



Student Conservation Association

## Certified Apprentices Tracks

Assignments to apprentice tracks are the next steps in becoming a Conservation Work Skills Instructor for SCA. Once you have sent in your resume and cover letter, the SCA Conservation Work Skills Instructor Review Committee will recommend one of the two options below. Being hired as a Conservation Work Skills Instructor is contingent on the completion of one of the following tracks. Individuals will be evaluated and receive critical feedback from SCA staff. In turn, apprentice candidates will evaluate the process and their learning experience.

### Professional Apprentice Track

This track is for applicants who have substantial experience and strong professional credentials when applying to become an SCA Conservation Work Skills Instructor. Typically, an applicant in this program will have multiple years of professional trail building and/or conservation stewardship experience. A candidate for this track would also have outstanding instructing experience, as well as experience in group facilitation and management.

This track is designed to be delivered over a 2-3 day period and will focus on learning about the SCA Conservation Work Skills program and related protocols and guidelines.

Apprentices will complete all required SCA Risk Management and Human Resource trainings, as well as all necessary evaluations and feedback sessions.

### Traditional Apprentice Track

This track is for applicants interested in becoming instructors in the SCA Conservation Work Skills program. Typically, these applicants will have less overall experience with teaching and facilitating the related skills.

In this track, apprentices will work with current Conservation Work Skills instructors for a full 4-5 day session of Conservation Work Skills.

These apprentices will begin by observing the culture and technique of delivery from the instructors and gradually take on more of a teaching role as the week progresses. Ultimately, by the end of the week the apprentice will facilitate an entire day of instruction at one of the projects.

Apprentices will complete all required SCA Risk Management and Human Resource trainings, as well as all necessary evaluations and feedback sessions.

Apprentice track decisions are based on the review committee's recommendation. Final hire is based on the successful completion of the apprentice track and by the recommendation of the conservation work skills instructor the applicant apprentices under.