



City of Seattle



2017 Construction Apprenticeship Guidebook



WASHINGTON
BUILDING TRADES



SOUNDTRANSIT

CONSTRUCTION
CENTER OF EXCELLENCE
BY GREGGON TECHNICAL COLLEGE

2017 Construction Apprenticeship Guidebook

Produced and compiled by

City of Seattle City Purchasing and Contracting Services

In early 2015, Mayor Murray signed an ordinance passed by Seattle City Council to approve a Priority Hire program for City public works construction projects of \$5 million or more. Using City-funded construction projects, the Priority Hire program prioritizes the hiring of residents that live in Seattle and King County economically distressed communities, women and people of color.

www.seattle.gov

www.seattle.gov/priorityhire



City of Seattle

Made possible by generous donations from

Washington State Building and Construction Trades Council

www.wabuildingtrades.org



**WASHINGTON
BUILDING TRADES**

Sound Transit

www.soundtransit.org



SOUNDTRANSIT

Construction Center of Excellence

www.constructioncenterofexcellence.com

www.constructioncenterofexcellence.com/apprenticeship



Thanks to all pre-apprenticeship and apprenticeship training programs for providing the information, training and support necessary for residents of our local communities to access the pathway to living-wage construction careers.

A special thank you to Gabi Newgent for the summer she spent creating this document.

Updated June 2017

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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 contractors, foremen and 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 trades, crafts or skills) 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:

- Attitude:** Be open to learn, love hard work, and strive to be the 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.
- Respect:** Listen carefully, pay attention, and follow directions.
- Hands-On:** Learn by doing, solving problems, and overcoming challenges.
- Tough:** Not afraid of hard work, heights or cold, wet weather.
- Drug Free:** Construction sites can be dangerous. Everyone must be alert.
- Safety:** Safety first. Pay attention. Wear safety gear at all times.

Pre-Apprenticeship

Pre-apprenticeship (preparatory) training programs are supportive, hands-on and help prepare people for entry and success in the building trades. These preparatory programs provide construction training, education, and assist with driver's licensing, transportation, childcare, 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 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.

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. And, 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 particular trade should contact the union hall directly:

www.seattle.gov/Documents/Departments/FAS/PurchasingAnd-Contracting/Labor/SBCTC-Affiliates.pdf.

Apprenticeship vs. College

Apprenticeship

Get paid for on-the-job training.

College

Pay for classroom learning.

EARNINGS

\$18-\$24/Hour to start

COST

\$22,500/Year

YEAR 1

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

YEAR 1

- \$22,500
Debt

YEAR 2

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

YEAR 2

- \$22,500
Debt

YEAR 3

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

YEAR 3

- \$22,500
Debt

YEAR 4

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

YEAR 4

- \$22,500
Debt

TOTAL OVER 4 YEARS

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

TOTAL OVER 4 YEARS

- \$90,000 Debt

WORK EXPERIENCE

4 years in the industry

WORK EXPERIENCE

0 years in the industry

*Adapted from Apprenticeship Services, Washington State
Department of Labor & Industries, Publication F100-531-000 [09-2012].*

Support Services

For Pre-Apprentices and Apprentices

Apprenticeship Opportunities Project (AOP)

AOP helps people prepare for, apply to and complete construction apprenticeship. AOP services include resume building, interview skills, application completion, counseling, mentorship and financial support. Financial support is for items such as gas, tuition, work clothes, tools, initiation fees and union dues. Pre-apprentices and apprentices are eligible if they are:

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

To Apply

Attend an informational session

Schedule an intake meeting

Complete an application and submit required documents

Contact

Vernel Nicholas

206-381-1384

info@anewaop.org

550 SW 7th 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.

The Alternative Solutions program includes a comprehensive, user-friendly database 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.

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 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/

Pre-Apprenticeship

Pre-apprenticeship (preparatory) training programs are supportive, hands-on and help prepare people for entry and success in the building trades. These preparatory programs provide construction training, education, and assist with driver's licensing, transportation, childcare, 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

Apprenticeship & Non-Traditional Employment 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

11-week training program

Training is offered to men and women in King, Snohomish and Pierce counties.

