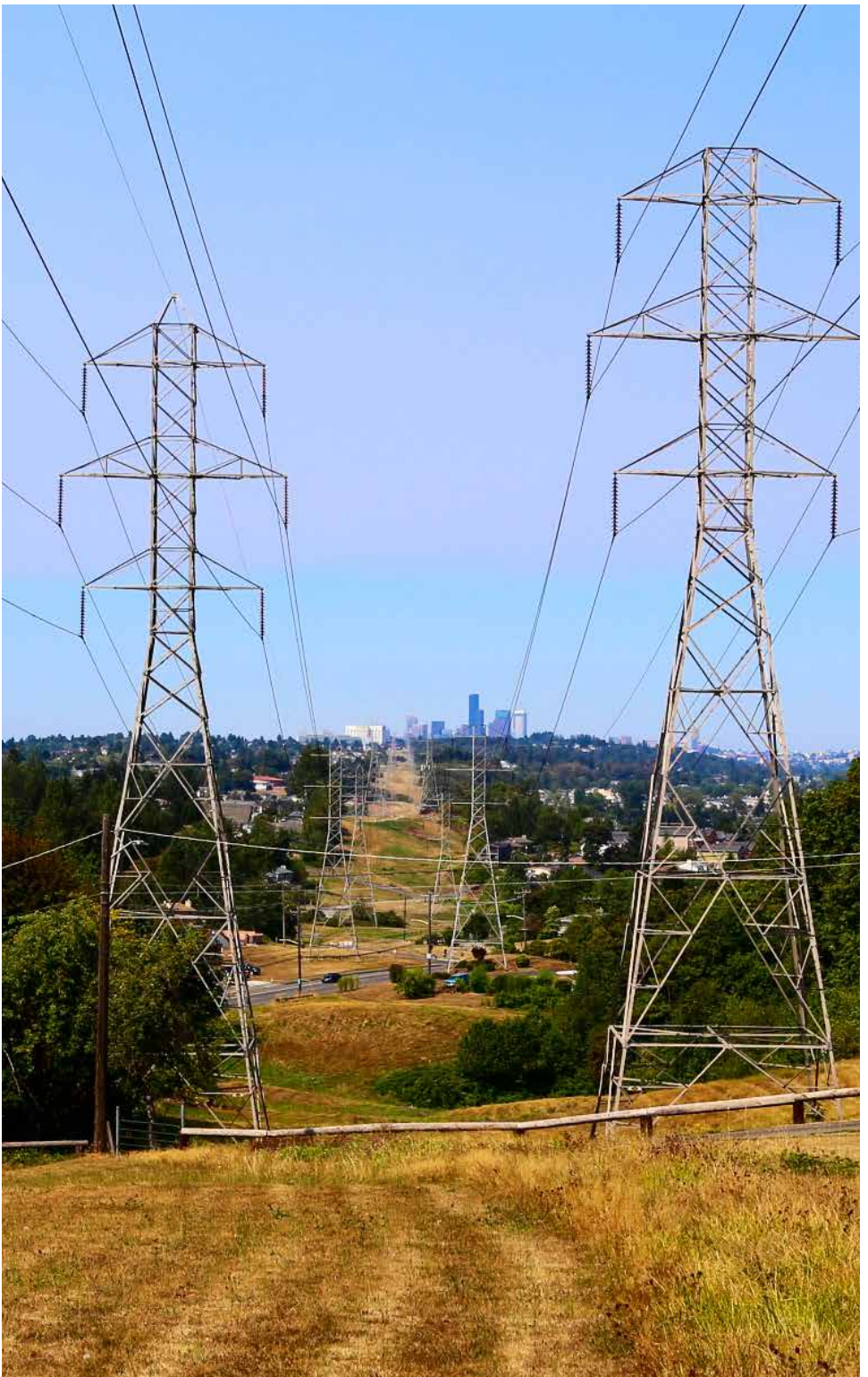




**Seattle City Light**

# **APPRENTICESHIP PROGRAM** The other four-year degree



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# Five Great Opportunities

Seattle City Light currently offers five electrical apprenticeship programs:



Cable Splicer



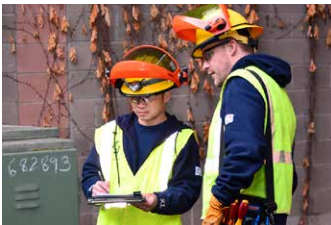
Electrician  
Constructor



Generation  
Electrician  
Constructor



Pre-Apprentice  
Lineworker



Meter Electrician

These programs are between three years/6,000 hours and four years/8,000 hours of on-the-job training and up to 576 hours of academic training. These Apprenticeship Programs prepare participants for some of Seattle City Light's most vital jobs.

We are national leaders in training a diverse group of people for work in the trades and those who join our programs will truly be in the forefront of employment in the electrical utility industry.

Most of our apprenticeship programs require the ability to obtain a special motor vehicle endorsement Commercial "A" Driver's License (CDL).

If you're at least 18 years old, looking for a challenge and have the right combination of education, skills and physical abilities, you could be eligible for one of Seattle City Light's Apprenticeship Programs.

## About the Programs

### What is an Apprenticeship?

An apprenticeship is a supervised program for learning highly technical skills through a combination of on-the-job training and classroom education. At Seattle City Light, an apprentice is an important part of a highly skilled team.

Apprentice training standards are carefully overseen by the Joint Apprenticeship Training Committee and a craft subcommittee. Our programs are approved by the Washington State Apprenticeship Council.

Individuals who successfully complete an apprenticeship program are given certificates of completion certifying their qualifications as highly skilled journey-level workers in their trade. All of our electrical apprentices are required to join the International Brotherhood of Electrical Workers union IBEW Local 77.

# How the Programs Work

## On-the-Job Training

During on-the-job training, apprentices will work as a member of a utility skilled trades crew under the direct supervision of journey-level workers and crew chiefs. Apprentices rotate to different crews to provide an overall perspective of Seattle City Light operations. During on-the-job training, apprentices are paid hourly based upon the employment salary schedule.

## Classroom Instruction

In addition to on-the-job training, apprentices are required to attend a minimum of 144 hours of classroom instruction annually, one night a week for four hours during three quarters of the year. Homework assignments will require additional study time. Apprentices will not be paid for the time in class or homework. Apprentices in the program can look forward to:

- Excellent salaries—Apprentice salaries begin at 67% of journey level wages and increase in steps to full journey level wage. The rates may change with the cost of living increase.
- A full spectrum of benefits including medical, dental, vision, retirement and other programs.
- Challenging, steady work that involves mental and physical skills.
- Opportunities for growth and advancement.

Programs are open to all candidates who meet our stringent qualifications. We are dedicated to increasing the number of women and minorities in our apprenticeships while providing opportunity for all qualified applicants. We respect the diversity among us and recognize the value each of us brings to the workplace. Our apprentices reflect the diversity of the city's population and all are provided the tools for success.

# Hiring Process

## Successful completion of:

- **Written Test** on mathematical ability, understanding of electrical theory, mechanical reasoning and reading comprehension. The test also includes a Worker Attribute Survey—a set of questions relating to the personality traits and characteristics most strongly correlated with successful job performance in positions similar to City Light apprenticeships.
- **Working Test** of a “hands-on” demonstration to show mechanical aptitude, knowledge of tools and electrical equipment, typical working skills, safety, work, speed and ability to follow directions.
- **Interview** by a panel consisting of skilled-trade representatives and management. The interview will include questions about work experience and background, and about hypothetical situations candidates could encounter on the job or in the workplace.
- **Reference Check**

## Conditional Job Offer

Candidates who receive conditional job offers are required to pass each of the following before receiving a final job offer.

