



NEVADA LABOR COMMISSIONER
NEVADA STATE APPRENTICESHIP COUNCIL
2023 Non-Joint Standards of Apprenticeship

Appendix A

WORK PROCESS SCHEDULES AND RELATED INSTRUCTION OUTLINE

Desert Farming Initiative - University of Nevada, Reno

NEVADA FARM APPRENTICE

O*NET-SOC CODE: 11-9013.00 RAPIDS CODE: _____

**APPROVED BY
THE NEVADA LABOR COMMISSIONER AND THE NEVADA STATE APPRENTICESHIP COUNCIL**

Toni Giddens, Nevada State Apprenticeship Director

REGISTRATION DATE: _____

RAPIDS PROGRAM ID NUMBER: _____

**DEVELOPED IN COOPERATION WITH THE
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE APPRENTICESHIP COUNCIL AND
THE U.S. DEPARTMENT OF LABOR**

Appendix A

WORK PROCESS SCHEDULE

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

1. TYPE OF OCCUPATION

☐ Time-based ☐ Competency-based ☒ Hybrid

2. TERM OF APPRENTICESHIP

The term of the occupation shall be defined by the attainment of all competencies of the position. 1) If the program uses a time-based approach, requires the completion of not less than 2,000 hours of [work experience,] on-the-job learning, consistent with training requirements as established by practice in the trade; (2) If the program uses a competency-based approach, specify the skills that must be demonstrated by an apprentice and address how on-the-job learning will be integrated into the program; or (3) If the program uses a hybrid approach, specify the skills that must be acquired and the minimum number of hours of on-the-job learning that must be completed by an apprentice.

This hybrid approach apprenticeship would occur within approximately 1,498 hours of OJL, with 168 hours of related instruction per year of the apprenticeship.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journey worker/fully trained worker ratio is: maximum 3 apprentice(s) to 1 journey worker/fully trained worker(s).

4. APPRENTICE WAGE SCHEDULE

An apprentice will receive a progressively increasing wage of \$19.20 to \$26.41 per hour (amounting to a \$40,000 stipend for 0.80 FTE) during a 1-year term. The fully trained worker, DFI Farm Production Manager, wage is \$60,000 plus benefits in annual salary (administrative faculty at the University of Nevada, Reno); this wage can be used as an industry standard for a professional agricultural worker for the purposes of this program.

Periodic review and evaluation of the apprentice's on-the-job learning and related technical instruction will be conducted in alignment with these wages.

5. WORK PROCESS SCHEDULE (See attached Work Process Schedule and Overview)

The sponsor may modify the work processes to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.

6. RELATED INSTRUCTION OUTLINE (See attached Related Instruction Outline)

The sponsor may modify the related instruction to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.

Appendix A

WORK PROCESS SCHEDULE

Attainment of all competencies, both technical and behavioral, of the position, which would occur within 1,498 hours of OJL, supplemented by 168 hours of related instruction per year of apprenticeship.

Apprenticeship Competencies – Technical

Item	Work Processes	Approx. Hours
A	Specialized skill development on partner farms	192
B	Orchard and perennial crop management	65
C	Annual cash and cover crop planning	65
D	Irrigation installation and management	65
E	Indoor plant propagation	131
F	Integrated Pest Management	65
G	Weed management	131
H	Harvest and Post Harvest	328
I	Tool & Equipment operation and maintenance	65
J	Delivery and marketing	65
K	Composting and soil amendments	65
L	Bed preparation, seeding and transplanting	261
M		
N		
O		
P		
Q		
	Total hours (approximate)	1,498

The above on-the-job-learning (OJL) work process competencies are intended as a guide. It need not be followed in any sequence, and it is understood that some adjustments may be necessary in the hours allotted for different work experience. In all cases, the apprentice is to receive sufficient experience to make them fully competent and use good workmanship in all work processes, which are a part of the industry. In addition, the apprentice shall be fully instructed in safety and OSHA requirements.

Apprenticeship Competencies – Behavioral

In addition to mastering all the essential technical competencies, an apprentice must consistently demonstrate at an acceptable level the following behavioral competencies, to complete the apprenticeship.

Item #	Behavioral Competencies
1.	Participation in team discussions/meetings
2.	Focus in team discussions/meetings
3.	Focus during independent work
4.	Openness to new ideas and change
5.	Ability to deal with ambiguity by exploring, asking questions, etc.
6.	Knows when to ask for help
7.	Able to demonstrate effective group presentation skills
8.	Able to demonstrate effective one-on-one communication skills
9.	Maintains an acceptable attendance record
10.	Reports to work on time
11.	Completes assigned tasks on time
12.	Uses appropriate language
13.	Demonstrates respect for patients, co-workers, and supervisors
14.	Demonstrates trust, honesty, and integrity
15.	Requests and performs work assignments without prompting
16.	Appropriately cares for personal dress, grooming and hygiene
17.	Maintains a positive attitude
18.	Cooperates with and assists co-workers
19.	Follows instructions/directions
20.	Able to work under supervision
21.	Able to accept constructive feedback and criticism
22.	Able to follow safety rules
23.	Able to take care of equipment and workplace
24.	Able to keep work area neat and clean
25.	Able to meet supervisor's work standards
26.	Able to not let personal life interfere with work
27.	Adheres to work policies/rules/regulations

RELATED INSTRUCTION OUTLINE

The related instruction has been developed in cooperation with employer-partners as part of the apprenticeship. The following is a set of courses to be delivered by subject matter experts.

Related Technical Instruction (RTI) - This instruction shall include, but not be limited to, at least 168 hours per year for each year of the apprenticeship. The related theoretical education is attached; it is tightly integrated with practical skill development. The curriculum is defined as a variety of classes, around which the apprenticeship is based. By defining the RTI this way, all competencies required of the students are met, through practical work.

Please see attached Instruction Outline and Course Descriptions.

COURSE TOPICS	HOURS
A	#
B.	#
C.	#
D.	#

COURSE TOPIC DESCRIPTIONS

- A. Description #1
- B. Description #2
- C. Description #3
- D. Description #4

SECTION 27 - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

The Desert Farming Initiative hereby adopts these standards of apprenticeship.

Anne Montgomery Jill J Moe Date: 6/15/23
Signature of Sponsor (*designee*)

Anne F Montgomery, Grants and Contracts Manager
Type Name & Title

Jill Moe, DFI Director
Type Name & Title