



ARTS2WORK
BUILDING THE CREATIVE ECONOMY

National Standards of Apprenticeship

Developed by
THE ALLIANCE
FOR MEDIA ARTS + CULTURE

**Developed by The Alliance for Media
Arts + Culture, Inc.**

(herein referred to as The Alliance)

THE ALLIANCE
FOR MEDIA ARTS + CULTURE

**For all occupations identified in
Appendix A**

Approved by U.S. Department of Labor
Office of Apprenticeship

John V. Ladd

Administrator Office of Apprenticeship

Registration Date

1/16/18

Rapids Registration Number

2018-ZA-70440

*Registered as part of the National
Apprenticeship Program in
accordance with the basic standards
of apprenticeship established by the
secretary of labor.*



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Foreword

Arts2Work is the first federally-registered National Apprenticeship Program in Media Arts and Creative Technologies.

The Arts2Work National Apprenticeship Standards provide a framework and opportunities for on-the-job learning, advancement and related instruction for the newly-apprenticeable creative occupations of Multimedia Producer and Digital Video Editor, with more occupations to follow. These National Standards were developed by The Alliance for Media Arts + Culture, as National Program Sponsor, in accordance with the basic standards recommended by the US Department of Labor, Office of Apprenticeship.

The Alliance is building pathways to Arts2Work apprenticeship opportunities in every state in the US, collaborating with diverse employers to establish programs that meet the specific needs of local, statewide and regional industry. As Arts2Work National Program Sponsor, The Alliance also recognizes the need for, and insures the implementation of, diversity, sexual harassment and inclusion policies that create the conditions for equal access, pay equity, and safe workplaces for all.



Section I

EQUAL OPPORTUNITY PLEDGE

Arts2Work — and all Arts2Work employers — will not discriminate against apprenticeship applicants or apprentices based race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older.

Arts2Work will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by law.



Section II

QUALIFICATIONS FOR APPRENTICESHIP

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

A. AGE

Minimum qualifications required by Arts2Work for persons entering the apprenticeship program, with an eligible starting age not less than 16 years.

B. EDUCATION

A high school diploma, General Educational Development (GED) equivalency or other high school equivalency credential is required. Applicants must provide an official transcript for high school and all GED records must be submitted, if applicable. Applicants affiliated with recognized pre-apprenticeship or school-to-apprenticeship programs recognized by this program must have completed at least the 10th grade of high school with a GPA of 2.0 or higher.

C. PHYSICAL

Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others. Applicants may be required by the employer to pass a physical agility test or fitness test and will be screened for the current illegal use of drugs on acceptance into the program and prior to being employed.

D. OTHERS

As appropriate and deemed required by employer partners and indicated in their Employer Acceptance Agreement (Appendix E).

Section III

TERM OF APPRENTICESHIP

The term of the occupation will be as specified in Appendix A for each occupation included in these standards with the required OJL or competence attainment supplemented by the required hours of related instruction as stated on the Work Process Schedule and Related Instruction Outlines (Appendix A).

Arts2Work may utilize a career lattice as a pathway for apprentices to move upward in the organization, which may or may not include interim credential leading to the Certificate of Completion of Apprenticeship or career lattice credential, if applicable.

Section IV

PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period. The probationary period cannot exceed 25 percent of the length of the program or 1 year, whichever is shorter. The probationary period shall be 500 of OJL hours.

During the probationary period, either the apprentice or Arts2Work may terminate the apprenticeship agreement, without stated cause, by notifying the other party in writing. The records for each probationary apprentice will be reviewed prior to the end of the probationary period. Records may consist of periodic reports regarding progression made in both the OJL and related instruction, and any disciplinary action taken during the probationary period.

Any probationary apprentice evaluated as satisfactory after a review of the probationary period will be given full credit for the probationary period and continue in the program.

After the probationary period, the apprenticeship agreement may be cancelled at the request of the apprentice or may be suspended or cancelled by Arts2Work for reasonable cause after documented due notice to the apprentice and a reasonable opportunity for corrective action. In such cases, Arts2Work will provide written notice to the apprentice and to the Registration Agency of the final action taken.