- **Pre-employment Physical:** A medical examination of the candidate to determine whether he/she can perform the mental and physical functions of the job.
- **Drug Test:** Some City Light apprenticeships require a Class “A” Commercial Driver’s License. Candidates for these positions are required to take and pass a drug test, and by Federal Law, must be randomly drug tested throughout their career.
- **Background Check:** This will include criminal history, driving record, education and employment verification.

## Cable Splicer



The Cable Splicer Apprenticeship is a four-year/8,000-hour program preparing the apprentice to perform physically demanding work in confined areas, including locating and repairing electrical faults underground in vaults and tunnels. Cable Splicers learn to splice, terminate and maintain low and high voltage power cables in an underground network distribution system. Apprentices also learn to install and maintain conductors, transformers, network protectors, relays, switches and related electrical equipment.







## MINIMUM QUALIFICATIONS TO APPLY FOR CABLE SPLICER

- US citizen or have legal permission for employment in US and 18 years of age by the time of hire
- High School graduate or HS equivalency, or Vocational School or Associates Degree graduate. Have a minimum of one year of HS or one quarter of post HS algebra, geometry or trigonometry with a minimum grade of 70% (or “C Average”) or successful completion of the BEAM class.
- Valid Washington State Driver’s License by time of hire
- Current Complete Driver’s Record from Department of Licensing
- Documentation that minimum qualifications have been met

**In addition to the minimum qualifications listed above, applicants must satisfy at least one of the conditions listed below:**

- One year of high school training in electrical theory, OR
- Six months of high school training installing, configuring, maintaining or repairing electrical equipment, OR
- One semester of post-high school level training in electrical theory, OR
- One semester (at least 15 weeks) of post-high school level training in installing, configuring, maintaining, or repairing electrical or electrical utility equipment, OR
- Three months prior experience (paid or volunteer) applying electrical theory or installing, configuring, maintaining or repairing electrical or electrical utility equipment, OR
- Four months prior experience (paid or volunteer) handling or assisting in installing and/or configuring electrical equipment or electrical utility equipment, OR
- Completion of the Basic Electricity and Applied Mathematics (BEAM) Class

## Electrician Constructor

Electrician Constructor Apprenticeship is a four-year/8,000 hour training program. Apprentices learn to work with high-voltage electricity and provide service and maintenance to substations throughout Seattle City Light's distribution system. Under the supervision of journey-level workers, apprentices perform work on transformers, conductors, circuit breakers, switches, protective devices and cutouts.





## MINIMUM QUALIFICATIONS TO APPLY FOR ELECTRICIAN CONSTRUCTOR

- US citizen or have legal permission for employment in US and 18 years of age by the time of hire
- High School graduate or HS equivalency, or Vocational School or Associates Degree graduate. Have a minimum of one year of HS or one quarter of post HS algebra, geometry or trigonometry with a minimum grade of 70% (or “C Average”) or successful completion of the BEAM class.
- Valid Washington State Driver’s License by time of hire
- Current Complete Driver’s Record from Department of Licensing
- Documentation that minimum qualifications have been met

**In addition to the minimum qualifications listed above, applicants must satisfy at least one of the conditions listed below:**

- One year of high school training in electrical theory, OR
- Six months of high school training installing, configuring, maintaining or repairing electrical equipment, OR
- One semester of post-high school level training in electrical theory, OR
- One semester (at least 15 weeks) of post-high school level training in installing, configuring, maintaining, or repairing electrical or electrical utility equipment, OR
- Three months prior experience (paid or volunteer) applying electrical theory or installing, configuring, maintaining or repairing electrical or electrical utility equipment, OR
- Four months prior experience (paid or volunteer) handling or assisting in installing and/or configuring electrical equipment or electrical utility equipment, OR
- Completion of the Basic Electricity and Applied Mathematics (BEAM) Class

## Generation Electrician Constructor



Generation Electrician Constructor Apprenticeship is a four-year/8,000 hour training program. Apprentices are assigned to the hydroelectric facilities which are located at the Boundary and Skagit Dam areas. Apprentices will work with high-voltage electricity and provide service and maintenance throughout Seattle City Light's distribution system. Under the supervision of journey-level workers, apprentices

perform work on generators, install, troubleshoot and maintain the powerhouse operating systems, and will work on governors, protective devices, circuit breakers, disconnects and transformers. Apprentices will assemble and disassemble heavy equipment associated with generation facilities. Apprentices perform physically demanding work at heights, over water and in confined spaces.



