



King County • Pierce County • Snohomish County

2020 Construction Apprenticeship Guidebook

2020 Construction Apprenticeship Guidebook

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.

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



Ready for a career in construction?

1. Start free training today!
2. Earn living wages + family benefits + retirement plan
3. Questions? <http://bit.ly/apprenticeshipguidebook> or 206-684-7907

Career Advancement

- Superintendent
- Trainer
- Safety inspector
- Business owner

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

10+ Years

5+ Years

0-5 Years

0-2 Years

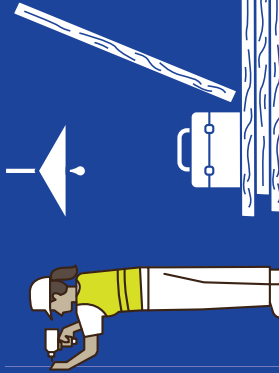
11/26/19

Enter at your level

ENTER HERE

Journey Level

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



ENTER HERE

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



Must have:

- ID and be 18+
- Driver's license
- Clean drug test
- Diploma or GED
- Social security card or I-9 verification

Helps to have:

- Experience with tape measure, hand tools, and physical work

Earn while you learn.

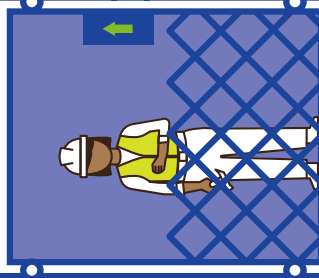
Apprentices who complete their training become journey-level workers.



ENTER HERE

Pre-Apprenticeship

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



START HERE

Must have:

- ID and be 18+
- Clean drug test
- Social security card or I-9 verification

Helps to have:

- Diploma or GED
- Driver's license

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



Apprentices in Action



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.

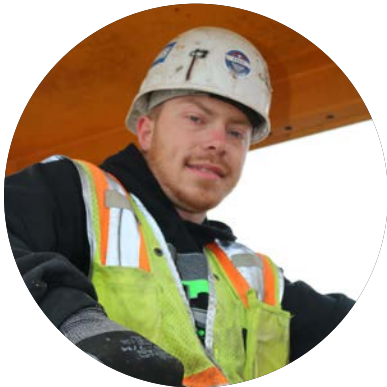
Rebecca

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!



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

Apprenticeship

Get paid for on-the-job training.

College

Pay for classroom learning.

EARNINGS

\$18-\$24/hour to start

COST

\$22,500/year

YEAR 1

\$37,440 - \$49,920
+ Benefits & Pension

YEAR 1

- \$22,500
Debt

YEAR 2

\$41,600 - \$54,080
+ Benefits & Pension

YEAR 2

- \$22,500
Debt

YEAR 3

\$45,760 - \$58,240
+ Benefits & Pension

YEAR 3

- \$22,500
Debt

YEAR 4

\$49,920 - \$62,400
+ Benefits & Pension

YEAR 4

- \$22,500
Debt

TOTAL OVER 4 YEARS

\$174,720 - \$224,640 Earnings
+ Benefits & Pension

TOTAL OVER 4 YEARS

- \$90,000 Debt
+ College Degree

WORK EXPERIENCE

4 years in the industry
Journey-level craftsman

WORK EXPERIENCE

0 years in the industry

*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

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

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 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 luqada af ingrishka lagu dhigto 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 thông dịch viên

Markii aad na soo wacdo, fadlan noo soo sheeg haddii aad u baahan tahay turjubaan

RPAC | REGIONAL PRE-APPRENTICESHIP COLLABORATION

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

Contact

206-381-1384

tami@anewaop.org

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

pseibert-love@sbctc.edu

Ironworkers Pre-Apprenticeship



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

Direct entry into Ironworkers Apprenticeship upon
successful completion

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

Minimum Qualifications:

18+



Clean drug test

Preferred Qualifications:



High school diploma or GED



Driver's license

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



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.

Employment readiness training

Case management

Participation support services

Job placement assistance

Access to financial coach

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

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+



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

TVTC

Tribal Employment Rights Office (TERO) Vocational Training Center



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.tulaliptribes.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

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

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)

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>

Union 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.

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+



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

Starting Apprentices	\$26.95	Wage
	\$30.78	Benefits
	\$57.73	Total

Journey Workers	\$38.51	Wage
	\$30.78	Benefits
	\$69.29	Total

Contact

253-435-0330
502local@comcast.net

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

www.boilermakers502.org

Bricklayers and Allied Craftworkers



Represented by the Bricklayers and Allied Craftworkers (BAC) Local 1 WA/AK Apprenticeship and Training - Western Washington Masonry Trades

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:

18+


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

	Bricklayers, Refractory, Marble Masons, Pointer-Cleaner-Caulkers	Tile Setters, Terrazzo Workers, Marble Finishers
Starting Apprentices	\$23.07 \$15.22 \$38.29	\$22.90 Wage \$13.95 Benefits \$36.85 Total
Journey Workers	\$41.95 \$16.87 \$58.82	\$38.16 Wage \$15.90 Benefits \$54.06 Total

Contact

206-768-8333
teammasonry@nwmasonrytraining.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+

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)

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	\$27.55	Wage
	\$16.52	Benefits
	\$44.07	Total

Journey Workers	\$45.92	Wage
	\$16.52	Benefits
	\$62.44	Total

Basic skills and wages vary by carpentry craft.

