2019 Construction Apprenticeship Guidebook
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View online at www.bitly.com/apprenticeshipguidebook.

Produced and compiled by

City of Seattle
City Purchasing and Contracting Services

The City of Seattle’s Priority Hire program prioritizes the hiring of residents that live in Seattle and King County economically distressed communities, women and people of color on City-funded construction projects of $5 million or more. www.seattle.gov/priorityhire

Made possible by generous donations from

Washington State Building and Construction Trades Council
www.wabuildingtrades.org

Port of Seattle
www.portseattle.org

Sound Transit
www.soundtransit.org

King County
www.kingcounty.gov/priorityhire

City of Tukwila
www.tukwilawa.gov

On the cover: Andrea is a laborer apprentice and a married mother of five. Andrea completed ANEW’s Trades Rotation Program in summer 2016. As a pre-apprenticeship graduate, she was given preference for hiring on the City of Seattle’s Denny Substation project, working for the Walsh Group. She earned more than $115,000 in direct wages on the project. Andrea’s favorite part of construction is that every day is different. She connects with other women on job sites and enjoys working with them to accomplish project goals. Andrea’s advice to new apprentices is to be determined. Working toward journey status may feel like it takes a long time, but it comes faster than you think. And when it does, you’ll feel successful.

Updated December 2018
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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 require 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 is designed to 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 essential 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 supportive and hands-on training programs that help prepare people for entry and success in the building trades. These preparatory programs provide construction training and education, in addition to assisting 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 officially an apprentice, 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 at each step 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 outlined in this book. These training programs need Seattle and King County residents, veterans, women and people of color.

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

Experienced Workers

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

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

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

Pre-Apprenticeship
- No experience required
- Free construction skills training
- 12- or 24-week options
- Receive support with diploma/GED, driver’s license, transportation, and more
- Earn industry certifications
- Learn construction math

Apprenticeship
- No experience required
- Earn $18-$25/hour to start
- Benefits and 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
- Earn high-level certifications

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

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

When you graduate they will connect you with an apprenticeship program.
Apprentices in Action

Gerard
Gerard is working for the Walsh Group as a laborer apprentice in King County. On the City of Seattle’s Denny Substation project, he performed about 3,500 hours, earning nearly $100,000 in wages, plus an additional $40,000 in benefits. Gerard graduated from the PACE pre-apprenticeship program in 2017. Pre-apprenticeship built his work ethic, stamina and confidence, helping him be successful on job sites. His advice to new apprentices is to be ready for anything — from changes in weather to learning from new people — and be on time to work. Be part of the solution, ask questions and be open to learning. Gerard’s 13-year-old son is his motivation to succeed. He sees construction as the opportunity to create a life for himself and his son that he didn’t have growing up.

Arman
Arman is a cement mason apprentice with Jansen and graduate of the YouthBuild pre-apprenticeship program. Arman gained a sense of accomplishment, basic knowledge of the trades and confidence from going through a pre-apprenticeship program. Before going into construction, Arman worked at a fast-food restaurant, making about $11 an hour. As a cement mason, he’s increased his wage more than 150 percent, earning more than $27 in base wages an hour. He also earns an additional $17.44 an hour in benefits, which include health insurance, a retirement pension and paid time off. Advice for those new to construction? Be ready to be taught by others on the work site. And above all, ask for help when you need it. All apprentices are there to work and learn.

