

DEPARTMENT OF INDUSTRIAL RELATIONS
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ADDRESS REPLY TO:
Div. of Apprenticeship Standards
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November 15, 2007

Subject: Revision to Program Standards - Journeyman to Apprentice Ratios

As you probably know, the Division of Apprenticeship Standards (DAS) has been working with representatives from each state-approved roofing apprenticeship program to improve the training and success rate of roofing apprentices. This became necessary based upon the extremely low graduation rate for apprentices in the roofing trade. Following a series of four meetings over the course of a year it was ultimately agreed that it is necessary to revise the journeyman-to-apprentice ratios to ensure that apprentices receive the appropriate journeyman supervision.

The following wording was developed with unanimous support during those meetings:

*Ratios: For all work, the ratio of Apprentices to Journeymen employed by the employer may not be more than one Apprentice to one Journeyman **by contractor** calculated at the end of the job. The ratio may not exceed three Apprentices to one Journeyman on a daily basis, and each individual contractor may not exceed the one to one ratio by the end of the job. There must always be Journeyman supervision of Apprentices and it is never appropriate to have Apprentices working without Journeyman supervision.*

This ratio will apply to all work bid after January 1, 2008, or where the project is not subject to a bid process, where the contract for the work is entered into or the contract is executed after January 1, 2008.

It is likely that your program's standards will need to be revised to reflect these maximum apprentice ratios. Please prepare and submit to DAS a DAS-24 form revising your standards so that they do not exceed this ratio. DAS will immediately approve the revisions so that they will be in place in advance of January 1, 2008. Note that the minimum ratio of 1 apprentice hour to each 5 journeyman hours established by labor code remains unchanged.

Thank you for working with members of the roofing industry to improve apprenticeship in the roofing industry.

Sincerely,

David Rowan, Chief
Division of Apprenticeship Standards

cc: DAS Apprenticeship Consultants