

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burns, Chief
From: Lilian Reaves
CC: DAS, Program Quality Review Unit
Date: October 2, 2025

Program Name: Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program
Industry: Building & Construction
DAS File No.: 101468
Grant Awardee: ☒ No ☐ Yes

Actions:

- ☒ Proposed new apprentice program
- ☐ Existing apprenticeship program adding new occupations
- ☐ Existing apprenticeship program expanding area of operations
- ☐ Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

N/A

Request for Approval under Labor Code 3075:

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program intends to train in the building and construction trades and intends to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

The need for our program stems from the living wage gap in our area and expertise in training Residential Plumbers, so the BCA was created. Our apprentices often start with little to no knowledge of the plumbing trade, yet within a few years, they gain valuable skills that enable them to provide for themselves and their families. What sets our program apart is that we not only cover the cost of their schooling, but we are also a direct employer, and we employ all our apprentices and pay our apprentices overtime for their time spent in school one day a week in the evening. This immediate compensation provides tangible value, helping to offset expenses like gas, food, housing, and other daily costs. Our apprentices incur no costs whatsoever. By

becoming an accredited D.A.S. program, we can expand our reach and help even more individuals acquire a well-paying licensed skilled trade.

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

Proposed Occupation, Wage Rate & O*Net Code:

• Residential Service Plumber		O*Net:	47-2152.00
Journeyman Wage:	Wages pursuant to Public Works and/or most applicable requirement(s) of CA Labor Code §1720-1785; 8 CCR § 208 & §16000		
Proposed Apprentice Wage:	Wages pursuant to Public Works and/or most applicable requirement(s) of CA Labor Code §1720-1785; 8 CCR § 208 & §16000		
Proposed No. of Apprentices:	15-20		

Proposed Employers:

- Bill Howe Plumbing's Blue Collar Academy (BCA)
9210 Sky Park Court, San Diego, CA 92123

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program Standards

9210 Sky Park Court, San Diego, CA 92123

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Article I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education-sponsored, employer-based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

Article II Craft, Trade or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training

Occupation: Residential Service Plumber

O*Net Code: 47-2152.00

Attachment: B

Article III Jurisdiction

These standards shall apply to the employer signatory hereto and to all apprentice agreements hereunder.

Area Covered by Standards: San Diego

Article IV Responsibilities of Program Sponsor

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards and provide a copy of said rules and regulations to each apprentice;
- 3) make periodic evaluations of each apprentice's on-the-job training and related and supplemental instruction;
- 4) provide reasonably continuous employment to all apprentices in its employ;
- 5) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
- 6) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
- 7) ensure apprentice agreements are sent to DAS for registration within thirty (30) days of the execution by the apprentice. For programs in the building and construction trades

industry, the agreement shall be submitted to DAS in an acceptable electronic format, and a signed original of the agreement shall be retained by the program for at least five years following the completion or cancellation of the agreement.

- 8) shall submit apprentice registration, change of address, graduation, and termination data to the Division of Apprenticeship Standards on a monthly basis in an electronic format acceptable to the division;
- 9) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;
- 10) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
- 11) provide to each apprentice, on at least a semiannual basis, a statement showing the number of hours of on-the-job training and related and supplemental instruction that the apprentice has acquired toward graduation, the total number of hours of on-the-job training and related and supplemental instruction that are necessary for graduation, and the apprentice's expected graduation date;
- 12) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
- 13) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;
- 14) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
- 15) ensure training in the recognition of illegal discrimination and sexual harassment, including the anti-harassment and anti-discrimination training required under Labor Code section 3073.9, subdivision (c)(4)(A);
- 16) procedures to ensure that its apprentices are not harassed or discriminated against on any of the bases protected by the Fair Employment and Housing Act, and to ensure that its apprenticeship program is free from intimidation and retaliation;
- 17) establishment and implementation of procedures for handling and resolving internal complaints about harassment or discrimination as required under Labor Code section 3073.9, subdivision (c)(4)(C).
- 18) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice of complete training in the apprenticeable occupation;
- 19) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 20) ensure there is meaningful representation of the apprentice in the management of the program;
- 21) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

22) abide by any and all relevant California Labor Codes and California Code of Regulations regarding apprenticeship.

Article V Definition of an Apprentice

An apprentice is a person at least 18 years of age who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

Article VI Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

Article VII Apprentice Agreement

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, shall be signed by the program sponsor and by the apprentice and shall remain in effect during a lay-off unless cancelled.
- 2) Each apprentice shall be furnished with a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

Article VIII Termination

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
- 2) Disciplinary proceedings for apprentices shall be duly noticed in writing to such individuals. The Division of Apprenticeship Standards shall attend all such proceedings.

Article IX Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the program sponsor or otherwise shall be submitted to the Administrator for determination.

Article X Certificate of Completion

- 1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
- 2) In recognition of unusual ability and progress, the program sponsor or apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
- 3) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the program sponsor, each apprentice will be issued a Certificate of Completion by the authority of the Chief of the Division of Apprenticeship Standards and the Interagency Advisory Committee on Apprenticeship.

Article XI Equal Opportunity in Apprenticeship

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program will not discriminate against apprenticeship applicants or apprentices based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program will take affirmative steps to provide equal opportunity in apprenticeship.

Article XII Selection of Apprentice Applicant

Apprenticeship programs may utilize any method or combination of methods for the selection of apprentices, provided that the selection method(s) used meets the following requirements:

- 1) The selection procedure(s) must be uniformly and consistently applied to all applicants and apprentices within each selection procedure utilized.
- 2) The selection procedure(s) must comply with title I of the ADA, EEOC's implementing regulations at 29 CFR part 1630, the Fair Employment and Housing Act, and the Civil Rights Council's implementing regulations at sections 11064, et seq. of title 2 of the California Code of Regulations as applicable to apprenticeship program sponsors.
- 3) The procedure(s) must not screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, on the basis of disability, unless the standard, test or other selection criteria, as used by the apprenticeship program, is shown to be job-related for the position in question and is consistent with business necessity.