Minimum Qualifications:

18+



Clean drug test

Preferred Qualifications:



High school diploma or GED



Driver's license

Application Process

Attend orientation Tuesdays at 2 PM and Thursdays at 10 AM

Bring:

Driver's license

Social security card

Documentation of recent income (6 months)

Complete application:

www.anewaop.org/programs/trp-landing

Contact

Megan Clark
Outreach Coordinator

206-381-1384

info@anewaop.org

Training Office: 550 SW Seventh St., B305,
Renton, WA 98057

www.anewaop.org

Cost

Training is free

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Ironworkers Boot Camp



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

Direct entry into Ironworkers Apprenticeship upon
successful completion

Minimum Qualifications:

18+



Driver's
license



Social security
card or I-9
verification



Clean drug
test

Preferred Qualifications:



High school
diploma
or GED

Application Process

Varies by cohort and work demand. Call for information.

Vehicle registration for reliable transportation –
can be in any name

Complete full-day physical try-out

Cost

Training is free

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Contact

Greg Christiansen
Apprenticeship and Pre-Apprenticeship Coordinator,
Ironworkers Local 86

206-244-2993

greg@iw86appr.org

Training Office: 4550 S. 134th Place, Suite 102,
Tukwila, WA 98168

www.iw86appr.org

PACE

Washington State Building Trades

Pre-Apprenticeship Construction Education



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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Contact

Diane Davies
King County Program Manager

206-947-5362

diane@WABuildingTrades.org

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

www.PACEconstruction.org

PACT

Seattle Vocational Institute

Pre-Apprenticeship Construction Training



Multiple trade skills taught in construction shop

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

Industry certifications offered

22-week training program

Offered quarterly

College credit

Minimum Qualifications:

18+

*Participants under 18 must attend Bright Future Program



Clean drug test

Preferred Qualifications:



High school diploma or GED



Driver's license

Application Process

- Attend orientation (Wednesdays at 10:30 AM, Room 106 and Fridays at 11 AM, Room 102)
- Complete all documents
- Complete CASAS test and submit scores
- Register through Seattle Vocational Institute (SVI)
- Apply for financial aid (FAFSA school code: 030521)
- Apply for Workforce Funding
- Attend readiness training

Cost

Training is free

Need To Succeed

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

Contact

206-934-2943
Amesha.Aytch@seattlecolleges.edu

Training Office: 2120 S. Jackson St.
Seattle, WA 98144

<http://svi.seattlecolleges.edu/pre-apprenticeship-construction-training-pact/>

TRAC

Trades Related Apprenticeship Coaching

For women incarcerated in Washington 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 6 months.

Participants must have between 5-15 months left of incarceration.

Application Process

Contact unit counselor to apply

Be screened by Correctional Program Manager (CPM)

Take physical and math assessment

Participate in formal interview (scored)

Cost

Training is free

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Contact

Steve Petermann

253-858-4299

swpetermann@doc1.wa.gov

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

TVTC

Tribal Employment Rights Office 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: OSHA 10, traffic control, fork lift, scissor lift, boom lift, first aid/CPR/AED and Hilti Powder Actuated tools

14-week training program

Offered quarterly

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Contact

Lynne Bansemer

360-716-4746

lbansemer@tulaliptribes-nsn.gov

Lisa Telford

360-716-4760

ltelford@tulaliptribes-nsn.gov

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

<http://tvtc.tulaliptribes.com/>

YouthBuild

YouthCare's YouthBuild



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
6-month training program
Student stipends 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
Substance abuse support provided

Application Process

- Attend orientation (Wednesdays at 12 PM, SCC Georgetown, Building B, Room 118)
- Complete application
- Take a CASAS appraisal test (reading and math)
- Provide copy of ID and birth certificate or social security card
- Proof of low income
- Complete full-week physical try-out

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
- Have a positive attitude
- Enjoy hands-on work
- Have reliable transportation (ORCA card provided)

Contact

Kerstin Torrescano
Program Supervisor

206-762-0788
youthbuild@youthcare.org

Training Office: South Seattle College (SSC),
Georgetown Campus, 6737 Corson Ave. S,
Building B, Room 127, Seattle, WA 98018

www.youthcare.org/node/2546

Additional Pre-Apprenticeship

Puget Sound Skills Center

Free training available for Highline School District students
16+ years old

Contact

Sisto Pina
sisto.pina@highlineschools.org
www.highlineschools.org/PSSC

Seattle Skills Center

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

Job Corps

Free 10-month training for 16-24 years old
and low-income US residents
Be physically capable to do the work
Clean drug test
Student stipends offered

Contact

Barry Hawley
Hawley.Barry@jobcorps.org
<http://curlew.jobcorps.gov/>

Union 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 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 – 11:00 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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices \$28.76 Wage

Benefits, pension and journey-level wages vary by location and contract.

