

FLORIDA DEPARTMENT OF EDUCATION

DIVISION OF CAREER AND ADULT EDUCATION BUREAU OF STANDARDS, BENCHMARKS AND FRAMEWORKS APPRENTICESHIP SECTION



Apprenticeship Section Procedures

SUBJECT

Grandfathering of apprentices
(Selection from pool of current employees)

PURPOSE

To provide guidelines for registered program sponsors to grandfather apprentices into registered apprenticeship programs

APPLICABILITY

This policy applies to all registered apprenticeship program sponsors as defined in Title 29, CFR 30.5 (3), Chapter 6A-23 FAC and Chapter 446 F.S. operating registered apprenticeship programs.

EFFECTIVE DATE

Upon issuance

EXPIRATION DATE

Until superseded or rescinded

POLICY

Grandfathering is a privilege that is extended to newly registered program sponsors and new participating employers of an already registered group program. Sponsors agreeing to admit individuals directly into the apprenticeship program through grandfathering should do so without regard to present minimum qualifications, eligibility lists or the necessity of passing written apprenticeship entrance tests. Grandfathering provisions for newly registered programs and new participating employers are separately addressed below:

Newly registered programs

Only individuals working in the registered occupation for the sponsoring employer in the case of individual programs or for a participating employer in the case of group programs at the time the

program was registered are eligible for grandfathering. Grandfathering of workers must take place within 30 days of the date the program is registered. Grace periods are not applicable.

A letter from the sponsor must accompany apprenticeship agreements executed under this policy requesting that the worker be registered as grandfathered and stating that the employer employed the worker in the apprenticed occupation at the time the program was registered. All such apprentices must be registered by the registration agency within 45 days of the program registration date.

New participating employers

Only individuals working in the registered occupation with the new participating employer at the time the participating employer agreement was signed are eligible for grandfathering. Grandfathering of workers must take place within 30 days of the date the employer signs the participating employer agreement. Grace periods are not applicable.

Apprenticeship agreements executed under this policy must be accompanied by a letter from the sponsor requesting that the worker be registered as grandfathered and stating that the worker was employed in the apprenticed occupation by the employer at the time the participating employer agreement was signed. All such apprentices must be registered by the registration agency within 45 days of the date the participating employer agreement was signed.

Applicants to the apprenticeship program not eligible under either of the conditions as stated above will not be registered under this grandfathering provision and will be required to go through the program's regular selection procedures.

AUTHORITY

Florida Department of Education, Division of Career and Adult Education – Apprenticeship;
Title 29 CFR Part 30, Office of Apprenticeship Circular 78-12; Chapter 446 FS; Chapter 6A-23



Ken Olsen
Program Director of Apprenticeship

04/23/2014

Date Signed



Rod Duckworth
Chancellor

4/23/2014

Date Signed