

(last approved version was fall 2018 advisory meeting)

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Hybrid, which has been established to be **at least 36 months, with a minimum of 5840** hours required. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 440 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas and shall demonstrate competency, as specified herein. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

Work Process Description Approximate Hours (Min - Max) **5400** hours.

Adhere to ANSI and employer safety standards for all work. 400 hours

- A. Inspect, maintain and use the appropriate personal protective equipment.
- B. **Operate** vehicles and towed units.
- C. **Use** the appropriate gear and/or equipment.
- D. **Assess tree risk and site**
- E. Perform a job briefing and worksite set up

Perform Plant Health Care Diagnostics 300 hours

- A. Identify common deciduous trees and shrubs.
- B. Identify common conifer trees and shrubs.
- C. Evaluate tree for vitality and vigor
- D. Identify signs and symptoms of common damaging insects/mites of trees and shrubs.
- E. Identify signs and symptoms of common diseases of trees and shrubs.
- F. Evaluate for abiotic stresses of trees and shrubs.

Perform rigging on the ground and aloft. 500 hours

- A. Estimate load dynamics
- B. **Install a rigging system**
- C. **Use a rigging system to lower the load directly to the ground**

Access Trees 800 hours

- A. Perform a pre-work inspection of all equipment.
- B. Perform a pre-work inspection and planning of job site.
- C. Install work positioning lines from the ground.
- D. Ascend the tree.
- E. Maneuver through the canopy.
- F. Descend from the tree
- G. Retrieve all gear.

Operate a chainsaw on the ground and aloft. 700 hours

- A. Prepare the chainsaw.
- B. Operate the chainsaw.
- C. Moving with the chainsaw.
- D. Perform field maintenance.

Operate a chipper. 300 hours

- A. Preparing to chip.
- B. Chip debris.

Prune trees and shrubs from the ground and aloft, according to current ANSI A300 standards. 700 hours

- A. Create a pruning plan.
- B. Perform pruning cuts.
- C. Demonstrate natural pruning.
- D. Perform pruning of shrubs.

Remove trees and shrubs. 700 hours

- A. Create a removal plan.
- B. Perform tree felling.
- C. Remove trunk sections.
- D. Perform limbing and bucking.

Local Optional Work Processes 1000 hours

- A. Operate vehicles with or without trailer.
- B. Operate aerial lifts.
- C. Operate stump grinder.
- D. Operate loaders.
- E. Perform plant health care activities.
- F. Participate in responses to storms and emergency situations.
- G. Install tree support and lightning protection systems.

Paid Related Instruction 440 TOTAL 5840

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID: The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship (DWD 295.05). The apprentice may not be started at less than the minimum wage. Base skilled wage rate N/A per hour. If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above. All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice. Work credit hours approved: N/A School credit hours approved: Paid related instruction: N/A Unpaid related instruction: N/A Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS: The apprentice must perform the following to successfully complete the program:

A. Obtain basic First Aid and CPR in the first year of the program and maintain them throughout the program.

B. Obtain a State of Wisconsin Pesticide Applicator Certification as part of paid related classroom instruction.

B. Successfully complete Transition to Trainer in the final year of the program.

Optional credentials

The apprentice may be required by the employer to earn industry credentials from [the International Society of Arboriculture](#) and/or [the Tree Care Industry Association](#) to successfully complete the program.