2022 Construction Apprenticeship Guidebook

View online at www.bitly.com/apprenticeshipguidebook.

Produced and compiled by

City of Seattle
www.seattle.gov/priorityhire

In partnership with

Sound Transit
www.soundtransit.org

And with help from

Washington Building Trades
www.wabuildingtrades.org

Washington State Department of Transportation
www.wsdot.wa.gov

Port of Seattle
www.portseattle.org

King County
www.kingcounty.gov/priorityhire
www.kingcounty.gov/depts/transportation/metro

City of Tukwila
www.tukwilawa.gov

On the cover: Long before she was a successful electrician’s apprentice, Na’Quelle was a high school girl who liked books, sports, math and problem-solving. She loved physics class and started thinking about becoming an engineer. On the way there, she wanted to be a truck driver or heavy equipment operator, and build stuff since she loves physical work. After college, she moved to Seattle, working many different jobs before she learned about apprenticeship. She applied to three different programs and got into the Electrician’s apprenticeship! Her life is much more stable now. She loves that learning new things is a daily part of the job, even after several years as an apprentice. But the biggest difference from her past jobs is the bond between electricians. It makes her feel so welcome. Her advice to you? Keep moving forward. Be persistent. Work hard on your own time to get where you need to go.

Learn more about other pathways into construction on Apprentices in Action (page 6).

Updated July 2022
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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.

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, plumbers, sheet metal workers, painters and many more. This book will help you get started down the pathway to become one of these 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, ask questions 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. Wear safety gear at all times. Speak up.

If you need English language classes to help prepare you for training, see the English Language Classes section of the book.

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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, and help with driver's licensing, transportation, child care, budgeting, getting a high school diploma/GED, 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. Check out the orange section of this book to find a pre-apprenticeship program near you.

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 from skilled professionals 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 retirement.

You do not need past experience, a clean record or a college degree. You just need to apply and try out for the apprenticeship program that interests you most in the green section of this book. These training programs need people of color, women, veterans and residents of economically distressed ZIP codes in Seattle and King County.

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.
City of Seattle

Ready for a career in construction?

1. Start free training today!
2. Earn living wages + benefits + retirement
3. Need English language classes? See page 9!

Pre-Apprenticeship
- FREE training
- No experience required
- 1, 3 or 6-month options
- Receive support with diploma/GED, 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/mentor 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 more opportunities.

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

Enter at your level
Apprentices in Action

Pati

Pati is a pre-apprenticeship graduate and sheet metal apprentice. Before finding construction, Pati worked at a dead-end job, struggled to find affordable child care and had an abusive husband. She knew she had to leave and find a way to support her son. She learned about ANEW through a community college advisor. While there, she visited the sheet metal apprenticeship program, saw a picture of a Latina woman on the wall, and learned she was head of the women’s committee. Pati joined right away and became friends with the woman on the poster. She’s grateful she has this life, and never imagined she’d be where she is now. She had been so scared to start over, and it was hard, but it was the best thing she ever did. Now she knows she is capable of anything.

Al

Al is a PACT pre-apprenticeship graduate and laborer’s apprentice for Local 242. Al’s grandma raised him and enrolled him in sports starting at age five, where he built a work ethic and teamwork skills. As he grew older, he veered off that path, tried to take the easy route and made some big mistakes. After going to prison, Al decided to turn his life around and build a legacy for himself and his children. He just didn’t know what to do — until he saw the Apprenticeship Guidebook in his counselor’s office! That moment changed his life. Al saw that construction offered real wages, benefits and retirement plans. He worked with his counselor and community leaders to create a transition plan. Once he got out, he never looked back. Al is grateful for his new career with good wages, benefits and a retirement plan!

