King County • Pierce County • Snohomish County

2020 Construction Apprenticeship Guidebook
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View online at www.bitly.com/apprenticeshipguidebook.

Produced and compiled by www.seattle.gov/priorityhire

In partnership with www.soundtransit.org

And with help from www.wabuildingtrades.org

www.wsdot.wa.gov

www.portseattle.org

www.kingcounty.gov/priorityhire

www.kingcounty.gov/depts/transportation/metro

City of Tukwila

www.tukwilawa.gov

On the cover: Terrance is a laborer apprentice and graduate of the PACT pre-apprenticeship program. Prior to working in construction, Terrance was homeless and struggled to find work. He found out about PACT from friends. Once he signed up, PACT helped him get his life back. He got his driver’s license and earned his high school diploma. Terrance now makes over $31 an hour plus benefits working for Jansen Inc., has an apartment and provides for his family; they no longer rely on welfare or food banks. Terrance’s advice to others is to go for it – you have nothing to lose!

Learn more about other pathways into construction on Apprentices in Action (page 3).

Updated February 2020
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Introduction

Are you looking for a career instead of a minimum-wage job? Are you considering a career in construction? Then you have come to the right place. Keep reading.

We need trained professionals to build structures like our homes, offices, high-rises, roads and bridges. These projects are essential to our everyday life and need hundreds of workers trained in more than 20 different building trades. Building trades (also called crafts) include laborers, ironworkers, cement masons, carpenters, heavy equipment operators, pipe fitters, sheet metal workers, painters and many more. This book will help you get started down the pathway to becoming one of those skilled professionals with a high-paying career in the building trades.

You do not need construction skills to get started; the professionals will teach you what you need to know. But there are some things you will need right from the start to succeed:

**Work ethic:** Be open to learn, love hard work and strive to be your best.

**Reliable:** Show up and work hard every single day, no matter what.

**Early:** Always be on-site a half-hour early to prepare for work.

**Learn:** Listen, pay attention and follow directions.

**Hands-on:** Learn by doing, solving problems and overcoming challenges.

**Physical:** Ready for hard work, heights and cold, wet weather.

**Drug-free:** Construction sites can be dangerous. Everyone must be alert.

**Safety:** Pay attention. Speak up. Wear safety gear at all times.

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**Pre-Apprenticeship**

Pre-apprenticeships are hands-on training programs that help prepare people for entry and success in the building trades. These programs provide construction training and education, in addition to helping with driver’s licensing, transportation, child care, budgeting, etc. The best part is if you show up and bring your best every day, they will help you get into a paid apprenticeship program.

If you already have your high school diploma/GED, driver’s license and a proven work ethic, you can apply directly to an apprenticeship in the building trade of your choice.

**Apprenticeship**

Once you are in an apprenticeship training program, you are working on a construction site, learning your trade and getting paid. You EARN while you LEARN.

It takes about four years for apprentices to become experienced journey-level workers. They reach journey level by learning from experienced workers on the job site and taking classes. Apprentices get regular pay raises along the way, plus benefits and a pension.

You do not need a clean record, a college degree or past experience. You just need to apply and try out for one of the pre-apprenticeship or apprenticeship training programs in this book. These training programs need residents of King, Pierce and Snohomish counties, veterans, women and people of color.

A career in the building trades is important, fast-paced work that is physically and mentally challenging. At the end of each day, you will be very proud of what you have learned and what you have built. Most importantly, you will be able to support yourself and your family for a lifetime.

**Experienced Workers**

Candidates with five or more years of experience in a specific trade should contact the union hall directly:

[www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/SBCTC-Affiliates.pdf](http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/SBCTC-Affiliates.pdf)
Ready for a career in construction?

1. Start free training today!
2. Earn living wages + family benefits + retirement plan

Pre-Apprenticeship
- FREE training
- No experience required
- 3 or 6-month options
- Receive support with diploma/SED, driver’s license, transportation, tools, and more
- Earn industry certifications
- Learn construction math

Apprenticeship
- No experience required
- Start at about $23/hour
- Benefits and regular raises
- Complete in about 4 years
- On-the-job training
- Hard physical work
- Classes required

Journey Level
- Must complete apprenticeship
- Earn $40+/hour
- Benefits and raises
- Master your craft
- Train/apprentice apprentices
- Lead crews/become foreman
- Earn high-level certifications

Career Advancement
- Superintendent
- Trainer
- Safety inspector
- Business owner

More experience, training and leadership skills lead to higher wages and dependable retirement.

When you graduate they will connect you with an apprenticeship program.

Earn while you learn. Apprentices who complete their training become journey-level workers.

0-2 Years
- Enter at your level

0-5 Years
- Enter at your level

5+ Years
- Enter at your level

10+ Years
- Enter at your level

11/26/19
Apprentices in Action

Rebecca
Rebecca is a carpenter apprentice and graduate of ANEW’s Trades Rotation Program. Before ANEW, Rebecca worked dead-end jobs, trying to make ends meet. After seeing a friend succeed in construction, Rebecca signed up at ANEW. At ANEW, Rebecca became part of a sisterhood that will last her whole career. After graduation, ANEW paid her initiation fees to enter the union. As a single mom earning $29 an hour plus benefits, she can now support her children without assistance. Rebecca says apprentices should learn from their mistakes. Don’t be hard on yourself! Be prepared for long commutes and work days. Practice getting up early now. You will be sore for a while after you start. Just keep in mind that it gets easier. Sticking with it pays off!

David
David is an ironworker apprentice and graduate of ANEW’s PACE pre-apprenticeship program. When David started the PACE program, he knew he wanted to pick a trade that closely resembled his previous career in Nigeria. After PACE introduced him to the construction trades, David decided to become an ironworker. Two years into his apprenticeship, David earns about $44 an hour plus benefits, and is already planning on buying his own house. David advises people interested in construction to start with pre-apprenticeship, where they will learn career options and tips for success in the industry.

Randy
Randy is an operating engineer apprentice and graduate of ANEW’s PACE pre-apprenticeship program. Before entering the trades, Randy struggled with addiction, and recalls it consuming everything in his life, including his relationships with loved ones. By the time Randy was 24, he’d been in and out of jail and found himself facing prison time. After prison, Randy lived in a halfway house, where he learned about PACE. He was accepted into the program and began learning about different trades. He found his home with the operating engineers, and PACE helped him get his driver’s license so that he’d be successful in his chosen trade. Randy recalls once feeling like, “I can’t get a job; no one wants to hire a convicted felon.” Now Randy has a construction career, working for Ohno-Touchdown Joint Venture and earning over $31 an hour plus benefits.

Aubrey
Aubrey is an ironworker apprentice and graduate of Trades Related Apprenticeship Coaching (TRAC). Aubrey learned about TRAC in prison, started the program, and graduated at the top of her class. The day she was released, she signed up for the Ironworkers Pre-Apprenticeship program to get trades-specific experience. She then began her apprenticeship, and now makes over $30 an hour, plus benefits. With a construction career underway, Aubrey and her wife are looking into buying a home and starting a family. With the help of TRAC and the Ironworkers Pre-Apprenticeship program, Aubrey has accomplished more than she ever thought possible in the past year, and looks forward to her future.
# Apprenticeship vs. College

<table>
<thead>
<tr>
<th>Apprenticeship</th>
<th>College</th>
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## Earnings

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<tbody>
<tr>
<td><strong>YEAR 1</strong></td>
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<tr>
<td>$37,440 - $49,920</td>
<td>- $22,500</td>
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<tr>
<td>+ Benefits &amp; Pension</td>
<td>Debt</td>
</tr>
<tr>
<td><strong>YEAR 2</strong></td>
<td></td>
</tr>
<tr>
<td>$41,600 - $54,080</td>
<td>- $22,500</td>
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<tr>
<td>+ Benefits &amp; Pension</td>
<td>Debt</td>
</tr>
<tr>
<td><strong>YEAR 3</strong></td>
<td></td>
</tr>
<tr>
<td>$45,760 - $58,240</td>
<td>- $22,500</td>
</tr>
<tr>
<td>+ Benefits &amp; Pension</td>
<td>Debt</td>
</tr>
<tr>
<td><strong>YEAR 4</strong></td>
<td></td>
</tr>
<tr>
<td>$49,920 - $62,400</td>
<td>- $22,500</td>
</tr>
<tr>
<td>+ Benefits &amp; Pension</td>
<td>Debt</td>
</tr>
<tr>
<td><strong>TOTAL OVER 4 YEARS</strong></td>
<td>$174,720 - $224,640 Earnings</td>
</tr>
<tr>
<td></td>
<td>+ Benefits &amp; Pension</td>
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</tbody>
</table>

