

**Division of Apprenticeship Standards (DAS)
Apprenticeship Program Summary Sheet**

To: Eric Rood, Chief
From: Victor Rodriguez
CC: Program Planning and Review
Date: July 22, 2021

Program Name: Viticulture and Enology Technician Apprenticeship Program (VETAP)
Industry: Agriculture/Wine production
DAS File No.: 5211
CAI Grant Awardee: No

Actions:

- Proposed new apprentice program
- Existing apprenticeship program adding new occupations
- Existing apprenticeship program expanding area of operations
- Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

N/A

Disclaimer of Interest in the Building Trades and Dispatch Restriction:

Viticulture and Enology Technician Apprenticeship Program (VETAP) is not intended to train in the building and construction trades and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will not train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

Viticulture and Enology Technician Apprenticeship Program (VETAP) will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following items:

Proposed Occupation, Wage Rate & O*Net Code:

- Enology Technician O*Net: 11-3051.00
Journeyman Wage \$25.00 per hour
Proposed Apprentice Wage: \$14.00 per hour
Proposed No. of Apprentices: 4
- Viticulture Technician (Farm Manager) O*Net: 11-9013.00
Journeyman Wage: \$25.00 per hour
Proposed Apprentice Wage: \$14.00 per hour
Proposed No. of Apprentices: 4

Proposed Employers:

- San Pasqual Winery, 8364 La Mesa Blvd, La Mesa 91942
- Myrtle Creek Vineyards, LLC, 1600 Via Vista in Fallbrook, CA 92028
- Jack Simon Vineyards, 29520 Paso Robles Rd, Valley Center, CA 92082
- Hungry Hawk Vineyards, Address: 3255 Summit Drive, Escondido, CA 92025-7550

Viticulture and Enology Technician Apprenticeship Program

(VETAP)

Program Standards

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APPRENTICESHIP STANDARDS

of the

Viticulture and Enology Technician Apprenticeship Program (VETAP)

ARTICLE I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education sponsored, employer based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

ARTICLE II Craft, Trade, Occupation

Occupation	O*Net Code	Attachment
Enology Technician	11-3051.00	B-1
Viticulture Technician (Farm Manager)	11-9013.00	B-2

ARTICLE III Organization

There is hereby established the above named master apprenticeship committee. The committee shall consist of four (4) members, who shall be selected by and represent the employer organization(s) signatory hereto. In addition, thereto, there shall be one (1) apprenticeship consultant representing the Division of Apprenticeship Standards and one (1) advisor from the Local Education Agency and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

ARTICLE IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Approved Statistical Area for Recruitment: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Los Angeles, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Orange, Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo and Yuba counties.

ARTICLE v Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;
- 3) establish a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;
- 4) ensure mobility between employers and/or work processes when essential to provide exposure and training in various work processes;
- 5) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 6) aid in the adjustment of apprenticeship disputes;
- 7) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

ARTICLE VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
- 3) oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 5) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 6) conduct on-going evaluation of the interest and capacity of employers to participate in apprenticeship program and to train apprentices on the job;
- 7) determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;
- 8) pass upon the qualifications of apprentice applicants;
- 9) file a signed copy of each apprentice agreement with the Secretary of the California Apprenticeship Council, with copies to all parties to the agreement;
- 10) establish and maintain a record system for on-the-job training and related instruction;
- 11) use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
- 12) provide disciplinary procedures for apprentices including provisions for fair hearings;
- 13) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;
- 14) prepare and submit an annual Self-Assessment Review and Program Improvement Plan;
- 15) comply with meaningful representation requirements for the interests of apprentices in the management of the program;
- 16) implement a program for training and education regarding illegal discrimination and sexual harassment.

ARTICLE VII Definition of an Apprentice

An apprentice is a person who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards. The minimum age for apprentices are:

Occupation	O*Net Code	Minimum Age
Enology Technician	11-3051.00	21
Viticulture Technician (Farm Manager)	11-9013.00	16

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

ARTICLE IX Apprentice Agreement

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer and by the program sponsor and by the apprentice and must be approved by the apprenticeship committee;
- 2) Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein;
- 3) If the apprentice is under 18 years of age, the agreement must be signed by the apprentice’s parent or guardian. When the period of training extends beyond 18, the apprentice agreement shall likewise be binding to such a period as may be covered.

