

# APPRENTICESHIP GUIDEBOOK





KATHERINE
GILMORE RICHARDSON
COUNCILMEMBER AT-LARGE, MAJORITY LEADER

# **DIRECTORY**

02

# A LETTER FROM...

| Majority Leader Gilmore Richardson  | 2 |
|-------------------------------------|---|
| State Representative Joe Hohenstein | 3 |
| ·                                   |   |
| Leaders in the Labor Community      | 4 |

05

# **PRE-APPRENTICESHIP**

A pre-apprenticeship is a program or set of services designed to prepare individuals to enter and succeed in a registered apprenticeship program.

14

# **APPRENTICESHIP**

An apprenticeship is a system for training a new generation of practitioners of a trade or profession with on-the-job training and often some accompanying study.





# A LETTER FROM THE COUNCILMEMBER

Friends,

I am so excited to share my office's fifth Apprenticeship Guidebook with you! I cannot believe it has been five years since we released the first edition which has been shared with thousands of Philadelphians, especially our young people.

It is our goal to help career seekers better understand the apprenticeship process and answer questions about opportunities available across the City of Philadelphia. There are many paths to fulfilling family supporting and sustaining careers. It is my hope that this guidebook will make it easier for you to learn more about the work they offer. Most importantly, I wanted to help demystify the application process and the jobs available to you after completing an apprenticeship program.

Research has shown that unions are the cornerstone of the American middle class. Union participation plays a significant role in reducing income inequality. In fact, individuals who are members of a union are on average paid more than nonunion workers. Family-sustaining wages, comprehensive benefits, and access to training and career development are all ways unions support their members to ensure they have an economically secure future. It is important that we think about how we are creating skills-based opportunities for work and expanding pathways to the middle class.

Furthermore, since the creation of this Guidebook, participation in apprenticeship programs has exploded. Several reports note that the active number of participants in registered apprenticeship programs has more than doubled in the past decade. In fiscal year 2024, there were more than 318,000 active apprentices – a 114 percent increase since 2014. This is especially true for the construction industry which employs more than half of all apprentices.

Overall, if you're looking for a fulfilling, family sustaining career, a union apprenticeship program can get you there. I hope you will use this resource to find the right career for you. As always, if there is anything my office can do for you, please let us know. Until then, happy reading!

In Service

Katherine Gilmore Richardson

Councilmember At-Large, Majority Leader

# A LETTER FROM THE STATE REPRESENTATIVE

Thinking about your future can be a scary thing. Deciding between a career and education is very difficult. You have in your hands an important tool for making those decisions and for walking down the roads towards your future. Councilmember Gilmore Richardson cares about giving everyone opportunities to succeed and the information in the Guidebook will do just that.

The decision to learn a trade and get your career started early can be the best one for you. College education is expensive, and academic learning is not for everyone. An apprenticeship in the trades can help you earn while you learn and give you a lift for the future. The skills you learn in apprenticeships are skills that stay with you for the rest of your life.

In particular, union apprenticeships provide a path to safety and security. Union jobs pay well, get good benefits, and give you a community to help you when times get rough. Union members stick with each other and union workplaces are among the most safe and secure.

This Guidebook takes the mystery out of decisions, gives you clear and straightforward information, and lets you make informed decisions. In short, it treats you like the adult you are becoming.

In Service,

Joseph C. Hohenstein

State Representative, HD-177

# A LETTER FROM THE LEADERS IN THE LABOR MOVEMENT

Greetings,

Thank you for your interest in becoming a tradesperson! We hope this book will provide you with the information you need to find your future career.

As leaders with significant experience with Philadelphia's unions, we have seen how the trades have created economic opportunities for a wide variety of communities, and we hope you will see yourself among our ranks. A career in the trades provides stable and fulfilling work, a living wage, comprehensive benefits, and retirement options. For example, unionized workers make \$194/week more than non-unionized workers, and they are significantly more likely to have high-quality health insurance and retirement benefits.

Apprenticeship programs open the door to all of these opportunities and provide you with the training you need to succeed. The average starting salary for an apprentice is \$77,000 per year, roughly \$30,000 higher than the average salary in Philadelphia. Additionally, workers who start in apprenticeship programs make, on average, \$300,000 more over the span of their careers. As you can see, there are significant benefits to choosing apprenticeship.

Throughout the book, you will find information on the different types of programs available and when and how to apply, as well as what types of careers are available within each industry.

