



DEPARTMENT OF
LABOR

DIPĀTTMENTON HUMOTNĀT LEAH BETH NAHOLOWAA, Director

EDDIE BAZA CALVO
Governor
RAYMOND S. TENORIO
Lieutenant Governor

MEMORANDUM

TO: Governor of Guam

FROM: Director

SUBJECT: Guam Registered Apprenticeship Program Demand Occupations Listing

Hafa Adai! In accordance with 22 GCA §44104, the Guam Department of Labor conducted a public hearing on Tuesday, November 15, 2011, to receive opinions and recommendations from businesses and the general public to determine which areas need additional professional and skilled technical trade workers which will be incorporated into the Guam Registered Apprenticeship Program Demand Occupations Listing. As stipulated in 22 GCA §44104, attached is the 2012 Demand Occupations Listing for the Guam Registered Apprenticeship Program, submitted for your approval.

Si Yu'os ma'ase'


LEAH BETH NAHOLOWAA

Attachment

**The referenced Demand Occupations
Listing for the Guam Registered
Apprenticeship Program is hereby approved:**


EDDIE BAZA CALVO
Governor of Guam

DEC 20 2011

Date

**Guam Registered Apprenticeship Program
2012 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
1	49-3023.02	Air Conditioning Mechanic (Auto Service)	2000	Time-Based	
2	55-3014.00	Aircraft Armament Mechanic	8000	Time-Based	2009
3	49-2091.00	Aircraft Mechanic Electrical	8000	Time-Based	2009
4	51-2011.02	Aircraft Mechanic Plumber & Hydraulics	8000	Time-Based	2009
5	49-3011.01	Airframe & Powerplant Mechanic	8000	Time-Based	2009
6	53-3011.00	Ambulance Attendant (EMT)	2000	Time-Based	2011
7	47-2141.00	Architectural, Coatings Finisher	6000	Time-Based	2008
8	47-2071.00	Asphalt Paving Machine Operator	6000	Time-Based	2009
9	51-5023.09	Assistant Press Operator	4000	Time-Based	2009
10	49-2097.00	Audio-Video Repairer	4000	Time-Based	2009
11	49-3023.01	Auto, Truck, Trailer Repair Mechanic	7328	Time-Based	2010
12	49-4041.00	Auto-Maintenance-Equipment Servicer	8000	Time-Based	2011
13	49-3021.00	Automobile Body Repairer	8000	Time-Based	
14	49-3023.01	Automobile Mechanic	8000	Time-Based	
15	49-3023.02	Automotive Technician Specialist	2000-4000	Comp-Based	2009
16	49-3023.02	Automotive Technician Specialist	2650-5000	Comp-Based	2011
17	49-9099.99	Aviation Safety Equipment Technician	8000	Time-Based	2009
18	49-9041.00	Aviation Support Equipment Repairer	8000	Time-Based	2009
19	51-3011.02	Baker (Bake Produce)	6000	Time-Based	
20	51-3011.01	Baker (Hotel & Restaurant)	6000	Time-Based	
21	35-3011.00	Bartender	2000	Time-Based	2011
22	51-5011.02	Bindery Worker	8000	Time-Based	2008
23	47-2031.05	Boatbuilder, Wood	8000	Time-Based	2008
24	13-1041.05	Boiler and Pressure Vessel Inspector	2000	Time-Based	2009
25	51-8021.02	Boiler Operator	8000	Time-Based	2008
26	47-2011.00	Boilermaker Fitter	8000	Time-Based	2008
27	47-2011.00	Boilermaker I	6000	Time-Based	
28	47-2011.00	Boilermaker II	6000	Time-Based	
29	47-2021.00	Bricklayer (Brick & Tile)	8000	Time-Based	2008
30	47-2021.00	Bricklayer (Construction)	6000	Time-Based	2008
31	51-3023.00	Butcher, Meat (All-Round)	6000	Time-Based	2008
32	51-3021.00	Butcher (Hotel & Restaurant)	6000	Time-Based	2008
33	51-7011.00	Cabinetmaker	8000	Time-Based	
34	51-7011.00	Cabinetmaker	5200-8000	Hybrid	2011
35	49-9051.00	Cable Installer – Repairer	6000	Time-Based	
36	49-9051.00	Cable Splicer	8000	Time-Based	
37	49-9052.00	Cable Television Installer	2000	Time-Based	
38	17-3023.02	Calibration Laboratory Technician	8000	Time-Based	2008
39	49-3023.02	Carburetor Mechanic	8000	Time-Based	2009
40	13-1071.01	Career Development Technician	4500	Comp-Based	2009
41	47-2031.01	Carpenter	8000	Time-Based	
42	47-2031.01	Carpenter	5200-8000	Hybrid	2011
43	47-2031.01	Carpenter, Maintenance	8000	Time-Based	2008
44	47-2031.04	Carpenter, Ship	8000	Time-Based	
45	47-2041.00	Carpet Layer	6000	Time-Based	

