

What's apprenticeship?

Apprenticeship is a centuries-old system of occupational training that combines on-the-job experience with classroom learning.

Apprenticeship: Good for business

The Apprenticeship Advantage:

- **Reduce your labor costs:** Apprentices earn a lower wage while learning a trade.
- **Help you develop working relationships** with tomorrow's most promising workers.
- **Make your bid on renewable energy projects attractive to developers:** Special incentives are available for project owners supporting apprenticeship programs.
- **Pay you a return on your training investment:** A 2009 Canadian study showed that employers earned an average \$1.47 in benefits for each \$1 spent on apprenticeship training. (www.caf-fca.org/en/reports/)

Learn more

Website: www.Apprenticeship.Lni.wa.gov

Email: Apprenticeship@Lni.wa.gov

Call: 360-902-5320

Write: Apprenticeship Program,
Department of Labor & Industries
P.O. Box 44530
Olympia, WA 98504-4530

Using Apprentices on Public Works and Other Projects

*Make sure you
know the rules:*



Ratio



Supervision



Work Processes



Washington State Department of
Labor & Industries

Apprenticeship Services

Apprenticeship Compliance Alert



Above photo and cover photo courtesy of WSDOT.

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.

Learn more online: www.leg.wa.gov

Look up: RCW 39.04.350 (1)(e), RCW 39.12.055(3), WAC: 296-05-015

Or call L&I's Apprenticeship Program: 360-902-5320

Make sure you know the rules:

■ Ratio

There must be at least one journey-level worker for every apprentice working on a job. However, some programs have more stringent requirements. Be sure to check.

■ Supervision

Journey-level workers in the same occupation as the apprentices must be on the same job site as their apprentices for at least 75% of each day the apprentices work.

■ Work Processes

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

Did you know?

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. (*\$2 million for Department of Transportation projects.*)

Check the awarding agency's rules, as requirements vary.



Learn more at:

www.leg.wa.gov

Search for: RCW 39.04.320