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MEMORANDUM

TO: Apprenticeship Program Sponsors

FROM: Kevin O'Farrell, Ph.D.

DATE: September 10, 2025

SUBJECT: Wage Schedule Amendments

Rule 6A-23.004(2)(e), Florida Administrative Code (F.A.C.), outlines a progressively increasing schedule of wage rates to be paid to apprentices, consistent with the skill acquired, expressed in percentages of the established journeyworker hourly or annual rate. The rates represent the minimum for each incremental period of apprenticeship. The following criteria applies:

- The established journeyworker rate among all participating employers in the same apprenticeable occupation shall be stated in dollars and cents.
- The entry apprentice wage rate shall be no less than thirty-five (35) percent of the established journeyworker rate. However, in no event shall the apprentice wage rate be less than the minimum wage prescribed by the Fair Labor Standards Act, collective bargaining agreements or by Florida Statutes, whichever is higher.
- No apprentice shall receive a wage less than the percentage for the incremental period in which the apprentice is serving.
- The established journeyworker wage rate shall be reviewed annually and amended when determined by program sponsor or as per the collective bargaining agreement.
- The minimum apprentice wage rate paid during the last incremental period of apprenticeship shall be not less than 75 percent of the established journeyworker wage rate.
- This subsection governing apprentice wages shall not be interpreted or construed in a manner that would cause a conflict with applicable federal law or regulations.

Rule 6A-23.004(2)(q), F.A.C., requires prompt submission of any program standard modification or amendment to the Department for approval. Wage schedules are to accurately reflect journeyworker and apprentice wages and are to be kept current in both the Standards of Apprenticeship and Registered Apprenticeship Partners Information Data System (RAPIDS).

Attached is an updated wage amendment form to be used by the program sponsor to formally request wage amendments through the appropriate Apprenticeship Training Representative (ATR) to the Standards of Apprenticeship. The wage amendment form provided as an Excel document contains the following tabs: "Wage Update by Percent," "Wage Update by Dollar" and "Journeyworker Wage Survey." The "Journeyworker Wage Survey" is included as a resource to be used by program sponsors with

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multiple employers to survey employers to obtain information on current journeyworker wages needed to update the wage schedule. Program sponsors will use either “Wage Update by Percent” or “Wage Update by Dollar” to request a wage update to the Standards of Apprenticeship. The sponsor will sign off on the wage update request and submit it to the ATR. The ATR will review the requested wage amendment for compliance, verify that the wage schedule is accurately reflected in RAPIDS and approve the updated wage schedule. Any request that meets the criteria outlined in paragraph two will be approved.

This wage amendment will replace the page in the electronic set of Standards of Apprenticeship to be maintained by the Sponsor and retained by the Department.

For questions, please contact Kathryn Wheeler, Director of Apprenticeship, at Apprenticeship@fldoe.org.

KO/kw

Attachments