

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burnes, Chief
From: Maria D. Silva Reyes
CC: Program Planning and Review
Date: November 21, 2025

Program Name: G.R.O.W.E.R. Apprenticeship
Industry: Agriculture
DAS File No.: 101447
Grant Awardee: No Yes COYA 2023

Actions:

- Proposed new apprentice program
- Existing apprenticeship program adding new occupations
- Existing apprenticeship program expanding area of operations
- Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

NONE

Request for Approval under Labor Code 3075:

G.R.O.W.E.R. Apprenticeship is not intended to train in the building and construction trades and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will not train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

The G.R.O.W.E.R. Apprenticeship equips regional apprentices with the knowledge and skills necessary to become technically apt Agriculture, Horticulture, and Natural Resource Workers, as well as leadership qualities that prepare them for supervisory roles and sustained, upward career mobility. Apprentices will master fundamentals of regenerative practices and learn to apply sustainability concepts to the growth, production, and management of edible, ornamental, and specialty crops suitable to Southern California's temperate climate. In support of this outcome, apprentices will acquire competencies in soil science, irrigation and water systems, agricultural safety and technology, field/landscape design, pest management, and agroecology.

G.R.O.W.E.R. Apprenticeship will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

Proposed Occupation, Wage Rate & O*Net Code:

- Agroecology Field Specialist O*Net: 45-1011.00
Professional Worker Wage: \$23.21 per hour
Proposed Apprentice Wage: \$20.00 per hour
Proposed No. of Apprentices: Ten (10)

- Environmental Landscape Specialist O*Net: 37-1012.00
Professional Worker Wage: \$22.11 per hour
Proposed Apprentice Wage: \$20.00 per hour
Proposed No. of Apprentices: Ten (10)

Proposed Employers:

- Garden 31 Community Initiative Inc., 333 S. Juniper St., Suite 214, Escondido, CA, 92025
 - Occupation(s): Agroecology Field Specialist, Environmental Landscape Specialist

G.R.O.W.E.R. Apprenticeship Program Standards

Table of Contents

Program Standards.....	1-6
List of Committee Members.....	Attachment A
Training Schedule and Working Conditions	
Agroecology Field Specialist.....	Attachment B-1
Environmental Landscape Specialist	Attachment B-2
Local Education Agency Letter(s).....	Attachment C
Sample Employer Agreement	Attachment D

Article I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education-sponsored, employer-based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

Article II Craft, Trade or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training

Occupation	O*Net Code	Attachment
Agroecology Field Specialist	45-1011.00	B-1
Environmental Landscape Specialist	37-1012.00	B-2

Article III Organization

There is hereby established the above-named master apprenticeship committee. The committee shall consist of seven (7) members, who shall be selected by and represent the employer organization(s) signatory hereto. In addition, there shall be one (1) apprenticeship consultant representing the Division of Apprenticeship Standards and one (1) advisor from the Local Education Agency and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

Article IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Area Covered by Standards: San Diego County

Article V Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 3) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) aid in the adjustment of apprenticeship disputes;
- 5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

Article VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards;
- 3) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 4) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 5) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
- 6) make periodic evaluations of each apprentice's on-the-job training and related and supplemental instruction;
- 7) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
- 8) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
- 9) file a signed copy, written or electronic, of each apprentice agreement with the Division of Apprenticeship Standards, within 30 days of execution, with copies to all parties to the agreement;
- 10) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;

- 11) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
- 12) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
- 13) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;
- 14) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
- 15) ensure training in the recognition of illegal discrimination and sexual harassment;
- 16) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to ensure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
- 17) establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
- 18) comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
- 19) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

Article VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of a participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

Article VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

Article IX Apprenticeship Agreement

- 1) Each apprenticeship agreement shall conform to the State law governing apprenticeship agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee.
- 2) Each apprentice shall be furnished with a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprenticeship agreement as though expressly written therein.
- 3) If the apprentice is under 18 years of age, the agreement must be signed by the apprentice's parent or guardian. When the period of training extends beyond 18, the apprenticeship agreement shall likewise be binding to such a period as may be covered.

Article X Termination and Transfer of Agreements

- 1) During the probationary period, an apprenticeship agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprenticeship agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
- 2) If an employer is unable to fulfill his/her obligations to train under any apprenticeship agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprenticeship agreement.

