

Landscape Horticulturist

Transition Plan

Updated January 2023

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Abbreviations

CCDA	Canadian Council of Directors of Apprenticeship
CL	Current level (2014)
ER	Employer sponsor
FDN	Foundation program
HL	Harmonized level (Jan 2018)
NOA	Red Seal National Occupational Analysis
RSOS	Red Seal Occupational Standard; replaces NOA
SLE	Standardized Level Exam
TP	Training provider
TT	Technical training
TW	Trade worker
WBT	Work-based training

Harmonization Overview

The Canadian Council of Directors of Apprenticeship (CCDA) is responsible for the Red Seal Program, which develops common interprovincial standards and examinations. The CCDA is undertaking the Harmonization Initiative in 30 Red Seal trades by 2020. British Columbia is an active participant in this initiative.

The goal is to substantively align apprenticeship systems across Canada by making apprenticeship training requirements more consistent in the Red Seal trades.

Harmonization Priorities

1. Use of Red Seal **trade name**
2. Consistent **total training hours** (in-school and on-the-job)
3. Same number of **training levels**
4. Consistent **sequencing** of training content, including use of most recent Red Seal Occupational Standard (RSOS).

HARMONIZATION:

What's changing for

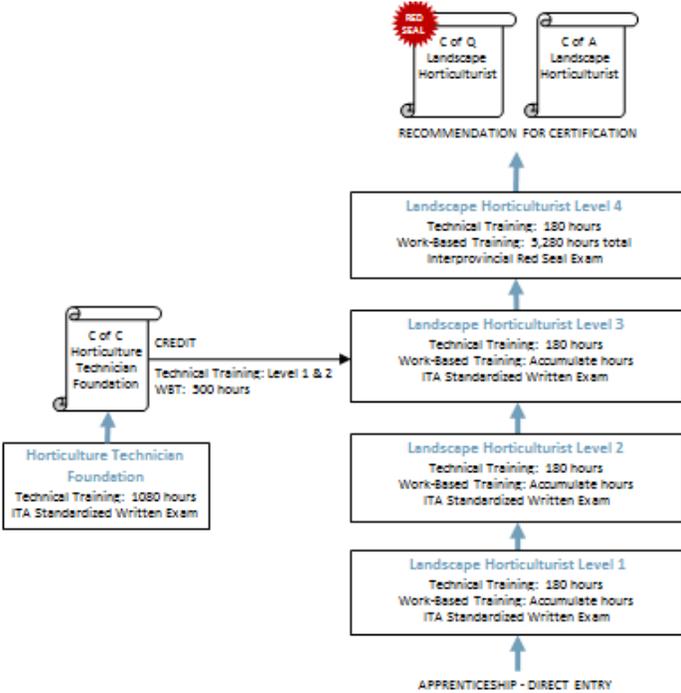
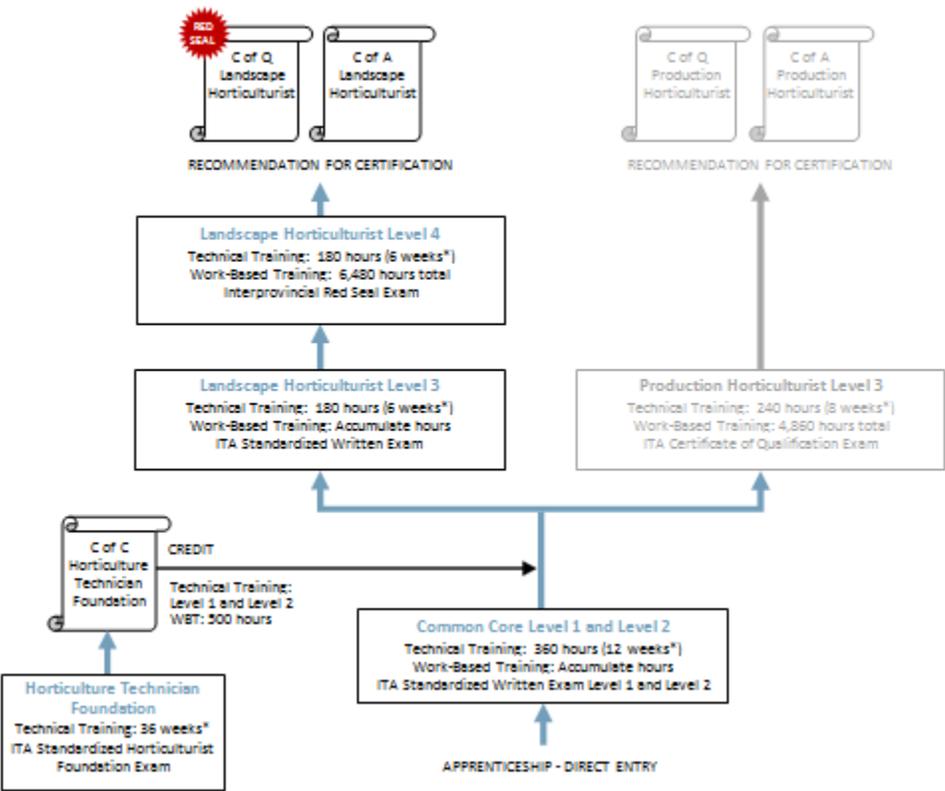
Landscape Horticulturist

