

6A-23.004 Standards of Apprenticeship.

An apprenticeship program, to be eligible for approval and registration by the Department, must conform to the following Standards of Apprenticeship:

(1) No change.

(2) The program standards must contain provisions that address:

(a) through (c) No change.

(d) Provision for organized related technical instruction for the ~~apprenticeable~~ apprenticible occupation. A minimum of 144 hours for each year of apprenticeship is recommended. This instruction in technical subjects may be accomplished through media such as classroom, occupational or industry courses, electronic media, or other instruction approved by the Department.

(e) Wage Provisions –

1. A progressively increasing schedule of wage rates is to be paid to the apprentice, consistent with the skill acquired, which shall be expressed in percentages of the established journeyworker hourly or annual rate. The rates represent the minimum for each incremental period of apprenticeship. The established journeyworker ~~hourly~~ rate among all participating employers in the same apprenticeable occupation shall be stated in dollars and cents.

2. The entry apprentice wage rate shall be no less than thirty-five (35) percent of the established journeyworker ~~hourly~~ rate. However, in no event shall the apprentice wage rate be less than the minimum wage prescribed by the Fair Labor Standards Act, collective bargaining agreements, or by Florida Statutes, whichever is higher.

3. No apprentice shall receive a ~~an hourly~~ wage less than the percentage for the incremental period in which the apprentice is serving.

4. The established journeyworker ~~hourly~~ wage rate shall be reviewed annually and amended when determined by program sponsor or as per the collective bargaining agreement.

5. The minimum ~~hourly~~ apprentice wage rate paid during the last incremental period of apprenticeship shall be not less than 75 percent of the established journeyworker wage rate.

6. No change.

(f) No change.

(g) A numeric ratio of apprentices to journeyworkers consistent with proper supervision, training, safety, and continuity of employment and provisions in collective bargaining agreements, except where such ratios are

expressly prohibited by the collective bargaining agreements. It shall be the responsibility of the apprenticeship committee or sponsor to ensure that the allowable ratio of apprentices to journeyworkers is consistently maintained ~~in the program as a whole~~, by each participating employer, ~~and~~ on the job site as follows:

1. For construction occupations, a maximum of one (1) apprentice to not less than one (1) journeyworker must be adhered to. ~~related programs and participating employers in each apprenticeable occupation, an initial ratio of one (1) apprentice to one (1) journeyworker must be adhered to. Subsequent ratios are two (2) apprentices to three (3) journeyworkers.~~

2. For non-construction occupations, a ratio of one (1) apprentice to one (1) journeyworker must be adhered to, unless a variance is requested by the sponsor and approved by the Department. Requests must demonstrate that the sponsor can maintain the safety of apprentices and journeyworkers under the expanded ratio. ~~related programs and participating employers in each apprenticeable occupation, a variance may be requested which is subject to approval by the Department.~~

(h) through (m) No change.

(n) Assurance of qualified training personnel and adequate supervision on the job. Every apprenticeship instructor must:

1. No change.

2. Have training in teaching techniques and adult learning styles, which must occur before or after the apprenticeship instructor has started to provide the related technical instruction.

(o) through (w) No change.

(x) The sponsor must outline in the standards of apprenticeship a funding formula for the contribution of each participating employer for the successful operation and sustainability of the program. ~~A funding formula providing for the equitable participation of each participating employer in funding of the program.~~

(y) No change.

Rulemaking Authority 446.032(1), 446.041(13), 1001.02(1), (2)(n) FS. Law Implemented 446.041, 446.075 FS. History—New 6-9-81, Amended 7-10-83, Formerly 38C-16.04, Amended 5-29-90, Formerly 38C-16.004, 38H-16.004, Amended 3-29-11, 6-25-19,