Bay Area Construction Apprenticeship Guidebook

View online at www.ctwi-btca.org

Produced by Construction Trades Workforce Initiative, with the generous support and collaboration of many organizations and individuals. We would especially like to thank the many union apprenticeship coordinators and training directors across the region who contributed information and reviewed content, as well as pre-apprenticeship leaders who prepared materials for their organizations’ profiles.

Key Partners

Alameda County Building & Construction Trades Council
Contra Costa Building & Construction Trades Council
Napa-Solano Building & Construction Trades Council
Bay Area Apprenticeship Coordinators Association
Oakland Workforce Development Board

Special thanks to Jon Bersche and the City of Seattle for providing the model for this project, and for so graciously granting permission to adapt some of their materials.

City of Seattle

On the Cover
Juju Ruiz is a union sheet metal apprentice currently working on installing ductwork for the new BART headquarters near Lake Merritt in Oakland. Although she loved the idea of working in construction, she was unsure about how to pursue this career path. After enrolling and graduating from Rising Sun Center for Opportunity’s all-female MC3 pre-apprenticeship program, Women Building the Bay, Juju felt prepared to enter the construction trades. Now, she feels empowered as a mother and career woman to support her family doing work that she is passionate about.
Dear Valued Community Members,

Far too many people in the Bay Area are unaware of career opportunities in the union construction trades. As the non-profit partner of the Building and Construction Trades Councils in Alameda, Contra Costa, Napa and Solano counties, Construction Trades Workforce Initiative (CTWI) is the regional leader in bridging the gap between organized labor and community stakeholders. When we strengthen these relationships, everyone benefits:

- **Job seekers** gain access to life-changing, high paying careers
- **Unions** gain a new generation of high-caliber, more diverse apprentices
- **Contractors and developers** hire safe, skilled, productive and diverse workers
- **Public agencies** expand employment opportunities for residents
- **Educational Institutions** guide students on a path to fulfilling family-sustaining careers they may not have known about

CTWI is dedicated to building stronger communities through increasing workforce diversity in the construction industry. We create opportunities for people currently underrepresented in the trades - like women, people of color, youth and the formerly incarcerated - to access rewarding, family-sustaining construction careers.

We believe in the power of policy, education, training and relationship-building to create a more just and sustainable economy. Thank you for partnering with us to open doors to careers in union construction - for yourself, for your clients, and for the future.

In solidarity,

Beli Acharya
Executive Director, CTWI
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Introduction

Do you enjoy working with your hands? Are you looking for a career, not a minimum wage job? Do you prefer to work outdoors versus sitting behind a desk? Do you take pride in building beautiful, functional structures that last?

If you are considering a career in construction, you’ve come to the right place. The industry needs people like you. This book will introduce you to the full range of more than 25 different trades to choose from, and the requirements and step-by-step process to get into each one.

Why Unions?

Workers form unions to be able to make sure their voices are heard! They bargain with employers from a position of strength on matters like fair wages, benefits, and working conditions.

When you join a labor union, you are expected to be an active participant to help keep the union strong. This includes backing up your brother and sister union members on the job site, producing high quality work, working safely, and showing up at union meetings. In return, you’ll be part of an organization dedicated to making sure you are well-compensated for your work and treated fairly and with respect by management.

Qualities of a Successful Apprentice

| Reliable: Show up and work hard every day |
| On Time: This means early! Always arrive half an hour early to prepare for work |
| Ready to Learn: Be open to instruction and follow directions |
| Safe: Construction sites can be dangerous - you must be drug-free and paying attention to safety instructions at all times |
| Positive Attitude: A “can do,” positive, solution-oriented attitude will take you far |

Pre-Apprenticeship

Do you need help getting into a union? If so, we strongly recommend attending a Multi-Craft Core Curriculum (MC3) pre-apprenticeship program. These programs provide free, hands-on training for local residents to help them prepare for entry and success in a union apprenticeship program. They often provide extra support, like helping you get your driver’s license, paying for tools and initial union dues, and introducing you to contacts in the trades. Graduates earn industry-recognized MC3 certification.

You can also choose to attend a union-specific pre-apprenticeship program run by the Carpenters or Ironworkers. You’ll find information about these programs here too.

Apprenticeship

Once you are in an apprenticeship training program, you are in the union: learning your trade from experienced workers on the job site and through formal classroom training. You are getting paid and receiving health and retirement benefits. You EARN while you LEARN - and the education is free!

You do not need a clean record, a college degree, or even past experience (although some experience helps) to get into the trades. Some trades require you to pass a math and mechanical reasoning exam and an oral interview; some require you to get a union contractor to sponsor/hire you into the apprenticeship program. All that information is here in this guidebook.

A career in the building trades is important, fast-paced work that is physically and mentally challenging. At the end of each day, you can be 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.
Apprenticeship vs. College

Registered Apprenticeship

Week 1

Paycheck, on the job training & classes begin

Years 1-5


Career & paycheck continue. Paycheck & benefits continue to grow. College credits earned.

Post-Grad

$0 DEBT and average of $280,000 in wages and benefits earned.

(Source: U.S. Department of Education, December 2019)

4-Year College

Tuition payments & classes begin

Tuition payments & classes continue. Limited work experience if any in chosen field.

Begin job search. No guarantee for getting a job in your field.

Graduation

Average college student graduates $35,397 IN DEBT.

(Source: NABTU Research Department)

Get paid for on-the-job-training

Pay for classroom learning
Ready for a Career in Construction?

Enter at Your Level

10+ Years

5+ Years

0-5 Years

0-2 Years

Pre-Apprenticeship

Start here

Apprenticeship

Journey Level

Career Advancement

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

- Superintendent
- Trainer
- Safety inspector
- Business owner

Required:
- 18+ and ID
- Driver’s license
- Clean drug test
- Diploma or GED for most trades
- Social security card or I-9 verification

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

Pre-Apprenticeship

- Free training
- No experience required
- Support with diploma/GED, driver’s license, transportation, tools, and more
- Earn industry certifications
- Learn construction math

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

Apprenticeship

- No experience required
- Start at about $25/hour
- Benefits and regular raises
- Complete in about 4 years
- On-the-job training
- Hard physical work
- Classes required

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

Journey Level

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

Adapted from City of Seattle’s Apprenticeship Guidebook
Apprentices in Action

Sergio developed an affinity for carpentry early on—he’s always liked to build and enjoys the challenge of remodeling older structures. He graduated from Rising Sun’s Opportunity Build cohort, gaining basic skills before applying to train at the Northern California Carpenter Training Committee, where, as an apprentice carpenter, he earns over $31.00 per hour. Sergio counsels new apprentices to believe in themselves as they enter the field and “continue that drive. It may seem hard in the beginning, but in the end, you feel like you’ve accomplished something that not everyone could do.”

Amaris graduated from Future Build’s Pre-Apprenticeship Program and is now an apprentice electrician working in Contra Costa County. She credits pre-apprenticeship with giving her the opportunity to gain marketable skills and certifications that helped her get a foothold first in the solar industry and soon after as a union Electrician. When she started with Future Build, Amaris was working for $10.90 an hour in an after school-program to support her then nine-year-old son. She has already increased her wages by more than 150%, earning over $30 in base wages an hour as an apprentice, plus benefits, which include health insurance, a retirement pension and paid time off. Amaris is motivated to “pay it forward” by encouraging others with backgrounds similar to hers to join a union construction trade.
Do you need help getting into a union? If so, we strongly recommend attending a Multi-Craft Core Curriculum (MC3) pre-apprenticeship program. These union-endorsed programs provide free, hands-on training for local residents to help them prepare for entry and success in a state-approved apprenticeship program. They often provide extra support, like helping you get your driver’s license, paying for tools and initial union dues, and introducing you to contacts in the trades. Graduates earn industry-recognized certifications, like MC3, OSHA 10 and First Aid/CPR.

Turn the page to learn more about all of the certified MC3 pre-apprenticeship programs in the Bay Area. Some of our unions, like the Carpenters and Ironworkers, offer their own pre-apprenticeship programs tailored to their trades. You’ll find information about those programs here too.
The Carpenters Pre-Apprenticeship Training Program is a mandatory 6-week intensive training course designed to help applicants decide if they are cut out to be a Carpenter. Successful completion of Carpenters Pre-Apprenticeship is a required step towards entering the Carpenters Apprenticeship Program, and guarantees acceptance into apprenticeship.

Minimum Qualifications

18+

or 17 with guardian approval

High school diploma (see additional requirements)

Driver’s license recommended

Application Process

Please see the Carpenters page in the Apprenticeship section of this guidebook for information on the application process. To be placed on the list for the Carpenters Pre-Apprenticeship Program, follow the process to apply for the Carpenters Apprenticeship Program.