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

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2019 Hourly Wages

Starting Apprentices \$26.66 Wage
 \$18.04 Benefits
 \$44.70 Total

Journey Workers \$44.43 Wage
 \$18.04 Benefits
 \$62.47 Total

Contact

206-762-9286
concretetraining@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

Starting Apprentices	\$21.52	Wage
	\$19.91	Benefits
	\$41.43	Total
Journey Workers	\$43.03	Wage
	\$19.91	Benefits
	\$63.94	Total

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

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2019 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$17.10	\$21.91	\$22.87	Wage
\$5.81	\$11.29	\$11.27	Benefits
\$22.91	\$33.20	\$34.14	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$28.50	\$36.52	\$54.46	Wage
\$11.31	\$14.55	\$23.09	Benefits
\$39.81	\$51.07	\$77.55	Total

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:

- 
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 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

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$14.88	\$17.77	\$18.36	Wage
\$8.56	\$10.31	\$10.54	Benefits
\$23.44	\$28.08	\$28.90	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$24.80	\$32.31	\$45.91	Wage
\$9.73	\$12.39	\$24.05	Benefits
\$34.53	\$44.70	\$69.96	Total

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:

18+



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

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2019 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$13.50	\$16.35	\$18.58	Wage
\$0.66	\$13.04	\$13.98	Benefits
\$14.16	\$29.39	\$32.56	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$26.50	\$29.72	\$46.45	Wage
\$13.51	\$15.51	\$24.18	Benefits
\$40.01	\$45.23	\$70.03	Total

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+



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

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

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

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
todd@ftinw.org

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

www.ftinw.org

Glaziers

Represented by the International Union of Painters and Allied Trades (IUPAT) Local 188



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:

18+


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

Starting Apprentices	\$23.67	Wage
	\$13.42	Benefits
	\$37.09	Total
Journey Workers	\$47.34	Wage
	\$19.17	Benefits
	\$66.51	Total

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 sound-proofing materials.

Minimum Qualifications:

18+



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

	Heat & Frost Insulators	Firestop Containment Workers	
Starting Apprentices	\$23.48	\$24.60	Wage
	\$22.24	\$11.47	Benefits
	\$45.72	\$36.07	Total
Journey Workers	\$56.62	\$37.85	Wage
	\$19.99	\$14.89	Benefits
	\$76.61	\$52.74	Total

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

Starting Apprentices	\$25.77	Wage
	\$11.84	Benefits
	\$37.61	Total
Journey Workers	\$42.95	Wage
	\$30.79	Benefits
	\$73.74	Total

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, mason tending, carpentry tending, 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

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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.laborerslocal242.com

Pierce

253-383-1493
 4803 S. M St.
 Tacoma, WA 98408

www.laborerslocal252.org

Snohomish

425-259-5077
 2810 Lombard Ave., Room 100
 Everett, WA 98201

www.laborers292.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:

18+



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

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	\$28.92	Wage
	\$21.22	Benefits
	\$50.14	Total
Journey Workers	\$41.63–\$47.62	Wage
	\$21.22	Benefits
	\$62.85–\$68.84	Total

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

Starting Apprentices	\$18.69	Wage
	\$9.52	Benefits
	\$28.21	Total
Journey Workers	\$31.15	Wage
	\$12.25	Benefits
	\$43.40	Total

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

Starting Apprentices	\$25.50	Wage
	\$18.09	Benefits
	\$43.59	Total
Journey Workers	\$41.33	Wage
	\$18.09	Benefits
	\$59.42	Total

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:

18+



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

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	\$34.26	Wage
	\$11.94	Benefits
	\$46.20	Total

Journey Workers	\$61.71	Wage
	\$25.98	Benefits
	\$87.69	Total

Contact

425-271-5900

heather@seattlepipetrades.org

Training Office: 595 Monster Road SW, Suite 100
Renton, WA 98057

www.seattlepipetrades.org

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 for water systems, drain, waste and vent systems, irrigation, wastewater treatment systems, water mains, bathroom accessories and gas. Steamfitters assemble, 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:

18+



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

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	\$27.49	Wage
	\$15.73	Benefits
	\$43.22	Total

Journey Workers	\$53.22	Wage
	\$23.00	Benefits
	\$76.22	Total

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:

18+



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

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	\$20.45	Wage
	\$10.23	Benefits
	\$30.68	Total

Journey Workers	\$37.19	Wage
	\$15.68	Benefits
	\$52.87	Total

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:

18+



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

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

2019 Hourly Wages

Starting Apprentices	\$25.24	Wage
	\$15.17	Benefits
	\$40.41	Total

Journey Workers	\$56.09	Wage
	\$29.79	Benefits
	\$85.88	Total

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

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

Starting Apprentices	\$22.31	Wage
	\$10.67	Benefits
	\$32.98	Total
Journey Workers	\$53.12	Wage
	\$28.27	Benefits
	\$81.39	Total

Contact

206-764-0395
school699@outlook.com

Training Office: 6737 Corson Ave. S., Building B #133
 Seattle, WA 98108

www.ualocal699.org

Teamsters

Training Washington and Southern Idaho Teamsters since 1982



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:

18+



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

City of Seattle Apprenticeship and Employment

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 Apprenticeship and Employment

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

To review all County employment openings, go to www.kingcounty.gov/jobs and click “Job Openings.”

Notes



City of Seattle



SOUNDTRANSIT



**WASHINGTON
BUILDING TRADES**



**Washington State
Department of Transportation**



King County

**Port
of Seattle**



City of Tukwila



www.bitly.com/apprenticeshipguidebook