



HEROIC FOOD

Farming, Health & Wellness Training

Organization Description

Heroic Food, Inc. is a nonprofit organization dedicated to supporting military veterans through meaningful engagement in agriculture, land stewardship, and food systems. Heroic Food partners with a network of local mentor farms representing a wide range of agricultural enterprises, including diversified vegetables, livestock, equine operations, beekeeping, agroforestry, and mixed-use farms.

Through hands-on training, education, and collaborations with veteran support organizations, Heroic Food helps veterans build practical skills, explore agricultural career pathways, and develop the confidence needed to pursue farm employment, entrepreneurship, or long-term participation in resilient local food systems. All programming is trauma-informed, veteran-centered, and rooted in real-world farm operations.

Internship Description

Heroic Food Farm Apprenticeship, 10-Month Veteran Immersion Program

The Heroic Food Farm Apprenticeship is a 10-month, paid, full-time immersion program designed exclusively for military veterans. Apprentices are placed on a **primary mentor farm** aligned with their interests, abilities, and long-term goals. Mentor farms vary by type and location and may include vegetable, livestock, equine, or diversified agricultural operations.

In addition to their primary placement, apprentices **may be placed on other Heroic Food mentor farms during the program** to experience additional farm systems, skills, and enterprises. These secondary placements are intentionally scheduled to broaden learning and exposure while maintaining continuity at the primary mentor farm.

Apprentices participate in all aspects of daily farm operations, which may include planting, animal care, soil and pasture management, harvesting, equipment use,

infrastructure maintenance, and customer engagement. As skills develop, apprentices take on increasing responsibility and leadership.

The apprenticeship also includes structured education coordinated by Heroic Food, including monthly instruction through workshops, farm visits, one-on-one mentoring, the Heroic Food Operation Rooted Farm Intensive, and completion of at least one Cornell Small Farms online course.

This is a rigorous professional training experience requiring physical stamina, reliability, adaptability, and a strong commitment to learning.

Compensation

- **Paid apprenticeship** (hourly or salaried, rate varies by mentor farm and placement)
- **Housing provided** when available (on-farm or nearby)
- Access to farm products (produce, meat, eggs, or other goods, farm dependent)
- Workers' compensation insurance
- Professional development supports, including:
 - Certificate of Completion
 - Skills checklist and documented competencies
 - Job referrals and advanced placement support
 - Connection to veteran-focused agricultural resources

Heroic Food works to ensure that financial barriers do not prevent veteran participation.

How to Apply

Applicants must submit the following materials:

1. **Completed Heroic Food Farm Apprenticeship Application**

The application includes questions regarding:

- Background and military service
- Interest in agriculture and land-based work
- Long-term personal and professional goals
- Physical capacity and scheduling availability
- Prior farm, trade, or relevant life experience
- Placement interests and learning preferences

2. Three References

References should be individuals familiar with your work ethic, reliability, or learning style (military supervisors, employers, educators, or mentors preferred).

3. A copy of your Military Photo ID or other Photo ID

4. A copy of your DD Form 214

Selected applicants will be invited to an interview and placement discussion with Heroic Food staff to assess readiness, goals, and best-fit mentor farm placement(s). Signing of the Apprenticeship Contract is required prior to the start of the apprenticeship.