Article XI Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprenticeship agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

Article XII Controversies

All controversies or differences concerning apprenticeship agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

Article XIII Certificate of Completion

- 1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
- 3) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the Chief of the Division of Apprenticeship Standards and the Interagency Advisory Committee on Apprenticeship.

Article XIV Equal Opportunity in Apprenticeship

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or veteran or military status.

G.R.O.W.E.R. Apprenticeship will create selection procedures that meet objective standards and maintain a fair and equitable selection process for all applicants.

Article XV Written Applications

Applications for apprenticeship will be accepted:

To apply, please go to our <https://www.garden31.org/contactus> and click on the 'Apply to the GROWER program' button. Applications are accepted on a continuous basis

Article XVI Records

All records will be maintained, in written or electronic form, for five (5) years and kept at:

G.R.O.W.E.R. Apprenticeship
333 S Juniper St, Suite 214
Escondido, CA 92025

Article XVII Annual Compliance

G.R.O.W.E.R. Apprenticeship will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

G.R.O.W.E.R. Apprenticeship agrees to accept electronic signatures for these Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by G.R.O.W.E.R. Apprenticeship on March 14, 2025 (Committee approval date).

Employer Organization

G.R.O.W.E.R. Apprenticeship
333 S. Juniper St., Suite 214 Escondido, CA 92025

Christopher Burroughs, Executive Director

Date

Adele Burnes, Chief
Division of Apprenticeship Standards

Date

Attachment B-1

Training Schedule and Working Conditions

G.R.O.W.E.R. Apprenticeship

Occupation

Occupation: Agroecology Field Specialist

O*Net Code: 45-1011.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be a competency-based approach, with approximately 2000 on-the-job training (OJT) hours, 192 related and supplemental instruction (RSI) hours, and completed within approximately 18 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be four (4) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 23.21 per hour effective 10/27/2025.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% - 33%	\$ 20.00 /hour
2nd period	34% - 66%	\$ 20.50 /hour
3rd period	67% - 100%	\$ 21.00 /hour

* All mention of previous wage periods reference the current appropriate rate for that period and not necessarily the rate reflected in these Standards at the time of approval.

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

Article III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List**Demonstrates Fundamentals:** Apprentice can perform the task with some coaching.**Proficient in Task:** Apprentice performs task properly and consistently.**Completion Date:** Date apprentice completes final demonstration of competency.**Name of Competency****Section****Initial/Date**

List competencies below

Adhere to Safe Workplace Practices and Worker Safety Regulations:

- Apply workplace safety policies, procedures, and regulations during field and facility tasks, including employer and employee safety responsibilities, as verified through supervisor observation.
- Follow OSHA-related safety requirements by using required PPE, identifying hazards, reporting unsafe conditions, and applying safe work practices during assigned tasks.
- Use safe lifting, bending, and moving techniques when handling equipment and supplies, and demonstrate proper procedures for preventing, reporting, and responding to workplace accidents or injuries.

Maintain Tool and Equipment Safety, Use and Care:

- Safely select, inspect, and use appropriate hand tools, power tools, and equipment during agricultural and farming tasks, with competency verified through supervisor observation and proper completion of assigned field or facility work.
- Identify common hazards related to tools and equipment used in agriculture and farming, and apply appropriate hazard prevention practices, including proper PPE, safe handling, equipment guarding, and safe work positioning, with competency verified through supervisor questioning, observation, and zero preventable safety violations during the evaluation period.
- Store, clean, maintain, and organize tools, equipment, and supplies according to workplace health and safety procedures, with competency verified through supervisor observation, completion of assigned maintenance tasks, and proper return of tools and supplies to designated storage areas.
- Store, clean, maintain, and organize tools, equipment, and supplies according to workplace health and safety procedures, with competency verified through supervisor observation, completion of assigned maintenance tasks, and proper return of tools and supplies to designated storage areas.

Apply Regenerative Agriculture Principles for Crop Planning:

- Demonstrate understanding of regenerative agriculture principles and how to apply them in the Southern California climate.

- Prepare a holistic crop plan for a new or existing site based on regenerative agriculture best practices.

