



# Apprenticeship Programme

## PRACTICAL PERMACULTURE MANAGEMENT

The duration of the Programme is one year, with two fixed intakes in January and July. Seven successful Apprentices' will be invited to join the programme at each intake period. As such, every year, Zaytuna Farm has the potential to issue fourteen successful graduates with a certification in Practical Permaculture Management

**Throughout the year Apprentices will be exposed to and gain experience in the following:\***

### Animal Systems

- Cattle pasture enhancement
- Laneway work
- Animal breeding and processing cycles
- Implementation of new animal systems

### Earth, Energy & Water Systems

- Irrigation systems, pumps and gravity feeds
- Solar systems
- Composting toilets
- Grey-water systems
- Drinking & household water systems
- Earthworks

### Plant Systems

- Food forest establishment and refined maintenance
- Nursery management
- Soils & composting
- Cropping

### Operation & maintenance

- Use of machines and tractor, including basic mechanics
- Communication systems
- Workshop
- Running open days/Farm tours
- Helping to run the courses (inc. teaching)

\* The content listed in this programme is not exhaustive, it will change, so please be prepared to be very flexible.



## Month 1- 6 Junior Apprentice

New Apprentices will commence the programme as a Junior. The first semester will last for six months, during which time the Junior Apprentice will “shadow” a Senior Apprentice across different sections of the farm. Spending approximately one month in each area, the Junior Apprentice should expect to gain hands on experience in the systems detailed below. In addition to these practical activities, Junior Apprentices are expected to apply their Permaculture PDC knowledge in order to drive and facilitate their own learning. As soon as Apprentices have had the time to observe and interact with the different systems, they should go on to independently research, propose and test new methods and ways of working.

### Development areas

#### **SMALL ANIMAL SYSTEMS**

Poultry & Rabbits  
Clean and feed the animals.  
Maintain and move the animal cells for land preparation (chicken tractors).  
Raising new chicks.  
Processing animals.  
Feed and stock management.  
Develop the composting system.

#### **LARGE ANIMAL SYSTEMS**

Beef & Dairy herd  
Clean and feed the animals.  
Milk the dairy cows.  
Pasture management & cell grazing.  
Lane way fencing/maintenance.  
Feed and stock management.

#### **CROPPING SYSTEMS**

Work through main-crop, kitchen garden & tropical gardens. Harvesting. Preparing beds after harvesting (resetting). Composting and mulching. Weeding, irrigation and defining guilds.

#### **NURSERY**

Basic seed saving.  
Preparing seed tray & potting mixes.  
Transplanting.  
Different propagation methods.  
Timing and management of plants.  
Growing fruit tree support species.  
Watering systems.  
The use of hardening off stands.  
Caring for the shade houses and poly tunnels.  
Wormery management.

#### **FOOD FOREST**

Chop & drop.  
Harvesting.  
Spacing and planting.  
General maintenance.

#### **OBSERVE & INTERACT**

Monitor the inputs and outputs of the systems and generate yield reports. Research and develop skills to maximise the use of all system outputs. Reduce waste and convert surplus into other goods and services. Devise your own project proposals for presentation and discussion with the management team.

### Assessment

In order to progress to a Senior Apprentice a high level of competence and commitment must have been demonstrated during the first six months, along with a satisfactory attendance record and good time keeping. Unsatisfactory performance and or poor attendance/punctuality at month one or six will result in the end of the Apprenticeship. Your performance will be reviewed regularly by the Apprenticeship Manager.



## Month 7- 12 Senior Apprentice

Successful Apprentices will progress to a Senior position for the second semester which will last for six months. The demands and responsibility of the Senior Apprentice increases considerably during the second semester. During this term guidance, supervision and instruction will be provided by the Apprenticeship Manager and the Farm Manager.

### Development areas

#### **PROJECT MANAGEMENT**

Research, create and implement small scale permaculture projects.

#### **TEACHER TRAINING**

Participate in the on-site PDC's, mentor students and teach specific modules.

#### **LEADERSHIP SKILLS**

Supervise and instruct Junior Apprentices.

#### **TEAM WORKING SKILLS**

Assist the Zaytuna Farm Staff with the running of zones 1-3.

#### **PEOPLE MANAGEMENT SKILLS;**

Manage small teams to achieve set tasks whilst simultaneously expanding and deepening your own knowledge and understanding outwards into zone 4 and more specialised aspects of permaculture.

#### **RESOURCE MANAGEMENT**

Be responsible for ordering goods and services for the farm and kitchen.