**Guam Registered Apprenticeship Program
2012 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
46	47-2051.00	Cement Mason	4000	Time-Based	
47	49-2022.01	Central Office – Installer	8000	Time-Based	2008
48	49-2022.01	Central Office – Repairer	8000	Time-Based	2008
49	07-3031.00	Chief of Party (Professional & Kindred)	8000	Time-Based	2010
50	19-4031.00	Chemical Engineering Technician	8000	Time-Based	2009
51	19-4031.00	Chemical Laboratory Technician	8000	Time-Based	2009
52	39-9011.00	Child Care Development Specialist	4000	Time-Based	2009
53	49-9091.00	Coin-Machine Service Repairer	6000	Time-Based	2009
54	27-1021.00	Commercial Designer	8000	Time-Based	2009
55	15-1051.00	Communications-Computer Systems	2500	Comp-Based	2009
56	43-9011.00	Computer Operator	6000	Time-Based	
57	15-1021.00	Computer Programmer	4000	Time-Based	
58	47-2061.00	Construction Craft Laborer	4000	Time-Based	
59	47-2061.00	Construction Craft Laborer	4000-5100	Hybrid	2011
60	49-3042.00	Construction Equipment Mechanic	8000	Time-Based	
61	35-2012.00	Cook (Any Industry)	4000	Time-Based	
62	35-2014.00	Cook (Hotel & Restaurant)	6000	Time-Based	
63	35-2014.00	Cook (Hotel & Restaurant)	4000-6000	Hybrid	2011
64	51-3011.01	Cook, Pastry (Hotel & Restaurant)	6000	Time-Based	
65	49-2095.00	Corrosion-Control Fitter	8000	Time-Based	2009
66	21-1012.00	Counselor	4000	Time-Based	2009
67	19-4092.00	Crime Scene Technician	4000	Comp-Based	2009
68	49-9031.02	Customer Service Representative	6000	Time-Based	2011
69	31.9091.00	Dental Assistant	2000	Time-Based	2008
70	51-9081.00	Dental Laboratory Technician	6000	Time-Based	2008
71	29-2034.01	Diagnostic Imaging Specialty	2500	Comp-Based	2009
72	51-4111.00	Die Finisher	8000	Time-Based	2008
73	51-4022.00	Die Setter (Forging)	4000	Time-Based	2009
74	49-3031.00	Diesel Mechanic	8000	Time-Based	
75	17-3011.01	Drafter, Architectural	8000	Time-Based	
76	17-3011.02	Drafter, Civil	8000	Time-Based	
77	17-3011.01	Drafter, Commercial	8000	Time-Based	
78	17-3012.02	Drafter, Electrical	8000	Time-Based	
79	17-3012.01	Drafter, Electronic	8000	Time-Based	
80	17-3011.01	Drafter, Heating & Ventilation	8000	Time-Based	
81	17-3011.01	Drafter, Landscape	8000	Time-Based	
82	17-3011.01	Drafter, Marine	8000	Time-Based	
83	17-3013.00	Drafter, Mechanical	8000	Time-Based	
84	17-3011.01	Drafter, Plumbing	8000	Time-Based	
85	17-3011.01	Drafter, Structural	6000	Time-Based	
86	53-7031.00	Dredge Operator	2000	Time-Based	2009
87	13-1073.00	Education and Training	2500	Comp-Based	2012
88	49-2092.01	Electrical Appliance Repairer	6000	Time-Based	2009
89	49-9012.01	Electric Meter Installer I	8000	Time-Based	2010
90	49-9012.01	Electric Meter Repairer	8000	Time-Based	2010