Soil Management:

- Demonstrate ability to determine soil texture and explain its importance in successful crop production.
- Demonstrate proper soil management and tillage practices for common Southern California crops.
- Diagnose soil problems common to Southern California soils.

Plant Nutrition and Nutrient Management:

- Apply basic plant nutrition and soil fertility concepts and show ability to correctly select nutrient additions and soil amendments for crop and soil type.
- Demonstrate environmentally sound practices of nutrient application for organic production.

Planting, Pruning, Field Production and Crop Care:

- Select and use appropriate planting and crop-maintenance techniques, tools, and equipment in accordance with regenerative agricultural practices, as verified through supervisor observation during field tasks.
- Apply appropriate pruning and thinning techniques based on crop type, plant growth stage, and production goals, as verified through supervisor observation.
- Perform cultural practices, including planting, pruning, thinning, weeding, irrigation, and soil-care activities, at the appropriate time based on crop stage, season, and site conditions.

Irrigation Principles:

- Design, explain, install, and maintain a simple irrigation system including filters, drip and sprinkler irrigation.
- Demonstrate ability to execute a basic efficiency audit and complete system repairs.

Water Management:

- Assess soil moisture and plant conditions by checking soil texture, moisture depth, plant stress indicators, and irrigation system performance; make appropriate watering adjustments; and document irrigation needs or issues, with competency verified through supervisor observation and review of completed field tasks.
- Schedule irrigation for optimal crop health and water conservation by using soil moisture observations, plant needs, weather conditions, crop stage, and site conditions to determine appropriate watering frequency and duration, with competency verified through supervisor observation, irrigation schedule

- review, and proper adjustment of watering practices.
- Develop an irrigation schedule for a farm site.

Integrated Pest Management:

- Identify economically significant agricultural pests, diseases, and weeds common in the Southern California climate.
- Demonstrate ability to develop and implement an Integrated Pest Management program for a crop.

Harvesting, Handling, and Packing:

- Identify and select harvest-ready fruits and crops based on maturity indicators, quality standards, and supervisor-approved harvest specifications, as verified through supervisor observation during harvest tasks.
- Select and use proper hand and machine harvesting tools, equipment, and techniques according to crop type, maturity, quality standards, and workplace safety procedures, as verified through supervisor observation during harvest tasks.
- Handle, sort, pack, label, and store harvested crops according to crop type, quality standards, and workplace post-harvest procedures, as verified through supervisor observation.
- Apply basic food safety practices by following proper hygiene, sanitation, handling, packaging, storage, and transport procedures for agricultural products intended for sale or distribution

Sales and Marketing:

- Compare and articulate the advantages and disadvantages of the various marketing options for agricultural products and services.
- Create or support a basic promotional activity for agricultural products or services by using advertising strategies, customer feedback, and sales data to improve outreach and marketing effectiveness.
- Conduct a basic sales interaction by greeting customers, explaining product features, answering questions, using appropriate sales techniques, and completing or supporting a sale, as verified through supervisor observation

Regulatory Compliance, Record Keeping:

- Identify local, district, state, and federal regulatory agencies, entities, laws, and regulations related to the agriculture and farming industry sector.

- Demonstrate ethical and legal practices consistent with sector workplace standards. Demonstrate understanding and operate in compliance with applicable regulatory agencies such as Department of Pesticide Regulation.
- Attain and maintain industry certifications.

Article IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 192 hours per year. Related and supplemental instruction will be provided by San Diego County Office of Education.

Time spent in related and supplemental instruction may not be compensated.

