

## ANNOUNCEMENT OF APPRENTICESHIP OPPORTUNITIES

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<b>FOR THE TRADE OF:</b>	Inside Construction Electrician
<b>NO. OF OPENINGS:</b>	As needed
<b>OPENING AND CLOSING DATES FOR APPLICATION:</b>	January 1, 2021 through December 31, 2021
<b>PROGRAM SPONSOR: REG #VIII-90897</b>	Pueblo Joint Committee for Electrical Apprenticeship and Training
<b>WHERE TO APPLY:</b>	2924 Graneros Lane Pueblo, CO 81005
<b>TIME:</b>	By appointment only
<b>PHONE:</b>	(719) 561-8000, Ext. #18.
<b>WEBSITE:</b>	<a href="http://www.pueblojatc.org">www.pueblojatc.org</a>
<b>GEOGRAPHICAL AREA BY COUNTIES:</b>	Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Fremont, Huerfano, Kiowa, Las Animas, Mineral, Otero, Prowers, Pueblo, Rio Grande, Saguache
<b>MINIMUM QUALIFICATIONS:</b>	
<b>AGE:</b>	Must be at least 18 years of age
<b>EDUCATION:</b>	Must be at least a high school graduate or have a GED, or have a two-year Associates Degree or higher and show evidence of successful completion of one full credit of high school algebra, or more advanced math, with a passing grade, or one post high school algebra course (e.g. Adult Education, Continuing Education, Community College, etc.), or more advanced math, with a passing grade, or provide evidence of having successfully completed the NJATC Math Course at <a href="http://www.njatc.utk.edu">www.njatc.utk.edu</a>
<b>APTITUDE:</b>	Obtain a qualifying score of "4" or higher, using the electrical trade's aptitude test developed and validated by the American Institutes for Research.
<b>DRIVER'S LICENSE:</b>	Must possess a valid Colorado Driver's License at the time of indenture.
<b>APPLICANTS ARE REQUIRED TO SUBMIT: (Copies of <u>all but</u> transcripts)</b>	
<b>A.</b>	Copy of High School Diploma or GED Equivalency Certificate and <u>all</u> records.
<b>B.</b>	Copy of Birth Certificate or other acceptable proof of age.
<b>C.</b>	<u>Official</u> transcript of high school and post high school education and training.
<b>E.</b>	Veteran's discharge records (DD-214), if applicable and you wish to receive consideration for training.
<b>F.</b>	Must pass a drug screen test at applicant's expense, if selected.
<b>All applicants will be selected without regard to race, color, religion, sex or national origin.</b>	
Disseminated by: Pueblo Joint Committee for Electrical Apprenticeship and Training	



# PUEBLO ELECTRICAL JATC

NECA | IBEW 12



## APPRENTICE PROGRAM PARTICIPATION

As an apprentice in this apprenticeship and training program you may be required to report for on-the job training assignments anywhere within the employment jurisdiction of the PEJATC. The geographic jurisdiction, by county, of the PEJATC is as follows:

In the state of Colorado, the counties of: Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Fremont, Huerfano, Kiowa, Las Animas, Mineral, Otero, Prowers, Pueblo, Rio Grande, Saguache.

As an apprentice in this apprenticeship program, periodic advances are presently awarded according to the following schedule.

Period	Percent of Journeyman Rate	+	Minimum Accumulative OJT Hours	+	Related Training
1	50	+	0-1,000	+	1 <sup>st</sup> Yr. School + Satisfactory Progress
2	55	+	1,000-2,000	+	1 <sup>st</sup> Yr. School Completed + L1 Craft Certification
3	60	+	2,000-4,000	+	2 <sup>nd</sup> Yr. School Completed + L2 Craft Certification
4	70	+	4,000-6,000	+	3 <sup>rd</sup> Yr. School Completed + L3 & L4 Craft Certification
5	80	+	6,000-8,000	+	4 <sup>th</sup> Yr. School Completed + L5 CC* & JW License
6	100		Completion		

\*Craft Certification, \*\*Colorado Journeyman Wireman License

Example: To advance to third period, one must have, accumulated a minimum of 2000 hours of OJT and satisfactorily completed the first year of related training.

