



King County • Pierce County • Snohomish County

2022 Construction Apprenticeship Guidebook

2022 Construction Apprenticeship Guidebook



View online at www.bitly.com/apprenticeshipguidebook.

Produced and compiled by



www.seattle.gov/priorityhire

In partnership with



www.soundtransit.org

And with help from



www.wabuildingtrades.org



www.wsdot.wa.gov

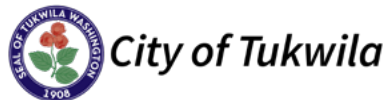


www.portseattle.org



www.kingcounty.gov/priorityhire

www.kingcounty.gov/depts/transportation/metro



www.tukwilawa.gov

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

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

Updated September 2022

Table of Contents

Introduction	4	Union Apprenticeship cont.	
Construction Worker Pathway	5	Cement Masons	30
Apprentices in Action	6	Drywall Finishers	31
Apprenticeship vs. College	7	Electricians (King)	32
Support Services	8	Electricians (Pierce)	33
English Learning Classes	9	Electricians (Snohomish)	34
RPAC	10	Elevator Constructors	35
		Floor Layers	36
Pre-Apprenticeship	11	Glaziers	37
ANEW	12	Heat & Frost Insulators	38
Carpenters	13	Ironworkers	39
Cement Masons	14	Laborers	40
CTAP	15	Operating Engineers	41
Edmonds College	16	Painters	42
Ironworkers	17	Plasterers	43
PACT	18	Plumbers & Pipefitters (King)	44
Palmer Scholars	19	Plumbers & Pipefitters (Pierce & Snohomish)	45
Seattle Conservation Corps	20	Roofers (King & Snohomish)	46
TRAC	21	Roofers (Pierce)	47
TVTC	22	Sheet Metal Workers	48
YouthBuild Seattle	23	Sprinkler Fitters	49
Additional Pre-Apprenticeship	24	Teamsters	50
Union Apprenticeship	25	Open-Shop Apprenticeship	
Boilermakers (Local 104)	26	CITC	51
Boilermakers (Local 502)	27	City of Seattle Apprenticeship	52
Bricklayers & Allied Craftworkers	28	King County Apprenticeship	53
Carpenters	29		

Introduction

Are you looking for a career instead of a minimum-wage job? Are you considering a career in construction? Then you have come to the right place.

We need trained professionals to build structures like our homes, offices, high-rises, roads and bridges. These projects are essential to our everyday life and need hundreds of workers trained in more than 20 different building trades. Building trades (also called crafts) include laborers, ironworkers, cement masons, carpenters, heavy equipment operators, plumbers, sheet metal workers, painters and many more. This book will help you get started down the pathway to become one of these skilled professionals with a high-paying career in the building trades.

You do not need construction skills to get started; the professionals will teach you what you need to know. But there are some things you will need right from the start to succeed:

- Work ethic:** Be open to learn, love hard work and strive to be your best.
- Reliable:** Show up and work hard every single day, no matter what.
- Early:** Always be on-site a half-hour early to prepare for work.
- Learn:** Listen, pay attention, ask questions and follow directions.
- Hands-on:** Learn by doing, solving problems and overcoming challenges.
- Physical:** Ready for hard work, heights and cold, wet weather.
- Drug-free:** Construction sites can be dangerous. Everyone must be alert.
- Safety:** Pay attention. Wear safety gear at all times. Speak up.

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

Pre-Apprenticeship

Pre-apprenticeships are hands-on training programs that help prepare people for entry and success in the building trades. These programs provide construction training and education, and help with driver's licensing, transportation, child care, budgeting, getting a high school diploma/GED, etc. The best part is if you show up and bring your best every day, they will help you get into a paid apprenticeship program. Check out the **orange** section of this book to find a pre-apprenticeship program near you.

If you already have your high school diploma/GED, driver's license and a proven work ethic, you can apply directly to an apprenticeship in the building trade of your choice.

Apprenticeship

Once you are in an apprenticeship training program, you are working on a construction site, learning your trade from skilled professionals and getting paid. You EARN while you LEARN.

It takes about four years for apprentices to become experienced journey-level workers. They reach journey level by learning from experienced workers on the job site and taking classes. Apprentices get regular pay raises along the way, plus benefits and retirement.

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

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

Experienced Workers

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

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



Ready for a career in construction?

1. Start free training today!
2. Earn living wages + benefits + retirement
3. Need English language classes? See page 9!
4. Questions?
Western WA: 206-684-7907
Eastern WA: 360-529-6676

Enter at your level

10+ Years



5+ Years

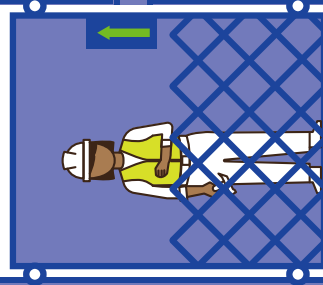


0-5 Years



0-2 Years

2/17/22



START HERE

ENTER HERE

Apprenticeship

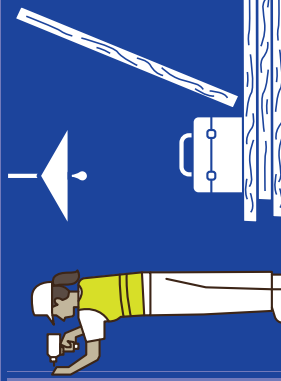
- No experience required
- Start at about \$23/hour
- Benefits and regular raises
- Complete in about 4 years
- On-the-job training
- Hard physical work
- Classes required



ENTER HERE

Journey Level

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



ENTER HERE

Must have:

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

Helps to have:

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

Earn while you learn. Apprentices who complete their training become journey-level workers.



ENTER HERE

Pre-Apprenticeship

- FREE training
- No experience required
- 1, 3 or 6-month options
- Receive support with diploma/GED, driver's license, transportation, tools, and more
- Earn industry certifications
- Learn construction math



Must have:

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

Helps to have:

- Diploma or GED
- Driver's license

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



Career Advancement

- Superintendent
- Trainer
- Safety inspector
- Business owner

More experience, training and leadership skills lead to higher wages and more opportunities.

Apprentices in Action



Al

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

Pati

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



Justis

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



Giovanni

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



Apprenticeship vs. College

Apprenticeship

Get paid for on-the-job training.

EARNINGS

\$20-\$35/hour to start

YEAR 1

\$38,400 - \$67,200
+ Benefits & Pension

YEAR 2

\$42,240 - \$71,040
+ Benefits & Pension

YEAR 3

\$46,080 - \$74,880
+ Benefits & Pension

YEAR 4

\$49,920 - \$78,720
+ Benefits & Pension

TOTAL OVER 4 YEARS

\$176,640 - \$291,840 Earnings
+ Benefits & Pension

WORK EXPERIENCE

4 years in the industry
Journey-level craftsman

College

Pay for classroom learning.