Islynn
Islynn completed the PACE pre-apprenticeship program in 2016 and is now an operating engineer apprentice. She previously worked two jobs before going into construction; she now makes $16 more an hour than she did before. Pre-apprenticeship helped Islynn gain construction certifications, apply to the Operating Engineers Apprenticeship Program and earn a higher wage. As an operating engineer, Islynn can easily provide financially for her three children and is looking to buy her first home in 2019. Instead of spending all her time working as she did before construction, Islynn now travels regularly and enjoys more time with her family. Islynn’s advice is to pick a trade you can see yourself enjoying for a lifetime. Be on time, work hard, learn as much as you can on the job site and never give up.
## Apprenticeship vs. College

<table>
<thead>
<tr>
<th><strong>Apprenticeship</strong></th>
<th><strong>College</strong></th>
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### EARNINGS
- **YEAR 1**
  - $37,440 - $49,920
  - $37,440 - $49,920
  - Benefits & Pension

- **YEAR 2**
  - $41,600 - $54,080
  - $41,600 - $54,080
  - Benefits & Pension

- **YEAR 3**
  - $45,760 - $58,240
  - $45,760 - $58,240
  - Benefits & Pension

- **YEAR 4**
  - $49,920 - $62,400
  - $49,920 - $62,400
  - Benefits & Pension

**TOTAL OVER 4 YEARS**
- $174,720 - $224,640 Earnings
- $174,720 - $224,640 Earnings
- Benefits & Pension

### COST
- **YEAR 1**
  - $22,500
  - $22,500
- **YEAR 2**
  - $22,500
  - $22,500
- **YEAR 3**
  - $22,500
  - $22,500
- **YEAR 4**
  - $22,500
  - $22,500

**TOTAL OVER 4 YEARS**
- $90,000 Debt
- $90,000 Debt
- College Degree

### WORK EXPERIENCE
- **Apprenticeship**
  - 4 years in the industry
  - Journey-level craftsperson

- **College**
  - 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 skills, application completion, counseling, mentorship and support services. Support services are for items such as gas, tuition, work clothes, tools and initiation fees. 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 to speak with a client services manager

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

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 3,300 statewide community-based organizations providing barrier removal services.

DSHS created this database to ensure that people of color, women, people living in economically distressed communities and people transitioning away from the justice system or military service have the support they need to succeed. See the Alternative Solutions Brochure for more information.

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

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

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/TradesLicensing/Apprenticeship.

Ready for Apprenticeship?
www.lni.wa.gov/TradesLicensing/Apprenticeship/About/Ready/

Washington State Department of Veterans Affairs (WDVA)
The WDVA works with all veterans, transitioning service members and their families to support them in finding living-wage careers, including GI Bill-approved training and apprenticeship programs. Use the resource guide to find information on state-registered apprenticeship programs you are interested in pursuing and determine your approximate wage to include your GI benefits:
www.wacareerpaths.com/apprenticeships/
Pre-Apprenticeship

Pre-apprenticeships are supportive and hands-on training programs that help prepare people for entry and success in the building trades. These preparatory programs provide construction training and education, in addition to assisting 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.
Carpenters Pre-Apprenticeship

Northwest Carpenters Institute (NWCI)

Fast-paced 3-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

Familiar with hand and power tools

Confident reading a tape measure

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 training
Includes hands-on projects
Industry certifications: OSHA 10 and First Aid/CPR

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)
- Clean drug test
- High school diploma or GED

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

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

Pass drug test

Submit documentation of:
- Education
- Training
- Work experience

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

206-762-9286
cconcretetraining@trowelout.com

Training Office: 6737 Corson Ave. S., Building D-116
Seattle, WA 98108
www.opcmia528.org
Ironworkers Pre-Apprenticeship

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

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

Preferred Qualifications:
High school diploma or GED

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

Contact
206-244-2993
greg@nwiw.com
Training Office: 4550 S. 134th Place, Suite 101
Tukwila, WA 98168
www.iw86appr.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

Direct entry into Ironworkers Apprenticeship upon successful completion
## PACE

**A Program 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
- 11-week training program

### Minimum Qualifications:

- **18+**
- Clean drug test

### Preferred Qualifications:

- High school diploma or GED
- Driver’s license

### Application Process

- Attend orientation (call for schedule)
- Complete phone interview
- Attend PACE tryout

### 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

**PACE Training Program Manager**

206-947-5362

PACE@anewaop.org

Training Office: 7543 63rd Ave. NE, Building 5B
Seattle, WA 98115

www.anewaop.org
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 PM, Fishbowl Conference Room)
Complete all documents
Register through Seattle Central College
Apply for Workforce Funding

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
206-934-2943
PACT.Central@seattlecolleges.edu
Training Office: Wood Technology Center
2310 S. Lane St.
Seattle, WA 98144
http://svi.seattlecolleges.edu/pre-apprenticeship-construction-training-pact/
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
rebecca.burt@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.

