



Arboriculture Pre-Apprenticeship Curriculum



Overview

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The **Arboriculture Pre-Apprenticeship Curriculum** is designed for people living in low-income areas who face barriers to traditional employment, have little-to-no knowledge or experience in arboriculture and/or will consider pursuit of an arboriculture apprenticeship or employment after completion. A pre-apprenticeship program, by definition, has a documented partnership with at least one Registered Apprenticeship Program. However, the program design, regardless of an official Department of Labor designation, can be beneficial to any job seeker preparing to enter the field. Nonprofits, academic institutions, municipalities and other entities with interest in preparing the arboriculture workforce can deliver this training.

For the most effective content and delivery, engage experts, specialists and trainers where appropriate. The curriculum is customizable and can be completed in six to 10 weeks at a full-time schedule. It is strongly recommended that pre-apprentices be paid a fair wage during their participation. Pre-apprenticeship programs should work closely with their apprenticeship program sponsor and local employer partners to ensure their curriculum includes elements that are pertinent to their specific apprenticeship partner and region.



Program Objective

The objective of the Arboriculture Pre-Apprenticeship Curriculum is to train participants to attain the skills necessary to enter and complete an arboriculture apprenticeship or work in an entry-level position in arboriculture or a related field through instruction and experiential learning strategies. The curriculum outline includes work readiness skills, job-specific abilities and knowledge development.



Participant Support Elements

A key element to a quality pre-apprenticeship program, according to the Department of Labor, is the provision of wraparound services to increase retention and bolster the success of the program objective. A crucial component of these services is case management with individualized career coaching to provide each pre-apprentice with tailored support. Other services may include support for transportation, driver's license attainment, childcare, housing and other pressing needs. Additionally, programs may want to include a mentoring component with peers, current or graduated apprentices and/or other tree-care professionals to support learning and development.



The U.S. Department of Labor Office of Apprenticeship has defined quality pre-apprenticeship programs as those that incorporate the following elements:

- Connection to existing apprenticeship programs
- Approved training and curriculum
- Opportunity to earn an industry-recognized credential
- Hands-on learning with a career focus
- Access to support services and career counseling

Check your state Department of Labor website for details about registering your pre-apprenticeship program.

NOTE

If there is not a Registered Apprenticeship Program in your area, the pre-apprenticeship program design can still be used as a standalone program. All training sessions will set participants up for a career in arboriculture and serve as a solid foundation for continued training and on-the-job learning.

01 Work Readiness



01.A

Fundamental Skills Unit

Training session

Key points and teaching suggestions

Math and reading skills assessment

🕒 3 hrs

RESOURCES

[TABE Assessments](#)

[CASAS Assessments](#)

- Facilitate an adult basic education assessment to determine math and reading levels to inform appropriate individual support and career pathways

Math and reading support

🕒 4-8 hrs

- Provide group or individual math and reading tutoring to support pre-apprentices' success with certifications and future career advancement
- Offer ESOL classes as needed for pre-apprentices who are learning English

Physical fitness assessment

🕒 3 hrs

- Facilitate a physical fitness assessment to determine pre-apprentices' fitness level and aptitude for different roles

Physical fitness skills building

🕒 6-10 hrs

- Teach exercises and activities each week that will build physical stamina and contribute to the success of a tree-care professional

Financial literacy

🕒 3 hrs

- Conduct a financial literacy training to teach basic financial education and skills to create a budget, build credit and reach savings goals
- Connect pre-apprentices with banking institutions so they can open bank accounts if needed
- Bring in financial coaches/counselors, and encourage pre-apprentices to meet with them regularly to bolster financial health

RESOURCES

[Money Smart for Adults](#)

[Better Money Habits](#)

01.B

Teamwork Unit

Training session

Key points and teaching suggestions

Culture setting and team building

🕒 8 hrs

- Collaboratively create a list of shared values that everyone agrees on, and create a behavior contract from that list to hold each other accountable (including staff)
- Complete an exercise to visually display how diverse people can share opinions and similar groups can disagree
- Conduct other ice breaker activities to create a team bond and allow people's strengths to shine

RESOURCES

[Four Corners opinion spectrum activity](#) [Candy Introductions activity](#) [Stack 'em Up activity](#) [Image Zoom Icebreaker](#)

Harassment prevention and creating a safe environment

🕒 1-2 hrs

- Conduct a training or watch a comprehensive harassment prevention in the workplace video, and discuss the importance of creating a safe work environment for everyone

RESOURCES

[Harassment prevention training video](#)

Appropriate and inappropriate workplace behaviors

🕒 1 hr

- Facilitate exercise to help pre-apprentices navigate the grey areas of appropriate workplace behavior

ACTIVITY IDEA

Create a stoplight key: red light – never okay, yellow light – it depends or sometimes okay, and green light – almost always okay. Compile a list of scenarios, quotes or behaviors in the workplace and have participants indicate whether the situation is a red, yellow or green light. Use the stoplight language as shorthand to call out behaviors during the program.

