Appendix A

WORK PROCESS SCHEDULE
Regenerative Agricultural Technicians
O*NET-SOC CODE: 19-1031.00 RAPIDS CODE: 0450CB

This schedule is attached to and a part of these Standards for the above identified occupation.

1. APPRENTICESHIP APPROACH

Competency-Based

2. TERM OF APPRENTICESHIP

Apprentices will receive training in the work experience as listed below. The following are the work processes the apprentice will learn and be able to perform on-the-job. The term of the occupation is based on the apprentice's demonstration of the mastery of the competencies as specified and estimated to complete in approximately 1 year.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 2 Apprentice(s) to 1 Journeyworker(s).

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: $18.50.

Name: **Regenerative Agricultural Technicians**

Period	**Wage (Hourly)**
1st	$16.50
6 months	$17.50
End Wage	$18.50

5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 500 hours .

6. SELECTION PROCEDURES

The selection procedures for this occupation are listed below: The Sponsor will follow standard company procedures for filling an open position from outside the company.
Once a list of qualified applicants is received, the sponsor will interview each candidate and forward its recommendations to Human Resources.
The Human Resources Manager and the Department Manager will make the final selection based upon the occupational requirements and the needs of the company

Office of Apprenticeship
U.S. Department of Labor

Work Process Schedule

Regenerative Agricultural Technicians	
Job Description: Manage, improve, and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands. May instruct farmers, agricultural production managers, or ranchers in best ways to use crop rotation, contour plowing, or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering.	
RAPIDS Code: 0450CB	**O*NET-SOC Code:** 19-1031.00
Estimated Program Length: 2000 hours	
Apprenticeship Type: ☒ Competency-Based ☐ Time-Based ☐ Hybrid	

On-the-Job Learning Outline

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.
	Demonstrates Fundamentals	**Proficient in Task**	**Completion Date/Initials**
Support farm management tasks, including livestock care, pasture moves, garden harvesting, and crop planting.			
Practice farming methods that restore ecosystems while producing food, such as organic farming, permaculture principles, and agroforestry systems.			
Research diseases, pests, or parasites and practice regenerative methods for control.			
Practice small-scale vegetable production and intensive farming methods.			

Test, augment, and measure soil biology and soil health.			
Plant, harvest, and maintain vegetable gardens and orchards.			
Use tractors, mowers, and other machinery for various farm tasks.			
Set up and maintaining water systems for efficient resource use.			
Manage compost piles to create natural fertilizers.			
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.			
Spreadsheet software — Microsoft Excel: Use Microsoft Excel to analyze data, create spreadsheets, and perform calculations.			
Utilize Geographic Information Systems (GIS) to communicate and share data.			
Utilize graphics, photo imaging, or mapping software to communicate and share information.			
Analyzing Data or Information — Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.			
Organizing, Planning, and Prioritizing Work — Developing specific goals and plans to prioritize, organize, and accomplish your work.			
Making Decisions and Solving Problems — Analyzing information and evaluating results to choose the best solution and solve problems.			
Communicating with Supervisors, Peers, or Subordinates — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.			

Establishing and Maintaining Interpersonal Relationships — Developing constructive and cooperative working relationships with others.			
Communicating with People Outside the Organization — Communicating with people outside the organization, representing the organization to customers, the public, government, or other external sources.			

Related Core Subjects

Provider	
Name: Open Source Ag	
Address: 2620 Gray Hawk Way, San Miguel, CA 93451	
Email: kelly@opensource.ag	**Phone Number:** (559) 670-0352
Suggested Related Instruction Hours: 150	

Course Title	Contact Hours
Regenerative Agriculture Technician Skills	60
Microsoft Office Suite	15
Technology	15
Communication	20
Analysis	20
Operations	20
TOTAL	**150**

See class information attached

Regenerative Agricultural Technicians

O*Net Code: 19-1031

Regenerative Agriculture Technician Skills (60 hours)

