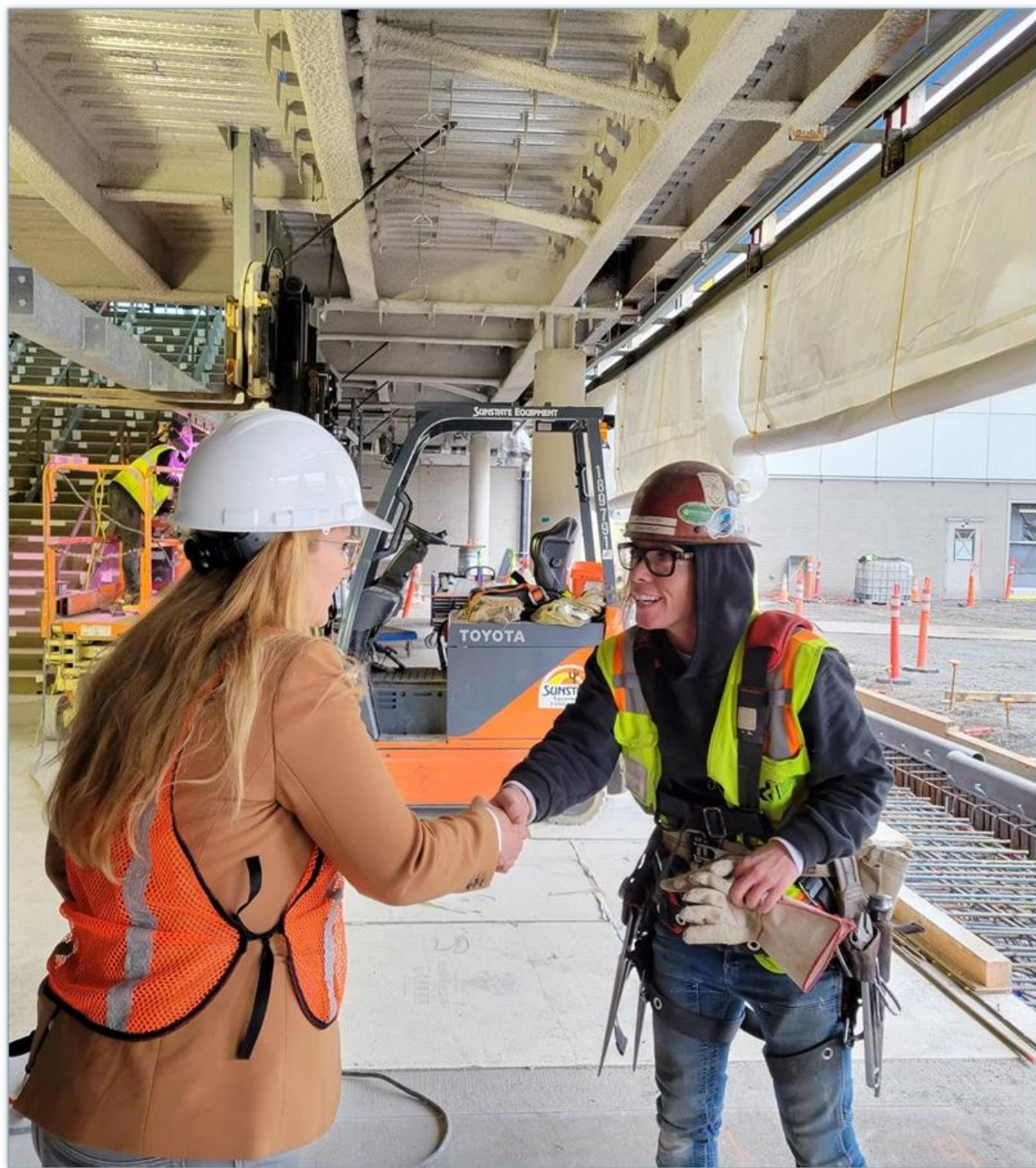


Overview of Apprenticeships

Apprenticeship and Training
Division in collaboration with
ASPIRE

October 2, 2026





- Apprenticeship in Oregon
 - What is Registered Apprenticeship?
 - Apprenticeship in Oregon
 - Examples of Apprenticeship Occupations
 - Components of Apprenticeship Industry Standard and JATC
 - What to expect as an apprentice
- How to Apply
- Pre-apprenticeship
- Questions?