Section V

HOURS OF WORK

Apprentices will generally work the same hours as fully proficient workers (journeyworkers), except that no apprentice will be allowed to work overtime if it interferes with attendance in related instruction classes.

Apprentices who do not complete the required hours of OJL during a given segment will have the term of that segment extended until they have accrued the required number of hours of training.

Section VI

APPRENTICE WAGE PROGRESSION

Apprentices will be paid a progressively increasing schedule of wages and fringe benefits during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction.

Before an apprentice is advanced to the next segment of training or to fully proficient or journeyworker status, Arts2Work will evaluate all progress to determine whether advancement has been earned by satisfactory performance in OJL and in related instruction courses. In determining whether satisfactory progress has been made, Arts2Work will be guided by the work experience and related instruction records and reports.

The progressive wage schedule and fringe benefits will be an increasing percentage of the fully proficient or journeyworker wage rate. The percentages that will be applied to the applicable fully proficient or journeyworker rate are shown on the attached Work Process Schedule and Related Instruction Outline (Appendix A). In no case will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable.

Section VII

CREDIT FOR PREVIOUS EXPERIENCE

Arts2Work may grant credit toward the term of apprenticeship to new apprentices. Credit will be based on demonstration of previous skills or knowledge equivalent to those identified in these standards.

Apprentice applicants seeking credit for previous experience gained outside the supervision of Arts2Work must submit the request at the time of application and furnish such records, affidavits, and other documents to substantiate the claim. An applicant who is a veteran and who wishes to receive consideration for military training and/or experience must submit a DD-214. Applicants requesting credit for previous experience who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by Arts2Work during the probationary period, when actual on-the-job and related instruction performance can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice's previous work and training/education record and evaluation of the apprentice's performance and demonstrated skill and knowledge during the probationary period.

An apprentice granted credit will be advanced to the wage rate designated for the period to which such credit accrues. The Registration Agency will be advised of any credit granted and the wage rate to which the apprentice is advanced. The granting of advanced standing will be uniformly applied to all apprentices.

Section VIII

APPRENTICESHIP AGREEMENT

After an applicant for apprenticeship has been selected, but before employment as an apprentice or enrollment in related instruction, the apprentice will be covered by a written apprenticeship agreement (Appendix B).

This agreement can be submitted electronically through the Registered Apprenticeship Partners Information Data System (RAPIDS 2.0), using the Apprentice Electronic Registration process by the Arts2Work and the apprentice and approved by and registered with the Registration Agency. Such agreement will contain a statement making the terms and conditions of these standards a part of the agreement as though expressly written therein. Arts2Work shall provide a copy of the apprenticeship agreement to the apprentice, the Registration Agency, and the employer. An additional copy will be provided to the veteran's state approving agency for those veteran apprentices desiring access to any benefits to which they are entitled.

Prior to signing the apprenticeship agreement, each selected applicant will be given an opportunity to read and review these standards, Arts2Work's written rules and policies, and the apprenticeship agreement. The Registration Agency will be advised within 45 days of the execution of each apprenticeship agreement and will be given all the information required for registering the apprentice.





Section IX

RESPONSIBILITIES OF THE APPRENTICE

Apprentices, having read these standards formulated by Arts2Work, agree to all the terms and conditions contained herein and agree to abide by Arts2Work's rules and policies, including any amendments, and to serve such time, perform such manual training, and study such subjects as Arts2Work may deem necessary to become a skilled journeyworker.

In signing the apprenticeship agreement, apprentices assume the following responsibilities and obligations under the apprenticeship program:

- A.** Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by Arts2Work.
- B.** Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.
- C.** Work for the employer to whom the apprentice is assigned for the duration of the apprenticeship, unless the apprentice is reassigned to another employer or the apprenticeship agreement is terminated by Arts2Work.