Conflict resolution

🕒 4-16 hrs

- Conduct a training focused on building skills around managing conflict in heated situations in real workplace scenarios
- Address underlying issues of trauma when discussing conflict and interpersonal communication

RESOURCES

[Restorative Practices training](#)

01.C

Success in the Workplace Unit

Training session

Key points and teaching suggestions

Professional communication

🕒 3 hrs

- Provide standards of professional communication around phone calls, text messages and emails
 - Practice appropriate ways to communicate through role play and other exercises
 - Explain appropriate ways to communicate with supervisors and protocols for asking for time off
 - Outline appropriate email etiquette for sending emails to prospective employers

RESOURCES

[Job Readiness Curriculum Guide](#) [Communication Skills for Workplace Success](#)

Transportation and planning for your workday

🕒 1 hr

- Facilitate a public transportation planning activity using Google maps or other transportation apps to help pre-apprentices think through how to plan their commute in order to be on time
- Create a list of what to prepare the night before and the morning before work to help pre-apprentices plan for their days and prevent tardiness
- Create a list of obstacles to being on time, and collectively problem solve ways to prevent issues or plan back-up solutions

RESOURCES

[How to Never Be Late Again](#)

Healthy eating on a budget (How to pack a lunch every day)

🕒 3 hrs

- Hire a nutrition expert to teach pre-apprentices about the function of food and water while doing manual labor, the savings of packing a lunch, food safety in the heat, meal planning, shopping tips and easy healthy lunch recipes with demonstrations and tastings

RESOURCES

[Healthy Eating on a Budget](#)

Positive work habits

🕒 10-12 hrs

- Provide greater context to why attendance and punctuality are important to the team, company and individual personal growth
- Explain the concept of integrity and accountability and how they are keys to success
- Demonstrate how positive and negative attitudes can impact a whole team, and provide tools to maintain a positive attitude
- Cover the importance of professional appearance and how it builds credibility

RESOURCES

[Bring Your 'A' Game](#) [Job Readiness Curriculum Guide](#)

Leadership development

🕒 2-4 hrs

- Teach the fundamentals of good leadership
- Provide opportunities for pre-apprentices to practice leadership in a variety of ways
- Reward demonstrations of outstanding leadership

RESOURCES

[Essential leadership skills](#)

01.D

Applications and Interviews Unit

Training session

Key points and teaching suggestions

Resume fundamentals

🕒 3 hrs

- Explain the purpose of a resume and the different styles that can highlight a variety of work experience and gaps
- Workshop resumes as a group and individually with career coach

RESOURCES

[Bring Your 'A' Game](#) [Functional resume format](#) [How to Write a Resume](#)

Cover letters / applications

🕒 2 hrs

- Explain the purpose of a cover letter and the basic outline of writing one
- Practice writing sample cover letters

RESOURCES

[Cover Letter Format](#) [How to Write a Cover Letter](#) [Cover letter guide](#)

Interview skills

🕒 6-8 hrs

- Explain the purpose of interviews, teach best practices and go over common interview questions and questions for interviewers
- Create a mock interview event

RESOURCES

[Interview skills](#) [Tips to improve interview performance](#) [Interview skills that will get you hired](#)

MOCK INTERVIEW IDEA

Invite partners and other volunteers to be mock interviewers. Provide interviewers and pre-apprentices with sample job descriptions, interview questions, questions to ask interviewers at the end of the interview and evaluation forms. Have pre-apprentices choose one to two job descriptions to practice their skills in mock interviews and receive feedback in real time.



