

APPRENTICESHIP OFFERS YOU

- **Job satisfaction**
- **A marketable skill**

Apprenticeship programs are developed and operated by labor unions and/or employer organizations representing the various trades. They are conducted through the voluntary cooperation of labor, management, schools, and government.

The State Department of Labor and Industrial Relations (DLIR) is responsible for registering private sector and county government sponsored apprenticeship programs and ensuring that these programs operate in compliance with the standards for safeguarding the welfare of apprentices.

Apprentices usually start at 40 to 70% of a journeyworker's wage. Upon completion of the training program, the apprentice is presented with a certificate that identifies him/her as a skilled craftsworker.

The skilled craftsworker may go on to become a supervisor, superintendent, or a contractor or owner of his/her own business.

Most apprentices work with their hands, are creative, and receive a great deal of satisfaction in their accomplishments.

WHAT IS APPRENTICESHIP?

Apprenticeship is a combination of working, learning on the job, and going to school for related instruction. The program consists of a structured, written plan which outlines the terms and conditions of the apprenticeship program.

The following are some of the characteristics of an apprenticeship program:

An apprentice:

- ❖ Works for an employer participating in an apprenticeship program;
- ❖ Enters into a written agreement-employer agrees to teach and the apprentice agrees to apply him/herself to the job;
- ❖ Attends related instruction classes of approximately 144 hours per year;
- ❖ Earns pay increases periodically;
- ❖ Spends 1-5 years in training for the job selected;
- ❖ Earns a "Certificate of Completion" upon satisfactory completion of the program;
- ❖ May work for several different employers as a journeyworker after completion of the program.



How to Become an Apprentice

Apprentice openings depend on the availability of job openings. In most of the building trades programs, open recruitment periods for a specific trade are announced to the public. These announcements are distributed to various community organizations and are placed in the newspapers. Interested persons must apply only during these periods to be considered.

Although minimum qualifications for apprenticeship may vary among different occupations, most programs require the apprentice to meet the following:

- ✓ Be at least 16 years of age
- ✓ Be a High School Grad or have a GED
- ✓ Be able to pass an industry test for the occupation
- ✓ Be physically fit for the occupation.

Normally, there are more applicants than vacancies and entering apprenticeship is becoming increasingly selective. You can enhance your chances of being selected by doing the following:

- Take high school math, mechanical drawing, English and science courses
- Attend post-graduate courses related to the industry
- Gain work experience directly or related to the occupation
- Be willing to work, study and attend classes

To find out more, talk to:

- A journey person working in the occupation which interests you
- A training coordinator or union representative of the trade
- An employer or member of the apprenticeship committee for the trade
- Staff of the Workforce Development Division, DLIR
- A high school counselor