Contact

Mark Eaton

206-624-4707

apprenticeship@boilermakerslocal104.org

Training Office: 6770 E. Marginal Way S., B122,
Seattle, WA 981084

www.boilermakerslocal104.org

Boilermakers 502



Represented by the International Brotherhood of Boilermakers Local 502

Boilermakers are complete metal fabricators on construction sites. They work with steel, aluminum and other metals. Their work includes new construction, repair and maintenance of things like boilers, cranes, tanks, pipelines, cable-ways, pressure vessels and

structural frames. They rig and lift loads with rope, steel cables and chains, operate power tools and may work in extreme temperatures.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Clean drug test

Application Process

Applications are handed out at the training office 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
- Have a positive attitude
- Enjoy hands-on work
- Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$25.69	Wage
	\$28.85	Benefits
	\$54.54	Total

Journey Workers	\$36.69	Wage
	\$28.85	Benefits
	\$65.54	Total

Contact

253-435-0330
502local@comcast.net

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

www.boilermakers502.org

Carpenters

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

Multiple training programs are offered within the carpenters training program. General carpenters lay out, measure, cut, erect and join materials. Interior systems professionals install acoustical ceilings, metal framing and wall partitions. Millwrights install and repair machinery like compressors, turbines and

monorails. Piledrivers drive piling into the earth to ensure buildings are stable. Scaffold erectors build and maintain scaffolding. Shipwrights repair and renovate boats. Trade show workers and floor coverers are also carpentry crafts.



Minimum Qualifications:

18+



Driver's license



Clean drug test

Application Process

Fill out application

Attend 8-hour trade orientation, including hands-on assessment and math exam

Attach valid and current:

Resumé

Training documents (pre-apprenticeships, classes, certifications)

Work experience documents (check stubs, W-2s)

Military documents (DD214, ID Card)

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$24.55	Wage
	\$14.59	Benefits
	\$39.14	Total

Journey Workers	\$40.92	Wage
	\$14.59	Benefits
	\$55.51	Total

Basic skills and wages vary by carpentry craft.

Contact

425-235-2465

cindyg@carpentertraining.org

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

253-437-5235

danj@carpentertraining.org

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

<http://carpentertraining.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 application online: www.opcmialocal528.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 (PCT)

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

	Cement Masons	Plasterers	
Starting Apprentices	\$19.76	\$22.91	Wage
	\$16.04	\$8.79	Benefits
	\$35.80	\$31.70	Total
Journey Workers	\$39.52	\$37.01	Wage
	\$16.04	\$16.19	Benefits
	\$55.56	\$53.20	Total

Contact

206-762-9286

concretetraining@msn.com

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

www.opcmialocal528.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
- Have a positive attitude
- Enjoy hands-on work
- Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$19.33	Wage
	\$8.97	Benefits
	\$23.30	Total
Journey Workers	\$38.65	Wage
	\$17.01	Benefits
	\$55.66	Total

Contact

Eric Palmer
Apprenticeship Coordinator

206-762-8332
ericp@ftinw.org

Training Office: 6737 Corson Ave. 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+



Application Process

Submit application on-line: www.psejatc.org

Submit valid and current documents:

- Resumé
- 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
- Have a positive attitude
- Enjoy hands-on work
- Have reliable transportation

2016 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$15.00	\$17.30	\$18.50	Wage
\$5.36	\$ 9.95	\$10.39	Benefits
\$20.36	\$27.25	\$28.89	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$30.55	\$30.55	\$45.77	Wage
\$13.16	\$13.16	\$19.83	Benefits
\$43.71	\$43.71	\$65.50	Total

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Contact for wage and benefit information.