To be advanced, the apprentice must have satisfactorily completed all requirements: minimum accumulative OJT hours and related training.



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### IBEW Local #12 – Apprentice Wage Rates

Updated 6/11/2020

Apprentice Rates:	10/26/20	9/1/21
Journeyman Wireman Rates:	\$29.05	\$29.80
1st yr - 50% of J. Wireman Rate*	\$14.53	\$14.90
1st yr - 55% of J. Wireman Rate**	\$15.98	\$16.39
2nd yr - 60% of J. Wireman Rate**	\$17.43	\$17.88
3rd yr - 70% of J. Wireman Rate**	\$20.34	\$20.86
4th yr - 80% of J. Wireman Rate**	\$23.24	\$23.84

### IBEW Local #12 –Apprentice Benefits

Indentured		%	Pension	Annuity
Apprentice	Hours	JW	%	%
1 Yr Period 1*	0-1000	50%	0	0
1 Yr Period 2*	1000-2000	55%	0	0
2 Yr Period 3	2000-4000	60%	60%	60%
3 Yr Period 4	4000-6000	70%	70%	70%
4 Yr Period 5	6000-8000	80%	80%	80%

\*1st year (1&2 periods) Apprentice "benefits shall be Health & Welfare, NEBF & Apprenticeship  
Apprentices INDENTURED AFTER August 1, 2016 shall have no prorated pension and annuity at the same % as their current wage rate.

Re: 55% of JW scale – 55% of pension and annuity rate.

**Benefit Package:** In addition to the above hourly rates, employees enjoy the following bargained for and employer paid benefits:

- National Electrical Benefit Fund - (Defined benefit pension)
- Eighth District Health & Welfare Fund - (Family health insurance)
- Eighth District Pension - (Defined benefit pension)
- Eighth District Annuity - (Defined contribution retirement – 401(k))
- Apprenticeship - (Funds the apprenticeship program)
- Personal Care Account – (PCA – personal medical savings account)



**PUEBLO ELECTRICAL**  
**JATC**  
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**THINGS YOU SHOULD KNOW PRIOR TO APPLYING FOR APPRENTICESHIP**

1. You are required to possess a valid Colorado driver’s license and have it with you at the interview.
2. You are required to take and pass a pre-employment drug test prior to entering the electrical program.
3. You must have access to a computer and internet access in order to complete all Blended Learning homework assignments on line, for all four years of the apprenticeship.
4. You must attend all related training classes and presentations two nights a week, and some weekends, on time, for four years, ABSENCES ARE NOT TOLERATED.
5. You are required to be on the job, on time, every day, ABSENTEEISM IS NOT TOLERATED.
6. You are required to maintain a minimum of an 80% GPA average in each of the individual classes throughout their four apprenticeship years, SUBSTANDARD GRADES ARE NOT TOLERATED.
7. The oral interview will be scored based on 0 to 100%. The final selection of apprentices will be based on the results of the oral interviews. Final selection of individuals will not be made until all applicants have been interviewed.
8. The starting wage for an apprentice inside wireman is 50% of the current Journeyman wage. Step raises are given throughout the four years.
9. You are expected to be able to work in a wide range of weather conditions—both hot and cold.
10. You are expected to keep a copy of your monthly work reports.
11. You are expected to have reliable transportation throughout the four-year apprenticeship.
12. You are expected to make all tuition and book payments on time. Costs will vary from year to year and must be paid on time.
13. To receive any credit for previous OJT hours or advanced placement, you must submit all previous OJT hours, classroom training and/or training certificates to the PEJATC for acceptance and/or approval by the PEJATC before being indentured.