## Work Experience

<p>| | |</p>
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<thead>
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<tbody>
<tr>
<td><strong>Work Experience</strong></td>
<td></td>
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<tr>
<td>4 years in the industry</td>
<td>Journey-level craftsperson</td>
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</tbody>
</table>

## Cost

<p>| | |</p>
<table>
<thead>
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<tbody>
<tr>
<td><strong>YEAR 1</strong></td>
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<tr>
<td>$22,500/year</td>
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<td><strong>YEAR 2</strong></td>
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<td>$22,500/year</td>
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<td><strong>YEAR 4</strong></td>
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<tr>
<td>$22,500/year</td>
<td></td>
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<tr>
<td><strong>TOTAL OVER 4 YEARS</strong></td>
<td>- $90,000 Debt</td>
</tr>
<tr>
<td></td>
<td>+ College Degree</td>
</tr>
</tbody>
</table>

Adapted from Apprenticeship Services, Washington State Department of Labor & Industries, Publication F100-531-000 [09-2012].
Support Services
For Pre-Apprentices and Apprentices

Apprenticeship Opportunities Project (AOP)
A Program of ANEW
AOP helps people prepare for, apply to and complete construction apprenticeship. AOP services include resume building, interview preparation, application completion, counseling, mentorship and support services. Support services assist with the financial barriers keeping someone from either entering or continuing in apprenticeship. Pre-apprentices and apprentices are eligible if they are:

- A Washington state resident.
- Low-income.
- Drug-free.
- Able to obtain a Washington state driver's license.

To Apply
Visit www.anewaop.org for more information
Call 206-381-1384 and select the option for support services

Contact
206-381-1384
info@anewaop.org
550 SW 7th St., B305, Renton, WA 98057
www.anewaop.org

Urban League of Metropolitan Seattle (ULMS)
ULMS is dedicated to assisting and preparing individuals to enter pre-apprenticeship and apprenticeship programs and access work in construction. ULMS can assist with applications and collection of required documents needed to enter a training program. ULMS’s goal is to provide wraparound support services for clients and help them become successful apprentices, with the long-term goal of reaching journey level. Services include:

- Credit counseling classes.
- Driver’s license assistance.
- First-time homebuyer’s class.
- Financial assistance for initiation fees, union dues, tools, work clothes, transportation and rent.

To Apply
Visit www.urbanleague.org/priorityhire to register

Contact
206-461-3792 ext. 3004
alawton@urbanleague.org
105 14th Ave., Suite 200, Seattle, WA 98122
www.urbanleague.org

Washington State Department of Labor and Industries (LNI)
LNI and the Washington State Apprenticeship and Training Council oversee pre-apprenticeship and apprenticeship programs that promote a highly skilled and diverse construction workforce: www.lni.wa.gov/licensing-permits/apprenticeship/become-an-apprentice

Washington State Department of Veterans Affairs (WDVA)
The WDVA supports all veterans, transitioning service members and their families find living-wage careers through GI Bill-approved apprenticeship programs. Use the resource guide to find information on state-registered apprenticeship programs and determine your approximate wage with your GI Bill benefits: www.wacareerpaths.com/apprenticeships/
Alternative Solutions

The Department of Social and Health Services (DSHS) is redesigning service to customers through Alternative Solutions. There are new grants, programs and services available to pre-apprentices and apprentices to ensure they have a successful and sustainable construction career. Alternative Solutions assists with:

• Setting reasonable child support payments.
• Reinstating driver’s licenses.
• Connecting people to services for legal issues, parenting plans, housing, mental health, immigration, child care and more.

The Alternative Solutions program includes a comprehensive, user-friendly database called the DSHS Community Resource Directory with over 4,500 statewide community-based organizations providing barrier removal services.

DSHS created this database to ensure that people have the support they need to succeed.

Contact
360-664-5028 or AlternativeSolutions@dshs.wa.gov

Website
www.dshs.wa.gov/esa/division-child-support/alternative-solutions

English Language Classes Available

Clases de inglés disponibles

有英文学习班

Lớp học Anh ngữ đã sẵn sàng

Casharada luoqada af ingrishka lagu dhipto waa bananyahiin

The Seattle Public Library and King County Library System offer FREE programs for learning English.

Contact
Seattle Public Library
www.spl.org/basicskills
206-386-4636

King County Library System
www.kcls.org/adultlearners
800-462-9600

When you call, please inform us if you need an interpreter

Cuando llame, infórmenos si necesita un intérprete

如果您需要口译员，请告知我们

Vui lòng thông báo cho chúng tôi nếu bạn cần một thợ dịch

Markii aad na soo wacdo, fadlan noo soo sheeg hadii aad u baahan tahay turjubaan
The Regional Pre-Apprenticeship Collaboration (RPAC) is a workforce development partnership that builds strong, sustainable pathways into construction careers, especially for women and people of color.

RPAC is a working group of construction industry professionals. Members include construction pre-apprenticeship and apprenticeship programs, contractors, government agencies, community organizations and school district career and technical education (CTE) teams.

RPAC is committed to creating a coordinated, regionwide pre-apprenticeship system through shared outreach, quality training, retention services and policy work that help people get in, stay in and complete apprenticeship.

**Interested in attending?**

RPAC welcomes anyone interested in creating a strong construction worker pathway.

- **Date:** Last Friday of each month
- **Time:** 8 a.m. to 10 a.m.
- **Location:** South Seattle College
  Georgetown Campus
  6737 Corson Ave. S, Building C, Room 122
  Seattle, WA 98108

Check the RPAC website for specific meeting information: [www.psrpac.org](http://www.psrpac.org)

**Contact**

206-381-1384
tami@anewaop.org

[www.psrpac.org](http://www.psrpac.org)
Pre-Apprenticeship

Pre-apprenticeships are hands-on training programs that help prepare people for entry and success in the building trades. These programs provide construction training and education, in addition to helping with driver’s licensing, transportation, child care, budgeting, etc. The best part is if you show up and bring your best every day, they will help you get into a paid apprenticeship program.

If you already have your high school diploma/GED, driver’s license and a proven work ethic, you can go directly to the apprenticeship section and apply to the building trade of your choice.
ANEW

PACE & Trades Rotation Program (TRP) — Programs of ANEW

Multiple trade skills taught in construction shop
Employment skills (resumes, interviews, etc.), life skills (budget, teamwork, etc.) and construction math taught in classroom
Industry certifications offered
TRP offers co-ed and female-only cohorts

Ten-week training programs, three days a week, with field trips to apprenticeship programs and construction sites
May qualify for college credits (if eligible, tuition assistance available through BFET, TANF, RISE and WIOA)

Minimum Qualifications:
- 18+
- Clean drug test
- Desire a career in construction

Preferred Qualifications:
- High school diploma or GED (or able to obtain by end of program)
- Driver’s license (or able to obtain by end of program)

Application Process
Attend orientation (see schedule at www.anewaop.org/events)
Bring to the information session:
  - Driver’s license
  - Social Security card

Cost
Training is free

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
206-381-1384
info@anewaop.org
Renton Office: 550 SW Seventh St., B305
Renton, WA 98057
TRP Facility: 808 Washington Ave. N
Kent, WA 98032
PACE Facility: 7543 63rd Ave. NE, Building 5B
Seattle, WA 98115
www.anewaop.org
Carpenters Pre-Apprenticeship

Northwest Carpenters Institute (NWCI)

Fast-paced three-week, trade-specific pre-apprenticeship program for carpentry
Learn basic tool skills
Includes a strong basic on safety

Teaches the latest industry trends
Graduates have preferred entry into carpenters apprenticeship

Minimum Qualifications:

18+

17 years old may also apply with parent’s permission

Preferred Qualifications:

Proficient in math
Confident reading a tape measure
Familiar with hand and power tools
Ability to follow instructions and work in a team environment

Application Process

Contact the program staff for more information on how to apply to the pre-apprenticeship program

Cost

Training is free

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact

253-437-5235
Training Office: 20424 72nd Ave. S.
Kent, WA 98032

www.nwci.org
Cement Masons
JATC Pre-Apprenticeship

Two-plus weeks of unpaid, pre-employment training
Includes hands-on projects

Direct entry into Cement Masons Apprenticeship
JATC and member of Local 528 Cement Masons upon successful completion

Minimum Qualifications:

- 18+
- Driver’s license
- Second form of ID (Social Security card or passport)
- High school diploma or GED
- Be able to pass a drug test administered on the first day of pre-employment training

Application Process

Attend a required one-day selection event where you will compete for a position based on punctuality, mental and physical abilities, a good attitude and strong work ethic

Applications accepted all year long, though applications should be in by the beginning of March to be eligible for spring training opportunities

Pre-employment training takes place in the spring

Pick up application in person or complete online:
www.opcmia528.org/apprenticeship

Submit documentation of:
- Minimum qualifications
- Education
- Training
- Work experience

Be prepared to pay a $150 initiation fee if accepted into the apprenticeship

Cost

Training is free
Those who qualify also get assistance with necessary tools and support paying the initiation fee

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact

206-762-9286
concretetraining@trowelout.org

Training Office: 6737 Corson Ave. S., Building D-116
Seattle, WA 98108

www.opcmia528.org/apprenticeship
CTAP

Construction Trades Apprenticeship Preparation

Located at six men’s incarceration facilities across the state
14-week training program
Multiple trades skills taught in construction shop
Industry certifications offered

Employment skills (resumes, interviews, etc.), life skills, budget, teamwork, etc.), and construction math taught in classroom
Offered quarterly

Minimum Qualifications:

- 18+
- High school diploma or GED
- Driver’s license (Participant’s driver’s license must be current or obtained on release)
- Clean drug test

Application Process

Counselor screening

Cost

Training is free

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work

Contact

Washington State Board of Community and Technical Colleges
pseilbert-love@sbctc.edu
Ironworkers Pre-Apprenticeship

Ironworkers craft and classroom curriculum
Industry certifications offered
Four-week training program

Minimum Qualifications:
- 18+
- Driver’s license
- Social Security card or I-9 verification
- Clean drug test

Preferred Qualifications:
- High school diploma or GED
- Resume

Application Process
Varies by cohort and work demand. Call for information.
Vehicle registration for reliable transportation – can be in any name
Complete full-day physical try-out

Cost
Training is free

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
206-244-2993
reception@iw86appr.org
Training Office: 4550 S. 134th Place, Suite 101
Tukwila, WA 98168
www.iw86appr.org
PACT
Seattle Central College
Pre-Apprenticeship Construction Training

Multiple trade skills taught in construction shop
Employment skills (resumes, interviews, etc.) life skills (budget, teamwork, etc.) and construction math taught in classroom and shop

Industry certifications offered
11-week training program
Offered quarterly
College credit

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Minimum Qualifications:

18+
Clean drug test

Preferred Qualifications:

High school diploma or GED
Driver’s license

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Application Process

Attend information session (Wednesdays from 1 - 2:30 p.m., Fishbowl Conference Room)
Complete all documents
Register through Seattle Central College
Apply for Workforce Funding

Contact

206-934-2943
PACT.Central@seattlecolleges.edu

Training Office: Wood Technology Center
2310 S. Lane St.
Seattle, WA 98144

https://woodtech.seattlecentral.edu/programs/pact

---

Cost

Training is free

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation
Seattle Conservation Corps (SCC) is a year-long paid work training program for homeless adults operating in the Seattle Parks and Recreation Department. Participants are paid for full-time work as they learn life skills and gain experience working in crews assigned to public works projects. Typical projects include trail building, landscaping, tree planting and watering, building demo and property clearing and hauling.

Minimum Qualifications:
- Currently homeless
- Ability to pass a City of Seattle physical

Preferred Qualifications:
- Maintain a clean and sober lifestyle

Application Process
Phone screens are held several times a year. Call to find out the next phone screen date

Cost
Training is free

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
206-684-0190
sloan.whitaker@seattle.gov
ruth.blaw@seattle.gov

Training Office: 7727 63rd Ave. NE, Suite 201
Seattle, WA 98115

www.seattle.gov/parks/about-us/special-initiatives-and-programs/seattle-conservation-corps
TOOL
Trade Occupations Opportunity Learning (TOOL) Center

The TOOL Center program is funded by the City of Tacoma and reflects the City’s commitment to ensure the development of a trained and capable workforce and creates a work-ready applicant pool for hire in trades.
11 weeks of training, four days a week, 7:00 a.m. - 3:30 p.m.

Minimum Qualifications:
- 18+
- High school diploma or GED
- Social Security card or I-9 verification
- Driver’s license or eligible to obtain one
- Clean drug test
- 7th grade reading and math skills
- Ability to pass physical fitness assessment

Preferred Qualifications:
- 18-24
- 9th grade reading and math skills

Employment readiness training
Case management
Participation support services
Job placement assistance
Access to financial coach

Application Process
Apply by attending an orientation session
See schedule at www.soundoutreach.org

Cost
Training is free

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
253-593-2111
info@soundoutreach.org

Training Office: Bates Technical College
2202 S. 78th St., #A-125
Tacoma, WA 98409

www.soundoutreach.org/services/tool-center
TRAC

Trades Related Apprenticeship Coaching
For women incarcerated at Washington Corrections Center for Women and Mission Creek Corrections Center for Women

Multiple trade skills taught in construction shop
Employment skills (resumes, interviews, etc.), life skills (budget, teamwork, etc.) and construction math taught in classroom

Industry certifications offered
16-week training program
Offered quarterly

Minimum Qualifications:

18+ years old
High school diploma or GED
Driver’s license (Participant’s driver’s license must be current or obtained on release)
Clean drug test

Participants must be major-infraction-free for six months
Participants must have 5-15 months of incarceration remaining

Application Process
Contact unit counselor to apply
Complete screening by correctional program manager
Pass physical and math assessments
Participate in formal interview

Cost
Training is free

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
Construction Trades Manager
253-858-4299
steven.petermann@doc.wa.gov

Training Office: Washington State Correctional Industries
Washington Corrections Center for Women
9601 Bujacich Road NW
Gig Harbor, WA 98332

Training Office: Washington State Correctional Industries
Mission Creek Corrections Center for Women
3420 NE Sand Hill Road
Belfair, WA 98528

www.washingtonci.com
Multiple trade skills taught in construction shop
Employment skills (resumes, interviews, etc.), life skills (budget, teamwork, etc.) and construction math taught in classroom
Industry certifications: HAZWOPER, OSHA 10, traffic control, fork lift, scissor lift, boom lift, first aid/CPR/AED and Hilti Powder Actuated tools

16-week training program
Offered biannually
Student stipends offered
M/F Native Americans and non-Native spouses and parents

Minimum Qualifications:
18+
Tribal ID or proof of affiliation

Preferred Qualifications:
High school diploma or GED
Driver’s license

Application Process
Applications accepted year-round
Apply online or in-person

Cost
Training is free
Student stipends offered

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
360-716-4760
tvtcstaff@tulaliptribes-nsn.gov

Training Office: Tulalip Tribes
Tulalip Tribal Employment Rights Office (TERO)
6406 Marine Drive
Tulalip, WA 98271

http://tvtc.tulaliptero.com/
YouthBuild
YouthCare’s YouthBuild
Seattle
6-month training program
GED preparation courses and testing
Multiple trade skills taught (including carpentry, electrical and plumbing)
Employment skills, life skills and construction math taught in classroom

Two terms college credit and 3-5 industry certifications offered (Forklift, Flaggers, OSHA 10)
Intensive case management services offered (substance abuse support, housing assistance, etc.)

Minimum Qualifications:

18-24 $ Low Income
No high school diploma or GED
Driver’s license not required
Diploma and GED holders accepted on a case-by-case basis

Application Process
Attend an information session. Call to confirm date and time.
Mondays and Wednesdays, 9 a.m. to 12 p.m.
Tuesdays and Thursdays, 12 p.m. to 3 p.m.
Complete application
Provide copy of ID and birth certificate or Social Security card
Provide proof of BFET eligibility (verification of food stamps or subsidized housing)
Take a baseline GED exam
Complete a pre-program interview
Complete two-week physical try-out

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation (ORCA card provided)

Cost
Training is free
In-program certifications and exams (such as GED) are free
Biweekly student stipends and other incentives (such as ORCA card) offered

Contact
206-295-2580
youthbuild@youthcare.org
Training Office: South Seattle College (SSC), Georgetown Campus, 6737 Corson Ave. S.
Building B, Room 118, Seattle, WA 98018
www.youthcare.org/homeless-youth-services/employment/youthbuild
YouthBuild
Tacoma
30-week active training program + 12-month follow-up services for graduates

GED preparation courses and testing
Drivers preparation offered
Multiple trade skills taught (including carpentry, electrical and plumbing)
Employment skills, life skills and construction math taught in classroom

Build low-income housing with program partners
Two terms college credit
Industry certifications offered (MC3, Forklift, Flaggers, Scissor Lift, Ladder Safety, OSHA 10)
Intensive case management offered (substance abuse support, housing assistance, etc.)

