



Agriculture, Food and Natural Resources Occupational Pathways

Youth Apprenticeship

AGRICULTURE MECHANIC TECHNICIAN

Agriculture Mechanic Technician youth apprentices gain skills related to the maintenance and repair of agricultural equipment including use of tools, materials, engines, parts, diagnostic tools, welding, hydraulics, electronics, and documentation. Apprentices must adhere to industry safety and security standards.

Length of Apprenticeship: One or two years

***Bridging**

ANIMAL FUNDAMENTALS

Animal Fundamentals youth apprentices gain skills applicable to the fundamental care and management of animals, including feeding, animal health, equipment operation and service, and facility maintenance.

Length of Apprenticeship: One year

***Bridging**

ANIMAL/HERD

Animal/Herd youth apprentices gain skills applicable to the care and management of large and herd animals, including feeding, animal health, equipment operation and service, and facility maintenance. This pathway has a prerequisite of completion of Animal Fundamentals.

Length of Apprenticeship: One year (Prerequisite Animal Fundamentals)

Bridges to Dairy Grazier Registered Apprenticeship

ARBORIST

Arborists provide professional tree care. They use rigging to ascent trees. Youth Apprentices plant trees and shrubs, inspect trees and shrubs, and perform pruning cuts.

Length of Apprenticeship: One or two years

Bridges to Arborist Registered Apprenticeship

CROPS

Crops youth apprentices learn the skills needed to produce quality crops including planting crops, monitoring crop health, harvesting crops, and performing post-harvest handling and recordkeeping. This

pathway has a prerequisite of completion of Plant Fundamentals.

Length of Apprenticeship: One year (Perquisite Plant Fundamentals)

Bridges to Organic Vegetable Grower Farm Manager Registered Apprenticeship

DAIRY GRAZIER

Dairy Grazier youth apprentices gain skills related to the use of managed pastures and sustainable farming practices, managing livestock herds, grazing and milking. Apprentices must adhere to industry safety and security standards. This pathway has a prerequisite of completion of Animal Fundamentals.

Length of Apprenticeship: One year (Prerequisite Animal Fundamentals)

Bridges to Dairy Grazier Registered Apprenticeship

ENVIRONMENTAL SYSTEMS: BASIC AND ADVANCED WATER RESOURCES

Environmental systems youth apprentices learn core skills needed by the water industry to promote protection, improvement, and sustainability of water resources.

Length of Apprenticeship: One or two years

***Bridging**

FLORAL/GREENHOUSE

Floral/Greenhouse youth apprentices learn all aspects of floral/greenhouse from servicing customers, to maintaining plants, to filling orders. This pathway has a prerequisite of completion of Plant Fundamentals.

Length of Apprenticeship: One year (Perquisite Plant Fundamentals)

Bridges to Organic Vegetable Grower Farm Manager Registered Apprenticeship

LANDSCAPING

Landscaping youth apprentices learn all aspects of landscaping from design, to creating and maintaining the landscaped area. This pathway has a prerequisite of completion of Plant Fundamentals.

Length of Apprenticeship: One year (Perquisite Plant Fundamentals)

***Bridging**

PLANT FUNDAMENTALS

Plant Fundamentals youth apprentices gain skills applicable to the fundamental care and management of plants including preparing planting spacing, maintaining plants, and working with hand tools.

Length of Apprenticeship: One year

***Bridging**

SMALL ANIMAL/VETERINARIAN TECHNICIAN

Small Animal/Vet Tech youth apprentices gain skills applicable to the care and management of small animals and veterinary technician skills, including supporting office and business duties, preparing animals for care, diagnostic tasks, and monitoring small animals. This pathway has a prerequisite of completion of Animal Fundamentals.

Length of Apprenticeship: One year (Prerequisite Animal Fundamentals)

***Bridging**

Key: Where an RA Bridge does not exist, one may be developed.

AGRICULTURE, FOOD AND NATURAL RESOURCES EMPLOYMENT OF MINOR CONSIDERATIONS

Youth apprentices who are 16-17 years old can perform work tasks, *only after appropriate operation/safety training AND only as indicated below*. The **student learner exception** limits the minor to using hazardous equipment on an **incidental basis** (less than 5% of their work time) and only **occasionally** (the work cannot be a regular part of their job). Student Learner status does NOT override the Employment of Minor's Laws.

Driving

Minors under age 17 cannot drive as part of their job (based on October 1998 U.S. Dept. of Labor revision (98-464)).

A minor, age 17, may operate a motor vehicle as a part of employment if:

1. the vehicle does not exceed 6,000 pounds gross weight;
2. driving is done during daylight hours only;
3. the driving amounts to no more than 20% of the work week or 1/3 of the workday;
4. the student has attended drivers' education training and holds a valid driver's license;
5. the driving takes place within a 30-mile radius of the minor's place of employment;
6. the minor has no record of any moving violations at the time of hire; and
7. the driving does not involve: towing of vehicles, route deliveries or sales, transportation for hire, urgent time-sensitive deliveries, transporting more than 3 passengers who are employees of employer at one time.

Animal Diagnostic Testing- (DWD 270.12(23)) -

- Minors **cannot** take radiographs (x-rays).