02

Arboriculture Skills



02.A

Tree Career Pathways Unit

Training session

Key points and teaching suggestions

Arboriculture industry career pathway breakdown

🕒 3 hrs

RESOURCES

[Hollands Occupational Personality Types](#) [Hollands Occupational Personality Types Diagram](#)
[Realistic Occupational Personality Type](#) [Careers in arboriculture](#)

Introduction to arboriculture

🕒 2-4 hrs

- Discuss the history and principles of arboriculture
- Introduce pre-apprentices to the field of arboriculture
- Explain the importance of trees in forest ecosystems

RESOURCES

[Careers / What is an Arborist?](#) [Arborists' Certification Study Guide](#) [Introduction to Arboriculture Training Series](#)
[Arboriculture podcasts](#) [ISA arboriculture resources](#)

Introduction to Registered Apprenticeship Programs

🕒 6-8 hrs

- Explain the structure of local apprenticeship program(s) available
- Explain the process of applying and starting as an apprentice, and assist with applications as necessary
- Make introductions to program staff and current apprentices
- Visit program sites

RESOURCES

[Arborist Apprenticeship overview](#)

Introduction to tree-care employers

🕒 8 hrs

- Make introductions to local employers, and outline career opportunities within companies
- Visit employer warehouses/offices

02.B

General Safety Unit

Training session

Key points and teaching suggestions

*OSHA 10

🕒 10 hrs

RESOURCES [OSHA 10-hour Construction Training Course](#)

- Introduce pre-apprentices to general safety components and health hazards through the OSHA 10 online training course

ANSI Z133 standards

🕒 1-2 hrs

RESOURCES [Digital ANSI Z133 Safety Standard](#) [Introduction to Arboriculture Safety](#)

- Explain the purpose and importance of ANSI Z133 safety standards
- Describe the possible consequences faced for failure to comply with safety regulations, standards or company safety rules

*First Aid/CPR/AED

🕒 4-6 hr

RESOURCES [First Aid CPR AED course locator](#) [NSC safety courses](#)

- Identify how to assist an injured person until help arrives in case an emergency arises through a First Aid/CPR/AED course

*Work zone flagging

🕒 4 hrs

RESOURCES [OSHAcademy / Work Zone Traffic Safety](#)

- Discuss and demonstrate safe practices at work sites and in work zones while applying ANSI Z133 safety standards

Personal protective equipment (PPE)

🕒 1 hr

RESOURCES [TCIA Introduction to Arboriculture Safety](#) [Online Introduction to Arboriculture Safety](#)

[OSHAcademy / Personal Protective Equipment](#) [Personal Protective Equipment Requirements for Arboricultural Work](#)

- Identify and explain appropriate use of PPE worn to minimize exposure to hazards that cause serious workplace injuries



Onondaga Earth Corps (OEC) is high up on my list of experiences in life. OEC is a program that doesn't just teach you technical skills, it teaches you how to harmonize with other people. Work in urban forestry isn't just to fix the environment, it's to give people a sense of belonging, unity and connection. What I learned at OEC is a lifestyle that I'll be living for the rest of my days.

—Ioane Etuale, Former Onondaga Earth Corps member



02.C

Tree Identification and Biology Unit

Training session

Key points and teaching suggestions

Regional/ common trees and shrubs identification

🕒 16 hrs

- Practice scientific nomenclature since trees can share common names
- Determine what makes one tree species different from another by identifying morphological characteristics
- Hold a tree identification competition where the team that correctly identifies the most trees (using a dichotomous key) out of a set number of total trees wins

RESOURCES

[Tree Identification Field Guide](#) [The 6 Best Tree Identification Guides](#)
[Online Introduction to Arboriculture Identification Principles](#)
[Online Introduction to Arboriculture North American Common Genera](#)
 Arborist Apprenticeship Year 1 Training Manual

Introduction to tree biology, anatomy and physiology

🕒 8-12 hr

- Describe tree structure, function and mechanics
- Explain how trees reproduce
- Explain how and why trees absorb nutrients
- Create a matching activity to complete in the field where pre-apprentices match the appropriate tree parts with their function

RESOURCES

[Online Introduction to Arboriculture Tree Anatomy](#) [Online Introduction to Arboriculture Tree Physiology](#)
 Arborist Apprenticeship Year 1 Training Manual

Plant health basics

🕒 3-6 hrs

- Discuss insect, pest and disease diagnostics and management recommendations
- Identify biotic and abiotic factors that hinder tree growth and development

RESOURCES

[Best Management Practices - Integrated Pest Management](#) [Online Introduction to Arboriculture General Diagnosis](#)
[Detective Dendro tree diagnosing podcast](#) [Insects, Pests, and Diseases](#) [Insect and Plant Disease Control Manual](#)
[22 Common Insects Pests That Are Harmful to Trees](#) [Index of Common Tree Diseases](#)
[Tree Diseases and Pests in the Pacific Northwest](#) Arborist Apprenticeship Year 1 Training Manual

Training sessionKey points and teaching suggestions**Introduction to soil**

🕒 6-8 hrs

- Explain the process by which soil is formed
- Describe the different soil types (sand, silt and clay)
- Describe the physical properties of soil
- Describe how to collect soil samples and perform basic soil tests

ACTIVITY IDEA

Build on the Teamwork Unit to create an activity where teams collect a soil sample and conduct a soil texture analysis.