Justis

After graduating from high school, Justis was not on the best terms with his family, totaled his car and made some bad decisions. That was just the wake up call he needed. Justis decided he wanted something better. He began to commit himself to his personal best. One day he learned about ANEW’s Pre-Apprenticeship Construction Education. He took three buses each way to complete the program. After graduation, he applied as a plumber and pipefitter apprentice. He began working as a helper, and is now an apprentice! Justis loves his new career. He learns something new every day. He relies on mentors to help him through any challenges that arise. He is more disciplined now, more mature, better with his money — and wants you to know it’s never too late to get it right. Give it all you’ve got. You never know what doors will open!

Giovanni

Giovanni is a carpenter’s apprentice who has worked on the Seattle Waterfront project. He loved to build things growing up, but at first didn’t consider carpentry for a career — his family and teachers always told him college was the way to go. But after running into financial problems, he reconsidered, and introduced the idea of carpentry to his parents. He started the apprenticeship in the fall of 2020. His journey workers and superintendent love his work ethic and developing skill set. He loves working outside in the open air, even in bad weather. He earns more money than his family thought possible, and can plan for the future. His advice? New information comes at you fast. Pay attention and be a problem solver.
# Apprenticeship vs. College

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

<p>| | | |</p>
<table>
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<tr>
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<tbody>
<tr>
<td><strong>YEAR 1</strong></td>
<td>$38,400 - $67,200</td>
<td>- $22,500 Debt</td>
</tr>
<tr>
<td></td>
<td>+ Benefits &amp; Pension</td>
<td></td>
</tr>
<tr>
<td><strong>YEAR 2</strong></td>
<td>$42,240 - $71,040</td>
<td>- $22,500 Debt</td>
</tr>
<tr>
<td></td>
<td>+ Benefits &amp; Pension</td>
<td></td>
</tr>
<tr>
<td><strong>YEAR 3</strong></td>
<td>$46,080 - $74,880</td>
<td>- $22,500 Debt</td>
</tr>
<tr>
<td></td>
<td>+ Benefits &amp; Pension</td>
<td></td>
</tr>
<tr>
<td><strong>YEAR 4</strong></td>
<td>$49,920 - $78,720</td>
<td>- $22,500 Debt</td>
</tr>
<tr>
<td></td>
<td>+ Benefits &amp; Pension</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL OVER 4 YEARS</strong></td>
<td>$176,640 - $291,840 Earnings</td>
<td>- $90,000 Debt</td>
</tr>
<tr>
<td></td>
<td>+ Benefits &amp; Pension</td>
<td>+ College Degree</td>
</tr>
</tbody>
</table>

## Work Experience

<p>| | |</p>
<table>
<thead>
<tr>
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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>
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<tr>
<td>Journey-level craftsperson</td>
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</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 Resource Center (ARC)
A Program of ANEW
ARC services are available to registered apprentices. ARC provides clients with support services such as:
• PPE gear and workwear.
• Required work tools.
• Education services: tuition, books and apprentice class fees.
• Transportation assistance: gas card, ORCA card or bus passes.
• Union dues and initiation fee payment assistance.
• Emergency financial assistance (based on available funding).
• Referrals to other community services.

ARC services are here to help clients achieve a greater level of self-sufficiency.

To Apply
• Make an appointment.
• Complete intake paperwork.
• Bring ID, SSN and most recent paystubs to determine eligibility.

Contact
206-710-1020
info@anewcareer.org
18338 Andover Park W., Building 7, Tukwila, WA 98188
www.anewcareer.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, food hygiene and rent.

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

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

Washington State Department of Labor and Industries (LNI) Apprenticeship Program
The Apprenticeship Program at LNI serves as the administrator to the Washington State Apprenticeship and Training Council, which oversees registered apprenticeship and recognized preparatory apprenticeship programs, promoting a highly skilled, 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 in finding 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/. Questions? Contact the WDVA Apprenticeship Section at apprenticeship@dva.wa.gov or 360-999-8024.
Alternative Solutions

The Department of Social and Health Services (DSHS) is redesigning service to customers through the Division of Child Support's (DCS) 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

Additional Services

Additional support services may be available. Go to www.psrpac.org for more information.