Contact

206-282-4885

smcginty@neiep.org

Training Office: 2263 15th Ave. W.
Seattle, WA 98119

www.iuec19.org

Floor Layers

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



FTINW



Carpet, linoleum and soft tile layers measure, cut and install carpet, artificial turf, linoleum, soft tile, vinyl, wood, etc. in offices, homes, stores and many other structures. They work with plans and blueprints and have

the math skills to measure, estimate and install materials for the best possible finished product.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Proof of auto insurance



Clean drug test

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$14.80	Wage
	\$7.61	Benefits
	\$22.41	Total

Journey Workers	\$29.60	Wage
	\$16.51	Benefits
	\$46.11	Total

Contact

Todd Pierce
Apprenticeship Coordinator

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

Architectural metal and glass workers (glaziers) are responsible for cutting, installing, and replacing all types of glass and architectural metal. Glaziers work

in commercial, industrial, and residential buildings. Glaziers are in good shape, have a good sense of balance, and solve math problems quickly.



FTINW



Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Proof of auto insurance



Clean drug test

Score 80% or higher on the FTINW math assessment test (commercial only)

Pass FTINW strength and agility test (commercial only)

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$20.80	Wage
	\$11.74	Benefits
	\$32.54	Total

Journey Workers	\$41.59	Wage
	\$16.32	Benefits
	\$57.91	Total

Contact

Doug Wagner

Apprenticeship Coordinator

206-762-8332

dougw@ftinw.org

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

www.ftinw.org

Heat & Frost Insulators



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

Heat and frost insulators will become skilled in the installation of mechanical insulation, fire stopping,

asbestos and lead mitigation or abatement, and sound-proofing materials.

Minimum Qualifications:

18+



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

Resumé

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Apprentices start at \$21.54 an hour

Contact for all other wage and benefit information

Contact

425-235-7827

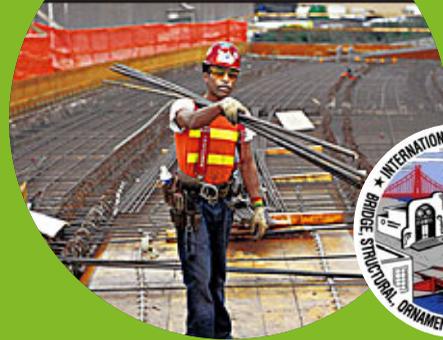
dsteinmetzer@RTC.edu

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

www.local7insulators.org

Ironworkers

Represented by Pacific Northwest Ironworkers Local 86



Ironworkers erect the structural framework for high rise buildings, bridges, etc. They place reinforcing steel in concrete forms for roadways, foundations and structures. Welding, ornamental, rigging and

machinery moving are also a part of this trade. Ironworkers perform rigorous manual labor and work at high elevations.

Minimum Qualifications:

18+



Driver's license



Social security card or proof of legal employment status



Vehicle registration



Proficient in English



Clean drug test

Application Process

Applications are accepted year-round, on the last Tuesday of every month from 9 AM - 12 PM

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

Resumé

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

Letters of recommendation

Welding certifications

Applicants must keep their address current

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$26.34	Wage
	\$8.51	Benefits
	\$34.85	Total

Journey Workers	\$40.52	Wage
	\$25.01	Benefits
	\$65.53	Total

Contact

206-244-2993

greg@iw86appr.org

Training Office: 4550 S. 134th Place, #101,
Tukwila, WA 98168

www.local86.org

Laborers 242

Represented by the Laborers International Union of North America Local 242

Hod carriers and general laborers Local 242 prepare construction sites to eliminate hazards, dig trenches, mix and place concrete and set 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 and hazardous waste removal.

Minimum Qualifications:

18+



Driver's license



2nd form of ID (social security card or passport)



Clean drug test

Participants must have completed 10th grade

Application Process

Complete application

4-5 hour orientation (call for dates and times)

Take assessment test: construction, hand and power tools, machinery, safety, reading and math

Submit documentation of achievement:

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 (PCT) and pass drug test

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$20.65	Wage
	\$10.83	Benefits
	\$31.48	Total

Journey Workers	\$34.42	Wage
	\$10.83	Benefits
	\$45.25	Total

Contact

206-948-3358

Training Office: 2800 First Ave.,
Seattle, WA 98121

www.laborerslocal242.com

Laborers 440

Represented by the Laborers International Union of North America Local 440



Street Pavers, Sewer, Watermain & Tunnel Workers

Laborers work in various capacities on projects that include roads, bridges, underground utilities, dams, tunnels, airports and pipelines.