Apprenticeship in Oregon

- The Bureau of Labor and Industries (BOLI) – Apprenticeship and Training Division (ATD)
- The Oregon State Apprenticeship and Training Council (OSATC)



What is Registered Apprenticeship?

Registered apprenticeship as a high-quality career pathway where employers can develop and prepare their future workforce through paid work experience and classroom instruction. This is commonly referred to as the “earn while you learn “.

It is comprised of 3 components:

1. Industry Standard
2. Paid, supervised, on-the-job training
3. Certified classroom instruction



Examples of Apprenticeship Occupations

- **Electrician**

- Install, maintain, replace and repair electrical systems and equipment

- **Maintenance Mechanic**

- Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems

- **Plumber**

- Assemble, install and repair pipes, fittings, medical gas systems and fixtures of heating, water and drainage systems



Components of Apprenticeship: Industry Standard



STANDARDS OF APPRENTICESHIP

Adopted by

NECA – IBEW ELECTRICAL JATC

Occupational Title	SIC #	SOC #	Symbol	Suffix	Term
Inside Electrician	1731	47-2111	0159	000	8,000 OJT hours

MA#: **1004**

SOC Title: **Electricians**

License: **General
Journeyman Electrician**



APPROVED BY THE

Oregon State Apprenticeship and Training Council (OSATC)
Registered with the

Apprenticeship and Training Division
Oregon Bureau of Labor and Industries
1800 SW 1st Ave, Suite 500
Portland, Oregon 97201

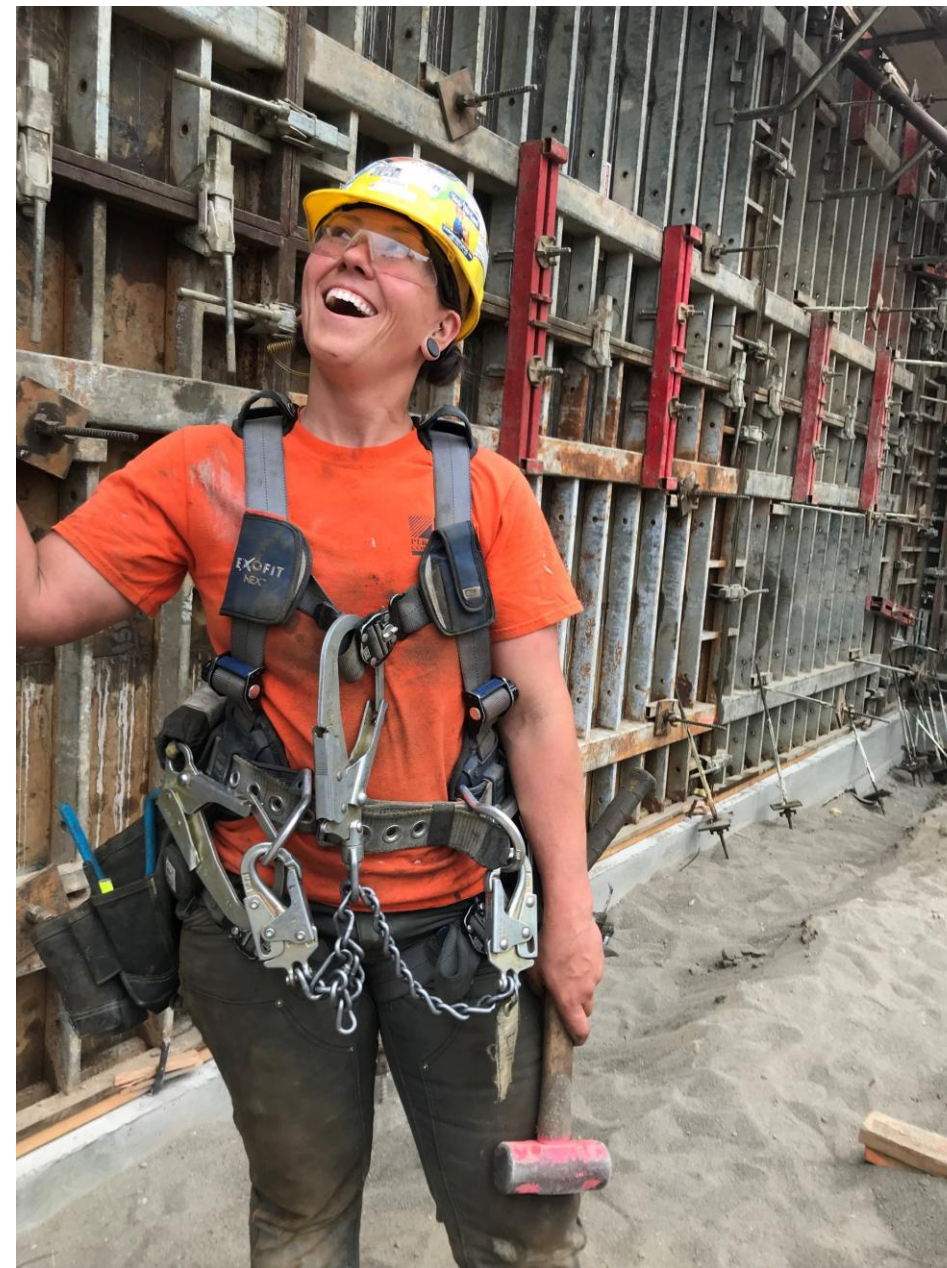
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Notes:

Pressing the control (Ctrl) button while clicking on an item in the Contents will move to that area in the standards.

Appendices A – H contain information specific to this program.



APPENDIX F: WORK PROCESSES

The work processes and approximate training hours in each area are:

Work processes	Approximate hours
1. General Maintenance a. Safe work practices b. Tool name, use, care, storage, and repair of hand tools, portable tools, power tools and stationary power equipment c. Scaffolding, staging, rigging, and hoisting d. Concrete and steel bases e. Repair of deterioration caused by industrial chemicals f. Maintenance of piping systems g. General Carpentry h. Mechanical Drives i. Conveyers j. General Maintenance of Boilers k. Preventative Maintenance l. Emergency Plant Operations and Systems	2,500
2. Maintenance/Repair Machinery a. Troubleshooting b. Dismantle, rebuild, repair, assemble, and install plant machinery including, but not limited to, engines and transmission, control, and transportation systems c. Air compressors d. Air Dryers e. Engines f. Piping g. Lathe, Milling and Grinder h. Precision Measuring Tools i. Predictive maintenance – Vibration Analysis, Ultrasonic Inspections, Infrared/Thermography and Oil Analysis	3,000
3. Lubrication a. Oils and greases b. Applications and specification c. Oil Analysis d. Automatic lube systems e. Record Keeping	200
4. Welding & Fabrication a. Arc and Oxy-Acetylene welding, cutting, and brazing b. Layout and fit up c. Fire Watch/Hot Work d. Plasma cutting e. Shielded Metal Arc (SMAW) f. Flux Core (FCAW) g. Wire Feed (GMAW) h. Gas Tungsten Arc (GTAW) i. Structural Steel Assembly and Welding j. Surface clean up, Metal Prep and Paint Prep k. Mechanical Assembly and Fabrication l. Maintenance and repair of welding equipment	500
5. Shop Practices	500



**Paid, Supervised,
On-The-Job Training**



**Certified Classroom
Instruction**

APPENDIX G: RELATED TRAINING

A minimum of **144** hours of related training shall be required during each year the apprentice is registered in the program. (ORS 660.126 (e) / ORS 660.175(2))

The following is a summary of related instruction including required class hours in each element of instruction. A committee may establish and submit clear objectives and outcomes in lieu of hours for each class subject. (ORS 660.157)

Course	Hours
a. Safety	36
b. Basic carpentry	12
c. Tools, hand and portable power	48
d. Equipment, stationary	36
e. Materials, applicable to the trade	24
f. Shop mathematics	12
g. Shop blueprint reading, and sketching	36
h. Hydraulic and pneumatic systems	72
i. Welding, arc and acetylene	72
j. Basic machine shop practices	48
k. Gasoline engine tune-up	10
l. Recording instruments	24
m. Industrial chemicals and toxicity	36
n. Metallurgy	36
o. Vacuum technology	24
p. Preventive maintenance	50
TOTAL	576

Methods of related/supplemental training shall consist of the following:

- ☒ Community college;
- ☒ Validated distance learning specific to the occupation

Curriculum Provider: Penn Foster Workforce Development

Certification by: Accrediting Commission of Distance Education and Training Council (DETC) recognized by the US Department of Education. Also licensed by the Arizona State Board for Private Postsecondary Education and authorized to award Associate of Science and Bachelor of Science Degrees.