COST

\$22,500/year

YEAR 1

- \$22,500
Debt

YEAR 2

- \$22,500
Debt

YEAR 3

- \$22,500
Debt

YEAR 4

- \$22,500
Debt

TOTAL OVER 4 YEARS

- \$90,000 Debt
+ College Degree

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 Resource Center (ARC)

A Program of ANEW

ARC services are available to registered apprentices. ARC provides clients with support services such as:

- PPE gear and workwear.
- Required work tools.
- Education services: tuition, books and apprentice class fees.
- Transportation assistance: gas card, ORCA card or bus passes.
- Union dues and initiation fee payment assistance.
- Emergency financial assistance (based on available funding).
- Referrals to other community services.

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

To Apply

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

Contact

206-710-1020

info@anewcareer.org

18338 Andover Park W., Building 7, Tukwila, WA 98188

www.anewcareer.org

Washington State Department of Labor and Industries (LNI) Apprenticeship Program

The Apprenticeship Program at LNI serves as the administrator to the Washington State Apprenticeship and Training Council, which oversees registered apprenticeship and recognized preparatory apprenticeship programs, promoting a highly skilled, diverse construction workforce: www.lni.wa.gov/licensing-permits/apprenticeship/become-an-apprentice

Urban League of Metropolitan Seattle (ULMS)

ULMS is dedicated to assisting and preparing individuals to enter pre-apprenticeship and apprenticeship programs and access work in construction. ULMS can assist with applications and collection of required documents needed to enter a training program. ULMS's goal is to provide wraparound support services for clients and help them become successful apprentices, with the long-term goal of reaching journey level.

Services include:

- Credit counseling classes.
- Driver's license assistance.
- First-time homebuyer's class.
- Financial assistance for initiation fees, union dues, tools, work clothes, transportation, food hygiene and rent.

To Apply

Visit www.urbanleague.org/priorityhire to register

Contact

206-461-3792

ctp@urbanleague.org

105 14th Ave., Suite 200, Seattle, WA 98122

www.urbanleague.org

Washington State Department of Veterans Affairs (WDVA)

The WDVA supports all veterans, transitioning service members and their families in finding living-wage careers through GI Bill-approved apprenticeship programs. Use the resource guide to find information on state-registered apprenticeship programs and determine your approximate wage with your GI Bill benefits: www.wacareerpaths.com/apprenticeships/. Questions? Contact the WDVA Apprenticeship Section at apprenticeship@dva.wa.gov or 360-999-8024.

Alternative Solutions

The Department of Social and Health Services (DSHS) is redesigning service to customers through the Division of Child Support's (DCS) Alternative Solutions. There are new grants, programs and services available to pre-apprentices and apprentices to ensure they have a successful and sustainable construction career. Alternative Solutions assists with:

- Setting reasonable child support payments.
- Reinstating driver's licenses.
- Connecting people to services for legal issues, parenting plans, housing, mental health, immigration, child care and more.

The [Alternative Solutions](#) program includes a comprehensive, user-friendly database called the [DSHS Community Resource Directory](#) with over 4,500 statewide community-based organizations providing barrier removal services.

DSHS created this database to ensure that people have the support they need to succeed.

Contact

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

Website

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

Additional Services

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

English Language Classes Available

Clases de inglés disponibles

有英文学习班

Lớp học Anh ngữ đã sẵn sàng

Casharada luqada af ingrishka lagu dhigto waa bananyahiin

The Seattle Public Library and King County Library System offer FREE programs and referrals for learning English.

Contact

Seattle Public Library

www.spl.org/basicskills

206-386-4636

King County Library System

www.kcls.org/adultlearners

800-462-9600

When you call, please inform us if you need an interpreter

Cuando llame, infórmenos si necesita un intérprete

如果您需要口译员，请告知我们

Vui lòng thông báo cho chúng tôi nếu bạn cần một thông dịch viên

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

RPAC | REGIONAL PRE-APPRENTICESHIP COLLABORATION

The Regional Pre-Apprenticeship Collaboration (RPAC) works to build direct and sustainable pathways to high-paying construction careers for Puget Sound residents, especially African Americans, women and people of color.

RPAC is committed to a regionwide pre-apprenticeship system through outreach, rigorous training, retention services and policy work that help people get in, stay in and complete apprenticeship.

Interested in attending?

RPAC welcomes anyone interested in creating a strong construction worker pathway.

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

Date: Last Friday of each month

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

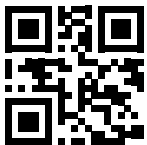
Check the RPAC website for specific meeting information: www.psrpac.org

Contact

206-702-8179

rpac@rtc.edu

www.psrpac.org



Pre-Apprenticeship

The background of the page is a solid yellow color. It is decorated with various white line-art icons of construction tools and equipment, including a hammer, a saw, a wrench, a level, a plumb line, and a crane. These icons are scattered across the page, some overlapping each other, creating a busy, thematic pattern.

Pre-apprenticeships are hands-on training programs that help prepare people for entry and success in the building trades. These programs provide construction training and education, in addition to helping with driver's licensing, transportation, child care, budgeting, etc. The best part is if you show up and bring your best every day, they will help you get into a paid apprenticeship program.

If you already have your high school diploma/GED, driver's license and a proven work ethic, you can go directly to the apprenticeship section and apply to the building trade of your choice.

ANEW

Pre-Apprenticeship Construction Education (PACE) & Trades Rotation Program (TRP) — Programs of ANEW

Multiple trade skills taught in construction shop

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

Industry certifications offered

TRP offers women cohorts, PACE offers co-ed cohorts



Twelve-week training programs, three days a week, with field trips to apprenticeship programs and construction sites

May qualify for college credits (if eligible, tuition assistance available through BFET, TANF, RISE and WIOA)

Minimum Qualifications:

18+



Clean drug test



Desire a career in construction

Preferred Qualifications:



High school diploma or GED (or able to obtain by end of program)



Driver's license (or able to obtain by end of program)

Application Process

Attend orientation (see schedule at www.anewcareer.org/events)

Bring to the information session:

Driver's license

Social Security card

Contact

206-381-1384

info@anewaop.org

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

www.anewcareer.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

Carpenters Pre-Apprenticeship



Northwest Carpenters Institute (NWCI)

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

Teaches the latest industry trends

Learn basic tool skills, craft specific projects, learn trade math and build employability skills

Includes a strong focus on safety

Graduates have preferred entry into carpenters apprenticeship

Minimum Qualifications:

18+

17 years old
may also apply
with parent's
permission

Preferred Qualifications:



Proficient in
math



Confident
reading a tape
measure



Familiar with
hand and
power tools



Ability to follow
instructions and
work in a team
environment

Application Process

Contact the program staff for more information on how to apply to the pre-apprenticeship program