Cost

Training is free. Participants receive a weekly stipend.

Additional Requirements

Applicants without high school diplomas may be accepted if they have a certificate from an approved pre-apprenticeship program or sufficient verified work experience - contact training center for more information.

Graduates of approved community-based pre-apprenticeship programs may be offered direct entry into the Carpenters Pre-Apprenticeship program. Ask your community-based pre-apprenticeship program for guidance.

Contact Information

www.ctcnc.org
CityBuild Academy offers an 18-week intensive pre-apprenticeship training program for San Francisco residents. Trainees learn foundational skills and knowledge to enter the construction trades and succeed as apprentices. Curriculum includes hands-on construction, physical fitness, basic blueprint reading, construction-related math, introduction to welding, and life skills. CityBuild partners with various union apprenticeship programs and community resources to offer enhanced construction curriculum and specialized training opportunities.

Minimum Qualifications

- 18+
- High school diploma or GED
- Valid California driver’s license
- Clean drug test
- Authorized to work in the United States

Application Process

- Attend orientation
- Complete application and submit required original documents (Valid CA driver’s license, DMV driver record print-out, proof of San Francisco residency, high school diploma or GED, and proof of authorization to work in U.S.)
- Complete 1-week job readiness program
- Pass interview
- Pass drug test
- Complete assessment test

Cost

Training is free

Requirements

- San Francisco resident
- 8th grade reading and math skills
- Vocational English as a Second Language (ESL) support is offered through City College of San Francisco

Contact Information

MISSION HIRING HALL
1048 Folsom Street
San Francisco, CA 94103
(415) 738-3522

CHARITY CULTURAL SERVICES CENTER
731 Commercial Street
San Francisco, CA 94108
415-989-8224

www.oewd.org/citybuild
Cypress Mandela Training Center

Cypress Mandela offers a 16-week pre-apprenticeship program for Bay Area men and women ages 18 and older. This program is both hands-on and in the classroom. Graduates of Cypress Mandela’s Pre-Apprenticeship Training Program have direct entry into select apprenticeship programs such as Laborers, Carpenters, Cement Masons, Ironworkers, and Painters. The program also prepares participants for careers in other trades.

Minimum Qualifications

- **18+**
- High school diploma or GED
- ID and/or driver’s license (by time of graduation)
- Social Security card and proof of citizenship (by time of graduation)
- Clean drug test (by time of graduation)

Application Process

- Attend orientation
- Apply for program at orientation
- Take basic skills test in math and English
- Pass interview

Cost

Training is free

Additional Requirements

Pass a basic skills test in 10th grade math and English

Contact Information

**OAKLAND TRAINING CENTER**
977 66th Avenue
Oakland, CA 94621

**UNION CITY TRAINING CENTER**
Barnard-White Middle School
725 Whipple Road
Union City, CA 94587
(510) 208-7350
Contact: info@cypressmandela.org

www.cypressmandela.org
Diablo Valley College

Diablo Valley College offers several pre-apprenticeship courses that prepare students for entry-level jobs in the building trades and/or entry into apprenticeship programs. Content includes introduction to construction processes, occupational health and safety, blueprint reading, contextualized math and English, PE, and a survey of union trades. Graduates will be able to directly enter the Laborers Union or the Carpenters Pre-Apprenticeship Program, or apply to a variety of apprenticeship programs, government agencies, and private-sector employers.

Minimum Qualifications

- **18+**
- Ages 14-15 may be admitted under special circumstances
- High school diploma or GED (or concurrent K-12 enrollment for special admission students)

Application Process

Apply to Diablo Valley College to register for one of the certificated pre-apprenticeship programs

Cost

The current enrollment fee is $46 per college unit.

There are additional fees for the student union, student activities, materials and parking. A mandatory $100 certificate fee will be collected upon completion of the course for the MC3 certificate. Provisions will be made for students who are unable to pay.

Contact Information

(925) 685-1230
Nicole Gomes, Program Coordinator
ngomes@dvcc.edu
(925) 326-1922

www.dvc.edu

To Apply:
www.dvc.edu/future/steps
Future Build

Future Build is a 16-week pre-apprenticeship training program in the construction, solar, and hazardous waste industries, offering certifications in OSHA 10, CPR/1st Aid, Confined Spaces, Traffic Control, Flagger, Hazwoper 40, Photovoltaic, Solar Installation, Forklift and Refinery Safety Orientation. The Laborers offer direct entry to graduates who are also prepared to gain employment as apprentices in a range of other skilled trades.

Minimum Qualifications

- High school diploma or GED (or willing to obtain one)
- Driver’s license or state-issued ID
- Social Security card or other 1-9 employment verification documents
- Clean drug test (by time of graduation)

Application Process

- Fill out application online
- Interview
- Pass math and reading assessment test

Cost

- Training is free

Additional Requirements

- Meet federal income requirements
- Must be East Contra Costa County resident

Contact Information

FUTURE BUILD
2555 Harbor Street
Pittsburg, CA 94565
(925) 522-2970
Contact: Merl Craft
www.futurebuilddec.com/contact-us

www.futurebuilddec.com
Ironworkers Pre-Apprenticeship Program

The Ironworkers Pre-Apprenticeship Program is a 3-week, hands-on training taught by apprenticeship instructors. The course runs from 6:30 am - 3:00 pm Monday through Friday and may be offered several times per year. Participants in good standing can graduate directly into the Ironworkers 4-year Apprenticeship from this program.

Minimum Qualifications

- 18+
- High school diploma or GED
- Clean drug test
- Reliable transportation

Application Process

- Attend a mandatory orientation session and pass a basic math test
- Find out about next class dates online or by calling or visiting the University of Iron in Benicia

Cost

- Training is free

Additional Requirements

- Ability to lift and carry a minimum of 70 pounds
- Perfect attendance is mandatory - participants must be on time and present every day or they will be dropped from the program
- Tools will be provided for use during the program
- Those who complete the program will be able to purchase tool belt and tools at a substantial discount

Contact Information

3150 Bayshore Road
Benicia, CA 94510
(707) 746-7666
www.universityofiron.org
Los Medanos College

Los Medanos College offers a non-credited Construction Pre-Apprenticeship Program that prepares students for entry into the various union construction trades, including plumbing, electrical, HVAC and more. Upon successful completion of the program, students will earn a Multi-Craft Core Curriculum (MC3) certificate from North America’s Building Trades Unions and will be ready to apply to a union apprenticeship program of their choice.

Minimum Qualifications

18+  High school diploma or GED
Ages 14-15 may be admitted under special circumstances (or concurrent K-12 enrollment for special admittance students)

Application Process

Apply to Los Medanos College to register for this non-credited program

Cost

Training is free
Other college fees such as parking, student union and activities do apply. A mandatory $100 certificate fee will be collected at the beginning of the course.

Contact Information

(925) 473-7434
Melina Rodriguez, Program Coordinator for Workforce and Economic Development
mrodriguez@losmedanos.edu
(925) 473-7417

www.losmedanos.edu
To Apply:
www.losmedanos.edu/registration
North Bay Trades Introduction Program

North Bay TIP is a free 128-hour course that prepares students for apprenticeship and careers in union construction. Operating Engineers, Bricklayers, Plumbers, Electricians, and Sheet Metal Workers are among the trades that offer special recognition for North Bay TIP graduates; some allow graduates to bypass part of the apprenticeship application process, others offer special consideration in interviews or direct entry opportunities. Beyond these trades, participants become viable candidates for the full range of union apprenticeships.

Minimum Qualifications

- 18+
- High school diploma or GED
- Driver’s license
- Clean drug test
- Documentation showing eligibility to work in the United States

Application Process

Register online at www.learnaconstructionjob.org to attend a mandatory orientation.

If interested at the end of the orientation, attendees fill out an application to be scheduled for an interview the following week.

Selected applicants will be notified.

Cost

Training is free.

Additional Requirements

- Must be able to attend entire training.
- In certain cases, acceptance may be granted to applicants who meet unmet application requirements by course end.

Contact Information

www.learnaconstructionjob.org
RichmondBUILD Academy

RichmondBUILD Academy is a public private partnership focused on developing talent and skill in the high growth, high wage construction and renewable energy fields. Through the Academy, the City of Richmond offers a free 12-week Construction pre-apprenticeship program preparing participants for careers in a range of trades, including direct entry into the Carpenters and Laborers unions.

