



Open the book to
learn how Lex started
in construction!

King County • Pierce County • Snohomish County

2024 Construction Apprenticeship Guidebook

2024 Construction Apprenticeship Guidebook



View online at www.bitly.com/apprenticeshipguidebook [PDF].

Produced and compiled by



City of Seattle

www.seattle.gov/priorityhire

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SOUNDTRANSIT

www.soundtransit.org

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**Washington State
Department of Transportation**

www.wsdot.wa.gov



City of Tukwila

www.tukwilawa.gov



King County

www.kingcounty.gov/priorityhire

www.kingcounty.gov/depts/transportation/metro



www.seattleschools.org

On the cover: Lex is a third tier Carpenter's apprentice out of union Local 206. In early 2023, she was bouncing from job to job with low wages and no career direction. Then, her uncle told her about Seattle Colleges Pre-Apprenticeship Construction Training (PACT). Lex knew she loved to work with her hands, so she applied and was accepted into PACT's 12-week pre-apprenticeship training program. She loved it! And so began her start toward a construction career. After completing PACT, Lex was accepted into the Carpenter's apprenticeship program, earning about \$30 in wages, plus benefits. Carpentry suits Lex, and she loves what she does. The day-to-day job is never boring, and she is always learning new skills. Her advice to anyone interested in construction is to take advantage of pre-apprenticeship training to see if you like it. And if you do, you're already connected to the industry! Construction can be challenging, especially for a woman of color, so Lex suggests that you show up early, do your job well, stand up for yourself and make sure you are treated with respect.

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

Updated September 2024

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Introduction

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

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

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 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 Learning Opportunities](#) 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:

[King County Union Contacts \[PDF\]](#).

www.seattle.gov/Documents/Departments/FAS/

[PurchasingAndContracting/Labor/SBCTC-Affiliates.pdf](#).



City of Seattle

Ready for a career in construction?

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

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



Apprentices in Action



Marquis

Marquis is an Electrician's apprentice at 42 years of age, working on the new Rainier Beach High School in the neighborhood where he grew up. Marquis was educated on the streets of Seattle, which ended up costing him jail time. After he was released, Marquis built a career as a music producer. The COVID-19 pandemic abruptly ended his entertainment career and he had to find a new path for himself and his family. Then he found PACT, where he grew personally and professionally. After completing PACT, he became a union stockman, and eventually an electrical apprentice with Puget Sound Electrical JATC. He joined the Electrical Worker Minority Caucus for support and camaraderie. Marquis loves learning and earning every day. His advice to new apprentices is to be ready and willing to learn, and leave your pride at the doorstep.

I'shay

I'shay has been standing up for herself since she was 14 years old. After working fast food jobs, at Walmart, and as a nursing assistant, she found ANEW's pre-apprenticeship program. I'shay, a mother of two, immediately applied and began preparing for her new career. During the three-month training, I'shay built herself up mentally, physically, and emotionally. She found herself surrounded by strong female allies, and began to realize that she could do anything she put her mind to. I'shay is now a Cement Mason's apprentice out of Local 528. She is just beginning her career, earning over \$33 an hour, plus benefits. I'shay loves the pace, teamwork and new skills she's gaining in construction. Her advice to new apprentices is to speak up, ask questions, pay attention, take advantage of the moment, and get better every day.



Alex

Before entering construction, Alex was taking college classes, working at a pizza place and supporting his mother through surgery. He hated college and wanted to find a hands-on job that could lead to a career. Then he found PACT, where he learned about apprenticeship and unions, hand and power tools, building a professional network, and succeeding on a job site. Since he graduated from PACT, Alex has worked over 2,000 hours as a Laborer's apprentice with Local 242. As a new apprentice, Alex earns more than \$33 in wages, plus benefits. Sometimes construction can be challenging; it can be high pressure with many different personalities. But Alex loves getting things done with a crew that works well together; it's fun and rewarding. His advice to new apprentices is to show up early, watch and learn, ask questions and add value to the jobsite.

Bradley

Bradley is a Tulalip Tribe member and Electrician's apprentice with Local 191. Before that, Bradley realized that he needed a full-time career with family wages and benefits. That's why he enrolled in the Tulalip Tribe's TERO Vocational Training Center (TVTC) pre-apprenticeship program in 2019. While there, he learned the importance of building relationships, improving communication skills, and developing a professional work ethic. A month before completing TVTC, Bradley was hired as an electrical apprentice. While some days require long hours that keep him from his family, he loves doing something different every day; learning new skills; and thinking creatively to solve problems. His advice to new apprentices is to be a sponge, learn from leaders, and work hard to earn their trust.