ARTICLE X Termination and Transfer of Agreements

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason;

- 2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

ARTICLE XI Related and Supplemental Instruction

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Enology Technician	11-3051.00	B-1
Viticulture Technician (Farm Manager)	11-9013.00	B-2

ARTICLE XII Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off;
- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Enology Technician	11-3051.00	B-1
Viticulture Technician (Farm Manager)	11-9013.00	B-2

ARTICLE XV Ratio

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Enology Technician	11-3051.00	B-1
Viticulture Technician (Farm Manager)	11-9013.00	B-2

ARTICLE XVI Wage Schedule

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Enology Technician	11-3051.00	B-1
Viticulture Technician (Farm Manager)	11-9013.00	B-2

ARTICLE XVII Work Training

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Enology Technician	11-3051.00	B-1
Viticulture Technician (Farm Manager)	11-9013.00	B-2

ARTICLE XVIII Safety, Health and Recognition of Illegal Discrimination and Sexual Harassment

- 1) Each apprentice shall receive training and education in first aid, safe working practices and in the recognition of occupational health and safety hazards;
- 2) Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment;
- 3) Harassment is described as and reported to: (See Attachment C)

ARTICLE XIX Certificate of Completion

- 1) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the California Apprenticeship Council;

- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%);
- 3) An apprentice may be credited time for previous experience if that experience is of an approved nature and shall have completed not less than six months as an apprentice.

ARTICLE XX California Plan for Equal Opportunity in Apprenticeship

Each subscribed employer will be responsible for complying with the California Plan for Equal Opportunity in Apprenticeship requirements. (See Attachment C)

The Viticulture and Enology Technician Apprenticeship Program (VETAP) agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted on May 3, 2021.

(Committee approval date)

/S/ Linda McWilliams
Linda McWilliams

5-3-21
Date

Owner

San Pasqual Winery
8364 La Mesa Blvd
La Mesa 91942
619-204-3831

linda@sanpasqualwinery.com

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved

(DAS approval date)

Eric Rood, Chief
Division of Apprenticeship Standards

Date

Attachment A

List of Committee Members

Viticulture and Enology Technician Apprenticeship Program (VETAP)

8364 La Mesa Blvd, La Mesa, CA 91941

Name: Linda McWilliams

Title: Owner

Organization: San Pasqual Winery

Address: 8364 La Mesa Blvd, La
Mesa, CA 91941

Phone: 619-462-1797

Email:

linda@sanpasqualwinery.com

Name: Rich McClellan

Title: Owner

Organization: Highland Hills
Winery

Address: 18545 Rangeland Rd,
Ramona, CA 92065

Phone: 760-239-6515

Email: rich@highlandcellars.com

Name: Ed Embly

Title: Owner

Organization: Hungry Hawk
Vineyards

Address: 3255 Summit Drive,
Escondido, CA 92025-7550

Phone: (760) 390-1758

Email:

ed@hungryhawkvineyards.com

Name: Bill Schweitzer

Title: Owner

Organization: Pacciolo Vineyard

Address: 16988 Sky Valley Rd,
Ramona, CA 92065

Phone: 760-445-2365

Email: bill@pacciolo.com

Committee Advisors

Name: Abigail Allen
Title: Program Manager
Organization: Viticulture and Enology Technician Apprenticeship Program
Address: 8364 La Mesa Blvd, La Mesa, CA 91941
Phone: 619-212-2600
Email: viticulture.apprentice@gmail.com

Name: Tom Oxford
Title: Apprenticeship Director
Organization: Mt. San Jacinto College
Address: 1499 N. State Street, San Jacinto CA 92583
Phone: 760-423-2487
Email: tom_oxford@yahoo.com

Name: Al Taccone
Title: CTE Dean
Organization: Mira Costa College
Address: 1 Barnard Drive, Oceanside, CA 92056
Phone: 760-757-2121 x 6807
Email: ataccone@miracosta.edu

Name: Victor Rodriguez
Title: Sr. Apprenticeship Consultant
Organization: Division of Apprenticeship Standards
Address: 4545 Metropolitan Drive. Suite 209 San Diego, CA 92108
Phone: 619/767-2045
Email: vrodriguez@dir.ca.gov

Attachment B-1

Training Schedule and Working Conditions

Viticulture and Enology Technician Apprenticeship Program (VETAP)

OCCUPATION(S)

Occupation	O*Net Code
Enology Technician	11-3051.00

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency-based with 525 or 600 related and supplemental instruction (RSI) hours, depending on education provider location.