RESOURCES

[Soil Basics video series](#) [Soil Health: Soil Physical Properties](#) [Examination and Description of Soil Profiles](#)
[Soil Health: Physical Properties of Soil](#) [Soil Texture Analysis “The Jar Test”](#)
[Best Management Practices - Soil Management for Urban Trees](#) [Online Introduction to Arboriculture Soils](#)
[ANSI A300 - Best Management Practices Soil Combo](#) [Arborist Apprenticeship Year 1 Training Manual](#)

Tree planting, establishment and maintenance

🕒 8-16 hrs

- Explain the benefits (wind/noise breaks, reduce runoff/soil erosion, summertime cooling, reduce energy use, etc.) of making appropriate tree selections and planting trees in the right location to encourage tree establishment
- Describe why it is important to know tree morphology in terms of planting the right tree in the right place (appropriate distance from utility lines, underground pipes/wires, sidewalks/structures, etc.)
- Explain step-by-step how to properly plant a tree and the actions required after the tree is in the ground and once it is established.
- Discuss important tree measurements (diameter at breast height (DBH), tree height, crown spread, dripline, critical root zone, etc.)
- Assign small teams to plant trees according to International Society of Arboriculture (ISA) best management practices and use basic math skills to take tree measurements

RESOURCES

[How to Choose and Plant a Tree](#) [ISA Best Practice How to Plant a Tree](#) [Best Management Practices - Tree Planting](#)
[Online Introduction to Arboriculture Planting](#) [Arborist Apprenticeship Year 1 Training Manual](#)

02.D

Pruning Basics Unit

Training session

Key points and teaching suggestions

Arborist pruning equipment fundamentals

🕒 1-3 hrs

RESOURCES

[Selection and Care of Trees and Shrubs](#) [Arborist Apprenticeship Year 1 Training Manual](#)

- Describe, identify and inspect tools and equipment commonly used in tree care and how to inspect them (vehicles, chainsaws, basic hand/pruning tools, etc.)

TIP

Be sure to sterilize tools between trees to prevent the spread of diseases!

Basic pruning principles

🕒 8-16 hr

RESOURCES

[Ask an Arborist: The ABC's of Pruning](#) [Tree Pruning Purpose, Techniques, and Safety](#)
[Best Management Practices - Pruning](#) [ANSI A300 - Best Management Practices Pruning Combo](#)
[Tree Pruning Essentials](#) [Tree Pruning Techniques](#) [Tree Pruning Techniques](#) [Basic Principles of Pruning Woody Plants](#)
[Arborist Apprenticeship Year 1 Training Manual](#)

- Explain basic pruning practices and principles to properly maintain trees
- Explain and demonstrate basic pruning cuts
- Demonstrate how to safely utilize tools/equipment while performing basic tree care, maintenance and pruning techniques
- Pre-apprentices perform appropriate tree care and maintenance activities using ANSI safety standards and ISA best management practices, and communicate why and/or how they would prune differently

02.E

Tree Climbing and Equipment Unit

Training session

Key points and teaching suggestions

Introduction to climbing and climbing gear

🕒 3-8 hrs

- Describe the gear and equipment used for climbing (ropes, knots, spurs, carabiners, etc.)
- Demonstrate and practice tying basic knots for tree work
- Perform basic tree pruning, climbing, ascending techniques and making various types of proper cuts
- Create a knot-tying challenge to practice tying appropriate knots for various tree-care scenarios

RESOURCES

[Arborists' Certification Study Guide](#) [Arborist Apprenticeship Year 1 Training Manual](#)

Basic equipment operation

🕒 3-8 hr

- Discuss general safety and inspection practices, and demonstrate how to safely operate equipment (chainsaw, chipper, stump grinder, aerial lift, etc.)
- Discuss, demonstrate and practice operating controls from the ground

RESOURCES

[Arborist Apprenticeship Year 1 Training Manual](#)

Introduction to chainsaws

🕒 2-3 hrs

- Identify different parts of a chainsaw and corresponding functions
- Explain maintenance needs and techniques
- Pre-apprentices take a chainsaw safety course

