

# Farm Workforce Management Is Focus Of Conference

ITHACA, N.Y. — Owners and managers of farms and horticultural businesses can receive training in workforce management at a conference scheduled Jan. 13-15 in Camp Hill, Pa. Entitled "Workforce Management for Farms and Horticultural Businesses: Finding, Training, and Keeping Good Employees," the event will help participants to understand and apply practices and concepts related to creating a work environment that motivates employees and is productive, profitable, safe, and worker-friendly.

Participants in the two-day conference will devote the first half-day to sharing human resource management experiences and developing an understanding of the role of the employer/manager. Topics covered will include the value of good employees, learning to be a better manager, implementing people-oriented management, enhancing the employer's reputation, communicating the business's mission, rewarding employees, and managing a multicultural workforce.

The second day of the conference will be dedicated to four management training workshops, which will address lead-

ership skills, performance feedback, recruiting and hiring outstanding staff, and getting the most from employees. Each participant will attend each workshop.

The final half-day will address legal and safety issues, such as hiring with or without a contract, elements of an employee contract, hiring workers with disabilities, discrimination, essential regulations, U.S. Environmental Protection Agency requirements for training, and developing a safety training program.

The Farm Workforce Management conference will be of special interest to those who manage farms, horticultural businesses, and agribusinesses and to professionals who advise them. Additional target audiences include managers and owners of businesses not big enough to have a human resource department, businesses employing between five and thirty full-time employees, public- and private-sector farm advisers, professionals in the service and supply industry, agricultural educators, and government agency staff.

The registration fee for the conference is \$230 in U.S. funds

if postmarked by Dec. 22 and \$270 if postmarked after Dec. 22 for walk-ins. The fee includes one conference registration, one lunch, break refreshments, evening discussions, a copy of the conference proceedings, and a workbook for the training workshops. Checks should be made payable to NRAES in U.S. funds. All major credit cards are also accepted.

Requests for refunds must be

postmarked by Dec. 29 and there is a \$25 fee to process a refund. For those who do not attend the conference, the proceedings will be available after Jan. 18 for \$30 plus \$5 shipping and handling for a single copy.

A block of rooms has been reserved for conference participants at the Radisson Penn Harris Hotel and Convention Center in Camp Hill, just outside Harrisburg. To reserve a

room, call the Radisson Penn Harris at (717) 763-7117 or (800) 333-3333. Mention "Farm Workforce Management" to receive the special conference rate of \$65 plus 6 percent tax for a single, double, triple, or quad. Reservations must be made by Dec. 22 to receive the special conference rate. After that date, reservations will be accepted on a space and rate availability basis.

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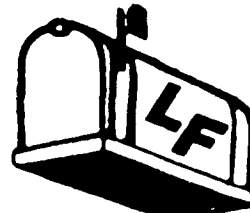
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 P.O. Box 609, Ephrata, PA 17522

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Name \_\_\_\_\_  
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 City \_\_\_\_\_ State \_\_\_\_\_  
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Please publish my \_\_\_\_\_ word ad \_\_\_\_\_ times starting with the \_\_\_\_\_ issue. Classify under # \_\_\_\_\_ . I enclose \_\_\_\_\_

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49¢ per word per week - 1 or 2 times  
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Words up to 11	11 word minimum		
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14	6.37	12.74	17.16
15	6.86	13.72	18.48
16	7.35	14.70	19.80
17	7.84	15.68	21.12
18	8.33	16.66	22.44
19	8.82	17.64	23.76
20	9.31	18.62	25.08
	9.80	19.60	26.40

DEADLINES:  
 SECTION D - WEDNESDAY AT 4:00 P.M.  
 SECTION C - THURSDAY AT 9:00 A.M.  
 OF EACH WEEK'S PUBLICATION

1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20
21	22	23	24	25
26	27	28	29	30
31	32	33	34	34
36	37	38	39	40

(PHONE NUMBERS COUNT AS ONE WORD)

- Lancaster Farming  
 1 E. Main St.  
 Ephrata, Pa 17522  
 717-394-3047  
 or Litz  
 717-626-1164  
 FAX 717-733-6058
- PHONE HOURS.  
 Mon, Tues,  
 Wed & Fri  
 8 a.m. to 5 p.m.  
 Thurs  
 7 a.m. to 5 p.m.
- OFFICE HOURS  
 Mon thru Fri  
 8 a.m. to 5 p.m.
- The following categories are available for your classified advertising in Section C Deadline Thursday morning at 9 of each week's publication
- 1 - Farm Equipment
  - 1b - Speciality Farm Eq
  - 2 - Farm Eq Wanted
- The following categories are available for your classified advertising in Section D Deadline Wednesday afternoon at 5 of each week's publication
- 1a-Construction Equipment
  - 3-Silos and Unloaders
  - 4-Building and Supplies
  - 5-Grain Equipment
  - 6-Dairy Equipment
  - 7-Livestock Equipment
  - 8-Cattle
  - 8a-Exotic Animals
  - 9-Horses & Mules
  - 10-Sheep & Goats
  - 11-Swine
  - 12-Artificial Breeding
  - 13-Hog Eq & Supplies
  - 14-Poultry & Supplies
  - 14a-Rattles
  - 15-Feed & Seed
  - 16-Fertilizer
  - 17-Plants
  - 18-Fruits & Vegetables
  - 19-Nursery
  - 20-Lawn & Garden
  - 21-Services Offered
  - 22-Custom Work
  - 23-Help Wanted
  - 24-Situations Wanted
  - 25-Business Opportunities
  - 26-Household
  - 27-Pets
  - 28-Lost
  - 29-Found
  - 30-Computers
  - 31-Notice
  - 32-Miscellaneous
  - 32a-Antiques
  - 33-Recreational Vehicles
  - 34-Autos
  - 35-Trucks & Trailers
  - 36-Real Estate