

Changes to Apprentice Ratios

The U.S. Department of Labor (DOL) has recently notified INDOT that the journey worker-to-apprentice ratio for laborers has been changed. Instead of the 4:1 ratio, the ratio is now 1:1 for the first laborer apprentice and 3:1 thereafter. Translated, this means that the first apprentice brought onto a job site must have one journey level worker tied to it. For every apprentice thereafter, there must be at least three journey workers.

Details associated with the apprentice ratios include:

- These ratios apply to the workers on any one particular jobsite, not companywide.
- Any apprentice working on an INDOT federal-aid job in excess of the ratios must be paid the prevailing wage for that contract.
- INDOT refers to 29 CFR 5.5 and guidance material provided by the US DOL's field handbook for apprentice compliance information.
- Apprentice ratios apply to federally funded contracts and do not require companies to use apprentices but rather limits the amounts of apprentices brought onto a job.
- Apprentices must be in a registered training program which is approved by the U.S. Department of Labor or the Federal Highway Administration.
- The ratios are applied on a daily basis.
- A working supervisor or owner may be counted as a journey worker for ratio purposes provided such a worker spends the majority of his or her time in the craft and at the site.