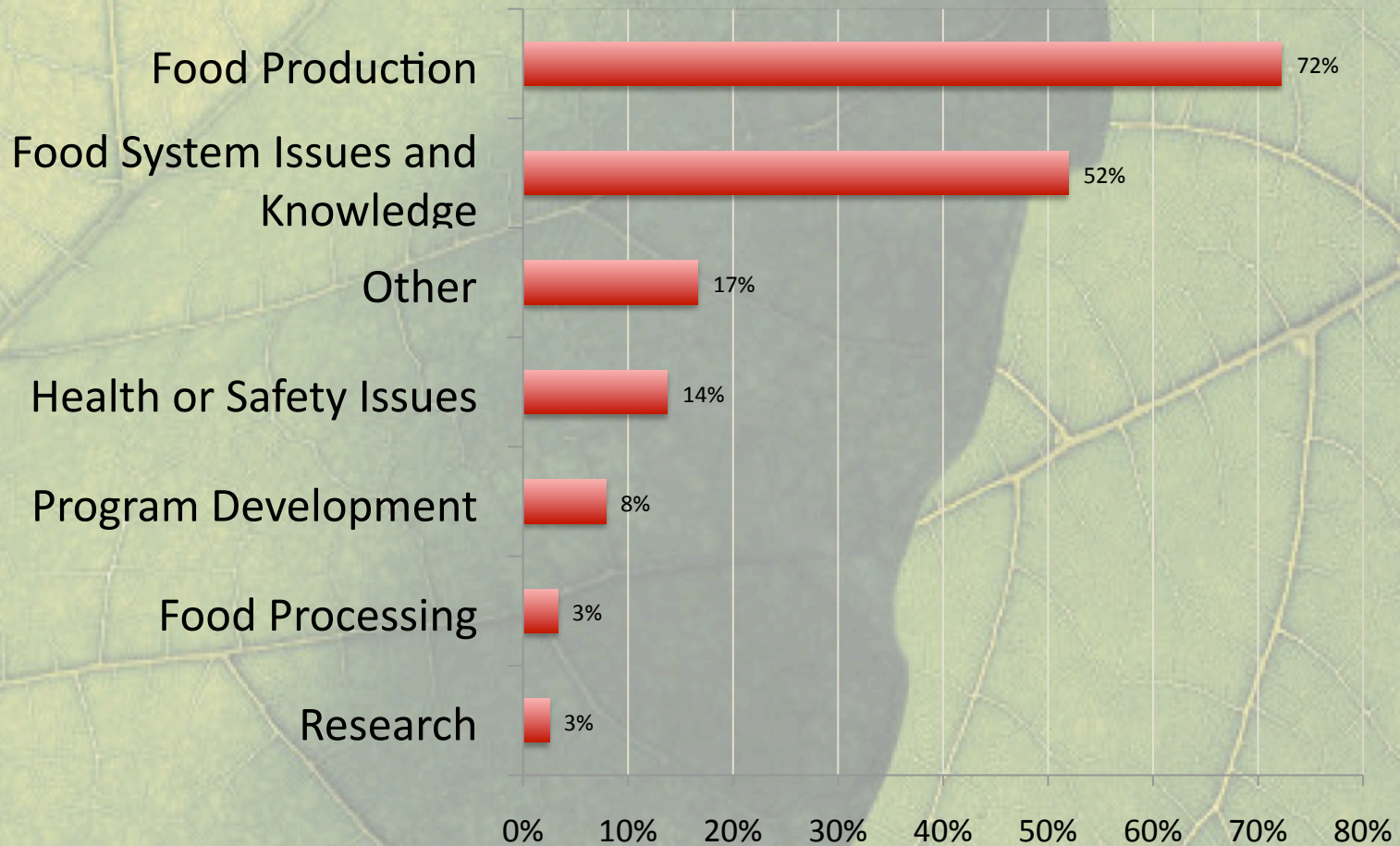
# Methods

Of the 200 Alumni who reported owning or operating a farm or garden, this graph shows the percent who chose to implement the following growing methods