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

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.

Contact
253-593-2111
info@soundoutreach.org
Training Office: Bates Technical College
1101 S. Yakima Ave.
Tacoma, WA 98405
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  
Clean drug test  

Participants must be major-infraction-free for 6 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
TRAC Instructor  
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

TRAC Instructor  
john.brown@doc.wa.gov

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

Workforce Development Administrator  
360-725-9136  
donna.gober@doc.wa.gov  
www.washingtonci.com
Trades Rotation Program

A Program of ANEW

Offers female-only cohorts
Offers 18-24-year-old cohorts
Technical and employment skills

Trades Rotation Program is 11 weeks of training, 3 days a week, and includes field trips to apprenticeship programs and construction sites

Minimum Qualifications:

- 18+
- Clean drug test

Preferred Qualifications:

- High school diploma or GED
- Driver’s license

Application Process

Attend orientation (see schedule at www.anewaop.org)

Bring:
- Driver’s license
- Social Security card

Cost

Training is free

College credits may be available through South Seattle College. If eligible, tuition assistance available through BFET, TANF, RISE and WIOA.

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

Trades Rotation Program Manager
206-381-1384
info@anewaop.org

Renton Office: 550 SW Seventh St., B305
Renton, WA 98057
Kent Facility: 808 Washington Ave. N.
Kent, WA 98032
www.anewaop.org

15 • Pre-Apprenticeship
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:

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
360-716-4746
lbansemer@tulaliptribes-nsn.gov

360-716-4760
ltelford@tulaliptribes-nsn.gov

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

http://tvtc.tulaliptero.com/
YouthBuild
YouthCare’s YouthBuild

6-month training program
GED preparation courses and testing/high school diploma support
Drivers preparation offered
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 (Wednesdays and Fridays at 12 PM, SSC Georgetown, Building B, Room 118). Call to confirm date and time.
Complete application
Provide copy of ID and birth certificate or Social Security card
Provide proof of BFET eligibility (verification of food stamps or subsidized housing)
Take a baseline GED exam
Complete a pre-program interview
Complete two-week physical try-out

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

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/node/2546

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

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 (Wednesdays and Fridays at 12 PM, SSC Georgetown, Building B, Room 118). Call to confirm date and time.
Complete application
Provide copy of ID and birth certificate or Social Security card
Provide proof of BFET eligibility (verification of food stamps or subsidized housing)
Take a baseline GED exam
Complete a pre-program interview
Complete two-week physical try-out

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

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/node/2546

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
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/

Puget Sound Skills Center
Free training available for 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
Offered during the day to Peninsula School District students
Receive 360-hours skilled trades training
Visit apprenticeship programs and job sites
Earn industry certifications, including OSHA 10

Contact
Eric Morton, Instructor
mortone@psd401.net

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

Contact
Dan Golosman
dpgolosman@seattleschools.org
www.seattleschools.org/CMS/one.aspx?pageID=21845
Once you are in an apprenticeship training program, you are officially an apprentice, 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 at each level 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 outlined in this book. These training programs need Seattle and King County residents, 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 AM

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

2018 Hourly Wages

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 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 on the first Wednesday of every month from 1 - 5 PM

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

2018 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>$27.02</td>
<td>$29.19</td>
<td>$56.21</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$38.60</td>
<td>$29.19</td>
<td>$67.79</td>
</tr>
</tbody>
</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 2 WA/ID/MT 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