## **MINIMUM QUALIFICATIONS TO APPLY FOR GENERAL ELECTRICIAN CONSTRUCTOR**

- US citizen or have legal permission for employment in US and 18 years of age by the time of hire
- High School graduate or HS equivalency, or Vocational School or Associates Degree graduate. Have a minimum of one year of HS or one quarter of post HS algebra, geometry or trigonometry with a minimum grade of 70% (or “C Average”) or successful completion of the BEAM class.
- Valid Washington State Driver’s License by time of hire
- Current Complete Driver’s Record from Department of Licensing
- Documentation that minimum qualifications have been met

**In addition to the minimum qualifications listed above, applicants must satisfy at least one of the conditions listed below:**

- One year of high school training in electrical theory, OR
- Six months of high school training installing, configuring, maintaining or repairing electrical equipment, OR
- One semester of post-high school level training in electrical theory, OR
- One semester (at least 15 weeks) of post-high school level training in installing, configuring, maintaining, or repairing electrical or electrical utility equipment, OR
- Three months prior experience (paid or volunteer) applying electrical theory or installing, configuring, maintaining or repairing electrical or electrical utility equipment, OR
- Four months prior experience (paid or volunteer) handling or assisting in installing and/or configuring electrical equipment or electrical utility equipment, OR
- Completion of the Basic Electricity and Applied Mathematics (BEAM) Class

## Pre-Apprentice Lineworker

City Light's Pre-Apprentice Lineworker (PAL) program offers paid, six-month probationary training positions designed to help new employees learn the skills needed to become apprentice lineworkers. Instruction includes crew assistance and equipment preparation. PALs work directly with line crews and gain experience in the typical tasks and duties of lineworkers. PAL training includes physical workouts in preparation for the demands

of the job. Instruction in climbing wooden poles begins gradually, once a week. PALs will receive CDL training and must obtain a Class "A" CDL. To graduate into the Lineworker Apprenticeship Program, PALs must pass a set of physical capacity tests and a series of pole climbing tests. Graduates enter a 3.5 year/7,000 hour Lineworker Apprenticeship learning to work with high-voltage electrical equipment in a variety of settings and adverse weather conditions.





## Minimum Qualifications to Apply for PAL/Lineworker Program

- US citizen or have legal permission for employment in US and 18 years of age by the time of hire
- High School graduate or HS equivalency, or Vocational School or Associates Degree graduate. Have a minimum of one year of HS or one quarter of post HS algebra, geometry or trigonometry with a minimum grade of 70% (or “C Average”) or successful completion of the BEAM class.
- Valid Washington State Driver’s License by time of hire
- Current Complete Driver’s Record from Department of Licensing
- Documentation that minimum qualifications have been met

**Applicants must meet minimum eligibility requirements only. No additional qualifications are required to apply.**

## Meter Electrician



The Meter Electrician Apprenticeship is a three-year/6,000 hour training program. Apprentices learn how to install single and poly-phase meters, transformer-related meters, self-contained meters and instrument transformers. They also learn about lab and field test meters, automatic metering devices and substation and co-generation metering.