Agricultural Product Processing

Meating Processing (DWD 270.12(18)) -

Minors **cannot perform** the following tasks:

- Tasks on the killing floor, in curing cellars, and in hide cellars, except the work of messengers, runners, hand-truckers, and similar occupations that require entering such workrooms or workplaces infrequently and for short periods of time.
- Tasks involved in the recovery of lard and oils, except packaging and shipping of such products and the operation of lard-roll machines.
- Tasks involved in tankage or rendering of dead animals, animal offal, animal fats, scrap meats, blood, and bones into stock feeds, tallow, inedible greases, fertilizer ingredients, and similar products.
- Tasks involved in setting-up, adjusting, operating, repairing, oiling, feeding, or cleaning power-driven meat-processing machines, regardless of the product being processed:
- Boning Occupations.
- Tasks that involve the pushing or dropping of any suspended carcass, half carcass, or quarter carcass.
- Tasks involving hand-lifting or hand-carrying any carcass or half carcass of beef, pork, or horse, or any quarter carcass of beef or horse.
- "*Boning occupations*" means the removal of bones from meat cuts. "Boning" does NOT include work that involves cutting, scrapping, or trimming meat from cuts containing bones.

- "Curing cellar" includes a workroom or workplace that is primarily devoted to the preservation and flavoring of meat by curing materials. "Curing cellar" does NOT include a workroom or workplace where meats are smoked.

Secondary Food/Fiber Processing -

- The skills and competencies related to further processing food and fiber raw materials into products would be found under the Manufacturing Youth Apprenticeship program.

Dehorning -

- Dehorning is not currently prohibited by child labor laws.

Family Farms- (DWD 270.15) -

- Normally, Child Labor Laws do not apply to farm work performed at the minor's own home farm; however, if the student is participating in a YA program on their family farm, child labor laws and wages do apply.

Pesticides

- Pesticides can only be prepared, handled and applied by licensed professionals.

Tractors- (DWD 270.13(6) -

- No minor under the age of 16 years should operate a farm tractor or self-propelled implement of husbandry on the highway for their employer unless the minor has been certified as successfully completing a tractor and machinery operation safety training course. This certification is NOT required *to cross over the highway*.

Veterinary Services

- In Veterinarian settings, observations, measurements, sample collections, and evaluations must be completed under the direct supervision of a licensed veterinarian or designated licensed veterinarian technician.

OTHER Possible Water Treatment Plant, Farm, Greenhouse, and Landscaping Tasks

Confined Space (DWD 270.12(7)) -

- Minors cannot work in spaces that have limited openings for entry and egress, have unfavorable natural ventilation, or have dangerous air contaminants or produce dangerous air contaminants

Excavation Operations (DWD 270.12(9) & 270.12(7)) -

Minors **cannot perform** any of the following tasks in excavation operations:

- Excavating, working in, or backfilling trenches, **except** manually excavating or manually backfilling trenches that do not exceed 4 feet in depth at any point, or working in trenches that do not exceed 4 feet in depth at any point.
- Excavating for buildings or other structures or working in such excavations, **except** manually excavating to a depth not exceeding 4 feet below any ground surface adjoining the excavation, or working in an excavation not exceeding such depth, or working in an excavation where the side walls are shored or sloped to the angle of repose.
- Working within tunnels prior to the completion of all driving and shoring operations.

- Working within shafts prior to the completion of all sinking and shoring operations.

Hoists and Hoisting Apparatus (DWD 270.12(12)) -

Students age 16 and 17 years old **can**:

- **operate** an automatic elevator and an automatic signal operation elevator under certain conditions. Refer to DWD 270.12(12)(b) for exceptions and definitions of the terms used in this section.
- **operate** floor jacks, hand jacks, drive on lifts, and arm lifts used in conjunction with repairing or servicing motor vehicles. They may also use air compressors, tire changers, truck tire changers and wheel balancers as long as there are automatic safety features that lock vehicles to the lifts.

Students age 16 and 17 years old **cannot**:

- operate an elevator, crane, derrick, hoist, or high-lift truck (including hoists commonly used on tow trucks and other hoists), **except** operating an unattended automatic operation passenger elevator or an electric or air-operated hoist not exceeding one-ton capacity.
- perform work that involves riding on a man lift or on a freight elevator, **except** a freight elevator operated by an assigned operator.
- assist in the operation of a crane, derrick or hoist performed by crane hookers, crane chasers, hookers-on, riggers, rigger helpers and like occupations.

Roofing or on or About a Roof (DWD 270.12(24)) -

- Minors **cannot perform** roofing operations or on or about a roof.
- "*On or about a roof*" includes all work performed upon a roof, including carpentry and metal work, alterations, additions, maintenance and repair, including painting and coating of existing roofs; the construction of the sheathing or base of roofs; gutter and downspout work; the installation and servicing of heating, ventilation and air conditioning equipment or similar appliances attached to roofs; and any similar work that is required to be performed upon or about roofs.

Saws and guillotine shears (270.12(25)) –

- Students may operate or assist on these types of machines only if they are equipped with automatic feed and ejection. All other types are considered hazardous. "*Machines equipped with full automatic feed and ejection*" means machines that are equipped with devices for full automatic feeding and ejection and with a fixed barrier guard to prevent completely the operator or helper from placing any part of his body in the point-of-operation area.
- Setting up, adjusting, repairing and cleaning is allowable provided the tasks are completed electronically OR in a manner so that the youth is not accessing sharp or moveable parts.

Welding (270.13(15)) -

- Students may do light or spot welding.

Woodworking Power-Driven Machine Use (DWD 270.12(27)) -

Minors **cannot operate** power-driven woodworking machines:

- Operator of power-driven woodworking machines, including supervising or controlling the operation of these machines, feeding material into these machines, and helping the operator to feed material into these machines **except** placing of material on a moving chain or in a hopper or slide for automatic feeding.
- "Power-driven woodworking machines" means all fixed or portable machines or tools driven by power and used or designed for cutting, shaping, forming, surfacing, nailing, stapling, wire stitching, fastening, or otherwise assembling, pressing, or printing wood or veneer.

Youth apprentices cannot start or use chainsaws or chippers.

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