Section X WORK EXPERIENCE

During the apprenticeship, the apprentice will receive OJL and related instruction in all phases of the occupation necessary to develop the skill and proficiency of a skilled journeyworker.

The OJL will be under the direction and guidance of the apprentice's supervisor.

Section XI RELATED INSTRUCTION

Every apprentice is required to participate in coursework related to the job as outlined in Appendix A. A minimum of 144 hours of related instruction is recommended for each year of the apprenticeship.

Apprentices agree to take such courses as Arts2Work deems advisable. Arts2Work will secure the instructional aids and equipment it deems necessary to provide quality instruction. In cities, towns, or areas having no vocational schools or other schools that can furnish related instruction, Arts2Work may require apprentices to complete the related instruction requirement through electronic media or other instruction approved by the Registration Agency.

Apprentices will not be paid for hours spent attending related instruction classes outside of normal work hours. Arts2Work will inform each apprentice of the availability of college credit, as applicable, for successful completion of this program.

Any apprentice who is absent from related instruction will satisfactorily complete all coursework missed before being advanced to the next period of training. In cases of failure of an apprentice to fulfill the obligations regarding related instruction without due cause, Arts2Work will take appropriate disciplinary action and may terminate the apprenticeship agreement after due notice to the apprentice and opportunity for corrective action.

To the extent possible, related instruction will be closely correlated with the practical experience and training received on the job. Arts2Work will monitor and document the apprentice's progress in related instruction classes.

Arts2Work will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. Arts2Work may require the instructors to attend instructor training to meet the requirements of 29 CFR § 29.5(b) (4)(i)(ii) or state regulations.



Section XII SAFETY AND HEALTH TRAINING

All apprentices will receive instruction in safe and healthful work practices both on the job and in related instruction that are in compliance with the Occupational Safety and Health Administration standards promulgated by the Secretary of Labor under 29 U.S.C. 651 et seq., as amended, or state standards that have been found to be at least as effective as the federal standards.



Section XIII

CERTIFICATE OF COMPLETION OF APPRENTICESHIP

Upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, Arts2Work will so certify to the Registration Agency and request the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests may be completed electronically using the Registered Apprenticeship Partners Information Data System (RAPIDS)

or in writing using the supplied U. S. Department of Labor, ETA, Office of Apprenticeship, Application for Certification of Completion of Apprenticeship Form in (Appendix B), accompanied by the appropriate documentation for both on-the-job learning and the related instruction as may be required by the Registration Agency.

Section XIV

ADJUSTING DIFFERENCES; COMPLAINT PROCEDURE

Arts2Work will have full authority to enforce these standards. Its decision will be final and binding on the employer, Arts2Work, and the apprentice, unless otherwise noted below. If an applicant or an apprentice believes an issue exists that adversely affects his/her participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or standards, the applicant or apprentice may seek relief through one or more of the following avenues, based on the nature of the issue:

Arts2Work will hear and resolve all complaints of violations concerning the apprenticeship agreement and the registered apprenticeship standards for which written notification is received within 15 days of the alleged violations.

Arts2Work will make such rulings as it deems necessary in each individual case within 30 days of receiving the written notification. Either party to the apprenticeship agreement may consult with the Registration Agency for an interpretation of any provision of these standards over which differences occur. The name and address of the appropriate authority to receive, process, and dispose of complaints is:

Wendy Levy, Executive Director
The Alliance for Media Arts + Culture, Inc.
1919 South Syringa Road, Spokane, WA 99203
wendy@thealliance.media
(510) 406-8623



Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a complaint with the Registration Agency or, at the apprentice or applicant's election, with the private review body established by Arts2Work (if applicable).

The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the program sponsor involved, and a brief description of the circumstances of the failure to apply the equal opportunity standards provided in 29 CFR § 30.

The complaint must be filed not later than 180 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and in the case of complaints filed directly with the review body designated by the program sponsor to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the Registration Agency for good cause shown.

