Using Apprentices on Public Works and Other Projects

Apprenticeship Compliance Alert

Contractors may lose their right to bid on public works projects if they do not follow these rules.

The laws and rules now in effect hold contractors directly accountable and, if violated, provide for penalties up to debarment.

Look up: RCW 39.04.350 (1)(e), RCW 39.12.055(3), WAC 296-05-015, online at www.leg.wa.gov, or contact L&I’s Apprenticeship Program in the “Learn more” box below.

Make sure you know the rules:

Ratio
In most all cases, there must be at least one journey-level worker for every apprentice working on a job. Some programs have more stringent requirements, so check.

Supervision
Journey-level workers must supervise apprentices in their occupation for at least 75% of each day they’re on the same job site.

Work Processes
Apprentices may only perform work that falls within the approved work specified by their apprenticeship program.

Public works projects
Companies bidding on public works projects must plan to have apprentices make up at least 15% of the labor force on projects of $1 million or more. ($3 million or more for Department of Transportation projects.)

What’s apprenticeship?
Apprenticeship is a system of occupational training combining on-the-job experience with classroom learning.

Apprenticeship: Good for business
Apprentices…

- Reduce labor costs: Apprentices earn a lower wage while learning a trade. There may also be incentives available for hiring apprentices on a project.
- Develop great working relationships: Apprentices create strong bonds with their teachers.
- Pay you a return on your training investment: When firms evaluated the new employees who completed an apprenticeship program, a recent survey found 88% of employers either “very” or “somewhat” satisfied. (Workforce Training & Education Coordinating Board)

Learn more

Web: www.Lni.wa.gov/Apprenticeship
Email: Apprenticeship@Lni.wa.gov
Call: 360-902-5320
Write: Apprenticeship Program
        Department of Labor & Industries
        P.O. Box 44530
        Olympia, WA 98504-4530

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 360-902-5797. L&I is an equal opportunity employer.