**Guam Registered Apprenticeship Program
2012 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
91	51-9061.03	Electric Meter Tester	8000	Time-Based	2010
92	17-3023.03	Electrical Technician	8000	Time-Based	2009
93	47-2111.00	Electrician	8000	Time-Based	
94	47-2111.00	Electrician (Ship & Boat)	8000	Time-Based	
95	49-2091.00	Electrician, Aircraft	8000	Time-Based	2009
96	47-2111.00	Electrician, Maintenance	8000	Time-Based	2008
97	49-2095.00	Electrician, Powerhouse	8000	Time-Based	2008
98	49-2095.00	Electrician, Substation	6000	Time-Based	2010
99	49-2022.03	Electronic Systems Technician	8000	Time-Based	
100	49-2011.02	Electronics Mechanic	8000	Time-Based	
101	17-3023.01	Electronics Technician	8000	Time-Based	
102	47-4021.00	Elevator Repairer	8000	Time-Based	2008
103	29-2041.00	Emergency Medical Technician	6000	Time-Based	2008
104	49-3053.00	Engine Repairer, Service	8000	Time-Based	
105	19-2041.00	Environmental Analyst	7000	Time-Based	2008
106	49-2022.0	Equipment Installer (Telephone & Telegraph)	8000	Time-Based	2009
107	17-3012.02	Estimator and Drafter	8000	Time-Based	
108	37-2021.00	Exterminator, Termite	4000	Time-Based	2009
109	47-4031.00	Fence Erector	6000	Time-Based	
110	27-4012.00	Field Engineer (Radio & TV)	8000	Time-Based	2009
111	49-2094.00	Field Service Engineer	4000	Time-Based	2009
112	43-3051.00	Financial Management	2000	Comp-Based	2010
113	33-2011.01	Fire Fighter	6000	Time-Based	2008
114	33-2011.01	Fire Fighter, Crash, Fire	2000	Time-Based	2008
115	33-2021.01	Fire Inspector	8000	Time-Based	2008
116	55-3014.00	Fire-Control Mechanic	4000	Time-Based	2008
117	51-2041.02	Fitter (Machine Shop)	4000	Time-Based	2009
118	17-2131.00	Foundry Metallurgist	8000	Time-Based	2008
119	49-3023.02	Fuel Injection Servicer	8000	Time-Based	2009
120	49-9041.00	Fuel System Maintenance Worker	4000	Time-Based	2009
121	49-9031.02	Gas Appliance Servicer	6000	Time-Based	2009
122	49-3053.00	Gas-Engine Repairer	8000	Time-Based	2009
123	47-2152.01	Gas-Main Fitter	8000	Time-Based	2009
124	49-9012.03	Gas-Meter Mechanic I	6000	Time-Based	2009
125	49-9012.02	Gas-Regulator Repairer	6000	Time-Based	2009
126	51-8093.03	Gauger (Petrol Products)	4000	Time-Based	2009
127	17-1021.00	Geospatial Specialist	2000-4000	Comp-Based	2010
128	47-2121.00	Glazier	6000	Time-Based	2008
129	27-1024.00	Graphic Designer	3000	Time-Based	2011
130	37-3011.00	Greenskeeper II	4000	Time-Based	2009
131	39-5012.00	Hair Stylist (Cosmetologist)	2000	Time-Based	2009
132	47-4099.99	Hazardous-Waste Material Technician	4000	Time-Based	
133	31-1011.00	Health Support Specialist (Certified Nurses Aid)	500-1000	Hybrid	2009
134	31-1011.00	Health Support Specialist (Certified Medical Aide)	750-1500	Hybrid	2009
135	31-1011.00	Health Support Specialist (Rehabilitative Aide)	200-400	Hybrid	2009