Appendix E: Wage and Wage Progression

The average wage for those journey-level workers employed by the participating employers in this occupation on **January 1, 2026** is **\$54.69** per hour.

Period	Minimum OJT Hours	Estimated School Hours needed for re-rates	% of the journey level rate
1	0 – 750	80	60
2	751 – 1,500	160	65
3	1,501 – 2,250	240	70
4	2,251 – 3,000	320	75
5	3,001 – 3,750	400	80
6	3,751 – 4,500	480	85
7	4,501 – 5,250	560	90
8	5,251 – 8,000	640	95
9	COMPLETE		

While it is estimated that rerates will occur every six months, the JATC does have the discretion to advance a rerate as long as the On-the-job training and related instruction requirements have been met.

Appendix E: Wage and Wage Progression

The average wage for those journey-level workers employed by the participating employers in this occupation on **January 1, 2026** is **\$65.50** per hour.

Period	% of the journey level rate	Number of required hours	Related Training
1	40	0 – 1,000	N/A
2	45	1,001 – 2,000	Satisfactory Progress
3	50	2,001 – 3,500	1st year classes passed
4	60	3,501 – 5,000	2nd year classes passed
5	70	5,001 – 6,500	3rd year classes passed
6	85	6,501 – 8,000	4th year classes passed
Completion		8,000	5th year classes passed

Components of Apprenticeship: Joint Apprenticeship Training Committee



Industry
Standard



Certified Classroom
Instruction



Paid, Supervised,
On-The-Job Training



Apprentice: What to expect?



Length of Time: 1-5 years

Structure: Supervised on-the-job training

Pay: Paid experience while learning with structure wage increases as your experience increases

Class: Leads to Journey Worker Certification. Licensure for Plumbers and Electricians

Licensure: If in a licensed apprenticeship, training to pass a licensure exam.

College Credit: Some apprenticeship programs are credentialed through local community colleges.



How to Apply: Minimum Qualifications

Age: At least 16 years; many are 18 years.

Education: High school diploma or GED, though not every program requires this so explore! You may need specific math training for certain kinds of jobs, but many don't and will teach you what you need to know.

Physical: Certain physical abilities, such as specific stamina or strength, depending on the type of work

Other: Additional Minimum Requirements



OR SW-WA Mason
Trades JATC

Bricklayer

MA# 1008

APPENDIX B: MINIMUM QUALIFICATIONS

Minimum Qualifications for this standard are:

Age:	Minimum of 18 years of age
Education:	None
Physical:	None
Testing:	None
Other:	None

Note:	As a condition of employment the employer may require: a. Substance abuse test b. Valid driver's license c. Demonstrate physical ability to perform the job and to work safely at high elevations Apprentices may be required to sign a Scholarship Loan Agreement.
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How to Apply: Selection Procedures



Minimum Qualifications: These are minimum to apply

Random selection, application points systems, interview process, ranked lists, etc.

Exceptions, also called direct entry: Listed in the selection procedure.



APPENDIX C: SELECTION PROCEDURES

Selection Procedure:

All out of work apprentices in good standing will be offered the opportunity for re-employment prior to new applicants being registered in conformance with the committee's approved initial employment policy.