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

arc@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 for the ULMS Construction Trades Program

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

English Language Learning Opportunities

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.

Location

Tabor 100
7100 Fort Dent Way
Tukwila, WA 98188

Pre-Apprenticeship

The background of the page is a solid orange color. Overlaid on this are several large, stylized yellow line-art icons representing various construction elements. These include a ladder, a crane, a gear, a wrench, and a hammer. The icons are arranged in a way that they appear to be floating or scattered across the page.

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 cohorts for women and those who identify as, PACE cohorts are co-ed

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 an info session (in person, Zoom or self-guided)

Complete online enrollment form

Complete intake interview

Attend an orientation session (you will be invited to one after the previous steps are completed)

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

206-381-1384

info@anewaop.org

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

www.anewcareer.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 or choughton@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

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

Cost

Training is free

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

Contact

206-762-9286, ext. 1

concretetraining@trowelout.org or choughton@trowelout.org

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



CTAP

Construction Trades Apprenticeship Preparation



Located at five male prison facilities across the state

One quarter and 20 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 referral

Meet minimum qualifications

Priority enrollment for individuals close to release

Contact

360-628-4738

Kristen.Morgan@doc1.wa.gov

www.doc.wa.gov/corrections/programs/education.htm

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



Edmonds College

Construction Pre-Apprenticeship



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

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

Students create a capstone project using skills learned throughout the program

Minimum Qualifications:

18+

Preferred Qualifications:



High school diploma or GED

Application Process

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

Contact Advanced Skills Manufacturing Center (AMSC) for next steps

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

AMSC

425-640-1840

amsc@edmonds.edu

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

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



Federal Way Public Schools



Construction Pre-Apprenticeship Training

This program is a two-year construction pre-apprenticeship offered to current juniors and seniors who attend Federal Way High School.

Pre-apprentices will explore and prepare to enter an apprenticeship program upon graduation and may

also choose to focus on construction management and construction technology with the support of our contractor and college partners.

Successful graduates of this program earn Flagger, Forklift and OSHA safety certifications.

Minimum Qualifications:

FWHS

Be a junior or senior at Federal Way High School



Desire a career in construction

Preferred Qualifications:



Proficient in math



Good attendance



Comfortable working outdoors



In good physical condition



Ability to follow instructions and work in a team environment

Application Process

Notify school counselor of interest in program

Attend info session

Complete application

Complete interview

Cost

Training and certifications are 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

Ability to obtain driver's license by graduation

Interest in entering an apprenticeship after high school

Contact

Charissa Eggleston, District Lead

253-391-3584

cegglest@fwps.org

Dr. Matt Oberst, Principal

253-945-5400

moberst@fwps.org

Dr. Eric Hong, Executive Director of CTE

253-945-2000

ehong@fwps.org

Federal Way Public Schools, Pre-Apprenticeship Program

www.fwps.org/academics/career-and-technical-education/pre-apprenticeship-program



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 test
verification



Clean drug



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



Lindbergh High School

Construction Tech

This program takes place over a full school year and includes 210 hours of instruction.

It's broken into units including framing, basic electrical, basic plumbing, interior finishing,

employability skills, shop and hand tool use, all with a major focus on safety.

Industry professionals visit class regularly.



Minimum Qualifications:

STUDENT

Be a high school junior or senior at Lindbergh High School



Completion of exploratory Lindbergh High School CTE Skilled Trades course

Preferred Qualifications:



Desire to work in or learn more about the construction industry



Hand and shop tool experience



Ability to put safety as a top priority and work in a team

Application Process

Notify school counselor of interest in 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

Lindbergh High School

425-204-3200

jtonnesl@g.rentonschools.us

Training Office: 16426 128th Ave SE
Renton, WA 98058

<https://lindbergh.rentonschools.us>



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

22 college credits

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.)