Complaints of discrimination and failure to follow equal opportunity standards in the apprenticeship program may be filed and processed under 29 CFR § 30 and the procedures set forth above. The sponsor shall provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

Section XV SUPERVISION OF APPRENTICES AND RATIOS

No apprentice shall work without proper or adequate supervision of the journeyworker.

For the purpose of these apprenticeship standards, adequate or proper supervision of the apprentice means the apprentice is under the supervision of a fully qualified journeyworker or supervisor at all times who is responsible for making work assignments, providing OJL, and ensuring safety at the worksite.

To adequately or properly supervise an apprentice does not mean the apprentice must be within eyesight or reach of the supervisor, but that the supervisor knows what the apprentice is working on; is readily available to the apprentice; and is making sure the apprentice has the necessary instruction and guidance to perform tasks safely, correctly, and efficiently.

The sponsor shall establish a numeric ratio of apprentices to fully proficient workers (journeyworkers) consistent with proper supervision, training, safety, and continuity of employment throughout the apprenticeship. The ratio language must be specific and clearly described as to its application to the jobsite, workforce, department, or plant. The ratio of apprentices to fully proficient workers (journeyworkers) will be as noted in Appendix A.

Section XVI TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION

The transfer of an apprentice between apprenticeship programs and within an apprenticeship program must be based on agreement between the apprentice and the affected apprenticeship committees or Arts2Work and must comply with the following requirements:

- A.** The transferring apprentice must be provided a transcript of related instruction and OJL by the committee or program sponsor;
- B.** Transfer must be to the same occupation; and
- C.** A new apprenticeship agreement must be executed when the transfer occurs between the program sponsors.

The apprentice must receive credit from the new sponsor for the training already satisfactorily completed.



Section XVII

NOTICE TO REGISTRATION AGENCY

The Registration Agency must be notified within 45 days of any apprentice action — e.g., registered, reinstated, extended, modified, granted credit, completed, transferred, suspended, canceled — and a statement of the reasons therefor.

Section XVIII

REGISTRATION, CANCELLATION, AND DEREGISTRATION

These standards will, upon adoption by the sponsor, be submitted to the Registration Agency for approval. Such approval will be acquired before implementation of the program.

The sponsor reserves the right to discontinue at any time the apprenticeship program set forth herein. The sponsor will notify the Registration Agency within 45 days in writing of any decision to cancel the program.

The Registration Agency may initiate deregistration of these standards for failure of the sponsor to abide by the provisions herein. Such deregistration will be in accordance with the Registration Agency's regulations and procedures.

The sponsor will notify each apprentice of the cancellation of the program and the effect of same. If the apprenticeship program is canceled at the sponsor's request, the sponsor will notify the apprentice(s) within 15 days of the date of the Registration Agency's acknowledgment of the sponsor's request. If the Registration Agency orders the deregistration of the apprenticeship program, the sponsor will notify the apprentice(s) within 15 days of the effective date of the order. This notification will conform to the requirements of 29 CFR § 29.8.





Section XIX

PROGRAM ADMINISTRATION

The Alliance for Media Arts + Culture is the Arts2Work Program Sponsor. Program Sponsors are responsible for the administration of all aspects of a Registered Apprenticeship program. Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved. Sponsors, at their discretion, may establish an Apprenticeship and Training Committee (ATC) to carry out the responsibilities

and duties required of a Program Sponsor as described in these Standards of Apprenticeship. If an ATC is established by the Program Sponsor, a list of the membership and the areas of expertise they represent must be provided to the Registration Agency. While the Office of Apprenticeship recommends that Program Sponsors utilize the services of an ATC, a Sponsor may also elect to administer the program without the services of an ATC.

