Standards Template Placement	29 CFR, NRS 610, and NAC 610 Required Provisions
	(1) **Type of Occupation:** The term of apprenticeship, which for an individual apprentice may be measured either through the completion of the industry standard for on-the-job learning (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach). **29 CFR § 29.5 (b)**
	2) **Skilled Occupation**: The employment and training of the Apprentice in a skilled occupation. **NRS 610.202, 5 and NRS 610.144 3(a)**
	3) **Term:** A term of apprenticeship of not less than 2,000 hours of work experience, consistent with training requirements as established by practice in the trade. **NRS 610.144 3 (b)** The term of apprenticeship, which for an individual apprentice may be measured either through the completion of the industry standard for on-the-job learning (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach). *The time-based approach* measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule. The *competency-based* approach measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of Registered Apprenticeship. The program standards must address how on-the-job learning will be integrated into the program, describe competencies, and identify an appropriate means of testing and evaluation for such competencies. The *hybrid* approach measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule. The determination of the appropriate approach for the program standards is made by the program sponsor, subject to approval by the Registration Agency of the determination as appropriate to the apprenticeable occupation for which the program standards are registered.

	(1) If the program uses a time-based approach, requires the completion of not less than 2,000 hours of [work experience,] on-the-job learning, consistent with training requirements as established by practice in the trade; (2) If the program uses a competency-based approach, specifies the skills that must be demonstrated by an apprentice and addresses how on-the-job learning will be integrated into the program; or (3) If the program uses a hybrid approach, specifies the skills that must be acquired and the minimum number of hours of on-the-job learning that must be completed by an apprentice. **29 CFR 29.5 (b) & Senate Bill 247, 81st Regular Session of the Nevada Legislature (2021)**
	4) **Work Processes:** An outline of the processes in which the apprentice will receive supervised experience and training on the job, and the allocation of the approximate time to be spent in each major process. **NRS 610.144 3 (c)**
	5) **Related Instruction**: Provisions for organized, related, and supplemental instruction in technical subjects (and the costs thereof) related to the trade with a minimum of 144 hours for each year of apprenticeship, given in a classroom or through trade, industrial or correspondence courses of equivalent value or other forms of study approved by the State Apprenticeship Council. **NRS 610.144 3 (d); NAC 610.433**
	6) **Wages:** A progressively increasing, reasonable and profitable schedule of wages to be paid to the apprentice consistent with the skills acquired, not less than that allowed by federal or state law or regulations or by a collective bargaining agreement. Employers shall pay a beginning wage for apprentices which is at least 35 percent of the rate for journeymen in the same trade, the Minimum Wage set by the NSAC, or the Minimum and Reasonable and profitable wage for apprentice in construction industry. **NRS 610.144 3 (e); NAC 610.480, NAC 610.485 & Senate Bill 247, 81st Regular Session of the Nevada Legislature (2021)**
	7) **Periodic Review and Evaluation:** Provisions for a periodic review and evaluation of the apprentice's progress in performance on the job and related instruction and the maintenance of appropriate records of such progress. **NRS 610.144 3 (f)**
	8) **Ratio**: A numeric ratio of apprentices to journeymen consistent with proper supervision, training, safety, continuity of employment and applicable provisions in collective bargaining agreements, in language that is specific and clear as to its application in terms of job sites, workforces, departments or plants. **NRS 610.144 3 (g)**

	9) **Probationary Period**: A probationary period that is reasonable in relation to the full term of apprenticeship, with full credit given for that period toward the completion of the full term of apprenticeship. A probationary period includes both on-the-job training and related instruction and cannot exceed 25% of the length of the program. **NRS 610.144 3 (h); NAC 610.442**
	10) **Safety:** Provisions for adequate and safe equipment and facilities for training and supervision and for the training of apprentices in safety on the job and in related instruction. **NRS 610.144 3 (i)**
	11) **Minimum Qualifications**: The minimum qualifications required by a sponsor for persons entering the program, with an eligible starting age of not less than 16 years. **NRS 610.144 3 (j); NAC 610.815 to 610.860, Inclusive**
	12) **Apprenticeship Agreement**: Provisions for the placement of an apprentice under a written agreement as required by this chapter, incorporating directly or by reference the standards of the program. **NRS 610.144 3(k)**
	13) **Credit for Previous Experience**: Provisions for the granting of advanced standing or credit to all applicants on an equal basis for previously acquired experience, training, or skills, with commensurate wages for each advanced step granted. **NRS 610.144 3(l)**
	14) **Transfer of Training**: Provisions for the transfer of the employer's training obligation when the employer is unable to fulfill his or her obligation under the agreement to another employer under the same or a similar program with the consent of the apprentice and the local joint apprenticeship committee or sponsor of the program. **NRS 610.144 3(m)**
	15) **Qualified Trainers and Supervision**: Provisions for the assurance of qualified training personnel and adequate supervision on the job. **NRS 610.144 3(n)**
	16) **Completion Certificate**: Provisions for the issuance of an appropriate certificate evidencing the successful completion of an apprenticeship. NRS **610.144 3(o)**
	17) **Registration Agency**: An identification of the Nevada Labor Commissioner, Nevada State Apprenticeship Council as the agency for registration of the program. **NRS 610.144 3 (p)**
	18) **Modifications:** Provisions for the registration of agreements and of modifications and amendments thereto. **NRS 610.144 (q)**
	19) **Registration/Cancellation/Deregistration**: Provisions for notice to the State Apprenticeship Director of persons who have successfully completed the program and of all cancellations, suspensions and terminations of agreements and the causes therefor. **NRS 610.144 (r)**

	20) **Probationary Period Termination**: Provisions for the termination of an agreement during the probationary period by either party without cause. **NRS 610.144 (s)**
	21) **Equal Employment Opportunity**: Compliance with 29 CFR part 30; an affirmative action plan complying with 29 CFR 30.4; a method of selection or apprentices authorized by 29 CFR 30.5. A statement that the program will be conducted, operated, and administered in conformity with the applicable provisions of 29 C.F.R. Part 30 or a state plan for equal opportunity in employment in apprenticeships adopted pursuant to 29 C.F.R. Part 30 and approved by the Department of Labor. (Five or more apprentices) For programs registered after January 18, 2017, the initial written affirmative action plan (Appendix C) for such programs must be completed within 2 years of registration. The written affirmative action plan must be updated every time the sponsor completes workforce analyses required by CFR 30.5(b) and 30.7(d) *Less than five apprentices encouraged, but not required* **NRS 610.144 2; NRS 610.144 3 (t); NAC 610.510 through 610.990, Inclusive, 29 CFR 30.4**
	22) **Person to Receive Complaints**: The name and address of the appropriate authority under the program to receive, process and make disposition of complaints. **NRS 610.144 3(u)**
	23) **Records Maintenance**: Provisions for the recording and maintenance of all records concerning apprenticeships as may be required by the Nevada State Apprenticeship Council and applicable laws. **NRS 610.144 3(v); NAC 610.910**