	Changing in BC?	What will it be?
TRADE NAME	NO	Landscape Horticulturist
NUMBER OF TRAINING LEVELS	NO	4
TOTAL HOURS technical + work-based training	YES	6,000 hours Decreased by 1,200 work-based hours
TRAINING SEQUENCE order of subjects taught	YES	Some changes to sequence

Changes to Apprenticeship Pathway

Current Apprenticeship Pathway

Harmonized Apprenticeship Pathway

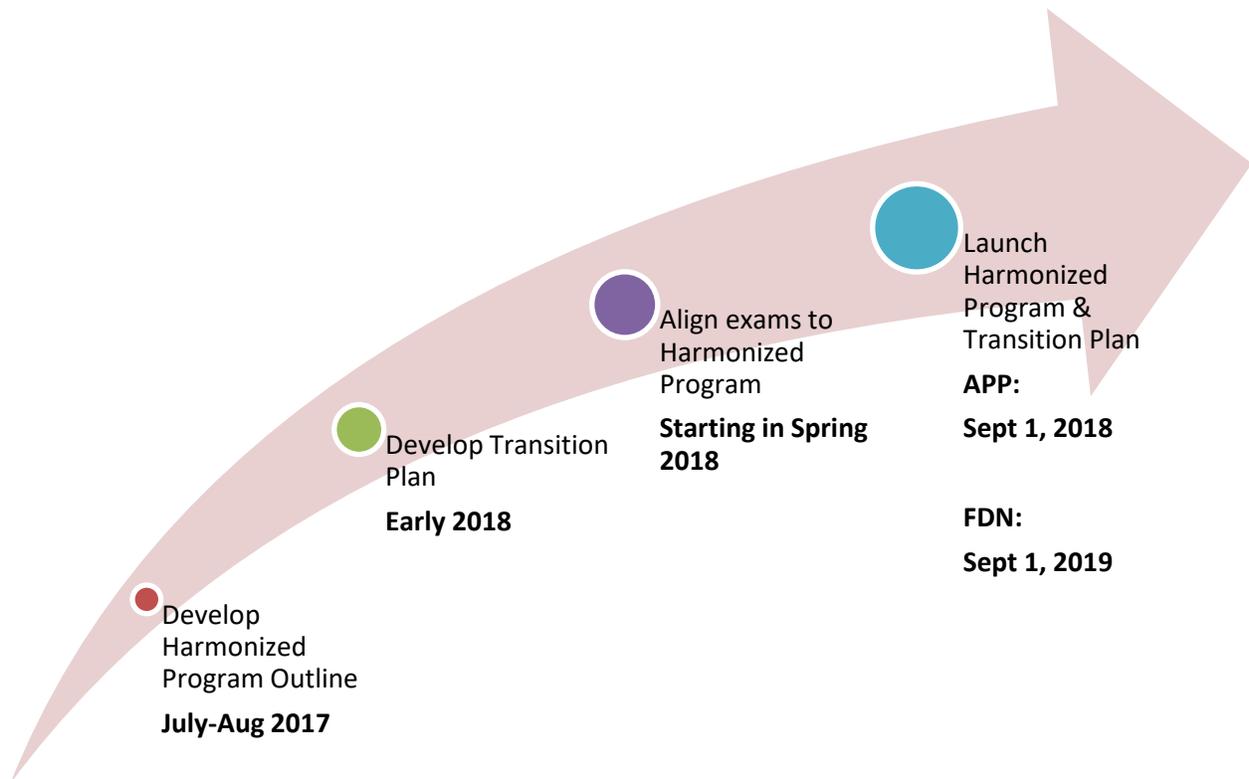


Transition Planning Process

Changes to the Landscape Horticulturist program through the Harmonization Initiative have resulted in significant changes to BC's sequencing of technical training in classroom delivery.

We consulted with the training providers that deliver the Landscape Horticulturist program, the articulation committee, and also considered the input of our internal partners. We evaluated a number of scenarios, and the transition plan outlined in this document was identified as the best option. We also ensured that there were options for all current apprentices to complete their apprenticeship.