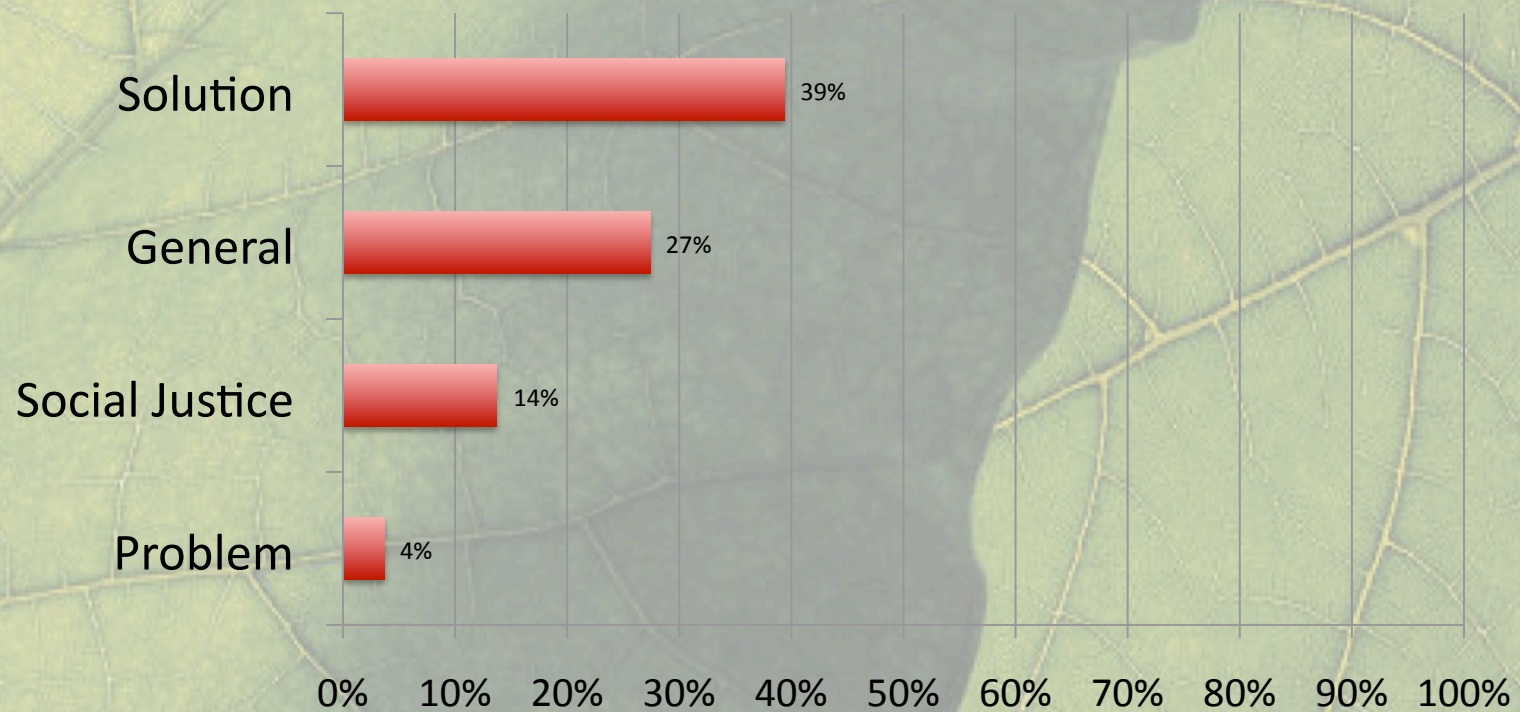
# Education Goals - Content

Of the **241** people who said they their sustainable food and agriculture system work included education goals, the graph below shows the percent who said their education efforts had the following focus.



