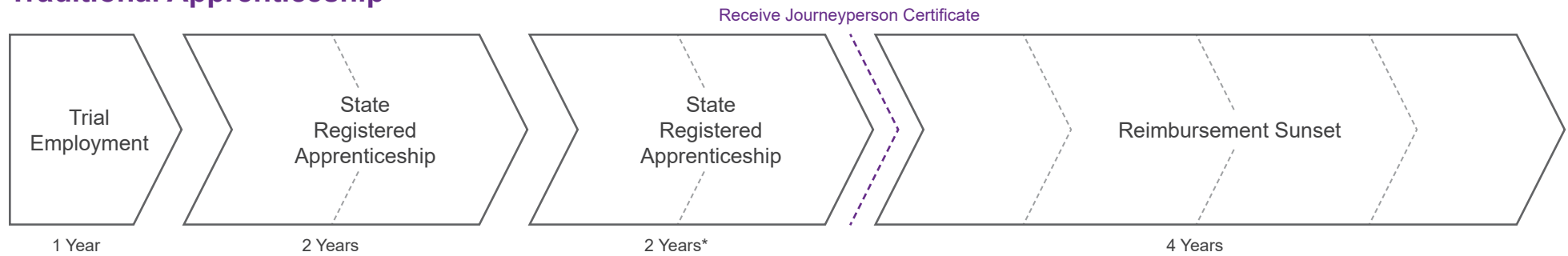


Traditional Apprenticeship

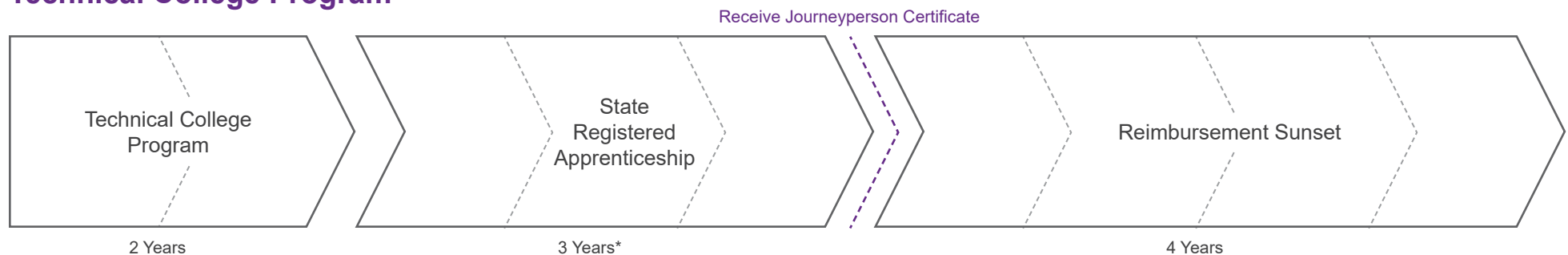


The traditional apprenticeship focuses heavily on on-the-job training supplemented by classroom instruction. Before beginning their apprenticeship, the company requires potential apprentices to spend one year working in the company to “get to know each other.” After the trial employment period, the employee will be allowed to begin their registered apprenticeship. During the first two years, the apprentice must also attend class at a technical college one day per week. Apprentices will attend select courses offered by technical colleges but are not enrolled in the college’s metalworking program. Apprentices on this track do not earn a technical college diploma.

PROS: Employee benefits sooner, more work hours sooner, wages paid to attend school

CONS: No tech college diploma, slower wage increases, larger burden on employer to train on the job

Technical College Program



Aspiring apprentices on the technical college track will receive the bulk of their introductory education from a two-year technical college program. Students work a minimum of 10 hours per week and attend school full-time. After receiving their diploma, the student is guaranteed a minimum wage of \$19.00/hr and will begin accruing hours towards their apprenticeship requirements. Additionally, the company will “advance credit” for the prior two-years spent achieving a metalworking diploma. The company will advance credit for 250 hours per school semester and all hours worked while part-time. These advance credit hours are applied towards the hourly requirements of the apprenticeship, effectively reducing the remaining length of time.

PROS: More well-rounded education, faster wage increases, receive tech college diploma, more employer friendly

CONS: Delay employee benefits, no wages paid to attend school

* Total hour requirements vary by apprenticeship. Actual timeframe may be longer or shorter than depicted.

Q: Do all employers offer the same apprenticeship paths?

No. State-registered apprenticeships are a written agreement between an individual and a company to train according to specific training requirements. The state contract does not govern additional employment benefits or requirements set by the company.

Q: What is “advanced credit”?

Hours completed in a trade **before** registering as an apprentice that, if qualified, can still be applied towards the requirements of an apprenticeship. Hours logged during a trial employment period or at a technical college, for example, may still count towards an apprenticeship.

Q: What is the “reimbursement sunset”?

In return for sponsoring an apprenticeship, the company requires the employee to work a minimum of four years after completing their apprenticeship. If the employee quits, is terminated for cause, or permanently laid off, the employee must return a prorated amount of their reimbursement. Every month, 1/48th of the reimbursement is forgiven.

For example, if the company reimbursed the employee a total of \$4,800 during the apprenticeship, every month the company would forgive \$100. If the employee left 12 months after completing their apprenticeship, the employee would be obligated to repay $\$3,600 = \$4,800 - ((12 \text{ months worked} / 48 \text{ months required}) * \$4,800)$.

Q: I’ve already completed some or all of my schooling. Will those classroom hours count towards my apprenticeship requirements?

If a technical college deems the prior courses as qualified instruction, the company will advance up to 250 hours per school semester. Even if the instruction occurred prior to employment.

Q: I worked in the trade before I registered as an apprentice. Will those hours count towards my apprenticeship requirements?

Potentially. Apprentices will be evaluated and provided advanced credit according to their demonstrated competency, acquired experience, or training.

Q: Can I transfer apprenticeship hours worked at another company to an apprenticeship with KLH?

Yes, state regulations do allow hours logged as a registered apprentice to transfer between employers.

Traditional Apprenticeship

Technical College Program

Employment Type	Full-time	Part-time
Benefit Eligible	Yes	No
Hour Requirement	40+ hrs/week	10+ hrs/week
Minimum Starting Wage	\$15.00/hr	\$15.00/hr
Wages Paid Attending School	Yes	No
Reimbursed Materials	All tuition and book fees	All tuition and book fees
Estimated Technical College Reimbursement	\$3,000	\$12,000
Grade Required for Reimbursement	3.0 GPA/semester	3.0 GPA/semester
Reimbursement Sunset	4 years	4 years
Advanced Credit for School Hours	Not applicable	250 hrs/semester
Advanced Credit for On-The-Job Hours	All hours (at KLH)	All hours (at KLH)
Years to Journeyman Status*	~ 4-5 years	~ 4-5 years
Advantages	<ul style="list-style-type: none"> • Employee benefits sooner • More work hours sooner • Paid wages to attend school 	<ul style="list-style-type: none"> • More well-rounded education • Faster wage increases • Receive tech college diploma • More employer friendly

* Total hour requirements vary by apprenticeship. Actual timeframe may be longer or shorter than depicted.