Cost

Training is free

Need to Succeed

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

Contact

206-531-5803

253-437-5235

mtalbott@nwci.org

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

www.nwci.org

Cement Masons

JATC Pre-Apprenticeship



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

Direct entry into Cement Masons Apprenticeship Committee upon successful completion

Minimum Qualifications:

18+



Driver's license



Second form of ID or I-9 verification



High school diploma or GED



Be able to pass a drug test administered on the first day of pre-employment training

Application Process

Applications are accepted throughout the year

Applications are available online: www.CMPLtraining.org

Submit the following to concretetraining@trowelout.org:

Complete application

Driver's license

Social Security card or I-9 verification

High school diploma or GED

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

Cost

Training is free

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

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Contact

206-762-9286, ext. 1

concretetraining@trowelout.org

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

www.CMPLtraining.org

CTAP

Construction Trades Apprenticeship Preparation



Located at six men's incarceration facilities across the state

One quarter and 26 credits

Multiple trades skills taught in construction shop

Industry certifications offered

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

Offered quarterly

Minimum Qualifications:

18+



High school diploma or GED



Driver's license

(Participant's driver's license must be current or obtained on release)



Clean drug test

Application Process

Counselor screening

Cost

Training is free

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Contact

1-800-628-4738

253-858-4299

support@washingtonci.com

www.washingtonci.com/contact-us.html (see contact after TRAC program)

www.washingtonci.com

Edmonds College

Construction Pre-Apprenticeship



AMSC
PRE APPRENTICESHIP
CONSTRUCTION
POWERED BY EDMONDS COLLEGE

Ten-week program with basic construction, employment skills and life skills

Includes math, blueprint reading and drawing, health and safety, work readiness, industry awareness, tool training and more

Students create a capstone project using skills learned throughout the program

Minimum Qualifications:

18+

Preferred Qualifications:



High school diploma or GED

Application Process

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

Contact Shelia Dersham

Cost

Training is free

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Contact

Shelia Dersham

425-267-5777

Shelia.Dersham@edmonds.edu

Training Office: 3008 100th St. SW
Everett, WA 98204

<https://amsc.edmonds.edu/programs/pre-apprenticeship/construction-trades/default.html>

Ironworkers Pre-Apprenticeship



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

Direct entry into Ironworkers Apprenticeship upon
successful completion

Minimum Qualifications:

18+



Driver's
license



Social Security
card or I-9
verification



Clean drug
test



Vehicle
registration
(can be in any
name)



Resume

Application Process

Varies by cohort and work demand. Call for information.
Complete full-day physical try-out

Cost

Training is free

Need to Succeed

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

Contact

206-244-2993

reception@iw86appr.org

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

www.iw86appr.org

PACT

Seattle Central College

Pre-Apprenticeship Construction Training



Multiple trade skills taught in construction shop
Employment skills (resumes, interviews, etc.),
employment survival 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 - 3:00 p.m.,
Fishbowl Conference Room)

Complete all documents

Register through Seattle Central College

Apply for Workforce Funding

Cost

Training is free if accepted into the PACT program

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Contact

206-934-4942

PACT.Central@seattlecolleges.edu

Training Office: Wood Technology Center
2310 S. Lane St.
Seattle, WA 98144

<https://woodtech.seattlecentral.edu/programs/pact>

Palmer Scholars

Palmer Pathways Pre-Apprenticeship Program



Serves young adults of color ages 18-26
Combines career exploration with hands-on experience
Offers two phases
Phase One is six weeks of career exploration and preparation, soft skill development, safety training,

workplace competencies, physical conditioning, construction math and trades knowledge
Phase Two is an optional eight-week dive into hands-on construction and skill development to earn six certifications and prepare for apprenticeship

Minimum Qualifications:

18-26

At time of application



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



High school diploma or GED



Driver's license or other ID



Social Security card or proof of legal employment status



Live in Pierce County



Identify as a person of color

Application Process

Fill out an interest card to be contacted by our team at www.palmerscholars.org/pathways or email us at pathways@palmerscholars.org to begin the process

Full application will be completed in person or via Zoom

WIOA service providers can contact pathways@palmerscholars.org for more information about enrolling their participants in Palmer's Eligible Training Provider program

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

253-572-9008

pathways@palmerscholars.org

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

www.palmerscholars.org/pathways

Seattle Conservation Corps



Seattle Conservation Corps (SCC) is a year-long paid work training program for homeless adults operating in the Seattle Parks and Recreation Department. Participants are paid for full-time work as they learn life skills and gain experience working in crews

assigned to public works projects. Typical projects include trail building, landscaping, tree planting and watering, building demo and property clearing and hauling.

Minimum Qualifications:



Currently homeless



Ability to pass a City of Seattle physical

Preferred Qualifications:



Maintain a clean and sober lifestyle

Application Process

Phone screens are held several times a year. Call to find out the next phone screen date

Cost

Training is free

Need to Succeed

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

Contact

206-684-0190
sloane.whitaker@seattle.gov
ruth.blaw@seattle.gov

Training Office: 7727 63rd Ave. NE, Suite 201
Seattle, WA 98115

www.seattle.gov/parks/about-us/special-initiatives-and-programs/seattle-conservation-corps

TRAC

Trades Related Apprenticeship Coaching

For women incarcerated at Washington Corrections Center for Women and Mission Creek Corrections Center for Women

Multiple trade skills taught in construction shop

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

Industry certifications offered

16-week training program

Offered quarterly



Minimum Qualifications:

18+



High school diploma or GED



Driver's license

(Participant's driver's license must be current or obtained on release)



Clean drug test

Participants must be major-infraction-free for six months

Participants must have 5-15 months of incarceration remaining

Application Process

- Contact unit counselor to apply
- Complete screening by correctional program manager
- Pass physical and math assessments
- Participate in formal interview

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

1-800-628-4738

253-858-4299

support@washingtonci.com

www.washingtonci.com/contact-us.html (see contact after TRAC program)

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

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

www.washingtonci.com

TVTC

Tribal Employment Rights Office (TERO) Vocational Training Center

Multiple trade skills taught in construction shop

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

Industry certifications: HAZWOPER, OSHA 10, traffic control, fork lift, scissor lift, boom lift and first aid/CPR/AED

16-week training program

Offered biannually

Student stipends offered

M/F Native Americans and non-Native spouses and parents



Minimum Qualifications:

18+



Tribal ID or proof of affiliation

Preferred Qualifications:



High school diploma or GED



Driver's license

Application Process

Applications accepted year-round

Apply online or in-person

Cost

Training is free

Student stipends offered

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Contact

360-716-4760

tvtcstaff@tulaliptribes-nsn.gov

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

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

YouthBuild

YouthCare's YouthBuild Seattle



6-month training program

GED preparation courses and testing

Carpentry focused with exposure to multiple trade including electrical, cement masonry, iron work, etc.