## Minimum Qualifications to Apply for Meter Electrician

- US citizen or have legal permission for employment in US and 18 years of age by the time of hire
- High School graduate or HS equivalency, or Vocational School or Associates Degree graduate. Have a minimum of one year of HS or one quarter of post HS algebra, geometry or trigonometry with a minimum grade of 70% (or “C Average”) or successful completion of the BEAM class.
- Valid Washington State Driver’s License by time of hire
- Current Complete Driver’s Record from Department of Licensing
- Documentation that minimum qualifications have been met

**In addition to the minimum qualifications listed above, applicants must satisfy at least one of the conditions listed below:**

- One year of high school training in electrical theory, OR
- Six months of high school training installing, configuring, maintaining or repairing electrical equipment, OR
- One semester of post-high school level training in electrical theory, OR
- One semester (at least 15 weeks) of post-high school level training in installing, configuring, maintaining, or repairing electrical or electrical utility equipment, OR
- Three months prior experience (paid or volunteer) applying electrical theory or installing, configuring, maintaining or repairing electrical or electrical utility equipment, OR
- Four months prior experience (paid or volunteer) handling or assisting in installing and/or configuring electrical equipment or electrical utility equipment, OR
- Completion of the Basic Electricity and Applied Mathematics (BEAM) Class

## BEAM (Basic Electricity & Applied Math)

Seattle City Light offers a class called Basic Electricity and Applied Math (BEAM) twice a year (Winter/Fall) on average. This is for individuals who believe they do not meet the minimum qualifications listed in this brochure. Successful completion of the BEAM class qualifies an applicant to apply for a City Light apprenticeship, if the eligibility requirements have been met.

BEAM provides a comprehensive introduction to basic electrical theory and practice, basic algebra, and the practical math required on the job. BEAM also provides instruction on proper interviewing techniques and other professional skills for those seeking a career in the skilled trades. When scheduled, BEAM classes are held two nights per week from 5:30 p.m. to 8:30 p.m. for 12 weeks at the Georgetown campus of South Seattle Community College. The approximate cost for BEAM is \$500, which includes tuition, books, and student parking. Payment is required at registration.

Email [SCL\\_Apprenticeship@seattle.gov](mailto:SCL_Apprenticeship@seattle.gov) with your name, mailing address, telephone number, and email address to be added to the BEAM mailing contact list.

- To register for BEAM, you will be required to take and pass a basic math skills assessment exam (no exceptions) offered by the SCL Apprenticeship Office.
- You will be notified in advance of upcoming BEAM classes and required pre-testing dates.
- You cannot register for BEAM until you have successfully passed the BEAM pre-test and have been instructed by the Apprenticeship Office that you may enroll at South Seattle Community College.
- Taking the BEAM class does not guarantee you will be accepted into an apprenticeship program. But, participating fully and passing all portions of this class will give you experience and education to help you on applications, written and working tests, and interviews.



## Additional Information

Apprenticeship positions are represented by a union under a collective bargaining agreement.

All programs are competitive and open to all candidates who meet our stringent hiring qualifications.

If you would like to receive notification about job openings for apprenticeship, follow these steps:

1. Visit [seattle.gov/jobs](http://seattle.gov/jobs)
2. Click “Employment Opportunities”
3. Click “Job Categories” from the drop-down menu in the upper left corner
4. Select “Construction Trades” and “Utilities” and/or any other categories of interest to you
5. Select “Subscribe” and fill out the “Job Interest Card”
6. Select “Submit”

**Seattle City Light Apprenticeship Office**  
(206) 386-1603

[SCL\\_Apprenticeship@seattle.gov](mailto:SCL_Apprenticeship@seattle.gov)

[seattle.gov/city-light/about-us/careers/apprenticeships](http://seattle.gov/city-light/about-us/careers/apprenticeships)

**Other Washington State Department of Labor & Industries Apprenticeship Opportunities**

Central Office: (206) 902-5320/5322/  
5323/5324/6591

[Apprentice@lni.wa.gov](mailto:Apprentice@lni.wa.gov)

[lni.wa.gov/TradesLicensing/](http://lni.wa.gov/TradesLicensing/)

[Apprenticeship/default.asp](http://Apprenticeship/default.asp)



Seattle City Light Apprenticeship Office  
(206) 386-1603  
SCL\_Apprenticeship@seattle.gov  
[seattle.gov/city-light/about-us/careers/apprenticeships](http://seattle.gov/city-light/about-us/careers/apprenticeships)



REVISED MAY, 2018