

## DLSE SKILLED AND TRAINED WORKFORCE REQUIREMENT EXPLANATION

The skilled and trained workforce requirement has two (2) separate requirements.

**Requirement # 1:** All workers performing work in an apprenticeable occupation are DAS registered apprentices or skilled journeypersons.

**PCC 2601 (e)** “Skilled journeyperson” means a worker who either:

(1) Graduated from an apprenticeship program for the applicable occupation that was approved by the chief or located outside California and approved for federal purposes pursuant to the apprenticeship regulations adopted by the federal Secretary of Labor.

(2) Has at least as many hours of on-the-job experience in the applicable occupation as would be required to graduate from an apprenticeship program for the applicable occupation that is approved by the chief.

**Requirement # 2:** 30% -60% of ALL Skilled Journeypersons **must be graduates of apprenticeship program.**

**PCC 2601 (c)** “Graduate of an apprenticeship program” means either of the following:

(1) An individual that has been issued a certificate of completion under the authority of the California Apprenticeship Council for completing an apprenticeship program approved by the chief pursuant to Section 3075 of the Labor Code.

(2) An individual that has completed an apprenticeship program located outside California and approved for federal purposes pursuant to the apprenticeship regulations adopted by the federal Secretary of Labor.

**PCC 2601 (d) (2) (A)** For work performed on or after January 1, 2017, at least 30 percent of the skilled journeypersons employed to perform work on the contract or project by every contractor and each of its subcontractors at every tier are graduates of an apprenticeship program for the applicable occupation. This requirement shall not apply to work performed in the occupation of teamster.

The graduation percentage requirement can ONLY be met by skilled journeypersons who have graduated from an approved apprenticeship program. Workers that have the on the job experience hours meet the general requirement to qualify as skilled journeypersons who can perform work on the project. However, workers that have on the job experience hours DO NOT meet the requirements to count towards the graduation percentage requirement. The Public Contract Code section above specifies that a percentage of Skilled Journeypersons must be graduates of an approved apprenticeship program. The DIR interpretation in question is implied by the requirements of the Public Contract Code.

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