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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
136	49-9021.01	Heating & Air Conditioning Installer-Servicer	6000	Time-Based	
137	31-1011.00	Home Health Aide	2025-2100	Comp-Based	2009
138	31-1011.00	Home Health Aide (1086B Disability Specialist) LV 2	675-700	Comp-Based	2009
139	31-1011.00	Home Health Aide (1086C Hospice Specialist) LV 3	675-700	Comp-Based	2009
140	31-1011.00	Home Health Aide (1086D Mental Illness Specialist) LV 4	675-700	Comp-Based	2009
141	31-1011.00	Home Health Aide (1086E Dementia Specialist) LV 5	675-700	Comp-Based	2009
142	31-1011.00	Home Health Aide (1086G Geriatric Specialist) LV 7	675-700	Comp-Based	2009
143	43-4081.00	Hotel Associate	4000	Time-Based	2009
144	53-7061.00	Hydro Blaster/Vacuum Technician	4000	Time-Based	2009
145	27-1013.01	Illustrator (Professional & Kindred)	8000	Time-Based	2008
146	27-1021.00	Industrial Designer	8000	Time-Based	2008
147	17-3026.00	Industrial Engineering Technician	8000	Time-Based	2008
148	47-4011.00	Inspector, Building	6000	Time-Based	2008
149	51-9051.05	Inspector, Motor Vehicles	4000	Time-Based	2011
150	13-1041.04	Inspector, Quality Assurance	6000	Time-Based	
151	17-3023.02	Instrument Mechanic (Any Industry)	8000	Time-Based	2008
152	17-3023.02	Instrument Repairer (Any Industry)	8000	Time-Based	2008
153	17-3023.02	Instrument Technician (Utilities)	8000	Time-Based	2011
154	17-3023.02	Instrumentation Technician	8000	Time-Based	
155	47-2131.00	Insulation Worker	8000	Time-Based	
156	15-1099.99	IT Generalist	2880	Comp-Based	2010
157	47-2031.04	Joiner (Ship & Boat Building)	8000	Time-Based	2008
158	19-4031.00	Laboratory Technician	2000	Time-Based	2009
159	19-4031.00	Laboratory Tester	4000	Time-Based	2009
160	37-3011.00	Landscape Gardener	8000	Time-Based	
161	37-3011.00	Landscape Management Technician	2000	Time-Based	2008
162	37-3011.00	Landscape Technician	4000	Time-Based	2008
163	49-9051.00	Line Erector	6000	Time-Based	2008
164	49-9052.00	Line Installer-Repairer	8000	Time-Based	2008
165	49-9094.00	Locksmith	8000	Time-Based	2008
166	51-7031.00	Loft Worker (Ship & Boat)	8000	Time-Based	
167	11-9111.00	Long Term Care (LTC) Nurse Management 1105A-Level I	650-1000	Comp-Based	2009
168	51-4081.01	Machine Operator I	2000	Time-Based	2008
169	51-4081.01	Machine Setter (Machine Shop)	6000	Time-Based	2008
170	51-4041.00	Machinist	8000	Time-Based	
171	51-4041.00	Machinist	5600	Comp-Based	2011
172	49-3031.00	Machinist, Marine Engine	8000	Time-Based	
173	51-4041.00	Machinist, Outside (Ship)	8000	Time-Based	
174	51-4041.00	Maintenance Machinist	8000	Time-Based	
175	49-9041.00	Maintenance Mechanic (Any Industry)	8000	Time-Based	
176	49-3031.00	Maintenance Mechanic (Construction; Petrol)	8000	Time-Based	
177	49-9042.00	Maintenance Repairer, Build	4000	Time-Based	2010
178	49-9042.00	Maintenance Repairer, Industrial	8000	Time-Based	
179	29-2034.01	Mammography Technologist	1856	Time-Based	2009
180	51-3021.00	Meat Cutter	6000	Time-Based	2008