# Work with Education Goals- Content

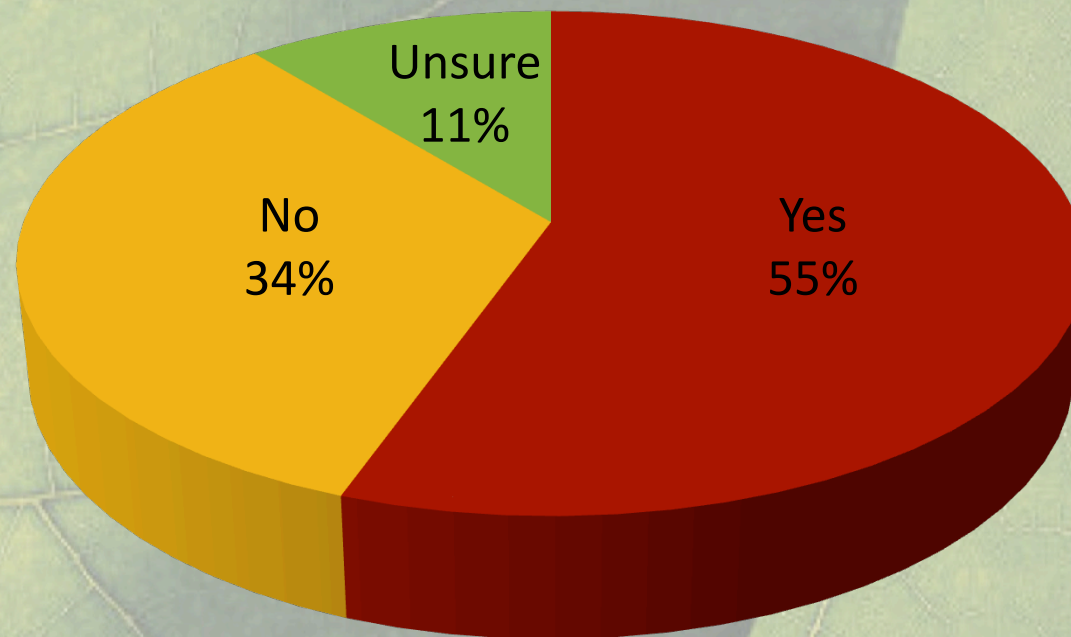
## Food System Issues & Knowledge



# Train future teachers or trainers?

(n=238)

Of the people who said their work included education goals, 55% said they have trained future teachers or trainers. In other words, 36% of all survey respondents report doing this activity.



# Examples of Work with 'Other Goals'

- Lobbying government officials for school gardens.
- Building local economies through community development work (involving food products).
- Addressing hunger and nutrition issues.
- Developing year round marketing opportunities.
- Research on food system issues.
- Certifying organic/fair trade projects.

