



# First Year Planter Steps to Success!

## Outline

- PRINT THIS OUT – bring it with you to the field, set goals and write them down on this sheet and your tally book every day!
- It is important to differentiate between “The Bare Minimum”, “Requirements” and “goals”.
- “Requirements” are the minimum expectations that are required by Summit to work as a planter.
- “Goals” are what you work toward to become a successful planter.
- The information is broken down on a day-by-day basis.
- It is a requirement that you work hard as a planter
- It is a requirement that you retain a good attitude and work well with others.
- It is a goal to plant a certain number by a certain date
- It is a goal to make a certain amount of money during the season.

## Planting Necessities

- A good watch (not your phone!) Prepare yourself to time everything you do on the block!
- All weather clothing will be needed.
  - Enough to make it through at least one shift, clothes can be washed each shift in town
  - Rain Gear – bring this to the block every day.
- All personal and toiletry supplies – Hot Showers are available
  - SUNSCREEN!!!!
- A good water jug. At least 8 liters per day – not milk jugs they will break and leave you without water, not jerry cans they are not approved to carry drinking water and you will end up drinking a mouthful of gasoline one day.
- Caulk Boots – Required by WCB
- Hiking boots – most used piece of equipment, DON’T buy cheap boots!
- Tent – must be sufficient for all weather, tarp is nice to prevent leaks
- Sleeping bag – can get very cold at nights, a Thermo-rest is recommended
- Planting Bags – Can be purchased from Summit Reforestation
- Shovel – Can be purchased from Summit Reforestation

## Day -1 (Two days before you put your first trees in the ground)

*Focus: Ensure you are comfortable and safe in camp. Planting is hard work and rest and recovery is critical to your successful season.*

- Today you will meet your crew-boss.
  - You must ensure you know when you are supposed to meet and where.
  - You must be on time.
  - Your foreman will be coming in from camp and will likely not be able to come in again today.
  - Know whether or not you will need to bring food to camp and for how long. *It may not be provided for the first day or two.*
- When you arrive in camp you will be given an orientation of the camp, and a safety briefing.
- You will get to know your trainer and we will go over some basic stuff like how and where to set-up your tent, and we will check your personal equipment to ensure it is adequate.

- *You will demonstrate your ability to complete pre-season fitness evaluation from the website: [www.summitplanting.com/fitness](http://www.summitplanting.com/fitness)*

## Day 0 (The day before your first planting day)

*Focus: Learn about what is expected of you around camp and on the block, learn what you need to know to be safe both in camp and on the block.*

- Today you will go through a lot of training.
  - You will be working with both your crew boss and your trainer.
  - You must ensure that you know where you should be and when.
- You will get your planting gear.
  - You will review how to get your gear to fit properly
  - Bags Fit properly and you know how to adjust them.
  - Shovel is the right length, and blade is the correct size
- We will also go through an extensive amount of safety information.
- Eating for optimum performance, we will review what to eat for both long-term and short-term performance.

## Day 1 (First day on the block)

*Focus: The basics – learn as much about what you have to do on the block – not just to plant a tree, but where to help out and what is expected from you.*

- On your first day you may not have a chance to plant many trees.
  - You may spend your morning in training and pre-work meetings
  - Expect no more than 3 hours of actual planting today
- You will spend until noon following and watching experienced planters to see how tree planting works.
- Try to learn as much as possible.
- Learn to do plots and do them – Do at least 20 plots today. Write them down!
- Watch the experienced planters closely, and ask lots of questions.
- First learn how to plant quality trees, because if your trees are not of acceptable quality you will be expected to go back over your land and fix your trees.
- When planting, concentrate on the quality of the trees and keeping this quality as you start to plant faster.
- Evening training – we will go over stretching and mobility exercises to keep you limber and injury free
  - What and how to stretch in the evenings to minimize injury,
  - Injury prevention measures including the use of ice and anti-inflammatory medications.
  - Massage chairs and massage circles
  - Foam rollers / mobility balls

## Day 2

*Focus: Quality – learn how to plant a good tree and what a good tree looks like, and learn how to recognize good spacing.*

- Expect 6 hours of planting today.
- Get in the habit of having a plan and goals for the day.
- What is your goal for today? \_\_\_\_\_
- Do 4 plots per bag-up today. Write them beside your tallies on your tally sheet.
- Get in the habit of working hard all day.