Employment skills, life skills and construction math taught in classroom

Two terms college credit and 4 industry certifications offered: CPR/First Aid, Forklift, Flaggers, OSHA 10

Intensive case management services offered (mental health and substance abuse support, housing assistance, food needs, etc.)

Minimum Qualifications:

18-24 \$

Low
Income and
receiving
food stamps



Interest in a
construction
career



Driver's
license not
required



No high school
diploma
or GED

Diploma and GED
holders accepted on
a case-by-case basis
mid-cohort

Application Process

Attend an information session. Call to confirm date and time.

Tuesdays, 12 p.m. to 3 p.m.

Thursdays, 9 a.m. to 12 p.m.

Complete application

Provide copy of ID and birth certificate or Social Security card

Provide proof of BFET eligibility (verification of food stamps or subsidized housing)

Take a baseline GED exam

Complete a pre-program interview

Complete two-week Mental Toughness try-out

Cost

Training is free

In-program certifications and exams (such as GED) are free

Biweekly student stipends and other incentives (such as ORCA card) offered

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation (ORCA card provided)

Contact

206-310-7423

youthbuild@youthcare.org

Training Office: South Seattle College (SSC),
Georgetown Campus, 6737 Corson Ave. S.
Building B, Room 118, Seattle, WA 98018

www.youthcare.org/homeless-youth-services/employment/youthbuild

Additional Pre-Apprenticeship

Federal Way Public Schools

Construction pre-apprenticeship program offered to juniors and seniors at Federal Way High School

Two-year program leading to industry certifications, college credit and preferred entry into apprenticeship

Scholars earn CTE, science and math credits

Contact

Charissa Eggleston, District Lead Jana Kelly, School Lead
253-391-1384 253-797-8224
cegglest@fwps.org jkelly@fwps.org

LOVE-TO

Five-week training, mentorship and career counseling

Includes construction readiness and certifications in flagging, OSHA and CPR

Contact

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

Peninsula School District

Skilled trades program is affiliate of ANEW

Offered during the day to Peninsula School District students

Receive 360-hours skilled trades training

Visit apprenticeship programs and job sites

Earn 5 industry certifications, including OSHA 10

Earn 11 college credits

Receive “preferred entry” options upon completion

Contact

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

Puget Sound Skills Center

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

Contact

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

Seattle Skills Center

Pathways to careers in the Construction Trades program

Free training for Seattle School District high school students

Classes are half-day, advanced, credit-bearing Career and Technical Educational (CTE) programs

Transportation provided

Apply online: <https://skillscenter.seattleschools.org>

Contact

Dan Golosman, School Principal
206-252-0730
dpgolosman@seattleschools.org
skillscenterinfo@seattleschools.org
<https://skillscenter.seattleschools.org>

Union Apprenticeship

Once you are in an apprenticeship training program, you are working on a construction site, learning your trade and getting paid. You EARN while you LEARN.

It takes about four years for apprentices to become experienced journey-level workers. They reach journey level by learning from experienced workers on the job site and taking classes. Apprentices get regular pay raises along the way, plus benefits and a pension.

You do not need a clean record, a college degree or past experience. You just need to apply and try out for one of the pre-apprenticeship or apprenticeship training programs in this book. These training programs need residents of King, Pierce and Snohomish counties, veterans, women and people of color.

Boilermakers 104



Represented by the International Brotherhood of Boilermakers Local 104

Boilermakers are complete metal fabricators in shops and shipyards. They work with steel, aluminum and other metals to fabricate boilers off-site that get

delivered to construction sites. While they weld ships, bridges, boilers, water tanks, wood chippers, etc., their focus is mainly on the maritime industry.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license or other state- or federal-issued ID



Clean drug test

Application Process

Applications accepted Wednesdays from 9:30 – 11 a.m.

Complete an assessment

Once placed in the candidate eligibility pool, you may be called in for an interview

Candidates in the eligibility pool may seek their own employment as an apprentice

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices **\$26** Total (Wage + Benefits)

Journey Workers **\$36-\$40+** Total (Wage + Benefits)

Contact

Mark Eaton

206-624-4707

apprenticeship@ibb104.org

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

www.local104apprenticeship.org

Boilermakers 502

Represented by the International Brotherhood of Boilermakers Local 502

Boilermakers are complete metal fabricators on construction sites. They work with steel, aluminum and other metals. Their work includes new construction, repair and maintenance of things like

boilers, cranes, tanks, pipelines, cable-ways, pressure vessels and structural frames. They rig and lift loads with rope, steel cables and chains, operate power tools and may work in extreme temperatures.



Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Clean drug test

Application Process

Applications are handed out at the training office Monday to Friday from 8 a.m. - 5 p.m.

Need to Succeed

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

2022 Hourly Wages

Starting Apprentices	\$27.58	Wage
	\$33.14	Benefits
	\$60.72	Total

Journey Workers	\$39.40	Wage
	\$33.14	Benefits
	\$72.54	Total

Contact

253-435-0330

502local@comcast.net

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

www.boilermakers502.org

Bricklayers and Allied Craftworkers



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

Masonry trades include bricklayers, tile setters, pointer-cleaner-caulkers, refractory, marble setters, terrazzo workers and finishers. Professionals in each craft work inside and out at substantial heights and ground level.

Most of their work involves finishes; some is structural, and all crafts require attention to detail and creative problem-solving skills. Their beautiful, finished surfaces last for years.

Minimum Qualifications:

- 
18+
- 
High school diploma or GED
- 
Driver's license
- 
Social Security card or I-9 verification
- 
Clean drug test

Application Process

- Application must be filled out and turned in on the same visit
- Bring driver's license, high school diploma or GED and Social Security card
- Qualifying veterans may use their GI bill
- Pass drug test
- Complete pre-job training
- Pass basic math test

Need to Succeed

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

2022 Hourly Wages

	Bricklayers, Refractory Marble Masons, Pointer-Cleaner-Caulkers	Tile Setters, Terrazzo Workers, Marble Finishers	
Starting Apprentices	\$25.38	\$25.48	Wage
	\$15.43	\$14.29	Benefits
	\$40.81	\$39.77	Total
Journey Workers	\$46.14	\$42.47	Wage
	\$17.18	\$16.24	Benefits
	\$63.32	\$58.71	Total

Contact

206-768-8333
teammasonry@nwmasonrytraining.org

Training office: 6737 Corson Ave. S., Building D, Room 115
 Seattle, WA 98108

www.levelupnw.org

Carpenters

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

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



to ensure buildings are stable. Scaffold erectors build and maintain scaffolding. Shipwrights repair and renovate boats. Trade show workers and floor coverers are also carpentry crafts. Insulators insulate buildings with vapor barrier, spray foam insulation, and install batting. The insulator program is two years.

