



**APHC APPRENTICESHIP PROGRAM**

684 Colony Drive  
Westerville, Ohio 43081

(614) 315-6924 • Fax: 614-818-9063  
[aphcapprentice@sbcglobal.net](mailto:aphcapprentice@sbcglobal.net)

November 25, 2011

Ohio Bureau of Employment Services  
Ohio State Apprenticeship Council  
145 S. Front Street  
PO Box 1618  
Columbus, OH 43216-1618

Attention Job Placement  
For Your Information:

The APHC Apprenticeship Program is a certified Bureau of Apprenticeship and Training Program serving central Ohio. We provide plumbing apprenticeship training through 25 plumbing companies. We also provide four years of related training instruction leading to certification as a journeyman plumber (SEE attached Program Summary).

Anyone who has attained the minimum age of 18, is a high school graduate or GED equivalent and has a valid Ohio drivers license is welcome to apply. We take applications all year long. Applications are available by phone request at 614-315-6924, by mail request at APHC Apprenticeship Program, 684 Colony Drive, Westerville, OH 43081, or email request at [aphcapprentice@sbcglobal.net](mailto:aphcapprentice@sbcglobal.net).

Sincerely,

Frank Czako, Secretary  
APHC Apprenticeship Program Committee



## **APHC APPRENTICESHIP PROGRAM**

684 Colony Drive  
Westerville, Ohio 43081

(614) 315-6924 • Fax: 614-818-9063  
[aphcapprentice@sbcglobal.net](mailto:aphcapprentice@sbcglobal.net)

### **PROGRAM SUMMARY**

The APHC Apprenticeship Program is a four year plumbing apprenticeship training program fully sanctioned by and formulated in accordance with guidelines established by the Associated Plumbing and Hydronic Contractors of Central Ohio under the guidelines of the U.S. Department of Labor and the Bureau of Apprenticeship and Training (Apprentices will receive a copy of the Apprenticeship Standards which govern the program when they are hired). The program committee consisting of 5 members representing signatory contractors serves as the governing body of the program.

Applications for entrance into the Program are accepted throughout the year. Applicants who wish to apply for the program must present proof of age (minimum of eighteen years), valid Ohio Driver's license and proof of high school graduation completion or GED equivalent.

Applicants who have completed the application form and meet the minimum requirements will be contacted for possible employment through the Program Secretary or a signatory contractor. The Secretary or contractor will notify the applicant, who must respond to the call up in a reasonable amount of time. Refusal or non-responding applicants will be eliminated from further consideration. Each applicant is provided with the Intent to hire form. After the contractor interview and after receiving a start date from the contractor the applicant will have the contractor complete the INTENT TO HIRE form and send it to the program office along with an application fee. The applicant will then make contact with the program secretary (614-315-6924) and establish a date to complete the application process by completing the apprentice application form, signing, and returning the forms. Each applicant will be given time to extend sufficient notice to his/her current employer before starting work for a Signatory Contractor.

All signatory contractors agree to train an apprentice in the plumbing trade under the supervision of a credentialed journeyman plumber. A six month probationary period is in effect once an applicant is hired and registered. During the probationary period either the employer or the apprentice may terminate the apprenticeship agreement. There after an apprentice may only be terminated with just cause. During the term of apprenticeship an apprentice will complete 2,000 OJT (on job training) hours per year. His/her ability to adapt to the mechanics and physical work of the trade during this job training period as well as the availability of work are the prime factors for termination. An apprentice may be placed with another contractor with committee approval should there be mitigating circumstances surrounding any termination. Should an apprentice be laid off the apprentice and employer must notify the program secretary and the apprentice will be assigned to the next available contractor. Any laid off apprentice takes priority over any new applicant and must be hired before a new apprentice is registered.

This is not a union program. All signatory contractors run merit shops. Apprentice pay scales are re-calculated annually based on a method formulated and witnessed by the DOL/BAT. Wages are based on the average journeymen's wage (an hourly rate that does not include fringes) paid by contractors signatory to the program. The average wage rate is determined at the beginning of each apprenticeship year (September 1). Beginning apprentices start at 50% of the average minimum rate (currently \$11.00 as of 9/1/2011) and progress at 5% increments every 1,000 of OJT hours and 72 related training hours during the four years of the program. The hourly rates are the minimum a signatory contractor is required to pay an apprentice and contractors may pay higher.

Related training begins for a registered apprentice in the first week of September after being hired. Related training is the plumbing school program sponsored and implemented by the program committee. Classes are held at a location (in the greater Columbus, Ohio area) on a week night with the day and time as designated by the committee and are held for 36 weeks from September through May of the following year. A student must attend related training to be in the program. The related training is in support of the OJT program and requires passage of a journeymen's test as administered by the committee in order to receive a certificate of program completion. Tuition must be paid before a student is enrolled for the related training classes that start in September of each year which covers all instructional and material costs. The program is qualified for GI Bill benefits for those who are eligible. An apprentice starts in the first year of related training unless advance placement is granted after passage of a committee administered math test.

During the four years of related training a student must maintain a 70% average in all coursework. Upon completion of related instruction (576 hours required) and 8,000 hours of OJT an apprentice will be required to take and successfully pass a journeymen's plumber examination as administered by the committee. Upon successful completion of all OJT, class and the journeymen's examination an apprentice will receive a Certificate of Program Completion from the DOL/BAT certifying the individual as a journeyman plumber. The program currently has a +85% completion rate for those who complete all the requirements of the APHC Apprenticeship Program.