



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

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## Appendix A

### **WORK PROCESS SCHEDULES AND RELATED INSTRUCTION OUTLINE**

*Frontier Environmental Solutions, Inc.*

**Mine Reclamation Worker**

**O\*NET-SOC CODE: 47-5081.00 RAPIDS CODE: 0354**

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

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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 would be expected to occur within approximately 2100 hours (must be at least 2,000 hours) of OJL, supplemented by the minimum of 160 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: 1 apprentice(s) to 1 journey worker/fully trained worker(s).

**4. APPRENTICE WAGE SCHEDULE**

An apprentice minimum starting wage will be at least \$20 per hour. Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker/fully trained worker wage. A journey worker/fully trained worker minimum wage will be at least \$24.

**1-Year Term Example:**

1<sup>st</sup>                      6 months = \$2                      2<sup>nd</sup>                      6 months = \$2

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

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

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

The term of the occupation shall be defined by the attainment of all competencies, both technical and behavioral, of the position, which would be expected and approximated to occur within 2100 hours of OJL, supplemented by a minimum of 160 hours of related instruction per year of apprenticeship.

#### Apprenticeship Competencies – Technical

Item	Work Processes	Approx. Hours
A	Assist mine reclamation workers	400
B	Dig foundations for concrete forms, assemble forms, assist in pouring concrete	400
C	Drive moving equipment to transport materials to and from mine sites	100
D	Load and unload materials onto trucks and utility vehicles	100
E	Assist in cutting and welding steel bat gates in and over mines	400
F	Operate various hand tools to build bat gates	150
G	Organize materials to prepare them for use in construct bat gates	100
H	Lash materials together to prepare them for helicopter lifting	50
I	Assist in mixing and placing polyurethane foam for mine closures	100
J	Clean up work area and remove debris after reclamation activities	200
K	Assist in cutting and assembling bat gate structures in a fabrication shop	50
L	Assist in erecting fences for deterring wildlife around abandoned mines	50
M		
N		
O		
P		
Q		
	<b>Total hours (approximate)</b>	<b>2100</b>

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.

<b>Item #</b>	<b>Behavioral Competencies</b>
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 160 hours per year for each year of the apprenticeship. The related theoretical education listed below is tightly integrated with real work product. The curriculum is defined as a variety of classes, around which the exams and projects are based. By defining the RTI this way, all competencies required of the students are met, through project work.

#### Related Technical Instruction

Note: All instruction materials are contained in the Frontier Environmental Solutions, Inc. Injury and Illness Protection Plan (IIPP) with the exception of the First Aid/CPR and OSHA 10 Hour Training as shown below.

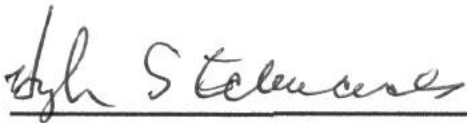
Location	Course Number	Task	Lecture Time
MSHA Form 5000-23	MSHA New Miner Cert		40
First Aid and CPR	Red Cross or American Heart Association		8
Frontier IIPP Chap 3 App 4	Frontier 3-4	Task Training total hours	77
	3-4-1 Bandsaw		2
	3-4-2 Blower		2
	3-4-3 Air Compressor		2
	3-4-4 Electric Drill		2
	3-4-5 Rock drill		2
	3-4-6 Electrical safety		4
	3-4-7 Explosives recognition		2
	3-4-8 Fire Extinguisher use		2
	3-4-9 Hantavirus		2
	3-4-10 High Voltage Kit		2
	3-4-11 Installation of Bat gates		2
	3-4-12 Ladder Safety		2
	3-4-13 Oxy Acetylene torch		4
	3-4-14 Sidewinder Grinder		2
	3-4-15 Welding		45
Gas testing	3-11 Gas testing		4
Frontier IIPP Chap 3 App 6	Frontier 3-6	Hazard Training (SDS sheets)	2
Frontier IIPP Chap 6	Frontier 6-0	Code of Safe Practices	2
Frontier IIPP Chap 7	Frontier 7-0	Emergency Action Plan	2
Frontier IIPP Chap 8	Frontier 8-0	Lockout - Tagout	2
Frontier IIPP Chap 9	Frontier 9-0	Drug and Alcohol Testing	1
Frontier IIPP Chap 10	Frontier 10-0	Driver Safety	1
Frontier IIPP Chap 12	Frontier 12-0	Heat Illness Prevention	2
Frontier IIPP Chap 13	Frontier 13-0	Sexual Harassment Prevention	2
Frontier IIPP Chap 14	Frontier 14-0	Covid-19 Plan	1
Frontier IIPP Chap 15	Frontier 15-0	Trafficking Compliance Plan	1
Frontier IIPP Chap 17	Frontier 17-0	Fall Protection	2
Frontier IIPP Chap 18	Frontier 18-0	Personal Protective Equipment	1
Frontier IIPP Chap 18	Frontier 19-0	Respiratory Protection Program	2
OSHA 10 Hour Training	360training.com	OSHA 10-hr training cert	10
Total			160

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**SECTION 27 - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS**

**Frontier Environmental Solutions, Inc. hereby adopts these standards of apprenticeship.**

*Sponsor(s) designate the appropriate person(s) to sign the standards on their behalf.*



**Signature of Sponsor (designee)**

**Date:** 1/20/2024

***Hugh S Edwards, Training Officer***  
**Type Name & Title**