Responsibilities of the Sponsor

- A.** Cooperate in the selection of apprentices as outlined in this program.
- B.** Ensure that all apprentices are under written apprenticeship agreements.
- C.** Review and recommend apprenticeship activities in accordance with this program.
- D.** Establish the minimum standards of education and experience required of apprentices.
- E.** Register the local apprenticeship standards with the Registration Agency.
- F.** Hear and resolve all complaints of violations of apprenticeship agreements.
- G.** Arrange evaluations of apprentices' progress in manipulative skills and technical knowledge.
- H.** Maintain records of all apprentices, showing their education, experience, and progress in learning the occupation.
- I.** Certify to the Registration Agency that apprentices have successfully completed their apprenticeship program.
- J.** Notify, within 45 days, the Registration Agency of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions and cancellations with explanation of causes
- K.** Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed. Cooperate with public and private agencies, which can be of assistance in obtaining publicity to develop public support of apprenticeship. Keep in contact with all parties concerned, including apprentices, employers, and journey workers.
- L.** Provide each apprentice with a copy of these standards, along with any applicable written rules and policies. Require the apprentice to sign an acknowledgment receipt of same. Follow this procedure whenever revisions or modifications are made to the rules and policies.

M. When notified that an apprentice's related instruction or on-the-job progress is found to be unsatisfactory, the sponsor will determine whether the apprentice should continue in a probationary status and may require the apprentice to repeat a process or series of processes before advancing to the next wage classification. Should it be found in the course of this determination that the apprentice does not have the ability or desire to continue the training to become a journey worker, the sponsor will, after the apprentice has been given adequate assistance and opportunity for corrective action, terminate the apprenticeship agreement, as provided in 29 CFR § 29. 7(h)(1)(2)(i) and (ii).

- N.** The sponsor will provide each registered apprentice with continuous employment sufficient to provide the opportunity for completion of his or her apprenticeship program. If the sponsor is unable to fulfill its training and/or employment obligation in conformance with these standards, the sponsor will, per Section XXIII of these standards and with the apprentice's consent, make a good-faith effort to facilitate a transfer of the apprentice to another registered sponsor for completion of the apprenticeship.
- O.** If conditions of business make it necessary to temporarily suspend the period of apprenticeship.. Apprentices suspended for this reason will be given the opportunity to resume their active apprenticeships before any additional apprentices are employed. The suspension and reinstatement of apprentices shall be done in relation to retention of the most advanced apprentice and in accordance with the company policy for breaks in seniority.

Suggested Structure of the Apprenticeship and Training Committee (ATC)

- A.** Members of the ATC will be selected by the groups they represent.
- B.** Membership will be composed of an equal number of representatives of the employer(s) and of the employees represented but does not have a bona fide collective bargaining agent(s).

Suggested Administrative Procedures

- C.** The ATC will elect a chairperson and a secretary and will determine the time and place of regular meetings. Meetings will be held as frequently as needed to effectively manage the program. Written minutes of the meetings will be kept.
- D.** The chairperson and secretary will have the power to vote on all questions affecting apprenticeship.
- E.** The offices of chairperson and secretary will rotate every 2 years among members of the ATC.

The background of the slide is a photograph of a stage or rehearsal space. On the left, a blue step ladder stands on a wooden floor. In the center, there's a white rectangular area containing text. On the right, a person in a blue shirt and dark pants is partially visible, looking towards the left. The ceiling has a grid pattern with some lights. Two orange triangles point towards the text area from the left.

Section XX

MAINTENANCE OF RECORDS

Arts2Work is responsible for maintaining, at a minimum, the following records:

- ▶ summary of the qualifications of each applicant;
- ▶ basis for evaluation and for selection or rejection of each applicant;
- ▶ records pertaining to interview;
- ▶ the original application;
- ▶ records of each apprentice's OJL;
- ▶ related instruction reviews and evaluations;
- ▶ progress evaluations;
- ▶ record of job assignments, promotions, demotions, layoffs, or terminations, rates of pay; and
- ▶ any other actions pertaining to the apprenticeship

Arts2Work will also maintain all records relating to apprenticeship applications (whether selected or not), including, but not limited to, the sponsor's outreach, recruitment, interview, and selection process. Such records will clearly identify minority and female (minority and nonminority) applicants and must include, among other things, the basis for evaluation and for selection or rejection of each applicant. For a complete list of records that each sponsor is required to maintain under 29 CFR § 30, please refer to 29 CFR § 30.12.

