

**Apprentice Skills Assessment – Immersion Year**

Apprentice \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Reviewed By\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| --- | --- | --- | --- | --- | --- |
| Skill Area | Skill Elements  | Unfamiliar | Observed  | Practiced  | Independent  |
| Field Operations | GPS |  |  |  |  |
|  | Reading Field Maps |  |  |  |  |
|  | Record Keeping in aField Operations Log |  |  |  |  |
|  | Assessing Soil Conditions |  |  |  |  |
|  | Tillage |  |  |  |  |
|  | Seeding/Planting |  |  |  |  |
|  | Seed Handling |  |  |  |  |
|  | Swathing |  |  |  |  |
|  | Mowing |  |  |  |  |
|  | Cultivating |  |  |  |  |
|  | Combining |  |  |  |  |
|  | Trucking |  |  |  |  |
|  | Manure Spreading  |  |  |  |  |
|  | Post-Harvest Crop Handling & Storage  |  |  |  |  |
|  |  |  |  |  |  |
| Agronomy | Organic Crop Production |  |  |  |  |
|  | Conventional Crop Production |  |  |  |  |
|  | Local Crop Production MT, Methods/Market |  |  |  |  |
|  | Tillage Practices  |  |  |  |  |
|  | Crop Specific Requirements  |  |  |  |  |
|  | Crop Rotations |  |  |  |  |
|  | Inter-Cropping |  |  |  |  |
|  | Weed Management |  |  |  |  |
|  | Pest Management  |  |  |  |  |
|  | Disease Management  |  |  |  |  |
|  | Crop Scouting  |  |  |  |  |
|  | Soil Sampling |  |  |  |  |
|  | Soil Types/Structure |  |  |  |  |
|  | Soil Chemistry |  |  |  |  |
|  | Soil Biology |  |  |  |  |
|  | Seed Preparation for Crop Production |  |  |  |  |
|  |  |  |  |  |  |
| Equipment  | Operation of Clutch & Controls  |  |  |  |  |
|  | Operation of Hydraulics |  |  |  |  |
|  | Operating Front Loader  |  |  |  |  |
|  | 3-Point & Articulated |  |  |  |  |
|  | Hook-Up |  |  |  |  |
|  | Maneuvering Semi’s & Articulated Equipment  |  |  |  |  |
|  | Safety  |  |  |  |  |
|  |  |  |  |  |  |
| Service/Maintenance  | Wrenches/Sockets& Extension Bars |  |  |  |  |
|  | Air Tools |  |  |  |  |
|  | Heating & Cutting |  |  |  |  |
|  | Welding  |  |  |  |  |
|  | Lubricants |  |  |  |  |
|  | Greasing |  |  |  |  |
|  | Servicing Oil & Filters |  |  |  |  |
|  | Servicing Tires |  |  |  |  |
|  | Diagnosing Mechanical Problems |  |  |  |  |
|  | Adjustment of FieldEquipment  |  |  |  |  |
|  |  |  |  |  |  |
| Native Environments  | Native & Introduced Plant Species |  |  |  |  |
|  | Invasive Plant Species |  |  |  |  |
|  | Wildlife Habitats |  |  |  |  |
|  | Climate Impact  |  |  |  |  |
|  | Native Pollinator Species |  |  |  |  |
|  | Beneficial Species |  |  |  |  |
|  | Planting/Maintaining Wind Breaks  |  |  |  |  |
|  | Managing Soil Erosion |  |  |  |  |
|  | Water Conservation  |  |  |  |  |
|  | Saline Restoration |  |  |  |  |
|  |  |  |  |  |  |
| Business Management  | Accounting  |  |  |  |  |
|  | Crop Records |  |  |  |  |
|  | Organic Certification  |  |  |  |  |
|  | Sourcing/Obtaining Materials |  |  |  |  |
|  | Business Plan Development  |  |  |  |  |
|  | Energy Consumption Analysis |  |  |  |  |
|  | Working With Professional Advisors |  |  |  |  |
|  | USDA Farm Agencies |  |  |  |  |
|  |  |  |  |  |  |
| Professional Development | Project Management  |  |  |  |  |
|  | Time Management  |  |  |  |  |
|  | Public/Professional Speaking |  |  |  |  |
|  | Professional Writing |  |  |  |  |
|  | Engagement With Farm Organizations  |  |  |  |  |
|  | Independent Problem Solving |  |  |  |  |
|  | Visioning |  |  |  |  |
|  | Professional Networking |  |  |  |  |
|  | Sponsor/Donor Relations |  |  |  |  |
|  | Political Advocacy/Lobbying  |  |  |  |  |