We are so grateful to Councilmember Gilmore Richardson for recognizing the importance of the skilled trades and compiling this resource. We look forward to working with her and her team in the future.

Sincerely,

Ryan N. Boyer
Business Manager
Laborer District Council of Metropolitan
Area of Philadelphia and Vicinity
Business Manager
Philadelphia Construction and Building Trades Council

Daniel P. Bauder President Philadelphia AFL-CIO

Pat Eiding President Emeritus Philadelphia Council AFL-CIO

Koren M. Parker Chapter President Philadelphia Coalition of Labor Union Women

# PRE-APPRENTICESHIP

| Beyond Literacy6   |
|--|
| Carpenters' Apprenticeship Ready Program (CARP)7                                   |
| Construction Apprentice Preparatory Program (CAPP)8                                |
| Energy Coordinating Agency9  |
| Garage8210   |
| PECO Energy1   |
| The Philadelphia Academies Inc12   |
| The Philadelphia Academies Inc., Pre-Apprenticeship In Early Childhood Education13 |
| Philadelphia Housing Authority Pre-Apprenticeship Program14                        |
| Samuel Staten Sr. Pre-Apprenticeship Program Inc15                                 |
| Tech Impact ITWorks Pre-Apprenticeship Program16                                   |
| YOACAP of the Urban Affairs Coalition17  |
| We Love Philly18   |

# Beyond Literacy LEARNING FOR WORK & LIFE

#### **DESCRIPTION OF WORK**

In spring 2021, the merger between Center for Literacy and Community Learning Center brought together 87 total years of literacy experience that has created lasting, positive impacts, not just for individual students, but for their families & the community at large. By uniting together—renamed "Beyond Literacy" (BeLit)—the organization goes above and beyond to offer transformational services & classes to those seeking a way to a better life.

Now, as Philadelphia's largest adult education nonprofit, BeLit offers adult learners a path to self-sufficiency by offering free high-quality high school equivalency test preparation, English Language Acquisition and Citizenship classes, digital literacy training, and fast-track Pre-Apprenticeships in the energy sector. BeLit provides a comprehensive program that moves participants from "learning to earning" as they acquire education and employment.



# MINIMUM QUALIFICATIONS

Age 18 or older, Philadelphia Resident, CASAS level 4 or higher, reading and math, No high school diploma required, Persons of diverse backgrounds are welcome to apply including those with low level criminal background records, Valid U.S. work authorization, Desire to work in skilled trades or manual labor.



# **APPLICATION PROCESS**

Complete the online interest form, Complete CASA Math and Reading assessment, Achieve NRS Level 4 or higher, Complete Interview Process, Candidates will be notified two (2) weeks before start of cohort of their acceptance into the program, Program capacity 20 Pre-Apprentices per cohort



# **NEEDS TO SUCCEED**

Interest in skilled trades/manual labor, Comfort working in various work conditions, Ability to work in a team environment, Comfortable with physical tasks and learning through direct application and classroom instruction, Be on time and attend every class, Study and finish your work, Use available resources, including your support team, Stay Positive, Take Care of Yourself



# **HOURLY WAGES**

The KEEP Weatherization pre-apprenticeship program provides FREE training to students including job readiness training. Students can earn up to five (5) certifications: OSHA 10, LEAD RRP, NCCER, HAZWOPR, and BPI ALCI. Students who do not have a high school diploma may co-enroll in onsite GED/HSE classes. Students who successfully complete 228 training hours can earn a 200-hour credit toward a registered apprenticeship. Students will receive additional incentives to support their successful completion of the program.

Career Pathways include Field Technician, Weatherization and Housing Inspector, Weatherization Installer/Technician.



# CONTACT

To learn more about the program or receive the link to apply, please email lvry Bland the Workforce Development Manager at apply@beyondliteracy.org. Link to Beyond Literacy website: https://beyondliteracy.org/pre-apprentices hips/

# CARPENTERS' APPRENTICE READY PROGRAM (CARP)



### **DESCRIPTION OF WORK**

Pre-Apprenticeship Training for the Carpenters Union: Carpenters, Millwrights, Cabinetmakers, and Floorlayers.



