



## How to Calculate ABC SoCal Apprentice Wages

### State Prevailing Wage Projects

- Apprentice prevailing wage rates can be found by following this link: [click here for state prevailing wage rates](#)
- Select the Wage Determination Period (based on date in which the project was first advertised for bid)
- Select the County where the project is being performed
- Select the appropriate trade
- The apprentice period is determined most of the time by the OJT (On-the-Job Training) hours the apprentice has completed in their apprenticeship program and can be obtained from the dispatch paperwork.
- If the periods are determined by OJT hours, be sure to track the OJT hours worked by the apprentice(s) dispatched to your company while working for your company so that you can apply all state raises as required by DIR
- If the apprentice period is NOT determined by the number of OJT hours, then follow the period that matches their level in the program. For example, 5th level apprentice will be paid the 5th period rate. The apprentice's level information can be obtained directly from the dispatch paperwork.
- Once you've determined the correct period, calculations should be as follows:
  - Hourly Total Rate
  - ABC SoCal Benefit Trust Fund Contributions
  - ABC SoCal Training Trust Fund Contributions (or amount indicated under Training column whichever greater)
  - = Apprentice Taxable Wages
- The taxable wages must be at least the amount indicated under Hourly Basic Rate column, for the applicable period, on the DIR wage sheet
- If ABC SoCal Benefit and Training Trust amounts are greater than the apprentice total fringe benefits amount per DIR, the contractor is responsible for the difference
- If you provide the apprentice with additional approved benefits, you can deduct the cost of the benefits from the amount left in the Fringes. The taxable wages must meet the minimum required per the DIR
- Remember to apply any applicable predetermined increases



**Example:**

Electrician – 2025-2 Orange County  
Apprentice dispatched with 2,500 OJT hours in program

The apprentice will need to be paid 3rd period wages:

- Period 1 0-1,000 OJT Hours
- Period 2 1,001-2,000 OJT Hours
- Period 3 2,001-3,500 OJT Hours
- Period 4 3,501-5,000 OJT Hours

Calculation:

- Total Hourly Rate = \$40.61
- ABC SoCal Benefit Trust \$8.23 (Pre-Tax Employer Payment)
- ABC SoCal Training Trust \$1.10 (Pre-Tax Employer Payment)  
(assuming no other benefits provided by contractor)
- Taxable Wage \$31.28

**\*The electrical apprentice will get a pay increase when they move to the next level.**