#### **PRODUCT DEVELOPMENT**

Assist with organising and structuring courses.

#### **EVENT MANAGEMENT**

Assist with the preparation and execution of farm events and tours.

#### **ORGANISATIONAL SKILLS**

Carry out various administration tasks.

#### **MARKETING SKILLS**

Assist with PR, media and social media documentation.

#### **CONSULTATION**

From time to time consultation opportunities may be offered from the Permaculture Sustainable Consulting Pty.

#### **AID WORK**

Exemplary Apprentices may also be offered the opportunity to assist in Aid Projects.

### Assessment

Your performance will be reviewed regularly by the Apprenticeship Manager. Successful completion of all assessments will see students awarded a certification in Practical Permaculture Management. Senior Apprentices will be re-assessed during month seven. If at any time Senior Apprentices are approached and asked to raise standards but fail to do so then the Apprentice may be withdrawn from the Programme and certification will be withheld.



## Important Information

1. Before submitting your application please check the calendar to ensure there is availability for the programme.
2. It is important to note that the Apprenticeship Programme is still very new, therefore the programme structure is subject to review and change. The programme structure provided on this site should be viewed as a guide. The conditions at the farm still require considerable infrastructure development both at the physical level as well as in the curriculum and teaching components. As such all Apprentice's are expected to work with Zaytuna Farm to help shape and evolve this programme.
3. The Days are long and hard, but soon reveal the experience of learning hands-on in the system. Some days the tasks may be deemed laborious; cleaning the communal areas and toilets, doing odd jobs here and there, handy-work in the houses or weeding for what may seem like hours. None of this may seem like too much fun, but this is a working and living Permaculture farm, where we care for nature, animals and people. As such it's inevitable that such tasks will be part of the daily/weekly schedule.
4. You will be working one weekend out of four with another Apprentice on the basic maintenance of the systems. This allows the other twelve Apprentices to have the whole weekend off. Weekend working will not require full days but some hours will need to be dedicated to the farm to ensure that the systems keep running.
5. Five weeks of annual leave will be provided during non-course times. Leave requirements need to be agreed with the Apprenticeship Manager in advance.
6. Your onsite attendance and punctuality is being monitored and calculated. This will determine a pass or a fail throughout the program.
7. Zaytuna Farm is a demonstration site. We are continuously evolving systems and researching new systems. Zaytuna Farm is not a permaculture paradise site as many may think, we are always refining the system.
8. If you have any special dietary concerns, please let us know prior to arrival and we will do our best to cater for you. However, please be aware that while we will do our best to accommodate dietary needs we operate with limited human resources and therefore we cannot promise to cater for anything other than vegetarians and those who have a standard diet (i.e. we cannot commit to catering for vegans, gluten free diets etc). For your interest, much of our food is grown on site and all drinking water is harvested rainwater.
9. Whilst Zaytuna Farm is the home of Geoff and Nadia Lawton we advise all potential Apprentices to manage their expectations when it comes to the amount of time you will get to spend with Geoff and Nadia. As we are sure you can appreciate Geoff and Nadia are extremely busy and often their time may be taken by projects away from the farm. Whilst Geoff will provide some training and guidance, Apprentices need to be self driven. The majority of tutoring will be provided by the Senior Apprentices and the Apprenticeship and Farm Manager. Zaytuna Farm will provide you with the environment and resources to learn and develop, in return Apprentices are expected to support the project.
10. It is important that you adhere to Zaytuna Farm's **etiquette** policy at all times whilst on the farm, failure to do so will result in the termination of the Apprenticeship placement.
11. Before applying for the Apprenticeship Programme, please ensure you are happy to comply with all of the terms in the **MOU**. You will be asked to sign and accept these terms prior to commencing the programme.
12. This is a non-paid position. All applicants must be able to finance themselves for the one year duration of the programme.
13. International applicants; Please note that we are unfortunately unable to provide any assistance in obtaining an Australian visa. Please take the time to consider all your visa options and feasibilities prior to submitting an application.
14. Zaytuna Farm is in a remote location and is not well serviced by public transport. If you don't have a vehicle you may find it difficult to find work (if required) on the weekends. However the Zaytuna Farm Team do carpool so this can help you to get into town and/or to visit the local areas.
15. Certification will only be issued to those who successfully complete the full twelve month programme. Unsatisfactory performance or early departure from the programme will result in the Certification being withheld. A reference may be provided upon request.
16. Finally please take some time to read through our **FAQ's** which will provide you with lots of important information in connection to Zaytuna Farm.