RESOURCES

[OSHA Logging and Chainsaw Safety Course](#) [Chainsaw safety and productivity training](#)
[Arborist Apprenticeship Year 1 Training Manual](#)

Introduction to rigging

🕒 16-24 hrs

- Practice tree-roping and cabling techniques, tree-rigging methods and proper climbing strategies to safely work in trees
- Practicum on chainsaw use and safely operating equipment in the field
- Demonstrate and practice personal fall protection
- Perform basic aerial tree work, and practice securing personnel, tying knots, tree pruning, felling, limb walking, cradling the boom, etc., to maneuver safely through the tree canopy
- Create ropes/knots obstacle course to practice knot tying, line throwing and other relevant skills, complete the course to build physical fitness and team work skills, and practice safely operating equipment

RESOURCES

[Climbing and Rigging podcast](#) [Tree Climbers' Guide](#) [Climbing and rigging video library](#) [Arborists' Certification Study Guide](#)

Note: There is an insurance liability when pre-apprentices perform hands-on training with chainsaws and tree climbing.

02.F

Workplace Safety and Prevention Unit

Training session

Key points and teaching suggestions

Introduction to outdoor safety

- Identify basic risks and hazards of working outdoors in nature and how to prevent and address them (such as heat stroke, insect stings, animal bites and poisonous plants)

🕒 1 hr

RESOURCES

[Introduction to Arboriculture Safety](#) [Poisonous Plants](#) [Preventing Tick Bites on People](#) [Avoiding Dog Bites](#)

Worksite preparation

- Describe processes necessary to set up a worksite so crews can work effectively and safely
- Explain how to conduct tree inspections and tree-risk assessments
- Identify safety precautions used to protect workers and the public near the worksite
- Discuss ways to identify potential hazards at a worksite and in a tree and how to report them
- Explain elements of a job briefing
- Discuss arborist/groundworker responsibilities
- Describe safe practices when working near power lines
- Implement skills from previous units to incorporate general safety practices when performing basic aerial tree-pruning and climbing techniques
- Provide work-related conflict scenarios and prompt pre-apprentices to communicate and role play how they would include OSHA 10 and ANSI Z133 safety standards in the resolution
- Role play job briefing, crew responsibilities and protocols on a worksite and reporting completed work

🕒 8-16 hrs

RESOURCES

[Introduction to Arboriculture Safety](#) [Arborist Industry - Safe Work Practices](#)

Emergency response basics

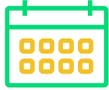
- Describe the steps to take in an emergency situation, and train pre-apprentices for what we hope they will never encounter but what they must be prepared for at all times
- Describe the equipment that should be carried for emergency response and aerial rescue
- Discuss common ways that accidents can occur on a job site
- Explain why emergency response training is important to avoiding panic and taking the right actions
- Perform aerial tree work to identify hazards and discuss scenarios for bucket rescue
- Provide an emergency situation, break pre-apprentices into small groups to problem solve solutions as a team, and share different approaches with the large group

🕒 8-16 hrs

RESOURCES

[Introduction to Arboriculture Safety](#)





Sample 8-Week Schedule

Schedule is based on an 8-hour day, but doesn't include breaks or lunch.

WEEK 1

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Welcome, program overview, staff introductions, admin paperwork 2 HRS	Timekeeping protocols and forms, time-off procedures and appropriate communication channels 2 HRS	Arboriculture industry career pathway breakdown 3 HRS	PPE introduction, fitting and demo 1 HR	Math and reading assessment 3 HRS
Get to know you icebreaker 1 HR	Shared values icebreaker 1.5 HRS		Introduction to arboriculture 4 HRS	
Create list of shared expectations, and cover additional rules and regulations including drugs and alcohol use and testing 2 HRS	Harassment prevention and appropriate workplace behaviors 2.5 HRS	Introduction to outdoor safety 1 HR		Introduction to Registered Apprenticeship Programs 3 HRS
Team building icebreaker 1 HR		Transportation planning and preparing for the workday 1 HR	Physical fitness assessment 3 HRS	
Wrap up and final questions 1 HR				Week review, closing and looking ahead 1 HR

WEEK 2

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 1 quiz and review .5 HRS	OSHA 10, part 1 7 HRS	OSHA 10, part 2 3 HRS	Positive work habits, part 1 3 HRS	Math and reading skills for the industry, part 1 2 HRS
ANSI Z133 safety standards 1 HR				
Physical fitness skills building 1.5 HRS	Team building activity 2 HRS	Work zone flagging 4 HRS	Healthy eating on a budget 3 HRS	
Worksite preparation, part 1 4 HRS				Regional/common tree and shrub ID, part 1 2 HRS

