

MEMORANDUM

TO: Current and Potential Sponsors of Apprenticeships in Alabama

FROM: Joshua J. Laney, Director, Alabama Office of Apprenticeship

RE: Apprentice to Journeyworker Ratio

DATE: 11/20/2020

The Alabama Office of Apprenticeship is adopting an updated policy regarding the required minimum apprentice to journeyworker ratio defined in the *Standards and Regulations for the Registration of Apprenticeship Programs in Alabama* as approved by the United States Department of Labor upon the creation and Recognition of the Alabama Office of Apprenticeship as a State Apprenticeship Agency.

The relevant existing section of the standards and regulations begins on page 7 and reads as follows:

The minimum numerical ratio required should be one (1) apprentice to one (1) journeyworker employed in the occupation area(s) for any service and retail industry. For residential, commercial, and industrial construction (new and renovation work) industry, the minimum numerical ratio required shall be one (1) apprentice to every three (3) journeyworkers employed on any job site. However, the first apprentice may be employed when one (1) journeyworker is employed.

The revised language shall replace the existing language and shall read as follows:

The minimum numerical ratio required for any residential, commercial, and industrial construction (new and renovation work) industry should be one (1) apprentice to one (1) journeyworker employed in the occupation area(s) employed on any job site unless a different ratio is specified by a licensing board established under Alabama law. For occupations in other industries, the standard ratio shall be one (1) apprentice to one (1) journeyworker, with the option for sponsor to request a greater number of apprentices. The AOA will consider requests for any ratio above 1:1 only during the process of apprenticeship standards development based on specific occupations and will always place priority on the safety of apprentices and ensuring quality mentoring for apprentices. The director of the AOA will approve or deny any request for ratio changes during the program or occupation registration process.

For the purposes of version control, the cover page of the updated *Standards and Regulations for the Registration of Apprenticeship Programs* shall be updated to include the words "As amended 11/20/2020" and will henceforth be updated any time an amendment is made.