Minimum Qualifications:

18-24
At start of program
Need to earn GED (applicants with high school diploma will be considered)
Qualify as low income and/or experiencing barriers to employment

Application Process
Fill out application online at www.goodwillwa.org/training/programs/construction/application
An outreach and enrollment specialist will schedule an interview

Cost
Training is free

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
253-254-4959
youthbuild@goodwillwa.org
Training Office: Goodwill of Olympics & Rainier Region
714 S. 27th St.
Tacoma, WA 98409
www.goodwillwa.org/training/programs/construction
Additional Pre-Apprenticeship

Job Corps
Free 10-month training for 16-24 years old and low-income U.S. residents
Be physically capable to do the work
Concrete flatwork, scaffolding erection, forklift certification, OSHA training and physical preparation
Clean drug test
Student stipends offered

Contact
Barry Hawley
Hawley.Barry@jobcorps.org
http://curlew.jobcorps.gov/

Peninsula School District Skilled Trades
Program is affiliate of ANEW
Offered during the day to Peninsula School District students
Receive 360-hours skilled trades training
Visit apprenticeship programs and job sites
Earn 5 industry certifications, including OSHA 10
Earn 11 college credits
Receive “preferred entry” options upon completion

Contact
Eric Morton, Instructor
mortone@psd401.net

Puget Sound Skills Center
Free training available for Federal Way, Tukwila, Tahoma and Highline School District students 16+ years old

Contact
Tim Shaffer
206-631-7311
timothy.shaffer@highlineschools.org
https://pssc.highlineschools.org/programs/construction-technology

Seattle Skills Center
Pathways to construction careers
Free training available for Seattle School District students 16+ years old

Contact
Dan Golosman
206-252-0730
dpgolosman@seattleschools.org
https://skillscenter.seattleschools.org
Once you are in an apprenticeship training program, you are working on a construction site, learning your trade and getting paid. You EARN while you LEARN.

It takes about four years for apprentices to become experienced journey-level workers. They reach journey level by learning from experienced workers on the job site and taking classes. Apprentices get regular pay raises along the way, plus benefits and a pension.

You do not need a clean record, a college degree or past experience. You just need to apply and try out for one of the pre-apprenticeship or apprenticeship training programs in this book. These training programs need residents of King, Pierce and Snohomish counties, veterans, women and people of color.
### Boilermakers 104

Represented by the International Brotherhood of Boilermakers Local 104

Boilermakers are complete metal fabricators in shops and shipyards. They work with steel, aluminum and other metals to fabricate boilers off-site that get delivered to construction sites. While they weld ships, bridges, garbage dumpsters, etc., their focus is mainly on the maritime industry.

### Minimum Qualifications:

- **18+**
- High school diploma or GED
- Driver's license or other state- or federal-issued ID
- Clean drug test

### Application Process

Applications accepted Wednesdays from 9:30 – 11 a.m.

Complete an assessment

Once placed in the candidate eligibility pool, you may be called in for an interview

Candidates in the eligibility pool may seek their own employment as an apprentice

### Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

### Wage Range

- **Starting Apprentices**: $25.45 Total (Wage + Benefits)
- **Journey Workers**: $36.36 Total (Wage + Benefits)

### Contact

Mark Eaton
206-624-4707
apprenticeship@boilermakerslocal104.org

Training Office: 6770 E. Marginal Way S., B122
Seattle, WA 98108
www.boilermakerslocal104.org
Boilermakers 502

Represented by the International Brotherhood of Boilermakers Local 502

Boilermakers are complete metal fabricators on construction sites. They work with steel, aluminum and other metals. Their work includes new construction, repair and maintenance of things like boilers, cranes, tanks, pipelines, cable-ways, pressure vessels and structural frames. They rig and lift loads with rope, steel cables and chains, operate power tools and may work in extreme temperatures.

Minimum Qualifications:

- 18+
- High school diploma or GED
- Driver’s license
- Clean drug test

Application Process

Applications are handed out at the training office Monday to Friday from 8 a.m. - 5 p.m.

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2019 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$26.95</td>
<td>$38.51</td>
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<tr>
<td>Benefits</td>
<td>$30.78</td>
<td>$30.78</td>
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<tr>
<td>Total</td>
<td>$57.73</td>
<td>$69.29</td>
</tr>
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</table>

Contact

253-435-0330
502local@comcast.net

Training Office: 16621 110th Ave. E.
Puyallup, WA 98374

www.boilermakers502.org
Bricklayers and Allied Craftworkers

Masonry trades include bricklayers, tile setters, pointer-cleaner-caulkers, refractory, marble setters, terrazzo workers and finishers. Professionals in each craft work inside and out at substantial heights and ground level. Most of their work involves finishes; some is structural, and all crafts require attention to detail and creative problem-solving skills. Their beautiful, finished surfaces last for years.

Minimum Qualifications:

- High school diploma or GED
- Driver’s license
- Social Security card or I-9 verification
- Clean drug test

Application Process

Application must be filled out and turned in on the same visit
Bring driver’s license, high school diploma or GED and Social Security card
Qualifying veterans may use their GI bill
Pass drug test
Complete pre-job training
Pass basic math test

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2019 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Bricklayers, Refractory Marble Masons, Pointer-Cleaner-Caulkers</th>
<th>Tile Setters, Terrazzo Workers, Marble Finishers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$23.07                                                        $22.90 Wage</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$15.22                                                        $13.95 Benefits</td>
<td></td>
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<tr>
<td></td>
<td>$38.29                                                        $36.85 Total</td>
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<tr>
<td>Journey Workers</td>
<td>$41.95                                                        $38.16 Wage</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$16.87                                                        $15.90 Benefits</td>
<td></td>
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<tr>
<td></td>
<td>$58.82                                                        $54.06 Total</td>
<td></td>
</tr>
</tbody>
</table>

Contact

206-768-8333
teammasonry@nwmasonytraining.org

Training office: 6737 Corson Ave. S., Building D, Room 115
Seattle, WA 98108
www.levelupnw.org
Carpenters

Represented by the Pacific Northwest Regional Council of Carpenters (PNWRCC) Locals 30, 41, 70, 96, 129, 196 and 816

Multiple training programs are offered within the carpenters training program. General carpenters lay out, measure, cut, erect and join materials. Interior systems professionals install acoustical ceilings, metal framing and wall partitions. Millwrights install and repair machinery like compressors, turbines and monorails. Piledrivers drive piling into the earth to ensure buildings are stable. Scaffold erectors build and maintain scaffolding. Shipwrights repair and renovate boats. Trade show workers and floor coverers are also carpentry crafts. Insulators insulate buildings with vapor barrier, spray foam insulation, and install batting. This is a two-year program.

Minimum Qualifications:
- 18+ years old
- Or 17 years old with written parental consent
- Driver’s license
- Clean drug test

Application Process
Fill out application - online at www.nwci.org
Attend 8-hour trade orientation, including hands-on assessment and math exam
Attach valid and current:
- Résumé
- Training documents (pre-apprenticeships, classes, certifications)
- Work experience documents (check stubs, W-2s)
- Military documents (DD214, ID Card)

2019 Hourly Wages

<table>
<thead>
<tr>
<th>Category</th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$27.55</td>
<td>$16.52</td>
<td>$44.07</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$45.92</td>
<td>$16.52</td>
<td>$62.44</td>
</tr>
</tbody>
</table>

Basic skills and wages vary by carpentry craft.

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

Contact
www.nwci.org

King
253-393-6275
425-503-1546
253-437-5235
cgaudio@nwci.org
djohnson@nwci.org
3000 NE Fourth St., Building L
Renton, WA 98056
20424 72nd Ave. S.
Kent, WA 98032

Pierce
253-393-6275
cgaudio@nwci.org
djohnson@nwci.org
2575 Williamson Pl.
Dupont, WA 98327

Snohomish
360-428-2933
gbrady@nwci.org
401 E. Hickox Rd.
Mt. Vernon, WA 98273
Cement Masons

Represented by the Cement Masons and Plasterers of Washington Local 528

Cement masons smooth and finish surfaces of poured concrete floors, walls, sidewalks, curbs of large industrial/commercial projects to specified textures. They use hand tools, power tools, floats, trowels and screeds. They may be involved in forms or repair of forms if only one board high, or minor repair of rebar tie down. They are involved in pours that require raking, shoveling, troweling and bull float spreading for up to 6 or more hours at a time on large projects. They smooth and shape surfaces to work order, and finish concrete surfaces using power trowels or trowels in both hands before concrete hardens. They sand, grind, and make surfaces smooth with power grinders or chisels and hammers.