2018 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Bricklayers, Refractory Marble Masons, Pointer-Cleaner-Caulkers</th>
<th>Tile Setters, Terrazzo Workers, Marble Finishers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$22.35</td>
<td>$22.12</td>
</tr>
<tr>
<td></td>
<td>$15.07</td>
<td>$13.86</td>
</tr>
<tr>
<td></td>
<td>$37.42</td>
<td>$35.98</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$40.64</td>
<td>$36.87</td>
</tr>
<tr>
<td></td>
<td>$16.68</td>
<td>$15.74</td>
</tr>
<tr>
<td></td>
<td>$57.32</td>
<td>$52.61</td>
</tr>
</tbody>
</table>

Contact

206-768-8333
lowell@nwmaonytraining.org

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

2018 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>$26.35</td>
<td>$16.12</td>
<td>$42.47</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$43.92</td>
<td>$16.12</td>
<td>$60.04</td>
</tr>
</tbody>
</table>

Basic skills and wages vary by carpentry craft.

Need to Succeed

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

Contact

425-235-2465  
cgaudio@nwci.org

Training Office: 3000 NE Fourth St., Building L  
Renton, WA 98056

253-437-5235  
djohnson@nwci.org

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

www.nwci.org
Cement Masons

Represented by the Cement Masons and Plasterers of Washington Local 528

Concrete is the most widely used building material. Cement masons place and finish concrete on roads, buildings, bridges and more. They set forms for concrete. They can make concrete look like any natural material such as slate, brick, wood or stone with colors, stains, polishes and stencils.

Minimum Qualifications:

18+
High school diploma or GED

Driver's license

Second form of ID (Social Security card or passport)

Clean drug test

Application Process

Pick up application in person or complete online: www.opcmia528.org
Pass drug test
Submit documentation of:
  Education
  Training
  Work experience
Attend Survival Day Selection Event
Selected candidates must complete two-week pre-construction training

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

2018 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$25.58</td>
<td>$42.63</td>
</tr>
<tr>
<td>Benefits</td>
<td>$17.44</td>
<td>$17.44</td>
</tr>
<tr>
<td>Total</td>
<td>$43.02</td>
<td>$60.07</td>
</tr>
</tbody>
</table>

Contact

206-762-9286
concretetraining@trowelout.org

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

www.opcmia528.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

2018 Hourly Wages
Starting Apprentices $20.17 Wage
$18.98 Benefits
$39.15 Total

Journey Workers $40.34 Wage
$18.98 Benefits
$59.32 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
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 years old
- High school diploma or GED
- Driver’s license
- Social Security card
- Birth certificate or proof of legal employment status
- Clean drug test
- Military (DD214, ID card)

Application Process

Submit application on-line: www.psejatc.org
Submit valid and current documents:
- Résumé
- 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

2018 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>$16.20</td>
<td>$17.30</td>
<td>$20.04</td>
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<tr>
<td>Benefits</td>
<td>$5.41</td>
<td>$9.95</td>
<td>$10.99</td>
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<tr>
<td>Total</td>
<td>$21.61</td>
<td>$27.25</td>
<td>$31.03</td>
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</tbody>
</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>$27.00</td>
<td>$31.67</td>
<td>$50.09</td>
</tr>
<tr>
<td>Benefits</td>
<td>$10.46</td>
<td>$13.80</td>
<td>$22.30</td>
</tr>
<tr>
<td>Total</td>
<td>$37.46</td>
<td>$45.47</td>
<td>$72.39</td>
</tr>
</tbody>
</table>

Contact

425-228-1778
info@psejatc.org

Training Office: 550 SW Seventh St.
Renton, WA 98057
www.psejatc.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. Elevator constructors must adhere to a zero tolerance substance abuse policy.

