Cornell Cooperative Extension

AGRICULTURAL WORKFORCE DEVELOPMENT

Onboarding Webinar Series

Dec 8, Dec 22, Jan 5 @ 11 AM **OR**
Jan 21, Feb 4, Feb 18 @11 AM

Safe, Productive and Engaged from Day One

The first days and weeks on the job set the course for a new employee. A successful onboarding program can be an essential tool to help reduce employee turnover, increase employee safety and productivity, and contribute to a farm's success.

The three-session Onboarding Webinar Series via Zoom focuses on navigating employment requirements and improving human resource management practices, including enhancing training skills. Each webinar includes a 20-minute presentation, followed by 15 to 20 minute breakout sessions, and finishes with a 15-minute general Q&A session.

Assigned "homework" between each session, completed with the support of a CCE educator or consultant, ensures participants exit the series with a personalized onboarding template, onboarding materials, trainings, and methods.

To sign up for this or future Onboarding projects, contact Lucas Smith (ls678@cornell.edu), Ag Workforce Development, or your local Cornell Cooperative Extension educator.

College of Agriculture and Life Sciences

Successful projects have a staff member who focuses on HR a few hours each week.

Benefits for Farms

- Ensures compliance with basic regulations and policies.
- Provides clarification on work procedures and expectations, which results in better employee performance and safety.
- Establishes a workplace culture based on values, philosophies and traditions.
- Creates connected relationships at work that allow employees to engage and thrive.
- Increases employee commitment and reduces turnover.
- Provides accessible and realistic support for farm onboarding, even when labor and time are in short supply.

Farmer Recommended

- *Participate. It makes the process better for both employer and employee. It improves compliance, safety, performance, and morale.*
- *It helps keep hiring organized and gives a sense of professionalism.*
- *It organized and standardized our system of onboarding. We are now more in compliance than ever.*
- *This made me so much more confident as I go through the new hire process with employees.*
- *I got major bonus points on my FARM evaluation for the new employee training with my google classroom that I have set up!*

Sample Onboarding Tools

Employee Handbooks, SOP's, Training Videos, New Hire Forms, Job Descriptions, Farm Safety Plans, Checklists, Organizational Charts, Mission Statement, Written Policies, and more…

Register at agworkforce.cals.cornell.edu