All such records are the property of the sponsor and will be maintained for a period of five years from the date of last action. They will be made available to the Registration Agency upon request.

Section XXI TECHNICAL ASSISTANCE

Technical assistance, such as that from the U.S. Department of Labor's Office of Apprenticeship, recognized state apprenticeship agencies, and vocational schools, may be requested to advise the sponsor.

The sponsor is encouraged to invite representatives from industry, education, business, private organizations, and public agencies to provide consultation and advice for the successful operation of its training program.

Section XXII AMENDMENTS AND MODIFICATIONS

These standards may be amended or modified at any time by the sponsor provided that no amendment or modification adopted will alter any apprenticeship agreement in force at the time without the consent of all parties. Such amendment or modification will be submitted to the Registration Agency

for approval and registration prior to being placed in effect. A copy of each amendment or modification adopted will be furnished to each apprentice to whom the amendment or modification applies.

Section XXIII CONFORMANCE WITH FEDERAL LAWS AND REGULATIONS

No section of these Standards of Apprenticeship shall be construed as permitting the violation of any Federal Law or Regulation.

Section XXIV DEFINITIONS

▶▶ APPRENTICE

Any individual employed by the employer meeting the qualifications described in the standards of apprenticeship who has signed an apprenticeship agreement with the local sponsor providing for training and related instruction under these standards and who registers with the Registration Agency.

▶▶ APPRENTICE ELECTRONIC REGISTRATION (AER)

An electronic tool that allows for instantaneous transmission of apprentice data for more efficient registration of apprentices and provides program sponsors with a faster turnaround on their submissions and access to their apprenticeship program data.

▶▶ APPRENTICESHIP AGREEMENT

The written agreement between the apprentice and the sponsor setting forth the responsibilities and obligations of all parties to the apprenticeship agreement with respect to the apprentice's employment and training under these standards. Each apprenticeship agreement must be registered with the Registration Agency.

▶▶ APPRENTICESHIP COMMITTEE (COMMITTEE)

Those persons designated by the sponsor to act as agents for the sponsor in the administration of the program. A non-joint committee, which may also be known as a unilateral committee or (if it includes workers' representatives) a group non-joint committee, has employer representatives but does not have a bona fide collective bargaining agent as a participant.

▶▶ CAREER LATTICE

Career lattice apprenticeship programs include occupational pathways that move an apprentice laterally or upward within an industry. These programs may or may not include an interim credential leading to the Certificate of Completion of Apprenticeship credential.

▶▶ CERTIFICATE OF COMPLETION OF APPRENTICESHIP

The credential issued by the Registration Agency to those registered apprentices certified and documented as having successfully completed the apprentice training requirements outlined in these standards of apprenticeship.

▶▶ CERTIFICATE OF TRAINING

A credential that may be issued by the U.S. Department of Labor's Office of Apprenticeship administrator to those registered apprentices whom the sponsor has certified in writing to the Registration Agency as having successfully met the requirements to receive an interim credential.

▶▶ COMPETENCY-BASED OCCUPATION

An occupation using an apprenticeship approach that requires the attainment of manual, mechanical, or technical skills and knowledge, as specified by an occupation standard and demonstrated by an appropriate written and hands-on proficiency measurement.

▶▶ ELECTRONIC MEDIA

Media that utilize electronics or electromechanical energy for the end user (audience) to access the content. Includes, but is not limited to, electronic storage media, transmission media, the Internet, extranets, lease lines, dial-up lines, private networks, and the physical movement of removable/transportable electronic media and/or interactive distance learning.

▶▶ **EMPLOYER**

Any person or organization employing an apprentice, whether or not such person or organization is a party to an apprenticeship agreement with the apprentice. A person, business, or company signatory to this sponsor's standards that is responsible for providing hours of work, supervision, wages, and/or benefits to apprentices in its employ as registered under these standards.