**Guam Registered Apprenticeship Program
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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
181	49-3031.00	Mechanic, Industrial Truck	8000	Time-Based	2009
182	17-3027.00	Mechanical Engineering Technician	8000	Time-Based	2008
183	31-9092.00	Medical Assistant	4000	Time-Based	2009
184	43-6013.00	Medical Secretary	2000	Time-Based	2008
185	31-9094.00	Medical Transcriptionist	4000	Hybrid	2009
186	29-2012.00	Medical-Laboratory Technician	4000	Time-Based	2009
187	49-9012.03	Meter Repairer (Any Industry)	6000	Time-Based	2009
188	49-9044.00	Millwright	8000	Time-Based	
189	49-9044.00	Millwright	5200-8000	Time-Based	2011
190	49-9044.00	Millwright	7328	Hybrid	2011
191	51-9195.02	Molder, Pattern (Foundry)	8000	Time-Based	2009
192	47-2073.01	Motor-Grader Operator	6000	Time-Based	2011
193	49-3051.00	Motorboat Mechanic	6000	Time-Based	
194	47-5031.00	Munitions Systems	2000	Comp-Based	2009
195	17-3029.99	Non-Destructive Tester	2000	Time-Based	2009
196	17-3029.99	Non-Destructive Tester	4000	Comp-Based	2011
197	31-1012.00	Nurse Assistant	2000	Time-Based	
198	31-1012.00	Nurse Assistant Certified/CNA/Level 1	300-600	Comp-Based	
199	31-1012.00	Nurse Assistant Certified/CNA/Level 2 (Advanced)	300-600	Comp-Based	
200	31-1012.00	Nurse Assistant Certified/CNA/Level 3 (Dementia Specialty)	1000	Comp-Based	2009
201	31-1012.00	Nurse Assistant Certified/CNA/Level 3 (Geriatric Specialty)	1000	Comp-Based	2009
202	29-2061.00	Nurse, Licensed Practical	2000	Time-Based	
203	31-1012.00	Nurse Assistant Certified	1600-2200	Time-Based	
204	11-3011.00	Office Manager/Admin Services	4000	Time-Based	2010
205	47-2073.00	Operating Engineer	6000	Time-Based	
206	47-2073.00	Operating Engineer	4000-6000	Hybrid	2011
207	51-9083.02	Optical Instrument Assembly	4000	Time-Based	2008
208	51-9081.00	Orthodontic Technician	4000	Time-Based	2009
209	47-2141.00	Painter (Construction)	6000	Time-Based	
210	47-2141.00	Painter (Shipyard)	6000	Time-Based	
211	51-4062.00	Patternmaker (Metal Product)	8000	Time-Based	2008
212	51-7032.00	Patternmaker, Wood	10000	Time-Based	2008
213	29-2052.00	Pharmacist Assistant	2000	Time-Based	
214	53-5021.03	Pilot, Ship	3000	Time-Based	2008
215	49-9041.00	Pinsetter Adjuster, Automatic	6000	Time-Based	2009
216	49-9043.00	Pinsetter Mechanic, Automatic	4000	Time-Based	2008
217	47-2132.00	Pipe Coverer & Insulator	8000	Time-Based	2008
218	47-2152.01	Pipe Fitter (Construction)	8000	Time-Based	
219	47-2152.01	Pipe Fitter (Ship & Boat)	8000	Time-Based	
220	47-2152.01	Pipe Fitter-Sprinkler Fitter	8000	Time-Based	
221	51-9021.00	Plant Operator	6000	Time-Based	2008
222	47-2161.00	Plasterer	4000	Time-Based	
223	47-2161.00	Plasterer	4500-8000	Hybrid	2011
224	47-2152.02	Plumber	8000	Time-Based	
225	49-9041.00	Pneumatic Tool Repairer	8000	Time-Based	

