



State of Michigan Electrical Apprenticeship FAQ

1. What is required for apprentices to *renew* their registration in August 2010?
All apprentices will be required to be signed up as a participant in a “bona fide apprenticeship program” by the time they submit their renewal form.
2. What is required for *new* apprentices?
All apprentices will be required to be participants in an approved program.
3. What kind of apprenticeship program is acceptable to the State of Michigan?
The Electrical Administrative Board (EAB) decided to use the United States Department of Labor Office of Apprenticeship (USDOLOA) standards. This means that each contractor (or sponsoring organization) must have their apprenticeship program registered with the US Department of Labor’s Office of Apprenticeship.
4. What does it take to create an apprenticeship program that is acceptable to the US DOLOA?
See this LCC Apprenticeship office link:
<http://www.lcc.edu/techcareers/apprenticeship/elements.aspx>
5. What is RTI?
RTI stands for Related Trade Instruction. It consists of the education component of the training for an electrician or other tradesperson. US Department of Labor standards require 4 years of schooling at 144 hours each year for a total of at least 576 hours over the course of the apprenticeship. These classes can be taken at any organization approved by the USDOLOA as meeting their standards and which address the 450 hours of electrical core as defined by the State of Michigan Electrical Administrative board.
6. What is OJL/OJT?
OJL (On the Job Learning) and OJT (On the Job Training) describe the same component of an apprenticeship – practice in and education about the practical aspects of the trade the apprentice is pursuing. Apprentices work with and learn from Master and Journey electricians in the field. A well-developed apprenticeship program will include categories and hour targets for different facets of the trade (i.e. running conduit, motor controls, transformer connections, etc.). These targets must also be addressed in the creation of an apprenticeship program in order to receive USDOLOA approval.

7. How many OJL hours are required?

Most apprenticeships approved by the US Department of Labor require 4 years (8000 hours) of OJL. This is also the case with the State of Michigan's requirements for electrical apprentices. Individuals who have completed 8000 hours of on the job experience in not less than 4 years are allowed to take the State's licensing exam and become a State of Michigan licensed journeyman electrician. In order for these hours to count, the individual must be registered with the State of Michigan as an apprentice working for a licensed contractor. Any hours worked while not registered as an apprentice do not count and the apprentice (and their employer) may be cited for violation of Michigan Act 217 – the Electrical Administrative Act – that oversees the electrical construction industry in the State.

8. Where does an apprentice earn RTI hours?

Related Trade Instruction (RTI) can be provided by a number of sources. Some companies provide their own. Some band together to create associations or committees that oversee the apprenticeship programs for companies and their apprentices. Colleges and trade schools also provide RTI. For a program of RTI to be approved by the US Department of Labor the RTI provider must have credibility. They must validate the instruction they provide, showing that the course has relevance (applies to the industry) and rigor (designed and executed in a way that provides a level of engagement in the course material to successfully educate the student/apprentice).

9. What is the relationship between the US Department of Labor Office of Apprenticeship and the State of Michigan in terms of electrical apprenticeship programs?

The Office of Apprenticeship is a part of the United States Department of Labor (USDOL). The DOL has a long history of supporting companies and their apprentices in the creation of and monitoring of apprenticeships. An individual who holds a certificate of completion from a DOL Office of Apprenticeship program has a credential that is respected across the country because the DOL's standards are respected by those in industry. When Act 217 received a major revision, the Michigan Legislature inserted language requiring apprentices to register with the State as an apprentice. One condition of that registration process is to provide “. . . satisfactory proof of the person's participation in a bona fide apprenticeship training program approved by the [Electrical Administrative] board. This program shall be equivalent to the requirements of those imposed by the United States department of labor bureau of apprenticeship and training . . .“ In their work to implement these requirements the Electrical Administrative Board decided that, instead of the Board reviewing apprenticeship programs, they would utilize the services offered by the USDOL Office of Apprenticeship (formerly called the Bureau of Apprenticeship and Training) to set up and oversee the apprenticeship programs required by the Law. As a result, in order for an apprentice to renew their registration with the State of Michigan each August, they must verify that they are participating in an apprenticeship program approved by the USDOLOA. In order for this to happen the apprentice's sponsor or employer must create an apprenticeship program through/with the US DOLOA.

10. When will enforcement begin?
In order for an apprentice to renew their registration in August 2010 they will need to verify that they are participating in a USDOL approved apprenticeship program. If they are not able to verify that participation, their registration will not be renewed. The Electrical Division is sending a letter to contractors and apprentices outlining these requirements.
11. As an employer, what are my first steps to getting a program in place?
The State of Michigan office of the USDOLOA has five ATR's whose job is to work with companies to set up and monitor apprenticeship programs. Most community colleges in the state have apprenticeship coordinators that work with the ATR's and local companies to set up and run the education portion of the apprenticeship program. Your initial contact regarding setting up an apprenticeship can begin with one of the ATR's or with an apprenticeship coordinator at your local community college or another RTI provider.
12. Can LCC help in setting up a program?
Yes. Our apprenticeship office has a longstanding working relationship with the OA and has worked with many companies to create programs.
13. Will LCC have a complete program of RTI?
Yes. LCC has programs for both construction and industrial electrical apprentices that meet the State's requirements. We also have elective courses that allow apprentices and companies to tailor their programs to their specific needs.
14. Will LCC have any distance learning and/or on-line courses?
Yes. LCC is developing on-line and "hybrid" course options for all classes in the apprenticeship curriculum. Classes that don't have labs will be offered on-line. Classes with labs will allow students to do most of their work on-line but will require them to come to campus a few times per semester to complete their labs and some assessments.

Note: Official interpretations of Federal and State of Michigan Laws, policies and procedures rest with the appropriate federal or state office. Lansing Community College has created this page with the most current information available to us on **June 16, 2010**. Users are encouraged to consult official documents and the staff of state and federal offices responsible for enforcement of the apprenticeship requirements.