Minimum Qualifications:

- 18+
- High school diploma or GED
- Driver's license
- Second form of ID (Social Security card or passport)
- Clean drug test (administered by the apprenticeship during orientation)

Application Process

Pick up application in person or complete online: www.opcmia528.org/apprenticeship

Submit documentation of:
  - Minimum qualifications
  - Education
  - Training
  - Work experience

Attend a required one-day selection event where you will compete for a position based on punctuality, mental and physical abilities, a good attitude and strong work ethic.

Selected candidates without experience must complete two-week pre-construction training.

Be prepared to pay a $150 initiation fee if accepted into the apprenticeship.

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

**Starting Apprentices**

- Wage: $26.66
- Benefits: $18.04
- Total: $44.70

**Journey Workers**

- Wage: $44.43
- Benefits: $18.04
- Total: $62.47

Contact

206-762-9286
concreetraining@trowelout.org

Training Office: 6737 Corson Ave. S., Building D
Seattle, WA 98108
www.opcmia528.org/apprenticeship

Cement Masons

Cement masons smooth and finish surfaces of poured concrete floors, walls, sidewalks, curbs of large industrial/commercial projects to specified textures. They use hand tools, power tools, floats, trowels and screeds. They may be involved in forms or repair of forms if only one board high, or minor repair of rebar tie down. They are involved in pours that require raking, shoveling, troweling and bull float spreading for up to 6 or more hours at a time on large projects. They smooth and shape surfaces to work order, and finish concrete surfaces using power trowels or trowels in both hands before concrete hardens. They sand, grind, and make surfaces smooth with power grinders or chisels and hammers.

Minimum Qualifications:

- 18+
- High school diploma or GED
- Driver's license
- Second form of ID (Social Security card or passport)
- Clean drug test (administered by the apprenticeship during orientation)

Application Process

Pick up application in person or complete online: www.opcmia528.org/apprenticeship

Submit documentation of:
  - Minimum qualifications
  - Education
  - Training
  - Work experience

Attend a required one-day selection event where you will compete for a position based on punctuality, mental and physical abilities, a good attitude and strong work ethic.

Selected candidates without experience must complete two-week pre-construction training.

Be prepared to pay a $150 initiation fee if accepted into the apprenticeship.

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

**Starting Apprentices**

- Wage: $26.66
- Benefits: $18.04
- Total: $44.70

**Journey Workers**

- Wage: $44.43
- Benefits: $18.04
- Total: $62.47

Contact

206-762-9286
concreetraining@trowelout.org

Training Office: 6737 Corson Ave. S., Building D
Seattle, WA 98108
www.opcmia528.org/apprenticeship
Drywall Finishers

Represented by the International Union of Painters and Allied Trades (IUPAT) Local 364

Drywall finishers fill joints between drywall panels with mud, tape all joints and corners and prepare drywall to be painted. It includes caulking, firestop and air barrier installation. Walls, soffits and columns are prepared to high levels of finish with extensive sanding. To work on ceilings and elevated areas, installers and tapers stand on stilts, ladders or scaffolds.

Minimum Qualifications:

17+

Application Process

Apply at training office
Applications available during business days
Applicants interviewed and ranked within a pool of eligible candidates
Applicants must contact training office on or before first business day of every month to remain on list

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$21.52</td>
<td>$19.91</td>
<td>$41.43</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$43.03</td>
<td>$19.91</td>
<td>$63.94</td>
</tr>
</tbody>
</table>

Contact

206-762-8332 ext. 1003
ericp@ftinw.org

Training Office: 6770 E. Marginal S., Building E Room 102
Seattle, WA 98108

www.ftinw.org
Electricians

Represented by the International Brotherhood of Electrical Workers (IBEW) Local 46

Inside wiremen install the power, lighting and controls in commercial and industrial buildings. Limited energy technicians install circuits and equipment for low voltage systems like phones, computer networks and security systems. Residential wiremen install electrical systems in houses.

Minimum Qualifications:

18+
High school diploma or GED
Driver’s license
Social Security card
Birth certificate or proof of legal employment status
Clean drug test

Application Process
Submit application on-line: www.psejatc.org
Submit valid and current documents:
- Resume
- Training (pre-apprenticeship, classes, certifications)
- Work experience (check stubs, W-2s)
- Military (DD214, ID card)
Complete:
- Electrical Training ALLIANCE (ETA) Aptitude Test
  - Math for Inside Wireman – C or better in algebra OR 75%+ on test
  - Math for Limited Energy Technician – C or better in algebra AND pass test
- In-person interview
- Background check
- Physical exam
- Agility test

Need to Succeed
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

29 • Union Apprenticeship

2019 Hourly Wages
Starting Apprentices

<table>
<thead>
<tr>
<th></th>
<th>Residential Wireman</th>
<th>Limited Energy Technician</th>
<th>Inside Wireman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$17.10</td>
<td>$21.91</td>
<td>$22.87</td>
</tr>
<tr>
<td>Benefits</td>
<td>$5.81</td>
<td>$11.29</td>
<td>$11.27</td>
</tr>
<tr>
<td>Total</td>
<td>$22.91</td>
<td>$33.20</td>
<td>$34.14</td>
</tr>
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</table>

Journey Workers

<table>
<thead>
<tr>
<th></th>
<th>Residential Wireman</th>
<th>Limited Energy Technician</th>
<th>Inside Wireman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$28.50</td>
<td>$36.52</td>
<td>$54.46</td>
</tr>
<tr>
<td>Benefits</td>
<td>$11.31</td>
<td>$14.55</td>
<td>$23.09</td>
</tr>
<tr>
<td>Total</td>
<td>$39.81</td>
<td>$51.07</td>
<td>$77.55</td>
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</tbody>
</table>

Contact
425-228-1778
info@psejatc.org
Training Office: 550 SW Seventh St.
Renton, WA 98057
www.psejatc.org
Electricians
Represented by the International Brotherhood of Electrical Workers (IBEW) Local 76

Inside wiremen install the power, lighting and controls in commercial and industrial buildings. Limited energy technicians install circuits and equipment for low voltage systems like phones, computer networks and security systems. Residential wiremen install electrical systems in houses and apartments.

Minimum Qualifications:
- High school diploma or GED
- Driver’s license
- Social Security card
- Birth certificate or proof of legal employment status
- Clean drug test

Application Process
Submit application by mail or in person
Submit valid and current documents:
- Resume
- Training (pre-apprenticeship, classes, certifications)
- Work experience (check stubs, W-2s)
- Military (DD214, ID card)

Complete:
- Electrical Training ALLIANCE (ETA) Aptitude Test
  - Math for Inside Wireman – C or better in algebra OR 75%+ on test
  - Math for Limited Energy Technician – C or better in algebra AND pass test
- In-person interview

Need to Succeed
- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2019 Hourly Wages
Starting Apprentices
<table>
<thead>
<tr>
<th></th>
<th>Residential Wireman</th>
<th>Limited Energy Technician</th>
<th>Inside Wireman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$14.88</td>
<td>$17.77</td>
<td>$18.36</td>
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<tr>
<td>Benefits</td>
<td>$8.56</td>
<td>$10.31</td>
<td>$10.54</td>
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<tr>
<td>Total</td>
<td>$23.44</td>
<td>$28.08</td>
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Journey Workers
<table>
<thead>
<tr>
<th></th>
<th>Residential Wireman</th>
<th>Limited Energy Technician</th>
<th>Inside Wireman</th>
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<tbody>
<tr>
<td>Wage</td>
<td>$24.80</td>
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</tr>
<tr>
<td>Benefits</td>
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<td>$12.39</td>
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<tr>
<td>Total</td>
<td>$34.53</td>
<td>$44.70</td>
<td>$69.96</td>
</tr>
</tbody>
</table>

Contact
253-475-2922
office@swjatc.org

Training Office: 3001 S. 36th St.
Tacoma, WA 98409
www.swjatc.org
Electricians

Represented by the International Brotherhood of Electrical Workers (IBEW) Local 191

Inside wiremen install the power, lighting and controls in commercial and industrial buildings. Limited energy technicians install circuits and equipment for low voltage systems like phones, computer networks and security systems. Residential wiremen install electrical systems in houses.

