

Apprentice Wage Schedule:

A feature of a federally registered apprenticeship program is a training wage schedule. While the amounts are not set by any agency, as a full-time employee apprentice wages must comply with state and federal minimum wage rules.

The schedule serves two main purposes: First to control costs to the sponsor, allowing them to pay apprentice's wages commensurate with what they have learned and are able to do on-the-job; and second to initiate a periodic review to see if the apprentice is progressing satisfactorily in the classroom and on the job, and merits an increase to the next step.

The journeypersons wage is what the apprentice ascends to immediately after completion of an apprenticeship. The wages in each step should be set at that which is appropriate for your firm in your labor market as you desire. You may express the individual elements in specific dollar amounts or as percentages of the journeypersons wage. You must have at least one wage increase but can have up to 16. Illustrated below is a wage scale that would have the apprentice reviewed approximately every six (6) months or 1,000 hours of work and is for a four-year, 8,000-hour program. First is by percentage and then by a specific dollar amount. If your occupation is hybrid, the wage schedule will have a range of hours at each level. If your occupation is competency, the wage schedule is based on the number of competencies to be mastered at each level.

Journeyersons Wage Rate: -\$14.00-

Units of Increase: (1) Percentage _____x_____ (2) Dollars _____

Hours	%
Period 1: 1000 (Starting wage)	1: 60
Period 2: 1000 (after 6 months)	2: 65
Period 3: 1000 (after 1 year)	3: 70
Period 4: 1000 (after 1.5 years)	4: 75
Period 4: 1000 (after 1.5 years)	5: 80
Period 6: 1000 (after 2.5 years)	6: 85
Period 7: 1000 (after 3 years)	7: 90
Period 8: 1000 (after 3.5 years)	8: 95

Hours	%
1st 12.5% (#) of competencies (Starting wage)	1: 60
2nd 12.5% (#) of competencies	2: 65
3rd 12.5% (#) of competencies	3: 70
4th 12.5% (#) of competencies	4: 75
5th 12.5% (#) of competencies	5: 80
6th 12.5% (#) of competencies	6: 85
7th 12.5% (#) of competencies	7: 90
8th 12.5% (#) of competencies	8: 95

Journeyersons Wage Rate: -\$14.00-

Units of Increase: (1) Percentage _____ (2) Dollars _____x_____

Hours	%
Period 1: 1000 (Starting wage)	1: 10.00
Period 2: 1000 (after 6 months)	2: 10.50
Period 3: 1000 (after 1 year)	3: 11.00
Period 4: 1000 (after 1.5 years)	4: 11.50
Period 5: 1000 (after 2 years)	5: 12.00
Period 6: 1000 (after 2.5 years)	6: 12.50
Period 7: 1000 (after 3 years)	7: 13.00
Period 8: 1000 (after 3.5 years)	8: 13.50

Hours	\$
1st 12.5% (#) of competencies (Starting wage)	1: 10.00
2nd 12.5% (#) of competencies	2: 10.50
3rd 12.5% (#) of competencies	3: 11.00
4th 12.5% (#) of competencies	4: 11.50
5th 12.5% (#) of competencies	5: 12.00
6th 12.5% (#) of competencies	6: 12.50
7th 12.5% (#) of competencies	7: 13.00
8th 12.5% (#) of competencies	8: 13.50

Again, these are illustrations; the amounts should be what you wish to incorporate in your apprenticeship program. All apprentices would be paid at the level corresponding to their place in the schedule. Currently you may have apprentices being paid more than this scale because of their time with you. You do not need to go backwards with their wages. They should remain at their present level, but future apprentices would be paid in accordance with the schedule in place at the time of their indenture. If you need to change anything in the program, including wages, your ATR can assist you with a wage update, or a program revision.