





4. **City of Albany..** “In all cases, such apprenticeship program must be specific to the type and scope of work that is being performed and must have a graduation rate of at least thirty percent, as determined by the New York State Department of Labor.”
5. **City of Saratoga Springs** “...requires any contractor on a project in excess of \$200,000.00 aggregate, at the time of bid date, or submission of quote, and prior to entering into a construction contract with the City of Saratoga Springs, or any subcontractor on such a project with a sub-contract in excess of \$50,000.00 aggregate, at the time of bid date, or submission of quote, and prior to entering into a sub-contract with a contractor who has a construction contract with the city of Saratoga Springs on a project in excess of \$200,000.00 aggregate, to have apprenticeship agreements traditionally and historically appropriate for the type and scope of work to be performed, which have been registered with, and approved by, the New York State Commissioner of Labor, and which have a graduation rate of at least thirty percent (30%)..
6. The **County of Ulster** hereby requires any contractor, prior to entering into a construction contract with the County of Ulster, or any subcontractor entering into a contract with a contractor who has a construction contract with the County of Ulster, to have apprenticeship agreements appropriate for the type and scope of work to be performed, which have been registered with, and approved by, the New York State Commissioner of Labor in accordance with Article 23 of the New York State Labor Law. Such apprenticeship program must have a graduation rate of at least 30% as determined by the New York State Department of Labor.
7. **City of Poughkeepsie:** “requires that any contractor or subcontractor have, prior to entering into a construction contract with the City of Poughkeepsie with a value in excess of \$100,000.00, apprenticeship agreements appropriate for the type and scope of work to be performed.
8. **Schenectady, Albany County, Rockland, Dutchess, etc.:** “Section 816-b of the New York State Labor Law, contractors and subcontractors of County construction contracts of \$200,000 or more shall have in place agreements”.
9. **Monroe County:** “In the event the total contract price for this Contract exceeds \$250,000, at least 10% of the labor hours of the total construction workforce employed by all contractors and subcontractors performing work pursuant to this Contract shall be performed by apprentices enrolled in an apprenticeship training program that is registered with and approved by the New York State Department of Labor. Contractor and/or its subcontractors shall recruit and hire at least 10% of its apprentices from: (1) minority groups who have experienced long term under-representation in the skilled trades as journey workers, and/or (2) disadvantaged individuals. A disadvantaged individual is defined as a person who is either (a) a member of a family that receives public assistance, or (b) a member of a family whose income during the previous six (6) months, on an annualized basis, was such that the family qualified for public assistance, or whose income was at or below either the poverty level or 70% of the Lower Living Standard Income level for the person’s county of residence.
10. **Nassau & Suffolk County, many township throughout Long Island:** “a contractor must submit to the County, Certificates of Completion showing that they, or their sponsor, graduated at least one apprentice from a state approved and registered apprenticeship program, in the trade and/or job title called for within the construction contract, within a time period immediately preceding the bid date



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of such project, the length of said time period to be calculated by adding twenty-four months to the specific trade's program length as set forth in the New York State Prevailing Wage Schedule.”

11. **Township of Clinton (New Jersey)** The bidder and its subcontractors participate in a Class A Apprenticeship Program ..., a Class A Apprenticeship Program is an apprenticeship program that is currently registered with and approved by the United States Department of Labor or a state apprenticeship agency and has graduated apprentices to journeyman status for at least three of the past five years.

We fully support the approach that apprenticeship programs should be effective, quality driven, and results oriented. Our intent is to suggest ways in which Kingston can promote registered apprenticeship as a means to good jobs and careers for taxpayers and local residents.

Graduation rate thresholds, rather than raw numbers, are a reliable indicator of a sponsor's commitment to successfully complete apprentices. The City's commitment to further require contractors to employ apprentices would bode well for residents, apprentices and program sponsors.



**To:** Owner Representatives  
**From:** Penelope M. Hazer, President  
**Date:** August 21, 2023  
**Re.:** **Verification of NYSDOL Apprentice Graduation Rates as of August 15, 2023**

The Merit Apprenticeship Alliance (Alliance) established in 2007, is a United States & New York State Department of Labor approved Carpentry, Operating Engineer (heavy equipment), Skilled Construction Craft Laborer, Cement Finisher and Ironworker multi-employer, non-joint apprenticeship program sponsor.

We firmly believe that registered apprenticeship training is a proven method to promote diversity in the workforce and leads to sustainable careers in construction.

The Alliance adheres to strict quality criteria and only those contractors who meet our standards for excellence are approved as signatory contractors. Alliance contractors are committed to excellence in safety, performance, regulatory compliance, employee management and community involvement. We believe that our contractors are among the “best of the best” and are an asset to owners.

### COMPLETION/GRADUATION ANALYSIS

PART 601 REGISTRATION OF APPRENTICESHIP PROGRAMS AND AGREEMENTS (Statutory authority: Labor Law, art.23; § 811.1) establishes procedures and standards for the approval and registration of Apprenticeship Programs and agreements. Based on the calculation method defined by the NYSDOL [§ 601.8(b) and (c)] the Alliance graduation (completion) rates are as follows:

- **Skilled Construction Craft Laborer - the graduation/completion rate is 67%.**
- **Carpenter - the graduation/completion rate is 69%.**
- **Operating Engineer (Heavy Equipment) the graduation/completion rate is 50%.**
- **Affirmative Action: 72% of the current apprentices enrolled identified themselves as “minority”; women represent 5% of Alliance apprentices.**

§ 601.8(b) and (c), define the method(s) for calculating completion (graduation) rates for an apprenticeship program (Program), as follows:

(b) In evaluating a program’s performance, the Department shall not be limited to the cohort method of calculating completion rates but may take into account additional factors such as period of time over which rate is calculated, seasonality, regional differences, program size, and general economic conditions affecting employee retention.

(c) “Apprentice Probation” means the number of months following the execution of an Apprenticeship Agreement when such Agreement may be cancelled by either party, upon written notice to the Department, without any adverse impact on the Sponsor’s Completion Rate. Said period shall be twenty-five percent (25%) of the time set in the Apprentice Training Program Registration Agreement (Program Registration Agreement) for the length of the Program, or one (1) year, whichever is shorter. Apprentices’ probationary period is 25 percent of the length of the apprenticeship.

The Merit Apprenticeship Alliance, as the NYSDOL sponsor, shall upon written request from the Owner and/or Alliance signatory contractor, evidence graduation of apprentices by valid NYSDOL *Certificates of Completion of Apprenticeship Training* for recent graduates. For more information, contact me via email at [PMHazer@MeritAlliance.org](mailto:PMHazer@MeritAlliance.org) or 315.440.8989 (c)