Related and Supplemental Instruction (RSI) Schedule

Agriculture Technology and Workplace Safety	20
This course covers the interpretation of local, state and federal laws, policies, procedures, and regulations for the establishment of safe workplace environments, including employer and employee responsibilities. Laws/acts pertaining to the Occupational Safety and Health Administration (OSHA) as applied to the agricultural and farm workplace environment will be highlighted and subsequent OSHA certification issued. Training in the practice of personal safety when lifting, bending, moving supplies, and agricultural equipment will be covered. Demonstrations of how to prevent and respond to work-related accidents or injuries will take place	
Regenerative Agriculture Principles & Practices	38
This course introduces regenerative agriculture and agro-ecological theory from a multi-disciplinary scientific perspective. Focuses on the application of regenerative concepts to agricultural activities in the temperate southern California climate. Diverse agro-ecological system design, functioning, and farming practices and their relative sustainability will be analyzed for suitability to site and environment	
Soil Science and Nutrient Management	38
This course examines the physical, chemical, and biological properties of soil, plant nutrition, sustainable nutrient management practices, and covers soil conditions that restrict plant growth. Students learn to solve soil problems that may exist in the field, greenhouse, and farm with a focus on sustainable practices. The course emphasizes problem-solving techniques that apply to Southern California soils. Students are required to participate in field labs and trips	
QWEL: Qualified Water Efficient Landscaper Certification Training	20
QWEL trains participants in efficient irrigation principles and sustainable practices, and helps professionals learn to use water efficiently, reduce runoff and overspray, select and install	

efficient irrigation equipment, evaluate system efficiency, develop irrigation schedules to meet plant water needs, and program irrigation controllers. Includes EPA Watersense accredited certification via proctored exam offered by the Sonoma-Marin Saving Water Partnership.

Integrated Pest Management 38

This course examines the common pests that invade agricultural and nursery crops in Southern California, including weeds, invertebrate pests, and plant diseases. Students learn to diagnose pest problems and design solutions to these problems based upon an integration of approved pest management techniques and practices including cultural, biological, mechanical/physical, and chemical control methods. This course is designed to assist students in preparing for California licensing exams in pest management.

Business Principles, Entrepreneurship, Leadership, and Regulatory Compliance 38

This course will cover how to identify basic economic factors affecting Farming, Fishing, and Forestry Workers business management decisions. Decision-making tools and financial records to make key business management decisions will be presented. Ethical and legal practices consistent with sector workplace standards will be covered. Protocols for business operation in compliance with applicable regulatory agencies such as California State Water Quality Control Board and Department of Pesticide Regulation will be presented and guidelines to prepare for DPR certification will be analyzed

TOTAL HOURS 192

Article V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise ten (10) apprentice(s)

Attachment B-2

Training Schedule and Working Conditions

G.R.O.W.E.R. Apprenticeship

Occupation

Occupation: Environmental Landscape Specialist
O*Net Code: 37-1012.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be a competency-based approach, with approximately 2000 on-the-job training (OJT) hours, 192 related and supplemental instruction (RSI) hours, and completed within approximately 18 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be four (4) months

Article II Wage Schedule

Professional Worker Wage:

\$ 22.11 per hour effective 10/27/2025.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% - 33%	\$ 20.00 /hour
2nd period	34% - 66%	\$ 20.50 /hour
3rd period	67% - 100%	\$ 21.00 /hour

* All mention of previous wage periods references the current appropriate rate for that period and not necessarily the rate reflected in these Standards at the time of approval.

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

Article III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency

Name of Competency

Section

Initial/Date

List competencies below

Adhere to Safe Workplace Practices and Worker Safety Regulations:

- Apply workplace safety policies, procedures, and regulations during field and facility tasks, including employer and employee safety responsibilities, as verified through supervisor observation.
- Follow OSHA-related safety requirements by using required PPE, identifying hazards, reporting unsafe conditions, and applying safe work practices during assigned tasks.
- Use safe lifting, bending, and moving techniques when handling equipment and supplies, and demonstrate proper procedures for preventing, reporting, and responding to workplace accidents or injuries.

Maintain Tool and Equipment Safety, Use and Care:

- Safely select, inspect, and use appropriate hand tools, power tools, and equipment during agricultural and farming tasks, with competency verified through supervisor observation and proper completion of assigned field or facility work.
- Identify common hazards related to tools and equipment used in agriculture and farming, and apply appropriate hazard prevention practices, including proper PPE, safe handling, equipment guarding, and safe work positioning, with competency verified through supervisor questioning, observation, and zero preventable safety violations during the evaluation period.
- Store, clean, maintain, and organize tools, equipment, and supplies according to workplace health and safety procedures, with competency verified through supervisor observation, completion of assigned maintenance tasks, and proper return of tools and supplies to designated storage areas.
- Store, clean, maintain, and organize tools, equipment, and supplies according to workplace health and safety procedures, with competency verified through supervisor observation, completion of assigned maintenance tasks, and proper return of tools and supplies to designated storage areas.