Minimum Qualifications:

18+

Or 17 years old with written parental consent



Driver's license



Clean drug test

Application Process

Fill out application - online at www.nwci.org

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

Attach valid and current:

- Résumé

- Training documents (pre-apprenticeships, classes, certifications)

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

- Military documents (DD214, ID Card)

Need to Succeed

- Be physically capable to do the work

- Show up early every day

- Work well with others

- Be ready to learn

- Enjoy hands-on work

- Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$29.51	Wage
	\$19.01	Benefits
	\$48.52	Total

Journey Workers	\$49.18	Wage
	\$19.01	Benefits
	\$68.19	Total

Basic skills and wages vary by carpentry craft.

Contact

www.nwci.org
training@nwci.org

King	Pierce	Snohomish
425-235-2465 253-437-5807	253-393-6275	360-428-2933
3000 NE Fourth St., Building L Renton, WA 98056	2575 Williamson Pl. Dupont, WA 98327	1387 Pacific Dr. Suite D Burlington, WA 98233
20424 72nd Ave. S. Kent, WA 98032		

Cement Masons

Represented by the Cement Masons and Plasterers of Washington Local 528

Cement masons place, smooth, finish and repair concrete structures from heavy commercial to private residential projects. This includes floors, walls, sidewalks, curbs, columns, bridges and high rises. They also set forms; polish concrete; perform structural repair; apply epoxies and polymer-modified products;



and apply decorative and structural coatings. Cement masons use a variety of hand and power tools. They work on the ground, underground, on scaffolds and on various work platforms. The work can be physically demanding and meticulous. Often the work is a finished product to be seen for years afterwards.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Second form of ID or I-9 verification



Clean drug test (administered by the apprenticeship during orientation)

Application Process

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

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

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

A passing grade is required to become an apprentice

Need to Succeed

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

30 • Union Apprenticeship

2022 Hourly Wages

Starting Apprentices	\$28.72	Wage
	\$19.04	Benefits
	\$47.76	Total
Journey Workers	\$47.87	Wage
	\$19.04	Benefits
	\$66.91	Total

Contact

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

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

www.CMPLtraining.org

Drywall Finishers

Represented by the International Union of Painters and Allied Trades (IUPAT) Local 364

Drywall finishers fill joints between drywall panels with mud, tape all joints and corners and prepare drywall to be painted. It includes caulking, firestop and air barrier installation. Walls, soffits and columns

are prepared to high levels of finish with extensive sanding. To work on ceilings and elevated areas, installers and tapers stand on stilts, ladders or scaffolds.



Minimum Qualifications:

17+

Application Process

- Apply at training office
- Applications available during business days
- Applicants interviewed and ranked within a pool of eligible candidates
- Applicants must contact training office on or before first business day of every month to remain on list

Need to Succeed

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

2022 Hourly Wages

Starting Apprentices	\$23.37	Wage
	\$21.18	Benefits
	\$44.55	Total
Journey Workers	\$46.73	Wage
	\$21.18	Benefits
	\$67.91	Total

Contact

206-762-8332 ext. 1003
ericp@ftinw.org

Training Office: 6770 E. Marginal S., Building E Room 102
Seattle, WA 98108

www.ftinw.org

Electricians

Represented by the International Brotherhood of Electrical Workers (IBEW) Local 46



Inside wiremen install the power, lighting and controls in commercial and industrial buildings. Limited energy technicians install circuits and equipment for low

voltage systems like phones, computer networks and security systems. Residential wiremen install electrical systems in houses.

Minimum Qualifications:

18+



High school diploma or GED



Valid Washington state driver's license



Social Security card



Birth certificate or proof of legal employment status



Clean drug test

Application Process

Submit application on-line: www.psejadc.org

Submit valid and current documents:

- Resume
- Training (pre-apprenticeship, classes, certifications)
- Work experience (check stubs, W-2s)
- Military (DD214, ID card)

Complete:

Electrical Training ALLIANCE (ETA) Aptitude Test

- Math for Inside Wireman – C or better in algebra OR 75%+ on test
- Math for Limited Energy Technician – C or better in algebra AND pass test

- In-person interview
- Background check
- Physical exam
- Agility test

Need to Succeed

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

32 • Union Apprenticeship

2022 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$18.60	\$24.10	\$25.54	Wage
\$5.86	\$11.71	\$12.30	Benefits
\$24.46	\$35.81	\$37.84	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$31.00	\$40.16	\$60.82	Wage
\$13.38	\$15.16	\$25.48	Benefits
\$44.38	\$55.32	\$86.30	Total

Contact

425-228-1778
info@psejadc.org

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

www.psejadc.org

Electricians

Represented by the International Brotherhood of Electrical Workers (IBEW) Local 76

Inside wiremen install the power, lighting and controls in commercial and industrial buildings. Limited energy technicians install circuits and equipment for low

voltage systems like phones, computer networks and security systems. Residential wiremen install electrical systems in houses and apartments.



Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Social Security card



Birth certificate or proof of legal employment status



Clean drug test

Application Process

Submit application by mail or in person

Submit valid and current documents:

- Training (pre-apprenticeship, classes, certifications)

- Work experience

- Military (DD214)

Complete:

- Electrical Training ALLIANCE (ETA) Aptitude Test

- Math for Inside Wireman and Limited Energy Technician – C or better in algebra and qualifying score on aptitude test

- In-person interview

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$18.96	\$19.84	\$20.71	Wage
\$9.82	\$10.68	\$11.02	Benefits
\$28.78	\$30.52	\$31.73	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$27.09	\$36.07	\$51.77	Wage
\$10.94	\$12.81	\$24.80	Benefits
\$38.03	\$48.88	\$76.57	Total

Contact

253-475-2922

office@swjatc.org

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

www.swwaejatc.org

Electricians

Represented by the International Brotherhood of Electrical Workers (IBEW) Local 191



Inside wiremen install the power, lighting and controls in commercial and industrial buildings. Limited energy technicians install circuits and equipment for low

voltage systems like phones, computer networks and security systems. Residential wiremen install electrical systems in houses.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Social Security card



Birth certificate or proof of legal employment status

Application Process

Submit application request form on-line: www.nwejatc.org

Submit valid and current documents:

Resume

Training (pre-apprenticeship, classes, certifications)

Work experience (check stubs, W-2s)

Military (DD214, ID card)

Math for Inside Wireman and Limited Energy Technician:

One full year of high school algebra with a C or Electrical Training Alliance online tech math course

Math for Residential Wireman: General mathematics with a grade of C or better

In-person interview — selection process

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$14.49	\$17.60	\$20.48	Wage
\$10.94	\$14.71	\$15.33	Benefits
\$25.43	\$32.31	\$35.81	Total

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$28.25	\$32.00	\$51.20	Wage
\$14.36	\$17.41	\$26.78	Benefits
\$42.61	\$49.41	\$77.98	Total

Contact

360-428-5080

applications@nwejatc.org

Training Office: 306 Anderson Road
Mount Vernon, WA 98273

www.nwejatc.org

Elevator Constructors



Represented by the International Elevator Constructors Local 19

Elevator constructors assemble, install, maintain and replace elevators, escalators, chairlifts, moving walkways and similar equipment in buildings using various tools, welding machines, hoisting and rigging

equipment and computers. Elevator constructors must adhere to a zero tolerance substance abuse policy.