# **MINIMUM QUALIFICATIONS**

- · High School Diploma or GED,
- 18+
- Driver's License
- Drug Test



# **APPLICATION PROCESS**

- Apply by November for Winter Cohort
- Apply by April for Spring Cohort



# **NEEDS TO SUCCEED**

- Good Attitude, Character, and Ethics (ACE)
- Problem Solvers
- Reliable
- · Able to work in extreme weather
- Able to work independently, in pairs, and in teams.
- Able to work in Philadelphia and the surrounding counties (New Jersey, Delaware, and Maryland)



# **HOURLY WAGES**

- 1st year Apprentice \$21.65
- 2nd year Apprentice \$27.07
- 3rd year Apprentice \$32.48
- 4th year Apprentice \$43.30
- Journeyperson \$54.13



# CONTACT

www.beacarpenter.com

# CONSTRUCTION APPRENTICE PREPARATORY PROGRAM - CAPP



# **DESCRIPTION OF WORK**

The Construction Apprentice Preparatory Program ("CAPP") is a pre-apprenticeship training program that reinforces the goals of workforce diversity and inclusion, economic growth, and stability for historically under-served communities in the City of Philadelphia and surrounding areas. Our curriculum includes instruction required for successful entry into all of the building trades apprenticeships. A mixture of in-classroom and on-the-job training aid in the creation of a perfect career connected learning environment. As a result, the participants are ready for any test and well prepared for navigating a worksite.



# MINIMUM QUALIFICATIONS

- Must be at least 18
- Must have a High School Diploma or GED
- · Must have a valid driver's license
- Must be able to pass a drug test.



# **APPLICATION PROCESS**

Applications are accepted all year round and can be submitted online at cappprep.com



# **NEEDS TO SUCCEED**

- Interest in the construction industry and hands on work
- Ability to receive and follow instruction.
- Ability to work in extreme weather conditions.
- Ability to work independently as well as in a team.



# **HOURLY WAGES**

The CAPP Program is free to all participants and there are no hourly wages.



#### CONTACT

Phone: (609) 792-4768

Email: JaharaRussell@cappmathprep.com

Website: cappprep.com

# **ENERGY COORDINATING AGENCY**



#### **DESCRIPTION OF WORK**

Energy Coordinating Agency (ECA) is a non-profit organization whose mission is to help people conserve energy and to promote a sustainable and socially equitable energy future for all. ECA leads the design and implementation of high-quality energy conservation, education, and home repair initiatives to eliminate energy burden and stabilize low-income families in their homes and communities.

The Knight Green Careers Training Center prepares students for high-demand clean energy careers that provide family sustaining wages, such as those in solar, HVAC, residential energy efficiency, green construction, or environmental remediation. ECA trains approximately 250 historically excluded Black, Latinx, and immigrant youth and adults, including veterans and returning citizens, whose diversity reflects the city we serve. Common credentials include OSHA 10, OSHA 40/HAZWOPPER, BPI Air Leakage Control Installer, EPA RRP, and others depending on the training program.



# **MINIMUM QUALIFICATIONS**

- Must be 18 years of age or older
- Must have a high school diploma or GED
- Must have a valid driver's license



# **NEEDS TO SUCCEED**

- Interest in clean energy training and career path
- Consistent attendance and participation
- Interest in and ability to do hands-on work
- Reliable transportation and childcare
- Ability to get along and work well with others



# **CONTACT**

Lisa Padilla, Director of Training (215) 609-1457 lisap@ecasys.org 106 W Clearfield Street Philadelphia, PA 19133 ecasavesenergy.org Facebook and Instagram: ecasavesenergy Twitter: phillyenergy



# **APPLICATION PROCESS**

Anyone can fill out an interest form for ECA's training programs here: ecasavesenergy.org/trainingapply

Depending on which programs the applicant is interested in, we will contact them when those trainings are scheduled. Please know that the applicant's information is on file, and they will receive a call and email when interview times become available to apply for the specific trainings they indicated interest in. A personal interview will be conducted to determine the candidate's interest in the career field and eligibility for specific training programs. Once initial eligibility is determined, there will be a physical assessment to determine that the applicant can lift and carry 50 lbs. for 25 ft, climb a ladder with a tool belt, and be able to operate within a confined space.



# **HOURLY WAGES**

ECA charges no fees for our training programs because the priority of our Knight Green Careers Training Center is to train underserved Philadelphians for jobs with a bright future. Stipends are made available to trainees whenever possible, based on the terms of the funder of each training program.



Garage82 provides construction pre-apprentice classes to low-income and under-represented individuals, ages 18 and older. Our registered apprenticeship sponsor is the Eastern Atlantic States Carpenters Technical College.

Our goal is to connect individuals to an apprenticeship, employment, or continuing education.



