

APPRENTICESHIPS

Apprentice programs are the route of the entry to the skilled trades, including:

- Plumbers and Steamfitters
- Sheet Metal Workers
- Roofers
- Glaziers and Glassworkers
- Carpenters
- Bricklayers, Masons, Tilelayers and Terrazzo Workers
- Painters, Decorators, and Drywall
- Carpet, Linoleum, and Soft Tile layers
- Electrical Workers
- Ironworkers
- Sprinkler Fitters

APPRENTICESHIP PROGRAMS:

Apprenticeship is a voluntary system of training in an occupation that requires a diverse range of skills and knowledge as well as maturity and independence of judgement. It involves planned day-by-day training on the job and experience under proper supervision, combined with technical studies in subjects related to the occupation.

Apprenticeships give men and women instruction and experience both on and off the job, as well as all the practical and theoretical aspects of the work required in a skilled occupation.

Through rotation from one division of work to another, accompanied by related technical instruction, apprentices acquire additional skills, master application of those already learned and develop independence of judgement. This system enables apprentices to be productive during their entire period of training.

Most apprenticeship terms are from one to five years, depending upon the occupation involved. To master a particular trade, an apprentice must learn and perfect each skill and bring those skills up to the speed and accuracy required of the job.

YOU AND THE PROGRAM:

Once you have been selected as an apprentice, a written agreement is made which includes the length of the program (when it begins and ends); a description of the training to be given; and the wages you will receive and other general conditions of employment.

You will work with, learn from, and be supervised by skilled craftspersons. These craftspersons are very competent or skilled in their particular trades and have earned the title of a journey person or of a master.

STEPS IN BECOMING A JOURNEY-LEVEL WORKER THROUGH AN APPRENTICESHIP:

The procedure listed below is what may happen if you decide to become an apprentice.

You may contact your local California State Apprenticeship and Training representative, the U.S. Bureau of Apprentice, or inform your employer of your wishes. They will discuss with you the qualifications and demands of the job and will help you determine if you are genuinely interested in becoming an apprentice. You will be told that you may need to take a general aptitude test and pass it with a satisfactory score, and that you may need to pass a physical examination that meets the requirements of the occupation.

If you meet these qualifications, your next step would be an interview with the Apprenticeship Training Committee. The committee will help you further decide if an apprenticeship is really for you. If you are selected for training, your name is then placed on a list with other apprentices. Your name will appear on the list according to the committee's final evaluation.

When work becomes available, you will be called. Prior to reporting to work, you will be required to sign an "Apprenticeship Agreement" card. This card registers you with the state as an apprentice.

Most apprentices have a probationary period. If you satisfactorily complete your probationary period, if you finish the necessary classroom training, and if you meet all the requirements of the terms of your apprenticeship agreed upon when you first indentured, you may reach JOURNEY LEVEL.

APPLICATION:

Interested individuals should contact the local union office of the program in which they are interested. Some programs will place the apprentice candidates in a job, while others require the apprentice to obtain his/her own position, but will typically offer assistance. Apprenticeship programs are typically actively seeking potential apprentices, particularly women and minorities.

BASIC ENTRY REQUIREMENTS FOR AN APPRENTICESHIP:

Each program sponsor, or Trust, determines the requirements and selection process for their respective programs; however, there are minimal standards all programs must adhere to:

- The starting age of an apprentice is usually 18. Some accept 17, one requires 19.
- There is full and fair opportunity to apply for an apprenticeship.

Some apprentice programs have physical requirements, such as manual dexterity and adequate physical strength. Many programs require arithmetic skills, including algebra knowledge for several of the apprenticeships. Most programs have remedial classes for those lacking math skills, but this will likely extend the length the of the apprenticeship. Most apprenticeship programs require a high school diploma or G.E.D.

TYPICAL APPRENTICESHIP PROGRAMS:

Apprentice programs combine the classroom and education and on-the-job training to enable individuals to progress to journeyman status. Apprenticeships typically last from three to five years, during which time apprentices are paid a percentage of the contracted journeyman wage with periodic increases, often every six months.

- There is a schedule of work process in which an apprentice is to receive training and experience on the job.
- The program includes organized instruction designed to provide apprentices with knowledge in technical subjects related to their trade (a minimum of 144 hours per year is necessary).
- There is a progressively increasing schedule of wages.
- Proper supervision of on-the-job training with adequate facilities to train apprentices is insured.
- The apprentice's progress, both in job performance and related instruction is evaluated periodically and appropriate records are maintained.
- Successful completions are recognized.
- There is no discrimination in any phase of selection, employment or training in regards to sex, national origin, religious preference or physical limitations (as long as those limitations do not prevent the participant from performing the required work).

CERTIFICATES OF COMPLETION:

When apprentices finish their training, they receive certificates of completion of apprenticeship. These are issued by the State Apprenticeship Agency, or in those states not having such an agency, by the Bureau of Apprenticeship and Training in accordance with its recommended standards.

PRE-APPRENTICESHIP PROGRAMS:

Apprenticeship pre-job programs provide on-the-job training. Their purpose is to introduce potential apprentices to specific skilled trades and to determine their suitability for the particular work involved. When students successfully complete the introductory period, they may continue with placement in regular apprenticeship training programs.

