

## APPRENTICESHIPS

APPRENTICE means, “to learn.” An apprentice is a person who agrees to contract with an employer to learn a trade over a certain period of time. The contract is called an “indenture.” The purpose of apprenticeships is to give a person (usually 17-32 years of age, 37 if a veteran) an opportunity to learn a skill from a craftsman. The apprentice is a working tradesman. He earns money while he is learning and is also a part of a program of on-the-job training combined with night school instruction.

An apprentice is required to attend classes one night a week in addition to his job. There, he learns the theory of this trade. An apprenticeship may last from two to seven years, depending on the type of skill the apprentice is learning.

Apprenticeships are available to both men and women in the following areas: meat cutter, carpenter, machinist, ironworker, plumber, bricklayer, painter and paperhanger, electrician, cook, surveyor, truck mechanics, and other areas.

When an apprentice becomes “indentured” he signs a contract to work under the supervision of a journeyman (a man who has spent many years learning particular job). The apprentice usually receives half the wages of the journeyman, and these wages increase periodically as the apprentice completes his training.

Job training may be covered by completing a certain number of hours in one subject area, such as 1,032 hours in duplicating techniques and the knowledge of stock as part of the 6,000 hours required total for a locksmith’s apprentice program. When the apprentice completes his training he is given the title of “journeyman” and receives the same wages as a fully trained, skilled professional in his field.

A journeyman and a group of people called the Joint Apprenticeship Committee of a particular group supervise the apprentice training and classroom instruction. The committee selects apprentices, approves rating procedures and wages, enforces individual apprentice agreements, and labor standards. They supervise job training promotions, hours, and grant completion certificates.

The apprenticeship program is voluntary and a trainee may drop out at any time. He may also be dropped from a program if he is unsuitable. The apprentice program offers the trainees a chance to earn while they learn, job security, increasing earning power, an opportunity to advance, and a great deal of satisfaction on the job.

Some of the basic requirements for apprenticeship are:

1. Age 17 to 32 years, 37 years if a veteran
2. High school diploma or G.E.D. test
3. Applicant must be a resident of the area in which he is trained, or a resident of the state in which he trains
4. Applicant must be in good health and physically able to perform the job

Answer the following questions:

1. An apprentice is contracted to learn a trade from a \_\_\_\_\_.
2. The contract is called \_\_\_\_\_.
3. The period of the apprenticeship may take \_\_\_\_\_ years.
4. An apprentice receives \_\_\_\_\_ the wages of a journeyman.
5. The journeyman is a \_\_\_\_\_ tradesman with years of experience in a field.
6. The apprentice receives additional training in the theory of his job at \_\_\_\_\_ one night a week.
7. The \_\_\_\_\_ supervises apprenticeship agreements, hours, training, and labor standards.
8. The apprentice has the following advantages:
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. \_\_\_\_\_
  - e. \_\_\_\_\_
9. The basic requirements of applicants are:
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. \_\_\_\_\_

Go to the California Division of Apprenticeship Standards (<http://www.dir.ca.gov/DAS/das.html>) and complete the following questions.

10. List five areas of interest in an apprenticeship and from research list the required hours of training for each. Do this for San Bernardino County.

|          |             |
|----------|-------------|
| a. _____ | Hours _____ |
| b. _____ | Hours _____ |
| c. _____ | Hours _____ |
| d. _____ | Hours _____ |
| e. _____ | Hours _____ |

11. List the seven steps that can be found on the web site above a potential apprenticeship candidate should take.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_
- f. \_\_\_\_\_
- g. \_\_\_\_\_

12. Use the web site listed above to match the terms to the definitions. Place the letter of the correct definition on the space to the left of the term to be defined.

|       |                                  |          |  |
|-------|----------------------------------|----------|--|
| _____ | <b>J.A.T.C./J.A.C :</b>          | <b>A</b> | The applicant must seek his/her own employment from participating employers, after meeting the qualifications to enter an apprenticeship program.        |
| _____ | <b>U.A.C. :</b>                  | <b>B</b> | Items or tests that have to be provided or completed after acceptance into an apprenticeship program, prior to employment.                               |
| _____ | <b>Additional prerequisites:</b> | <b>C</b> | Applicants are placed on a list. When new apprentices are needed, applicants are taken from the top of the list.   |
| _____ | <b>Additional requirements:</b>  | <b>D</b> | Joint Apprenticeship & Training Committee/Joint Apprenticeship Committee. The committee is made up of equal number of members from labor and management. |
| _____ | <b>List: - ranked</b>            | <b>E</b> | Unilateral Apprenticeship Committee. The committee is made up of management or labor representatives.  |
| _____ | <b>List: - seeks employer</b>    | <b>F</b> | Items or tests that have to be provided or completed before qualifying for acceptance into an apprentice program.  |