Complete all documents

Register through Wood Technology Center

Cost

Training is free if accepted into the PACT program

Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Contact

206-934-4942

PACT.Central@seattlecolleges.edu

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

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



Palmer Scholars

Palmer Pathways Pre-Apprenticeship Program



Serves young adults of color ages 18-26

Combines career exploration with hands-on experience Offers two phases

Phase One is six weeks of career exploration and preparation, soft skill development, safety training,

workplace competencies, physical conditioning, construction math and trades knowledge

Phase Two is an optional eight-week dive into hands-on construction and skill development to earn six certifications and prepare for apprenticeship

Minimum Qualifications:

18-26

At time of application



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



High school diploma or GED



Driver's license or other ID



Social Security card or proof of legal employment status



Live in Pierce County



Identify as a person of color

Application Process

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

Full application will be completed in person or via Zoom

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

Contact

253-572-9008

pathways@palmerscholars.org

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

www.palmerscholars.org/pathways

Cost

Training is free



Need to Succeed

Be physically capable to do the work

Show up early every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Pierce County Skills Center

Construction Trades Pre-Apprenticeship Program

Full school-year, half-day program covering basic construction and 21st-century job skills

Covers both residential and commercial construction with an emphasis on job site safety



Goal: Prepare students for direct entry into an apprenticeship by meeting rigorous academic and industry standards

Minimum Qualifications:

STUDENT

Be a high school junior or senior at a participating Pierce County high school, homeschool, private school or online school

Application Process

Meet with your high school counselor to structure your schedule

PCSC applications accepted spring of the previous school year

Cost

Training is free

Assistance available for boots, uniform, ect.

Need to Succeed

Be physically capable to do the work

Show up on time every day

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Contact

253-800-4800

info@pcskillscenter.org

Training Office: Pierce County Skills Center
16117 Canyon Rd E
Puyallup, WA 98375

<https://pcsc.bethelsd.org>



Regional Apprenticeship Pathways(RAP)



Construction trades pre-apprenticeship school specially designed for high school juniors, seniors and Everett Community College students.

Located in Marysville, pre-apprentices attend half-days for one to two years. Successful completion

leads to high school career and technical education (CTE), math, science, PE, and English credit in addition to industry certifications, college credit, and preferred entry into apprenticeship.

Minimum Qualifications:

STUDENT

Be a high school junior or senior at a partner school or Everett Community College student

Application Process

Talk to your school counselor about RAP

Partner schools include Arlington, Darrington, Everett, Granite Falls, Lake Stevens, Lakewood, Marysville, Stanwood-Camano, Sultan, and Everett Community College

Cost

Training is free

Need to Succeed

Be physically capable to do the work

Show up on time every day

Work well with others

Be ready to learn

Enjoy hands-on work

Transportation is provided by most partner high schools; check with your counselor.

Contact

360-965-2160

amanda_knapp@msvl.k12.wa.us

Training Office: Regional Apprenticeship Pathways Center
5611 108th St. NE
Marysville, WA 98271

www.ms25.org/page/rap

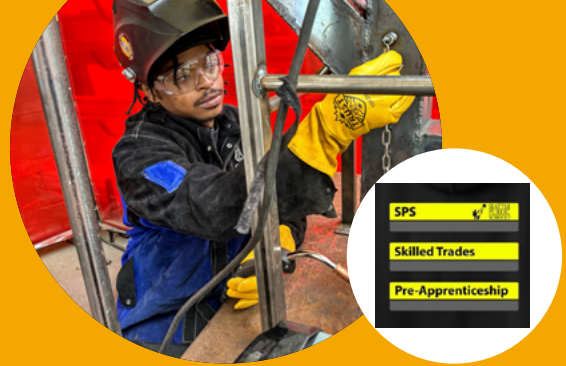


Seattle Public Schools (SPS)

Skilled Trades Pre-Apprenticeship

SPS has a half day pre-apprenticeship for seniors who want to start their careers as construction apprentices after graduation. We are aligned with the SPS Student and Community Workforce Agreement.

Students learn construction math, materials science and safe tool use through projects in wood, metal and other materials.



College credit is available for welding and drafting. Students can earn certifications including OSHA 10, flagger and forklift. Successful pre-apprentices can earn preferred entry to some apprenticeships. Guest instructors from a variety of jobs in the trades will help students choose which apprenticeship to apply for.

