



## Iowa Office of Apprenticeship Ratio Policy

### **Policy:**

When determining a numeric ratio of apprentices to journeymen, the amount of proper supervision, training, safety, continuity of employment and applicable provisions in collective bargaining agreements, except where such ratios are expressly prohibited by the collective bargaining agreements, should be taken into consideration.

The ratio of apprentices to journeymen must be specific and clearly described in the sponsor's Standards of Apprenticeship. It is the responsibility of the apprenticeship sponsor to ensure that the allowable ratio of apprentices to journeymen is consistently maintained and meets all applicable state licensing requirements.

- For high-risk occupations, the maximum ratio may not exceed 3 apprentices to 1 journeyman.
- Consideration of a ratio beyond 3 apprentices to 1 journeyman for low-risk occupations would be addressed through an approval process. Requests must demonstrate that the sponsor can maintain the safety and appropriate training of the apprentices and journeymen under the expanded ratio.

\*Please see IOA website for the occupational risk classification list