- 4) The selection procedure(s) must be facially neutral in terms of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program will select apprentices based on the procedures below. All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.

- 1) Minimum age of all applicants: 18 years old
- 2) Educational prerequisite for entry: None
- 3) Physical prerequisites: Must have the ability to safely perform the work of the trade/occupation.
- 4) Written Test: None
- 5) Oral Interview: yes
- 6) A pool of applicants will be established and maintained for one year. This pool will rank applicants by application received date.
- 7) Applicants will be employed as follows:
 - a. Drug Testing: Mandatory testing by Program prior to employment
 - b. Potential employers may require applicants to meet additional employment testing and/or procedures as long as the requirements are also required of non-apprenticeship applicants. These activities may include oral interview, aptitude testing, security clearance measures, drug screening, physical examination at no cost to applicant or other activities pre-approved by the program.

Article XIV Records

All records will be maintained, in written or electronic form, for five (5) years and kept at:

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program
9210 Sky Park Court
San Diego, CA 92123

Article XV Annual Compliance

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program agrees to accept electronic signatures for these Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program on October 1, 2025 (Committee approval date).

Employer Organization

Bill Howe Plumbing's Blue Collar Academy (BCA)
9210 Sky Park Court, San Diego, CA 92123

_____	_____
Andrew Chapman, Training Director	Date

The foregoing apprenticeship standards, being in conformity with the applicable California Labor Code, California Code of Regulations and Federal Regulations, are hereby approved

_____.
(DAS approval date)

_____	_____
Adele Burnes, Chief	Date
Division of Apprenticeship Standards	

Attachment B

Training Schedule and Working Conditions

Bill Howe Plumbing's Blue Collar Academy (BCA) Apprenticeship Program

Occupation

Occupation: Residential Service Plumber

O*Net Code: 47-2152.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be a time-based approach, with 8160 on-the-job training (OJT) hours, 800 related and supplemental instruction (RSI) hours, and completed within 48 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be 12 months.

Article II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices in the Building and Construction Industry Employed on Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for the Office of the Director - Research for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

- 1) A starting hourly wage package for first period apprentices of not less than 40 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journey person(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
- 3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
- 4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;
- 5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journey person(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
- 6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of the Director - Research for the occupations listed in these standards for the geographic area of the private-work project.

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a journeyman.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

Article III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Work Processes	OJT Hours
A. Design and Layout of Piping Utility Systems	480
B. Installation of soil, waste, vent & utility sewer and storm drain piping	960
C. Installation of hot, cold water, geothermal, hydronic solar, utility piping and all pools, fountains, spas and other applicable equipment	96
D. Installation of gas and utility gas piping	480
E. Strapping and backing of systems	240

F. Installation of Shower, Shower receptacles, Bathtubs and all other Plumbing fixtures including those listed in the 2010 Green Code Supplement	240
G. Installation of shower pans, roof drains and flashings Utilizing all methods & materials	240
H. Testing of sewer, waste, vents gas, geothermal, hydronic solar and water systems	480
I. Installation and connection of fixtures, equipment and accessories	960
J. Operation, care and use of tools connected with the piping trade	480
K. Installation of space heating equipment, gas appliances, wet or dry	240
L. Rehabilitation and demolition of plumbing fixtures and systems, including waste management during rehabilitation and demolition of plumbing and piping systems	240
M. Installation, fabrication, rehabilitation and demolition of, air, geothermal, hydronic solar, vacuum, chemical, rainwater utility piping and rainwater catchment & control	144
N. Rigging all segments and safety practices involved	240
O. Welding, soldering and brazing of all work related to the piping trade	1200
P. Maintenance, Service & Repair, Assembly, installation, service and repair of pipes, fittings and fixtures for gas, water and sanitary lines, storms drains, toilets, sinks, basins, boilers, heat exchangers, valves, pumps, drinking fountains, water stills, hot water heaters, hydronic solar heating systems, pools, fountains, spas, geothermal heating & cooling systems and all other trade related systems and equipment	960
Q. Sustainable Water Systems Assembly, installation, service and repair of pipes, fittings and fixtures for gray water	480
Total OJT Hours	8,160

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 200 hours per year. Related and supplemental instruction will be provided by San Diego County Office of Education.

Time spent in related and supplemental instruction shall be compensated.

Year 1 – 200 RSI Hours

Plumbing 1 book will teach Intro to plumbing, Plumbing Safety, Tools of the plumbing trade, Plumbing math, Plumbing drawings, Plastic piping, Copper piping, Cast iron piping, Steel piping, Plumbing fixtures, DWV plumbing, Water systems

Year 2 – 200 RSI Hours

Plumbing 2 book will teach Plumbing math, Plumbing plans, Firestop and penetrations, DWV and roof drain systems, Area drains, Water supply and distribution. Valves, Installation of fixtures and valves, Water heaters, Electrical components, Gas and Oil

Year 3 – 200 RSI Hours

Plumbing 3 book will teach Applied math, Service plumbing, Sizing water. Water treatment, Venting, Storm water systems, Sewer pumps, Waste piping, Compressed air

Year 4 – 200 RSI Hours

Plumbing 4 book will teach Business principles for plumbers, Water pressure, Indirect waste, Hydronic and solar heating, Plumbing codes, Well systems, Private septic systems. Pools and Hot tubs, Mobile home plumbing, Medical gas and vacuum systems

Total – 800 RSI Hours**ARTICLE V Ratio**

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)