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 and referrals 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 viên

Markii aad na soo wacdo, fadlan noo soo sheeg haddii aad u baahan tahay turjubaan
The Regional Pre-Apprenticeship Collaboration (RPAC) works to build direct and sustainable pathways to high-paying construction careers for Puget Sound residents, especially African Americans, women and people of color.

RPAC is committed to a regionwide pre-apprenticeship system through outreach, rigorous 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.

- **Contractors:** Access a trained and ready workforce. Influence preparatory training and apprentice retention. Set the trend for productive, safe and inclusive work sites.
- **Apprenticeship Coordinators:** Access trained and ready applicants. Strengthen the quality of incoming apprentices. Establish inclusive, safe training environments. Retain apprentices.
- **Public Agencies:** Support career pathways for local African American, Indigenous, people of color and women. Create inclusive, productive and safe work sites. Retain apprentices.
- **Community Organizations:** Connect clients to construction careers with living wages, benefits, career growth and support services.
- **Pre-Apprenticeship and CTE Programs:** Access best practices for training, share resources and coordinate funding and outreach.

**Date:**  Last Friday of each month

**Time:**  8 a.m. to 10 a.m.

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

**Contact**

206-702-8179

rpac@rtc.edu

[www.psrpac.org](http://www.psrpac.org)
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

Pre-Apprenticeship Construction Education (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 women cohorts, PACE offers co-ed cohorts

Twelve-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.anewcareer.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

Training Office: 18338 Andover Park W., Building 7
Tukwila, WA 98188

www.anewcareer.org
Carpenters
Pre-Apprenticeship

Northwest Carpenters Institute (NWCI)

Fast-paced three-week, trade-specific pre-apprenticeship programs for carpentry, interior systems (drywall, acoustical ceilings and metal stud framing) and pile driving
Teaches the latest industry trends

Learn basic tool skills, craft specific projects, learn trade math and build employability skills
Includes a strong focus on safety
Graduates have preferred entry into carpenters apprenticeship

Minimum Qualifications:

18+ years old
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

206-531-5803
253-437-5235
mtalbott@nwci.org

Training Office: 20424 72nd Ave. S.
Kent, WA 98032

www.nwci.org
Cement Masons
JATC Pre-Apprenticeship

Two weeks of trade-specific training, including basic tools, safety training and hands-on projects

Direct entry into Cement Masons Apprenticeship Committee upon successful completion

Minimum Qualifications:

1. 18+
2. Driver’s license
3. Second form of ID or I-9 verification
4. High school diploma or GED
5. Be able to pass a drug test administered on the first day of pre-employment training

Application Process

Applications are accepted throughout the year

Applications are available online: www.CMPLtraining.org

Submit the following to concretetraining@trowelout.org:

- Complete application
- Driver’s license
- Social Security card or I-9 verification
- High school diploma or GED

Attend a one-day, hands-on assessment where you will be evaluated based on your problem solving, agility, effective listening, communication, hand-tool coordination, punctuality and strong work ethic

Cost

Training is free

Those who qualify can get assistance with tools, boots and initiation fees

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, ext. 1
concretetraining@trowelout.org

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

Construction Trades Apprenticeship Preparation

Located at six men's incarceration facilities across the state
One quarter and 26 credits
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
1-800-628-4738
253-858-4299
support@washingtonci.com
www.washingtonci.com/contact-us.html (see contact after TRAC program)
www.washingtonci.com
Edmonds College
Construction Pre-Apprenticeship

Ten-week program with basic construction, employment skills and life skills
Includes math, blueprint reading and drawing, health and safety, work readiness, industry awareness, tool training and more

Students create a capstone project using skills learned throughout the program

Minimum Qualifications:

18+

Preferred Qualifications:

High school diploma or GED

Application Process
Complete an online application for Edmonds College: www.edmonds.edu/getting-started/admissions/new-student.html
Contact Shelia Dersham