Minimum Qualifications:

18+



High school diploma or GED



Valid photo ID



Clean drug test

Application Process

- Apply online: <https://www.neieprecruitment.org>
- Upload copy of high school transcript, diploma or GED
- Pass an examination designed to test the applicant's reading, math skills and mechanical aptitude
- Take tool assessment designed to assess knowledge of basic tools and measuring
- Pay a \$25 testing fee on test day

Need to Succeed

- Be physically capable to do the work
- Show up early every day
- Communicate and work well with others
- Be ready to learn and prepared to follow instructions
- Enjoy hands-on work
- Have reliable transportation
- Comply with safety and health requirements implemented by jurisdictional authorities

2022 Hourly Wages

Starting Apprentices	\$29.85	Total (Wage + Benefits)
Journey Workers	\$97.18	Total (Wage + Benefits)

Contact

206-282-4885
smcginty@neiep.org

Training Office: 2264 15th Ave. W.
 Seattle, WA 98119

www.iuec19.org

Floor Layers

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

Carpet, linoleum and soft tile layers measure, cut and install carpet, artificial turf, linoleum, soft tile, vinyl, wood, etc. in offices, homes, stores and many other

structures. They work with plans and blueprints and have the math skills to measure, estimate and install materials to create a beautiful finished product.



Minimum Qualifications:

18+



Valid I-9 employment verification documents



Must be able to perform the work of the trade with or without reasonable accommodations



Minimum score of 80% on the FTINW Math Assessment



Clean drug test



Driver's license

Application Process

Apply at training office

Complete the FTINW math assessment

Applicants placed in a pool of eligible candidates

Applicants must contact training office on or before the first business day of every month to remain on list

If selected for employment, the applicant has seven working days to sign up with local 1238 and enroll in our apprenticeship program

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$19.54	Wage
	\$8.27	Benefits
	\$27.81	Total

Journey Workers	\$35.52	Wage
	\$18.89	Benefits
	\$54.41	Total

Contact

206-762-8332

dpayne@iupatdc5.org

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

www.ftinw.org

Glaziers

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

Glaziers, architectural metal and glass workers are responsible for cutting, installing and replacing all types of glass and architectural metal. Glaziers work in commercial, industrial and residential buildings —

from skyscraper sides, storefronts, automatic doors to residential windows and bath enclosures. Glaziers are in good shape, have a good sense of balance and solve math problems quickly.



Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Proof of auto insurance or insurability



Clean drug test

Score 80% or higher on the FTINW math assessment test

Application Process

Apply at training office

Applications available year-round by appointment only

Applicants placed in a pool of eligible candidates

Applicants must contact training office on or before the first business day of every month to remain on list

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Be able to work at heights

2022 Hourly Wages

Starting Apprentices	\$26.02	Wage
	\$14.12	Benefits
	\$40.14	Total

Journey Workers	\$52.04	Wage
	\$20.37	Benefits
	\$72.41	Total

Contact

206-762-8332

mikes@ftinw.org

Training Office: 6770 East Marginal Way S., Bldg E, Rm 102
Seattle, WA 98108

www.ftinw.org

Heat & Frost Insulators



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

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

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

Minimum Qualifications:

18+



Proof of dependable transportation (vehicle registration, proof of insurance, note from owner allowing usage)



Driver's license



Social Security card (or other forms of ID to fulfill I-9 requirements)



Passing a math test with 70% minimum at time of application



Clean drug test

Helpful courses include:

- Math
- Mechanical drawing
- Blueprint reading
- Metal and electrical shop work

Application Process

Must apply in person

Bring:

- High school diploma/GED if applicable
- Letters of reference
- Resume
- Job-related certifications
- Training certifications

Apprentices must attend all training classes — 4 weeks per year

Need to Succeed

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

2022 Hourly Wages

	Heat & Frost Insulators	Firestop Containment Workers	
Starting Apprentices	\$24.84	\$27.84	Wage
	\$23.33	\$12.06	Benefits
	\$48.17	\$39.90	Total
Journey Workers	\$61.87	\$43.60	Wage
	\$20.15	\$15.03	Benefits
	\$82.02	\$58.63	Total

Contact

425-235-7827

aw7jatc@insulators.org

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

www.local7insulators.org

Ironworkers

Represented by Pacific Northwest Ironworkers Local 86



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

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

Minimum Qualifications:

18+



Driver's license



Social Security card or proof of legal employment status



Vehicle registration



Proficient in English (ability to read, write and speak English)



Clean drug test

Application Process

Applications are accepted year-round, Monday - Friday, from 7 a.m. - 3 p.m.

Applications must be filled out and submitted in person

Applicants must provide original documents:

- Driver's license
- Social Security card or proof of legal employment status
- Proof of dependable transportation
- Résumé
- DD214 (veterans only)

Applicants wishing to receive extra points can provide the following documents at time of application:

- High school diploma/GED
- College transcripts
- Trade school transcripts
- DD214
- W-2s, pay stubs of previous work experience in construction or an ironworker-related trade
- Professional letters of recommendation
- Welding certifications

Applicants must keep their address and phone number current

Need to Succeed

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

2022 Hourly Wages

Starting Apprentices	\$29.19	Wage
	\$12.68	Benefits
	\$41.87	Total

Journey Workers	\$48.65	Wage
	\$31.63	Benefits
	\$80.28	Total

Contact

206-244-2993

reception@iw86appr.org

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

www.iw86appr.org

Laborers

Represented by the Laborers International Union of North America Locals 242, 252 and 292

Laborers prepare construction sites by eliminating hazards, digging trenches, drilling, lagging, tunneling, laying pipe, performing traffic control, laying asphalt on heavy highway projects, mixing and placing concrete and setting bracing to support excavations. They load, unload and distribute materials. They also support

many other craft workers with fireproofing, mason tending, carpentry tending, asbestos, demolition, shotcrete and hazardous waste removal. Positions include concrete foremen, pipe foremen, safety supervisors, hazardous material supervisors and asbestos supervisors.



