

# Apprenticeship Ratio Requirements: Federal &

How federal and California apprenticeship ratio rules work, qualified  
protects against penalties under both California law and the IRA. Maintain records of

---

**KEY TOPICS:** hours performed by registered apprentices: 10% (2023), 12.5% (2024), 15% (2025+). The  
Federal ratio rules · California requirements · Ratio calculations · Non-compliance consequences

Apprenticeship ratio requirements apply on both federal Davis-Bacon projects and

## Federal Davis-Bacon Ratios:

The DOL does not set a universal apprenticeship ratio for Davis-Bacon projects. However,  
request, document the request and the program's response. A documented good-faith effort

## California Public Works Ratios:

California Labor Code § 1777.5 requires one registered apprentice for every five

## IRA Clean Energy Ratios:

Projects claiming enhanced IRA credits must have a minimum percentage of total labor

## Good-Faith Effort Documentation:

If a registered apprenticeship program cannot supply apprentices after a good-faith