Apply Regenerative Agriculture Principles for Crop Planning:

- Demonstrate understanding of regenerative agriculture principles and how to apply them in the Southern California climate.
- Prepare a holistic crop plan for a new or existing site based on regenerative agriculture best practices.

Soil Management:

- Demonstrate ability to determine soil texture and explain its importance in successful crop production.
- Demonstrate proper soil management and tillage practices for common Southern California crops.
- Diagnose soil problems common to Southern California soils.

Plant Nutrition and Nutrient Management:

- Apply basic plant nutrition and soil fertility concepts and show ability to correctly select nutrient additions and soil amendments for crop and soil type.
- Demonstrate environmentally sound practices of nutrient application for organic production.

Planting, Pruning, Field Production and Crop Care:

- Select and use appropriate planting and crop-maintenance techniques, tools, and equipment in accordance with regenerative agricultural practices, as verified through supervisor observation during field tasks.
- Apply appropriate pruning and thinning techniques based on crop type, plant growth stage, and production goals, as verified through supervisor observation.
- Perform cultural practices, including planting, pruning, thinning, weeding, irrigation, and soil-care activities, at the appropriate time based on crop stage, season, and site conditions.

Irrigation Principles:

- Design, explain, install, and maintain a simple irrigation system including filters, drip and sprinkler irrigation.
- Demonstrate ability to execute a basic efficiency audit and complete system repairs.

Water Management:

- Assess soil moisture and plant conditions by checking soil texture, moisture depth, plant stress indicators, and irrigation system performance; make appropriate watering adjustments; and document irrigation needs or issues, with competency verified through supervisor observation and review of completed field tasks.
- Schedule irrigation for optimal crop health and water conservation by using soil moisture observations, plant needs, weather conditions, crop stage, and site conditions to determine appropriate watering frequency and duration, with competency verified through supervisor observation, irrigation schedule review, and proper adjustment of watering practices.
- Develop an irrigation schedule for a farm site.

Integrated Pest Management:

- Identify economically significant agricultural pests, diseases, and weeds common in the Southern California climate.
- Demonstrate ability to develop and implement an Integrated Pest Management program for a crop.

Safe Workplace Establishment and Maintenance:

- Interpret policies, procedures, and regulations for the safe workplace environment, including employer and employee responsibilities.
- Be informed of laws/acts pertaining to the Occupational Safety and Health Administration (OSHA).
- Practice personal safety when lifting, bending, or moving equipment and supplies. Demonstrate how to prevent and respond to work-related accidents or injuries.

Tool and Equipment Safety, Use and Care:

- Demonstrate safe use of tools and equipment.
- Describe hazards and hazard prevention for tools and equipment used in landscape maintenance.
- Use proper health and safety practices for storing, cleaning, and maintaining tools, equipment, and supplies.

Regenerative Landscape Management Principles:

- Demonstrate knowledge of sustainable principles and practices in relation to exterior landscape management practices and processes appropriate for the Southern California climate.

Soil Management:

- Demonstrate ability to determine soil texture and explain its importance in successful sustainable landscape management.
- Demonstrate proper soil management practices for the Southern California environment.
- Diagnose soil problems common to Southern California soils.

Plant Nutrition and Nutrient Management:

- Understand basic plant nutrition and soil fertility concepts and show ability to determine appropriate nutrient levels for successful landscapes.
- Correctly select nutrient additions and soil amendments for plant and soil type.
- Demonstrate environmentally sound practices of nutrient application for Southern California landscapes.

Irrigation Principles:

- Demonstrate the ability to design, understand, install, and maintain a simple irrigation system including filters, drip and sprinkler irrigation.
- Demonstrate ability to execute a basic efficiency audit and complete system repair

Sustainable Green Waste Management:

- Apply regenerative green waste management practices by sorting, composting, mulching, reusing, or properly disposing of organic material according to site procedures.
- Design and maintain a basic composting program for urban landscape green waste by selecting appropriate materials, managing moisture and aeration, monitoring decomposition, and applying finished compost appropriately.

