

Term of Apprenticeship - The term of apprenticeship shall not be less than 10,000 hours or five (5) years of reasonably continuous employment of practical experience. This training is divided into five (5) segments; each segment will consist of 2,000 hours of reasonably continuous on the job training. **In my opinion, locking apprentices and programs into a 2000-hour requirement isn't fair to the apprentices especially. Every worker, in every occupation deserves some time for recreation as well as time allowed for illness or other life events that happen, therefore our program has the statement "of reasonably continuous employment of practical experience", this allows us to give credit for the year of apprenticeship for work hours of less than 2000 per year. We do have a minimum that I will explain in a moment.**

Probationary Period – apprentices employed under these Standards shall be subject to a tryout or probationary period which shall not exceed 2,000 hours of reasonably continuous employment. During this period, with written notification to the Council, the apprenticeship agreement may be terminated, without cause, by either party to the agreement. After the probationary period, adequate cause shall be shown, and all parties to the agreement shall be heard. **I am a firm believer that both the apprentice and the employer should have a period of time that should not affect the program, or the apprentice should it not "work out" for either party. Especially in the construction industry, people figure out, quickly in many cases, that they are not right for the industry.**

Ratio – Ratio of apprentices shall be of one apprentice to one journeyworker. No apprentice shall execute work unless in the company with a journeyworker. Apprentices shall, under no circumstance be recognized as a journeyworker. **If you are a parent, one of the things that is commonly discussed about sending your children to school is class size. There is no difference in an apprenticeship program except that apprentice safety may come into play as well. In all occupations, the goal of the program is to develop a well-trained, qualified workforce for the sponsor as well as providing the training for the apprentice to have a productive, beneficial and rewarding future in the occupation they have chosen for a career. Apprenticeship blends related classroom instruction with on-the-job training. The idea is the apprentice gets to practice what they learn in the classroom. Apprentices that don't receive the positive reinforcement of that practical experience from qualified important" in some occupations that others but, remember, apprentices are new to their chosen field and safety should always be a consideration.**

Hours of Work – 1. To receive a month's credit, an apprentice must work a minimum of 140 hours of work for said month. **Our program is a union program, so it was rather easy to figure how to "allow" credit for work hours each month to fulfill the "reasonably continuous" employment requirement. We used the hours required to attain medical coverage monthly. This was put in place because of the nature of the construction industry. Ebbs and flows of work might have an apprentice working a large number of hours one month and less in another month. As long as the apprentice fulfills the minimum hours each month along with the other requirements of related instruction, they would receive the credit towards credit to qualify for the year thereby fulfilling the time based requirements.** 2. Hours spent in related instruction shall not be considered hours of work. **This may sound obvious, but it is a regular question of apprentices and sponsors.** 3. Apprentices must obtain permission from the apprentice supervisor prior to being excused from school due to working overtime. 4. Apprentices will be allowed

no more than three excused absences from school during the school year. **Because we have time allowed in our program for absence in related instruction, we felt it necessary to make sure the apprentice understands that working overtime may be allowed as an excused absence but it is still an absence that is counted towards their “allowed” absences therefore the requirement to get permission.**

Wages – percentage of the journeyworker scale progressively higher throughout the 5 years. **As apprentices gain experience and knowledge, they earn higher wages culminating in the journeyworker wage upon successful completion of the program.**

Work Processes – 1. The ultimate goal of the Apprenticeship Program is the development of well-trained, qualified journeyworkers in the trade. Every effort must be put forth by the employer to allow apprentices to work “with the tools” at every opportunity. 2. Apprentices should work in the process categories listed following the approximate hours for each category. **Every occupation has recognized work processes that the subject matter experts would produce into a schedule that the program can follow to assess the apprentice’s advancement through the program.**

Monthly OJT reports – Each apprentice shall submit a monthly time report containing the following information: apprentice name, employer name, numbers of hours worked with a breakdown of each category of work as well as the job on which the work occurred. These reports will be filed with the Joint Apprenticeship Committee through the online reporting system established at the JATC International Training site. Failure to submit these reports on time may result in loss of credit for that month. **In order to receive the credit, it is the apprentices’ responsibility to report the OJT hours. We have created a reporting system through our international union on the International Training website.**

Completion – After completion of the required credited service, the apprentice will be eligible to take the journeyworker exam. A score of 70 must be obtained as a passing score. In the event a passing score is not achieved, the apprentice shall attend school during the six-month period prior to being allowed to re-take the exam. Upon satisfactory completion of the terms and conditions outlined in the Standards of Apprenticeship, the JAC shall make written request from the registration agency for a certificate of completion. **No education program would be complete without an assessment of the learning. Unfortunately, some apprentices may need a little more instruction before achieving the goal of completion and therefore we have included an opportunity for those that may not successfully achieve a passing score on the first attempt.**

I believe there is not an occupation in the world that can’t be trained through apprenticeship. There just needs to be those subject matter experts that can produce the information needed for an occupation together with apprenticeship experts that can help analyze that information and produce a program and schedule that will help produce trained and qualified professionals in that occupation.