The committee shall select apprentices from a pool of eligible applicants according to the following procedure:

The committee will select apprentices from a ranked pool of eligibles according to the following procedure:

a. Journey level finishers:

- 1) A ranked pool of eligibles will be established consisting of:
 - a) Graduates of the MA 1008 Mason Trades Finisher program; and
 - b) Individuals who have documented at least 2,000 hours of previous work experience in a masonry-related occupation.
- 2) Journey level finishers wishing to enter this program must notify the committee of their interest in writing. They will be placed in the pool of eligibles and ranked according to the date their notification was received.
- 3) When an apprenticeship opportunity becomes available, the top individual in the ranked pool will be contacted. If they decline the opportunity, they will retain their place on the list and the next individual will be contacted. Training agents will have first opportunity to indenture current employees.

b. Open applications:

- 1) When the ranked pool of eligibles established above is too small to adequately address the needs of the program the committee will establish a separate pool and open for applications from the general public. Placement from this pool will occur only after the pool of eligibles established in item 'a' is exhausted.
- 2) Application Notice and Schedule
 - a) The committee will establish a reasonable period of at least 2 weeks for accepting applications for admission to the apprenticeship program.
 - b) An opening announcement will be distributed according to the committee's affirmative action plan at least 30 days in advance of the earliest date for application. It will establish the date, time, and place applications will be accepted, list the minimum qualifications for the program, and provide a general description and duties of the occupation. It will also include information on scoring and ranking timelines.
- 3) Application Process
 - a) Applications will be provided to all interested individuals at locations specified in the opening announcement. Individuals must apply in person and may submit only 1 application during each enrollment period.
 - b) Prior to receiving an application packet, each applicant will sign an Applicant Log that will track applicants to final disposition.
 - c) All applications and supporting documentation must be returned by the deadline specified in the opening announcement; completed applications and supporting documentation will be date stamped when received.

- d) Each applicant is responsible for keeping the committee informed of his/her current mailing address and telephone number.
- 4) Verification of Minimum Qualifications
 - a) All applications and supporting documentation will be reviewed for minimum qualifications.
- 5) Non-Qualified Applicants
 - a) Applicants who do not meet the minimum qualifications will be notified in writing. Notification will include the reason for rejection, the requirements for admission to the eligibility pool, and the appeal rights available to the applicant.
 - b) All appeals must be submitted to the committee in writing.
- 6) Qualified Pool of Eligibles and Orientation
 - a) Applicants who complete the application process and meet the minimum qualifications will be placed in the Qualified Pool of Eligibles and retained in the pool for a period of 2 years.
 - b) Applicants in the Qualified Pool of Eligibles will be scheduled for an orientation. Those who do not attend the scheduled orientation will remain in the Qualified Pool of Eligibles for the remainder of their 2-year eligibility, and will be rescheduled for the next available orientation upon receipt of a written request.
- 7) Ranked Pool of Eligibles
 - a) Applicants who attend the orientation will be interviewed, scored, and ranked based upon the attached point system. They will then be placed in the Ranked Pool of Eligibles in rank order and retained in the ranked pool until registered, or for a period of 2 years.
 - b) Individuals may be removed from the Ranked Pool of Eligibles at an earlier date by their request or following their failure to respond to an apprentice job assignment according to Division-approved program policy.
 - c) Applicants still in the Ranked Pool of Eligibles when additional applications are accepted will be placed in the new ranked pool according to their initial score and will be retained in the ranked pool for the remainder of their 2-year eligibility.
- 8) Accepted for Apprenticeship List
 - a) An Accepted for Apprenticeship List will be established consisting of the top applicants in the Ranked Pool of Eligibles.
 - b) The number of applicants to be placed on the accepted list will be determined when the program opens for applications by calculating 20% of the number of apprentices registered to the occupation in the previous 12 months. When the number of applicants on the accepted list falls to 50%, the list will be replenished from the Ranked Pool of Eligibles to its original number.
 - c) Applicants placed on the Accepted for Apprenticeship list will retain their position on the list until registered, or for the remainder of their 2-year eligibility.
- 9) Placement Process
 - a) Training agents may choose one applicant by name from the Accepted for Apprenticeship List. Their next new apprentice must be selected from the top of the accepted list.
 - b) Training agents will have first opportunity to indenture current employees when they reach the top of the Accepted for Apprenticeship List.

APPLICATION POINT SYSTEM

Qualifying applications will be reviewed and scored according to the following point system. Points will not be given unless the applicant provides written documentation (letters from employers on company letterhead, DD214, course certificates, school transcripts, etc.)

Pre-Apprenticeship?



Pre-apprenticeship programs are designed to prepare inexperienced individuals to enter and complete a registered apprenticeship program.

They are located throughout Oregon and offer various resources for individuals sometimes including grants for tools, assistance for lost wages, and offer wrap around services.



Questions?