▶▶ **HYBRID OCCUPATION**

An occupation using an apprenticeship approach that measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

▶▶ **JOURNEYWORKER**

A worker who has attained a level of skills, abilities, and competencies recognized within an industry as mastery of the skills and competencies required for the occupation. The term may also refer to a mentor, technician, specialist, or other skilled worker who has documented sufficient skills and knowledge of an occupation, either through formal apprenticeship or through practical on-the-job experience and formal training.

▶▶ **O*NET-SOC CODE**

The Occupational Information Network (O*NET) codes and titles are based on the new Standard Occupational Classification (SOC) system mandated by the federal Office of Management and Budget for use in collecting statistical information on occupations. The O*NET classification uses an 8-digit O*NET-SOC code. Use of the SOC classification as a basis for the O*NET codes ensures that O*NET information can be readily linked to labor market information such as occupational employment and wage data at the national, state, and local levels.

▶▶ **ON-THE-JOB LEARNING (OJL)**

Tasks learned on-the-job in which the apprentice must become proficient before a completion certificate is awarded. The learning must be through structured, supervised work experience.

▶▶ **PROVISIONAL REGISTRATION**

The 1-year initial provisional approval of newly registered programs that meet the required standards for program registration, after which program approval may be made permanent, continued as provisional, or rescinded following a review by the Registration Agency, as provided for in 29 CFR §§ 29.3(g) and (h).

▶▶ **REGISTERED APPRENTICESHIP PARTNERS INFORMATION DATA SYSTEM (RAPIDS)**

A federal system that provides for the automated collection, retention, updating, retrieval, and summarization of information related to apprentices and apprenticeship programs.

▶▶ **REGISTRATION AGENCY AND FIELD REPRESENTATIVE**

The U.S. Department of Labor's Office of Apprenticeship or a recognized State Apprenticeship Agency that has responsibility for registering apprenticeship programs and apprentices, providing technical assistance, conducting reviews for compliance with 29 CFR §§ 29 and 30, and conducting quality assurance assessments.

The field representative shall mean the person designated by Office of Apprenticeship to service this program. The Registration Agency and field representative identified are the U.S. Department of Labor, Office of Apprenticeship, National Office, Mr. Kirk Jefferson, Apprenticeship and Training Representative, 200 Constitution Ave. NW, Washington DC 20210. Jefferson. kirk@dol.gov, 202-693-3399.

▶▶ **RELATED INSTRUCTION**

An organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the Registration Agency.

▶▶ **SPONSOR**

Any person, association, committee, or organization that operates an apprenticeship program and in whose name the program is registered. The sponsor in whose name the standards of apprenticeship will be registered, and which will have the full responsibility for administration and operation of the apprenticeship program. The sponsor means The Alliance, and it may delegate those responsibilities to any participating employer signing an Employer Acceptance Agreement (see Appendix E).

▶▶ **STANDARDS OF APPRENTICESHIP**

This entire document, including all appendices and attachments hereto, and any future modifications and additions approved by the Registration Agency.

▶▶ **SUPERVISOR OF APPRENTICE(S)**

An individual designated by the program sponsor to supervise or have charge and direction of an apprentice.

▶▶ **TIME-BASED OCCUPATION**

An occupation using an apprenticeship approach that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

▶▶ **TRANSFER**

A shift of apprenticeship registration from one program to another or from one employer within a program to another employer within that same program, where there is agreement between the apprentice and the affected apprenticeship committees or program sponsors.

▶▶ **YOUTHBUILD**

A youth and community development program that addresses core issues facing low-income communities: housing, education, employment, crime prevention, and leadership development. In YouthBuild programs, low-income young people ages 16-24 work toward their high school diploma or General Educational Development (GED) equivalency, learn job skills and serve their communities by building affordable housing, and transform their own lives and roles in society. Sponsors that wish to hire YouthBuild students who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix D: Selection Procedures.