The period of probation shall be reasonable in relation to the full apprenticeship term, which is approximately 24 months, with full credit given for such period toward completion of the apprenticeship and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be six (6) months.

ARTICLE II Wage Schedule

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage or a dollar amount of the current hourly experienced worker wage rates. Participating employers shall provide the apprentice wage progression plan with the DAS-7 Firm Agreement to Train form when registering with the apprentice program. This progression plan will be made available to apprentices employed with that same employer.

Average Experienced Worker Wage: \$ 20.00 + Benefits

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable minimum wage or living wage, whichever is higher, for the County and City where the apprentice is working. Law establishes the effective date of the minimum wage and/or the living wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st Period / 1-12 months

First period apprentices shall receive a starting wage no less than the applicable minimum wage or living wage (whichever is higher) for the County and City where the apprentice is working. Law establishes the effective date of the minimum wage and/or the living wage.

2nd Period / 13-24 months

Second period apprentice shall receive a minimum increase of \$1.00 per hour above the currently effective first period wage rate, after verification that the first period wage rate is verified to be no less than the applicable minimum wage or living wage (whichever is higher) for the County and City where the apprentice is working.

Advancement Schedule:

To advance from one period to the next, the apprentice shall have met the following requirements:

- 1) Shall have satisfactorily completed the indicated on-the-job work hours; and
- 2) Shall have satisfactorily completed the indicated months in the program; and
- 3) Shall have satisfactorily completed the indicated related and supplemental instruction school hours.

Overtime Provision:

All overtime shall be paid at the rate of one and one-half times the wage rate for hours worked over 8 hours per day or 40 hours per week. Time and one-half shall be paid for the first eight (8) hours worked Saturdays. All other time shall be paid at double the straight-time rate.

Hours of Work and Working Conditions:

Straight time hours per day: 8 hours; 40 hours per week.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journey person(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journey person or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.
- 3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

The employer and skill mentor (where appropriate) shall review all of the above work processes and adapt the appropriate work hours competencies, which are appropriate for the Agency's specific needs/requirements and to ensure the Apprentice is properly trained in all aspects of the occupation.

Sanitation/Sterilization.

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Prepare standard chemical cleaner solutions and apply to multiple winemaking surfaces.
- Utilize the proper tools to sterilize winemaking surfaces.

Equipment Training I

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Properly utilize winemaking equipment such as pumps and filtering equipment
- Use best practices for racking and filtering wine and cider
- Properly operate forklift and other equipment

Packaging

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Assist on automatic and manual bottling, labeling and disgorging systems
- Prepare wines for bottling, including blending, stabilization, fining and filtration
- Ensure wine quality entering bottle
- Troubleshoot bottling problems
- Organize and maintain bottling records.

Wine Appreciation

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Begin to understand the basics of wine through organoleptic evaluation
- Be able to identify several mainstream wine varietals and cider styles
- Perform regular sensory analysis of wines
- Perform bench trials

Winery Maintenance & Management

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Forklift and organize barrels

- Perform cellar work as needed
- Coordinate and calculate cellar additions
- Maintain wine inventory, daily and monthly reports
- Maintain cellar, lab and bottling information
- Maintain safety and training manuals

Lab Analysis

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Use of proper tools to complete various analysis
- Be able to perform simple lab tests such as: soluble solids testing through refractometer and hydrometer, operating a pH meter, measure SO₂ concentration through aeration/oxidation method, use titration method to determine titratable acidity levels, measure alcohol through an ebulliometer
- Monitor and control fermentations by (primary and secondary) sensory and data analysis
- Microorganism identification through the use of microscope, free sulfur determination through an aeration apparatus
- Use Spectrophotometer to analyze free SO₂, Alcohol, YAN, and other critical wine analysis information

Equipment Training II

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Learn to properly use equipment such as presses, filters, pressurized systems, bottling line, disgorging equipment, and others if necessary
- Perform preventative maintenance on wine equipment

