



*** * IS HIRING * ***

**LOOKING FOR MOTIVATED TEENAGERS TO LEARN
AND WORK IN OUR URBAN GARDEN!**

- **Grow food in the city and work outside in a beautiful garden**
- **Learn life and business skills**
- **Gain leadership and public speaking skills**
- **Have fun with other teens in a supportive work environment**
- **Improve personal and community health**

No previous job experience is necessary!

**Open to ages 14-15
Applications Due March 3, 2010 for Session 1 or
June 1, 2010 for Session 2**

For more information call 683-1197



DIG YOUTH PROGRAM APPLICATION INSTRUCTIONS

We will offer two DIG Program sessions this year:

Session 1 – March 27–June 19 (Application due March 3, 2010; Interview March 13)

Session 2 – June 26– September 18 (Application due June 1, 2010; Interview June 21)

Schedule: While school is in session the job is 12 hours a week: Fridays 4-8 pm, Saturdays 6 am-2 pm. During the summer the job is 20 hours a week: Mondays and Wednesdays 7-11 am, Fridays 4-8 pm, Saturdays 6 am-2 pm

- To participate you must be able to attend the **entire** session you select, including orientation and any enrichment or training activities.
- To apply, you must be 14 years old by the session application date. The program is open to youth ages 14 & 15.

Follow the directions listed below. To apply for the DIG Youth Program, you must complete each task. You will not be considered for the program if you submit an incomplete application.

- ✓ Fill out all three pages of the DIG Youth Program Application.
- ✓ Have an adult that knows you well, but is NOT in your family (for example, a teacher) complete the attached Reference Form and Fact Sheet. The Reference Letter must be turned in with your completed application in order for you to be considered for the program.
- ✓ Double check your application to make sure that it is complete and that you have included all of the required documents.
- ✓ Mail your application to SEEDS - we must have it by the due dates listed above.
- ✓ Read the Interview Information Sheet, don't lose it!

Once we receive your application, we will give you a call telling you the time of your interview. See you there!

**MAIL COMPLETED APPLICATIONS TO:
SEEDS
706 Gilbert Street
Durham, NC 27701
Attn: Kavanah Ramsier/Santos Flores, DIG Program**



INTERVIEW INFORMATION AND DIRECTIONS TO THE GARDEN

Interview Information

- ✓ Read this information carefully – it's important!

We will call you to schedule an interview once we review your application.

- If you are unable to come for your interview call us at 683-1197.
- **You will be working outside; wear clothes that can get dirty.**

Why do I need to interview?

- We do not hire anyone who does not interview with us and we want you to understand what DIG is all about!

Where will the interview be?

- All interviews will be held at the SEEDS office and garden, located at 706 Gilbert Street, Durham, NC 27701.

How do I get to SEEDS?

From downtown Durham:

- From the **downtown loop**, head north on **Roxboro Rd.**
- Turn right on **Holloway St.** (just beyond the Durham County Library).
- At the second light, turn left on **Elizabeth St.** At the next block turn right onto **Gilbert St.** The garden is on the corner of Gilbert and Elizabeth Streets.

From north or west Durham (from 85 or 15/501):

- From **Durham Freeway (147 South)**, take **Roxboro Rd. exit.** Go through one light and up a hill.
- Turn left on **Fayetteville St.** and go through lights at Main and Holloway Streets (Fayetteville changes its name to Elizabeth St.).
- After crossing Holloway St., take next right onto **Gilbert St.** The garden is on the corner of Gilbert and Elizabeth Streets.

From south or east Durham (from Hwy. 40):

- From **Durham Freeway (147 North)**, take **Fayetteville St. exit.**
- Take right on **Fayetteville St.** and go through lights at Main and Holloway Streets (Fayetteville changes its name to Elizabeth St.).
- Take right onto **Gilbert St.** at next block. The garden is on the corner of Gilbert and Elizabeth Streets.



DIG YOUTH PROGRAM REFERENCE FORM

1. PUT YOUR NAME HERE: _____

2. Give this form to an adult who knows you well but who is not a member of your family, such as a teacher, coach, employer, minister, etc. You may make copies of this form to give to more than one adult.
3. Explain to that person why you want to work for the DIG (Durham Inner-City Gardeners) at SEEDS.
4. Ask that person to fill out the reference and return it to you before you submit your application. Please refer to the application due dates to make sure you receive the reference in time to submit your application.

Session 1 - Application due March 3, 2010

Session 2 - Application due June 11, 2010

REFERENCE WRITER:

Thank you for taking the time to offer your perspective on this young person! Please follow these steps:

1. Read the attached fact sheet on the back of this page.
2. Fill in the requested information below and answer the four questions at the bottom of the page on a separate sheet of paper.
3. Return the completed form to the youth with adequate time for him/her to meet the application deadlines listed above.

If you have any questions, contact Kavanah Ramsier or Santos Flores at (919) 683-1197.

Name: _____

Title: _____ Organization/School: _____

Address: _____ Telephone: () _____

Please answer the following questions as fully as possible. Attach your answers to this sheet.

1. How long and in what capacity have you known this young person? What do you know about the applicant's work habits, learning style, and role in group dynamics?
2. How do you feel that DIG could serve this young person?
3. In your opinion, how could this young person serve DIG?
4. Please give us any other information that might be useful to working with this young person.

Questions? Call (919)683-1197



DIG YOUTH PROGRAM REFERENCE FACT SHEET

What is DIG?

Durham Inner-city Gardeners (DIG) is a youth-driven urban farming leadership development program. DIG empowers teens by teaching organic gardening, sound business practices, healthy food choices and food security values. The program emphasizes sustainable living and growing practices, ecological balance, and the natural recycling of organic materials for plant health and nourishment. DIG youth are paid a stipend to cultivate fruits, vegetables, herbs, flowers and mushrooms, which they sell at the Durham Farmer's Market.

Why Do We Hire Them?

- To bring together a diverse group of youth who are interested in working on a common goal.
- We are looking for a commitment to the DIG Program, and a willingness to work hard and be a part of a team.

What Do They Do?

- Work 12-20 hours per week for 12 weeks on our urban market-garden in North East Central Durham. We offer two 12 - week sessions and the youth can apply for either session. (*While school is in session the job is 12 hours per week*)
- Learn to grow vegetables and how to manage a small market garden.
- Sell produce (grown by the youth!) at our booth at the Durham Farmer's Market.

How is the Program Structured?

- Youth work together as a team, with the support of crew leaders and the program coordinators.
- Each crew member signs a contract at the beginning of the summer, and receives weekly feedback from their peers and coordinators.
- Youth receive a stipend for their participation in the program. A portion of the stipend is paid out biweekly.

What Happens Over the Summer?

DIG is much more than a job, we teach.....

- Life skills, self awareness and self confidence, responsibility for and how to care for the environment, plus the ability to feed oneself by growing food.
- We support, encourage and empower the youth to develop and use their leadership skills.
- The youth learn business and communication skills both in the garden and while working at the farmer's market.
- We engage the youth in team-building and problem- solving activities.
- At the beginning of the summer, each youth sets personal goals and we support each other in reaching them.

How Can You Help?

Each year we receive many more applications than we can accept. We have to give preference to applicants whose materials, including their reference, arrive on time. ***For the sake of this young person, please be sure to get your reference back to the youth as soon as possible.*** We also encourage you to check in with this young person throughout the summer, should they be accepted. Thanks for all your help!