# **MINIMUM QUALIFICATIONS**

- Must be 18-24 years of age
- Valid driver's license
- Resident of Delaware County



# **APPLICATION PROCESS**

Interested parties who live in Delaware County should call (610) 876-4855.

Anyone living outside Delaware County should email LaurieN@Garage82.com



### **NEEDS TO SUCCEED**

- Strong work ethic
- Good attitude
- Reliable transportation to get to multiple worksites a day



# **HOURLY WAGES**

After 8 weeks of unpaid education and hands on learning, students will begin an 8-week paid work experience earning \$15 per hour.



# **CONTACT**

Laurie Narciso 856-649-3318 LaurieN@Garage82.com Classes are held at 143 Yale Avenue, Morton, PA, 1907



The Helper Pool Pre-Apprenticeship Program is designed to remove barriers to workforce entry by introducing participants to PECO's safety and work culture. The program provides each participant with a mentor and equips them with the necessary hands-on training to be successful - often leading to family-sustaining jobs within the energy

sector. Over 14 weeks, participants take courses in safety, electric and gas basics, technical maintenance, and other skills. They also have the opportunity to shadow and assist PECO employees on the job. As they progress, participants take the construction and skilled trades exam and become CDL-certified to take the next step in their career. Upon completion of the program graduates are prepared for careers as a aerial line mechanic, underground mechanic, distribution gas mechanic, transmission and substations testing mechanic, transmission and substations maintenance technician, and overhead transmissions line mechanic.



# **MINIMUM QUALIFICATIONS**

18 and older, clean drug test and successful completion of entrance exams



# **APPLICATION PROCESS**

Interested applicants can visit peco.com/careers for more information and or to apply.



## **NEEDS TO SUCCEED**

- Ability to be on time
- Fit for duty
- Must work well on a team
- Must be willing to learn to earn



# **HOURLY WAGES**

Approx.. \$21 as a Pre-Apprentice Helper



# CONTACT

Keith Henderson keith.henderson@exeloncorp.com Phone 215-787-7348 Address 2301 Market Street, Philadelphia PA 19103

# THE PHILADELPHIA ACADEMIES, INC.



## **DESCRIPTION OF WORK**

Mastbaum's PACT (Pre-Apprenticeship in Construction Trades) Program prepares 10th-12th grade students for careers in their industry areas and helps students access apprenticeships.



# **MINIMUM QUALIFICATIONS**

- Must be enrolled at Jules Mastbaum High School
- Must be in a CTE program in one of the following trades: Carpentry, Welding, Electrical, or Plumbing
- Must be a high school senior in good academic standing and on track to graduate



# **APPLICATION PROCESS**

Applicants can get applications by contacting our coordinators, Erica Diaz or Dimir Leftwich. Applications are made available at the start of every school year and due by Nov 15



# **NEEDS TO SUCCEED**

- Show up on time
- Attend regular meetings with coordinators
- Should participate in Philadelphia Academies workshops and other related activities



# **HOURLY WAGES**

Not a paid apprenticeship



#### CONTACT

(215) 546-6300 clainer@academiesinc.org ediaz@academiesinc.org dleftwich@academiesinc.org Two Penn Center, 1500 John F Kennedy Blvd #312, Philadelphia, PA 19102

# THE PHILADELPHIA ACADEMIES INC., PRE-APPRENTICESHIP IN EARLY CHILDHOOD EDUCATION



### **DESCRIPTION OF WORK**

The Pre-Apprenticeship in Early
Childhood Education Program at
Parkway West High School prepares
students for careers in early childhood
education and teaching, including a
CDA credential.



# **MINIMUM QUALIFICATIONS**

- Must be enrolled in the Early Childhood Education CTE Program at Parkway West High School
- Must be a high school senior
- Must be in good academic standing (on track to graduate)



# **APPLICATION PROCESS**

Applicants can get applications by contacting Mijon Powell (mpowell@academiesinc.org).

Applications are made available at the start of every school year and due by Nov 15 (week before N.A.W.)



# **NEEDS TO SUCCEED**

- Show up on time
- Attend regular meetings with coordinators
- Should participate in PAI workshops and other related activities



# **HOURLY WAGES**

Not a paid apprenticeship



# CONTACT

(215) 546-6300 clainer@academiesinc.org mpowell@academiesinc.org Two Penn Center, 1500 John F Kennedy Blvd #312, Philadelphia, PA 19102

# PHILADELPHIA HOUSING AUTHORITY



### **DESCRIPTION OF WORK**

PHA looks to hire Public Housing and Housing Choice Voucher residents as pre-apprentices, working on a variety of projects within PHA including property management and maintenance, and construction /skilled trades.