Minimum Qualifications

18+

- High school diploma or GED
- Valid California driver’s license
- Social Security card or other 1-9 employment verification documents
- Clean drug test
- Resume

Application Process

Call (510) 621-1780 to schedule an appointment

Attend an orientation

Take a math and reading assessment

Take an agility and fitness test

Pass a panel interview

Cost

Training is free

Additional Requirements

Richmond resident

Women encouraged to apply

Re-entry population encouraged to apply

Contact Information

To apply in person:

**RichmondBUILD Academy**
360 27th Street
Richmond, CA 94804

**One Stop Career Center**
330 25th Street
Richmond, CA 94804
(510) 621-1780

[www.ci.richmond.ca.us/1243/RichmondBUILD](http://www.ci.richmond.ca.us/1243/RichmondBUILD)
Rising Sun Center for Opportunity

Opportunity Build is an industry-certified construction training program offered by Rising Sun Center for Opportunity, a nonprofit organization building career pathways for economic equity and climate resilience in the Bay Area and San Joaquin County. The program begins with 10-12 weeks of hands-on training followed by 12 months of one-on-one job placement and retention support. Graduates are prepared to pursue careers in the union construction trades such as Sheet Metal Workers, Operating Engineers, Carpenters, and more. Certain trades offer direct entry for Opportunity Build graduates.

## Minimum Qualifications

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<thead>
<tr>
<th>Requirement</th>
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<tbody>
<tr>
<td>18+</td>
</tr>
<tr>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>California driver’s license (or ability to obtain one)</td>
</tr>
<tr>
<td>California ID (can be a driver’s license)</td>
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<tr>
<td>Social Security card</td>
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<tr>
<td>Reliable transportation to and from training</td>
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</tbody>
</table>

## Application Process

- Fill out online application
- Attend orientation
- Pass interview

## Cost

Training is free

## Additional Requirements

- Fluent in English
- Able to attend training every day as required for each training date class
- Demonstrate an 8th grade level for reading, writing, reading comprehension and math
- Express strong motivation to find a job and/or enter a union apprenticeship upon completion of training

## Contact Information

1116 36th Street
Oakland, CA 94608

(510) 665-1501

Marlin Jeffreys, Program Manager
jeffreys@risingsunopp.org

www.risingsunopp.org

To Apply:
www.risingsunopp.org/adult-participant-application
San Mateo Trades Introduction Program

San Mateo TIP is a union-based, industry-certified apprenticeship readiness program. TIP is a partnership of local union apprenticeship programs, labor, community and education. Students commit to a rigorous 120-hour course introducing them to a wide variety of construction trades. Graduates are well-prepared as candidates for union construction apprenticeship programs.

Minimum Qualifications

- 18+
- High school diploma, GED or equivalent
- Social Security card (subject to future change)
- Clean drug test
- Authorized to work in United States
- Bay Area resident
- Able to do physical work
- Committed to completing a 5-month, 120-hour program with excellent attendance
- Motivated to enter a construction-focused career

Application Process

Attend mandatory 3-hour orientation (currently held once a year on a Saturday in January)
Fill out application at end of orientation
Applicants will be scheduled for a panel interview within the following two weeks
Steering committee members and trade experts conduct the interviews.

Cost

Training is free

Additional Requirements

Contact Information

1153 Chess Drive
Suite 200
Foster City, CA 94404
(650) 572-9920
Jenni Almeida, Program Manager
jenni@smcuca.org

www.facebook.com/sanmateotip
www.smcuca.org (Website Under Construction)
The Trades Orientation Program is a free one-year construction trades pre-apprenticeship program. The program starts with an approximately 130-hour course, followed by up to 12 months of job placement and retention support. A number of trades offer priority entry for TOP graduates, such as Sheet Metal Workers, Cement Masons, Plasterers, and Roofers/Waterproofers. The TOP program prepares participants to enter apprenticeship programs in the full range of building trades unions as well.

**Minimum Qualifications**

- 18+
- High school diploma or GED
- Valid California driver’s license (by program start date)
- Clean drug test
- Documentation showing eligibility to work in United States (DACA work permits acceptable)

**Application Process**

- Register online for mandatory orientation session at www.wpusa.org/top
- Complete application at end of orientation
- Pass interview

**Cost**

- Training is free

**Additional Requirements**

- Able to arrive at worksite by 6:00 am daily
- Able to do physical work
- Live or work in Santa Clara County
- Willing to learn

**Contact Information**

- Program rotates locations within Santa Clara County
- Contact Person: Louise Auerhahn
  lauerhahn@wpusa.org
  (408) 809-2131
- www.wpusa.org/top
Johnny grew up in a tough neighborhood in Richmond called the Iron Triangle. He always knew he didn’t want the street life for himself and was looking for a way out. After attending an information session at RichmondBUILD Academy, he decided to join. One of the class field trips was to the Heat and Frost Insulators’ training center in Benicia. Although he hadn’t known about the trade before, the tour convinced him that Heat and Frost was his calling. Today Johnny is a father of two, working in a great career as a third-period apprentice and an active member of the union.

Xavier is a sprinkler fitter apprentice and graduate of Cypress Mandela’s Pre-Apprenticeship Program as well as Oakland Adult School’s Construction Math Test Preparation Program. Prior to being a union apprentice, Xavier worked at a local grocery store earning minimum wage. He knew he enjoyed working with his hands and wanted to apply that skill on large scale construction projects. After Cypress Mandela introduced him to many different construction trades, Xavier decided to become a Sprinkler Fitter. Two years into his apprenticeship, Xavier earns about $65 an hour including benefits, and is already planning on buying his own house in Oakland. Xavier advises people interested in construction to come prepared to work hard, be a team player and be ready to learn something new on a daily basis.
Once you are in a state-approved apprenticeship training program, you are in the union: learning your trade from experienced workers on the job site and through formal classroom training. You are getting paid and receiving health and retirement benefits. You EARN while you LEARN - and the education is free! Most importantly, you will be able to support yourself and your family for a lifetime.

You do not need a college degree, a clean record, or even past experience (although some experience helps) to get into the trades. Some trades require you to pass a math and mechanical reasoning exam and an oral interview; some require you to get a union contractor to sponsor/hire you into the apprenticeship program. Turn the page to learn more!

Wages and Benefits

Did you know that union construction workers receive an hourly wage plus hourly contributions from the employer for benefits like healthcare, a retirement pension, disability insurance, and vacation pay?

Wages generally increase every time a new contract is negotiated between the union and its signatory contractors (i.e. union employers). Contracts are negotiated on a regular basis, in most cases every 2-5 years. Rates may also increase over the course of a single contract.

Note: Wage and benefit amounts listed for each trade in the following pages reflect rates in effect immediately before publication of this guidebook.
Represented by the International Brotherhood of Boilermakers Local 549. The Boilermakers trade includes the fabrication, installation, modification and repair of boilers, hydro dams, tanks, pressure vessels, furnaces and associated equipment such as stacks, platforms in power plants, petroleum refineries, chemical plants, paper mills, steel mills, and food and beverage plants. The skills required of a Construction Boilermaker consist of reading blueprints, rigging heavy loads, burning, welding, layout, fit up, fabrication of metal parts and the ability to work in tight spaces and at heights in excess of 100 feet.

**Minimum Qualifications**

- **18+**
- High school diploma or GED
- Photo ID
- Birth Certificate
- Reliable transportation

**Application Process**

Apply in person at union hall or request application through training center website

Applications are issued daily during normal business hours at Local 549 – call to confirm

Bring valid photo ID when picking up application; bring copies of other required documents when submitting completed application

Bring proof of any welding certifications or post-high school training and/or letter from previous employer confirming prior relevant experience if applicable

Submit completed ORIGINAL application form, no photocopies or scans accepted

Once a month, Local 549 assigns completed applications a random number to place applicants on a waiting list

Applicants will be placed as apprentices in order off the waiting list as needed to meet industry needs

**Hourly Wages**

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice</td>
<td>$29.14</td>
<td>$0.00*</td>
<td>$29.14</td>
</tr>
<tr>
<td>Journey-Level Worker</td>
<td>$47.00</td>
<td>$41.38</td>
<td>$88.38</td>
</tr>
</tbody>
</table>

*Full journey-level benefits start at 2,000 hours of work

**Additional Requirements**

- Physically able to do the work of the trade
- Access to reliable transportation - of any kind - that allows apprentice to attend work and classes
- Important to have welding certifications

**Program Length**

6,000 hours of on-the-job training

**Contact Information**

**LOCAL 549**
2191 Piedmont Way
Pittsburg, CA 94565
(925) 427-0826
Randy Thomas, Apprenticeship Coordinator
trainingoffice@boilermakerslocal549.org

[www.boilermakerslocal549.org](http://www.boilermakerslocal549.org)

**WESTERN STATES APPRENTICESHIP PROGRAM**
(928) 645-0277

[www.westernstatesjac.org](http://www.westernstatesjac.org)
[www.boilermakers.org/apply](http://www.boilermakers.org/apply)
Minimum Qualifications

