Attachment A

On the Job Training Outcomes

(*AKA Work Process Schedule or Competency Outline*)

 and Related Instruction Outline

**Occupation Title**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

O\*Net-SOC Code: \_\_\_\_\_\_\_\_\_\_\_\_\_

RAPIDS CODE: \_\_\_\_\_\_\_\_\_\_\_

*This Attachment is a part of the Standards for the above-identified occupation.*

1. Term of Apprenticeship

The term of apprenticeship, which for an individual apprentice may be measured either through the completion of the industry standard for on-the-job training, requiring at least 2,000 hours (time-based approach); attainment of competency (competency-based approach); or a blend of the time-based and competency-based approaches (hybrid approach).

This program will utilize the \_\_\_\_\_\_\_\_\_ approach. The term of apprenticeship shall be \_\_\_\_\_\_\_\_\_ hours of reasonably continuous employment, including the probationary period, plus a minimum of 144 hours of related technical instruction each year of the term.

1. Ratio of Apprentices to Journey-workers, mentors or fully proficient workers

The apprentice to journey-worker/mentor ratio is: \_\_\_ Apprentice to \_\_\_ Journey-worker for the first apprentice, and \_\_\_ Apprentice to \_\_\_ Journey-worker(s) thereafter.

1. Apprentice Wage Schedule

Apprentices will be paid a progressively increasing schedule of wages based on a percentage or a dollar amount of the current hourly journey-worker or mentor wage rate, as follows:

*Note: Please indicate the milestones for each wage step, which can be hours for time-based programs; or competency assessments or course completions for hybrid and competency-based programs.*

[If wage schedule is based on traditional milestones of time and hours, use the following format.]

1st period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ Per hour or \_\_\_\_ % Prevailing Wage

2nd period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

3rd period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

4th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

5th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

6th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

7th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

8th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

The recognized Prevailing Wage rate for this occupation is **$00.00** per hour. If the apprentice performs labor which is subject to a higher wage rate either by contract or by law than that specified herein, the higher wage rate shall be paid by the employer. If the apprentice performs labor in a locality where the recognized Prevailing Wage rate is higher than that specified herein, the progressive wage schedule shall be based on the higher rate.

[For occupations in construction trades, and those subject to State Prevailing Wage Rate guidelines as defined in MCA 39-6-108, use the following format.]

Apprentices shall be paid a progressively increasing schedule of wages based on the recognized State Prevailing Wage and/or Federal Davis-Bacon rates applicable to those projects. Apprentices wage rates will be based on the recognized journeyman wage as stated in the applicable contract, which also would include any obligations to the stated benefits. The progressive wage schedule is as follows:

1st period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ Per hour or \_\_\_\_ % Prevailing Wage

2nd period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

3rd period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

4th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

5th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

6th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

7th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

8th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

The recognized journeyworker wage rate for this occupation is **$ per Hour.** If the apprentice performs labor which is subject to a higher wage rate either by contract or by law than that specified herein, the higher wage rate shall be paid by the employer. If the apprentice performs labor in a locality where the recognized journeyworker wage rate is higher than that specified herein, the progressive wage schedule shall be based on the higher rate.

NOTE: The documented State Prevailing Wage applies to all apprentices entering the sponsor’s program on or after **January 7, 2017**.

[For occupations in construction trades, and those subject to State Prevailing Wage Rate guidelines as defined in MCA 39-6-108, that also utilize a PRIVATE SECTOR wage rate, the following wage schedule is added.]

Apprentices shall be paid a progressively increasing schedule of wages based on the recognized lowest paid journey-worker wage rate, for all privately funded projects, which **excludes** State Prevailing Wage and Federal Davis-Bacon funded work, as follows:

1st period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ Per hour or \_\_\_\_ % Prevailing Wage

2nd period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

3rd period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

4th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

5th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

6th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

7th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

8th period: \_\_ Months or \_\_\_\_\_\_\_\_\_\_ Hours $\_\_\_\_\_\_ \_\_\_\_ %

Apprentices will be paid a percentage of the State Prevailing Wage Rate starting at no less than 40% until the wage rate meets the lowest paid Journey-worker rate paid by the employer and the apprentice will be paid that rate until completion of the program. (MCA 39-6-108) The recognized State Prevailing Journey-worker wage rate for this occupation is **$ per Hour.** The recognized lowest paid Journey-worker wage rate documented by payroll records provided by the Sponsor for this occupation is **$ per Hour.** However, if the Apprentice performs labor which is subject to a higher wage rate either by contract or by law (such as State Prevailing Wage or Davis-Bacon funded projects) than that specified herein, the higher wage rate shall be paid by the employer. If the Apprentice performs labor in a district where the recognized journey-worker wage rate is higher than that specified herein, the progressive wage schedule shall be based on the higher rate.

NOTE: The documented State Prevailing Wage applies to all apprentices entering the sponsor’s program on or after **January 7, 2017**. The stated lowest paid Journeymen wage rate applies to apprentices registered with the Sponsor effective **Reg. Date.**

[If wage schedule is based on milestones, such as completion of competency assessments or course completions, use the following format.]

Occupational Step % of End Wage Milestones

Step 1 \_\_\_\_\_% Entry Apprenticeship Wage

Step 2 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Step 3 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Step 4 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Step 5 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Step 6 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Step 7 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Step 8 \_\_\_\_\_% Upon completion of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The recognized Prevailing Wage rate for this occupation is **$00.00** per hour. If the apprentice performs labor which is subject to a higher wage rate either by contract or by law than that specified herein, the higher wage rate shall be paid by the employer. If the apprentice performs labor in a locality where the recognized Prevailing Wage rate is higher than that specified herein, the progressive wage schedule shall be based on the higher rate.

1. On the Job Training Outcomes – Work Process Schedule or Competency Outline

[Please insert an outline of the on-the-job training outcomes. For traditional time-based occupations, this is typically formatted as a work process schedule which specifies estimated hours necessary to address each element, and for competency-based and hybrid occupations, this is typically formatted as an outline, and may include a checklist that mentors can use to record mastery of each process or competency, and specifies a range of hours necessary to address each component.]

1. Related Instruction Outline

[Please insert an outline or schedule of the required related instruction for this occupation. For some occupations, this may be an industry specified list of courses available in a classroom, on-line or by correspondence. Other occupations may require completion of modules identified as necessary instruction for that occupation. This outline may be a list that associates the recommended number of courses to be completed with corresponding hours for the term of the apprenticeship. It may also be designed in more of a checklist fashion.]