Minimum Qualifications:

- High school diploma or GED
- Driver’s license
- Social Security card
- Birth certificate or proof of legal employment status

Application Process

Submit application request form on-line: www.nwejatc.org

Submit valid and current documents:
- Resume
- Training (pre-apprenticeship, classes, certifications)
- Work experience (check stubs, W-2s)
- Military (DD214, ID card)

Complete:
- Electrical Training ALLIANCE (ETA) Aptitude Test
- Math for Inside Wireman and Limited Energy Technician:
  - One full year of high school algebra with a C or
  - Electrical Training Alliance online tech math course
- Math for Residential Wireman: General mathematics with a grade of C or better
- In-person interview — selection process

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2019 Hourly Wages

Starting Apprentices

<table>
<thead>
<tr>
<th></th>
<th>Residential Wireman</th>
<th>Limited Energy Technician</th>
<th>Inside Wireman</th>
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<tbody>
<tr>
<td>Wage</td>
<td>$13.50</td>
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<tr>
<td>Benefits</td>
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Journey Workers

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<tbody>
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<td>Wage</td>
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<td>Benefits</td>
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<td>$45.23</td>
<td>$70.03</td>
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</table>

Contact

360-428-5080
applications@nwejatc.org

Training Office: 306 Anderson Road
Mount Vernon, WA 98273

www.nwejatc.org
Elevator Constructors

Represented by the International Elevator Constructors Local 19

Elevator constructors assemble, install, maintain and replace elevators, escalators, chairlifts, moving walkways and similar equipment in buildings using various tools, welding machines, hoisting and rigging equipment and computers. Elevator constructors must adhere to a zero tolerance substance abuse policy.

Minimum Qualifications:

- 18+
- High school diploma or GED
- Valid photo ID
- Clean drug test

Application Process

Apply online: https://www.neiep.org/Careers.aspx

Online applications accepted for 20 days in January 2021
Upload copy of high school transcript, diploma or GED
Pass an examination designed to test the applicant’s reading, math skills and mechanical aptitude
Take tool assessment designed to assess knowledge of basic tools and measuring
Pay a $25 testing fee on test day

2019 Hourly Wages

Starting Apprentices $27.05 Total (Wage + Benefits)
Journey Workers $94.22 Total (Wage + Benefits)

Contact

206-282-4885
smcginty@neiep.org

Training Office: 2264 15th Ave. W.
Seattle, WA 98119
www.iuec19.org

Need to Succeed

Be physically capable to do the work
Show up early every day
Communicate and work well with others
Be ready to learn and prepared to follow instructions
Enjoy hands-on work
Have reliable transportation
Floor Layers

Represented by the International Union of Painters and Allied Trades (IUPAT) Local 1238

Carpet, linoleum and soft tile layers measure, cut and install carpet, artificial turf, linoleum, soft tile, vinyl, wood, etc. in offices, homes, stores and many other structures. They work with plans and blueprints and have the math skills to measure, estimate and install materials for the best possible finished product.

Minimum Qualifications:

- 18+
- Valid I-9 employment verification documents
- Must be able to perform the work of the trade with or without reasonable accommodations
- Minimum score of 80% on the FTINW Math Assessment

Application Process

Apply at training office
Applications available each Tuesday and Thursday by appointment
Applicants placed in a pool of eligible candidates
Applicants must contact training office on or before the first business day of every month to remain on list

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

Starting Apprentices
- $17.94 Wage
- $8.07 Benefits
- $26.01 Total

Journey Workers
- $32.62 Wage
- $18.45 Benefits
- $51.07 Total

Contact

206-762-8332
toddp@ftinw.org

Training Office: 6737 Corson Ave. S., Building E, Room 102
Seattle, WA 98108
www.ftinw.org
Glaziers

Glaziers, architectural metal and glass workers are responsible for cutting, installing and replacing all types of glass and architectural metal. Glaziers work in commercial, industrial and residential buildings — from skyscraper sides, storefronts, automatic doors to residential windows and bath enclosures. Glaziers are in good shape, have a good sense of balance and solve math problems quickly.

Minimum Qualifications:

- High school diploma or GED
- Driver’s license
- Proof of auto insurance or insurability
- Clean drug test
- Score 80% or higher on the FTINW math assessment test

Application Process

Apply at training office
Applications available year-round by appointment only
Applicants placed in a pool of eligible candidates
Applicants must contact training office on or before the first business day of every month to remain on list

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation
Be able to work at heights

2019 Hourly Wages

<table>
<thead>
<tr>
<th>Category</th>
<th>Wage</th>
<th>Benefits</th>
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<tr>
<td>Starting Apprentices</td>
<td>$23.67</td>
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<td>Journey Workers</td>
<td>$47.34</td>
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<td>$66.51</td>
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</table>

Contact

206-762-8332
dougw@ftinw.org

Training Office: 6770 East Marginal Way S., Bldg E, Rm 102
Seattle, WA 98108

www.ftinw.org
Heat & Frost Insulators

Represented by the International Association of Heat & Frost Insulators and Allied Workers Local 7

Heat and frost insulators will become skilled in the installation of mechanical insulation, fire stopping, asbestos and lead mitigation or abatement, and soundproofing materials.

Minimum Qualifications:

- Proof of dependable transportation (vehicle registration, proof of insurance, note from owner allowing usage)
- Driver’s license
- Social Security card (or other forms of ID to fulfill I-9 requirements)
- Passing a math test with 70% minimum at time of application
- Clean drug test

Helpful courses include:
- Math
- Mechanical drawing
- Blueprint reading
- Metal and electrical shop work

Application Process

Must apply in person
Bring:
- High school diploma/GED if applicable
- Letters of reference
- Resume
- Job-related certifications
- Training certifications

Apprentices must attend all training classes

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

<table>
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<tr>
<th></th>
<th>Heat &amp; Frost Insulators</th>
<th>Firestop Containment Workers</th>
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Contact

425-235-7827
Inettekoven@RTC.edu

Training Office: Renton Technical College, Bldg L, Rm 101
3000 NE Fourth St.
Renton, WA 98056

www.local7insulators.org
Ironworkers

Represented by Pacific Northwest Ironworkers Local 86

Ironworkers erect the structural framework for high rise buildings, bridges, etc. They place reinforcing steel in concrete forms for roadways, foundations and structures. Welding, ornamental, rigging and machinery moving are also a part of this trade. Ironworkers perform rigorous manual labor and work at high elevations.

Minimum Qualifications:

- 18+
- Driver’s license
- Social Security card or proof of legal employment status
- Vehicle registration
- Proficient in English (ability to read, write and speak English)
- Clean drug test

Application Process

Applications are accepted year-round, Monday - Friday, from 7 a.m. - 3 p.m.

Applications must be filled out and submitted in person

Applicants must provide original documents:

- Driver’s license
- Social Security card or proof of legal employment status
- Proof of dependable transportation
- Résumé
- DD214 (veterans only)

Applicants wishing to receive extra points can provide the following documents at time of application:

- High school diploma/GED
- College transcripts
- Trade school transcripts
- DD214
- W-2s, pay stubs of previous work experience in construction or an ironworker-related trade
- Professional letters of recommendation
- Welding certifications

Applicants must keep their address and phone number current.

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
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<tbody>
<tr>
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Contact

206-244-2993
reception@iw86appr.org
Training Office: 4550 S. 134th Place, #101
Tukwila, WA 98168
www.iw86appr.org
Laborers

Represented by the Laborers International Union of North America Locals 242, 252 and 292

Laborers prepare construction sites by eliminating hazards, digging trenches, drilling, lagging, tunneling, laying pipe, performing traffic control, laying asphalt on heavy highway projects, mixing and placing concrete and setting bracing to support excavations. They load, unload and distribute materials. They also support many other craft workers with fireproofing, masonry, carpentry, asbestos, demolition, shotcrete and hazardous waste removal. Positions include concrete foremen, pipe foremen, safety supervisors, hazardous material supervisors and asbestos supervisors.

