



Regenerative Agricultural Technicians

CA – Regenerative Agricultural Technicians: [O*Net Code: 19-4012.00](#) with approved additions for regenerative agriculture.

DOL – Conservation Scientist: [O*Net Code: 19-1031](#)

Apprenticeship Competencies. Related and Supplemental Instruction are not paid (compliance). On-the-job-training are paid hours. Apprenticeships span one year. Compliance allows completion in more than six months and less than one year in cases of demonstrated progress.

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.

Note: The competencies noted are CA DAS approved for Agricultural Technicians. For apprentices working more toward the DOL Conservation Scientist, competencies can be added/edited when they align with [O*Net Code: 19-1031](#).

Competencies:

1. Support farm management tasks, including livestock care, pasture moves, garden harvesting, and crop planting.
2. Practice farming methods that restore ecosystems while producing food, such as organic farming, permaculture principles, and agroforestry systems.
3. Research diseases, pests, or parasites and practice regenerative methods for control.
4. Plan and implement holistic farm management using frameworks like Holistic Management, Keyline Design, and Permaculture principles.
5. Practice small-scale vegetable production and intensive farming methods.
6. Test, augment, and measure soil biology and soil health.
7. Plant, harvest, and maintain vegetable gardens and orchards.
8. Use tractors, mowers, and other machinery for various farm tasks.
9. Set up and maintaining water systems for efficient resource use.
10. Manage compost piles to create natural fertilizers.
11. Project Management Software —Microsoft Teams: Utilize Microsoft Teams and Outlook to schedule and attend meetings, collaborate with team members, manage project tasks, and track progress.

12. Spreadsheet software — Microsoft Excel: Use Microsoft Excel to analyze data, create spreadsheets, and perform calculations.
13. Utilize Geographic Information Systems (GIS) to communicate and share data.
14. Utilize graphics, photo imaging, or mapping software to communicate and share information.
15. Analyzing Data or Information — Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.
16. Organizing, Planning, and Prioritizing Work — Developing specific goals and plans to prioritize, organize, and accomplish your work.
17. Making Decisions and Solving Problems — Analyzing information and evaluating results to choose the best solution and solve problems.
18. Communicating with Supervisors, Peers, or Subordinates — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
19. Establishing and Maintaining Interpersonal Relationships — Developing constructive and cooperative working relationships with others.
20. Communicating with People Outside the Organization — Communicating with people outside the organization, representing the organization to customers, the public, government, or other external sources.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction (RSI) will be provided by Open Source Agriculture Apprenticeship.

Time spent in related and supplemental instruction may not be compensated. Approximate RSI time by Category:

Regenerative Agriculture Technician Skills	60 Hours
Microsoft Office Suite	15 Hours
Technology	15 Hours
Communication	20 Hours
Analysis	20 Hours
Operations	20 Hours

Employers consistently ask for skills in the business - O*Net also list essential communication, technology, and communication competencies. Please refer to O*Net for their detailed lists. Typically, Open Source Ag and partner Bayha Group provide RSI and collaborate with employers for on-the-job training.