Program Development and Transition Planning 2017-2018



Public Training Providers (6)

Camosun College
Kwantlen Polytechnic University
North Island College

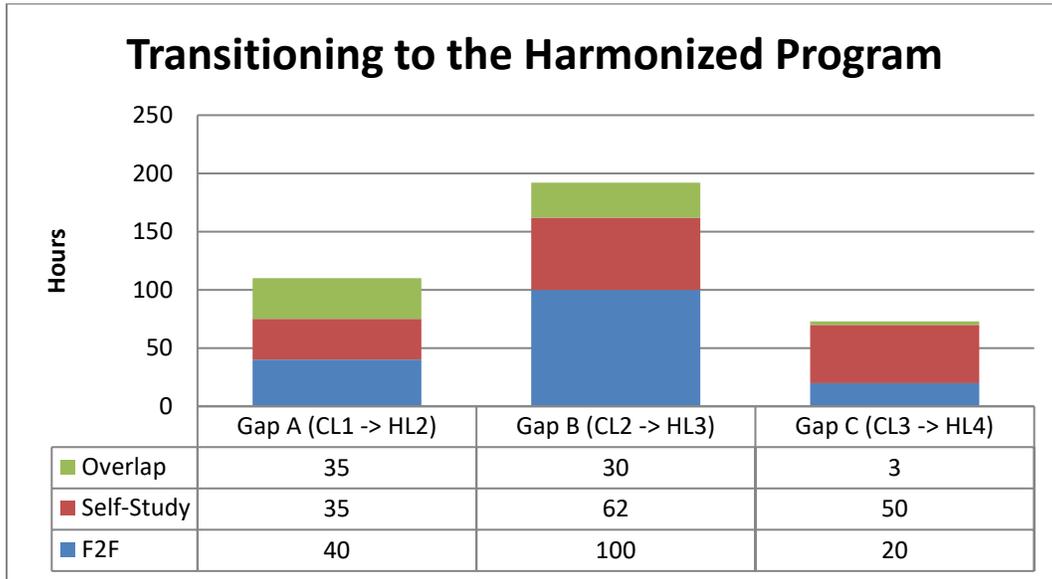
Thompson Rivers University
University of the Fraser Valley
Vancouver Island University

Private Training Providers (3)

Burnaby School District
Pacific Horticulture College
UBC Botanical Gardens

Note: Not all institutions teach every level. See *Appendix A: Training Provider Schedules* for a list of courses offered for 2018.

The Gaps



Gap A (CL1→HL2) applies to a student who has completed Current Level 1 or Foundation and is moving into Harmonized Level 2.

Gap B (CL2→HL3) applies to a student who has completed Current Levels 1&2 and is moving into Harmonized Level 3.

Gap C (CL3→HL4) applies to a student who has completed Current Level 1,2&3 and is moving into Harmonized Level 4.

Overlap refers to the hours of content that a student who transitions to the harmonized program will be repeating.

Gap is an estimate of the hours of self-study and training a student would need in order to complete the missing competencies if they transition to the harmonized program.