# MINIMUM QUALIFICATIONS

- 18+
- PHA resident



# **APPLICATION PROCESS**

Interested applicants should reach out to the PHA Workforce Center



# **NEEDS TO SUCCEED**

Interest in hands on work



# **HOURLY WAGES**

• \$15 per hour



# **CONTACT**

Marco Ferreira, Director of Workforce Development and Homeownerships, marco.ferreira@pha.phila.gov; 215-684-8926

# SAMUEL STATEN SR. PRE-APPRENTICESHIP PROGRAM INC.



#### **DESCRIPTION OF WORK**

SSSPAP prepares People of Color and Women for apprenticeship opportunities offered by the Philadelphia Building Trades.



# **MINIMUM QUALIFICATIONS**

Participants must be 18 years of age, in good physical condition, possess a valid driver's license or permit, have a high school diploma or GED.



# **APPLICATION PROCESS**

SSSPAP has a rolling enrollment period. Application can be submitted on our website, www.ssspap.org. Applicants will be reviewed and contacted by staff to schedule interviews to start the program.



# **NEEDS TO SUCCEED**

Applicants should be motivated to enter the construction trades, work outdoors, be prompt, able to follow instruction, be a team member, and have a desire to have a career in the construction trades. Individuals will learn about the brotherhood of the trades and what it takes to enter the trade apprenticeships.



# **HOURLY WAGES**

There are no hourly wages while a participant with SSSPAP. During the training period participants will be encouraged to obtain employment as training is designed around those who are employed until the apprenticeship of choice is available for application.



# CONTACT

Contacts can email our offices at info@ssspap.org; or call 215 971 2960. Our website is www.ssspap.org where applications and organizational information is available.

# TECH IMPACT ITWORKS PRE-APPRENTICESHIP PROGRAM



#### **DESCRIPTION OF WORK**

Our workforce development program provides technical training, soft skills, credentials, supportive services, and job placement assistance in thriving industries with competitive wages.



# **MINIMUM QUALIFICATIONS**

18-26 years old, with a high school diploma or equivalent, and not yet a bachelor's degree.



# **APPLICATION PROCESS**

Rolling admissions at www.itworks.org. It is a competitive, two step interview process for 3 cohorts in 2025.



# **NEEDS TO SUCCEED**

- Able to commit to program for 16 weeks
- · Be timely and reliable
- Be interested in IT



# **HOURLY WAGES**

Participants get paid during internships approx. \$15/hr. but are not paid during pre-apprenticeship training time.



# CONTACT

itworks@techimpact.org or 215-55-1559. www.itworks.org



Affiliated With The Urban Affairs Coalition (UAC)

YOACAP operates a Workforce Innovation and Opportunity Act (WIOA) program under the Pre-Apprenticeship Pilot model, Project BUILD (PB). PB's goal is to recruit and engage opportunity youth 18-24 with paid/unpaid work experience and career-connected building trade training that aligns with partnering registered apprenticeship programs. The program equips participants with industry-recognized credentials to connect them with careers in the high-growth building trades, like

carpenters, finishing trades institute (FTI), plumbers, electricians, ironworkers, and more. Keys to youth's success is the development of relationships with youth system providers, construction companies, and local unions that reflect participants' interests in pipelines of varying options for additional training, education, and employment opportunities within the building trades.

YOACAP offers an eight-month Pre-Apprenticeship Program that engages a minimum of 15 participants in occupational skills training and work experience in the building trades. By the end of each cohort, participants will have completed 420+ hours of classroom learning (with hands-on component), 300+ hours of work experience, and obtaining nationally-recognized certifications, common prerequisites for both entry-level jobs and Apprenticeships in the industry. The Pre-Apprenticeship program is for participants to transition into a registered apprenticeship successfully. The primary outcome is that 65% of the participants will gain access to a local trade.



# MINIMUM QUALIFICATIONS

18-24 year old, Philadelphia resident, read and complete math at a 6th grade level, and meet the WIOA qualifications



# **NEEDS TO SUCCEED**

- Able to attend the pre-apprenticeship 4 pm to 7 pm (Monday through Friday);
- Attend work experience Saturdays and/or Sundays;
- Willing to work outside in the heat or in cold weather;
- Like working with their hands to build things;
- Able to lift and carry 40-50 lbs.
- Willing to be at work at 6 am
- Able to take feedback or suggestions without personalizing how it sounds.



