

# Understanding “Skilled & Trained Workforce”

**Effective January 1, 2016**, several laws require all contractors and subcontractors to use a “skilled and trained workforce” on nearly all types of public works construction performed for schools and other local entities.

In a nutshell, everyone on your worksite must:

- Be a graduate from a state approved apprenticeship program\* AND
- Have at least as many on-the-job training hours as a graduate from a state approved apprenticeship program

Type	Applies to	Threshold	Criteria	Law
Lease-Leaseback	School	> \$1M	30% must be graduates from a state approved apprenticeship program by Jan. 1, 2016*	<a href="#">AB 566 (O'Donnell)</a>
Design/Build	School	> \$1M	20% must be graduates from a state approved apprenticeship program by July 1, 2016*	<a href="#">AB 1358 (Dababneh)</a>
Best Value Procurement Method	School	> \$1M	30% must be graduates from a state approved apprenticeship program by Jan. 1, 2016*	<a href="#">AB 1185 (Ridley-Thomas)</a>
Best Value Procurement Method	Department of General Services, Department of Corrections & Rehabilitation	> \$1M	30% must be graduates from a state approved apprenticeship program by Jan. 1, 2016* <i>Pilot programs in Alameda, Los Angeles, Riverside, San Bernardino, San Diego, Solano, and Yuba Counties</i>	<a href="#">SB 762 (Wolk)</a>

\* % increases each year

So to do public works construction you will need apprenticeship program graduates. That’s where we can help. Our 6-month Skills Qualification Program provides a pathway to apprenticeship graduation.

Contact Sue Peterson at [speterson@abcsocal.net](mailto:speterson@abcsocal.net) or 714.779.3199 ext. 310 today.



**Skills Qualification Program Benefits**

- Professional development for your employees
- Verification of your teams' training
- Provides a pathway to apprenticeship
- Keeps you in compliance
- You now have more opportunities to bid work