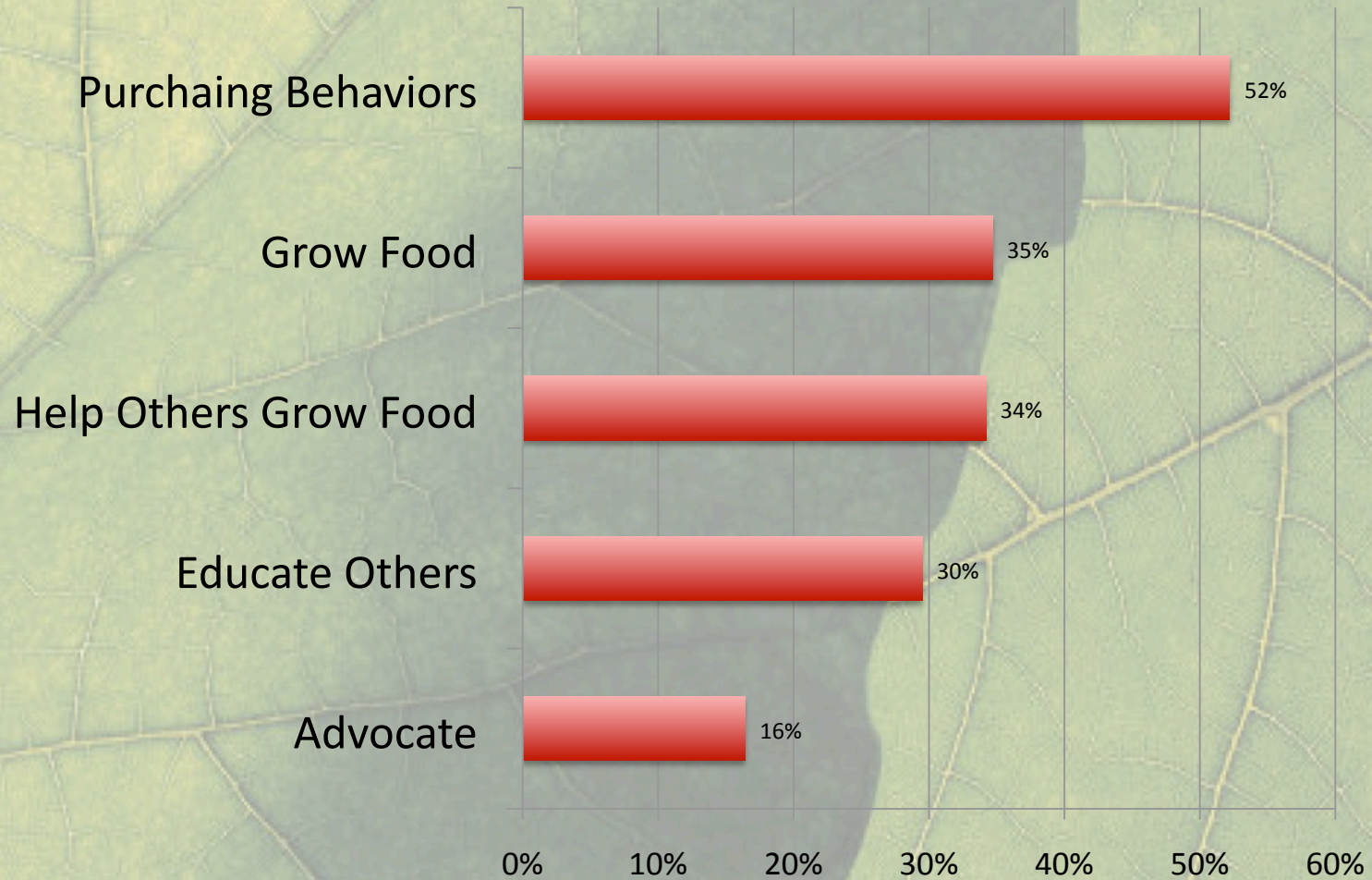
# Volunteer Activities

Of the 294 people (80% of the entire survey sample) who reported doing some type of volunteer activity after graduating, the numbers below identify the percent participating in the different types of activities

- **33% - Donation**
  - Time to gardens, farms, schools, outreach
  - Resources (food, plants)
- **28% - Alternative Agrifood Organization Participation**
  - Founded one
  - Served on a board of directors
  - Served on a committee
  - Participated in activities
- **17% - Leading programs, classes and workshops, mentoring**
- **10% - Community organizing**
- **6.8% - International community service**

