



PARTNERSHIP FOR
Student Success

UNDERSTANDING EXPANDED JOURNEYWORKER-TO-APPRENTICE RATIOS

A GUIDE TO STATE PROCESSES FOR REQUESTING AN EXPANDED RATIO

AUGUST 2026

THE PATHWAYS ALLIANCE & PARTNERSHIP FOR STUDENT SUCCESS

Overview

Many Registered Apprenticeship sponsors are interested in expanding the number of apprentices each journeyworker can supervise to grow high-quality apprenticeship programs beyond the typical 1:1 or 1:2 ratio in most apprenticeship programs. A [journeyworker](#) is defined by the U.S. Department of Labor as “an experienced worker who has attained mastery level of skill, abilities and competencies required for the occupation and oversees and guides the work of the apprentice in the on-the-job placement.” Requirements for requesting an expanded journeyworker-to-apprentice ratio vary across states. This resource summarizes publicly available information to help sponsors understand where to begin and who to contact.

Note:

- Federal Office of Apprenticeship (OA) guidance applies only to programs registered through OA in federally administered states.
- Some State Apprenticeship Agencies (SAAs) have documented processes for ratio requests or variances.
- In a small number of states, publicly available information is limited, and additional verification is recommended.

How to Use This Resource

Use the table below to identify whether your apprenticeship program is registered through the federal Office of Apprenticeship (OA) or a State Apprenticeship Agency (SAA), and whether a documented ratio request process exists. Always verify current requirements with the appropriate registration agency before preparing a request to expand your journeyworker-to-apprentice ratio and submitting a request.

Key Considerations

When requesting an expanded journeyworker-to-apprentice ratio, consider outlining the ways in which your apprenticeship program:

- Demonstrates adequate safety for both journeyworkers and apprentices
- Ensures adequate supervision and mentor capacity to support apprentices in on-the-job learning.
- Maintains program quality.

Make sure to confirm current requirements in your state before submitting a request.

State Reference Guide (last updated August 2026)



Disclaimer: This resource reflects publicly available information at the time of publication and should be used as a starting point. A lack of a publicly identified process does not necessarily mean a state prohibits ratio requests. Sponsors should confirm current requirements with their Office of Apprenticeship representative or State Apprenticeship Agency.

State	Process	What This Means for Sponsors	Agency
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA
	Yes. OA has a process to review and evaluate requests from sponsors for expanded apprentice-to-journeyworker ratios. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

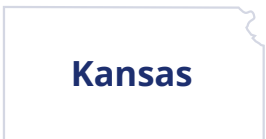
State	Process	What This Means for Sponsors	Agency
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA
	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

State	Process	What This Means for Sponsors	Agency
	State-specific review-California apprenticeship programs may be registered through either the California Division of Apprenticeship Standards (DAS) or the U.S. Department of Labor Office of Apprenticeship (OA), depending on the occupation and registration pathway. Sponsors seeking to modify the journeyworker-to-apprentice ratio should first determine which agency registered their apprenticeship program. Programs registered with the Office of Apprenticeship should follow the procedures outlined in Office of Apprenticeship Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions. Programs registered with California DAS should contact DAS to determine whether a revision to the apprenticeship standards or another approval process is required.	Confirm whether your program is registered through OA or California DAS before requesting a ratio change. See California Labor Code § 1777.5 (2025) and/or Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA/DAS
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

State	Process	What This Means for Sponsors	Agency
	Yes. The Connecticut Department of Consumer Protection states: "In 2025, the State of CT approved a law, effective October 1, 2025, allowing contractors in specific trades to apply for "ratio relief". Under this program, the contractors can apply for approval to hire apprentices beyond the default hiring ratios, up to one properly registered apprentice per one properly credentialed licensee."	See Ratio Relief from the Connecticut Department of Consumer Protection. This published ratio guidance is occupation-specific. Confirm the applicability of this guidance and the process to apply with the SAA.	SAA
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

State	Process	What This Means for Sponsors	Agency
 Florida	Yes. Florida Admin. Code 6A-23.004 - Standards of Apprenticeship states: “For non-construction occupations, a ratio of one (1) apprentice to one (1) journeyworker must be adhered to, unless a variance is requested by the sponsor and approved by the Department. Requests must demonstrate that the sponsor can maintain the safety of apprentices and journeyworkers under the expanded ratio.”	Follow your state's documented process. Learn more in Florida Admin. Code 6A-23.004 - Standards of Apprenticeship and contact the SAA for more information.	SAA
 Georgia	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA
 Hawaii	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

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 Indiana	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	SAA
 Iowa	Yes. In Iowa, "consideration of a ratio beyond 3 apprentices to 1 journeyworker 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 journeyworkers under the expanded ratio."	Follow your state's documented process. Learn more in the Iowa Office of Apprenticeship Ratio Policy and contact the SAA for more information.	SAA
 Kansas	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