Minimum Qualifications:



Senior
enrolled in
SPS



Committed to
safety



Desire a career
in construction

Preferred Qualifications:



Driver's license
or a plan to get
one



Reliable
transportation
after
graduation



Clean drug
test after
graduation



Necessary
employment
documents by
graduation

Application Process

Talk to your high school counselor

Cost

Training is free

All tools, materials and safety gear provided

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 (free ORCA card provided)

Contact

Jay Connolly

SPS Skilled Trades Pre-Apprenticeship Coordinator

206-850-7916

jconnolly@seattleschools.org

www.seattleschools.org/departments/cte/skilled-trades-pre-apprenticeship



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-infracton-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



3-6 month construction training program

Serves low-income and housing insecure young adults

Carpentry focused with exposure to additional apprenticeships and trade pathways

GED instruction, job readiness skills and construction math taught in classroom

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

Case management services, transportation support, mental health support, food access and resource referrals

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
mid-cohort**

Application Process

Complete an application: email to youthbuild@youthcare.org or complete it in person

Complete a tour of the program

Provide copy of photo ID and birth certificate or Social Security card

Provide verification of food stamps

Complete an interview with program staff

Complete two-week try-out period

Cost

Training is free

In-program certifications and GED tests are supported by YouthBuild

Biweekly student stipends

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

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

Emerald Cities Collaborative Electrical Pathways

14-day training program for entry into residential apprenticeship or related field

Learn solar/photovoltaics, electrical basics and safety

Includes classes, electrical bootcamp, and career help with job search, interviewing and resumes

Training is free

Contact

360-970-3591

rjenkins@emeraldcities.org

Emerald Cities Collaborative HVAC/R Training

12-week training program for entry-level positions in HVAC or related field

Learn heating, ventilation, and air conditioning

Includes classes, hands-on demonstrations, labs and help with job search and resumes

Training is free

Contact

253-230-0402

wwakaba@emeraldcities.org

Interlake High School Building Industry Technology

Core Plus Construction is a pre-apprenticeship program offered to students in the WANIC consortium school districts

Located at Interlake High School in Bellevue School

District Enrollment preference given to juniors and seniors

Three-period class offering CTE, science, and math credits

One to two year program leading to industry certifications, college credit, and preferred entry into apprenticeship

Contact

425-739-8400

425-456-4186

wanic@lwsd.org

BellevueCTE@bsd405.org

<https://wanic.lwsd.org>

Peninsula School District

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

parkek@psd401.net

Additional Pre-Apprenticeship Cont.

Sawhorse Revolution

After-school architecture and construction programs for high school-aged youth

Work with professional architects and carpenters to create a real project for their community

Choice of stipend or community service hours

120 hours of hands-on carpentry and architecture 101 Central and South Seattle

Contact

Daisy Lemus, Education Manager

daisy@sawhorserevolution.org

www.sawhorserevolution.org

Seattle Conservation Corps

Year-long paid work training program for homeless adults

Operates in the Seattle Parks and Recreation Department

Applicants must be able to pass a City of Seattle physical

Call to find out how to apply

Contact

206-684-0190

charles.ng@seattle.gov

www.seattle.gov/parks/about-us/plans-and-reports/seattle-conservation-corps

Sphere Solar Energy

Clean Energy Career Pathways Program

Paid training for jobs in clean energy and/or skilled trades

Visit solar, EV charging and battery storage project sites

Combines career exploration with hands-on experience

Includes employment readiness and individualized mentorship

200 hours of hybrid instruction

Classes start in March, program is 3-6 months, inquiries welcome year-round

Minimum age 18

Contact

Sarah Ali, Program Manager

206-362-3780

sarah@spheresolarenergy.com

www.spheresolarenergy.com/projects/clean-energy-job-pathways

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.

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.

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

2024 Hourly Wages

Starting Apprentices **\$40.75** Total (Wage + Benefits)

Journey Workers **\$51.85** Total (Wage + Benefits)

Contact

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.

2024 Hourly Wages

Starting Apprentices	\$28.41	Wage
	\$33.71	Benefits
	\$62.12	Total

Journey Workers	\$40.58	Wage
	\$33.71	Benefits
	\$74.29	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

2024 Hourly Wages

	Bricklayers, Refractory Marble Masons, Pointer-Cleaner- Caulkers	Tile Setters, Terrazzo Workers, Marble Finishers
Starting Apprentices	\$27.92 Wage	\$27.38 Wage
	\$16.55 Benefits	\$14.68 Benefits
	\$44.47 Total	\$42.36 Total
Journey Workers	\$50.77 Wage	\$45.63 Wage
	\$18.30 Benefits	\$16.73 Benefits
	\$69.07 Total	\$62.36 Total