**High school diploma, GED or transcripts**
required only for Tile Layers

**Driver's license**
required

**Photo ID**
required for Tile Layers

**Social Security card**

**Must have own vehicle**

Application Process

Call ahead before applying in person Monday-Friday between 8:30-11:00 am

Bring any relevant certifications such as MC3, CPR, OSHA when applying, along with required documents

Complete entrance exam covering basic math, reading and layout (Tile Layers and Finishers only)

Once registered, applicants will be given a list of union contractors and must find a job to be sponsored into apprenticeship program

Program Length

2-3.5 years depending on craft

Hourly Wages

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Starting Apprentice:</strong></td>
<td>$19-$24</td>
<td>$10-$24</td>
</tr>
<tr>
<td><strong>Journey-Level Worker:</strong></td>
<td>$25-$47</td>
<td>$22-$33</td>
</tr>
</tbody>
</table>

Wage and benefit amounts depend on craft specialty, licensing and location

Additional Requirements

Must be able to lift 50 pounds continuously

No fear of heights

Willing and able to attend school 3-4 weeks per year

Contact Information

**MASONRY DEVELOPMENT CENTER**
25347 S. Schulte Road
Tracy, CA 95377
(209) 830-7200
Contact: Josh@bac3train.com

www.bac3train.com

**NORTHERN CALIFORNIA TILE INDUSTRY TRAINING CENTER**
600 Pinnacle Place
Livermore, CA 94550
(510) 632-8453
Mark Ansell, Training Coordinator
mansell@bac3tilejatc.com

www.nctijatc.org

Bricklayers & Tile Layers

Represented by the International Union of Bricklayers and Allied Craftworkers Local 3. Masonry trades include bricklayers, tile setters, pointer-cleaner-caulkers, refractory, marble setters, terrazzo workers and finishers. Professionals in each craft work both indoors and outdoors at substantial heights as well as ground level. Most of the work involves finishes; some is structural. All crafts require attention to detail and creative problem-solving skills.
Carpenters


Minimum Qualifications

18+
17 with guardian approval
High school diploma (see additional requirements)
Driver’s license recommended

Application Process

Applications are accepted year-round

Apply online at www.ctcnc.org, or contact any training center or local union office for application

Submit application (if applying in person) between 7:00 am - 5:00 pm to any local union office or training center - call ahead to confirm visit

Properly completed applications will be entered onto a list in the order received

Applicants will be invited in order off the list to a mandatory orientation as needed to meet industry need

Attend orientation, pass a drug test, and complete Carpenters’ 6-week Pre-Apprenticeship Program

Once indentured (accepted into apprenticeship program after completing 6-week pre-apprenticeship), sign union hiring list to be sent to work as it becomes available

Program Length

36-48 months depending on craft

Hourly Wages

Wage | Benefits | Total
---|---|---
Starting Apprentice: $21-$32 | $12-$15 | $33-$47
Journey-Level Worker: $35-$53 | $23-$34 | $58-$87

Wage and benefit amounts depend on geographic region and craft specialty

Additional Requirements

Applicants without high school diplomas may be accepted if they have a certificate from an approved pre-apprenticeship program or sufficient verified work experience - contact training center for more information

Contact Information

PLEASANTON TRAINING CENTER
2350 Santa Rita Road
Pleasanton, CA 94566
(925) 462-9644

MORGAN HILL TRAINING CENTER
485 Woodview Drive
Morgan Hill, CA 95037
(408) 778-1552

FRESNO TRAINING CENTER
1360 N Hulbert Avenue
Fresno, CA 93728
(559) 266-0273

FAIRFIELD TRAINING CENTER
800 Chadbourne Road
Fairfield, CA 94534
(707) 399-2880

www.ctcnc.org
Cement Masons

Represented by Operative Plasterers and Cement Masons Locals 300 and 400. Cement Masons place and finish concrete on roads, buildings, bridges, canals, dams, reservoirs and more. They can make concrete look like different natural materials such as slate, brick, wood or stone with colors, stains, polishes and stencils. Training includes finishing sidewalks, curbs and gutters, floor slabs, patching, repairing and architectural concrete.

Minimum Qualifications

18+ With proof of age
Valid photo ID
Social Security card
Reliable transportation

Application Process

Apply in person at Livermore training center, Monday-Friday between 8:00-11:00 am or at any local union office on Wednesdays by appointment only

New apprentices can join the union at any time throughout the year
Bring originals of required documents
Find a job from a list of union contractors to be sponsored into the apprenticeship program
Have sponsoring contractor sign a Letter of Subscription (given at time of application) to return to union office
Purchase required tools and pay union initiation fee and dues

Program Length

36 months

Contact Information

NORTHERN CALIFORNIA CEMENT MASON TRAINING CENTER
2600 Kitty Hawk Road, Suite 115
Livermore, CA 94551
(925) 484-2271

LOCAL 300 SAN MATEO / SAN FRANCISCO OFFICE
150 Executive Park, Suite 1000
San Francisco, CA 94135
(415) 468-4411

LOCAL 300 OAKLAND OFFICE
100 Hegenberger Road, Suite 220
Oakland, CA 94561
(510) 430-9492

LOCAL 400 SAN JOSE OFFICE
2102 Almaden Road, Suite 118
San Jose, CA 95125
(408) 266-9160

LOCAL 400 VALLEJO OFFICE
404 Nebraska Street
Vallejo, CA 94590
(707) 644-8423

www.NorCalCementMasonsApprenticeship.org

Hourly Wages

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$25.48</td>
<td>$8.60</td>
</tr>
<tr>
<td>Journey-Level Worker:</td>
<td>$39.20</td>
<td>$25.96</td>
</tr>
</tbody>
</table>

Additional Requirements

Able to read and write in English
Physically able to do the work
Willing to complete full apprenticeship program and attend school twice a month on Saturdays
Minimum Qualifications

18+
A few locals accept applications at 17
High school diploma, GED or equivalent
California driver’s license
Valid Photo ID
Clean drug test
Legally eligible to work in US

Standard Application Process

Apply in person on one of the specific application dates & times – application periods differ by training center
Bring required documents when applying
Pass an exam covering algebra and reading comprehension (only offered to applicants who meet basic requirements)
Pass an oral interview (only offered to applicants who pass exam with qualifying scores)
Names are placed on a ranked list according to scores and called in order for apprenticeship as needed
Pass a drug test prior to employment

Additional Requirements

Official sealed transcript signed by school registrar showing a grade “C” or better in one year of high school Algebra or one semester of Algebra in college or adult school. Completing an approved math course will also meet this requirement (available online at www.electricaltrainingalliance.org)
Residential Wire Workers do not have a math requirement in some cases
Some locals accept proof of passing higher level math classes in place of Algebra
See next page for training center variations

Program Length

60 months
36 months (Residential and Sound & Communication)

Contacts & Additional Information

See next page

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Starting Apprentice</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inside Wire Workers:</td>
<td>$22-$31</td>
<td>$7-$24</td>
<td>$29-$48</td>
</tr>
<tr>
<td>Outside Line Workers:</td>
<td>$35.48</td>
<td>$11.33</td>
<td>$46.81</td>
</tr>
<tr>
<td>Sound &amp; Communication:</td>
<td>$23-$25</td>
<td>$21-$22</td>
<td>$44-$47</td>
</tr>
<tr>
<td><strong>Journey-Level Worker</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inside Wire Workers:</td>
<td>$52-$78</td>
<td>$23-$42</td>
<td>$75-$112</td>
</tr>
<tr>
<td>Outside Line Workers:</td>
<td>$59.14</td>
<td>$11.33</td>
<td>$70.47</td>
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<tr>
<td>Sound &amp; Communication:</td>
<td>$42-$46</td>
<td>$21-$23</td>
<td>$64-$69</td>
</tr>
</tbody>
</table>

Wages and benefit amounts within ranges depend on geographic location
Where local unions have a separate classification for Residential Wire Workers, wage and benefit rates are generally lower than those of Inside Wire Workers
Contacts & Additional Information

ALAMEDA COUNTY ELECTRICAL TRAINING CENTER (LOCAL 595)
14600 Catalina Street
San Leandro, CA 94577
(510) 351-5282
www.znecenter.org
Accepts 2-year associate degree in place of high school diploma or GED
Applications are accepted typically once per year in January

CALIFORNIA-NEVADA TRAINING CENTER (LOCAL 1245)
9846 Limonite Avenue
Riverside, CA 92509
(951) 685-8658
www.calnevjatc.org
Algebra requirement must be completed by the time application is submitted
Algebra requirement may be waived with a minimum of 3,500 hours work experience in the trade
Must have a valid unrestricted COMMERCIAL driver’s license
Must be willing to travel
Online application process only
Applications are accepted year-round