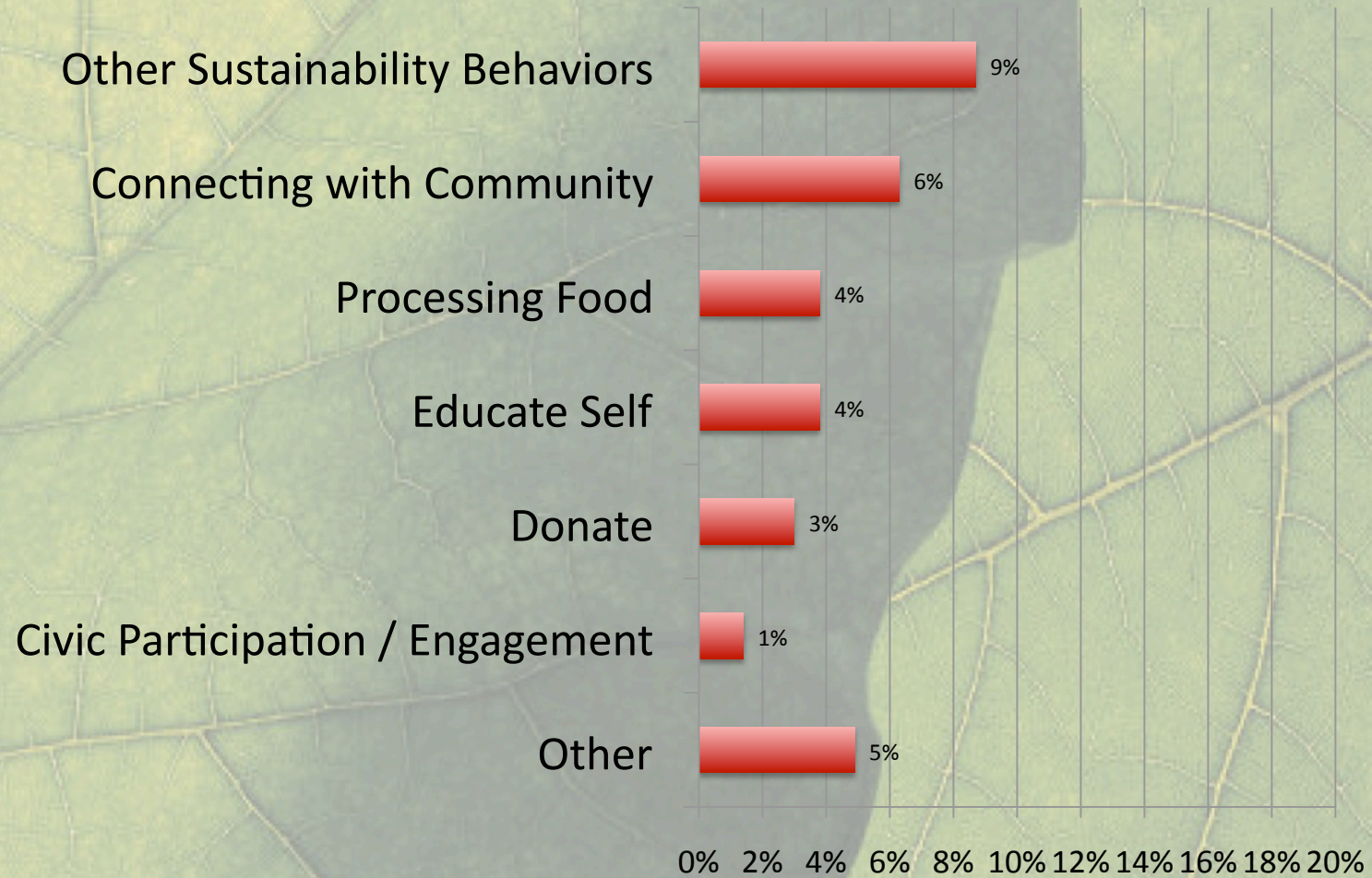
# Most Frequent Personal Activities

to change the food system - n=366



