



California Apprenticeship

www.dir.ca.gov/das

State of Apprenticeship

- Established 1939
- Over 80,000 registered apprentices
- Over 600 State Registered Occupations
- Largest State Apprenticeship Program in the Nation



Traditional Apprenticeships Construction

- Electricians
- Carpenters
- Construction Craft Laborers
- Operating Engineers
- Painters
- Pile Drivers
- Plasterers
- Plumbers
- Painters
- Roofers
- Sheet Metal Workers



More Opportunities, More Apprenticeships

- Business Engagement Team (BET)
- New Apprenticeship Programs in New Industries
 - Healthcare
 - Information Technology
 - Advanced Manufacturing
 - Civil Service



What makes an Apprenticeship?

Apprenticeship has 2 main components

- On-the-Job Training
- Classroom Instruction



Classroom Instruction

- Related Supplemental Instruction (RSI)
- Recommended 144 hours per year
- Theory and Background
- Understanding the reasons behind the task
- Class instruction is tuition free



On-the-Job Training

- Work Processes
- Schedule of tasks
- Minimum of 2,000 hours
- Qualified Supervision
- Paid every hour with increase(s)



The Apprenticeship Model

- 2000 OJT Hours Minimum (Work Processes)
- 144 Recommended Hours RSI
- Wage Schedule
- Journey to Apprentice Ratio
- Apprenticeship Committee
- Selection Procedure



How to Get Started?

- www.dir.ca.gov/das
- “Become an Apprentice” Tab
- “Find Available Apprenticeship Programs” Link
- Search Programs by County and/or Occupation



Selection of Apprentices

- Selection Procedures
 - Different programs, different selection procedures
 - Frequency of applications
 - Area of Training
 - Minimum Age, Education, Physical Requirements
 - Written Exam
 - Oral Exam
- Recruitment Announcements
- ****Contact Program Directly for Application and/ or more information****

The On-the-Job Training Model

- 500-2000 On-the-Job Training Hours (Work Processes)
- Wage Schedule
- Journey to Trainee Ratio
- Selection Procedure
- No RSI Component
- May be completed in 3 months



Benefits for All

Apprentices

Earning while Learning
Regular Pay Increases
Formalized Training
Qualified Supervision
Classroom Instruction
Enabling Skills
VA Benefits

Employers

Employee Loyalty
Retention
Increased Productivity
Gradual Pay Increases
Reservoir of Skilled
Workers
Flexible Workforce
Customer Satisfaction
Workplace Diversity

Community

Taxpaying Community
High Quality
Goods and Services
Contributing Community
Enable Unskilled
Passing on Knowledge

For more information

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