



SHANNON FISCHER

HARDER & WARNER LANDSCAPES &  
BOUTIQUE GARDENS  
CALEDONIA, MICHIGAN

## Apprenticeship Program

If you could go back and start your career over again what would you do differently? What would you change about your journey to get you where you are today faster? For me, it's certification. I would have taken my CGIP exam earlier, straight out of college. Do you know how much less I would have had to study with all of that info fresh in my brain, straight out of MSU? But the way I figure it, it's never too late to start. Start today, start where you are. Sure, maybe it would have been easier as a fresh graduate, but think of all of the experience and practical knowledge you've gained since then. That is certainly not something to be discounted.

But now, let me throw this challenge at you. Why not become a Landscape or Nursery

Journeyworker? It's time to level up Green Industry! Let's take all of that experience and practical knowledge that we've gained over the years, establish ourselves as leaders of our industry and help teach, train and guide the next generation of landscape professionals.

The process is simple! Start by reaching out to Becky Cybart at [Becky@MNLA.org](mailto:Becky@MNLA.org) and she'll get you started. Since this program is still in its launch phase, you have a chance to be grandfathered into the Journeyworker Program without having to go through the entire training program (let's face it, that's exactly what we've been doing for the last 20 years) and start training apprentices. This program will help attract talent to your company and effectively develop a diverse and highly skilled workforce to improve productivity, profitability and your bottom line. I'm excited to see the vast impact this program has on our industry in the coming years.

Have more questions? Call me, I'd love to chat! Let me talk you through what the process looked like for me!

I can't wait to see how this helps you grow!

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