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
Shelia Dersham
425-267-5777
Sheila.Dersham@edmonds.edu

Training Office: 3008 100th St. SW
Everett, WA 98204
https://amsc.edmonds.edu/programs/pre-apprenticeship/construction-trades/default.html
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:

- Driver’s license
- Social Security card or I-9 verification
- Clean drug test
- Vehicle registration (can be in any name)
- Resume

Application Process
Varies by cohort and work demand. Call for information.
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
Minimum Qualifications:

- 18+
- Clean drug test

Preferred Qualifications:

- High school diploma or GED
- Driver’s license

Application Process

Attend information session (Wednesdays from 1 - 3:00 p.m., Fishbowl Conference Room)
Complete all documents
Register through Seattle Central College
Apply for Workforce Funding

Cost

Training is free if accepted into the PACT program

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

206-934-4942
PACT.Central@seattlecolleges.edu

Training Office: Wood Technology Center
2310 S. Lane St.
Seattle, WA 98144
https://woodtech.seattlecentral.edu/programs/pact
Palmer Scholars

Palmer Pathways
Pre-Apprenticeship Program

Serves young adults of color ages 18-26
Combines career exploration with hands-on experience
Offers two phases
Phase One is six weeks of career exploration and preparation, soft skill development, safety training, workplace competencies, physical conditioning, construction math and trades knowledge
Phase Two is an optional eight-week dive into hands-on construction and skill development to earn six certifications and prepare for apprenticeship

Minimum Qualifications:

18-26
At time of application

Low income (e.g., SNAP/TANF recipient)

High school diploma or GED

Driver’s license or other ID

Social Security card or proof of legal employment status

Live in Pierce County

Identify as a person of color

Application Process
Fill out an interest card to be contacted by our team at www.palmerscholars.org/pathways or email us at pathways@palmerscholars.org to begin the process
Full application will be completed in person or via Zoom
WIOA service providers can contact pathways@palmerscholars.org for more information about enrolling their participants in Palmer’s Eligible Training Provider program

Contact
253-572-9008
pathways@palmerscholars.org

Training Office: Clover Park Technical College (Lakewood)
4500 Steilacoom Blvd. SW, Building 10
Lakewood, WA 98499
www.palmerscholars.org/pathways

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
sloane.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
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

Contact
1-800-628-4738
253-858-4299
support@washingtonci.com
www.washingtonci.com/contact-us.html (see contact after TRAC program)

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

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

Cost
Training is free
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 and first aid/CPR/AED

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
Carpentry focused with exposure to multiple trade including electrical, cement masonry, iron work, etc.
Employment skills, life skills and construction math taught in classroom

Two terms college credit and 4 industry certifications offered: CPR/First Aid, Forklift, Flaggers, OSHA 10
Intensive case management services offered (mental health and substance abuse support, housing assistance, food needs, etc.)

Minimum Qualifications:

18-24 $ Low Income and receiving food stamps
Interest in a construction career
Driver's license not required
No high school diploma or GED
Diploma and GED holders accepted on a case-by-case basis mid-cohort

Application Process
Attend an information session. Call to confirm date and time.
   Tuesdays, 12 p.m. to 3 p.m.
   Thursdays, 9 a.m. to 12 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 Mental Toughness 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)

Contact
206-310-7423
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

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
Federal Way Public Schools

Construction pre-apprenticeship program offered to juniors and seniors at Federal Way High School
Two-year program leading to industry certifications, college credit and preferred entry into apprenticeship
Scholars earn CTE, science and math credits

Contact
Charissa Eggleston, District Lead
253-391-1384
ceggles@fwps.org
Jana Kelly, School Lead
253-797-8224
jkelley@fwps.org

LOVE-TO

Five-week training, mentorship and career counseling
Includes construction readiness and certifications in flagging, OSHA and CPR