Minimum Qualifications:

- 18+
- Driver's license
- 2nd form of ID (Social Security card or passport)
- Clean drug test
- High school transcript that shows completion of 10th grade, GED, high school diploma, or equivalent from other country

Application Process

Complete application
4-5 hour orientation (call for dates, times and location)
Take assessment test: construction, hand and power tools, machinery, safety, reading and math
Submit documentation of achievement for extra credit:
  - Education
  - Training
  - Work experience certification (pay stubs, W-2s)
Complete in-person interview with coordinator
Selected candidates must complete one-week of pre-construction training and pass drug test

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

Starting Apprentices
- $23.27 Wage
- $12.14 Benefits
- $35.41 Total

Journey Workers
- $38.78 Wage
- $12.14 Benefits
- $50.92 Total

Contact

800-240-9112 or 360-297-3035
Training Office: 27055 Ohio Ave. NE
Kingston, WA 98346

www.nwlett.org

King
206-441-0470
800-452-0671
22323 Pacific Highway S.
Des Moines, WA 98198
www.laborers local242.com

Pierce
253-383-1493
4803 S. M St.
Tacoma, WA 98408
www.laborers local252.org

Snohomish
425-259-5077
2810 Lombard Ave., Room 100
Everett, WA 98201
www.laborers local292.org
Operating Engineers

Represented by the International Union of Operating Engineers (IUOE) Locals 302 & 612

Operating engineers operate the bulldozers, motor graders, backhoes, paving machinery and cranes that help to form highways, site infrastructure and skylines. They work mines, dig wells, survey sites, pave and grind roads, drill and hoist steel and slabs. They also do the final grading as well as maintain/repair machinery. Operating engineers may travel up to 80 miles or more to job sites.

Minimum Qualifications:

- High school diploma or GED*
- Driver’s license (DD-14 if necessary for veteran credit)
- Social Security card or I-9 verification
- Proficient in English
- Clean drug test
- Pass physical exam
- Complete math and reading tests

*Diploma waiver granted for applicants who can provide documentation that they’ve worked at least two years in construction. Waiver also requires a minimum of 80% on math and reading tests.

Application Process

Applications due in November for selection and training the following spring

Applications are available at www.oetraining.com or from the training office

Qualified applicants will be notified of time and place to appear for interview

Top applicants are required to complete one-week safety and orientation training in Ellensburg

2019 Hourly Wages

Starting Apprentices

- Wage $28.92
- Benefits $21.22
- Total $50.14

Journey Workers

- Wage $41.63–$47.62
- Benefits $21.22
- Total $62.85–$68.84

Contact

509-968-3203
jatc@oetraining.com

Training Office: 16921 Vantage Highway
Ellensburg, WA 98926

www.oetraining.com
Painters

Represented by the International Union of Painters and Allied Trades (IUPAT) Local 300

Painters first prepare a variety of surfaces (wood, masonry, drywall, plaster, concrete, metal) prior to the application of paint, high performance coatings, waterproofing, fireproofing and decorative finishes. They then apply decorative and protective finishes in residential and commercial settings. Painters work on marine vessels, commercial buildings, residences, and industrial plants and bridges.

Minimum Qualifications:

- 18+
- Social Security card (or other forms of ID to fulfill I-9 requirements)

Application Process

Apply at the training office by appointment on Tuesday or Thursday from 10 a.m. to 3 p.m. Applicants are then interviewed and ranked.

Applicants must contact the training office on or before the first business day of each month.

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2019 Hourly Wages

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<thead>
<tr>
<th></th>
<th>Wage</th>
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<td>$31.15</td>
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</table>

Contact

206-762-8332
davej@ftinw.org

Training Office: 6770 E. Marginal Way S., Building E
Seattle, WA 98108

www.ftinw.org
Plasterers

Represented by the Plasterers and Cement Masons of Washington Local 528

Plasterers provide the interior and exterior finishes on walls of buildings and homes, using primarily hand tools and a wide variety of materials. They make finishes look like wood, stone, block and marble. Machines are also used to apply plastering materials, but handcraft skills are the majority of the work. They use conventional plaster, veneer plaster, stucco, weather barriers, exterior insulated finish systems, fireproofing and more products. Must be in physical shape and have good balance, eyesight and hearing. Plasterers work indoors and out. They are required to work from height on scaffolding, swing stage and lifts.

Minimum Qualifications:

18+
High school diploma or GED

Driver’s license

Second form of ID (Social Security card or passport)

Clean drug test (administered by the apprenticeship during orientation)

Application Process

Pick up application in person or complete application online: www.opcmia528.org/apprenticeship

Submit documentation of:
Minimum qualifications

Education

Training

Work experience

Be prepared to pay $150 initiation fee if accepted into the apprenticeship

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

<table>
<thead>
<tr>
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<td>Wage</td>
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Contact

206-762-9286
concretetraining@trowelout.org

Training Office: 6737 Corson Ave. S., Building D
Seattle, WA 98108

www.opcmia528.org/apprenticeship
Plumbers & Pipefitters

Represented by the United Association of Plumbers and Pipefitters Local 32

Plumbers install piping for water systems, drain, waste and vent systems, irrigation, water mains, bathroom accessories and gas. Steamfitters assemble and install pipe to carry water, steam, compressed air, gases, etc. HVAC/refrigeration fitters install, maintain and service refrigeration, heating, ventilating and air conditioning systems. Marine fitters install and maintain plumbing and pipefitting on ships.

Minimum Qualifications:

- High school diploma or GED
- Driver’s license
- Clean drug test

Math qualifications:

- Provide transcripts showing a grade of B or better in an algebra course taken within the last year, either through high school or college; OR
- Results from a college entrance test that shows the candidate could be enrolled in a class at math 90 or higher. These tests can be done at a Washington state community or technical college.

Application Process

Applications are taken year-round, but check with program for deadlines
Apprentices accepted twice a year, in the fall and summer
Bring documentation of minimum qualifications to the training office
Complete the application in the office from Monday - Friday, 8:30 a.m. to 4 p.m.
Applicants will be scheduled for hands-on testing to be given an interview at a later date

2019 Hourly Wages

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Contact

425-271-5900
heather@seattlepipetrades.org

Training Office: 595 Monster Road SW, Suite 100
Renton, WA 98057
www.seattlepipetrades.org

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation
Plumbers & Pipefitters
Represented by the United Association Local 26

Plumbers perform essential work that protects the health and safety of our citizens. Plumbers install, maintain and repair piping systems which carry water, steam, oil, compressed air, gases, etc. HVAC/ refrigeration fitters install, maintain and service refrigeration, heating, ventilating and air conditioning systems. Marine fitters install and maintain plumbing and pipefitting on ships.

Minimum Qualifications:

- Age 18+
- High school diploma or GED
- Driver’s license
- Clean drug test
- Complete eSkill Greater Western Washington Pipe Trades (GWWPT) applicant test

Application Process

Applications are accepted year-round and must be picked up in person
Completed applications must be returned with documentation of minimum qualifications to the training office within 30 days
Training offices are open Monday - Friday, 8 a.m. to 5 p.m., closed 12 p.m. to 1 p.m.
Interviews are scheduled twice a year
Apprentices are accepted as needed

2019 Hourly Wages

- **Starting Apprentices**
  - Wage: $27.49
  - Benefits: $15.73
  - Total: $43.22

- **Journey Workers**
  - Wage: $53.22
  - Benefits: $23.00
  - Total: $76.22

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

Contact

360-486-9400
info@local26training.org

Training Office: 8501 Zenith Ct. NE
Lacey, WA 98516

Training Office: 780 Chrysler Drive
Burlington, WA 98233

www.gwwpt.org
Roofers

Represented by the United Union of Roofers, Waterproofers & Allied Workers Local 54

The work of roofers and waterproofers consists of all roofing, damp and waterproofing systems, air barrier systems or products whenever the primary function of such systems or products is to prevent the intrusion or migration of moisture.

Minimum Qualifications:

- 18+
- Current picture ID
- Social Security card or I-9 verification
- Birth certificate or immigrant worker ID
- Clean drug test
- Proof of personal transportation

Application Process

Fill out application at training office
Attach:
- Resume
- Training (pre-apprenticeships, classes, certifications)
- Work experience (check stubs, W-2s)
- Military (DD214, ID card)

Attend two-hour trade orientation

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

Starting Apprentices
$20.52 Wage
$13.67 Benefits
$34.19 Total

Journey Workers
$37.30 Wage
$15.97 Benefits
$53.27 Total

Contact

206-728-2777
officesarap@avvanta.com
Training Office: 2800 First Ave., #320
Seattle, WA 98121
www.rooferslocal54.com
Roofers

Represented by the United Union of Roofers, Waterproofers & Allied Workers Local 153

The work of roofers and waterproofers consists of all roofing, damp and waterproofing systems, air barrier systems or products whenever the primary function of such systems or products is to prevent the intrusion or migration of moisture.