# **CONTACT**

2158511968; 1211 Chestnut Street, 2nd Floor; www.yoacap.org; @yoacapphilly



#### **APPLICATION PROCESS**

Call 215.851.1968. Staff will instruct you on when to come to the office to view a brief presentation and to take a brief math and reading assessment. Applicant must be willing to provide vital information like your birth certificate, state identification/driving license, social security card and other required documents.



# **HOURLY WAGES**

If selected to be part of one of the local unions, like the carpenters as an apprentice can earn \$19.47 per hour with benefits (medical, pension, vacation pay, annuity, pension)



We Love Philly and is one of the first state-registered Apprenticeship and Pre-Apprenticeship Programs in Digital Marketing that intentionally was created for high school-aged youth. We Love Philly's Pre-Apprenticeship is a collaborative program model based on State Registered Apprenticeship best practices, including partnerships with local Digital Marketing companies, Community nonprofit partners, and a network of cross-sector employers.



A Current High School Student Aged 16-24



# **APPLICATION PROCESS**

Contact Carlos@welovephilly.org



# **NEEDS TO SUCCEED**

Be enrolled in High School, Present Daily, On time and ability to be vulnerable.



# **HOURLY WAGES**

\$12 an hour and \$75 a month in bonuses



# **CONTACT**

carlos@welovephilly.org

# **APPRENTICESHIP**

| AFSCME Local 1739 Community and Social Agency Employees                | 20          |
|--|-------------|
| Aon  | 21          |
| Bricklayers and Craftworkers Local 1 PA/DE                             | 22          |
| Bucks County Community College   | 23          |
| Bucks County Intermediate Unit #22                                     | 24          |
| Cement Masons and Plasterers Local 592                                 | 25          |
| District 1199C Training and Upgrading Fund                             | 26          |
| Drexel University  | 27          |
| Eastern Atlantic States Carpenters Technical College                   | 28          |
| Eastern Atlantic States Carpenters Technical Center                    | 29          |
| Finishing Trades Institute of the Mid-Atlantic Region                  | 30          |
| GSK  | 31          |
| International Association of Bridge, Structural, Ornamental, and       | Reinforcing |
| Ironworkers Local Union #401   | 32          |
| International Association of Heat and Frost Insulators and Allied W    | Vorkers JAC |
| (LU14)   | 33          |
| International Brotherhood of Boilermakers Local 13                     | 34          |
| International Brotherhood of Electrical Workers Local Union 98         | 35          |
| International Union of Operating Engineers Local 542                   | 36          |
| International Union of Elevator Constructors, Local 5 Philadelphia, PA | 37          |
| Ironworkers Local 405  | 38          |
| JEVS Apprenticeships, Building Pathways To Career Success              | 39          |
| Laborers' District Council of Philadelphia and Vicinity                | 40          |
| PACT (Philadelphia Alliance for Capital and Technologies)              | 41          |
| Philadelphia Police Explorer Cadet Program                             | 42          |
| Philly Shipyard, Inc   | 43          |
| Philadelphia Water Department  |             |
| Plumbers Local Union 690   | 45          |
| Sheet Metal Workers Local 19 JATF of Philadelphia and Vicinity         | 46          |
| Sprinkler Fitters Local Union 692 of Philadelphia and Vicinity         | 47          |
| Steamfitters Local Union 420   | 48          |
| The Wistar Institute   | 49          |
| United Union of Roofers, Waterproofers and Allied Workers Local 30     | 50          |
| Urban Technology Project   | 51          |
| WINC (Women in Nontraditional Careers)                                 | 52          |



Providing direct service to individuals with physical and intellectual disabilities.



# **MINIMUM QUALIFICATIONS**

- 20+
- Driver's License
- · High School Diploma
- No felony convictions
- Must be able to pass a drug test



# **APPLICATION PROCESS**

There is a Cohort training course open every quarter. Potential Cohorts should contact Robert Wallington via email rwallington@afscmelocal1739.org



# **NEEDS TO SUCCEED**

Must be dependable to complete the eight weeks of training.