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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
226	49-3011.02	Power-Plant Mechanic	3000	Time-Based	
227	51-8013.01	Power-Plant Operator	8000	Time-Based	2011
228	49-2092.04	Power-Transformer Repairer	8000	Time-Based	2008
229	27-2012.01	Program Assistant	6000	Time-Based	2009
230	15-1021.00	Programmer, Engineering & Scientific (Computer)	8000	Time-Based	2009
231	27-3031.00	Public Affairs	2500	Comp-Based	2011
232	49-9041.00	Pump Servicer	6000	Time-Based	2010
233	51-9061.01	Quality Control Inspector	4000	Time-Based	2009
234	17-3026.00	Quality Control Technician	4000	Time-Based	2009
235	49-9021.00	Refrigeration & Air Conditioning Mechanic	7480-8800	Time-Based	2009
236	49-9021.02	Refrigeration Mechanic (Any Industry)	6000	Time-Based	
237	47-2171.00	Reinforcing Ironworker Concrete	4000	Time-Based	2009
238	47-2171.00	Reinforcing Ironworker Concrete	6000-8000	Hybrid	2011
239	47-2171.00	Reinforcing Metal Worker	6000	Time-Based	
240	49-9096.00	Rigger	6000	Time-Based	
241	49-9096.00	Rigger (Ship & Boat Building)	4000	Time-Based	
242	47-2181.00	Roofer	4000	Time-Based	2009
243	29-9011.00	Safety Inspector/Technician	6000	Time-Based	
244	51-9195.03	Sandblaster, Stone	6000	Time-Based	
245	51-4194.00	Saw Filer (Any Industry)	8000	Time-Based	
246	47-2211.00	Sheet Metal Worker	8000	Time-Based	
247	47-2211.00	Sheet Metal Worker	8000-9000	Hybrid	2011
248	51-4192.00	Shipfitter (Ship & Boat)	8000	Time-Based	
249	47-2031.05	Shipwright (Ship & Boat)	8000	Time-Based	
250	51-6041.00	Shoe Repairer	6000	Time-Based	2011
251	47-4099.99	Sign Erector I	6000	Time-Based	2008
252	49-3053.00	Small Engine Mechanic	4000	Time-Based	2009
253	47-2221.00	Structural Steel/Ironworker	6000	Time-Based	
254	47-2221.00	Structural Steel/Ironworker	6000-8000	Hybrid	2011
255	17-3031.01	Surveyor Assistant, Instrument	4000	Time-Based	2009
256	49-2022.03	Technician, Submarine Cable	4000	Time-Based	
257	49-2022.03	Telecommunications Technician	8000	Time-Based	
258	49-2097.00	Television & Radio Repairer	8000	Time-Based	
259	43-3071.00	Teller (Financial)	2000	Time-Based	2010
260	47-2053.00	Terrazzo Finisher	4000	Time-Based	
261	47-2053.00	Terrazzo Finisher	3500-4000	Hybrid	2011
262	47-2053.00	Terrazzo Worker	6000	Time-Based	2008
263	47-2053.00	Terrazzo Worker	4500-8000	Hybrid	2011
264	47-3011.00	Tile Finisher	6000	Time-Based	2011
265	47-3011.00	Tile Finisher	3500-4000	Hybrid	2011
266	47-2044.00	Tile Setter	6000	Time-Based	
267	47-2044.00	Tile Setter	4500-8000	Hybrid	2011
268	49-9041.00	Treatment Plant Mechanic	6000	Time-Based	
269	49-3021.00	Truck Body Builder	8000	Time-Based	2008
270	53-7021.00	Truck Crane Operator	6000	Time-Based	2008

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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
271	53-3032.01	Truck Driver, Heavy	2000	Time-Based	2008
272	53-3032.00	Truck Driver, Heavy	3000-4560	Hybrid	2009
273	51.8031.00	Waste Treatment Operator	4000	Time-Based	
274	51-8031.00	Wastewater-Treatment Plant Operator	4000	Time-Based	2009
275	51-8031.00	Water Treatment Plant Operator	4000	Time-Based	2010
276	51-4121.02	Welder, Arc	8000	Time-Based	
277	51-4121.02	Welder, Combination	6000	Time-Based	

Types of Training:

- ◆ The **Time-Based** approach measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on the job learning as described in a work process schedule.
- ◆ The **Competency-Based** approach measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of Registered Apprenticeship. The program standards must address how on-the-job learning will be integrated into the program, describe competencies, and identify an appropriate means of testing and evaluation for such competencies.
- ◆ The **Hybrid** approach measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency as describe in a work process schedule.