Contact
Lawrence Willis
206-854-1574
lwillis@love-to.org
https://love-to.org

Puget Sound Skills Center

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

Contact
Sisto Pina
206-631-7378
sisto.pina@highlineschools.org
https://pssc.highlineschools.org/programs/construction-technology

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
Erin O’Neill, Executive Director
oneille@psd401.net

Seattle Skills Center

Pathways to careers in the Construction Trades program
Free training for Seattle School District high school students
Classes are half-day, advanced, credit-bearing Career and Technical Educational (CTE) programs
Transportation provided
Apply online: https://skillscenter.seattleschools.org

Contact
Dan Golosman, School Principal
206-252-0730
dpgolosman@seattleschools.org
skillcenterinfo@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, boilers, water tanks, wood chippers, 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

2022 Hourly Wages

<table>
<thead>
<tr>
<th>Category</th>
<th>Hourly Rate</th>
<th>Total (Wage + Benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
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<td>Total (Wage + Benefits)</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$36-$40+</td>
<td>Total (Wage + Benefits)</td>
</tr>
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</table>

Contact

Mark Eaton
206-624-4707
apprenticeship@ibb104.org

Training Office: 6770 E. Marginal Way S., B122
Seattle, WA 98108

www.local104apprenticeship.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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$27.58</td>
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<tr>
<td>Benefits</td>
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<td>Total</td>
<td>$60.72</td>
<td>$72.54</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

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

2022 Hourly Wages

<table>
<thead>
<tr>
<th>Bricklayers, Refractory</th>
<th>Marble Masons, Pointer-Cleaner-Caulkers</th>
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</thead>
<tbody>
<tr>
<td><strong>Starting Apprentices</strong></td>
<td></td>
</tr>
<tr>
<td>$25.38</td>
<td>$25.48</td>
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<tr>
<td>$15.43</td>
<td>$14.29</td>
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<tr>
<td><strong>Wage</strong></td>
<td><strong>Benefits</strong></td>
</tr>
<tr>
<td><strong>$40.81</strong></td>
<td><strong>$39.77</strong></td>
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</table>

<table>
<thead>
<tr>
<th><strong>Journey Workers</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>$46.14</td>
</tr>
<tr>
<td>$17.18</td>
</tr>
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<td><strong>$63.32</strong></td>
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</table>

Contact

206-768-8333
teammasonry@nwmaisonrytraining.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 four-year 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. The insulator program is two years.

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)

2022 Hourly Wages

Starting Apprentices
Starting wage: $29.51
Benefits: $19.01
Total: $48.52

Journey Workers
Starting wage: $49.18
Benefits: $19.01
Total: $68.19

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
training@nwci.org

King
425-235-2465
253-437-5807
3000 NE Fourth St., Building L
Renton, WA 98056
20424 72nd Ave. S.
Kent, WA 98032

Pierce
253-393-6275
2575 Williamson Pl.
Dupont, WA 98327

Snohomish
360-428-2933
1387 Pacific Dr.
Suite D
Burlington, WA 98233
Cement Masons

Represented by the Cement Masons and Plasterers of Washington Local 528

Cement masons place, smooth, finish and repair concrete structures from heavy commercial to private residential projects. This includes floors, walls, sidewalks, curbs, columns, bridges and high rises. They also set forms; polish concrete; perform structural repair; apply epoxies and polymer-modified products; and apply decorative and structural coatings. Cement masons use a variety of hand and power tools. They work on the ground, underground, on scaffolds and on various work platforms. The work can be physically demanding and meticulous. Often the work is a finished product to be seen for years afterwards.

Minimum Qualifications:

- 18+
- High school diploma or GED
- Driver’s license
- Second form of ID or I-9 verification
- Clean drug test (administered by the apprenticeship during orientation)

Application Process

Applications are accepted throughout the year.
Applications are available online: www.CMPLtraining.org
Submit the following to concretetraining@trowelout.org:
  - Completed application
  - Driver’s license
  - Social Security card or I-9 verification
  - High school diploma or GED

Attend a one-day, hands-on assessment where you will be evaluated on your problem solving, agility, effective listening, communication, hand-tool coordination, punctuality and strong work ethic.