WEEK 3

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 2 quiz and review .5 HRS	First Aid/CPR/AED 6 HRS	Worksite preparation, part 2 2 HRS	Professional communication, part 2 1 HR	Worksite preparation, part 3 2 HRS
Positive work habits, part 2 3 HRS			Financial literacy 3 HRS	
Physical fitness skills building 1.5 HRS		Regional/common tree and shrub ID, part 4 5 HRS	Math and reading skills for the industry, part 2 2 HRS	Tree and shrub ID and team field competition 3 HRS
Regional/common tree and shrub ID, part 3 2 HRS				
Team building activity 1 HR				

WEEK 4

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 3 quiz and review .5 HRS	Introduction to tree biology, anatomy and physiology, part 1 5 HRS	Introduction to tree biology, anatomy and physiology, part 2 5 HRS	Positive work habits, part 4 3 HRS	Introduction to soil 2 HRS
Positive work habits, part 3 3 HRS				Plant health basics 2 HRS
Physical fitness skills building 1.5 HRS			Leadership development, part 1 2 HRS	Team building activity 2 HRS
Worksite preparation, part 4 2 HRS				

WEEK 5

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 4 quiz and review .5 HRS				
Resume fundamentals 3 HRS	Sample and identify soils activity 4 HRS			
Physical fitness skills building 1.5 HRS		Conflict resolution through restorative practices, part 1 7 HRS	Conflict resolution through restorative practices, part 2 7 HRS	Tree planting 7 HRS
Leadership development, part 2 2 HRS	Tree planting, establishment and maintenance 3 HRS			

WEEK 6

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 5 quiz and review .5 HRS				
Cover letters and applications 2 HRS	Tree maintenance 2 HRS	Arborist pruning equipment fundamentals 3 HRS	Basic pruning principles, part 1 3 HRS	Basic pruning principles, part 2 3 HRS
Physical fitness skills building 1.5 HRS				
Interview skills 3 HRS	Tree planting on site 5 HRS	Employer site visit 4 HRS	Pruning on site, part 1 4 HRS	Mock interview event 4 HRS

WEEK 7

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 6 quiz and review .5 HRS	Introduction to climbing and climbing gear 4 HRS	Introduction to rigging, part 1 7 HRS	Introduction to rigging, part 2 7 HRS	Career planning and apprenticeship applications 3 HRS
Physical fitness skills building 1.5 HRS				
Introduction to chainsaws, part 1 1 HR	Basic equipment operation, part 1 3 HRS			Pruning on site, part 2 4 HRS
Employer site visit 4 HRS				

WEEK 8

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 7 quiz and review .5 HRS	Introduction to rigging, part 3 4 HRS	Emergency response basics, part 2 7 HRS	Basic equipment operation, part 3 4 HRS	Final review and performance-based assessments 5 HRS
Introduction to chainsaws, part 2 2 HRS				
Basic equipment operation, part 2 4.5 HRS	Emergency response basics, part 1 3 HRS		Emergency response basics, part 3 3 HRS	Wrap-up and graduation 2 HRS

Pre-Apprenticeship Programming Resources

U.S. DEPARTMENT OF LABOR GUIDANCE

About Pre-Apprenticeship

<https://www.apprenticeship.gov/employers/explore-pre-apprenticeship>

Definition of a Quality Pre-Apprenticeship Program

https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12_Acc.pdf

Pre-Apprentice Case File Checklist

https://www.doleta.gov/oa/preapp/pdf/PreApp_Program_CaseFile_Checklist_20151021.pdf

Pre-Apprenticeship Retention Practices

https://www.doleta.gov/oa/preapp/pdf/PreApp_AppRetention_Practices_20151021.pdf

INDUSTRY GUIDANCE

Certified Arborist Application Guide

<https://www.isa-arbor.com/Portals/0/Assets/PDF/Certification-Applications/cert-Application-Certified-Arborist.pdf>

Introduction to Arboriculture Safety Course

<https://freecourses.tcia.org/>

Unit 01.A

TABE Assessments tabetest.com/

CASAS Assessments www.casas.org/product-overviews/assessments

Money Smart for Adults www.fdic.gov/resources/consumers/money-smart/teach-money-smart/money-smart-for-adults.html

Better Money Habits bettermoneyhabits.bankofamerica.com/en

Unit 01.B

Four Corners opinion spectrum activity www.facinghistory.org/resource-library/teaching-strategies/four-corners