Minimum Qualifications:

- Current picture ID
- Social Security card or I-9 verification
- Birth certificate or immigrant worker ID
- Clean drug test
- Valid Washington driver’s license
- Proficient in English (ability to speak and understand English)

Application Process

Fill out application at training office

Attach:
- Resume
- Training (pre-apprenticeships, certifications)
- Work experience (check stubs, W-2s)
- Military (DD214, ID card)

Attend 2-hour trade orientation

Attend 8-hour mandatory safety class

2019 Hourly Wages

Starting Apprentices
- Wage: $20.45
- Benefits: $10.23
- Total: $30.68

Journey Workers
- Wage: $37.19
- Benefits: $15.68
- Total: $52.87

Contact

253-474-0528
roofapp@roofers.comcastbiz.net

Training Office: 3409 S. 36th St., Suite 213
Tacoma, WA 98409
Sheet Metal Workers

Represented by SMART, the International Association of Sheet Metal, Air, Rail and Transportation Workers, Local 66

Sheet metal is any metal that can be formed into flat pieces. These metals include cold rolled steel, mild steel, stainless steel, tin, nickel and copper. Sheet metal workers cut, roll, bend and shape these pieces into HVAC system ductwork, medical tables, building facades, etc. After fabricating their products, sheet metal workers install what they created. Sheet metal work also includes service and maintenance of HVAC equipment and testing, adjusting and balancing of HVAC systems.

Minimum Qualifications:

- High school diploma or GED
- Driver’s license
- Proof of auto insurance
- Clean drug test

Applicants accepted into the HVAC service technician or HVAC controls technician programs must have a current:
- Washington state electrical training certificate OR
- Washington state electrical certification

Application Process

Applications must be filled out at www.wwsmjatc.org

Within 30 days, submit:
- Driver’s license
- High school transcript or GED scores
- Proof of auto insurance

Applicants will be scheduled for a math and reading exam

Qualified applicants may be scheduled for an interview and minimum qualification screening day prior to being placed on ranked eligibility list (highest score first)

Apprentices are accepted as needed based on:
- Interview score
- Minimum qualification screening day score
- Clean drug test
- Geographic availability
- Timely response to contact from apprenticeship

2019 Hourly Wages

<table>
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<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
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<tr>
<td>Starting Apprentices</td>
<td>$25.24</td>
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<td>$56.09</td>
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<td>$85.88</td>
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Contact

425-438-1406
info@wwsmjatc.org

Training Offices: 11813 Beverly Park Road, B-1
Everett, WA 98204

2725 Williamson Place, Suite 100
DuPont, WA 98327

www.wwsmjatc.org

Need to Succeed

- Be physically capable to do the work
- Show up on early day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

45 • Union Apprenticeship
Sprinkler Fitters

Represented by the United Association of Sprinkler Fitters Local 699

Sprinkler fitters install, test, inspect and maintain all types of fire suppression systems. They take great pride in the craftsmanship that goes into these systems that save lives and property. Whether it’s a residential home, high rise, commercial building or a heavy industrial plant, they do it all.

Minimum Qualifications:

- 18+
- High school diploma and official sealed transcript or GED and test scores
- Washington state driver’s license
- Clean drug test

Application Process

Must apply at the training office
Bring official, sealed high school transcript or GED
Call apprenticeship coordinator for appointment

Need to Succeed

Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

2019 Hourly Wages

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<thead>
<tr>
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<th>Journey Workers</th>
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<td>$81.39</td>
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</table>

Contact

206-764-0395
school699@outlook.com

Training Office: 6737 Corson Ave. S., Building B #133 Seattle, WA 98108
www.ualocal699.org
Teamster construction truck drivers deliver sand, gravel, crushed rock, concrete and other materials to construction sites. They also haul dirt and other excavated materials away from construction sites. They drive dump trucks and trailers of all sizes and types including truck and pup, side dump, belly dump, water truck and sweeper truck. Apprentices will obtain a class A commercial driver’s license and must learn to perform complex backing skills.

Minimum Qualifications:

- 18+
- Driver’s license
- Proficient in English
- Clean drug test
- Clean driving record

Application Process

Applications are accepted year-round
Classes are held in the spring/summer each year
Pick up application in person or download an application online at www.teamsterstraining.org
Choose a geographical area (western or eastern Washington)
Attend 4-hour orientation/interview (passing score required)
Selection based on the results of the interview
Selected candidates must complete unpaid six-week Commercial Driver License (CDL) course and provide a current Department of Transportation (DOT) Medical Certificate
Applicants must keep their phone number and address current

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2019 Hourly Wages

Starting Apprentices
- $27.67 Wage
- $19.76 Benefits
- $47.43 Total

Journey Workers
- $39.54 Wage
- $19.76 Benefits
- $59.30 Total

Contact

509-545-8297
melissag@teamsterstraining.org

Training Office: Teamsters/AGC Training Center
2410 E. St. Helens St.
Pasco, WA 99301
www.teamsterstraining.org
Open-Shop Apprenticeship
CITC
Construction Industry Training Council of Washington — CITC of WA

CITC offers open-shop apprenticeship training programs for:

- Carpenters
- Electricians
- Construction electrician
- Residential wireman
- Low energy/sound communication technician
- HVAC technicians
- Laborers
- Operators
- Painters
- Plumbers
- Sheet metal workers

Minimum Qualifications:

- High school diploma or GED
- Washington state driver’s license (operators and laborers only)
- Math requirement for electrical and plumbing programs

Score of 50 or higher on the Scheig Utility Worker Test (sheet metal workers, electricians, plumbers and operators only) - contact CITC for more information on taking the Scheig Test

Application Process

Fill out application
Electrical, heavy equipment operators, plumbing and sheet metal applicants take and pass the Scheig Utility Worker Test - $35 fee
Submit high school diploma/GED and transcripts, proof of age and other minimum qualifications
Interviews are scheduled with respective committee once minimum qualifications are met

Need to Succeed

Be physically capable to do the work
Show up on early day
Be physically capable to do the work
Show up early every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation
Take direction well
Pass a drug test

2019 Hourly Wages

Contact CITC for current wage scales. Wage scales are specific to the respective trade.

Contact

425-454-2482
info@citcwa.org

Training Office: 1930 116th Ave. NE
Bellevue, WA 98004

www.citcwa.org
Finance and Administrative Services

**Trade**
Heavy-duty mechanics

**Pay**
Starts at $24 an hour
Increases with experience and knowledge
For more information: www.seattle.gov/fleets/apprentice

Seattle City Light

Apprentices are full-time Seattle City Light employees and are represented by the International Brotherhood of Electrical Workers Local 77

**Trades**
Lineworkers, cable splicers, electrician constructors, generation electrician constructors and meter electricians

**Pay**
Starts at $33 an hour
Increases with experience and knowledge
For more information: www.seattle.gov/light/careers/apprentice

Seattle Department of Transportation

**Trade**
Traffic signal electricians

**Pay**
Starts at $34.90 an hour
Increases with experience and knowledge every 6 months with milestone achievements
For more information: www.seattle.gov/transportation/careers/apprenticeship-program

Seattle Public Utilities

Apprentices are full-time Seattle Public Utilities employees and are represented by United Association of Plumbers and Pipefitters Local 32 or Public Service and Industrial Employees Local 1239

**Trades**
Water pipe workers and drainage and waste water collection workers

**Pay**
Water pipe workers start at $27.52 (apprentice) - $32.38 (journey) an hour
Drainage and waste water collection workers start at $26.13 (apprentice) - $30.74 (journey) an hour
Increases with experience and knowledge
For more information: SPUapprenticeship@seattle.gov
206-256-5348
www.seattle.gov/utilities/about-us/careers/apprenticeship-program

To review all City employment openings, go to www.seattle.gov/jobs and click “Job Openings.” For assistance, email careers@seattle.gov.
King County Metro Transit

Apprentices are full-time King County Metro Transit employees and represented by the Amalgamated Transit Union 587 or the International Brotherhood of Electrical Workers Local 77

**Trades**
Transit heavy duty bus mechanics, transit building operating engineers, light rail electrical workers

**Pay**
Starts at $25 an hour
Increases with experience and knowledge

For more information about apprenticeship programs and the application process, go to [www.kingcounty.gov/depts/transportation/metro/about/jobs](http://www.kingcounty.gov/depts/transportation/metro/about/jobs)

To review all County employment openings, go to [www.kingcounty.gov/jobs](http://www.kingcounty.gov/jobs) and click "Job Openings."