

The Blue Ridge School of Herbal Medicine is proud to offer apprenticeships each year to select students of the Holistic Herbalism Program. These apprenticeships are an opportunity for committed students to gain experience in a working apothecary and herbal medicine business (Pine's Herbals) under the guidance of CoreyPine Shane and the Pine's Herbals Production Manager.

Specifically, the apprenticeship includes the following components:

- harvesting both wild and cultivated plant medicines
- medicine making, from both wildcrafted/freshly harvested and purchased plant materials
- work trade with herb growers in exchange for herb harvests (usually farm/garden work)
- precise record keeping as part of a GMP compliant production system
- Filling product orders for our store accounts
- direct sales of Pine's Herbals products to students and visitors
- classroom and apothecary maintenance (cleaning. lots of cleaning. and organizing.)
- class preparation - setting up the classroom as per teacher specification (projector, easel, etc), and assisting teachers with photocopying handouts and preparing materials as necessary
- meal planning, food shopping and group organization for class field trips
- vegetable and herb gardening
- basic carpentry, landscaping, and other home projects for CoreyPine

Pine's Herbals is working towards being fully compliant with the Good Manufacturing Practices (GMP) guidelines set forth by the Food and Drug Administration (FDA). As such, our production protocols follow GMP guidelines. This is a big part of the medicine making that is done at Pine's Herbals, and is a correspondingly big part of the apprenticeship experience. The opportunity to gain experience in a GMP compliant production system is invaluable in the field of herbal product manufacture, and may offer our apprentices an important advantage in the herbal job market after their time with Pine's Herbals. This also means that we rely on our apprentices to follow all production protocols exactly as they are written and to perform extensive and tedious record keeping. It is critical that all Pine's Herbals apprentices possess the following skills and qualities that will enable them to successfully operate within this production system.

- rigorous attention to detail
- patience
- follow-through
- meticulous organization

In addition to the preceding GMP specific skills, all incoming apprentices should possess some general qualifications that will equip them for success in the apprenticeship. These include but are not limited to the following:

- strong sense of personal integrity and work ethic
- effective communication and conflict resolution skills
- ability to follow directions and to function independently or as a member of a team
- willingness to gracefully give and receive feedback
- willingness to learn and try new things
- organizational skills
- critical thinking and problem solving capabilities. ingenuity.
- professionalism (part of what this means is an awareness of how your mood and attitude affect the working environment)
- punctuality
- adaptability
- good attitude

- Flexibility!

Every class and every production year is a little different and we will always do our best to communicate our expectations and provide you ample notice about what is required. However, we need team members that are willing to do what is needed as challenges arise. Remember, harvesting requires us to be at the mercy of mother nature, therefore we cannot possibly predict the various twists and turns associated with weather and crop readiness. We expect everyone to step up with enthusiasm and pride for the school and the business.

It is important to note that apprenticing is a work/trade position and a very rare opportunity. We select just a few candidates from each class year and often receive over 40 applications for apprenticeship alone. Therefore, we expect apprentices to consider their work, as they would any other job. You will receive not only a tuition waiver, but also an experiential education that your classmates will not. We select candidates that not only present the qualities and skill sets we require, but also students that we feel will help to carry on the spirit of herbal medicine out into the world. Apprenticing is an intimate experiential education and is offered in very few schools around the country.

Apprentices also become leaders amongst their classmates, because of the responsibility they have to helping class move smoothly and because their knowledge will grow at a faster pace than their classmates. Therefore, it is crucial that apprentices maintain a positive presence both during work times in the apothecary, but also during class and on field trips. We ask that you be mindful to be grateful, patient, flexible, enthusiastic and to enjoy your experience. And to check in and ask for the support you need, whenever you are feeling challenged.