Minimum Qualifications:

18+



Driver's license



2nd form of ID (Social Security card or passport)



Clean drug test



High school transcript that shows completion of 10th grade, GED, high school diploma, or equivalent from other country

Application Process

- Complete application
- 4-5 hour orientation (call for dates, times and location)
- Take assessment test: construction, hand and power tools, machinery, safety, reading and math
- Submit documentation of achievement for extra credit:
 - Education
 - Training
 - Work experience certification (pay stubs, W-2s)
- Complete in-person interview with coordinator
- Selected candidates must complete one-week of pre-construction training and pass drug test

Need to Succeed

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

2022 Hourly Wages

Starting Apprentices	\$24.77	Wage
	\$13.49	Benefits
	\$38.26	Total
Journey Workers	\$41.29	Wage
	\$13.49	Benefits
	\$54.78	Total

Contact

800-240-9112 or 360-297-3035
 Training Office: 27055 Ohio Ave. NE
 Kingston, WA 98346

www.nwlett.org

King
 206-441-0470
 800-452-0671

 22323 Pacific Highway S.
 Des Moines, WA 98198
 206-424-2770

Pierce
 253-383-1493

 4803 S. M St.
 Tacoma, WA 98408

www.laborerslocal252.org

Snohomish
 425-259-5077

 2810 Lombard Ave., Room 100
 Everett, WA 98201

www.laborers292.org

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 skylines. They work mines, dig wells, survey sites, pave and

grind roads, drill and hoist steel and slabs. They also do the final grading as well as maintain/repair machinery. Operating engineers may travel up to 80 miles or more to job sites.

Minimum Qualifications:

18+							
	High school diploma or GED*	Driver's license (DD-14 if necessary for veteran credit)	Social Security card or I-9 verification	Proficient in English	Clean drug test	Pass physical exam	Complete math and reading tests

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

Application Process

Applications due in November for selection and training the following spring

Applications are available at www.oetraining.com or from the training office

Qualified applicants will be notified of time and place to appear for interview

Top applicants are required to complete one-week safety and orientation training in Ellensburg

2022 Hourly Wages

Starting Apprentices	\$31.58–\$33.88	Wage
	\$23.37	Benefits
	\$54.95–\$57.25	Total
Journey Workers	\$48.58–\$52.13	Wage
	\$23.37	Benefits
	\$71.95–\$75.50	Total

Need to Succeed

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

Contact

509-968-3203
jatc@oetraining.com

Training Office: 16921 Vantage Highway
 Ellensburg, WA 98926

www.oetraining.com

Painters

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

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

They then apply decorative and protective finishes in residential and commercial settings. Painters work on marine vessels, commercial buildings, residences, and industrial plants and bridges.



Minimum Qualifications:

18+



Social Security card (or other forms of ID to fulfill I-9 requirements)

Application Process

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

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

Need to Succeed

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

2022 Hourly Wages

Starting Apprentices	\$24.18	Wage
	\$10.43	Benefits
	\$34.61	Total
Journey Workers	\$34.54	Wage
	\$13.16	Benefits
	\$47.70	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 heights on scaffolding, swing stage and lifts.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Second form of ID or I-9 verification



Clean drug test
(administered by the apprenticeship during orientation)

Application Process

Applications are accepted throughout the year

Applications are online: www.CMPLtraining.org

Submit the following to concretetraining@trowelout.org:

- Completed application

- Driver's license

- Social Security Card or I-9 verification

Be prepared to pay \$150 initiation fee if accepted into the apprenticeship

Need to Succeed

- Be physically capable to do the work

- Show up early every day

- Work well with others

- Be ready to learn

- Enjoy hands-on work

- Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$27.81	Wage
	\$9.36	Benefits
	\$37.17	Total
Journey Workers	\$45.18	Wage
	\$18.96	Benefits
	\$64.14	Total

Contact

206-762-9286, ext. 1

concretetraining@trowelout.org

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

www.CMPLtraining.org

Plumbers, Pipefitters & HVAC/ Refrigeration



Represented by the United Association of Plumbers and Pipefitters Local 32

Plumbers install piping for water systems, drain, waste and vent systems, irrigation, water mains, bathroom accessories and gas. Steamfitters assemble and install pipe to carry water, steam, compressed air,

gases, etc. HVAC/refrigeration fitters install, maintain and service refrigeration, heating, ventilating and air conditioning systems. Marine fitters install and maintain plumbing and pipefitting on ships.

Minimum Qualifications:

18+



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
- Results from a college entrance test that shows the candidate could be enrolled in a class at math 90 or higher. These tests can be done at a Washington state community or technical college.

Application Process

Applications are taken year-round, but check with program for deadlines

Apprentices accepted twice a year, in the fall and summer

Bring documentation of minimum qualifications to the training office

Complete the application in the office from Monday - Friday, 7:30 a.m. to 4 p.m.

Applicants will be scheduled for hands-on testing to be given an interview at a later date

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$36.01	Wage
	\$11.86	Benefits
	\$47.87	Total

Journey Workers	\$65.21	Wage
	\$29.48	Benefits
	\$94.69	Total

Contact

425-271-5900

heather@seattlepipetrades.org

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

www.seattlepipetrades.org

Plumbers, Pipefitters & HVAC/ Refrigeration



Represented by the United Association Local 26

Plumbers perform essential work that protects the health and safety of our citizens. Plumbers install, maintain and repair piping for water systems, drain, waste and vent systems, irrigation, wastewater treatment systems, water mains, bathroom accessories and gas. Steamfitters assemble, install,

maintain and repair piping systems which carry water, steam, oil, compressed air, gases, etc. HVAC/refrigeration fitters install, maintain and service refrigeration, heating, ventilating and air conditioning systems. Marine fitters install and maintain plumbing and pipefitting on ships.

Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Clean drug test



Complete eSkill Greater Western Washington Pipe Trades (GWWPT) applicant test

Application Process

Applications are accepted year-round and must be completed online: www.gwwpt.org/applications

Training offices are open Monday - Friday, 8 a.m. to 5 p.m., closed 12 p.m. to 1 p.m.

Interviews are scheduled twice a year

Apprentices are accepted as needed

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$29.75	Wage
	\$16.73	Benefits
	\$46.48	Total

Journey Workers	\$57.72	Wage
	\$24.50	Benefits
	\$82.22	Total

Contact

360-486-9400

info@local26training.org

Training Office: 8501 Zenith Ct. NE
Lacey, WA 98516

Training Office: 780 Chrysler Drive
Burlington, WA 98233

www.gwwpt.org

Roofers

Represented by the United Union of
Roofers, 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:

Resume

Training (pre-apprenticeships, classes, certifications)

Work experience (check stubs, W-2s)

Military (DD214, ID card)

Attend two-hour trade orientation

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$23.54	Wage
	\$13.95	Benefits
	\$37.49	Total

Journey Workers	\$42.80	Wage
	\$16.25	Benefits
	\$59.05	Total

Contact

206-728-2777

officesarap@avvanta.com

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

www.rooferslocal54.com

Roofers

Represented by the United Union of
Roofers, Waterproofers & Allied Workers Local 153

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

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



Minimum Qualifications:

18+



Current
picture ID



Social
Security card or
I-9 verification



Birth
certificate or
immigrant
worker ID



Clean drug
test



Valid
Washington
driver's
license



Proficient
in English
(ability to speak
and understand
English)

