

Apprentice Ratios

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Issue

What are the job site and hiring ratio schedules for the maximum number of apprentices, given the number of licensed journeypersons or contractors at the job site or employed by the company? Has the law recently changed?

Summary

Under Department of Consumer Protection (DCP) regulations, an apprentice may only work in the presence and under the direct supervision of a licensed journeyperson or contractor (Conn. Agencies Regs. [§ 20-332-15a](#)) (see BACKGROUND) (i.e., for every apprentice, there must be at least one journeyperson or contractor on site, a 1:1 ratio). This is referred to as the state's job (or work) site ratio and it applies to all 80 registered [apprenticeship trades](#).

DCP regulations also establish "hiring ratios" for the electrical; plumbing; heating, piping, and cooling; sprinkler fitting; and sheet metal working trades, as shown in Table 1 below. Employers may request an exception to the ratio schedule from the Connecticut Department of Labor (DOL) (i.e., "[ratio relief](#)").

The hiring ratios were most recently changed in 2017, with the passage of [PA 17-76](#), amending CGS [§ 20-332b](#). Table 1 shows the hiring ratios under prior law and current law.

Table 1: Hiring Ratios of Apprentices to Licensed Journeypersons or Contractors under Prior and Current Law

<i>Ratio of Apprentices to Licensed Journeypersons or Contractors</i>	
<i>Prior Law</i>	<i>Current Law</i>
1:1	1:1
2:2	2:2
3:5	3:3
4:8	4:6
5:11	5:9
6:14	6:12
7:17	7:15
8:20	8:18
9:23	9:21
10:26	10:24
If there are 11 or more apprentices, then three journeypersons or contractors are required for each additional apprentice (e.g., a ratio of 11:27)	

As Table 1 shows, the 2017 public act reduced, by two, the number of licensed journeypersons or contractors companies are required to hire if they employ three or more apprentices. But it retained the requirement of one journeyperson or contractor for one apprentice, and two journeypersons or contractors for two apprentices. The law required DCP to amend its regulations to reflect the new statutory hiring ratios.

[PA 17-76](#) also created a working group of industry tradespersons to study apprentice ratios and make recommendations to the General Law Committee. The working group’s first recommendations report was due December 1, 2017. It appears that the working group has not yet met.

Working Group

The 2017 public act established a 10-member working group of industry trade group members to (1) discuss hiring ratios for apprentices, journeymen, and contractors and (2) study the hiring ratio relief process. The law required the group, by December 1, 2017, and annually thereafter, to report to the General Law Committee on recommendations related to apprentices, journeymen, and contractors. By law, the working group must meet at least three times per year.

The group's 10 members must have equal representation from among the following union and nonunion industry trade groups:

1. International Brotherhood of Electrical Workers,
2. Independent Electrical Contractors of New England,
3. Associated Builders and Contractors of Connecticut,
4. Sheet Metal Local 40,
5. Sprinkler Fitters Local 669,
6. Connecticut Chapter of the American Fire Sprinkler Association,
7. United Association of Plumbers and Pipefitters Local 777,
8. Plumbing Heating and Cooling Contractors of Connecticut,
9. Connecticut Heating and Cooling Contractors, and
10. Connecticut State Building and Construction Trades Council.

The law requires members to be the business managers of each union industry trade group and the presidents of each nonunion industry trade group, or their designees.

Background

Occupational Licensing System

Each trade has three different levels of expertise: apprentice, journeyman, and contractor. Contractors may offer their services to the public; apprentices and journeymen must work for contractors.

JSB:kl