



Course Catalog

YOUR PARTNER IN AG
WORKFORCE DEVELOPMENT



wga.com/university

GROW YOUR KNOWLEDGE. 

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About Western Growers University

Western Growers University (WGU) is the professional development arm of Western Growers, created to empower individuals and organizations in the agriculture industry through high-impact training. From compliance and safety to leadership development and workforce upskilling, WGU delivers modern, accessible, and bilingual learning solutions tailored to the unique challenges of farming operations and ag-adjacent businesses.

With flexible delivery options, expert instructors, and courses eligible for Society for Human Resource Management (SHRM) and Human Resources Certification Institute (HRCI) recertification, WGU is your trusted partner for building resilient, future-ready teams.

MISSION

To equip industry professionals with the knowledge and skills they need to lead, grow, and drive meaningful change in their organizations.

VISION

We envision a future where dynamic learning and collaborative problem-solving are at the heart of workforce excellence.

CORE VALUES

- **Excellence** – We deliver high-quality, relevant training that meets the industry's evolving needs.
- **Accessibility** – We are committed to making learning available across the agriculture industry.
- **Customization** – We design training that fits the unique needs of individuals and organizations for real-world success.
- **Respect** – We value every voice, fostering a culture of inclusion and mutual respect.
- **Community** – We create space for connection, collaboration, and shared growth.
- **Continuous Learning** – We inspire lifelong learning and the pursuit of personal and professional growth.

ABOUT WESTERN GROWERS

Western Growers represents family farmers in California, Arizona, Colorado, and New Mexico who grow over half of the nation's fresh fruits and vegetables. For nearly a century, we've supported our members through advocacy, innovation, and industry solutions to help agriculture thrive in the West.



WGU Learning Tracks Overview

Western Growers University offers structured Learning Tracks that guide employees and leaders through key areas of professional growth. By grouping courses into focused pathways, it's easier to align training with real workplace needs. Whether you're building foundational skills or preparing for a leadership role, these curated tracks support purposeful learning, accelerate development, and help meet the evolving demands of the industry. Core courses are available in Spanish, led by bilingual trainers. Request the Spanish catalog for details.



STANDARDIZED (SUPERVISORY SKILLS) TRAINING TRACK

Ideal for those entering the ag industry or building on foundational skills, this track covers essential compliance and HR topics—such as labor laws, interviewing practices, and harassment prevention while also strengthening leadership and management capabilities. Participants will develop core skills in communication, accountability, performance management, navigating change, and preventing burnout.

✓ COURSES INCLUDE

- | | |
|---|---|
| 1. Being Accountable for Your Results | 6. Having Tough Conversations |
| 2. Building Trust in the Workplace | 7. Management 101 |
| 3. Competency-Based Behavioral Interviewing | 8. Mental Health and Overcoming Burnout |
| 4. Creating a Civil & Professional Work Environment | 9. Navigating and Adapting to External Challenges |
| 5. Effective Employee Performance Management | 10. Writing Effective Job Descriptions |

\$ COST

WG Members only pay for materials and trainer travel. No facilitator fees.

RISK-BASED LEARNING TRACK

This track helps teams recognize and reduce risk through compliance-focused training. Public workshops offer timely insights on policies, best practices, and legal trends.

✓ COURSES INCLUDE

- | | |
|---|---|
| 1. Disability Accommodations & Interactive Process | 5. Preventing Discrimination & Harassment for Non-Supervisory Employees |
| 2. Guide to Federal & State Leave Laws | 6. Preventing Discrimination & Harassment for Supervisory Employees |
| 3. Navigating California's New Workplace Violence Prevention Requirements | 7. Wage & Hour Compliance |
| 4. Preparing for ICE and I-9 Audits | |

\$ COST

WG Members only pay for materials and trainer travel. No facilitator fees.

PREMIUM TRAINING TRACK

ARBINGER CURRICULUM

Advanced sessions using The Arbinger Institute curriculum, focusing on mindset transformation, collaboration, and leadership. Delivered by WG-certified Arbinger facilitators.

COURSES INCLUDE

- | | |
|---|------------------------|
| 1. Developing and Implementing an Outward Mindset | 3. Outward Leadership |
| 2. Outward Inclusion | 4. Outward Performance |

COST

WG Members only pay for materials and trainer travel. No facilitator fees.