# Less Frequent Personal Activities

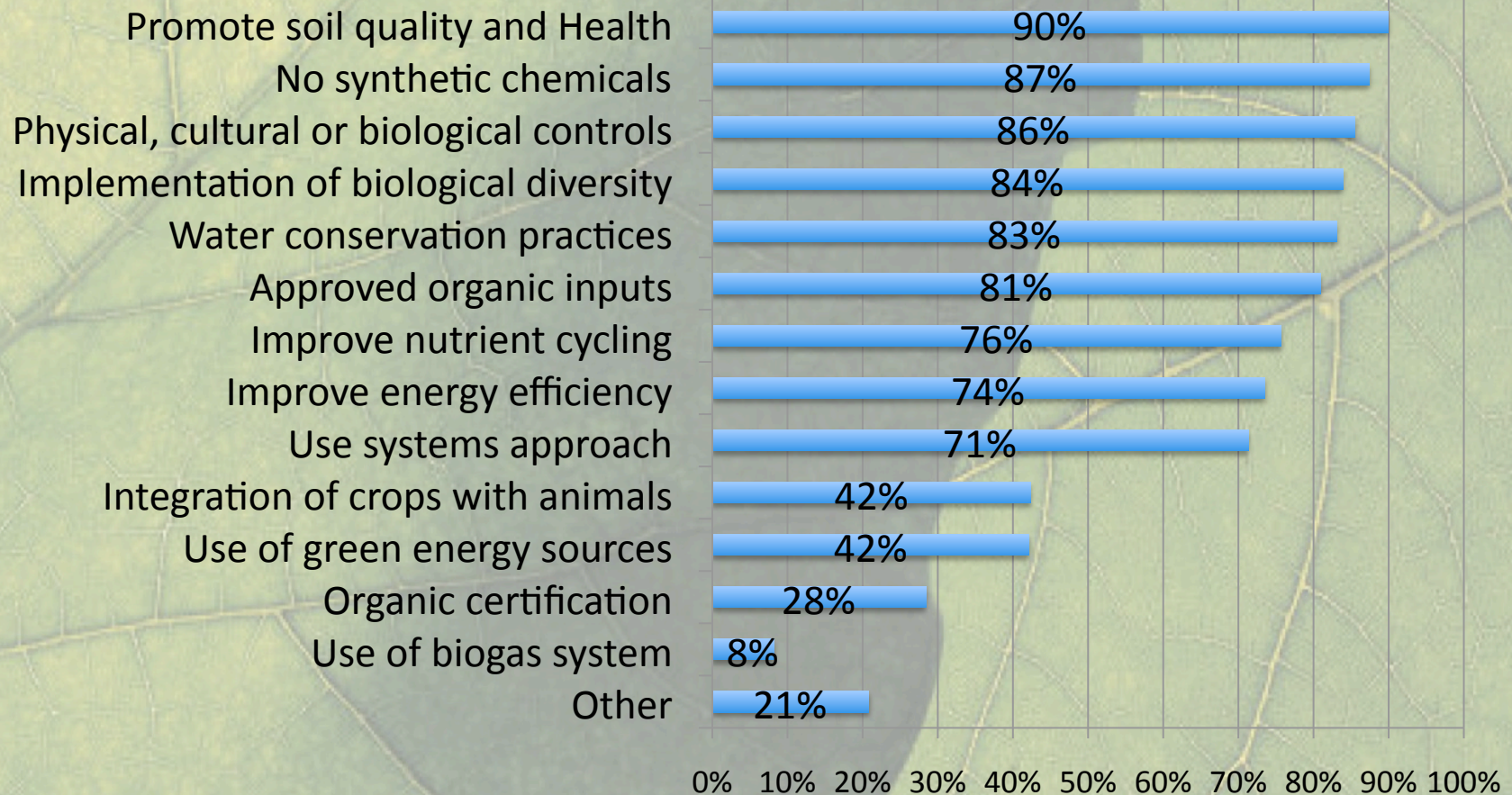
n=366



# Environmental Behaviors

(n=366)