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	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA
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	Yes. In Maine, Code of Maine Rules, Chapter 1, Section 181-1-5 - Standards of Apprenticeship states: "Provision for the numeric ratio of apprentice to journeymen consistent with proper supervision, training, safety, and reasonable continuity of employment... in relation to which a ratio of one apprentice for the first journeyman regularly employed and one [1:1]. The Maine Apprenticeship Program shall have the authority to waive the above ratio in those circumstances in which it may deem such action warranted. All requests for waivers shall be made in writing to the Maine Apprenticeship Program."	Follow your state's documented process. Learn more in Code of Maine Rules, Chapter 1, Section 181-1-5 - Standards of Apprenticeship and contact the SAA for more information.	SAA

State	Process	What This Means for Sponsors	Agency
	Yes, the Maryland Department of Labor has a process through which employers can request an expanded apprenticeship mentoring ratio.	Maryland has approved expanded ratio requests in the past. However, it is unknown if requests of greater than 1:2 have been approved. Contact the SAA for more information on the process and requirements	SAA
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

State	Process	What This Means for Sponsors	Agency
	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA
	Yes. According to the Minnesota Department of Labor and Industry, "Each apprenticeship program must include a ratio of journeyworkers to apprentices consistent with proper supervision, training, safety and continuity of employment."	Follow your state's documented process. For some professions, Minnesota sets an expanded journeyworker to apprentice ratio. Learn more from Apprenticeship ratios Minnesota Department of Labor and Industry and contact the SAA for more information.	SAA

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 Mississippi	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA
 Missouri	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

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	Yes. In Montana, “ The registration agency may waive ratio standards for apprenticeship sponsors who can demonstrate the need for a waiver due to labor shortages or other reasons deemed sufficient by the registration agency.”	Follow your state's documented process. Learn more in Mont. Admin. r. 24.21.411 - MINIMUM GUIDELINES FOR REGISTRATION OF PROGRAMS and contact the SAA for more information.	SAA
	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

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	Yes. In Nevada, “The Council may increase or decrease the ratio... on its own initiative or at the request of a sponsor if the Council determines that a different ratio is consistent with the proper supervision, training, safety and continuity of employment of an apprentice, and, if applicable, with any provisions of a collective bargaining agreement. A program must report any proposed change in the ratio... to the Council for its approval or denial.”	Follow your state's documented process. Learn more in Nev. Admin. Code § 610.438 - Ratio of apprentices to journeymen and contact the SAA for more information.	SAA
	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

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 New Jersey	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA
 New Mexico	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA
 New York	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

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	Yes. North Carolina has an established process for reviewing apprentice-to-journeyworker ratios in registered apprenticeship standards, including requests for expanded ratios.	Follow your state's documented process. Learn More in ApprenticeshipNC's Apprentice-to-Journeyworker Ratio Policy and contact the SAA for more information.	SAA
	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA
	No publicly identified statewide process	Review guidance and confirm requirements.	SAA

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	Yes. In Oregon, "Committees wishing a less restrictive ratio must submit a request to the Council for consideration, along with information including but not limited to:(A) Specific workforce demographics justifying a different ratio;(B) Plan to monitor effects of ratio on the safety and continuity of employment for apprentices; and(C) Comparison of completion rate to statewide average for occupation."	Follow your state's documented process. Learn more in OAR 839-011-0143(5)(d) and contact the SAA for more information.	SAA
	No publicly identified statewide process	Follow your state's documented process.	SAA

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 Rhode Island	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA
 South Carolina	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

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	State-specific process (verify with Tennessee SAA)	Contact the Tennessee State Apprenticeship Agency regarding ratio revisions.	SAA
	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA

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	Yes, in Vermont, sponsors can request a variance from the standard 1:1 ratio from the Commissioner of Labor to modify the ratio.	Follow your state's documented process. Learn more in 21 V.S.A. § 1116 and contact the SAA for more information.	SAA

State	Process	What This Means for Sponsors	Agency
	Yes. In Virginia, the Department of Workforce Development and Advancement “will review and approve all ratio proposals based on the explanation and justification provided by each program sponsor. Consideration will be given, but not limited to, the following factors: (1) Evidence of ability to assure proper supervision, training, safety, and continuity of employment under the proposed ratio; (2) The specific nature of the industry and occupation involved; (3) Proposed hiring or upgrading of minorities, females, older workers, dislocated workers, ex-offenders, the handicapped, and veterans; or (4) Evidence of ability to train under the proposed ratio.”	Follow your state’s documented process. Learn more in 16VAC35-30-50. Standards of apprenticeship programs and contact the SAA for more information.	SAA
	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

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 West Virginia	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA
 Wisconsin	No publicly identified statewide process	No statewide public process was identified. Contact your apprenticeship agency to discuss available options.	SAA

State	Process	What This Means for Sponsors	Agency
Wyoming	Yes. OA has a process to review and evaluate requests from sponsors for expanded ratios of apprentice-to-journeyworker. This includes requests to create an expanded ratio of more than one apprentice to journeyworker, as well as requests to expand the number of apprentices assigned to a journeyworker after the first apprentice assigned to that journeyworker has completed a minimum number of hours of supervision.	Follow OA's documented process. See Circular 2021-02: Office of Apprenticeship Process for Ratio Revisions for more information.	OA