



## North American Biodynamic Apprenticeship Program

### Program Requirements

In order to graduate from the North American Biodynamic Apprenticeship Program, each trainee must complete the following program elements:

#### 24 Total Months of On-Farm Training:

Trainees must spend a total of **24 months** working and learning on mentor farms. This time does not need to be consecutive, and can be done on multiple farms, both organic and biodynamic. At least 12 months must be spent on a biodynamic farm.

#### Skills Checklists and Required Skills:

During the on-farm training, apprentices and mentor farmers work with the Skills Checklists to agree upon exactly what will be taught each season, and to keep track of what apprentices are learning. The checklists also serve as transcript that follows the apprentice from farm to farm, allowing each new mentor farmer to have a clear picture of what an apprentice has done in their previous training. There are **40 Required Skills** listed on the Skills Checklists, all of which must be mastered in order to receive certification through the program. Apprentices need only master a skill in one area. For example, in the "Plant Cultivation and Management" Checklist, if the "record keeping" skill was mastered in the category of Grain Crops, then the requirement has been met, even if no other skills for Grain Crops have been acquired.

#### Farm Journal:

Apprentices are expected to keep a journal while on the farm. The journal is comprised of day-to-day work tasks and field and weather observations. Apprentices' journals are verified by their mentor farmers during regular meetings throughout the season, but may also be reviewed by the regional coordinator.

#### Farm Visits:

As part of the program, trainees visit and tour other farms in the region where they are apprenticing. This may be accomplished through an established CRAFT program, or through a schedule organized specifically for NABDAP apprentices by their regional coordinator. Apprentices must go on **at least 6 farm visits** during their 24-months of training.

#### Independent Project:

In the second year of training, apprentices complete an independent project. With the guidance of both their mentor farmer and regional coordinator, apprentices choose a project and write a proposal. As they carry out the project they document their progress, and write a final report. Apprentices are encouraged to share their results with other members of their community.

#### Classroom Study Program:

Apprentices participate in an approved classroom study course of their choice. Each course is a series of weekend workshops and/or longer intensives covering specific subjects related to biodynamic agriculture and to the worldview from which it has developed.