CUSTOMIZED CURRICULUM

Tailored programs built to meet your team's specific goals. Coaching, compliance, leadership, and more.

OFFERINGS INCLUDE

- | | |
|---|--|
| 1. Customized Leadership Development Programs | 4. One-on-One Career Coaching |
| 2. Customized Workplace Violence Prevention Plan Training | 5. Train the Trainer: Preventing Discrimination and Harassment |
| 3. Employee Handbook Workshop | |

COST

Quoted per engagement.

DELIVERY OPTIONS



TRAINING IS OFFERED IN A VARIETY OF FLEXIBLE FORMATS:

- Onsite Instructor-Led Training
- Live Webinars
- Local In-Person Events
- Virtual One-on-One Coaching

SPANISH COURSES & BILINGUAL SUPPORT



ALL CORE COURSES ARE AVAILABLE IN SPANISH.

Bilingual trainers ensure inclusive, effective learning for Spanish-speaking employees. Request the Spanish version of the catalog for full details.

RECERTIFICATION CREDITS



WGU IS AN APPROVED PROVIDER OF SHRM AND HRCI RECERTIFICATION CREDITS.

Eligible courses are clearly marked and qualify for live and virtual formats. Confirmation emails will include credit information.

CONTACT & REGISTRATION

**READY TO LEARN WITH WGU?
WE'RE HERE TO HELP.**

For general inquiries, call or email:

Priscila Cisneros
Learning and Development Manager
(949) 439-9740
Pcisneros@wga.com

Scan the QR Code or Visit:

wga.com/university



Standardized Training Track

COURSE DESCRIPTIONS

💡 STANDARDIZED (SUPERVISORY SKILLS) TRAINING TRACK

1. BEING ACCOUNTABLE FOR YOUR RESULTS

High-performing leaders know how to stay focused and purposeful. In this course, you'll learn how to shift from reactive to proactive thinking, increase your productivity, and align your actions with meaningful goals. Build self-awareness and take ownership of results that move your team forward.

Who Should Attend: HR professionals, managers, and supervisors

Duration: 2 hours

2. BUILDING TRUST IN THE WORKPLACE

This course discusses the foundation for all relationships and trust. It is the basis for effective employee relationships, motivation, teamwork, decision-making, accountability, etc. Learn how to develop skills for building, maintaining, and extending trust to others. Discover techniques to help you manage your staff more effectively by cultivating healthy, trusting relationships.

Who Should Attend: Business owners, HR professionals, directors, and managers

Duration: 2 hours (plus 15-minute pre-assessment)

3. COMPETENCY-BASED BEHAVIORAL INTERVIEWING

Hiring the right people starts with asking the right questions. This course explores structured interviewing strategies to assess a candidate's competencies, helping you make informed and legally sound hiring decisions. Learn how to maintain consistency, avoid discrimination risks, and build stronger, more aligned teams.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

4. CREATING A CIVIL & PROFESSIONAL WORK ENVIRONMENT

This course explores how aggressive and uncivil behavior can undermine teams and productivity. Learn how to promote a respectful culture by identifying toxic behaviors and replacing them with accountability and professionalism. Gain tools to help foster inclusion and create space for innovation.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

COURSE DESCRIPTIONS

 STANDARDIZED (SUPERVISORY SKILLS) TRAINING TRACK
5. EFFECTIVE EMPLOYEE PERFORMANCE MANAGEMENT

Explore how to coach employees with clarity, empathy, and impact. This course offers tools to provide feedback, address performance gaps, and support team development. Learn how to create a performance culture where employees feel challenged, supported, and empowered to grow.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

6. HAVING TOUGH CONVERSATIONS

Learn how to deliver difficult feedback with respect, clarity, and purpose. This course helps you prepare for sensitive conversations, defuse defensiveness, and strengthen working relationships. Gain tools to turn uncomfortable moments into opportunities for accountability and growth.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

7. MANAGEMENT 101

Step confidently into a management role with foundational knowledge of employment law, leadership, and communication. This course prepares you to transition from individual contributor to people manager by building essential skills and avoiding common pitfalls. Leave with a clear plan and the confidence to lead.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours (plus 15-minute pre-assessment)

8. MENTAL HEALTH AND OVERCOMING BURNOUT

Support your well-being and create a healthier workplace. In this course, you'll learn how to recognize burnout, prioritize mental health, and implement daily habits that improve focus, energy, and resilience. Gain practical tools to protect yourself and your team from long-term exhaustion.