Regenerative Landscape Design Principles:

- Demonstrate understanding of regenerative landscape design principles and how to apply them to a Southern California landscape.
- Discuss preparing a landscape design for a new or renovated site based upon client input, site conditions, and regenerative design best practices.

Business Principles and Entrepreneurship:

- Identify basic economic factors affecting Landscaping, Lawn-Service and Grounds Keeping business management decisions.
- Compare the advantages and disadvantages of the types of business ownership.
- Describe method for analyzing appropriate decision-making tools and financial records to make key business management decisions.

Regulatory Compliance, Licenses, Certifications, and Record Keeping:

- Identify local, district, state, and federal regulatory agencies, entities, laws, and regulations related to the Landscaping, Lawn-Service and Grounds Keeping industry sector.
- Demonstrate ethical and legal practices consistent with sector workplace standards.
- Demonstrate understanding and operate in compliance with applicable regulatory agencies such as Department of Pesticide Regulation.
- Attain and maintain industry certifications.

Article IV Related Instruction

Related and supplemental instruction (RSI) will be provided and/or overseen by the Local Education Agencies (LEA) whose confirmation of such has been affixed to these Standards for this occupation.

Any significant difference in sample-related and supplemental instruction (RSI) listed below, and the related and supplemental instruction (RSI) provided by the Local Education Agency (LEA) will be detailed and included with the Local Education Agency's (LEA) confirmation letter and submitted to the Division of Apprenticeship Standards for review.

Time spent in related and supplemental instruction may not be compensated.

Sample Courses**Landscape Technology and Workplace Safety 20**

This course covers the interpretation of local, state, and federal laws, policies, procedures, and regulations for the establishment of safe workplace environments, including employer and employee responsibilities. Laws/acts pertaining to the Occupational Safety and Health Administration (OSHA) as applied to the exterior landscape maintenance workplace environment will be highlighted. Training in the practice of personal safety when lifting, bending, moving supplies, and operating landscape maintenance equipment will be covered. Demonstrations of how to prevent and respond to work-related accidents or injuries will take place.

Regenerative Agriculture Principles & Practices 38

This course introduces regenerative agriculture and agro-ecological theory from a multi-disciplinary scientific perspective. Focuses on the application of regenerative concepts to agricultural activities in the temperate southern California climate. Diverse agro-ecological system design, functioning, and farming practices, and their relative sustainability, will be analyzed for suitability to site and environment

Soil Science and Nutrient Management 38

This course examines the physical, chemical, and biological properties of soil, plant nutrition, sustainable nutrient management practices, and covers soil conditions that restrict plant growth. Students learn to solve soil problems that may exist in the field, greenhouse, and farm with a focus on sustainable practices. The course emphasizes problem-solving techniques that apply to Southern California soils. Students are required to participate in field labs and trips

QWEL: Qualified Water Efficient Landscaper Certification Training 20

QWEL trains participants in efficient irrigation principles and sustainable practices, and helps professionals learn to use water efficiently, reduce runoff and overspray, select and install efficient irrigation equipment, evaluate system efficiency, develop irrigation schedules to meet

plant water needs, and program irrigation controllers. Includes EPA WaterSense-accredited certification via a proctored exam offered by the Sonoma-Marín Saving Water Partnership.

Integrated Pest Management 38

This course examines the common pests that invade agricultural and nursery crops in Southern California, including weeds, invertebrate pests, and plant diseases. Students learn to diagnose pest problems and design solutions to these problems based upon an integration of approved pest management techniques and practices including cultural, biological, mechanical/physical, and chemical control methods. This course is designed to assist students in preparing for California licensing exams in pest management.

Business Principles, Entrepreneurship, Leadership, and Regulatory Compliance 38

This course will cover how to identify basic economic factors affecting Farming, Fishing, and Forestry Workers business management decisions. Decision-making tools and financial records to make key business management decisions will be presented. Ethical and legal practices consistent with sector workplace standards will be covered. Protocols for business operation in compliance with applicable regulatory agencies such as California State Water Quality Control Board and Department of Pesticide Regulation will be presented and guidelines to prepare for DPR certification will be analyzed.

TOTAL HOURS 192

Article V Ratio

The ratio of apprentices to professional workers shall be:

- 2) Ratio #1: Each professional worker may supervise ten (10) apprentice(s)