**Division of Apprenticeship Standards (DAS)**

**Apprenticeship Program Summary Sheet**

**To:** Adele Burnes, Chief
**From:** Tony Pena
**CC:** DAS, Program Planning & Review Unit
**Date:** April 22, 2026

**Program Name:** WessDel Apprenticeship Program
**Industry:** Advanced Manufacturing
**DAS File No.:** 101577
**Grant Awardee:** ☒ No ☐ Yes

**Action(s):**

- ☒ 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 Organization(s) Representing Apprentices:**

None

**Request for Approval under Labor Code 3075:**

WessDel Apprenticeship Program is not intended to train in the building and construction trades and is not eligible 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 not train or dispatch apprentices in the building and construction trades or firefighters occupations.

**Comments:**

WessDel's Apprenticeship Program (WAP) is designed to prepare apprentices for journey-level positions in the related fields. Registered apprentices will have the opportunity to participate in tuition-free courses, which will fulfill both required and supplemental instruction for their chosen occupation. Additionally, paid on-the-job training (OJT) hours will offer a valuable entry point for individuals with little or no experience, while also providing incumbent workers with the chance to enhance their skills.

WessDel 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:**

- CNC Machinist — O*Net: 51-4041.00
  - Professional Worker Wage: $26.62 per hour
  - Proposed Apprentice Wage: $23.00 per hour
  - Proposed No. of Apprentices: 2

**Proposed Employers:**

- WessDel, 581 Dado Street, San Jose, CA 96131
  - Occupation(s): CNC Machinist

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# WessDel Apprenticeship Program Standards

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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:** CNC Machinist
**O*Net Code:** 51-4041.00
**Attachment: B**

## Article III Organization

For each employer participating in this program, an “Employer Agreement” (See Attachment D) will be provided to specify the information particular to that employer as noted herein, including the option to waive or offer participation on the committee, employer committee members will be selected as outlined in the rules & regulations.

## Article IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Area Covered by Standards: San Francisco County

## Article V Functions

The functions of the apprenticeship committee shall be to:

1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
2) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
3) 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;
4) aid in the adjustment of apprenticeship disputes;
5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

## Article VI Responsibilities

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;
3) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
4) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
5) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
6) make periodic evaluations of each apprentice's on-the-job training and related and supplemental instruction;
7) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
8) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
9) file a signed copy, written or electronic, of each apprentice agreement with the Division of Apprenticeship Standards, within 30 days of execution, with copies to all parties to the agreement;
10) 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;

11) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
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;
16) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to ensure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
17) establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
18) comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
19) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

## Article VII 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 VIII 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 IX Apprentice Agreement**

1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee.
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 X Termination and Transfer of Agreements**

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) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

**Article XI Lay-off**

1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

**Article XII Controversies**

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

**Article XIII 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 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 apprenticeship committee, 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 XIV Equal Opportunity in Apprenticeship

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because 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, sexual orientation or veteran or military status.

WessDel Apprenticeship Program will ensure selection procedures meet objective standards and maintain a fair and equitable selection process for all applicants.

## Article XV Written Applications

Applications for apprenticeship will be accepted:

Applications for apprenticeships are accepted year-round, Monday to Friday, from 9:00 AM to 4:00 PM, at WessDel 581 Dado Street, San Jose, CA 95131

## Article XVI Records

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

WessDel Apprenticeship Program
581 Dado St.,
San Jose, CA 95131

## Article XVII Annual Compliance

WessDel Apprenticeship Program will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

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WessDel 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 WessDel Apprenticeship Program on January 15, 2026 (Committee approval date).

**Employer Organization**

Wessdel Apprenticeship Program

581 Dado Street, San Jose, CA 95131

_____ _____

Jeff McKay, Vice President 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

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# Attachment B
# Training Schedule and Working Conditions

WessDel Apprenticeship Program

**Occupation**

**Occupation:** CNC Machinist
**O*Net Code:** 51-4041.00

**Article I Term of Apprenticeship and Probation**

The standard term of apprenticeship shall be a competency-based approach, with approximately 2,000 on-the-job training (OJT) hours, 1,134 related and supplemental instruction (RSI) hours, and completed within approximately 24 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 six (6) months.

**Article II Wage Schedule**

**Professional Worker Wage:**

$ 26.62 per hour effective 1/15/2026.

**Apprentice Wage and Advancement Schedule:**

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

| | | |
|---|---|---|
| 1st period | 0% Competencies | $ 23.00 /hour |
| 2nd period | 33% Competencies | $ 24.15 /hour |
| 3rd period | 66% Competencies | $ 25.36 /hour |
| 4th period | 100% Competencies | $ 26.62 /hour |

**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 professional worker.

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:

**Competency Check List**

**Demonstrates Fundamentals:** Apprentice can perform the task with some coaching.

**Proficient in Task:** Apprentice performs task properly and consistently.

**Completion Date:** Date apprentice completes final demonstration of competency.

**Detailed Work Activities**: Initial and date each task when Competency Check List has been completed.

## Work Processes / Competencies

1. Calculate dimensions or tolerances, using instruments, such as micrometers or vernier calipers.
2. Measure, examine, or test completed units to check for defects and ensure conformance to specifications, using precision instruments, such as micrometers.
3. Calculate dimensions or tolerances, using instruments, such as micrometers or vernier calipers.
4. Machine parts to specifications, using machine tools, such as lathes, milling machines, shapers, or grinders.
5. Program computers or electronic instruments, such as numerically controlled machine tools.
6. Monitor the feed and speed of machines during the machining process.
7. Study sample parts, blueprints, drawings, or engineering information to determine methods or sequences of operations needed to fabricate products.
8. Fit and assemble parts to make or repair machine tools such as collets, vises, or fixtures.
9. Support machining projects from planning and fabrication through assembly, inspection, and testing, using knowledge of machine functions, and mathematics.
10. Align and secure holding fixtures, cutting tools, attachments, accessories, or materials onto machines.
11. Operate equipment to verify operational efficiency.
12. Test experimental models under simulated operating conditions, for purposes such as development, standardization, or feasibility of design.
13. Confer with engineering, supervisory, or manufacturing personnel to exchange technical information.
14. Confer with numerical control programmers to check and ensure that new programs or machinery will function properly, and that output will meet specifications.
15. Diagnose machine tool malfunctions to determine need for adjustments or repairs.
16. Dispose of scrap or waste material in accordance with company policies and environmental regulations.
17. Lay out, measure, and mark material stock to display placement of cuts.
18. Prepare working sketches for the illustration of product appearance.
19. Establish work procedures for fabricating new products, using a variety of metalworking machines.

### Article IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 1,134 hours. Related and supplemental instruction will be provided by De Anza College.

Time spent in related and supplemental instruction may not be compensated.

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**Courses** **Hours**

**Introduction to Machining and CNC Processes** **108 hours**

- Manufacturing lab safety. Precision measuring tools and practices. Basic manual machine operations: pedestal grinders, drill presses, saws, lathes and milling machines. Threads: types, applications and use of taps and dies. Computer Numerical Control (CNC) mills: axis moves, cutters, tooling, basic setup and controller function. Cutter speed and feed calculations.

**Introduction to CNC Programming and Operation; Mill** **108 hours**

- Introduction to mill tool path programming using G & M code format. CNC systems and components including machine controller functions and operations. Program entry, editing, and verification. Calculation for mill cutter compensation. Precision inspection techniques. Basic mill setups, including cutting tool selection, and work holding.

**CNC Programming and Operation; Intermediate Mill** **108 hours**

- Intermediate CNC Mill tool path programming using word address format, including coordinate system, cutter compensation and canned cycles. Intermediate mill programming using subprograms, alternate work coordinate systems and macros. Program entry, editing, and back plotting. Machine controller functions and operations. Single point threading and Unified thread form classes and measurement. Indexable tool insert selection.

**Print Reading and Machine Shop Calculations** **54 hours**

- This course will focus on the interpretation of multi-view engineering blueprints, visualization techniques, auxiliary, section views, appraisal of revisions columns, title blocks, and bill of materials. Students will also be introduced to basic geometric dimensioning and tolerancing (GD&T) using ANSI and ISO standards, as well as calculations used to solve common problems found in print interpretation and inspection.

**CNC Lathes-Horizontal Mill-4th Axis Rotary-Programming Operations**

**108 hours**

- CNC lathe tool path programming using G&M code format, including tool orientation, compensation and canned cycles. Programming for CNC horizontal machining centers and 4th axis rotary tables. Horizontal machining center and lathe controller functions,

setup and operations. Fixture design for mills and lathes; base plate layout, supporting, locating, and clamping practices.

**Applied GD&T (ASME Y14.5m); Coordinate Measuring Machines (CMM)**

**72 hours**

- The focus of this course is the interpretation of specifications and inspection procedures related to current ASME Y14.5 Geometric Dimensioning and Tolerancing (GD&T) standards. Applications and capabilities of precision measuring tools, including the computer-aided Coordinate Measuring Machine (CMM), used in manufacturing environments to inspect discrete complex parts. Machine and inspected part set-up for measuring form, orientation, and position call-outs is also demonstrated in this course.

**CAD/CAM Programming Using Mastercam** **108 hours**

- This course is an introduction to Mastercam three axis mill programming. Students will learn to create part geometry, define tools and tool paths, using post-processors to produce word-address format programs.

**Manufacturing Materials and Processes** **72 hours**

- The focus of this manufacturing course is the application of materials and process analysis and selection techniques. The role of metals, polymers, ceramics, and composites in the casting, molding, forging, forming, machining, joining, heat, and surface treatment processes is researched throughout the course.

**CAD/CAM Based CNC Surface Contouring Programming Using Mastercam**

**108 hours**

- This Mastercam CAD/CAM course teaches programming for continuous 3-axis contouring on machining centers using wireframes, splines, surface, and solid modeling. Rough, finish, and high-speed machining paths, as well as, editing, post-processing, and verification of completed programs are also introduced in this advanced course.

**CAM Based CNC Multi-Axis Programming Using NX** **108 hours**

- NX is an advanced fixed-axis and multi-axis milling course designed for CNC programmers who machine simple to complex parts with fixed and variable tool capabilities. Students will learn how to program fixed and variable axis tool paths by creating workflows for machining contoured parts, high-speed machining methods, milling holes, thread milling, and milling turbine blade-type parts.

**CAD/CAM Based CNC 4 and 5 Axis Mill/Lathe Programming Using Mastercam**

**108 hours**

- This course is an advanced CAD/CAM program using Mastercam. Students will learn multiaxis toolpaths for horizontal milling machines, vertical milling machines with rotary fourth axis, five-axis indexing machining centers, and CNC lathes with live tooling. Tooling, process, fixture design, work holding techniques, and toolpath applications with rotary axis will also be introduced in this course.

**Special Projects in Manufacturing and CNC/Mastercam Certification Level**

**72 hours**

- This course focuses on advancing students' knowledge and experience in computer numerical control machining using Mastercam CAD/CAM software, a selected area of Design and Manufacturing Technology. Project type and design will be determined through consultation with the instructor based on Mill Design and Toolpaths. Upon successful completion of the course, the student will have the opportunity to earn an Associate Level Certificate from Mastercam.

**Total 1,134 hours**

## Article V Ratio

The ratio of apprentices to professional workers shall be:

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