Minimum Qualifications:

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

Application Process

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

Online applications accepted for 20 days in January 2019

Upload copy of high school transcript, diploma or GED

Pass an examination designed to test the applicant’s reading, math skills and 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
- Work well with others
- Be ready to learn
- Enjoy hands-on work
- Have reliable transportation

2018 Hourly Wages

Starting Apprentices $26.21 Total (Wage + Benefits)

Journey Workers $91.24 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:

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

2018 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$17.50</td>
<td>$31.82</td>
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<tr>
<td>Benefits</td>
<td>$7.77</td>
<td>$17.61</td>
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<tr>
<td>Total</td>
<td>$25.27</td>
<td>$49.43</td>
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Contact

206-762-8332
toddp@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+ years old
High school diploma or GED
Driver’s license
Proof of auto insurance or insurability
Score 80% or higher on the FTINW math assessment test
Clean drug 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

2018 Hourly Wages

Starting Apprentices
$22.62 Wage
$12.37 Benefits
$34.99 Total

Journey Workers
$48.63 Wage
$17.42 Benefits
$66.05 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:

- High school diploma or GED
- Driver's license
- Social Security card
- 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
- Letters of reference
- Résumé
- Job-related 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

2018 Hourly Wages

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Wage</th>
<th>Total (Wage + Benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$44.37</td>
<td></td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$73.58</td>
<td></td>
</tr>
</tbody>
</table>

Contact

425-235-7827
Innettekoven@RTC.edu

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

www.local7insulators.org
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
- Clean drug test

**Application Process**
Applications are accepted year-round, on the last Tuesday of every month from 9 AM - 12 PM
Additional application acceptance days may be added, as needed, to meet demand of the trade
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
  - 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

**2018 Hourly Wages**
- **Starting Apprentices**
  - Wage: $24.49
  - Benefits: $11.03
  - Total: $35.52

- **Journey Workers**
  - Wage: $40.81
  - Benefits: $28.47
  - Total: $69.28

**Contact**
206-244-2993
james@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 Local 242

Laborers Local 242 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

2018 Hourly Wages

<table>
<thead>
<tr>
<th>Position</th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$22.36</td>
<td>$11.63</td>
<td>$33.99</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$37.27</td>
<td>$11.63</td>
<td>$48.90</td>
</tr>
</tbody>
</table>

Contact

- 206-441-0470
- 800-452-0671

Training Office: 22323 Pacific Highway S.
Des Moines, WA 98198

www.laborerslocal242.com
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 skyscrapers. They work mines, dig wells, survey sites, pave and grind roads, drill and hoist steel and slabs. They also do the final grading as well as maintain/repair machinery. Operating engineers may travel up to 80 miles or more to job sites.

Minimum Qualifications:

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

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

Application Process

Applications due in November for selection and training the following spring
Applications are available at www.oetraining.com or from the training office
Qualified applicants will be notified of time and place to appear for interview
Top applicants are required to complete one-week safety and orientation training in Ellensburg

2018 Hourly Wages

<table>
<thead>
<tr>
<th>Role</th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$27.78</td>
<td>$19.02</td>
<td>$46.80</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$40.01–$45.73</td>
<td>$19.02</td>
<td>$59.03–$64.75</td>
</tr>
</tbody>
</table>

Contact

509-968-3203
jatc@oetraining.com
Training Office: 16921 Vantage Highway
Ellensburg, WA 98926
www.oetraining.com

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
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:

- Score 80% or higher on the FTINW math assessment test
- High school diploma/GED required after one year in the program
- Driver’s license
- Proof of auto insurance or insurability
- Clean drug test

Application Process

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

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

Journey-level applicants urged to apply with IUPAT Painting Locals 300 (Seattle and north) and 164 (Tacoma and south)

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

2018 Hourly Wages

**Starting Apprentices**
- $18.33 Wage
- $9.22 Benefits
- $27.55 Total

**Journey Workers**
- $30.55 Wage
- $11.95 Benefits
- $42.50 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

Application Process

Pick up application in person or complete application online: www.opcmia528.org
Pass drug test
Submit documentation of:
  - Education
  - Training
  - Work experience

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

2018 Hourly Wages

Starting Apprentices  $24.22  Wage  $9.24  Benefits  $33.46  Total
Journey Workers  $39.20  Wage  $17.34  Benefits  $56.54  Total