Contact

206-768-8333

teammasonry@nwmasonrytraining.org

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

<https://bac1wa-ak.org/apprenticeship>



Carpenters

Represented by the Western States Regional Council of Carpenters (WSRCC) Locals 206, 425, 360, 96, and 196

Multiple four-year training programs are offered within the carpenters training program. General carpenters build concrete forms, wood framing and layout. Interior systems professionals install acoustical ceilings, metal framing and wall partitions. Millwrights install and repair machinery like compressors, turbines, conveyors and monorails. Piledrivers drive

piling and build docks and piers. 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 - available at local training centers

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

2024 Hourly Wages

Starting Apprentices	\$36.92	Wage
	\$17.42	Benefits
	\$54.34	Total
Journey Workers	\$61.54	Wage
	\$17.42	Benefits
	\$78.96	Total

Basic skills and wages vary by carpentry craft.

Contact

training@swmsctf.org

King

425-235-2465
253-437-5807

20424 72nd Ave. S.
Kent, WA 98032

Pierce

253-393-6275

2575 Williamson Pl.
Dupont, WA 98327

Snohomish

360-428-2933

1387 Pacific Dr.
Suite D
Burlington, WA
98233

www.swmsctf.org



Affinity Group: Sisters in the Brotherhood
www.carpenters.org/regional-committee-resources

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 or choughton@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

2024 Hourly Wages

Starting Apprentices	\$33.28	Wage*
	\$21.27	Benefits
	\$54.55	Total

Journey Workers	\$55.51	Wage*
	\$21.27	Benefits
	\$76.77	Total

*Includes 2.5% paid time off

Contact

206-762-9286, ext. 1

concretetraining@trowelout.org or choughton@trowelout.org

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

www.CMPLtraining.org



Affinity Group: Steel Edge Women of the OPCMIA
www.opcmia528.org/womens

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:

18+

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

Contact

206-762-8332

juanb@ftinw.org

Training Office: Finishing Trades Institute Northwest
6770 E. Marginal S., Building E Room 102
Seattle, WA 98108

www.ftinw.org

2024 Hourly Wages

Starting Apprentices	\$25.61	Wage
	\$23.29	Benefits
	\$48.90	Total

Journey Workers	\$51.21	Wage
	\$23.29	Benefits
	\$74.50	Total



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



Proof of legal employment status



Clean drug test

Application Process

Submit application on-line: www.psejadc.org

Submit valid and current documents:

- Transcripts
- Training (pre-apprenticeship, classes, certifications)
- Work experience
- Military (DD214)

Complete:

Electrical Training ALLIANCE (ETA) Aptitude Test

- Math for Inside Wireman – C or better in algebra AND pass test
- Math for Limited Energy Technician – C or better in math AND pass test

In-person interview

Background check

Physical exam

2024 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$21.90	\$28.34	\$30.26	Wage
\$7.12	\$14.57	\$14.53	Benefits
\$29.02	\$42.91	\$44.79	Total

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2024 Hourly Wages (cont.)

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$36.82	\$47.24	\$72.05	Wage
\$16.82	\$18.88	\$30.57	Benefits
\$53.32	\$66.12	\$102.62	Total

Contact

425-228-1778

info@psejadc.org

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

www.psejadc.org



Affinity Group: IBEW Minority Caucus
Frederick Simmons Seattle Chapter

www.ibew-ewmc.com/index.cfm?zone=/unionactive/local_main.cfm&localID=55435

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

2024 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	Total (Wage + Benefits)
\$30.20	\$33.12	\$35.31	

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	Total (Wage + Benefits)
\$44.11	\$53.46	\$84.57	

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

2024 Hourly Wages

Starting Apprentices

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$18.64	\$18.69	\$23.60	Wage
\$12.97	\$16.51	\$9.76	Benefits
\$31.61	\$35.20	\$33.36	Total

2024 Hourly Wages

Journey Workers

Residential Wireman	Limited Energy Technician	Inside Wireman	
\$31.07	\$33.98	\$59.01	Wage
\$15.84	\$19.96	\$30.74	Benefits
\$46.91	\$53.94	\$89.75	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

2024 Hourly Wages

Starting Apprentices **\$32.44** Total (Wage + Benefits)

Journey Workers **\$111.26** 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

