



CITY OF TAMPA APPRENTICE REQUIREMENTS IN CITY CONSTRUCTION CONTRACTS

Tampa's Apprentice Ordinance was created to provide opportunities for the next generation of skilled labor. The ordinance calls for the employment of apprentices on certain City of Tampa construction projects recognizing both United States Department of Labor and State Registered Apprentice Programs (RAP). These proven programs are invaluable as they allow apprentices to earn as they learn valuable skills.

What is an Apprentice?

An apprentice is a person who is enrolled, and participating in an apprentice program (on the job training) registered with the Florida Department of Education or the United States Department of Labor.

Who does the Ordinance apply to?

A bidder (entity) who seeks the award of a construction contract with the City of Tampa.

Is there a threshold for the Ordinance?

The Ordinance applies to vertical and horizontal construction projects with a value of at least \$1M (\$1,000,000).

Is there a participation target in the Ordinance?

Yes, for the duration of the construction contract, at least 12% of the labor hours performed in a trade(s) for which a Registered Apprentice Program (RAP) is available for any type of work to be performed on the construction project.

What is a company supposed to do to comply?

Contractors are expected to make a good faith effort, without an intent to defraud or seek an unfair advantage, taking all necessary steps to secure and maximize the required percentage for apprentices on a construction project. This needs to be done to the satisfaction of the City of Tampa. The percentage target for apprentice labor hours is 12%.



What if my company doesn't have a Registered Apprenticeship Program (RAP)?

Contractors have several options at their disposal to reach compliance if they don't already have a program. For instance, they can partner with an entity that currently has a RAP to source apprentices – there are multiple options within Tampa Bay. Or, if they prefer, they can work with the State to get their current program approved and registered.

Are there any exceptions for this Ordinance?

Yes, there are three notable exemptions relating to the Ordinance. The first is if it is prohibited or in conflict with Federal or State terms; or the Mayor, or their designee determines that emergency circumstances exist. Second, the article will not apply to a subcontractor that is a WMBE or SLBE if the compensation to be paid under the subcontract for labor is less than \$1,000,000. The final exemption holds that the 12% requirement may be reduced by the Mayor or designee if the contractor has demonstrated a good faith effort and was unable to find a sufficient number of apprentices or the Mayor or designee determines that a particular construction project has a disproportionately high ratio of material or labor costs which makes it infeasible to meet the goal.

Are there reporting requirements?

Yes, there are specific documentation that is required by the contractor articulated in Sec. 26.5-215 of the Ordinance. It requires the Contractor to certify on a monthly basis during construction the following: name of apprentice, hourly rate, trade classification, the cumulative number of hours worked on the project by apprentices and the labor hours for all workers used by the contractor and each subcontractor. Please refer to the Ordinance for further details.

Additional Questions:

Contact the workforce partnerships team at workforce@tampagov.net