# **HOURLY WAGES**

Base Salary is \$16.35 hourly



# CONTACT

Robert Wallington rwallington@afscmelocal1739.org 215-893-3742 1606 Walnut Street www.AFSCMELocal1739.org

# AON

#### **DESCRIPTION OF WORK**

The Aon Apprenticeship Program was designed to create a new pathway for individuals interested in completing their associate degree while gaining valuable experience and establishing a long-term career at Aon. It is a two-year program that balances on-the-job learning at Aon with in-school classroom learning at a two-year accredited partner college. During the program, you will quickly learn about our business, develop your professional skills and build lasting relationships with our colleagues

and clients. Do you have experience in customer service, administrative positions, working with people or on a team? All these experiences help you learn how to problem-solve and will serve you well as an Aon Apprentice. As far as industry-specific work – don't worry, we will teach you everything you need to know. The apprenticeship program is a full-time job. Apprentices dedicate a combined 40 hours per week working at Aon and attending classes to complete their associate degree from the partner college (Community College of Philadelphia or Montgomery County Community College) – all of which is financially covered! Yes, you read that right – we will pay you for your time at Aon and your time spent in the classroom! We will also cover your tuition and books while you are enrolled in the program. After successful completion of the program, you may receive a promotion with a pay increase. You will also have achieved the 'Certified Insurance Apprentice' designation by the Department of Labor in addition to your associate degree. At this point, you will have established a career at Aon and will have many opportunities to grow as an industry professional.



# MINIMUM QUALIFICATIONS

Must be 18 years of age or older, must have a high school diploma or equivalent, authorized to work in the US (Dreamers/DACA are eligible), deemed ready to take college-level English and Math courses by the partner college, acceptance into, and full enrollment at the aligned partner college.



# **NEEDS TO SUCCEED**

- Strong written and verbal communication skills
- Openness to learning, training and comprehensive development
- Microsoft Office experience (Word, PowerPoint, Excel, Outlook)
- Time management; organizational skills; attention to details; collaborative



#### **APPLICATION PROCESS**

Applications open in the Fall (around November) and close in the Spring (around March). Apprenticeship program starts in August. We hire annually. Visit our website to learn more and access the application: https://www.aon.com/careers/early-careers/us/apprenticeships



# **CONTACT**

Janeire Hiciano Apprenticeship
Program Recruiter
East Region E:
Janeire.Hiciano@aon.com
https://www.aon.com/careers/early-care
ers/us/apprenticeships



# **HOURLY WAGES**

Starting at \$44k annually with eligibility to receive pay increases every 6 months throughout the duration of the 2-year program.

# **BRICKLAYERS AND CRAFTWORKERS LOCAL 1 PA/DE**



#### **DESCRIPTION OF WORK**

Bricklayers construct and repair walls, partitions, arches, fireplaces, chimneys, and other structures from materials such as brick, structural tile, concrete cinders, gypsum, and terra cotta.



# **MINIMUM QUALIFICATIONS**

- 18+
- Driver's License
- · High School Diploma
- Must be able to pass a drug test



# **NEEDS TO SUCCEED**

- Ability to show up early
- · Ability to do hands on work
- Reliable transportation
- · Ability to work well with others



# **APPLICATION PROCESS**

The application can be accessed at https://bac-1.org/join-local-1/apprentice-application/

Applications can be submitted Monday through Friday from 9:00 AM – 3:00 PM during the first two weeks of March.



# **HOURLY WAGES**

- Entry salary \$22.23
- Full rate \$44.45



# CONTACT

Matthew Schanbacher bactraining@bac-1.org 215-330-0544 www.bac-1.org 2702 Black Lake Place, Philadelphia, PA 19154

# **BUCKS COUNTY COMMUNITY COLLEGE**



## **DESCRIPTION OF WORK**

The Bucks County Community College Building and Construction Trades Pre-Apprenticeship is a free, 10-week, daytime program designed to prepare participants for working in the building trades field. Combines hands-on skill-building with classroom instruction, making it an ideal starting point for those seeking access to union-registered apprenticeships within the Philadelphia Building Trades. A core feature of the program is its

incorporation of the North America's Building Trades Unions' Multi-Craft Core Curriculum, a nationally recognized standard for pre-apprenticeship training. Students also receive hands-on skills instruction, foundational math skills instruction, test preparation for apprenticeship entrance exams, interviewing techniques, and guidance through the application process. Participants earn industry-recognized credentials, including the OSHA-10 certification. The ultimate goal is to equip graduates with the skills, knowledge, and credentials necessary to help them secure placement in a union-registered apprenticeship, paving the way for rewarding careers in the skilled trades.