Winemaking Formulations/Additions

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Perform proper calculations to determine addition levels of general additives such as sulfur dioxide
- Perform bench trials on wines using several levels of appropriately formulated additions to determine proper addition levels of wine altering chemicals such as acids, sweeteners, flavorants and fining agents
- Report to the federal government (TTB) on wine premise operations

Wine Tasting Room Training

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Properly serve wine in a public setting
- Fluently discuss wines being poured
- Professional demeanor and follow all legal regulations

Vineyard & Grape Knowledge & Maintenance

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Vine training system, rootstocks, pruning, techniques suited for local area
- Plan for intake of fruit and communicate with growers to schedule harvest
- Vineyard scouting including basic disease/pest observation, diagnosis, harvest season sampling to determine harvest dates
- Collect and process berry samples to monitor Brix & pH to ensure grapes are harvested at the optimum time
- Assist with planning, implementing and maintaining records for scheduled deadlines for all major vineyard activities

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction of 525 or 600 hours, depending on education provider location. Related and supplemental instruction will be provided by Mira Costa or Mt. San Jacinto Community Colleges.

Time spent in related and supplemental instruction may not be compensated.

The following related training outline identifies subject matter that must be mastered by the Apprentice (although not necessarily in the order listed) in order to successfully complete the program.

**MiraCosta Community College
1 Barnard Drive, Oceanside, CA 92056**

Course Number	Course Title	Contact Hours
HORT 145	Sensory Analysis of Wines Students will analyze wine visually, gastrolatry, and olfactory to determine quality and faults.	75
HORT 147	Wines of California Students will learn about the history of wine in California and the current wine growing regions.	75
HORT 148	Introduction to Wine Production Students will learn the basics in winemaking.	75
HORT 149	Vineyard Production and Management Students will learn the seasonal aspects of vineyard management and production.	150
HORT 150	Winery Operations and Management Students will learn the multi-faceted aspects involved in the wine making process as well as winery management.	150

Total RSI hours 525

**Mt. San Jacinto Community College
499 N. State Street, San Jacinto, CA 92583**

Course Number	Course Title	Contact Hours
WINE 100	Introduction to Viticulture Students will learn the basics of grape growing from a seasonal perspective.	150

WINE 102	Introduction to Enology	150
Students will learn the basics in winemaking.		
WINE 500	Wine Hospitality	150
Students will learn how to properly introduce wine in a Hospitality setting.		
WINE 501	Introduction to Winery Business Principles	150
Students will learn the multi-faceted aspects involved in the wine making process as well as winery management.		

Total RSI hours 600

ARTICLE V Ratio

A qualified employer may employ one (1) apprentice(s) when at least one (1) journey person(s) is/are regularly employed, and one (1) additional apprentice(s) for each one (1) journey person(s) is/are employed.

Attachment B-2

Training Schedule and Working Conditions

Viticulture and Enology Technician Apprenticeship Program (VETAP)

OCCUPATION(S)

Occupation	O*Net Code
Viticulture Technician (Farm Manager)	11-9013.00

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency-based with 310 related and supplemental instruction (RSI) hours.

The period of probation shall be reasonable in relation to the full apprenticeship term, which is approximately 24 months, with full credit given for such period toward completion of the apprenticeship and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be three (3) months.

ARTICLE II Wage Schedule

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage or a dollar amount of the current hourly experienced worker wage rates. Participating employers shall provide the apprentice wage progression plan with the DAS-7 Firm Agreement to Train form when registering with the apprentice program. This progression plan will be made available to apprentices employed with that same employer.

Average Experienced Worker Wage: \$ 20.00 + Benefits

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable minimum wage or living wage, whichever is higher, for the County and City where the apprentice is working. Law establishes the effective date of the minimum wage and/or

the living wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st Period / 1-12 months

First period apprentices shall receive a starting wage no less than the applicable minimum wage or living wage (whichever is higher) for the County and City where the apprentice is working. Law establishes the effective date of the minimum wage and/or the living wage.

2nd Period / 13-24 months

Second period apprentice shall receive a minimum increase of \$1.00 per hour above the currently effective first period wage rate, after verification that the first period wage rate is verified to be no less than the applicable minimum wage or living wage (whichever is higher) for the County and City where the apprentice is working.