Selected candidates shall attend an 80-hour pass/fail class.

A passing grade is required to become 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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$28.72</td>
<td>$47.87</td>
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<tr>
<td>Benefits</td>
<td>$19.04</td>
<td>$19.04</td>
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<tr>
<td>Total</td>
<td>$47.76</td>
<td>$66.91</td>
</tr>
</tbody>
</table>

Contact

206-762-9286, ext. 1
concretetraining@trowelout.org
Training Office: 6737 Corson Ave. S., Building D
Seattle, WA 98108
www.CMPLtraining.org
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

2022 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>$23.37</td>
<td>$21.18</td>
<td>$44.55</td>
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<tr>
<td>Journey Workers</td>
<td>$46.73</td>
<td>$21.18</td>
<td>$67.91</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
Valid Washington state 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

Contact

425-228-1778
info@psejatc.org

Training Office: 550 SW Seventh St.
Renton, WA 98057

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Residential Wireman</td>
<td>Limited Energy Technician</td>
<td>Inside Wireman</td>
</tr>
<tr>
<td>Wage</td>
<td>$18.60</td>
<td>$24.10</td>
<td>$25.54</td>
</tr>
<tr>
<td>Benefits</td>
<td>$5.86</td>
<td>$11.71</td>
<td>$12.30</td>
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<tr>
<td>Total</td>
<td>$24.46</td>
<td>$35.81</td>
<td>$37.84</td>
</tr>
</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:
  - Training (pre-apprenticeship, classes, certifications)
  - Work experience
  - Military (DD214)
Complete:
  - Electrical Training ALLIANCE (ETA) Aptitude Test
    • Math for Inside Wireman and Limited Energy Technician – C or better in algebra and qualifying score on aptitude 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

2022 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>$18.96</td>
<td>$19.84</td>
<td>$20.71</td>
</tr>
<tr>
<td>Benefits</td>
<td>$9.82</td>
<td>$10.68</td>
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<tr>
<td>Total</td>
<td>$28.78</td>
<td>$30.52</td>
<td>$31.73</td>
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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>$27.09</td>
<td>$36.07</td>
<td>$51.77</td>
</tr>
<tr>
<td>Benefits</td>
<td>$10.94</td>
<td>$12.81</td>
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</tr>
<tr>
<td>Total</td>
<td>$38.03</td>
<td>$48.88</td>
<td>$76.57</td>
</tr>
</tbody>
</table>

Contact

253-475-2922
office@swjatc.org

Training Office: 3001 S. 36th St.
Tacoma, WA 98409
www.swwaejatc.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.

Minumum 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)
- 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

2022 Hourly Wages

<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>
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<tr>
<td>Benefits</td>
<td>$10.94</td>
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<td>Total</td>
<td>$25.43</td>
<td>$32.31</td>
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<table>
<thead>
<tr>
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<th>Residential Wireman</th>
<th>Limited Energy Technician</th>
<th>Inside Wireman</th>
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<tbody>
<tr>
<td>Wage</td>
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<td>$32.00</td>
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<tr>
<td>Benefits</td>
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<tr>
<td>Total</td>
<td>$42.61</td>
<td>$49.41</td>
<td>$77.98</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.neieprecruitment.org
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

2022 Hourly Wages

Starting Apprentices $29.85 Total (Wage + Benefits)
Journey Workers $97.18 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
Comply with safety and health requirements implemented by jurisdictional authorities
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 to create a beautiful 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
- Clean drug test
- Driver’s license

Application Process

- Apply at training office
- Complete the FTINW math assessment
- 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
- If selected for employment, the applicant has seven working days to sign up with local 1238 and enroll in our apprenticeship program