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- Don't spend more time than you need to at the cache; every minute you spend at the cache is one less minute you have to plant trees.
- Bag up your tees and get out on your piece as soon as possible.
- Evening training – we will focus on reviewing planting technique, and look at videos of good planters and some of you as rookies. We will focus on what makes good planting, fast efficient with as little wasted time and effort as possible.

## First Day Off

- **REST!** You must give your body time to recover.
- Take it easy on the night before and get lots of sleep.
- If you need to get anything from town, make arrangements with your foreman and crummy driver.
- But, the most important thing you can do on this day off is rest.
- You will be expected to put in many more trees and work much harder starting the next shift

## Day 3

Focus – start to focus on how to plant a good tree FAST, concentrate on the technique. Learn good planting technique that can translate into going faster.

- Expect 8 hours of planting today.
- Adjust your goals based on yesterday's performance.
- What is your goal for the day? \_\_\_\_\_
- As a rookie, plan for four bag-ups a day.
- Do 4 plots per bag-up today. Write them beside your tallies on your tally sheet.
- Split your daily goal of trees into 60-75 minute 'bag-ups'
  - More bag ups would mean you have to return to the cache more often and waste time that you could be using to plant.
  - Less bag ups would mean you would be carrying a heavier loads and getting insufficient food and water during the day.
- **Evening training** – we will look at land management, and what you need to do to ensure that your piece is finished completely and efficiently, regardless of the original shape of your piece.

## Day 4..... Goal: \_\_\_\_\_

Focus: Moving Faster – time yourself doing everything! Use your watch; it will make you go faster!

- Move quickly and efficiently and using your time effectively.
- Don't forget about quality, and always remember that good trees only matter if you plant enough of them to make money.
  - Plant them right the first time.
  - Don't garden a tree you know is bad; pull it out and plant it again with the right technique!
  - If you let your quality slide, you will have to stop planting and rework your planted trees.
  - Take your plots (at least 3 per bag-up)

## Second Day Off

- **REST!** You must give your body time to recover
- Take it easy on the night before and get lots of sleep
- **Your body only heals when you are sleeping**
- If you are having trouble meeting the goals on the ROOKIE PRODUCTION TIMELINE arrange to spend some time doing extra training with your crew boss or a rookie trainer

## Day 5..... Goal: \_\_\_\_\_

Focus: Working HARD! (You already think you are but you aren't!)

- Start testing your limits and pushing as hard as possible.
- Focus on and eliminate inefficiency.
- Look for ways to use your time on the block effectively.
  - Good planters don't waste planting time – EVER!
  - Even the fastest planter won't make much money if he spends too much time at the cache, spend as little time at the cache as possible.
  - Bag-up as soon as you return to the cache. Don't sit down.
    - Have a drink of water, and eat a snack as you walk back to where your first tree will be.
    - Don't waste time – EVER!
    - Planting 1 tree every 30 seconds, (an easy task), is 1080 trees in a 9 hour day.
    - If you spend ten extra minutes at the cache every time you bag up you will lose at least 40 minutes of planting time every day.
    - This translates into 80 trees a day at 30 seconds per tree. As you get faster you will lose more and more time, and money, by being at the cache.
- Focus on planting smoothly and efficiently, if you focus on fast most planters become less efficient and often end up going slower.
- Keep doing plots – 2 per bag-up every day!