Who Should Attend: All employees

Duration: 2 hours

COURSE DESCRIPTIONS

 STANDARDIZED (SUPERVISORY SKILLS) TRAINING TRACK
9. NAVIGATING AND ADAPTING TO EXTERNAL CHALLENGES

Change is constant. How you respond makes the difference. Learn how to build resilience, manage stress, and lead through uncertainty. This course offers practical strategies to help you, and your team adapt to shifting priorities and external pressures.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

10. WRITING EFFECTIVE JOB DESCRIPTIONS

Strong job descriptions are essential for attracting talent and maintaining compliance. Learn how to define job duties, qualifications, and expectations clearly and effectively. This course offers practical guidance on creating descriptions that align with business needs and legal standards.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

Risk-Based Learning Track

COURSE DESCRIPTIONS

RISK-BASED LEARNING TRACK

1. Disability Accommodations & Interactive Process

This course offers an in-depth look at the legal requirements and best practices for workplace disability accommodations. Learn how to conduct a good-faith interactive process, determine reasonable accommodations, and avoid legal pitfalls. Gain insight into how courts view employer obligations and explore strategies for fostering inclusion while maintaining compliance.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

2. Guide to Federal & State Leave Laws

Navigate the complexities of FMLA, CFRA, PDL, and other key leave laws with clarity. This course provides up-to-date compliance guidance and practical tools for managing employee leave confidently. Take the guesswork out of leave decisions and reduce legal risk through informed action.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

3. Navigating California's New Workplace Violence Prevention Requirements

With new Cal/OSHA regulations in effect, this course walks you through how to develop and implement a compliant Workplace Violence Prevention Plan. Learn how to apply the requirements of Cal/OSHA's Model WVPP to your specific workplace and explore real-world scenarios to enhance risk mitigation strategies.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 2 hours

COURSE DESCRIPTIONS

 RISK-BASED LEARNING TRACK
4. Preparing for ICE and I-9 Audits

Ensure your organization is ready for immigration-related audits with practical guidance from legal experts. This course covers how to maintain compliant I-9 records, prepare for potential U.S. Immigration and Customs Enforcement (ICE) actions, and respond to Department of Homeland Security requests. Attendees will gain tools to minimize risk and protect their operations from penalties.

Who Should Attend: Business owners, HR professionals, managers, and compliance personnel

Duration: 2 hours

5. Preventing Discrimination & Harassment (Non-Supervisory Employees)

Understand what constitutes inappropriate conduct in the workplace and what to do if you see or experience it. This course promotes a culture of respect and inclusion while providing legally required training under California law.

Who Should Attend: All non-supervisory employees, including seasonal and temporary staff

Duration: 1 hour

COURSE DESCRIPTIONS

 RISK-BASED LEARNING TRACK
6. Preventing Discrimination & Harassment (Supervisory Employees)

Explore how to recognize, respond to, and prevent harassment and discrimination in the workplace. Learn about legal requirements, organizational responsibilities, and techniques for fostering a safe, respectful culture.

Who Should Attend: Managers and individuals who direct or influence others

Duration: 2 hours

7. Wage & Hour Compliance

Learn how to classify and pay employees accurately under the Fair Labor Standards Act (FLSA) and avoid costly penalties and legal claims. This course reviews wage and hour laws, misclassification risks, record-keeping obligations, and best practices for maintaining compliance. Equip your team with the knowledge to manage pay policies confidently.

Who Should Attend: Business owners, HR professionals, managers, supervisors, and payroll administrators

Duration: 2 hours

Premium Training Track

COURSE DESCRIPTIONS

PREMIUM TRAINING TRACK: ARBINGER CURRICULUM

1. Developing and Implementing an Outward Mindset

This foundational course from The Arbinger Institute helps teams shift from self-focused to results-focused mindsets. Through guided exercises and tools—such as self-awareness, collaboration, and accountability strategies—participants learn how mindset impacts performance and relationships. Delivered in-person or virtually, this flexible course empowers individuals to increase influence, build trust, and drive meaningful outcomes.

