

# Your Vegetation Management University

## A Complete Learning Management Ecosystem

powered by *Grow With Trees*

Your Vegetation Management University (VMU) is a fully customized, branded learning management ecosystem designed specifically for your vegetation management program.

Bring all training, program documents, and resources into one place, while delivering interactive, engaging, and flexible learning that aligns your contractors and crews, tracks performance, and helps improve outcomes across your program.



## Built for a Hands-On, Field-Based Workforce

*Designed for how crews actually learn*



### Visual-First Learning

Abundant video, animations, and graphics cater to different learning styles



### Interactive, Engaging Modules

Clickable, scenario-based learning keeps crews actively engaged (in 15 minutes or less)



### People-Plant Connections

Plant ID is tied to real-world applications - from deer and turkey habitat to cultural and field-based uses



### In-Field Micro-Learning

Targeted micro-lessons reinforce socialization and training in the field through the Let Grow app



### Field-Ready Tools

Field guides, games, and public-facing materials support consistent messaging and help build landowner trust



### And More!

Bilingual delivery, voice-supported content, and centralized tracking improve accessibility and understanding

**Autumn Olive**  
*Elaeagnus umbellata*

**PHYSICAL DESCRIPTION:** A large, deciduous shrub or small tree with a broad, spreading growth form. It develops a rounded to irregular canopy with multiple stems and arching branches. Silvery leaves and twigs give the canopy a shimmering appearance. Fast growing, prolific seeding, and adaptable, which has allowed it to become highly invasive.

**LEAVES:** Leaves are alternate, oval to lanceolate, and unlobed. Upper surface is dark green to grayish green, while the lower surface is covered with silvery white scales.

**FLOWERS:** Small, light yellow flowers are borne along twigs after leaves appear early in the growing season. Flowers are tubular with a creamy light yellow petals in radial symmetry; clusters at leaf axils. Blooms May-June.

**FRUITS:** Fruits are small, round, juicy, reddish to pink, dotted with scales, and produced in great quantity. Single seeded, small, silvery brown when immature, maturing to speckled red.

**HABITAT:** Found in disturbed areas, along roadsides, in pastures, fields, and sparse woodlands. Often found in poor soils due to its nitrogen-fixing root nodules that allow it to tolerate poor conditions. Can also survive salt and drought, but does not grow well in wet habitats or dense forests. Life span up to 30 years.

**DORMANT SEASON IDENTIFICATION:** In winter, autumn olive is identifiable by silvery brown twigs, often dotted with small red colored lenticels. The shrub's thorny branches and dense, spreading habit remain distinctive even without leaves. Persistent clusters of small, red berries may remain into early winter, aiding identification.

**ADDITIONAL INFORMATION:** Fruits persist on plants until late winter, providing food for a wide variety of birds. Mammals also eat the fruits. Deer browse the foliage. Humans have historically eaten the fruits raw or processed into jelly. Tannness varies among plants. The plant fixes nitrogen.

Better Training. Better Stewardship. Better Outcomes.



[www.growwithtrees.com](http://www.growwithtrees.com)



[support@growwithtrees.com](mailto:support@growwithtrees.com)

## Why VMU?



### Standardized Training

Deliver one consistent training standard across all contractors and crews that drives reliable execution throughout your system



### Faster Field Readiness

Get new hires up to speed quickly and keep productivity moving despite workforce turnover



### Competency-Based Risk Reduction

Equip crews with the knowledge and skills to make the right decisions in the field, lowering the risk of safety incidents, outages, wildfire, and environmental damage



### From Reactive to Proactive IVM

Go beyond cycle-based maintenance and ensure your workforce has the knowledge and skills to implement strategic IVM, including biological control



### In-Field Micro-Learning

Manage training, documentation, and reporting in one place to reduce administrative burden and improve visibility and trackable insights

## Learning Paths Within YOUR VMU

Custom-built to reflect **YOUR** program, **YOUR** vegetation, and **YOUR** operational priorities



## How Your VMU Comes to Life

### 1 Design Your University Together

Partner with us to define the structure, standards, and priorities

1

### 2 Build Your Learning Paths

We create and customize all training tailored to your program

2

### 3 Run Your Learning EcoSystem

We manage your fully branded VMU, so you don't have to

3

### 4 See the Results

You watch training turn into measurable outcomes

4

Let's grow together and build your custom Vegetation Management University!



[www.growwithtrees.com](http://www.growwithtrees.com)



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