See [Appendix C: Details of Gaps](#) for a list of the missing competencies

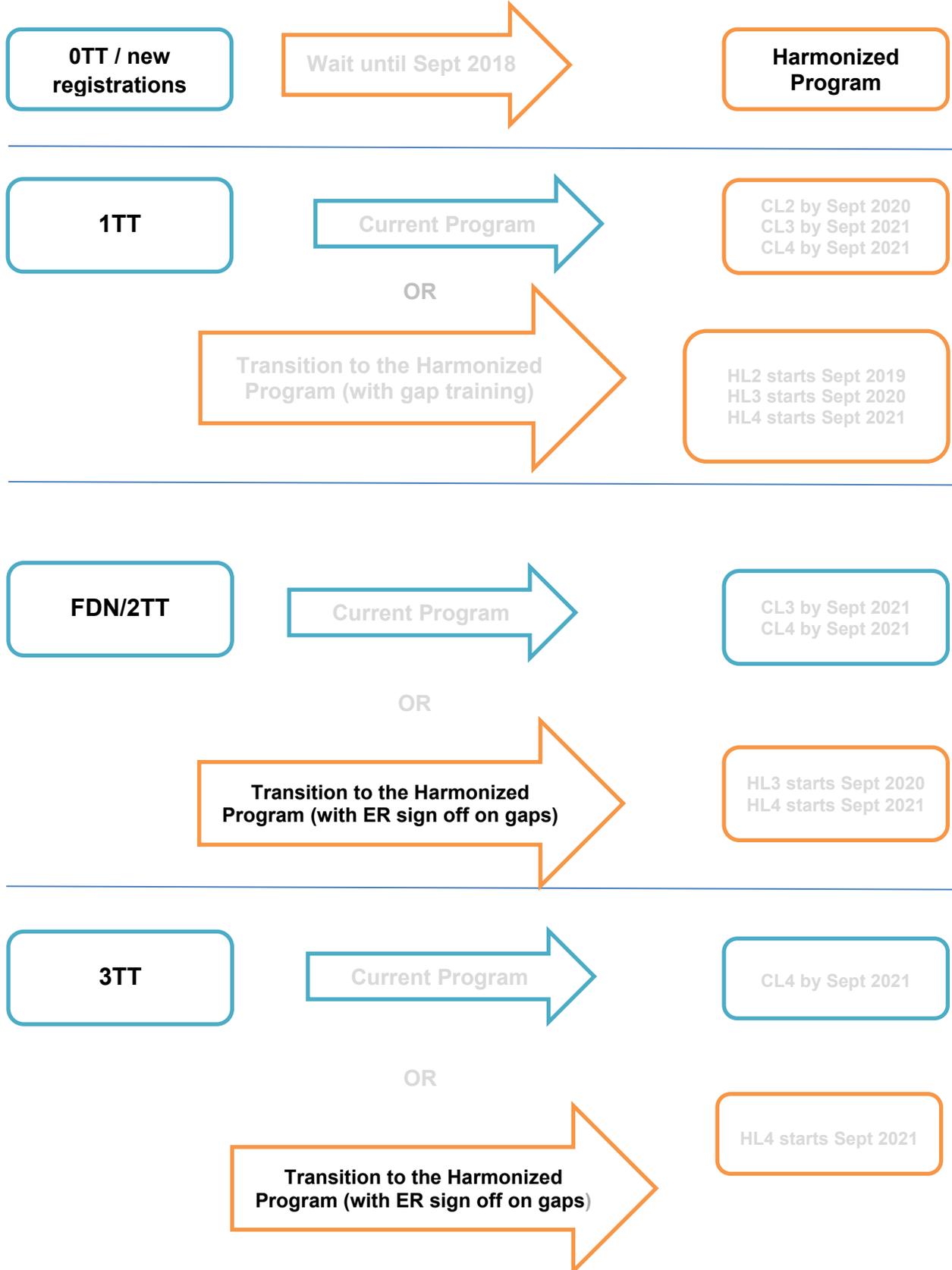
Final Scenario

(Phase in with dual streaming and gap training)

Implementation Timelines	
Level 1	September 1, 2018
Level 2	September 1, 2019
Level 3	September 1, 2020
Level 4	September 1, 2021

Year 0 2017-18	CL1	CL2	CL3	CL4
Year 1 2018-19	HL1 (APP)	CL2	CL3	CL4
Year 2 2019-20	HL1 (APP/FDN)	CL2 HL2 (APP)	CL3	CL4
Year 3 2020-21	HL1	HL2 Gap Training 40 hrs (if needed)	CL 3 (if needed) HL3	CL4
Year 4 2021-22	HL1	HL2	HL3	HL4

Pathways for Current Level (CL) Apprentices (Summary)



Work-Based Training Hours (WBT)

The following changes to training time for Landscape Horticulturist will come into effect **September 1, 2018**:

- Decreased work-based training (WBT) hours in order to align with the harmonized standard of 5,280 hours of total training (**decrease of 720 hours**)

Apprenticeship Pathway

Current Program	Hours
Technical Training	720
Work-based Training Hours	6,480
Current Total Training Hours	7,200

Harmonized Program	Hours
Technical Training	720
Work-based Training Hours	5,280
Harmonized Total Training Hours	6,000

Challenge Pathway and Sign-off Authority

Current Program	Hours
Work-based Training Hours for Apprenticeship	6,480
ITA formula for calculating challenge trade related work experience	X 1.5
Current Challenge WBT Hours	9,720

Harmonized Program	Hours
Harmonized Work-based Training Hours for Apprenticeship	5,280
ITA formula for calculating challenge trade related work experience	X 1.5
Harmonized Challenge WBT Hours	7,920

NOTE: If TWs complete in current program, the WBT hours for that program will apply. If they transition, they will have to complete the WBT hours for the harmonized program.

Exams

Exams for the Harmonized Program

Exam	Exam Development	Exam Launch
HL1 (SLE)	yes	yes
HL2 (SLE)	yes	yes
HL3 (SLE)	yes	March 2023

An OPSN will be sent out to announce the launch of the harmonized level 3 Standard Level Exam (SLE).

Appendix A: Details of Gaps

GAP A: CL1→HL2

Gap (Missing Content)

This table lists the content that a student will be **missing** if they have completed Current Level 1 (CL1) and then take Harmonized Level 2 (HL2).