Advancement Schedule:

To advance from one period to the next, the apprentice shall have met the following requirements:

- 1) Shall have satisfactorily completed the indicated on-the-job work hours; and
- 2) Shall have satisfactorily completed the indicated months in the program; and
- 3) Shall have satisfactorily completed the indicated related and supplemental instruction school hours.

Overtime Provision:

All overtime shall be paid at the rate of one and one-half times the wage rate for hours worked over 8 hours per day or 40 hours per week. Time and one-half shall be paid for the first eight (8) hours worked Saturdays. All other time shall be paid at double the straight-time rate.

Hours of Work and Working Conditions:

Straight time hours per day: 8 hours; 40 hours per week.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journey person(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journey person or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.
- 3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

The employer and skill mentor (where appropriate) shall review all of the above work processes and adapt the appropriate work hours competencies, which are appropriate for the Agency's specific needs/requirements and to ensure the Apprentice is properly trained in all aspects of the occupation.

Direct Organizational Operations

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Maintain financial, operational, production, or employment records for farms or ranches.
- Determine how to allocate resources and to respond to unanticipated problems, such as insect infestation, drought, and fire.
- Prepare reports required by state and federal laws.
- Maintain financial, operational, production, or employment records for farms or ranches
- Coordinate clerical, record-keeping, inventory, requisitioning, and marketing activities.
- Determine, administer, and execute policies relating to operations administration and standards, facility maintenance, and safety.

Pruning

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.
Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Pre-Pruning
- Pruning two seasons in the same vineyard
- Training and thinning/stripping

Pest Control

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.
Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Invertebrate pest control
- Vertebrate pest control
- Disease Remediation
- Weed Control

Irrigation

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.
Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Irrigation system maintenance
- Water management, position and regulate plant irrigation systems, and program environmental and irrigation control computers.

Vineyard installation

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.
Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Climate
- Design
- Varietal selection
- Root stock
- Site selection

Harvest**Competency Check List**

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Inspect Incoming Fruit
- De-Stemming
- Crushing
- Fermenting
- Pressing
- Must Adjustment Calculations

Vineyard Management**Competency Check List**

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Inspect grounds and tools for signs of disrepair, and perform necessary maintenance work
- Supervise the formation of farm or ranch structures, fences, drainage systems, wells, or pathways.

Vineyard/Berry Sampling Procedure/Analysis**Competency Check List**

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Collect and record growth, production, and environmental data.
- Brix, pH, visual inspection

Soil Analysis & Nutrition**Competency Check List**

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency. Detailed Work Activities Initial and date each task when Competency Check List has been completed.

- Analyze soil to determine types or quantities of fertilizer required for maximum crop production.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 326 hours per year of apprenticeship. Related and supplemental instruction will be provided by Mira Costa or Mt. San Jacinto Community Colleges.

Time spent in related and supplemental instruction may not be compensated. The following related training outline identifies subject matter that must be mastered by the Apprentice (although not necessarily in the order listed) in order to successfully complete the program.

**MiraCosta Community College
Barnard Drive, Oceanside, CA 92056**

Course Number	Course Title	Contact Hours
HORT 115	Soil Science Students will the basic principles of soil and how it relates to growing matter.	150
HORT 126	Irrigation and Water Management Students will learn the different types of irrigation available and how to determine the best system to use, as well as how to install and maintain.	150
HORT 134	Integrated Pest Management Students will learn best practices for vertebrate and invertebrate seasonal pest management.	150
HORT 149	Vineyard Production and Management Students will learn the seasonal aspects of vineyard management and production.	150

Total hours: 600

Mt. San Jacinto Community College

1499 N. State Street, San Jacinto, CA 92583

Course Number	Course Title	Contact Hours
HORT 504	Soil Science and Management	150
HORT 501	Horticulture Science	150
HORT 510	Laws and Regulations, an Integrated Pest Management Approach	150
WINE 100	Introduction to Viticulture	150

Total hours: 600

ARTICLE V Ratio

A qualified employer may employ one (1) apprentice(s) when at least one (1) journeyperson(s) is/are regularly employed, and one (1) additional apprentice(s) for each one (1) journeyperson(s) is/are employed.