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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$19.54</td>
<td>$35.52</td>
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<tr>
<td>Benefits</td>
<td>$8.27</td>
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</tr>
<tr>
<td>Total</td>
<td>$27.81</td>
<td>$54.41</td>
</tr>
</tbody>
</table>

Contact

- 206-762-8332
- dpayne@iupatdc5.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:

- 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

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

2022 Hourly Wages

- **Starting Apprentices**
  - $26.02 Wage
  - $14.12 Benefits
  - $40.14 Total

- **Journey Workers**
  - $52.04 Wage
  - $20.37 Benefits
  - $72.41 Total

Contact

- 206-762-8332
- mikes@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:**

- 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 — 4 weeks per year

**2022 Hourly Wages**

<table>
<thead>
<tr>
<th></th>
<th>Heat &amp; Frost Insulators</th>
<th>Firestop Containment Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$24.84</td>
<td>$27.84</td>
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<tr>
<td></td>
<td>$23.33</td>
<td>$12.06</td>
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<td>$48.17</td>
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<td>Journey Workers</td>
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<td></td>
<td>$20.15</td>
<td>$15.03</td>
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<tr>
<td></td>
<td>$82.02</td>
<td>$58.63</td>
</tr>
</tbody>
</table>

**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 a reliable worker and communicate well with others

**Contact**

425-235-7827
aw7jatc@insulators.org

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:

- 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

2022 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>$29.19</td>
<td>$12.68</td>
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<tr>
<td>Journey Workers</td>
<td>$48.65</td>
<td>$31.63</td>
<td>$80.28</td>
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</table>

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

2022 Hourly Wages

Starting Apprentices
- Wage: $24.77
- Benefits: $13.49
- Total: $38.26

Journey Workers
- Wage: $41.29
- Benefits: $13.49
- Total: $54.78

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
  206-424-2770
  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
292.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

2022 Hourly Wages

Starting Apprentices
- $31.58–$33.88 Wage
- $23.37 Benefits
- $54.95–$57.25 Total

Journey Workers
- $48.58–$52.13 Wage
- $23.37 Benefits
- $71.95–$75.50 Total

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

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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$24.18</td>
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<tr>
<td>Benefits</td>
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<td>Total</td>
<td>$34.61</td>
<td>$47.70</td>
</tr>
</tbody>
</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 heights on scaffolding, swing stage and lifts.

Minimum Qualifications:

18+
- High school diploma or GED
- Driver's license
- Second form of ID or I-9 verification
- Clean drug test (administered by the apprenticeship during orientation)

Application Process

Applications are accepted throughout the year
Applications are online: www.CMPLtraining.org
Submit the following to concretetraining@trowelout.org:
   - Completed application
   - Driver’s license
   - Social Security Card or I-9 verification
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

2022 Hourly Wages

<table>
<thead>
<tr>
<th>Level</th>
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<th>Benefits</th>
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<tr>
<td>Starting Apprentices</td>
<td>$27.81</td>
<td>$9.36</td>
<td>$37.17</td>
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<tr>
<td>Journey Workers</td>
<td>$45.18</td>
<td>$18.96</td>
<td>$64.14</td>
</tr>
</tbody>
</table>

Contact

206-762-9286, ext. 1
concretetraining@trowelout.org

Training Office: 6737 Corson Ave. S., Building D-116
Seattle, WA 98108
www.CMPLtraining.org
Plumbers, Pipefitters & HVAC/Refrigeration

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

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, 7:30 a.m. to 4 p.m.
Applicants will be scheduled for hands-on testing to be given an interview at a later date

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
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</thead>
<tbody>
<tr>
<td>Wage</td>
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<tr>
<td>Benefits</td>
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<tr>
<td>Total</td>
<td>$47.87</td>
<td>$94.69</td>
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</table>

Contact

425-271-5900
heather@seattlepipetrades.org

Training Office: 595 Monster Road SW, Suite 100
Renton, WA 98057
www.seattlepipetrades.org
Plumbers, Pipefitters & HVAC/Refrigeration