## Day 6..... Goal: \_\_\_\_\_

Focus: Let's start to make some MONEY\$\$

- Let loose and see how fast you can go!
- From Day 6 on we expect all planters to be planting at least 1000 trees per day on \$0.12 ground.
- If your technique is right there should be few quality issues.
  - Plant 10 trees as fast as you can – check them for issues.
  - Fix the issue and do it again – check for issues
  - Fix the issue and do it again – until you plant 10 good FAST trees!
  - Now pick a small natural area and plant it as fast as you can.
  - Check your density in that area
- On the sixth day you should be able to let loose a little and plant faster, your technique will be smoother and you will be more efficient. By this day you have all of the skills needed to plant at least 1000, \$0.11 trees.



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**Day 7.....Goal: \_\_\_\_\_**

*Focus: Same as every day from here on out – POUND TREES!!!!!!*

- Things are becoming easier and 1000 trees now should seem like an accomplished step to your upcoming goals.
- If you have not yet reached 1000 trees you will need to evaluate the reason with your foreman and/or Supervisor.
  - Summit wants you to be the best rookie planter you can be and will give you every tool needed to do so.
  - Get out there on the day off with someone and get them to help you get there!
- Whether you have broken the 1000 mark by now or not, it is important to develop the habit of working as hard as you can all day and taking as few breaks as possible.
  - When you get into the crummy at the end of the day you should know:
    - you planted as many trees as you could that day, AND
    - Somehow there is a way for you to plant more trees tomorrow!

**Third Day Off**

- REST! You must give your body time to recover.
- Take it easy on the night before and get lots of sleep.
- If you are having trouble meeting the goals on the ROOKIE PRODUCTION TIMELINE arrange to spend some time doing extra training with your crew boss or a rookie trainer

**Day 8.....Goal: \_\_\_\_\_**

**Day 9.....Goal: \_\_\_\_\_**

**Day 10.....Goal: \_\_\_\_\_**

*Focus: Same as every day from here on out – POUND TREES!!!!!!*

- Things are becoming easier and 1000 trees now should seem like a given.
- Be prepared, many rookies start to plateau around this level DO NOT LET THIS HAPPEN!

**Making the hard choice**

- By the end of this shift you need to be making minimum wage or \$125.00 per day, and must do so from now on out.
  - This is NOT a difficult goal and should be relatively easy to achieve
  - If you have not yet reached \$125/day you will need to evaluate the reason with your foreman and/or Supervisor.
  - Summit wants you to be the best planter you can be and will give you every tool needed to do so. However if you are under the \$125/day minimum you have some hard questions to ask yourself.
    - Are you really cut out for the job? You and your crew-boss must make this decision together. Not everyone is.
    - If you are.
      - Make it a priority to get out with your crew boss for one on one coaching on the day off
      - Make a plan with your crew boss, you will not be able to keep planting if you cannot start to make at least \$125/day
  - As long as we all work hard together, each and every planter will go home after every season with a feeling of accomplishment and fair treatment. – be prepared to decide if you are not cut out to be a planter.

**From Here on out to the end of the season!**

*Focus: Same as every day from here on out – POUND TREES!!!!!!*

- Your goal now should ALWAYS be growing, more trees and more money.
- By day 20 we fully expect that you will be earning at least \$165 / day
- Set your daily goals and your benchmarks, 1500, 2000, 2500, 3000, 3500, 4000, 4500, 5000, 5500, 6000
  - Split these numbers up into bag-ups and know how fast you have to do each bag-up to make your goal!
  - Force yourself to get over each benchmark as quickly as possible
  - Every time you get over a milestone *be proud of yourself!*
  - The next day start shooting for the next goal, the season will feel long, but IT IS SHORT, by day 25 you may be ½ way done!
- If your bag-ups are under 75 minutes and you can carry more without slowing yourself down add more trees to your bag ups.
  - If you do 8 bag-ups today, adding one extra bundle per bag-up will add up to more than 100 extra trees for the day.
  - Force yourself to complete the trees in the same amount of time – YOU CAN!
- Don't let yourself plateau, even for a couple of days.
- Believe in yourself! YOU CAN GO FASTER!