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CH. 40 APPRENTICE TRAINING

DIVISION 5
MISCELLANEOUS TRAINING AND EDUCATION

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CHAPTER 40
APPRENTICE TRAINING

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§ 40101. Apprenticeship Training Program.

There is established within the government of Guam an apprenticeship training program for the purpose of developing highly skilled journeymen thoroughly and broadly qualified in their trades and to provide a potential source of key employees and supervisors.

SOURCE: §11999.1 GC, as added by P.L. 13-164.

§ 40102. Definition.

For purposes of this Chapter an *apprenticeship program* shall mean a comprehensive training program designed to equip the apprentice to perform all duties in a recognized skilled craft or trade at the journeyman level. This training shall consist of practical experience supplemented by

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related instruction in basic theories and their application to the particular trade. The basic concepts and theories must be broad enough to provide the apprentice with the knowledge required to grasp new technology. Job experience and demonstrated performance in all elements of the craft supplemented by related instruction must be completed satisfactorily before an individual may be considered a qualified skilled worker or journeyman.

SOURCE: §11999.2 GC, as added by P.L. 13-164.

§ 40103. Apprentlicable Trades or Crafts.

Apprentlicable trades or crafts are those registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training. Those that are not registered may be apprenticed upon approval by the employing department. Apprenticeships shall not be established for occupations requiring primarily the operation of equipment.

SOURCE: §11999.3 GC, as added by P.L. 13-164.

§ 40104. Apprentice Program Administrator.

There is hereby established within the Department of Administration an Apprentice Program Administrator who shall be responsible in administering the apprenticeship program. He shall advise and assist line management in the development, organization and administration of the apprenticeship program. He shall work closely with heads of shops in the preparation of training materials, planning of training schedules, assuring adequate instruction in the shops and in coordinating the work experience and related training phases of the program. He shall have direct supervision of classroom instruction and shall be responsible for the maintenance of apprentice training standards, for maintenance and review of apprentice records, administration of apprentice advancements and graduation and submission of reports. In addition, the Apprentice Program Administrator shall be responsible for promoting the general welfare of apprentices. This Section shall be effective upon the establishment of the pay range by the Civil Service Commission.

SOURCE: §11999.4 GC, as added by P.L. 13-164; amended by P.L. 14-92.

COMMENT: Effective January 1, 2006, the authority of the Civil Service Commission herein transferred to the Director of Administration pursuant to P.L. 28-68:IV:45 (Sept. 30, 2005).

§ 40105. Requirements for Trade Theory Instructors.

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Trade theory instructors must have qualifying experience as an instructor or have demonstrated proficiency and have extensive knowledge in the trade he is to teach.

SOURCE: §11999.5 GC, as added by P.L. 13-164.

§ 40106. Trade Training Plans.

A well-organized, effectively coordinated work experience and related training plan is necessary to accomplish the established objectives of apprentice training. The trade training plan for each trade will include schedules of required work experience and related training for each year of apprenticeship.

SOURCE: §11999.6 GC, as added by P.L. 13-164.

§ 40107. Employment of Apprentices.

The government of Guam policies and regulations regarding appointment, termination, probationary period, leave and hours of work are the same for apprentices as for other employees. Successful completion of an apprenticeship shall not be dependent upon the length of time required in training but by the demonstration of successful performance of all major occupational elements of the target journeyman position.

SOURCE: §11999.7 GC, as added by P.L. 13-164.

§ 40108. Advancement to Journeyman.

As soon as practicable, and in any event within ninety (90) days after an apprentice has completed all requirements of his apprenticeship, action should be taken to promote him to journeyman if there is an available vacancy within that time. To assure maximum placement of graduate apprentices and to protect the government's investment in apprentice training, departments and agencies should reserve journeyman vacancies where feasible or provide additional positions for their journeyman needs.

SOURCE: §11999.8 GC, as added by P.L. 13-164.

§ 40109. Rules and Regulations.

The Governor of Guam shall promulgate such rules and regulations he may deem necessary to implement the intent and purposes of this Act.

SOURCE: §11999.9 GC, as added by P.L. 13-164.