Candy Introductions activity www.icebreakers.ws/small-group/candy-introductions.html

Stack 'em Up activity ngcproject.org/sites/default/files/9.6_stack_em_up_activity.pdf

Image Zoom Icebreaker www.interpnet.com/docs/CIT/Icebreaker-Zoom-LETHBRIDGE-MORALES.pdf

Harassment prevention training video www.safetytrainingmedia.com/harassment-sex-religion-and-beyond-employee-manager-combination-package/

Restorative Practices training www.iirp.edu/restorative-practices/what-is-restorative-practices

Unit 01.C

Job Readiness Curriculum Guide www.masscap.org/wp-content/uploads/2020/08/MASSCAP-CurriculumGuide-JobReadiness_Rev-2019.pdf

Communication Skills for Workplace Success www.thebalancecareers.com/communication-skills-list-2063779

How to Never Be Late Again greatist.com/happiness/how-never-be-late-again#1

Healthy Eating on a Budget www.myplate.gov/eat-healthy/healthy-eating-budget

Bring Your 'A' Game workethic.org/bring-your-a-game-to-work/

Essential leadership skills www.scienceofpeople.com/leadership-training/

Unit 01.D

Bring Your 'A' Game workethic.org/bring-your-a-game-to-work/

How to Write a Resume resumegenius.com/blog/resume-help/how-to-write-a-resume

Functional resume format resumegenius.com/blog/resume-help/functional-resume

Cover Letter Format resumegenius.com/blog/cover-letter-help/cover-letter-format

How to Write a Cover Letter novoresume.com/career-blog/how-to-write-a-cover-letter-guide

Cover letter guide www.glassdoor.com/blog/guide/how-to-write-a-cover-letter/

Interview skills www.indeed.com/career-advice/interviewing/interview-skill

Tips to improve interview performance www.monster.com/career-advice/article/boost-your-interview-iq

Interview skills that will get you hired www.linkedin.com/business/learning/blog/job-seeking-tips/6-interview-skills-that-will-get-you-hired

Unit 02.A

Hollands Occupational Personality Types www.hopkinsmedicine.org/fac_development/_documents/lisa_heiser_faculty_development_handout.pdf

Hollands Occupational Personality Types Diagram www.vibrantcitieslab.com/wp-content/uploads/2021/01/Hollands-Occupational-Personality-Types-diagram.pdf

Realistic Occupational Personality Type www.vibrantcitieslab.com/guide/explore-the-realistic-occupational-personality-type/

Careers in arboriculture outsidecareers.org/

Careers / What is an Arborist? www.isa-arbor.com/store/product/7/

Arborists' Certification Study Guide www.isa-arbor.com/store/product/737/cid/19/

Arboriculture podcasts www.isa-arbor.com/Online-Learning/Podcasts

ISA arboriculture resources www.isa-arbor.com/Online-Learning/More-Resources

Arborist Apprenticeship overview outsidecareers.org/arborist-apprenticeship/

Unit 02.B

OSHA 10-hour Construction Training Course www.osha.com/courses/10-hour-construction.html?utm_source=google&utm_medium=paidsearch&utm_campaign=12668680503&utm_content=123321570234&utm_term=&gclid=EAlaIqobChMI5o_X8KqX8QIVwmxvBB1KoQT3EAAyAAEgLIIPPD_BwE

Digital ANSI Z133 Safety Standard www.isa-arbor.com/store/product/4375/

Introduction to Arboriculture Safety freecourses.tcia.org/

NSC safety courses www.nsc.org/safety-training/first-aid/online-training/cpr-aed

First Aid CPR AED course locator <https://www.redcross.org/take-a-class/online-safety-classes>

OSHAcademy / Work Zone Traffic Safety www.oshatrain.org/courses/mods/612e.html

TCIA Introduction to Arboriculture Safety www.isa-arbor.com/store/product/759/

Online Introduction to Arboriculture Safety www.isa-arbor.com/store/product/759/

OSHAcademy / Personal Protective Equipment www.oshatrain.org/courses/mods/709m1.html

Personal Protective Equipment Requirements for Arboricultural Work www.tcia.org/TCIAPdfs/safety/ppe-fact-sheet-tcia3-20120620.pdf

Unit 02.C

Arborist Apprenticeship Training Program – Year 1 manuals
call TCIA at 800-733-2622

Tree Identification Field Guide www.arborday.org/trees/whattree/

The 6 Best Tree Identification Guides www.thoughtco.com/top-tree-identification-guides-reviewed-1342643