CONTRA COSTA TRAINING CENTER (LOCAL 302)
1255 Muir Road
Martinez, CA 94553
(925) 228-2302
www.ibewlu302.com/?zone=unionactive/view_page.cfm&page=Apprenticeship
Applications for Inside Wire Workers are typically accepted in January
Applications must be completed on site and in person, no exceptions

SOLANO-NAPA COUNTIES TRAINING CENTER (LOCAL 180)
720-A Technology Way
Napa, CA 94558
(707) 251-0315
Jack Paulson, Training Director
www.jatclu180.org
Applications are typically taken one week in December and one week in January

SAN FRANCISCO TRAINING CENTER (LOCAL 6)
4056 Mission Street
San Francisco, CA 94112
(415) 587-2500
www.sfelectricaltraining.org
Applications are open on several days during one month each year, usually in June

SAN MATEO COUNTY ELECTRICAL TRAINING CENTER (LOCAL 617)
625 Industrial Road
San Carlos, CA 94070
(650) 591-5217
Glenn F. Arvin, Training Director
info@smjatc617.com
www.smjatc617.org
Must be able to climb ladders, scaffolds, poles and towers
Must be able to work in confined areas such as attics, manholes, and crawlspaces
Must be able to understand instructions and warnings in English
Applications for Inside Wire Workers are typically accepted the last two weeks of April, Monday-Friday between 9:30 am - 12:00 pm - check website for dates
Applications must be completed online, printed and presented in person, no exceptions

SANTA CLARA COUNTY ELECTRICAL TRAINING CENTER (LOCAL 332)
908 Bern Court
San Jose, CA 95112
(408) 453-1022  ext. 1018
Robert Moreno, Training Director
rmoreno@ejatc332.org
www.ejatc332.org
Online applications are open during the first week of each month

NORTHERN CALIFORNIA SOUND & COMMUNICATION TRAINING CENTER
3033 Alvarado Street
San Leandro, CA 94577
(510) 560-2032
www.norcal-jatc.com
Apply online at any time or in person on specific weekly application days at any of eleven local union offices throughout Northern California - see application announcement on website for days and times at each office
Accepts 2-year associate degree in place of high school diploma or GED
Must be able to understand instructions and warnings in English
Represented by the International Union of Elevator Constructors Local 8. Elevator Constructors assemble, install, maintain and replace elevators, escalators, chairlifts, moving walkways and similar equipment. Elevator Constructors also maintain and repair equipment once it is in service as well as modernize older equipment.

Minimum Qualifications

- **18+**
- **High school diploma, GED or equivalent**
- **Valid photo ID**
- **Clean drug test**
  (pre-employment)

Application Process

- Apply online during an open recruitment period
- Applications are generally accepted once every two years for a period of less than a month - check training center website for dates
- Upload required documents to online application
- Pass Elevator Industry Aptitude Test covering reading comprehension, math, and mechanical aptitude
- Applicants scoring at least 70% on aptitude test will be invited to interview
- Take tool assessment designed to test knowledge of basic tools and measurements
- Ranking on the hiring list is based on overall interview score including tools assessment

Program Length

- 60 months

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Starting Apprentice</strong></td>
<td>$36.05</td>
<td>$36.65</td>
<td>$72.70</td>
</tr>
<tr>
<td><strong>Journey-Level Worker</strong></td>
<td>$72.10</td>
<td>$36.65</td>
<td>$108.75</td>
</tr>
</tbody>
</table>

Contact Information

**LOCAL 8**
690 Potrero Avenue
San Francisco, CA 94110
(707) 843-7214
Joel Roberts, Area Coordinator
joelroberts@neiep.org

www.iuec8.org

**NATIONAL ELEVATOR INDUSTRY EDUCATIONAL PROGRAM**
11 Larsen Way
Attleboro Falls, MA 02763
(800) 228-8220
Contact: support@neiep.org

www.neiep.org
Heat & Frost Insulators

Represented by the International Association of Heat and Frost Insulators and Allied Workers Local 16. Insulators apply insulation to mechanical structures like pipes, tanks, boilers, furnaces and refrigeration units for the purpose of temperature control, energy efficiency, fire protection or sound reduction. Protective covers, coatings and jacketings are also fabricated and installed. In addition, Insulators repair, recondition, test and maintain previously installed insulation, and may be involved in abatement or removal of asbestos and lead-containing material. Insulators are proud to be leaders in green construction, contributing to a safer and more energy efficient society.

Minimum Qualifications

18+ High school graduate or equivalent Valid driver's license

Application Process

Apply in person on any application date between 9:00 am - 2:00 pm, except from 12:00-1:00 pm when the office is closed for lunch

Written applications are generally available and accepted at the beginning of each quarter on the second Monday of that month (January, April, July and October) - check website to confirm dates

Bring sealed high school transcript or if not a high school graduate, bring both your sealed high school transcript AND sealed GED transcript

Bring any work-related certifications at time of application (TWIC card, RSO HHT 20, OSHA 10, OSHA 30, Asbestos certifications)

Be prepared to take and pass a math test given on the same day as application

Date and time of sign-up will be used along with testing scores to establish selection of apprentices from those who are eligible

Additional Requirements

Training classes are conducted in English only

Have completed one year of geometry or algebra with a passing grade

Contact Information

3801 Park Road
Benicia, CA 94510
(707) 748-0160
Billy Hodges, Apprentice/Training Coordinator

www.insulators16.org

Program Length

60 months

Hourly Wages

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$29.41</td>
<td>$9.70</td>
</tr>
<tr>
<td>Journey-Level Worker:</td>
<td>$64.26</td>
<td>$33.81</td>
</tr>
</tbody>
</table>
Ironworkers

Represented by the Ironworkers District Council of California and Locals 378, 377, 118, and 790. Field Ironworkers build the structural steel framework for buildings, bridges, towers, dams, and other construction. They also place steel bars (rebar) in concrete forms to reinforce structures. The work includes unloading, erecting, and connecting iron beams, precast beams, columns and panels. Shop Ironworkers fabricate the individual steel components that form structural frameworks. Metal fabrication also includes metal stairs, handrails and ornamental metal products. Welding is a key skill for iron work.

Minimum Qualifications

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>18+</td>
</tr>
<tr>
<td>High school diploma, GED or equivalent</td>
<td>(not required for Shop Ironworkers)</td>
</tr>
<tr>
<td>Valid driver’s license or government-issued ID</td>
<td></td>
</tr>
<tr>
<td>Social Security card</td>
<td></td>
</tr>
<tr>
<td>Clean drug test</td>
<td></td>
</tr>
<tr>
<td>Reliable transportation</td>
<td></td>
</tr>
</tbody>
</table>

Application Process

Shop Ironworkers

Call or email to request application
Return completed application by email
Find employment from a list of signatory contractors
Pass drug test
Pass basic math test with 70% minimum score
Start apprenticeship classes after 90-day probation period

Program Length (Shop & Field)

48 months

Hourly Wages (Shop & Field)

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$17-$27</td>
<td>$6-$12</td>
</tr>
<tr>
<td>Journey-Level Worker:</td>
<td>$26-$48</td>
<td>$25-$29</td>
</tr>
</tbody>
</table>

Wage and benefit amounts depend on craft specialty, licensing and location

Additional Requirements

Able to read, write and speak English
Able to carry or lift heavy material and equipment (a minimum of 70 pounds)
Good sense of balance at great heights
High school courses in mathematics, metal works or mechanical drawing are helpful
Recommended: Purchase required hand tools (or already own them)
Resume recommended for Shop Ironworkers

Contact Information

NORTHERN CALIFORNIA SHOP IRONWORKERS TRAINING CENTER (LOCAL 790)
Las Positas College
3000 Campus Hill Drive
Livermore, CA 94551
(510) 786-8441
Luis Ventura, Apprenticeship Coordinator
shop790apprenticeship@yahoo.com

See next page for Field Ironworkers
Field Ironworkers

Application Process

Field Ironworkers

Applications are available year-round Monday-Friday between 9:00-11:00 am at most locations - contact training center to confirm

Apply in person at training center or local office depending on geographic area

Bring originals of required documents when applying (high school diploma, GED or sealed transcript)

Find employment from a list of signatory union contractors

Pay initiation fee and one month of union dues (contact your MC3 program, community-based organization, or America Job Centers of CA for assistance with costs)

Contractor will provide Sponsorship Letter confirming employment once application requirements have been met

Applicants with documented prior experience or welding certifications may contact an organizer to schedule an interview to bypass application process

Additional Requirements

(Same as Shop Ironworkers)