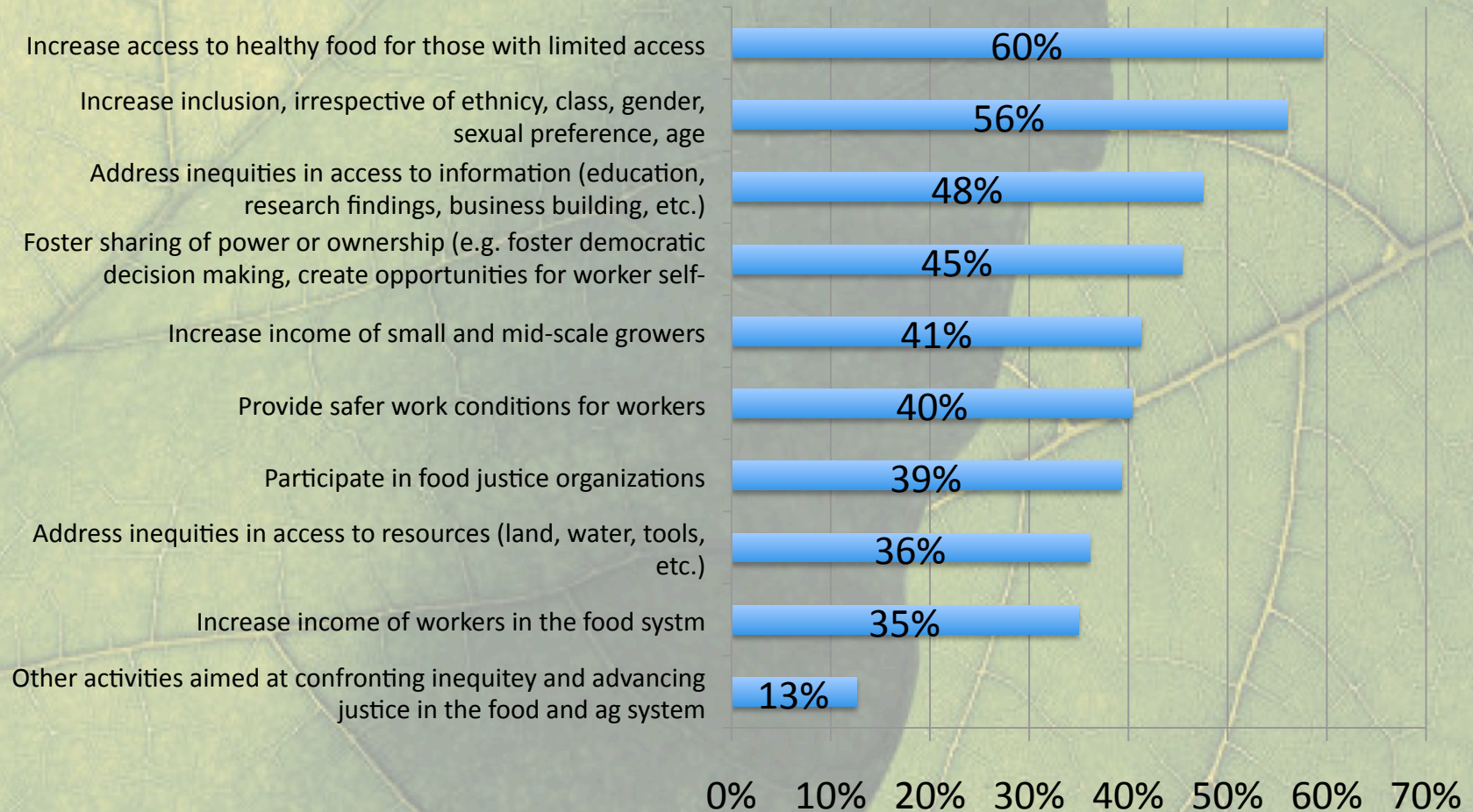
Alumni were asked, "Since graduating from the Apprenticeship Program, have you attempted to implement the following components in your employment, volunteer or personal activities that involve farming and gardening?" The answer options were 'yes', 'no', and 'unsure'.



# Social Justice Behaviors

(n=366)

We also asked, "Since graduating from the AP, have you attempted to implement the following types of strategies into your sustainable food and agriculture system related work, volunteer or personal activities?" The answer options were 'yes', 'no', and 'unsure'.