**If you believe any of the above 13 items pose a problem to you as a prospective apprentice, please bring the matter to the attention of the Committee as soon as possible.**

**Complete the information below and submit to the Training Director immediately**

**Print Name** \_\_\_\_\_ **Phone #** \_\_\_\_\_

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_



## **INFORMATION FOR APPRENTICESHIP APPLICANTS FOR THE TRADE OF ELECTRICIAN**

The Pueblo Electrical Joint Apprenticeship and Training Committee (PEJATC) has the responsibility of administering this program. The PEJATC will also perform the duties of interviewing, evaluating and selecting qualified apprentices.

The Apprenticeship Standards have been registered with the Office of Apprenticeship, U.S. Department of Labor. These Standards contain all the qualifications and selection procedures listed below.

### **I. BASIC QUALIFICATIONS**

- a. **AGE:** All applicants shall be 18 years of age at the time of indenture
- b. **EDUCATION:** All applicants shall either be high school graduates with at least one year of algebra, or more advanced math with a passing grade, or have obtained a General Education Development (GED) certificate and accompanied by proof of one year of high school algebra, or more advanced math with a passing grade, or proof of one post high school algebra course (e.g. Adult Education, Continuing Education, Community College, etc.), or more advanced math, with a passing grade, or provide evidence of having successfully completed the NJATC Math Course at [www.njatc.utk.edu](http://www.njatc.utk.edu).
- c. **APTITUDE:** All applicants must possess aptitudes essential to the trade and qualify for interview, by obtaining a score of "4" or higher, using the electrical trade's aptitude test developed and validated by the American Institutes for Research. The PEJATC will administer the tests and then send them to the Electrical Training Alliance (ETA) to be evaluated. Once the ETA has determined the results they will notify the PEJATC in writing.
- d. **DRIVER'S LICENSE:** All applicants must possess a valid Colorado State Driver's License at the time of indenture.



## II. APPLICANT PROCEDURES

- a. **APPLICANT INSTRUCTIONS:** The following documents must be submitted before an application can be completed: (These copies must be ones you are willing to relinquish as they stay with your application. **UNDER NO CIRCUMSTANCES WILL THE PEJATC OFFICE MAKE PHOTO COPIES OF YOUR DOCUMENTS.**)
- i. Proof of age – Birth Certificate or another reliable source.
  - ii. High School Diploma and Official Transcript of Grades, or GED certificate and records, accompanied by proof of one year of high school algebra or more advanced math with a passing grade, or proof of one post high school algebra course (e.g. Adult Education, Continuing Education, Community College, etc.), or more advanced math, with a passing grade, or provide evidence of having successfully completed the NJATC Math Course at [www.njatc.utk.edu](http://www.njatc.utk.edu).
  - iii. Copy of discharge papers (DD-214) if you have had military service.
  - iv. If you are now enrolled in high school, a letter from the school, verifying you are a senior in high school and have had one year of algebra, or more advanced math, with a passing grade and your high school transcript, will be necessary upon application. You will then bring in your diploma immediately after you graduate.
  - v. Once the application is complete, signed and submitted, an appointment will then be made for you to take your aptitude test.
- b. **APPLICANT NOTIFICATION:** All applicants meeting the qualifications will be notified to appear before the PEJATC. Those applicants not meeting the qualifications will be notified, and their application will not be considered further.
- c. **INTERVIEW:** Applicants will be notified when to appear before the PEJATC for interview. The order in which qualified applicants are interviewed is determined by the date on which the applicant completed the application process, not the date they fill out the application. If the applicant fails to appear, or notify the PEJATC in advance, the application will no longer be considered, and the applicant will be disqualified for this selection period. Advanced placement must be asked for by the applicant in writing and presented to the interview committee at the time of the interview.
- d. **EVALUATIONS:** All applicants will be evaluated by each PEJATC members during the interview. From this evaluation, a composite score will be determined and all those interviewed will be placed on the selection list based on their score. Openings for apprenticeship will be filled by placing from the top of the list downward.
- e. After your interview, if the PEJATC accepts you for possible indenture, you will be required to take and pass a drug test. The fee for this examination will be paid by the applicant.