



To: Sound & Communication Employers

From: Terry Monroe, Training Director
Northern California Sound & Communication JATC

Date: September 22, 2020

Re: Skilled & Trained Workforce Requirements

This letter addresses the Northern California Sound & Communication JATC's efforts to provide employees who satisfy "skilled and trained workforce" requirements applicable on certain public projects in California. The JATC provides a three-year apprenticeship program with a required 4,800 hours of on-the-job training.

The JATC makes every effort to register a sufficient number of apprentices to meet industry needs for apprentices, and we are proud of our very high completion rate. However, as you may be aware, the JATC is a relatively young apprenticeship program as compared to many others in California. As a result, despite our recruitment efforts and high completion rate, our program has a somewhat limited number of graduates. Recognizing the industry demand for apprenticeship program graduates, the JATC is making efforts to provide a pathway for Installer/Technicians into our program who already have sufficient experience in the trade such that they can complete our program in a shorter period of time upon meeting program completion requirements. These efforts are designed to expand the pool of apprenticeship program graduates in the Sound and Communication Installer/Technician classification who meet the definition of a "skilled journeyman" for purposes of skilled and trained workforce requirements.

In particular, the JATC recently adopted an amendment to its program standards that permit direct entry into our program by Apprentice Candidates with at least 2,400 hours of documented work experience in the trade. Under our standards, if admitted these candidates will be awarded credit in the program corresponding to their work experience, course work evaluation, and placement. Therefore, such candidates will have advanced standing in the program and will be able to potentially graduate in less time.

The JATC's amendment to its program standards was approved by the United States Department of Labor on July 3, 2020. In addition, the JATC's application for approval of its revised standards is currently pending before the California Division of Apprenticeship



Standards. DAS approval has been delayed while the California Apprenticeship Council considered changes to the Minimum Industry Training Criteria ("MITC") for the occupation of Sound & Communication Installer/Technician. The California Apprenticeship Council approved those changes to the MITC on September 17, 2020. Therefore, we expect the Division of Apprenticeship Standards' review of the JATC's revised standards to be completed in the very near future.

Yours for the Committee,

A handwritten signature in black ink that reads "Terry Mousal".

Training Director
Northern California Sound and Communication
Joint Apprenticeship and Training Committee