Contact Information

UNIVERSITY OF IRON APPRENTICESHIP TRAINING CENTER
3150 Bayshore Road
Benicia, CA 94510
(707) 746-7666
Contact: iwapprenticeship@yahoo.com

www.universityofiron.org

LOCAL 377 OFFICE
570 Barneveld Avenue
San Francisco, CA 94124
(415) 285-3880

LOCAL 377 APPLICATIONS ALSO ACCEPTED AT SANTA CLARA BUILDING TRades
2102 Almaden Blvd, Room 101
San Jose, CA 95125
(408) 265-7643
Chris Donnelly, Business Agent/Organizer

www.ironworkers377.com

LOCAL 378 OFFICE
3150 Bayshore Road
Benicia, CA 94510
(707) 746-6100
Ken Miller, Business Agent/Organizer
kenm@iwlocal378.org

www.iw118.org

LOCAL 118 TRAINING CENTER
3524 51st Avenue
Sacramento, CA 95823
(916) 428-7420
Raymond Davis, Organizer
(916) 882-8599

www.iw118.org
Laborers

Represented by the Northern California District Council of Laborers and Locals 67, 261, 270, 304 and 324. Members work on a wide scope of infrastructure projects such as roads, bridges, and tunnels, as well as schools, hospitals, sports venues and skyscrapers. Laborers’ work includes pouring and placing concrete, laying asphalt for roads and highway improvement, installing underground utilities, demolition, excavation, landscape, and general clean-up. Laborers also perform work such as flagging and traffic control. Hod Carriers (Tenders for Bricklayers and Plasterers) are also affiliated with the Laborers Union.

Minimum Qualifications

Government issued ID  Clean drug test  Reliable transportation

Application Process

Apply online

Applications are generally open March-June - contact local union offices about openings at other times

Participate in a 1-day orientation and pass the following:

- Hands-on skills assessment
- Basic math test including reading a measuring tape
- Physical test
- Interview

Those receiving passing scores are placed on a ranked list to be accepted into the apprenticeship program depending on industry need

An alternate route to joining the union is through sponsorship by a signatory union contractor (contractors can hire and sponsor a new apprentice into the union at any time of the year)

Additional Requirements

Physically able to perform the work
Ability to communicate safely on the jobsite

Contact Information

NORTHERN CALIFORNIA LABORERS TRAINING CENTER
1001 Westside Drive
San Ramon, CA 94583
(925) 828-2513
Contact: apprenticeship@norcaltc.org

www.norcaltc.org

Program Length

24 months

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice</td>
<td>$20.51-$21.16</td>
<td>$10.69</td>
<td>$31.20-$31.85</td>
</tr>
<tr>
<td>Journey-Level Worker</td>
<td>$31.55-$32.55</td>
<td>$25.79</td>
<td>$57.34-$58.34</td>
</tr>
</tbody>
</table>

Wage and benefit amounts depend on geographic location
Plasterers

Represented by Operative Plasterers and Cement Masons Local 66. Plasterers provide the finishes on interior and exterior walls of buildings and homes using a wide variety of materials. Members can make finishes look like wood, stone, block and marble. Handcraft skills are used in the majority of the work, although machines may also be used to apply plastering materials. Plasterers use conventional plaster, veneer plaster, stucco, weather barriers, exterior insulated finish systems, fireproofing products and more. Members work indoors and out, often from high scaffoldings, swing stages and lifts.

Minimum Qualifications

- Minimum age: 18+
- High school diploma, GED or equivalent
- Valid California driver’s license
- Social Security card

Application Process

Applications are accepted year-round

Call to make an appointment to apply in person at any listed office

Bring required documents (see above)

Find a job from a list of union contractors to be sponsored into the apprenticeship program

Return to union hall with proof of sponsorship and pay initiation fee

Credit for prior experience is possible

Program Length

- 48 months – Plasterers
- 36 months – Fireproofers

Hourly Wages

<table>
<thead>
<tr>
<th>Position</th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice</td>
<td>$26.12</td>
<td>$13.78</td>
<td>$39.90</td>
</tr>
<tr>
<td>Journey-Level Worker</td>
<td>$43.54</td>
<td>$33.55</td>
<td>$77.09</td>
</tr>
</tbody>
</table>

Contact Information

SAN FRANCISCO OFFICE
220 S. Spruce Avenue, Suite 120
San Francisco, CA 94080
(650) 872-8922

OAKLAND OFFICE
100 Hegenberber Road, Suite 150
Oakland, CA 94621
(510) 632-0406

SAN JOSE OFFICE
2102 Almaden Road, Suite 120
San Jose, CA 95125
(408) 264-4430

MAIN OFFICE
1555 Overland Court West
Sacramento, CA 95691
(916) 372-9860

Matthew Ledoux, Training Director
mattl.ncpjatc@gmail.com
(916) 261-2428

www.pl66.org/northern-california-plasterers-jatc
Operating Engineers

Represented by the International Union of Operating Engineers Local 3. 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 and repair machinery.

Minimum Qualifications

- 18+
- High school diploma, GED or transcript
- Valid California driver’s license
- Social Security card
- Clean drug test

Application Process

Complete online orientation and follow instructions to request application
Submit application by posted deadline
Take assessment exam covering mathematics and word knowledge, paragraph comprehension and arithmetic reasoning
Qualified applicants will be placed on a ranked list according to scores and called in order for interviews
Pass two separate interviews
Pass substance abuse test
Complete 6-week initial training, usually held during the period from March-September

Additional Requirements

- Resident of Northern California by start of apprenticeship

Program Length

48-60 months depending on branch of training

Contact Information

CALIFORNIA TRAINING CENTER
14738 Cantova Way
Sloughhouse, CA 94683
(916) 354-2029
www.oe3.org/training-california

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$25.87*</td>
<td>$30.53*</td>
<td>$56.40</td>
</tr>
<tr>
<td>Inspector:</td>
<td>$27.53</td>
<td>$30.53</td>
<td>$58.06</td>
</tr>
<tr>
<td>Surveyor:</td>
<td>$20.53</td>
<td>$30.53</td>
<td>$51.06</td>
</tr>
<tr>
<td>Journey-Level Worker:</td>
<td>$35-$50**</td>
<td>$31.63</td>
<td>$66.63-$81.63</td>
</tr>
</tbody>
</table>

*Most apprenticeship branches
**Depending on branch of training

See next page for Technical Engineers
Operating Engineers
Technical Engineers Apprenticeship Programs

Application Process

INSPECTORS
Attend mandatory informational orientation (different from standard orientation for other branches) to receive application
Submit application
Pass entry-level vocational assessment test
Pass panel interview

SURVEYORS
Fill out initial application online
Pass entrance exam with minimum 80% score
Pass panel interview
Attend 1-week boot camp

Additional Requirements

Resident of Northern California by start of apprenticeship
Must have solid grasp of English to read technical documents
DMV driving history print-out required

Contact Information

TECHNICAL ENGINEERS APPRENTICESHIP
1620 South Loop Road
Alameda, CA 94502
(510) 748-7413
Contact: info@teapprenticeship.org
www.teapprenticeship.org
Painters & Allied Trades

Represented by IUPAT District Council 16 and Locals 1176, 3, 376, 507, 741, 913, 169, 718, 1621, and 12. District Council 36 and Local 510 represent Sign Display workers. Painters prepare and paint a variety of surfaces including wood, drywall, masonry and plaster on marine vessels, commercial buildings, residences, industrial plants and bridges. Glaziers cut, install and replace all types of glass as well as architectural metal like flashings and metal framing. Drywall Finishers fill, tape, caulk and smooth drywall joints to prepare for painting. Floor Layers measure, cut and install floor coverings like carpet, linoleum, soft tile, artificial turf, and wood. Sign Display members work as installers at trade shows and conventions, and as painters and installers of outdoor commercial signs.

