



Apprenticeships Reaching Career Horizons

San Joaquin County High School Apprenticeship Program

Frequently Asked Questions

What is the definition of a High School apprentice?

A High School apprentice is a person who is at least 16 years old, has met the participating employer's selection requirements, is engaged in learning a designated occupation, and has entered into a written State Registered Apprenticeship agreement under the provisions of the approved standards. Apprenticeships are an "earn and learn" program, whereby students earn a wage while employed and complete required Related and Supplemental Instruction (RSI) coursework.

What is the duration of the apprenticeship program?

The length of training for most ARCH approved High School Apprenticeship programs is a minimum of three years, which includes between five and eight classes at San Joaquin Delta College and On-the-Job Training (OJT), which is a combination of part-time and full-time work, depending on the apprentice's school schedule.

What are the employer responsibilities?

The employer shall ensure that all apprentices are under the supervision of a qualified journey-person or instructor and shall provide the necessary diversified experience and guidance in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the specific occupation. Each apprentice shall be trained in the use of new equipment, materials, and processes as they come into use in the specific occupation.

High School Apprenticeship Wage and Advancement Schedule

In no case shall a high school apprentice receive a starting wage that is less than the applicable federal, state, or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage is within the approved Division of Apprenticeship Standards for the San Joaquin County High School Apprenticeship Committee program.

To advance from one period to the next, below is a sample increase schedule, but may vary depending upon occupation:

1st period	9 Months (0-500 hrs)	Minimum Wage (MW)
2nd period	9 Months (501-1000 hrs)	Minimum Wage (MW) + \$.50
3rd period	6 Months (1001-1500 hrs)	Minimum Wage (MW) + \$1.00
4th period	6 Months (1501-2000 hrs)	Minimum Wage (MW) + \$1.50
5th period	6 Months (2001-UTC)	Minimum Wage (MW) + \$2.00

Apprentices must meet the following requirements to advance from one period to the next:

- Shall have satisfactorily completed the indicated on-the-job work hours
- Shall have satisfactorily completed the indicated months in the program
- Shall have satisfactorily completed the indicated Related and Supplemental Instruction
- Shall have satisfactory employer evaluation/upgrade report

How do apprentices meet their Related and Supplemental Instruction (RSI) requirements?

Apprentices will enroll in the specific Related and Supplemental Instruction (RSI) courses at San Joaquin Delta College. The cost of books and instructional materials are the responsibility of the apprentice but may be provided by their employer.

What are the requirements for On-the-Job-Training (OJT)?

On-the-Job-Training is accomplished when the apprentice is employed and working under the direction of a journey-level worker who oversees the apprentice's work, providing guidance and direction in the completion of the work processes, required to be mastered by the apprentice. The work processes (identified work tasks and competencies to be demonstrated by the apprentice) have been set for the occupation, with the target number of OJT hours to be completed during the length of the program.

What are the school district's responsibilities?

All apprentices under 18 years of age and registered in an apprenticeship training program must have the standard work permit issued by their high school. Apprentices must be at least 16 years of age. School officials who determine that the high school academic program or the health of the apprentice is impaired by the employment may revoke the permit.

What are the minimum qualifications to participate in the ARCH Program?

Applicants must meet the following requirements to apply:

- At least 16 years of age and junior or senior grade level in high school
- GPA of 2.0 or better with no more than one F grade in the past two semesters
- Attendance of 90% or better for the current and previous semester
- On track for graduation and positive behavioral history
- Transportation for work (as required) and physical ability to perform the job
- Drug-free
- Completion of pre-apprenticeship program orientation (as required)
- Ability to perform the work of the trade/occupation safely

Who are the community partners?

- San Joaquin County Office of Education
- California Division of Apprenticeship Standards
- San Joaquin Delta College
- San Joaquin A+
- San Joaquin WorkNet (local Workforce Investment Board)
- San Joaquin County School Districts
- Participating Private Employers



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