2024 Hourly Wages

Starting Apprentices	\$20.61	Wage
	\$9.01	Benefits
	\$29.62	Total

Journey Workers	\$37.48	Wage
	\$19.63	Benefits
	\$57.11	Total

Contact

206-762-8332

todd@iupatdc5.org

Training Office: Finishing Trades Institute Northwest
6770 E. Marginal Way 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

2024 Hourly Wages

Starting Apprentices	\$28.28	Wage
	\$15.69	Benefits
	\$43.97	Total

Journey Workers	\$56.55	Wage
	\$22.61	Benefits
	\$79.16	Total

Contact

206-762-8332

mikes@ftinw.org

Training Office: Finishing Trades Institute Northwest
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. Insulators work in many different industries including commercial, industrial, marine and processing.

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

Contact

425-235-7827

aw7jatic@insulators.org

Training Office: Renton Technical College, Bldg L, Rm 101, Box 17
3000 NE Fourth St.
Renton, WA 98056

www.local7insulators.org



2024 Hourly Wages

	Heat & Frost Insulators	Firestop Containment Workers	
Starting Apprentices	\$25.87	\$31.90	Wage
	\$24.87	\$12.73	Benefits
	\$50.74	\$44.63	Total
Journey Workers	\$66.37	\$49.85	Wage
	\$20.78	\$15.75	Benefits
	\$87.15	\$65.60	Total

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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

2024 Hourly Wages

Starting Apprentices	\$36.69	Wage
	\$14.02	Benefits
	\$50.71	Total

Journey Workers	\$56.45	Wage
	\$34.37	Benefits
	\$90.82	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+



Valid state/
federal ID



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



Clean drug
test

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

2024 Hourly Wages

Starting Apprentices	\$28.52	Wage
	\$15.31	Benefits
	\$43.83	Total
Journey Workers	\$47.53	Wage
	\$15.31	Benefits
	\$62.84	Total

Contact

800-240-9112 or 360-297-3035

Training Office: 27055 Ohio Ave. NE
Kingston, WA 98346

King	Pierce	Snohomish
206-424-2770	253-383-1493	425-259-5077

22323 Pacific Highway S. 4803 S. M St. 2911 Bond St., #109
Des Moines, WA 98198 Tacoma, WA 98408 Everett, WA 98201

Northwest Laborers Training

www.nwlett.org



Affinity Groups:

LIUNA Women's Caucus — www.liunawomens.com

LIUNA African American Caucus — www.liunaaac.org

LIUNA Latin American Caucus — www.liunalatinos.org

Operating Engineers

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

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

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



Minimum Qualifications:

18+



High school diploma or GED*



Driver's license (DD-14 if necessary for veteran credit)



Social Security card or I-9 verification



Proficient in English



Clean drug test



Pass physical exam



Complete math and reading tests

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

Application Process

Applications due in November for selection and training the following spring

Applications are available at www.oetraining.com

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

2024 Hourly Wages

Starting Apprentices	\$34.29–\$36.84	Wage
	\$25.57	Benefits
	\$59.86–\$62.41	Total
Journey Workers	\$52.75–\$56.99	Wage
	\$25.57	Benefits
	\$78.32–\$82.56	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: Operating Engineers Regional Training Program
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

2024 Hourly Wages

Starting Apprentices	\$26.46	Wage
	\$11.18	Benefits
	\$37.64	Total

Journey Workers	\$37.80	Wage
	\$13.91	Benefits
	\$51.71	Total

Contact

206-762-8332
mitchf@ftinw.org

Training Office: Finishing Trades Institute Northwest
 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 or choughton@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

2024 Hourly Wages

Starting Apprentices	\$32.20	Wage
	\$9.66	Benefits
	\$41.86	Total

Journey Workers	\$52.50	Wage
	\$21.04	Benefits
	\$73.54	Total

Contact

206-762-9286, ext. 1

concretetraining@trowelout.org or choughton@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

2024 Hourly Wages

Starting Apprentices	\$39.51	Wage
(Commercial Plumber & Steamfitter)	\$11.94	Benefits
	\$51.45	Total

Journey Workers	\$72.21	Wage
	\$30.98	Benefits
	\$103.19	Total

Contact

425-271-5900

info@seattlepipetrades.org

Training Office: Seattle Area Plumbing & Pipefitting Industry
595 Monster Road SW, Suite 100
Renton, WA 98057

www.seattlepipetrades.org



Affinity Groups:

Apprentice Recruitment & Retention Committee Class
Representatives

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. More information at GWWPT Future Apprenticeship, www.gwwpt.org/future_apprentice.