Minimum Qualifications

- **18+**
- High school diploma or GED recommended for all crafts (required for Glaziers and Sign Display)
- Valid Driver’s license
- Social Security card

Application Process

- Applications are accepted year-round
- Call training center in advance to register for testing
- Bring required documents and complete application on test date
- Pass 1-hour standard math exam
- Applicants for Floor Layers must pass a 2-hour test covering shapes and mixed fractions
- Pick up signatory contractor list from a local union office
- Find employment with a union contractor
- Once hired, email signed sponsor letter to appapp@dc16jattf.org
- Within first 6 months of starting a job, new workers will be scheduled for an orientation and apprenticeship classes

Additional Requirements

- Applicants with limited English proficiency must take an ESL course at the training center within 6 months of starting the apprenticeship program
- Painter applicants must pass a color blindness test

Program Length

- 60 months with exception of 48 months for Tapers

Contact Information

**DISTRICT COUNCIL 16 APPRENTICESHIP PROGRAMS TRAINING CENTER**

2020 Williams Street, Suite A
San Leandro, CA 94577

(510) 785-8467

Alex Beltran, Director of Training
apprentice@dc16jattf.org

www.dc16apprentice.org

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$18-$21</td>
<td>$12</td>
<td>$30-$33</td>
</tr>
<tr>
<td>Journey Level Workers:</td>
<td>$45-$53</td>
<td>$26-$32</td>
<td>$71-$85</td>
</tr>
</tbody>
</table>

Wage and benefit amounts depend on subcraft

See next page for Sign and Display
Painters & Allied Trades
Sign and Display Apprenticeship Program

Application Process
Applications are generally accepted 1-2 times per year, 6-8 weeks prior to testing - see website for announcements

Apply in person
Submit completed application and originals of required documents by test date at latest
Pass standard math exam – applicants will receive notice of test date by mail
Pass pre-employment drug test (only those who pass exam)
Pass interview
After selection through interview process, applicants will be scheduled for an orientation within 2 weeks
Apprentices are dispatched to employers by the Union in accordance with hiring hall practices

Additional Requirements
Must have valid CA driver’s license by time of testing
Diploma or sealed transcripts accepted as proof of graduation from high school or college
Provide 1-page typed resume
Clean drug test

Contact Information
SIGN, DISPLAY AND ALLIED CRAFTS LOCAL 510
TRAINING CENTER
400 Talbert Street
Daly City, CA 94014
(650) 763-5405 ext. 1113
Richard Northam, Training Coordinator
rnortham@local510.org

www.local510.org

Program Length
36 months

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$28.28</td>
<td>$23.85*</td>
<td>$52.13</td>
</tr>
<tr>
<td>Journey Level Workers:</td>
<td>$47</td>
<td>$24.01</td>
<td>$71.01</td>
</tr>
</tbody>
</table>

*Must meet minimum number of work hours to qualify for medical coverage
Plumbers & Pipefitters

Represented by the United Association of Plumbers and Pipefitters Locals 342, 343, 467, 159, 38, 393 and 355 (Underground Utility and Landscape Irrigation). Plumbers install piping for water systems, gas, drains, waste and vent systems, irrigation, bathrooms and water mains. Pipefitters assemble and install pipe to carry water, steam, compressed air, gases, and more. HVAC/Refrigeration Technicians install, maintain and service refrigeration, heating, ventilating and air conditioning systems. Marine Fitters install and maintain plumbing on ships.

Minimum Qualifications

18+
A few locals accept applications at 17
High school diploma or GED
Valid driver’s license
Clean drug test (generally required prior to job placement)

Standard Application Process

Apply on one of the specific application dates & times – application periods and online vs. in-person applications differ by training center

Bring required documents when applying – see online apprenticeship announcements for detailed instructions

Pass math and mechanical aptitude test - minimum passing scores vary by training center

Pass oral interview – passing scores vary by training center

Applicants are ranked and accepted in order based on composite scores and industry need

Program Length

60 months

Hourly Wages

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$24-$31</td>
<td>$19-$41</td>
</tr>
<tr>
<td>Journey-Level Worker:</td>
<td>$59-$76</td>
<td>$41-$47</td>
</tr>
</tbody>
</table>

Wage and benefit amounts depend on geographic location

Additional Requirements

Physically able to perform the work
See next page for training center variations

Contacts & Additional Information

TRAINING CENTER (LOCAL 342)
2450 Whitman Road
Concord, CA 94518
(925) 686-0730
Al Garcia, Training Director
jatc@ua342.com

www.ua342.org

Applications are accepted once a year during a 1-week period, typically in February

Apply in person Monday-Friday from 8:00 am - 12:00 pm only during application period

Contractor sponsorship is required for HVAC (Heating, Ventilation and Air Conditioning) applicants to enter the apprenticeship

Continued on next page
TRAINING CENTER (LOCAL 159)
1308 Roman Way
Martinez, CA 94553
(925) 229-0400
Tom Lawson, Business Manager
Nick Goodwin, Assistant Business Manager

www.ualocal159.org

Applications are accepted once a year, typically in April
Apply in person Monday-Friday between 8:30-11:30 am
during application period

TRAINING CENTER (LOCAL 467)
1519 Rollins Road, 2nd Floor
Burlingame, CA 94010
(650) 692-0442
Stephan Schnell, Director of Training
stephan@467jatc.org

www.ualocal467.org

Applications are accepted once a year, usually over a
two-week period in March
Apply in person Monday-Friday between 2:00-4:00 pm
during application period
From a list of union contractors, find a job and secure
sponsorship into the apprenticeship program
Must bring official, sealed (unopened) high school
or college transcript showing two (2) semesters of
mathematics with a passing grade of “C” or higher

TRAINING CENTER (LOCAL 355)
426 Alabama Street
Vallejo CA, 94590
(707) 644-0355
Contact: UA355.JATC@gmail.com

website under construction

Applications are accepted year-round, Monday-Friday
between 8:00 am - 5:00 pm in person, or online at any
time
Local 355 has no specific educational requirements

TRAINING CENTER (LOCAL 393)
780 Commercial Street
San Jose, CA 95112
(408) 453-6330
Contact Person: Kimberly Nakamoto
kimberly@pttc.edu

www.pipetradestraining.org

Online applications are accepted over a two-week period,
usually in March
No interview step for Local 393
Applicants are ranked and dispatched in order based on
test scores as needed to meet industry need
Contractor sponsorship is required for HVAC applicants to
enter the apprenticeship
College diploma accepted in place of high school or GED

TRAINING CENTER (LOCAL 38)
2660 Newhall Street
San Francisco, CA 94124
(415) 562-3838
Steve Mazzola, Training Director
smazzola@ualocal38.org

www.ualocal38.org

Application are accepted every 2 years, typically in June
Exams are conducted every two years

TRAINING CENTER (LOCAL 343)
220 Peabody Road
Vacaville, CA 95687
(707) 557-0509
Nichole Camara, Co-Director
ncamara@local343.org
Greg Simon, Co-Director
gsimon@local343.org

www.local343.org

Apply in person
Application dates vary – call Training Center to inquire
Sealed high school transcript accepted if applicant does
not have a high school diploma

To learn more about the different crafts visit www.ua.org
Minimum Qualifications

18+

- Driver’s license (not required but helpful to have)
- Social Security number
- Reliable transportation

Application Process

Applications are accepted year-round

- Apply in person at any of the 3 local union halls
- Applicants will be given a list of signatory contractors to solicit for employment and sponsorship into the apprenticeship program
- Once hired, employer will notify the union and union will submit a dispatch prior to apprentice starting work
- New hires must work a minimum of 400 hours over 4 months before starting apprenticeship classes
- Applicants can request credit for prior experience in roofing and waterproofing - contact office for more information

Additional Requirements

- Willing to work at heights
- Math skills help apprentices succeed
- Physically capable of doing the work
- Positive work ethic and internal drive
- Positive attitude

Contact Information

See next page

Program Length

42 months

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journey-Level Worker:</td>
<td>$40.52-$41.85</td>
<td>$19.36-$20.69</td>
<td>$59.88-$62.54</td>
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</tbody>
</table>

Wage and benefit amounts depend on area
Contacts & Additional Information

BAY AREA ROOFING AND WATERPROOFING APPRENTICESHIP PROGRAM
420 Leisure Street
Livermore, CA 94551
(510) 628-3650
Dan Smith, Director
Dan@rwprogram.com

www.rwprogram.com

ROOFERS LOCAL 40
150 Executive Park Blvd
Suite 3625
San Francisco, CA 94134
(415) 508-0261
(Residents of San Francisco or San Mateo Counties apply here)

ROOFERS LOCAL 81 UNION OFFICE
8400 Enterprise Way
Suite 122
Oakland, CA 94621
(510) 632-0505
(Residents of Alameda, Contra Costa, Lake, Marin, Mendocino, Napa, Solano or Sonoma Counties apply here)

ROOFERS LOCAL 95 UNION OFFICE
2330-A Walsh Avenue
Building "G"
Santa Clara, CA 95051
(408) 987-0435
(Residents of Monterey, San Benito, Santa Clara or Santa Cruz Counties apply here)
Sheet Metal Workers

Represented by SMART, the International Association of Sheet Metal, Air, Rail and Transportation Workers. Local 104 workers cut, roll, bend and shape pieces of metal into ductwork, metal roofs, and decorative and architectural sheet metal for residential and commercial buildings. After fabricating their products, Sheet Metal Workers install what they created. Sheet metal work also includes welding, industrial, service and maintenance of HVAC systems (heating, ventilation, air conditioning) and balancing and testing those systems.