- Overview of regional regenerative farm management tasks, including livestock care, pasture moves, garden harvesting, and crop planting. Differentiate organic certification from regenerative agriculture.
- Explore regenerative farming methods, such as permaculture, that restore ecosystems while producing food.
- Study past and current holistic farm management using frameworks like Keyline Design and Permaculture principles, emphasizing zone fit.
- Plan and schedule examples of small-scale vegetable production and intensive farming methods.
- Learn simple and scientific methods of soil analysis to determine soil biology, soil health, and potential amendments.
- Study agroforestry and woodland management, pollinator hedgerows, riparian buffers, companion planting, and integrating trees into farming systems.
- Plan the design, placement, and schedule of vegetable gardens and orchards.
- Assess and plan a water management system utilizing drip irrigation to include weekly water schedules at different points in the season. Analyze water-saving strategies.
- Analyze and plan compost processes for varying scales of farms and orchards.
- Analyze and plan vermiculture processes for varying scales of farms and orchards.
- Plan animal movements on grazing charts and draft data collection for farm records.
- Plan harvest and pack processes for farmers' markets or other distribution.
- Record data about experimentation, research, or animal care.
- Measure or weigh ingredients used in laboratory testing.
- Prepare data summaries, reports, or analyses that include results, charts, or graphs to document research findings and results.
- Examine animals or crop sample specimens to determine the presence of diseases or other problems.
- Respond to expected practice general inquiries or requests from the public.
- Plan and schedule crop production duties, such as tilling, hoeing, pruning, weeding, or harvesting.
- Practice simulated general nursery duties, such as propagating standard varieties of plant materials, collecting and germinating seeds, maintaining cuttings of plants, or controlling environmental conditions.
- Plan and practice methods to propagate trees, vegetables, or horticultural plants.
- Prepare and present agricultural demonstrations.
- Determine the germination rates of seeds planted in specified areas.
- Assess comparative soil erosion data from various planting or tillage systems, such as conservation tillage with mulch or ridge till systems, no-till systems, or conventional tillage systems with or without moldboard plows.

- Examine characteristics or behavior of living organisms.
- Research progress of sustainable agricultural processes or practices on farms, orchards, and ranches.

Microsoft Office Suite Skills (15 hours)

We provide Office 365 licenses. Microsoft Office Suite Skills workshops take place virtually on Microsoft Teams or Zoom. There are five 3-hour sessions.

Session 1: Suite overview. Outlook for emailing and calendaring. OneDrive for cloud storage.
Session 2: Teams for meetings, project management, and communication.
Session 3: Excel for tracking data (plants, pests, productivity, weather, amendments, etc.).
Session 4: Word for documenting (proposals, applications, .pdfs, resumes, etc.).
Session 5: Excel for budgeting (bids, quotes, materials costs, etc.).

Technology Skills (15 hours)

Technology Skills workshops take place virtually on Microsoft Teams or Zoom. There are five 3-hour sessions.

Session 1: Artificial Intelligence in Agriculture Sectors (remote sensing, machine learning and predictive analytics, quality control systems, etc.).
Session 2: Farm Automation (drones, robotics, variable rate technology, etc.).
Session 3: Environmental Conservation Data Collection.
Sessions 4 and 5: Technology in Agriculture (GIS, GPS, Mapping, etc.).

Communication Skills (20 hours)
Communication Skills workshops take place virtually on Microsoft Teams or Zoom. There are six 2.5-hour sessions.

Session 1: Communicate to Succeed: Professional Skills for the Workplace.
Session 2: Write like a Pro: Tips for Communicating Effectively in Writing.
Session 3: How to Get Hired: Resumes and Cover Letters.
Session 4: Master Job Interviews: Building Confidence and Skills for Success.
Session 5: Money Matters: Managing Expenses and Smart Budgeting.
Session 6: Resume Review and Mock Interviews with Industry Mentors.

Analysis Skills (20 hours)

Analysis Skills workshops take place virtually on Microsoft Teams or Zoom. There are six 2.5-hour sessions.

Session 1: Agronomy - Soils, Fertility, and Farming Systems.
Session 2: Fauna - Pests, Beneficials, and Habitat.
Session 3: Growing - Crop Specific, Seeds, Livestock, and Gardening.
Session 4: Infrastructure - Equipment, Business, and Research.
Session 5: Environment - Energy, Water, Climate, Regulation, and Advocacy.
Session 6: Commerce - Marketing, Wholesale, and Trade.

Operations Skills (20 hours)

Operations Skills workshops take place virtually on Microsoft Teams or Zoom. There are six 2.5-hour sessions.

Session 1: Business and Legal Skills
Sessions 2: Irrigation, Crop, and Livestock Management
Session 3: Food Safety and Compliance
Sessions 4: Pest Management and Sustainable Practices
Session 5: Leadership and Workforce Development
Session 6: Selling Locally, Food Hubs, and Wholesalers