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

2024 Hourly Wages

Starting Apprentices	\$31.74	Wage
	\$19.76	Benefits
	\$51.50	Total

Journey Workers	\$63.47	Wage
	\$27.40	Benefits
	\$90.87	Total

Contact

Greater Western Washington Pipe Trades (GWWPT)

360-486-9400

info@local26training.org

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

Training Office: 780 Chrysler Drive
Burlington, WA 98233

www.gwwpt.org



Roofers

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

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

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



Minimum Qualifications:

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

Contact

206-728-2777

officesarap@avvanta.com

Training Office: 30245 148th Ave. SE
Kent, WA 98042

www.rooferslocal54.com



2024 Hourly Wages

Starting Apprentices	\$27.85	Wage
	\$12.70	Benefits
	\$40.55	Total

Journey Workers	\$48.00	Wage
	\$16.45	Benefits
	\$64.45	Total

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.



Pierce

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

2024 Hourly Wages

Starting Apprentices	\$25.44	Wage
	\$10.66	Benefits
	\$36.10	Total
Journey Workers	\$46.26	Wage
	\$16.44	Benefits
	\$62.70	Total

Contact

253-474-0528

roofapp@roofers.comcastbiz.net

Training Office: Pierce County Roofers
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

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2024 Hourly Wages

Starting Apprentices	\$29.48	Wage
	\$16.75	Benefits
	\$46.23	Total

Journey Workers	\$65.51	Wage
	\$34.41	Benefits
	\$99.92	Total

Contact

Western Washington Sheet Metal JATC

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



Affinity Group: SMART Local 66 Women's Committee
womenscommittee@smw66.org
www.smw66.org/womens-committee

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 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 and test scores
- DD-214 if applicable
- 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

2024 Hourly Wages

Starting Apprentices	\$26.39	Wage
	\$12.91	Benefits
	\$39.30	Total
Journey Workers	\$62.83	Wage
	\$32.66	Benefits
	\$95.49	Total

Contact

206-450-5655 or 206-940-4919
stevem@ualocal699.org or donnie@ualocal699.org

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

Download and fill out 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

Contact

509-545-8297

ashleyb@teamsterstraining.org

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

www.teamsterstraining.org



2024 Hourly Wages

Starting Apprentices	\$36.14	Wage
	\$24.52	Benefits
	\$60.66	Total

Journey Workers	\$51.63	Wage
	\$24.52	Benefits
	\$76.15	Total

Open-Shop Apprenticeship CITC

Construction Industry Training Council (CITC) of Washington

CITC offers open-shop apprenticeship training programs for:

- Carpenters
- Electricians
 - Construction electrician
 - Residential wireman
 - Low energy/sound communication technician
- Glaziers
- 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

Work well with others

Be ready to learn

Enjoy hands-on work

Have reliable transportation

Take direction well

Pass a drug test

2024 Hourly Wages

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

Contact

425-454-2482

info@citcwa.org

Main 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:

City of Seattle FAS Apprentice
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

Lineworker, cable splicer, electrician constructor, generation electrician constructor and meter electrician

Pay

Starts at \$35.69 - \$41.45 an hour depending on apprenticeship trade

Scheduled increases with experience and passing of skills tests

For more information:

www.seattle.gov/city-light/apprenticeships

Seattle Department of Transportation

Trade

Signal electrician apprentice

Pay

Starts at \$37.87 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 worker apprentices start at \$35.48; journey rate is \$38.62 - \$43.39 an hour

Drainage and wastewater collection worker apprentices start at \$34.82; journey rate is \$37.90 - \$42.58 an hour

For more information:

SPUapprenticeship@seattle.gov

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

To review all City of Seattle 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, light rail signal and communication technicians

Pay

Starts at \$34 an hour

Increases with experience and knowledge

For more information about King County Metro Transit apprenticeship programs and the application process, go to <https://kingcounty.gov/metrotrades>

To review all King County employment openings, go to <https://kingcounty.gov/jobs>



Notes



City of Seattle



SOUNDTRANSIT



**Washington State
Department of Transportation**



**Seattle Public
Schools**



King County

**Port
of Seattle**



City of Tukwila



www.bitly.com/apprenticeshipguidebook