Minimum Qualifications

- 18+
- High school diploma, GED, or AA or higher college degree
- Driver's license required (at time of dispatch)
- Photo ID at time of application

Application Process

Apply online at any time at www.smw104training.org
Submit required documents after applying
Call or email to schedule math test
Pass math test with a score of 80% or better
Pass a set of aptitude tests in spatial relations and verbal, numerical, mechanical, and abstract reasoning
Take optional classes for extra ranking points
Applicants are ranked and accepted in order based on aggregate scores and contractor needs

*Applicants for Service or TAB (Testing and Balancing) career pathways must pass the math test and then find a job from a list of union contractors to be sponsored into the apprenticeship program. They are not required to take an aptitude test.

Program Length

60 months

Hourly Wages

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice</td>
<td>$27.62</td>
<td>$26.32</td>
<td>$53.94</td>
</tr>
<tr>
<td>Journey-Level Worker</td>
<td>$64.06</td>
<td>$46.83</td>
<td>$110.89</td>
</tr>
</tbody>
</table>

Additional Requirements

Previous mechanical experience not necessary but helpful for securing a sponsorship for TAB and Service career pathways

Contact Information

PRIMARY CONTACT PERSON:
Henry Funcke, Outreach Coordinator
Office (707) 863-0416
Mobile (510) 326-7378
www.smw104training.org

WEST BAY AND NORTH BAY COUNTIES TRAINING CENTER
4350 Central Place, Suite A
Fairfield, CA 94534
(510) 483-9036
Contact Person: Edith Gomez
EGomez@smw104jatc.org

EAST BAY COUNTIES TRAINING CENTER
1700 Marina Boulevard
San Leandro, CA 94577
(510) 483-9036

SANTA CLARA COUNTY TRAINING CENTER
2350 Lundy Place
San Jose, CA 95131
(408) 263-1712
Sprinkler Fitters

Represented by Sprinkler Fitters Local 483 and the United Association of Plumbers, Fitters, Welders and Service Techs. Sprinkler Fitters are responsible for the installation, repair, inspection, testing and maintenance of fire protection systems. Members perform this work in high-rises, warehouses, hospitals, data centers, residential homes, apartment complexes and more. UA Local 483 takes pride in the craftsmanship that goes into building and maintaining systems every day that save lives and protect property.

Minimum Qualifications

- 18+ years of age
- High school diploma or GED certificate
- Valid driver's license (at time of program acceptance)
- Legally authorized to work in the United States
- Must have a vehicle

Application Process

Applications are generally accepted once per month from January-May - check website for dates

Apply in person on an open application date

Bring originals AND photocopies of required documents when applying (details in official announcement online)

Pass a math and mechanical exam with a minimum score of 75%

Pass an oral interview (only applicants with passing scores on the exam will be eligible to be interviewed)

Applicants will be placed on an apprenticeship program eligibility list based on written exam and oral interview scores

Hiring is typically done in January and August each year

Additional Requirements

- Physically fit to do the work of the trade
- Willing to work anywhere within the 9 Bay Area counties

Contact Information

TRAINING CENTER
2549 Barrington Court
Hayward, CA 94545
(510) 782-9483
Steve Fox, Training Director

www.sprinklerfitters483.org

Program Length

60 months

Hourly Wages

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Apprentice:</td>
<td>$27.32</td>
<td>$13.46</td>
</tr>
<tr>
<td>Journey-Level Worker:</td>
<td>$68.31</td>
<td>$33.63</td>
</tr>
</tbody>
</table>

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Stationary Engineers

Represented by the International Union of Operating Engineers, Stationary Engineers Local 39. The work falls in four occupational categories: 1) Stationary Engineers operate and maintain equipment in buildings such as boilers, pumps, fans, compressors, refrigeration and air conditioning units, and automated controls; 2) Stationary Engineer/Wastewater Treatment Plant Operators operate sewage treatment, sludge processing, and disposal equipment in wastewater treatment plants; 3) Stationary Engineer/Water Treatment Plant Operators control machines and equipment to purify and clarify water for human consumption and industrial use; and 4) Biomed Equipment Technicians test and repair electromedical equipment that can be found in hospitals or hospital surroundings.

Minimum Qualifications

**18+**

- Proof of high school graduation, state high school proficiency certificate or GED equivalent
- Official photo ID (school or California driver’s license)

Application Process

File an application for examination in person within specified time period

Applications are accepted every two years in even-numbered years, generally during one week in the spring - check website for application announcement

Qualified applicants will be assigned a test date

Applicants who pass exam will be placed on the eligible applicant list ranked by test score

Employers are permitted to interview the top three eligible candidates off the list. Applicants who are not selected will be returned to the eligibility list in the same chronological sequence and given additional opportunities to be interviewed

Begin apprenticeship program once selected by an employer and indentured into the union

Program Length

48 months

Hourly Wages

<table>
<thead>
<tr>
<th>Wage</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Starting Apprentice:</strong></td>
<td>$37.06</td>
<td>$25.00</td>
</tr>
<tr>
<td><strong>Journey-Level Worker:</strong></td>
<td>$55.32</td>
<td>$25.00</td>
</tr>
</tbody>
</table>

Rates depend on geographic location, craft specialty and specific contract

Contact Information

560 Barneveld Avenue
San Francisco, CA 94124

(415) 285-3939

James Anderson, Apprenticeship Coordinator
janderson@local39.org

www.local39training.org

42 • Union Apprenticeship
Northern California Teamsters are represented by Joint Council 7 and Locals 350, 665, 853, 856, 2785, and 315. Although Teamsters represent workers in various occupations, construction and transportation & logistics have always been among their primary industries. Teamster truck drivers transport building materials, merchandise, equipment and people. They may also load and unload materials and operate water trucks.

Minimum Qualifications

18+

High school diploma, GED or equivalent

Clean drug test

Application Process

Call training committee for application
Fill out application
Pass written test
Pass drug test

Applicants will be placed on a ranked list and called into apprenticeship as needed to meet employer needs

In partnership with the Teamsters, West Oakland Jobs Resource Center offers a 3-week TDL Pre-Apprenticeship Training that prepares participants for warehouse and commercial driving positions: www.wojrc.org

Program Length

12 months

Additional Requirements

Able to perform all work of the trade with reasonable accommodation

Contact Information

NORTHERN CALIFORNIA TEAMSTERS TRANSPORTATION, DISTRIBUTION AND LOGISTICS JOINT APPRENTICESHIP COMMITTEE
7750 Pardee Lane
Oakland, CA 94621
Stu Helfer
(916) 354-2122 ext. 2

The Teamsters Master Construction Contract also provides a trainee pathway into construction careers. Contact the number above for more information.
The process to get into the skilled trades can be very competitive and may require a candidate to pass a series of entrance exams. The following courses prepare students to earn qualifying scores on apprenticeship entrance exams to enter the Pipefitters, Sprinkler Fitters, Electricians, Plumbers, Sheet Metal and other union apprenticeship programs. Students are provided with rigorous interview prep in addition to instruction in math, mechanical and spatial reasoning, and test prep strategies.

These programs are located across the Bay Area and follow a school year calendar, running from August-June on a drop-in, drop-out basis. You may register and start class at any time while school is in session. Students that are interested in these trades, have a GED/high school equivalency and are 18 or older are highly encouraged to attend the class to improve their test scores.

### Community Resources

#### Construction Math Test Preparation Courses

The process to get into the skilled trades can be very competitive and may require a candidate to pass a series of entrance exams. The following courses prepare students to earn qualifying scores on apprenticeship entrance exams to enter the Pipefitters, Sprinkler Fitters, Electricians, Plumbers, Sheet Metal and other union apprenticeship programs. Students are provided with rigorous interview prep in addition to instruction in math, mechanical and spatial reasoning, and test prep strategies.

These programs are located across the Bay Area and follow a school year calendar, running from August-June on a drop-in, drop-out basis. You may register and start class at any time while school is in session. Students that are interested in these trades, have a GED/high school equivalency and are 18 or older are highly encouraged to attend the class to improve their test scores.

### Other Community Resources

#### Tradeswomen Inc.

Tradeswomen Inc. provides outreach and recruitment support for women interested in construction and related skilled trades, promotes retention of women in these trades, and develops women’s capacity for leadership and career growth on the job and in their unions.

www.tradeswomen.org

(S10) 891-1243

#### West Oakland Job Resource Center

WOJRC connects skilled workers with local jobs in construction and the transportation, distribution and logistics sector at the City and Port of Oakland.

www.wojrc.org

(S10) 419-0509
This guidebook was researched and compiled by

Kirsten Cross, CTWI Director of Programs

and

Designed by Sarah Ahern

sarah.ahern@gmail.com