



Career Progression Chart*

Legend

	New Hard Hat
	Merit Increase
	New Hard Hat Sticker
	Non-Taxable Gift

Objective: The purpose for this chart is to provide team members with an understanding of the training and approximate time for advancing from a Tree Trimmer C to a Foreman A or Equipment Operator C to a Foreman B.

30 Months	Foreman A			
	Worked as a Foreman B for 12 months and a proficient climber			
18 Months	Foreman B			
	Foreman Experience- team member will lead a crew under the guidance and coaching of a fully qualified Foreman.			
15 Months	TA-2	EOA-2		
	Emotional Intelligence Workshop- will provide a team member with techniques for managing their emotions, reducing stress, and resolving conflict.			
14 Months	TA-1	EOA-1		
	Foreman Workshop- provides the team member with the necessary knowledge to work successfully as a foreman.			
	Administrative Training- consist of computer skills courses and administrative workshops to master administrative tasks of a foreman.			
12 Months	Tree Trimmer A	Equip. Operator A		
	Advanced Climbing Training- completes T4 and T5 Climbing Training	Feller Buncher Training- Line Clearance Qualified TB Operator		
9 Months	TB-2	EOB-2		
	Mechanical Advantage Training- proficient with ground level rigging	Heavy Equip. Training- operator qualification status on TC, J, and AX		
8 Months	TB-1	EOB-1		
	Advanced Chainsaw Operator-Spring Poles, Bore and Plunge Cutting	Advanced Chainsaw Operator- Spring Poles, Bore and Plunge Cutting		
	Leadership Assessment- team member completes a DISC and EQ assessment	Leadership Assessment- team member completes a DISC and EQ assessment		
6 Months	Tree Trimmer B	Equip. Operator B		
	License- CDL A w/o RESTR and Pesticide License w/ ROW and Aquatic Category	License- CDL A w/o RESTR and Pesticide License w/ ROW and Aquatic Category		
	Basic Aerial Work- progresses to T3 Climber and Operator Qualified on a BT	Heavy Equip. Training- operator qualification status on EXM and EX		
3 Months	TC-2	EOC-2		
	Forestry Mower Training- gains operator qualified status on a TM	Forestry Mower Training- gains operator qualified status on a TM		
	Brush Chipper Training- gains operator qualified status on a BC	Brush Chipper Training- gains operator qualified status on a BC		
1 Month	TC-1	EOC-1		
	Basic Chainsaw Operation- Limbing & Bucking and Basic Felling	Basic Chainsaw Operation- Limbing & Bucking and Basic Felling		
	Foundation- team member completes introductory training	Foundation- team member completes introductory training		
Estimated Timeline	Tree Trimmer C	Equip. Operator C		

* Integrity Tree Services reserves the right to ask team members to complete additional training or training not in the same order as this chart to meet the needs of the organization.