Application Process

Fill out application at training office

Attach:

Resume

Training (pre-apprenticeships, certifications)

Work experience (check stubs, W-2s)

Military (DD214, ID card)

Attend 2-hour trade orientation

Attend 8-hour mandatory safety class

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$23.67	Wage
	\$10.66	Benefits
	\$34.33	Total
Journey Workers	\$43.04	Wage
	\$15.96	Benefits
	\$59.00	Total

Contact

253-474-0528

roofapp@roofers.comcastbiz.net

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

www.piercecountyroofers.com

Sheet Metal Workers

Represented by SMART, the International Association of Sheet Metal, Air, Rail and Transportation Workers, Local 66

Sheet metal is any metal that can be formed into flat pieces. These metals include cold rolled steel, mild steel, stainless steel, tin, nickel and copper. Sheet metal workers cut, roll, bend and shape these pieces into HVAC system ductwork, medical tables, building

facades, etc. After fabricating their products, sheet metal workers install what they created. Sheet metal work also includes service and maintenance of HVAC equipment and testing, adjusting and balancing of HVAC systems.



Minimum Qualifications:

18+



High school diploma or GED



Driver's license



Proof of auto insurance



Clean drug test

Applicants accepted into the HVAC service technician or HVAC controls technician programs must have a current:

- Washington state electrical training certificate **OR**
- Washington state electrical certification

Application Process

Applications must be filled out at www.wwsmjatc.org

Within 30 days, submit:

- Driver's license
- High school transcript or GED scores
- Proof of auto insurance

Applicants will be scheduled for a math and reading exam

Qualified applicants may be scheduled for an interview and minimum qualification screening day prior to being placed on ranked eligibility list (highest score first)

Apprentices are accepted as needed based on:

- Interview score
- Minimum qualification screening day score
- Clean drug test
- Geographic availability
- Timely response to contact from apprenticeship

Need to Succeed

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

48 • Union Apprenticeship

2022 Hourly Wages

Starting Apprentices	\$27.16	Wage
	\$15.82	Benefits
	\$42.98	Total

Journey Workers	\$60.35	Wage
	\$31.48	Benefits
	\$91.83	Total

Contact

425-438-1406

info@wwsmjatc.org

Training Offices: 11813 Beverly Park Road, B-1
Everett, WA 98204

2725 Williamson Place, Suite 100
DuPont, WA 98327

www.wwsmjatc.org

Sprinkler Fitters

Represented by the United Association of
Sprinkler Fitters Local 699



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

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

Minimum Qualifications:

18+



High school diploma and official sealed transcript or GED and test scores



Washington state driver's license



Clean drug test

Application Process

- Must apply at the training office
- Bring official, sealed high school transcript or GED
- Call apprenticeship coordinator for appointment

Need to Succeed

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

2022 Hourly Wages

Starting Apprentices	\$24.63	Wage
	\$11.74	Benefits
	\$36.37	Total

Journey Workers	\$58.65	Wage
	\$30.84	Benefits
	\$89.49	Total

Contact

206-441-0737
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/alcohol test



Clean driving record

Application Process

Applications are accepted year-round

Classes are held in the spring/summer each year

Pick up application in person or download an application online at www.teamsterstraining.org

Choose a geographical area (western or eastern Washington)

Attend orientation, interview and drive (passing score required)

Selection based on the results of the interview

Selected candidates must complete unpaid six-week Commercial Driver License (CDL) course and provide a current Department of Transportation (DOT) Medical Certificate

Applicants must keep their phone number and address current

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

2022 Hourly Wages

Starting Apprentices	\$33.34	Wage
	\$21.12	Benefits
	\$54.46	Total

Journey Workers	\$47.63	Wage
	\$21.12	Benefits
	\$68.75	Total

Contact

509-545-8297

ashleyb@teamsterstraining.org

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

www.teamsterstraining.org

Open-Shop Apprenticeship CITC

Construction Industry Training Council of Washington —
CITC of WA

CITC offers open-shop apprenticeship training programs for:

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



Minimum Qualifications:

18+



High school diploma or GED



Washington state driver's license (operators and laborers only)



Math requirement for electrical and plumbing programs

Score of 50 or higher on the Scheig Utility Worker Test (sheet metal workers, electricians, plumbers and operators only) - contact CITC for more information on taking the Scheig Test

Application Process

Fill out application online at www.citcwa.org/apprenticeship
Electrical, heavy equipment operators, plumbing and sheet metal applicants take and pass the Scheig Utility Worker Test - \$35 fee

Submit high school diploma/GED and transcripts, proof of age and other minimum qualifications

Interviews are scheduled with respective committee once minimum qualifications are met

Need to Succeed

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

2022 Hourly Wages

Contact CITC for current wage scales. Wage scales are specific to the respective trade.

Contact

425-454-2482

info@citcwa.org

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

www.citcwa.org

City of Seattle Apprenticeship and Employment

Facilities and Administrative Services Trade

Heavy-duty mechanics

Pay

Starts at \$24 an hour

Increases with experience and knowledge

For more information:

www.seattle.gov/fleets/apprentice

Seattle City Light

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

Trades

Lineworkers, cable splicers, electrician constructors, generation electrician constructors and meter electricians

Pay

Starts at \$35 - \$39 an hour

Scheduled increases with experience and knowledge

For more information:

www.seattle.gov/city-light/about-us/careers/apprenticeships

Seattle Department of Transportation

Trade

Traffic signal electricians

Pay

Starts at \$35.52 an hour

Increases with experience and knowledge

For more information:

www.seattle.gov/transportation/careers/apprenticeship-program

Seattle Public Utilities

Apprentices are full-time Seattle Public Utilities employees and are represented by United Association of Plumbers and Pipefitters Local 32 or Public Service and Industrial Employees Local 242

Trades

Water pipe workers and drainage and wastewater collection workers

Pay

Water pipe workers start at \$30.52 (apprentice) - \$35.90 (journey) an hour

Drainage and wastewater collection workers start at \$29.66 (apprentice) - \$34.89 (journey) an hour

Increases with experience and knowledge

For more information:

SPUapprenticeship@seattle.gov

206-256-5348

www.seattle.gov/utilities/about/careers/apprenticeships

To review all City employment openings, go to www.seattle.gov/jobs and click "Job Openings." For assistance, email careers@seattle.gov.

King County Apprenticeship and Employment

King County Metro Transit

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

Trades

Transit heavy duty bus mechanics, transit building operating engineers, transit maintenance painters, light rail electrical workers

Pay

Starts at \$29 an hour

Increases with experience and knowledge

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

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

Notes



City of Seattle



SOUNDTRANSIT



**WASHINGTON
BUILDING TRADES**



**Washington State
Department of Transportation**



King County

Port 
of Seattle®



City of Tukwila



www.bitly.com/apprenticeshipguidebook