8-31-1989

What is Apprenticeship?

Maine State Apprenticeship and Training Council

Maine Bureau of Labor Standards

Follow this and additional works at: https://digitalmaine.com/bes_docs

Recommended Citation


Employment Services Documents. 165.

https://digitalmaine.com/bes_docs/165
What is Apprenticeship?

Apprenticeship — in very simple terms — is a structured, supervised program of training for a trade or craft under the direction of a trained worker, supplemented by appropriate related courses of theoretical instruction.

What is an Apprentice?

An apprentice is an individual who is a full-time employee of a concern, earning wages and doing productive work who also studies courses related to the job.

What is the Maine State Apprenticeship and Training Council?

The Maine State Apprenticeship and Training Council is a policy and regulatory making body of eleven members appointed by the Governor for a three year term who may succeed themselves. Four members represent employers, four members represent labor and must be bona fide members of a major labor organization, and three members represent the public who are neither employers or labor.

What does the Council do?

The Council establishes Standards of Apprenticeship in cooperation with employers; Registers or cancels apprenticeship programs and apprentice agreements;

Who Selects and Hires the Apprentice?

The sponsor (employer) by using established prescribed procedures selects and hires the apprentice.

How are Apprentice Wages Determined?

In cooperation between the employer and the Council, the apprentice wages are determined as a percentage of the wages the employer pays the skilled and trained workers employed in the trade or craft.

What is Related Theoretical Instruction?

Related instruction is a series of courses related to the trade or craft. The apprentice must successfully study — usually on their own time — either at one of the VTl's, company sponsored courses, correspondence courses, or other means approved by the Council.

What are Some of the Costs for Either the Sponsor or the Apprentice?

The Maine State Apprenticeship and Training Council does not charge either the employer or the apprentice for any of its services. The sponsor (employer) is responsible for the wages and any fringe benefits for the apprentice. Where there is an expense for related instruction, either the employer or the apprentice pays the necessary expense.

Are There any Costs to the State?

The Department of Educational and Cultural Services, Bureau of Vocational Education picks up some of the expense for providing the related instruction when such instruction is provided through one of the VTl's. The personnel of the Apprenticeship Division located within the Bureau of Labor Standards, Department of Labor, are full time state employees who carry out the duties and responsibilities assigned to them by the Maine State Apprenticeship and Training Council.

What is Required for an Employer to Become a Sponsor of an Apprenticeship Program?

The work place must be safe and healthful; Employees must be covered by Worker's Compensation; Adequate tools and facilities and qualified personnel to train the apprentice; The occupation must be apprenticeable which would be one that is recognized throughout the industry; Would require a minimum of one year of employment to learn the job; Would require the study of related courses; Would involve manual, mechanical or technical skills and knowledge customarily learned through a structured program of on the job experience; Would not fall into clerical, sales, service, management or require a degree and would be one not easily learned in a short period of time.
Are There any Subsidies for Either the Sponsor or the Apprentice?

The Maine State Apprenticeship and Training Council does not have any funds to subsidize in any way either the sponsor or the apprentice.

How Does a Person Become an Apprentice?

A person may become an apprentice by applying for employment with employers engaged in the trade or craft the person is interested in. Apprenticeship openings are limited to the needs of the employers. Some employers hire apprentices once a year every year while other employers only hire apprentices every other year or every four years as business dictates the need for additional employees; Not all employers have registered apprenticeship programs; The Maine State Apprenticeship and Training Council is not always aware of openings for apprenticeship; The Maine State Apprenticeship and Training Council is ready to assist any employer who desires to establish and implement an apprenticeship training program.

What are the Qualifications Required to be Employed as an Apprentice?

Employers establish the qualifications required of anyone who applies for employment as apprentices in their establishment, trade or craft. Some common requirements are:

- 18 years of age
- Physically able to do the work
- Has a high school diploma or a G.E.D.
- Has at least one year of algebra

What Benefits are There for the Sponsor?

Apprenticeship tends to decrease employee turnover; Provides assessment of existing skills; Develops a more informed employee; Requires a commitment by the employee; Develops an employee that fits the company; Insures meeting the training standards of the industry; Attracts better applicants; Reduces training costs; Assures compliance with state labor laws; Develops a more competent employee who is capable of advancing within the company.

What Benefits are There for the State?

A more highly skilled work force; A broadened tax base; A more stable work force to assist employers to expand their businesses; Employers are able to produce more at more competitive costs; Encourage younger people to seek employment and to remain in the state; Encourage new industries to locate in the state; Participation in a nationally recognized training program.

What Benefits are There for an Apprentice?

Provides full time employment with an increasing pay scale; Assures training under the guidance of a trained supervisor; Will acquire journeyman status upon successful completion of training; National recognition for successful completion; Provides incentive for self-improvement; Improved job security; Knowledge that the training will meet acceptable industrial standards; A veteran who is eligible may collect...

What is Apprenticeship?

A partial list of apprenticeable occupations:

- Aircraft Assembler
- Automobile Body Repairer
- Automobile Mechanic
- Boilermaker
- Bricklayer
- Cabinetmaker
- Carpenter
- Chef
- Compositor
- Construction Equipment Mechanic
- Cook
- Cylinder Press Operator
- Electrician
- Electric Motor Repairer
- Machinist
- Millwright
- Painter
- Papermaker
- Plumber
- Police Officer
- Printer
- Sheet Metal Worker
- Shipwright
- Stationery Engineer
- Tool Maker
- Typesetter Perforator Operator
- Welder

* Partial list only

FOR ADDITIONAL INFORMATION CONTACT:

Maine State Apprenticeship and Training Council
State Office Building
Bureau of Labor Standards
State House Station 45
Augusta, Maine 04333

or

Federal Bureau of Apprenticeship and Training
Federal Building
Western Avenue
Augusta, Maine 04330

AUG 31 1989