

APPRENTICE BENEFITS UNDER A REGISTERED PROGRAM

Congress passed the Fitzgerald Act to secure apprentice benefits and safeguard his/her welfare. Registered apprenticeship standards recommended by the Office of Apprenticeship Training, Employer and Labor Services/Bureau of Apprenticeship and Training guarantee these benefits.

Benefits from each of the basic apprenticeship standards:

- A. Skilled occupation requiring 2,000 hours or more of training.
 - 1. Definite term assures fully trained journeyman.
 - 2. Definite term prevents exploitation.
- B. A schedule of work processes to be learned on the job.
 - 1. Assures exposure and development of high skills that include critical thinking, problem solving, technology, broader knowledge and application of the apprenticeable occupation.
 - 2. Outlines skills to be mastered.
 - 3. Specified approximate time to be spent on each process.
- C. A progressively increasing wage scale.
 - 1. Gives recognition for skills as acquired.
 - 2. Provides incentive for completing registered apprenticeship.
 - 3. Guarantees pay increments.
- D. Related classroom instruction (144 hours per year is normally recommended).
 - 1. Assures proper related technical training.
 - 2. Provides broader base for advancement.
 - 3. Provides incentive for self-improvement.
 - 4. Facilitates the development of on-the-job-training skills.
- E. Registered apprenticeship agreement.
 - 1. Defines terms of program.
 - 2. Specifies obligation of:
 - a. Apprentice.
 - b. Employer or employer's agent.
 - 3. Constitutes a public record.
 - 4. Establishes avenue of appeal.
- F. Review of registered apprenticeship program.
 - 1. Provides conformity of training with recognized standards.
 - 2. Ascertains adherence to State and Federal laws.
 - 3. Safeguards apprentice's welfare.
 - 4. Provides a public record.
- G. Program sponsor

1. Assures proper training.
2. Stimulates interest in the apprentice.
3. Coordinates related instruction with job-site training.
4. Provides source of sound advice on resolving special problems.
5. Provides recognition for completing apprentices.

H. Supervision and records.

1. Assures acquiring skills of the occupation.
2. Assures safe practices while learning.
3. Provides record of training.
4. Establishes proof of completion of registered apprenticeship.

I. Nondiscrimination.

1. Gives equal opportunity to apply for registered apprenticeship.
2. Provides equal consideration in selection.
3. Guarantees equal opportunity in employment.
4. Assures equal opportunity in training.

J. Probationary period.

1. Provides an opportunity for the apprentice to ensure the occupation is to his/her liking.
2. Develops apprentice confidence to stay with the program.
3. Provides an opportunity for the program sponsor to determine if the apprentice should continue in the registered program.

K. Ratio.

1. Provides greater job security.
2. Promotes closer supervision.
3. Assures diversified on-the-job training from skilled journeyworkers.

L. Periodic examination.

1. Shows apprentice's progressive status and skills gained.
2. Provides public record.

M. Certificate of completion.

1. Recognizes the apprentice's successful completion of the apprenticeship training.
2. Gives public and private recognition (apprentice, State, Federal, company)

J. Other Benefits.

Participation in a registered program assures qualification for:

1. Veterans benefits, if eligible.
2. Employment as an apprentice on Federal or federally assisted construction projects.