

Indiana Arborist Apprenticeship Program

Employer Resources & Information



For more information about how to enroll in this new program, visit the Indiana Registered Arborist Apprenticeship program page or reach out via phone or email:

- ▶ www.indiana-arborist.org/apprenticeship/
- ▶ 219-380-9770
- ▶ apprenticeinfo@gluf.net

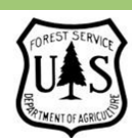
About the Program

The Indiana Registered Arborist Apprenticeship Program is designed to train an entry-level employee over a 3-year period into a skilled arborist. 90% of the training takes place on the job, while 10% takes place with paid-related classroom instruction.

Employers designate a skilled employee to provide on-the-job training for the apprentice. On-the-job training consists of gaining experience and logging hours for industry-related job duties and proving competency over time.

Business Benefits

- Increased employee retention
- Standardized training/credentials
- Investment in skilled employees
- Framework for employee career advancement
- Support and wrap around services from Indiana Arborist Apprenticeship Program partners



The Indiana Arborist Association's Apprenticeship Program is an equal opportunity provider registered with the Indiana Department of Workforce Development and the US Department of Labor under: 2024-IN-130141 and is funded through the US Forest Service and the Indiana Department of Natural Resources Community and Urban Forestry Inflation Reduction Act Grant Program.

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Employer Resources and Information: FAQs

Employer Qualifications

1. Indiana business entity that has been in operation for at least one year
2. Proof of workman's comp insurance
3. Follow the Apprentice training program as prescribed in Appendix A of the Apprentice Contract with mentoring/supervision by a skilled worker at all times
4. Employer must have at least one skilled worker (i.e. ISA Certified Arborist) assigned to provide one-on-one on-the-job training, supervision and mentoring for the Apprentice
5. Ensure the Apprentice is released from work to attend related technical instruction (school) and pay Apprentices while attending classroom instruction at the same rate as for services performed
6. Monitor the Apprentice's on-the-job progress and provide feedback to the IAA program team

When is classroom time scheduled? Will it cut into production?

Classroom instructors discuss with the employers' suitable times for instruction. Typically, classes run in the evening or a block of days in the winter/spring.

How do companies track Apprenticeship hours and completion of competencies?

Methods can vary from Apprentices tracking their hours in a notebook, to automatic tracking based upon payroll hours. Each company has flexibility to create a system that works for them.

How do you define skilled worker for supervision of the Apprentice?

Skilled workers are considered experienced employees within your organization. Often selecting Certified Arborists to be designated skilled workers is a good method. As your Apprentice completes the program and becomes a journey worker, they will be able to train future Apprentices.

What is the role of the Indiana Arborist Association (IAA)?

The IAA works with the employer to design the right type of contract and assists with Apprentice recruitment. The IAA is also there to help the employer with any questions about the program, to facilitate contract completions, cancellations and the employer's receipt of wrap-around supporting services.

How is the Apprentice's pay determined?

Pay for an Apprentice begins at a minimum of \$17/hour with a \$1 increase every six months, ending the program at \$22/hour. The starting rate can be higher depending on your company's current pay scale.

What if my company doesn't have all the equipment required?

A standard set of Person Protective Equipment will be provided for each Apprentice by the IAA with additional support available through The Center of Workforce Innovation's wrap-around services.