Competency	Objectives /LT	Changes	Achieve Criteria	Self-Study	F2F	Priority	Comments
A2 Maintains safe work environment	Safety meetings, safety barriers, reporting, safety warning symbols	CL1&2→HL1(in context HL2)	No	2	0	Low	Reviewed in context in subsequent levels, but needs two hours of study to address the gap
B1 Uses hand tools	Tools are specific to what is taught at level	CL1,2,3,4 → HL1,2,3 (in context in HL4)	No	0	0	None	Reviewed in context in subsequent levels WBT and in TT in context.
B2 Uses power tools	Tools are specific to what is taught at level	CL1,2,3,4 → HL1,2,3 (in context in HL4)	No	0	0	None	Reviewed in context in subsequent levels WBT and in TT in context
C1 Performs site assessments	Visual inspection, security requirements, soil, compaction, drainage slope	CL3&4→ HL1,2,3,4	No		3-4	High	This gap must be addressed before moving into Harmonized program
C2 Uses documentation and reference material	Documents, textbooks, safety requirements, contacting authorities and locators, read plans	CL3&4→ HL1,2,3,4	No	1		Low-Medium	Some similarity and overlap with A2
C3 Maintains records	Safety records, tool and equipment requirements	CL3→ HL1,2,3,4	No	1-2		Low	Not a significant gap.

Competency	Objectives /LT	Changes	Achieve Criteria	Self-Study	F2F	Priority	Comments
C7 Transports materials	Prepare for transport	CL3→ HL1,2	No		4	Low-med	
C8 Transports equipment	Secure, load and unload	CL3,4→ HL1,2	No		3	Low-med	
E1 Uses communication techniques	Communication equipment, universal hand signals	CL1&2→HL1(in context HL2)	No		1	Low	Hand signals is the only item that needs to be addressed as a gap.
F3 Manages plant health and growing conditions	Conditions and practices for plant health, plant stress	CL 2→ HL1,2	No	2	2	High	
G1 Practices environmental stewardship	Entire competency plus standards for environmental protection	New HL1,2,3,4 CL3→ HL1	No	2		Medium	New content
G4 Practices water stewardship	Entire competency	New HL2,3	No	1	2	High	Water sampling should be done F2F
H3 Performs grading	Entire competency plus Cut and fill, site hydrology	CL 3→ HL1	Yes		15-20	High	This is a significant gap and must be addressed before starting HL2.
H4 Installs drainage systems	Entire competency	CL 3→ HL1	Yes	4-5	8	High	Must cover this before moving into HL2.
J1 Installs growing media	Entire competency	CL 4→ HL1 Repeated in Gap B & C	No	2		Med	Some covered in WBT
J5 Installs turf from seed	Entire competency	CL 4→ HL1 Repeated in Gap B & C	No	4		high	
J6 Installs sod	Entire competency	CL 4→ HL1 Repeated in Gap B & C	Yes	3		high	.
L8 Practices snow and ice control	Entire competency	New HL3 Not really a gap?	No	3		low	

Competency	Objectives /LT	Changes	Achieve Criteria	Self-Study	F2F	Priority	Comments
M1 Maintains exterior softscape	Entire competency plus cultivating growing media and purpose and procedure of exterior softscape maintenance	CL 4→ HL1,2	Yes	5		high	
M3 Maintains turfgrass	Entire competency	CL 4→ HL1 Repeated in Gap B & C	Yes	4		high	Covered in WBT
			Total Hours	34-36	38-44		

Overlap (Repeated Content)

This table lists the content that a student will be **repeating** if they have completed Current Level 1 (CL1) and then take Harmonized Level 2 (HL2).

	Competency	Objectives L/T	Changes	Overlap Hours
B3	Uses measuring equipment		CL1→HL1,2,3 No achievement criteria	0
E2	Uses mentoring techniques	Social responsibility issues, power in the organization, leadership skills, diverse workplace, employment standards	CL1,2→ HL4 No achievement criteria	minimal
F5	Manages pests, diseases and invasive species	Characteristics, treatment, methods	CL1,2,3,4→ HL3,4 Achievement criteria in L4 only	28
G3	Practices soil stewardship	Soil and soil management, soil tests. LTs 1-3 in new HL 2 (Soil biota, organic matter, composting)	CL 1→ HL1,2 No achievement criteria	6-7
			Total Hours of Content Repeated at HL2	35-36

GAP B: CL2→HL3

Gap (Missing Content)

This table lists the content that a student will be **missing** if they have completed Current Level 2 (CL2) and then take Harmonized Level 3 (HL3).