Minimum Qualifications:

18+



Driver's license



Clean drug test

Participants must have 10th grade education

Application Process

Sign up for orientations every Tuesday between 9 and 11 AM

Complete an application at a scheduled orientation and assessment

Take assessment test: construction, hand and power tools, machinery, safety, reading and math

Submit documentation of achievement:

Education

Training

Work experience certification (pay stubs, W-2s)

Complete in-person interview with coordinator

Selected candidates must successfully pass a one-week pre-construction training (PCT) and drug test

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Be drug free

2016 Hourly Wages

Starting Apprentices	\$20.65	Wage
	\$10.83	Benefits
	\$31.48	Total

Journey Workers	\$33.52	Wage
	\$10.83	Benefits
	\$44.35	Total

Contact

206-329-1540

Training Office: 565 13th Ave.,
Seattle, WA 98122

www.laborerslocal440.com

Operating Engineers



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

Operating engineers operate the bulldozers, motor graders, backhoes and cranes that help to form site infrastructure and skylines. They work mines, dig wells,

survey sites, hoist steel and slabs. They also do the final grading as well as maintain/repair machinery. Operating engineers may travel up to 80 miles 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



Clean drug test

Participants must also submit:

Resumé

Employer letters of recommendation (1-3)

Pass physical exam

Construction site surveyor/technical engineer applicants must score a minimum of 80% on math and reading test

*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 70% 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 may be required to complete operating engineers safety and orientation training

Pre-apprenticeship graduates and military veterans may be granted direct entry

Credit for previous work experience may be granted for individuals placed into apprenticeship based on prior work experience

Need To Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$25.43	Wage
	\$18.60	Benefits
	\$44.03	Total

Journey Workers	\$36.61–\$41.87	Wage
	\$18.60	Benefits
	\$55.21–\$60.47	Total

Contact

509-968-3203

jatc@oetraining.com

Training Office: 16921 Vantage Highway
Ellensburg, WA 98926

www.oetraining.com

Painters

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

Painters first prepare a variety of surfaces (wood, masonry, drywall, plaster, concrete, metal) prior to the application of paint, high performance coatings,

waterproofing, fireproofing and decorative finishes. They then apply decorative and protective finishes in residential and commercial settings.



FTINW



Minimum Qualifications:

18+



Driver's license



Proof of auto insurance



Clean drug test

Score 80% or higher on the FTINW math assessment test

Pass FTINW strength and agility test

High school diploma/GED required after one year in the program

Application Process

Apply at the training office by appointment on Tuesday or Thursday from 10 AM to 3 PM

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$17.39	Wage
	\$9.01	Benefits
	\$26.40	Total

Journey Workers	\$28.99	Wage
	\$11.61	Benefits
	\$40.60	Total

Contact

206-762-8332

davej@ftinw.org

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

www.ftinw.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:

18+



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; OR
- Take the Ed Ready Math Assessment with a score of **60 or better** (test offered at Seattle Area Pipe Trades Center at 2 PM on Tuesdays by appointment only)

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Call for wage and benefit information.

Contact

425-271-5900

heather@seattlepipetrades.org

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

www.seattlepipetrades.org

Roofers

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



The work of roofers and waterproofers consists of all roofing, damp and waterproofing systems, air barrier systems or products whenever the primary function of

such systems or products is to prevent the intrusion or migration of moisture.

Minimum Qualifications:

18+



Current
picture ID



Social
security card or
I-9 verification



Birth
certificate or
immigrant
worker ID



Clean drug
test



Proof of
personal
transportation

Application Process

Fill out application at training office

Attach:

Resumé

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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$16.66	Wage
	\$10.84	Benefits
	\$27.50	Total
Journey Workers	\$33.32	Wage
	\$13.14	Benefits
	\$46.46	Total

Contact

206-728-2777

sarap@avvanta.com

Training Office: 2800 First Ave., #320,
Seattle, WA 98121

www.rooferslocal54.com

Sheet Metal Workers



Represented by the Sheet Metal Workers International Association 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 ductwork, medical tables, building facades, etc.

