

Frequently asked Questions about Apprenticeship

1. What is Apprenticeship?

Apprenticeship is a combination of on-the-job training (OJT) and related instruction in which workers learn the practical and theoretical aspects of a highly skilled occupation.

2. Who sponsors Apprenticeship?

Apprenticeship programs are sponsored by joint employer and labor groups, individual employers, and/or employer associations.

3. How do I get into an Apprenticeship Program?

An individual can contact the Department of Labor and Industries Apprenticeship Section or Regional Offices for a copy of the apprenticeship booklet and a list of trades, to include current and former trades. Once the individual receives this information, he/she can contact directly, any of the programs listed in the Apprenticeship booklet to inquire about current opportunities, or they want more information about a trade/program, they can contact the Apprenticeship Section for copies of a program standard which covers the trade that they want to get into. Basically, it is up to the individual to contact the program sponsor about applying for an apprenticeship program.

You may also go to the following web sites:

Apprenticeship main web site:

www.lni.wa.gov/TradesLicensing/Apprenticeship/

Apprenticeship Registration and Tracking System (ARTS) web site:

<http://ARTS.LNI.wa.gov>

4. What is an Apprenticeable Occupation?

- A. It is customarily learned in practical way through a structured, systematic program of supervised on-the-job training.
- B. Is clearly identified and commonly recognized throughout an industry.
- C. Involves manual, mechanical, or technical skills and knowledge that require a minimum of 2000 hour of on-the-job experience.
- D. Requires related instructions to supplement the on-the-job training. Such instruction may be given in a classroom, through correspondence courses, self-study, or other means of approved instruction. A minimum of 144 hours for each year of apprenticeship is recommended.

5. What are the benefits to an individual?

Through the Apprenticeship Agreement, an apprentice, as an employee, receives supervised, structured on-the-job training combined with related technical instruction. The instruction, usually classroom study, in a specific occupation can be held at public secondary or post-secondary schools, employer or union sponsored schools or community colleges.

Some registered apprenticeship programs also have dual accreditation through post-secondary institutions, which apply credit for apprenticeship completion towards an Associate Degree.

A progressively increasing schedule of wages is based on the journeyworker's hourly wage of the apprentice's occupation. These increases occur with satisfactory progress in both related instruction and on-the-job training until wages reach 85 to 90 percent of the rate paid the journeyworker in the occupation.

Upon completing a one to five year (2,000 hours to 10,000 hours) apprenticeship, the worker receives an Apprenticeship Completion Certificate and is recognized as a qualified journeyworker nationwide. This Certificate is one of the oldest, most basic, and most highly portable industry credentials in use today. The Certificate is issued by a federally approved State Apprenticeship Council or Agency or, in those States not having such an agency, by the Bureau of Apprenticeship and Training.

6. What are the benefits to an employer?

- Attract adequate numbers of highly qualified applicants.
- Reduce absenteeism.
- Reduce turnover.
- Increase productivity.
- Reduce cost of training.
- Facilitate compliance with Federal and State Equal Employment Opportunity requirements.
- Improve community relations.
- Improve employee relations.
- Ensure availability of related technical instruction
- Enhance problem-solving ability of craftworkers.
- Ensure versatility of craftworkers.
- Address industry's need to remain competitive by investing in the development and continuous upgrade of the skills of its workforce.

7. Who is eligible?

Registered apprenticeship in most apprenticeable occupations is open to anyone age 16 or older. However, individuals must usually be age 18 to be an apprentice in hazardous occupations. About 14 percent of newly registered apprentices are age 21 or younger. More than 360,000 apprentices are currently receiving training nationwide, including 80,000 apprentices in the armed services.

Individuals must satisfy the sponsor that they have the ability, aptitude, and education. The sponsor of an apprenticeship program plans, administers, and pays for the program. Sponsors can be employer (s), or employers' associations. Frequently, organized labor (unions) also participates jointly with these employer(s) to sponsor apprenticeship programs.

Credentials or documentation that may be required by the sponsor along with the completed application form include a transcript of school subjects and grades, proof of age, honorable military discharge (if applicable) and high school diploma or general equivalency certificate "GED"(if applicable). References from all previous employers may be required.

Registered apprenticeship, traditionally associated with the trades in construction, precision, craft and repair, is now available in hundreds of occupations. Contact your State Bureau of Apprenticeship and Training or State Apprenticeship Council or Agency Office for more information on occupation

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