Competency	Objectives L/T	Changes	Achieve Criteria	Self-study	F2F	Priority	Comments
B1 Uses hand tools	Tools are specific to what is taught at level	CL1,2,3,4 → HL1,2,3 (in context in HL4)	No	0	0	Not an issue	Reviewed in context in subsequent levels WBT and in TT in context
B2 Uses power tools	Tools are specific to what is taught at level	CL1,2,3,4 → HL1,2,3 (in context in HL4)	No	0	0	Not an issue	Reviewed in context in subsequent levels WBT and in TT in context.
C1 Performs site assessments	Visual inspection, security requirements, soil, compaction, drainage slope, public and private markings, soil tests and erosion	CL3&4 → HL1,2,3,4	No	2	6	High	Must complete this gap before moving into Harmonized program
C2 Uses documentation and reference material	Documents, textbooks, safety requirements, contacting authorities and locators, read plans, interpret documentation, compliance	CL3→ HL1,2,3,4 CL4→ HL1	No	3	5	High	
C3 Maintains records	Safety records, tool and equipment requirements, packing slips	CL3→ HL1,2,3,4	No	1		Low	Covered in WBT.
C7 Transports materials	Prepare for transport, secure, load and transport	CL3→ HL1,2	No	1-2		Low-med	in WBT.

Competency	Objectives L/T	Changes	Achieve Criteria	Self-study	F2F	Priority	Comments
C8 Transports equipment	transports	CL3,4→ HL1,2	No	2		Low-med	Some could be picked up in WBT
F4 Prunes plant materials	Shrubs, vines, groundcover	CL3&4→ HL2,3	Only in Level 3	3	9	High	Students must fill this gap before moving into Harmonized program.
G1 Practices environmental stewardship		New HL1,2,3,4 CL3→ HL1	No	1		Med	
G3 Practices soil stewardship	Site remediation, soil and water samples, amending growing media	CL2,3&4→ HL2	No	2		High	
G4 Practices water stewardship		New HL2,3	No	1-2	3	High	
H2 Prepares construction site	Protect site elements	CL3→ HL2	No	2	4-5	High	
H3 Performs grading	Entire competency plus Cut and fill, site hydrology	CL 3→ HL1	Yes		15-20	High	must be addressed before starting HL3.
H4 Installs drainage systems	Entire competency	CL 3→ HL1	Yes	4-5	8	High	must do this before moving into HL3.
I2 Installs surface materials	Entire competency	CL 3→ HL2	Yes	3-4	21-22	High	
I3 Installs steps and retaining walls	Layout and stake sites, install steps and retaining walls	CL 3→ HL2	Yes	3-4	21-22	High	
J1 Installs growing media	Entire competency	CL 4→ HL1	No	2		Med	Some covered in WBT
J2 Installs exterior	Entire competency	CL 4→ H2	Yes	3	2	High	

Competency	Objectives L/T	Changes	Achieve Criteria	Self-study	F2F	Priority	Comments
landscape plants							
J3 Transplants plants	Transplanting and dividing plants, transplants ornamental woody plants	CL 3&4→ H2	Yes	2	2	Med-high	
J4 Installs mulch	Entire competency	CL 4→ H2	Yes	2			Some WBT
J5 Installs turf from seed	Entire competency	CL 4→ HL1	No	4		high	
J6 Installs sod	Entire competency	CL 4→ HL1	Yes	3		high	
L1 Maintains drainage systems	Entire competency	CL 3→ HL2	No	1		Low-med	
L3 Maintains surface materials	Entire competency	CL 3→ HL2	No	30 min		med	
L4 Maintains steps and retaining walls	Entire competency	CL 3→ HL2	No	30 min		Low-med	
L8 Practices snow and ice control		New CL3	No	3		low	
M1 Maintains exterior softscape	Entire competency plus cultivating growing media and purpose and procedure of exterior softscape maintenance plus seasonal planting, fertilizing, mulching	CL 4→ HL1,2	Only in Level 1	3			
M3 Maintains turfgrass	Entire competency	CL 4→ HL1	Yes	4		high	WBT
M4 Propagates plant materials	Dividing plants	CL 4→ H2	No	4	3	med	
			Total Hours	62-66	97-107		

Overlap (Repeated Content)

This table lists the content that a student will be **repeating** if they have completed Current Level 2 (CL2) and then take Harmonized Level 3 (HL3).

