

# Commonwealth of Massachusetts

Division of Apprentices Standards

Registered Apprenticeship  
Soldiers' Home in Holyoke  
Access Inclusion & Diversity Committee  
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# What Is Apprenticeship?



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DIVISION OF APPRENTICE STANDARDS

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential in a given occupation or trade.

## PAID JOB

Earn a competitive wage  
from day one



## EDUCATION

Gain knowledge from on-  
the-job learning and job-  
related classroom training



## CREDENTIALS

Earn a portable credential  
within your industry



# Key Components of Apprenticeship Programs



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EARNING WHILE LEARNING



**Employer** Engagement/Involvement



**Structured** On-the-Job Training (OJT)



**Related** Technical Instruction (RTI)



**Progressive** Wage Increases for Skills Gained



**Nationally Recognized** Occupation Credential

# Diversity, Equity & Inclusion



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## Goal

As an integral part of the Commonwealth's [Apprenticeship Expansion in Massachusetts Strategic Plan](#), DAS's goal is to ensure increased participation of underrepresented groups by working with Apprenticeship Sponsors to target, identify and encourage underrepresented recruits for apprenticeship opportunities in the Commonwealth. The Commonwealth's goal is to strive toward parity.

- ✓ People of Color
- ✓ Women
- ✓ People with Disabilities
- ✓ Veterans





# Why Apprenticeship



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- ✓ Addresses skills and opportunity gaps
- ✓ Provides employers with more tools to build a more diverse, qualified workforce
- ✓ Enables workers to earn and learn, and receive an industry-recognized credential



# Legal and Regulatory Framework



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- ✓ Apprenticeships are subject to state and federal law, policies, procedures, and standards (including M.G.L. c. 23, §§ 11E-11W, 454 CMR 26, the Fitzgerald Act, 29 CFR 29, 30 and others).
- ✓ In the Commonwealth, the Division of Apprenticeship Standards (DAS) is responsible for administering apprenticeship, including approving programs, issuing apprentice ID cards, and evaluating compliance with related statutory and regulatory requirements.
- ✓ DAS is recognized by the US Department of Labor as a State Apprenticeship Agency (SAA), maintaining sole authority to register apprenticeship programs in the Commonwealth.

# Prevailing Wage Requirements - Wages



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- ✓ The Prevailing Wage Act (M.G.L. c. 149, §§ 26-27) governs the setting and payment of wages on public works projects.
- ✓ For prevailing wage construction, the apprentice's scale of wages shall not be less than the steps identified on the Department of Labor Standards' prevailing wage determinations for prevailing wage projects.
- ✓ In general, sponsors must ensure that apprentices will be paid no less than the amount specified in the predetermined schedule of wage rates. Such wage rates are expressed as a percentage of the established journeyworker rate and progressively increase according to a predetermined schedule as certain benchmarks are met over the course of an apprentice program.

# Prevailing Wage Requirements - Ratios



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- ✓ For prevailing wage construction projects, job site ratios are determined by the applicable Collective Bargaining Agreement and related rates are established and maintained Department of Labor Standards, pursuant to M.G.L. c. 149.
- ✓ The required numeric ratios help ensure proper supervision, training, safety, and continuity of employment.



# Registering a Program with DAS

- ✓ Apprenticeship programs must be registered with the Division of Apprentice Standards to be recognized as a Registered Apprentice Program ("RAP") within the Commonwealth. To register, sponsors should register programs online through the DAS [ePlace](#) portal. After a program has been approved by the Division, Sponsors may begin to submit Apprentice Agreements for approval.
- ✓ DAS regularly hosts online trainings for Sponsors and prospective Sponsors, which are posted on the DAS website.
- ✓ Prospective sponsors are encouraged to submit a program application to DAS at least 1-2 months in advance of expected apprentice start date; thereafter, the Division will register the apprentice and issue an apprentice identification card after a submission has been approved.
- ✓ Registered Apprenticeship Programs and Apprentice Agreements seeking approval must comply with applicable statutory and regulatory requirements.

# DAS Contact Information



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DIVISION OF APPRENTICE STANDARDS

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