Contact

206-762-9286
concretetraining@trowelout.org
Training Office: 6737 Corson Ave. S., Building D  Seattle, WA 98108
www.opcmia528.org
Plumbers & Pipefitters

Represented by the United Association of Plumbers and Pipefitters Local 32

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

Minimum Qualifications:

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

Math qualifications:
- Provide transcripts showing a grade of **B or better** in an algebra course taken within the last year, either through high school or college; OR
- Accuplacer: **80 points or better** in algebra test

Application Process

Applications are taken year-round, but check with program for hands-on testing and interview 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 AM to 4 PM

Applicants will receive hands-on testing date at the time of application

Applicants must complete 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

2018 Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Apprentices</th>
<th>Journey Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Wage</strong></td>
<td>$32.96</td>
<td>$59.21</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$11.94</td>
<td>$24.48</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$44.90</td>
<td>$83.69</td>
</tr>
</tbody>
</table>

Contact

425-271-5900
heather@seattlepipetrades.org

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

2018 Hourly Wages

Starting Apprentices

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$19.83</td>
<td>$13.17</td>
<td>$33.00</td>
</tr>
</tbody>
</table>

Journey Workers

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$36.05</td>
<td>$15.47</td>
<td>$51.52</td>
</tr>
</tbody>
</table>

Contact

206-728-2777
officesarap@avvanta.com
Training Office: 2800 First Ave., #320
Seattle, WA 98121
www.rooferslocal54.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+ years old
- High school diploma or GED
- Driver’s license
- Social Security card
- 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
- Social Security card
- High school transcript or GED scores
- Proof of auto insurance

Applicants will be scheduled for a math and reading exam. Qualified applicants will be scheduled for an interview and placed on ranked eligibility list.

Apprentices are accepted as needed based on:
- Interview score
- Physical testing score
- Clean drug test
- Geographic availability
- Timely response to contact from apprenticeship

2018 Hourly Wages

Starting Apprentices
- $24.15 Wage
- $14.77 Benefits
- $38.92 Total

Journey Workers
- $53.67 Wage
- $28.84 Benefits
- $82.51 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

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
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:

- 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

2018 Hourly Wages

- Starting Apprentices
  - $19.93 Wage
  - $10.17 Benefits
  - $30.10 Total

- Journey Workers
  - $49.82 Wage
  - $27.57 Benefits
  - $77.39 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 complete 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

2018 Hourly Wages

<table>
<thead>
<tr>
<th>Position</th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentices</td>
<td>$24.94</td>
<td>$18.77</td>
<td>$43.71</td>
</tr>
<tr>
<td>Journey Workers</td>
<td>$35.63</td>
<td>$18.77</td>
<td>$54.40</td>
</tr>
</tbody>
</table>

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 (CITC) of Washington
CITC offers open-shop apprenticeship training programs for:

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

Minimum Qualifications:

- High school diploma or GED
- Washington 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
Take a clean drug test

2018 Hourly Wages
Contact CITC for current wage scales.

Contact
425-454-2482
info@citcwa.org

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

41 • Open-Shop Apprenticeship
City of Seattle and King County Apprenticeship and Employment

**Seattle City Light Apprenticeship**
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 $30 an hour
Increases with experience and knowledge
For more information about apprenticeship programs and the application process, go to www.seattle.gov/light/careers/apprentice

**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) - $33.66 (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 information about apprenticeship programs and the application process, go to www.seattle.gov/util/aboutus/careers/apprenticeshipopportunities
To review all City employment openings, go to www.seattle.gov/jobs and click “Job Openings.” For assistance, email careers@seattle.gov.

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

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

**Pay**
Starts at $25 an hour
Increases with experience and knowledge
For more information about apprenticeship programs and the application process, go to www.kingcounty.gov/depts/transportation/metro/about/jobs.aspx
To review all County employment openings, go to www.kingcounty.gov/jobs and click “Job Openings.”
Notes