	Competency	Objectives L/T	Changes	Overlap Hours
B3	Uses measuring equipment		CL1,2→HL2,3 No achievement criteria	0 hrs.
B4	Uses vehicles and motorized equipment, trailers and attachments		CL1&2 → HL1,2,3 No achievement criteria	0 hrs.
C6	Organizes materials and equipment	Inspection, verification, describe storage areas	CL2→ HL 2,3 Achievement criteria only in Level 3	2 hrs.
E2	Uses mentoring techniques	Social responsibility issues, power in the organization, leadership skills, diverse workplace, employment standards	CL1,2→ HL4 No achievement criteria	Minimal
F5	Manages pests, diseases and invasive species	Characteristics, treatment, methods	CL1,2,3,4→ HL3,4 Achievement criteria only in Level 4	28 hrs.
			Total Hours of Content Repeated at HL3	31

Gap C: CL3→HL4

Gap (Missing Content)

This table lists the content that a student will be **missing** if they have completed Current Level 3 (CL3) and then take Harmonized Level 4 (HL4).

Competency	Objectives L/T	Changes	Achieve Criteria	Self-study	F2F	Priority	Comments
B1 Uses hand tools	Tools are specific to what is taught at level	CL1,2,3,4 → HL1,2,3 (in context in HL4)	No	0	0	Not an issue	Reviewed in context in subsequent levels WBT and in TT in context
B2 Uses power tools	Tools are specific to what is taught at level	CL1,2,3,4 → HL1,2,3 (in context in HL4)	No	0	0	Not an issue	Reviewed in context in subsequent levels WBT and in TT in context
B4 Uses vehicles and motorized equipment, trailers and attachments		CL1&2 → HL1,2,3 No achievement criteria		0	0	Not an issue	Reviewed in context in subsequent levels WBT and in TT in context
C2 Uses documentation and reference materials	Read plans	CL4→ HL2	No	2	6	High	
C5 Orders materials	Entire competency	CL4→ HL 3	No	3		med	
C8 Transports equipment	transports	CL3,4→ HL1	No	2		Low-med	WBT
D2 Sells products and services	Entire competency	CL 4→ HL3	No	2		Low	Some of this is covered in Communications line.
D3 Maintains customer relations	Entire competency	CL 4→ HL3	No	1		Low	WBT
G1 Practices environmental stewardship	Entire competency	New HL1,2,3,4	No	1		Med	
G3 Practices soil stewardship	Soil and water samples, amending	CL 4→ HL2	No	Less than an hour.		Low	Reviewed in context in subsequent levels WBT and in TT in context

Competency	Objectives L/T	Changes	Achieve Criteria	Self-study	F2F	Priority	Comments
	growing media						
J1 Installs growing media	Entire competency	CL 4 → HL1	No	2		Med	Some covered in WBT
J2 Installs exterior landscape plants	Entire competency	CL 4 → H2	Yes	3	2	High	
J3 Transplants plants	Transplanting and dividing plants	CL 3,4 → H2	Yes	2	2	Med-high	
J4 Installs mulch	Entire competency	CL 4 → H2	Yes	2			WBT
J5 Installs turf from seed	Entire competency	CL 4 → HL1	No	4		high	
J6 Installs sod	Entire competency	CL 4 → HL1	Yes	3		high	WBT
J7 Installs interior landscape plants	Entire competency	CL 4 → HL3	No	3		low	
M1 Maintains exterior softscape	Entire competency plus cultivating growing media and purpose and procedure of exterior softscape maintenance plus seasonal planting, fertilizing, mulching	CL 4 → HL1,2	In Level 1	8			
M2 Maintains interior softscape	Entire competency except transplanting and dividing plants	CL 4 → HL3	No	2		Low-med	
M3 Maintains turfgrass	Entire competency	CL 4 → HL1	Yes	4		high	
M4 Propagates plant materials	Dividing plants	CL 4 → H2	No	4	3	med	

Competency	Objectives L/T	Changes	Achieve Criteria	Self-study	F2F	Priority	Comments
M5 Repairs softscape	Entire competency	HL3	Yes	1-2		low	
			Total Hours	51-52	19		

Overlap (Repeated Content)

This table lists the content that a student will be **repeating** if they have completed Current Level 3 (CL3) and then take Harmonized Level 4 (HL4).

	Competency	Objectives L/T	Changes	Hours
C1	Performs site assessments	Environmental conditions	CL1&2 → HL1,2,3 No achievement criteria	0
C2	Uses documentation and reference material	Interpreting drawings and design intent, documentation for estimating	CL3→ HL1,2,3,4 No achievement criteria	0
C3	Maintains records	Work records, IPM program	CL3→ HL1,2,3,4 No achievement criteria	1/2
C4	Participates in job planning activities	Modify tasks, delegate tasks	CL3→ HL 3,4 No achievement criteria	2 t
E2	Uses mentoring techniques	Social responsibility issues, power in the organization, leadership skills, diverse workplace, employment standards	CL1,2→ HL4 No achievement criteria	1/2
F5	Manages pests, diseases and invasive species	Quarantine protocol, IPM program	CL1,2,3,4→ HL3,4 Achievement criteria for L3 and 4	0 hrs.
			Total Hours of Content Repeated at HL4	3 hrs 45 min