# Summary Alumni Activity

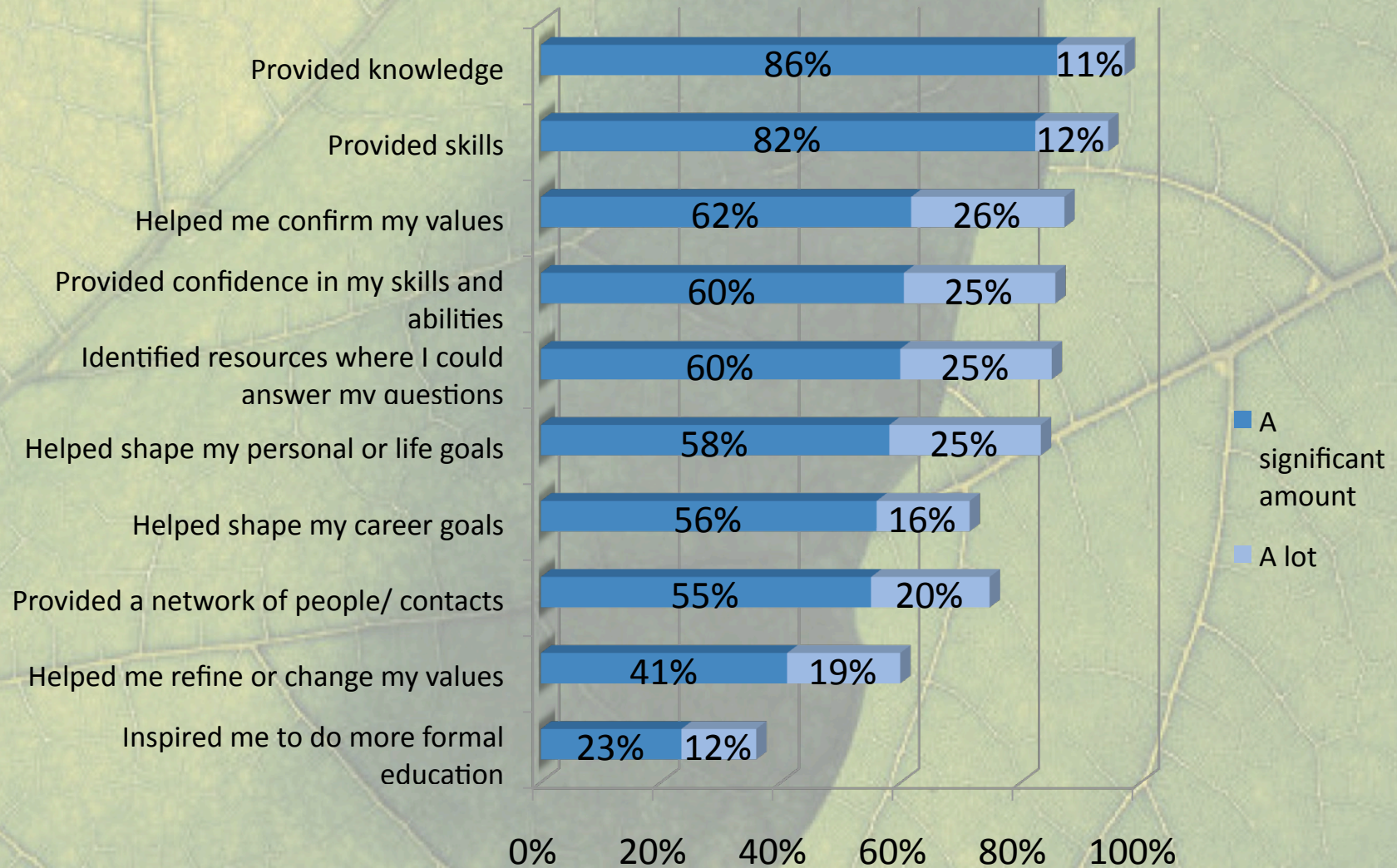
For all survey respondents (n=366)

- 87% have worked in field of SFAS
- 80% have used their farming and gardening skills
- 56% of owned or managed a farm
- 64% have done education in area
- 37% train future teachers or trainers

# Did the Apprenticeship Program Contribute?

- Yes = 88% of all 366
- Yes = 98% readjusting for people who only completed a part of the survey

# To What Extent Did the Program . . .



# More Information

- To get more results about program contribution for the most recent 20 years of the program, please see the following article:
  - Perez, Jan; Parr, Damian; & Beckett, Linnea. 2010. Achieving program goals? An evaluation of two decades of Apprenticeship in Ecological Horticulture at the University of California, Santa Cruz. *Journal of Agriculture, Food Systems, and Community Development*. 1 (1).