Online Introduction to Arboriculture Identification Principles www.isa-arbor.com/store/product/771/

Online Introduction to Arboriculture North American Common Genera www.isa-arbor.com/store/product/743/

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Best Management Practices - Integrated Pest Management www.isa-arbor.com/store/product/79/cid/117/

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22 Common Insect Pests That Are Harmful to Trees www.thoughtco.com/most-common-us-tree-pests-1342915

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Tree Diseases and Pests in the Pacific Northwest www.portland.gov/trees/tree-concerns-and-problems/tree-diseases-and-pests

Soil Basics video series www.youtube.com/playlist?list=PLtXSf1tu3Jd9YSeg87SforWjWcY3LEgbp

Soil Health: Soil Physical Properties extension.psu.edu/soil-health-soil-physical-properties

Examination and Description of Soil Profiles www.nrcs.usda.gov/wps/portal/nrcs/detail/tx/home/?cid=nrcs142p2_054253

Soil Health: Physical Properties of Soil www.youtube.com/watch?v=KVfiva2K2yU

Soil Texture Analysis “The Jar Test” hgic.clemson.edu/factsheet/soil-texture-analysis-the-jar-test/

Best Management Practices - Soil Management for Urban Trees www.isa-arbor.com/store/product/863/cid/117/

Online Introduction to Arboriculture Soils www.isa-arbor.com/store/product/755/

ANSI A300 - Best Management Practices Soil Combo www.isa-arbor.com/store/product/864/cid/117/

How to Choose and Plant a Tree www.americanforests.org/af-news/how-to-plant-a-tree/

ISA Best Practice How to Plant a Tree www.youtube.com/watch?v=n5_4VlshzHI

Best Management Practices - Tree Planting www.isa-arbor.com/store/product/104/cid/117/

Online Introduction to Arboriculture Planting www.isa-arbor.com/store/product/749/

Unit 02.D

Arborist Apprenticeship Training Program – Year 1 manuals
call TCIA at 800-733-2622

Selection and Care of Trees and Shrubs extension.umd.edu/resources/yard-garden/trees-and-shrubs/selection-and-care-trees-and-shrubs

Ask an Arborist: The ABC's of Pruning www.youtube.com/watch?v=IQhmlk-OHOc

Tree Pruning Purpose, Techniques, and Safety <http://www.thetreecareguide.com/tree-pruning-purpose-techniques-safety/>

Best Management Practices - Pruning www.isa-arbor.com/store/product/4483/cid/117/

ANSI A300 - Best Management Practices Pruning Combo www.isa-arbor.com/store/product/150/cid/117/

Tree Pruning Essentials extension.purdue.edu/extmedia/fnr/fnr-506-w.pdf

Tree Pruning Techniques aces.nmsu.edu/pubs/_h/H156/welcome.html

Tree Pruning Techniques content.ces.ncsu.edu/general-pruning-techniques

Basic Principles of Pruning Woody Plants extension.uga.edu/publications/detail.html?number=B949&title=Basic%20Principles%20of%20Pruning%20Woody%20Plants

Unit 02.E

Arborist Apprenticeship Training Program – Year 1 manuals
call TCIA at 800-733-2622

Arborists' Certification Study Guide www.isa-arbor.com/store/product/7/cid/17/

OSHA Logging and Chainsaw Safety Course www.oshaeducationcenter.com/compliance-training/logging-and-chainsaw-safety/

Chainsaw safety and productivity training <http://www.gameoflogging.com/>

Climbing and Rigging podcast www.isa-arbor.com/Online-Learning/Podcasts/Podcast/5/Climbing-and-Rigging

Tree Climbers' Guide www.isa-arbor.com/store/product/4471/cid/43/

Climbing and rigging video library www.climbingarborist.com/

Unit 02.F

Arborist Apprenticeship Training Program – Year 1 manuals
call TCIA at 800-733-2622

Introduction to Arboriculture Safety freecourses.tcia.org/

Poisonous Plants www.cdc.gov/niosh/topics/plants/default.html

Preventing Tick Bites on People www.cdc.gov/lyme/prev/on_people.html

Avoiding Dog Bites www.safetyandhealthmagazine.com/articles/11903-avoiding-dog-bites

Arborist Industry - Safe Work Practices shop.wsps.ca/products/arborist-industry-safe-work-practices-3rd-edition-print



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Association

SavATree

Tennessee State University
College of Agriculture

Texas Nursery and Landscape Association

The Davey Tree Expert Company

The Greening of Detroit

Tree Care Industry Association

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Utility Arborists Association



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