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+
- 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 completed online: www.gwwpt.org/applications

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

2022 Hourly Wages

**Starting Apprentices**
- $29.75 Wage
- $16.73 Benefits
- $46.48 Total

**Journey Workers**
- $57.72 Wage
- $24.50 Benefits
- $82.22 Total

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:

- 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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
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<td>$13.95</td>
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<tr>
<td>Journey Workers</td>
<td>$42.80</td>
<td>$16.25</td>
<td>$59.05</td>
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</table>

Contact

206-728-2777
officesarap@avvanta.com

Training Office: 5900 Fourth Ave. S., Suite 202
Seattle, WA 98108

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

2022 Hourly Wages

Starting Apprentices: $23.67 Wage
$10.66 Benefits
$34.33 Total

Journey Workers: $43.04 Wage
$15.96 Benefits
$59.00 Total

Contact

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

Training Office: 3409 S. 36th St., Suite 213
Tacoma, WA 98409
www.piercecountyroofers.com
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

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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$27.16</td>
<td>$60.35</td>
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<tr>
<td>Benefits</td>
<td>$15.82</td>
<td>$31.48</td>
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<tr>
<td>Total</td>
<td>$42.98</td>
<td>$91.83</td>
</tr>
</tbody>
</table>

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 every day
Work well with others
Be ready to learn
Enjoy hands-on work
Have reliable transportation

48 • 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

2022 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td><strong>Starting Apprentices</strong></td>
<td>$24.63</td>
<td>$11.74</td>
<td>$36.37</td>
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<tr>
<td><strong>Journey Workers</strong></td>
<td>$58.65</td>
<td>$30.84</td>
<td>$89.49</td>
</tr>
</tbody>
</table>

Contact

206-441-0737
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/alcohol 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 orientation, interview and drive (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

2022 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>$33.34</td>
<td>$21.12</td>
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<tr>
<td>Journey Workers</td>
<td>$47.63</td>
<td>$21.12</td>
<td>$68.75</td>
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</tbody>
</table>

Contact

509-545-8297
ashleyb@teamsterstraining.org

Training Office: Teamsters/AGC Training Center
2410 E. Helens St.
Pasco, WA 99301

www.teamsterstraining.org

Minimum Qualifications:

- 18+
- Driver’s license
- Proficient in English
- Clean drug/alcohol 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 orientation, interview and drive (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

2022 Hourly Wages

<table>
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<tr>
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<th>Wage</th>
<th>Benefits</th>
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<td>$47.63</td>
<td>$21.12</td>
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Contact

509-545-8297
ashleyb@teamsterstraining.org

Training Office: Teamsters/AGC Training Center
2410 E. Helens St.
Pasco, WA 99301

www.teamsterstraining.org

Minimum Qualifications:

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

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www.teamsterstraining.org
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
- Scaffold erectors

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 online at www.citcwa.org/apprenticeship
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

2022 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 $35 - $39 an hour
Scheduled increases with experience and knowledge
For more information: www.seattle.gov/city-light/about-us/careers/apprenticeships

Seattle Department of Transportation
Trade
Traffic signal electricians
Pay
Starts at $35.52 an hour
Increases with experience and knowledge
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 242
Trades
Water pipe workers and drainage and wastewater collection workers
Pay
Water pipe workers start at $30.52 (apprentice) - $35.90 (journey) an hour
Drainage and wastewater collection workers start at $29.66 (apprentice) - $34.89 (journey) an hour
Increases with experience and knowledge
For more information: SPUapprenticeship@seattle.gov
206-256-5348
www.seattle.gov/utilities/about/careers/apprenticeships

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, transit maintenance painters, light rail electrical workers

**Pay**

Starts at $29 an hour

Increases with experience and knowledge

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

To review all County employment openings, go to [https://kingcounty.gov/audience/employees/careers.aspx](https://kingcounty.gov/audience/employees/careers.aspx) and click “Search King County jobs.”