Appendix B: Overall Communication Plan

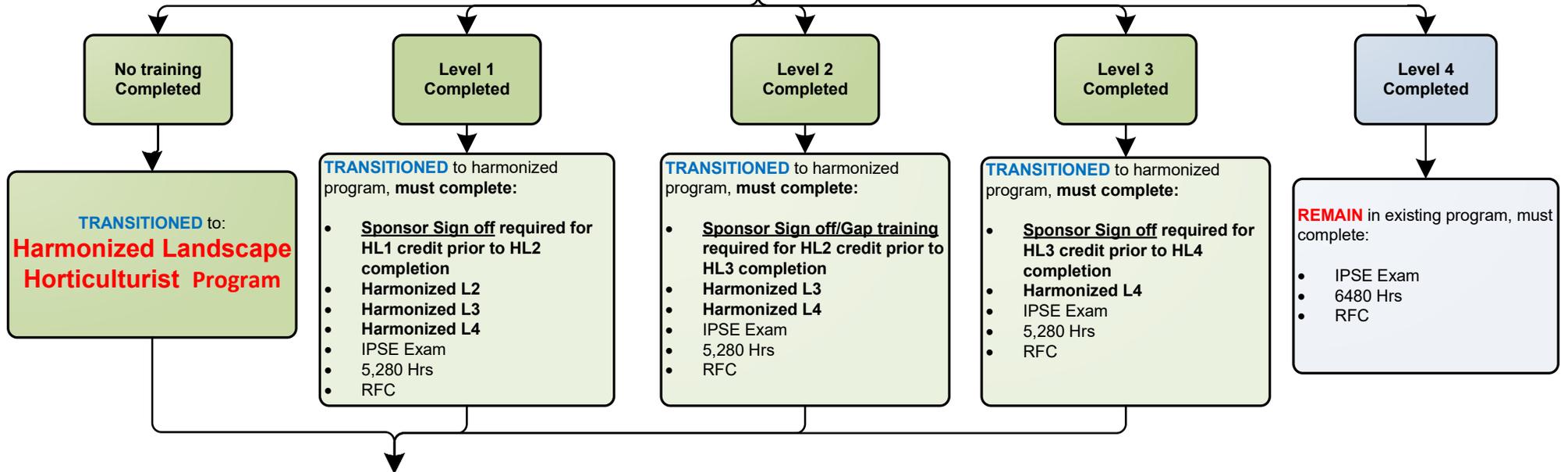
Audience	Purpose	Mode
Training Providers	To announce the changes to training standards and the publication of a new Program Outline and Program Profile on the trade webpage on the ITA website	Official Program Standards Notification (OPSN) via email and posting on trade webpage
Training Providers	To plan for transitioning to the new program	Webinar(s), phone calls and/or face to face meetings
Training Providers	To announce the final transition plan	Program Update and Transition Plan via email and posting on trade webpage
Training Providers	To announce the launch of the harmonized level exams	OPSN via email and posting on trade webpage
Employers	To gather input on transition scenarios	Webinar(s), phone calls and/or face to face meetings
Employers	To inform on the upcoming changes to the program and the pathways to completion for their apprentices	Letters sent through ITA Direct Access (DA)
Employers	To inform on the upcoming changes to the program and the pathways to completion for their apprentices	Presentations at Program Advisory Committees (PAC) and other industry events
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Letters sent through ITA Direct Access (DA)
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Targeted outreach via phone and email
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Classroom visits by Apprenticeship Advisors

Appendix C

Landscape Horticulturist Transition Map

EFFECTIVE September 1, 2018

Landscape Horticulturist APPRENTICESHIP Program



NEW REQUIREMENTS

- Harmonized L1 -Implementation September 1, **2018**
- Harmonized L2 -Implementation September 1, **2019**
- Harmonized L3 -Implementation September 1, **2020**
- Harmonized L4 -Implementation September 1, **2021**
- IPSE Exam
- **5,280 WBT Hours** *(Decrease of 1200 hours)*
- RFC

NOTE: Level 1& 2 SLE's are implemented. Level 3 SLE to be implemented at a later date.

FOUNDATION PROGRAM

Harmonized Program - Implementation September 1, 2019

Levels 1 & 2 TT credit with 500 hours will be granted towards the Landscape Horticulturist Program ONLY.
(Previously Common Core with Production Horticulturist Program).

CHALLENGE PATHWAY

Landscape Horticulturist Hours Requirement: 7,920 hours *(was 9,720 hours)*

Last Updated: January 20, 2023

CL2 -> HL3 Sponsor Sign off required, PHC may offer gap training in 2024