

The Louisiana State Apprenticeship Law, (R.S. 23:381) authorizes establishment of an apprenticeship training program for a trade which provides at least two thousand hours of on-the-job training, coupled with a course of related and supplemental instruction consisting of a minimum of 144 hours per year.

Participation in Louisiana's apprenticeship system is strictly voluntary and provisions of this law apply only to those organizations which wish to have their programs registered with the state.

Employers and other organizations which participate as apprenticeship program sponsors, do so because of their conviction that formal, structured apprenticeship programs produce better trained journeymen workers; and that having better trained workers results in greater cost effective productivity.

Administrative rules adopted under authority of the law require that employers or organizations which wish to establish a formal apprenticeship training program must submit written standards, detailing the specific terms of the training to be provided; which terms must include:

1. The planned duration of the training.
2. A work process listing the number of hours to be spent in each phase of the on-job training.
3. The curriculum of the required related instruction to be taught and the number of hours to be spent in such instruction.
4. The journeyman wage rate of the trade in which the apprentice is training.
5. The progressive schedule of wages to be paid to the apprentice as he or she progresses in their training.

The staff of the Louisiana Workforce Commission - Labor Programs Section offers assistance to prospective program sponsors in developing standards for a training program and submits those proposed standards for review by the State Apprenticeship Council. Upon approval of the standards, individual apprentice agreements are processed and apprentices are indentured to the particular program sponsor pursuant to the terms of the approved standards.

Labor Programs Compliance Officers make periodic inspections of the program sponsors' facilities to determine if the apprentices are being trained in accordance with the approved standards and whether or not the program sponsor is maintaining proper records regarding the apprentice's on the job training hours, attendance of related instruction and payment of wages.

Upon successful completion of the training program, the apprentice is issued a certificate of completion from this office and is elevated to the level of journeyman in the trade in which he or she has been trained.