[Apprenticeship](#)

Review the numerous apprenticeship programs offered throughout the state of California.

[California Division of Apprenticeship Standards](#) –

The Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

[List of apprenticeship resources within California:](#)

FOR MORE INFORMATION ON APPRENTICESHIPS IN SPECIFIC TRADES:

(Be sure to contact the site for information on age and schooling requirements.)

<p>Automotive Machinists Sacramento Automotive JAC 967 Venture Court Sacramento CA 95825 (916)929-1040</p>	<p>California Dept. of Forestry Firefighter & Various Related Occupations California Fire Fighters JAC</p>	<p>Painters/Tapers Painters Local 7125 Governor's Circle Sacramento CA 95823 (916)393-2742 Painters & Decorators</p>
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San Joaquin Valley Automotive JAC 121 East Vine Street Stockton, CA 95202 (916)929-1040	1780 Creekside Oaks Dr. Ste 201 Sacramento CA 95833 (916)648-1717	JATC 600 Roble Avenue Pinole CA 94564 (510)724-3200
Barber Northern CA Barbers and Cosmetologist Apprenticeship Committee Contact Michael Burt at (916)685-2117 Shirley McNealy at (916)421-6950 1-800-650-5558	Cement Mason Cement Masons Local #814 2350 E. Main Street Stockton CA 95205 Each Wednesday, 7 - 9:00 am Cement Masons Local #806 818 Wall Street Chico CA 95928	Plumber, Pipefitter Plumbing & Pipefitting Industry of Sacramento & Yolo District JAC 8750 Younger Creek Drive Sacramento CA 95828 (916)383-1102 PHCC of the Greater Sacto. Area Plumbers UAC 1911 F. Street Sacramento CA 95814 (916)448-1184
Boilermakers Boilermaker JAC 2191 Piedmont Way Pittsburg CA 94564 (925)427-4121	Drywall /Lather Associated Builders & Contractors Inc. Golden Gate Chapter UAC Sacramento CA 95838 6375 Clark Avenue, Suite 100 Dublin CA 94568 (510)829-9230 Sacramento Area Crywall/Lather JATC 23217 Kidder Street Wayward, CA 94545-1632 (510)785-5885	Roofers Valley Roofers & Waterproofers JATC 2840 El Centro Road, Room 117 Sacramento CA 95833 (916)646-6754 Independent Roofing Contractors of CA, Inc. UAC PO Box 207935 Concord CA 94527 (510)746-7113
Bricklayer/Caulker/Cleaner/Pointer Northern California Bricklayers JAC 7125 Governor's Circle Sacramento. CA 95823 (916)424-0351	Electrician, Inside Wireman Associated Builders & Contractors, Inc. Golden Gate Chapter UAC 6375 Clark Avenue, Suite 100 Dublin, CA 94568 (510)829-9230 Sacramento Area Electrical JATC 2836 El Centro Road Sacramento CA 95833 (916)646- 0454/6688 WECA Electrical	Sheet Metal Workers Sacramento Valley Sheet Metal Industry JAC 1624 Silica Avenue Sacramento CA 95815 (916)922-9381 Northern San Joaquin Area Sheet Metal JATC 2707 E. Fremont Street, Suite 2 Stockton Ca 95205 (209)939-9375 Air Conditioning Trades Assn. UAC P.O. Box 1843 Modesto CA 95353 (888)486-4484

	<p>ATC 9719 Lincoln Village Drive, Suite 303 Sacramento CA 95827 (916)453-0112</p>	
<p>Carpenter/Insulation Installer Assoc. Builders & Contractors Inc. Golden Gate Chapter UAC 6375 Clark Avenue, Suite 100 Dublin CA 94568 (510)829-9230 Carpenters Training Center 4421 Pell Drive Sacramento CA 95838 (916)925-7797</p>	<p>Glazier Sacramento Glaziers JATC 2840 El Centro Road, Room 103 Sacramento CA 95833 916-929-4233</p>	<p>Stationary Engineers Stationary Engineers Local #39 2211 Royale Road Sacramento CA 95815 (916)927-3399 Jim Lunsford (415)285- 3939</p>
<p>Carpet/Linoleum/Soft Tile Layers 2840 El Centro Road, Room 105 Sacramento CO 95833 (916)921-1118</p>	<p>Meat cutter Northern California Meatcutters JAC 2200 Professional Drive Roseville CA 95661 (916)786-0588</p>	<p>Surveyor Northern California Surveyors JAC 8105 Capwell Drive Oakland CA 94621 (510)748-7413</p>
<p>Correctional Officer Dept. Of Corrections Testing Office 2201 Broadway Sacramento CA 95818 (916)227-2110</p>	<p>Millwright Carpenter's Training Center 2350 Santa Rita Road Pleasanton CA 94566 (510)462-9640</p>	<p>Tile Setter/Marble Setter & Finisher Sacramento Arewa Tile, Terrazzo & Marble Setters & Finishers JATC 7125 Governor's Circle Sacramento CA 95823 (916)424-0351</p>