Minimum Qualifications:

18+



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 assessment. Qualified applicants will be scheduled for an interview and placed on ranked eligibility list.

Apprentices are accepted as-needed based on:

- Interview score
- Geographic availability
- Timely response to contact from apprenticeship

Applicants accepted into the HVAC service technician or HVAC test, adjust & balance programs must have a current Washington state electrical training certificate or current Washington state electrical certification.

Need To Succeed

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

2016 Hourly Wages

Starting Apprentices	\$21.68	Wage
	\$13.96	Benefits
	\$35.64	Total

Journey Workers	\$48.17	Wage
	\$27.29	Benefits
	\$75.46	Total

Contact

425-438-1406

ericp@wwsmjatc.org

Training Office: 11813 Beverly Park Road, B-1,
Everett, WA 98024

www.wwsmjatc.org

Sprinkler Fitters



Represented by the United Association of Sprinkler Fitters Local 699

Sprinkler fitters install, test, inspect, and maintain all types of fire suppression systems. They take great pride in the craftsmanship that goes into these systems that

save lives and property. Whether it's a residential home, high rise, commercial building or a heavy industrial plant, they do it all.

Minimum Qualifications:

18+



High school diploma or GED



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
- Have a positive attitude
- Enjoy hands-on work
- Have reliable transportation

2016 Hourly Wages

Starting Apprentices	\$19.19	Wage
	\$9.47	Benefits
	\$28.66	Total
Journey Workers	\$47.97	Wage
	\$24.52	Benefits
	\$72.49	Total

Contact

Steve Miller
Apprenticeship Coordinator

206-764-0395
school699@outlook.com

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

www.ualocal699.org

Teamsters

Represented by the International Brotherhood of Teamsters Local 174



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:

21+



Driver's license



Proficient in English



Clean drug test

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
- Attend 4-hour orientation
- Pass drug test
- Complete in-person interview
- Selection based on the results of the interview
- Selected candidates must complete six-week Commercial Driver License (CDL) course

Need To Succeed

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

2016 Hourly Wages

Starting Apprentices	\$23.89	Wage
	\$18.57	Benefits
	\$42.46	Total
Journey Workers	\$34.13	Wage
	\$18.57	Benefits
	\$52.70	Total

Contact

206-545-8297
rlopez@teamsterstraining.org

Training Office: 2410 E. St. Helens St.
Pasco, WA 99301

www.teamsterstraining.org

Western Washington Masonry Trades



Represented by the Bricklayers and Allied Craftworkers (BAC) Local 2

Masonry trades include bricklayers, tile setters, pointer-cleaner-caulkers, 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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

2016 Hourly Wages

	Bricklayers, Marble Masons, Pointer-Cleaner-Caulkers	Tile Setters, Terrazzo Workers, Marble Finishers
Starting Apprentices	\$19.12	\$17.53 Wage
	\$14.56	\$13.39 Benefits
	\$30.92	\$30.92 Total
Journey Workers	\$38.24	\$35.05 Wage
	\$16.08	\$15.21 Benefits
	\$54.32	\$50.26 Total

Contact

206-768-8333

wmmtrades@msn.com

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

www.bac2wim.org

Non-Union Apprenticeship CITC

Construction Industry Training Council (CITC) of Washington



CITC offers non-union apprenticeship training programs for:

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

Minimum Qualifications:

18+



High school diploma or GED



Washington 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 prospective 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

Have a positive attitude

Enjoy hands-on work

Have reliable transportation

Take direction well

2016 Hourly Wages

Contact CITC for current wage scales.

Contact

425-454-2482

angelar@citcwa.org

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

www.citcwa.org

City of Seattle Apprenticeship and Employment Opportunities

Seattle City Light Apprenticeship

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

Trades

Lineworkers, cable splicers, electrician constructors, generation electrician constructors and hydroelectric maintenance machinists

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

Trade

Water pipe workers are represented by United Association of Plumbers and Pipefitters Local 32

Pay

Starts at \$28.09 - \$31.56 an hour

Increases with experience and knowledge

Trade

Drainage and wastewater workers are represented by Public Service and Industrial Employees Local 1239

Pay

Starts at \$25.43 - \$28.12 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 or call 206-684-8088.



City of Seattle

206-684-7907

Jon.Bersche@seattle.gov