Who Should Attend: All employees

Duration: Two full days or four half-day sessions

2. Outward Inclusion

Promote a culture where every team member feels valued and included. This course helps participants recognize unconscious bias and take actionable steps to foster belonging in the workplace. By shifting perspectives, learners become more effective collaborators and champions of inclusive practices.

Who Should Attend: All employees

Duration: 4 hours

3. Outward Leadership

Designed for senior leaders, this intensive program equips participants with 38 practical tools to embed an outward mindset across teams and operations. Through immersive training, follow-up coaching, and peer dialogue, leaders learn how to solve challenges collaboratively and drive strategic change. The program blends personal development with practical leadership application for long-term impact.

Who Should Attend: Business owners, executives, senior directors, HR leaders, and legal counsel

Duration: One full day plus follow-up sessions

4. Outward Performance

Address organizational silos, conflict, and disengagement by focusing on mindset and accountability. Through 10 interactive sessions, this course introduces practical tools and real-world applications designed to enhance performance across teams. Participants will explore how to sustain lasting culture change by applying key principles in everyday work.

Who Should Attend: All employees

Duration: 10 sessions, 1.5 hours each

COURSE DESCRIPTIONS

 PREMIUM TRAINING TRACK: CUSTOMIZED CURRICULUM
1. Customized Leadership Development Programs

Build leadership programs tailored to your team's needs, goals, and organizational culture. Our trainers collaborate with you to design interactive sessions that address specific leadership challenges and strengthen core management skills. Courses combine real-world application with practical tools to empower your leaders and elevate team performance.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 1 to 2 hours per session, customizable

2. Customized Workplace Violence Prevention Plan Training

Designed to help employers meet California's new workplace violence prevention regulations, this service provides guided support for developing a compliant plan. Work with WGU trainers to adapt the Cal/OSHA model Workplace Violence Prevention Program (WVPP) to your specific workforce, operations, and risk profile. Training can include plan development and team education to ensure full understanding and implementation.

Who Should Attend: Business owners, HR professionals, safety coordinators, and compliance leads

Duration: Consulting: 2–3 hours; Training: 30 minutes to 1 hour

3. Employee Handbook Workshop

Create a legally compliant, customized Employee Handbook that reflects your company's policies and culture. Participants will receive advance preparation materials and hands-on guidance during the workshop to edit and personalize a model handbook. Leave the session with a completed, ready-to-distribute document and the knowledge to maintain it moving forward.

Who Should Attend: Business owners, HR professionals, managers, and supervisors

Duration: 4 hours

COURSE DESCRIPTIONS

 PREMIUM TRAINING TRACK: CUSTOMIZED CURRICULUM
4. One-on-One Career Coaching

Support your personal and professional growth with customized coaching tailored to your goals. Our development specialists offer guidance on leadership, performance management, goal setting, and career transitions in a confidential, virtual format. Sessions are flexible, practical, and designed to deliver lasting impact.

Who Should Attend: Business owners, HR professionals, department leaders, managers, and supervisors

Duration: 1-hour sessions (minimum of four sessions required)

5. Train the Trainer: Preventing Discrimination and Harassment

This full-day course prepares experienced HR professionals to deliver legally compliant anti-harassment training in their organizations. Participants learn how to communicate legal standards, address misconduct, and align content with internal policies. Training includes case studies, legal analysis, and hands-on practice to meet California requirements (SB-1343, AB-1825, AB-2053, SB-396, SB-400, SB-188). Participants will also learn how to develop and customize training materials aligned with their organization's policies and reporting protocols.

Requirements (Participants should have at least two years of experience in):

- California and federal anti-harassment laws
- Handling and reporting workplace harassment
- Conducting investigations and addressing retaliation
- Training supervisory employees
- Implementing anti-harassment policies

Who Should Attend: Experienced HR professionals and compliance trainers

Duration: 8 hours



Scan here to explore our training services or visit:
www.wga.com/university

If you need further details, please contact us at:
westerngrowersuniversity@wga.com