# **MINIMUM QUALIFICATIONS**

Must be a US citizen or possess a green card and a resident of PA, must be 18 years old, have a High School Diploma or GED, driver's license, and pass a drug-screening, criminal background check, entrance exam and interview.



# **APPLICATION PROCESS**

Sign up for an information session online at www.bucks.edu/trades.
Candidates will be interviewed and will take an entrance exam.



# **NEEDS TO SUCCEED**

Be motivated to enter a career in the building trades, strong math skills, reliable transportation, good work history, ability to follow instructions



# **HOURLY WAGES**

If students are eligible financially, and between the ages of 18-24, they may dual-enroll in the Out-of-School Youth program and earn \$17/hour for being in the training.



### **CONTACT**

Christine Harvie, Program Manager Email: christine.harvie@bucks.edu

Phone: 267-685-4849

Website: www.bucks.edu/trades

Bucks County Community College Center for Advanced Technologies 1304 Veterans Highway Bristol, PA 19007



The Bucks County Intermediate Unit is an educational service agency dedicated to compassionately supporting the needs of all learners and their families, school districts, and our community. We are currently the sponsor and employer for the following registered programs: Highly Qualified Teachers Aide Pre-Apprenticeship, Registered Behavior Technician Apprenticeship, and PK-12 Special Education Teacher Apprenticeship.



# **MINIMUM QUALIFICATIONS**

- · High School Diploma (or equivalent)
- Child Abuse clearance
- Criminal Background check



# **APPLICATION PROCESS**

Applications may be submitted on the Bucks County Intermediate Unit's website in our Careers section.

Openings are posted annually each spring.



# **NEEDS TO SUCCEED**

Desire to work with children who have special needs, desire to work in the field of education, work well with others, reliable transportation, patience, compassion and timeliness.



# **HOURLY WAGES**

- \$20/hour training rate for Registered Behavior Technician (increased to \$24/hour upon program completion).
- \$27/hour training rate for PK-12 Special Education Teacher Apprentice (increased to \$39/hour upon program completion). Full range of benefits for both apprenticeships.



# **CONTACT**

Jennifer Rawson M.S., BCBA Coordinator of Apprenticeship Programs jrawson@bucksiu.org

# **CEMENT MASONS AND PLASTERERS LOCAL 592**



### **DESCRIPTION OF WORK**

Cement masons are responsible for placing and finishing concrete. Cement masons create columns, expose aggregate, color surfaces, level materials and utilize specific tools for spreading. Work is done both indoors and outdoors and surroundings are usually dirty and dusty or wet. Workers are exposed to extremes of temperature. Work involves considerable standing, stooping, and keeping.



# **MINIMUM QUALIFICATIONS**

- · 18 Years Of Age Or Older
- Drivers License Preferred
- High School Diploma or GED
- Clean Drug Test
- Insured Vehicle



## **NEEDS TO SUCCEED**

**Recommended High School Courses:** 

- Math
- General Science
- General Shop



# **APPLICATION PROCESS**

Applications are accepted between February 1st and March 15th. Application can be accessed at https://bit.ly/3koBFkQ

Cement Mason applications can be turned in at the Apprentice Training Center - 2930 Snyder Ave, Philadelphia PA 19145 Plasterers applications can be turned in at the Plasterer Training Center - 713 Cherry St., Gloucester City. NJ 08030

A \$10 non-refundable application fee must be paid when returning the application. Along with a completed application, please submit a copy of your driver's license and a copy of your High School Transcript or GED Certificate.



# **CONTACT**

#### **Cement Masons**

Phone: (215) 468-0235 Website: https://bit.ly/36rd1uE Address: 2930 Snyder Avenue,

Philadelphia PA 19145

#### **Plasterers**

**Phone:** (215) 468-0235

Website: https://bit.ly/36rd1uE Address: 713 Cherry Street, Gloucester City, NJ 08030

# **DISTRICT 1199C TRAINING AND UPGRADING FUND**





#### **DESCRIPTION OF WORK**

Workforce Development Manager - ECE Apprenticeship.



# **MINIMUM QUALIFICATIONS**

· High School diploma



# **APPLICATION PROCESS**

Applicants can access our agency intake form from our website at: https://li99ctraining.org/intake



# **NEEDS TO SUCCEED**

Applicants must be:

- Patient
- Reliable
- Ready to work
- Willing to commit to complete the program



# **HOURLY WAGES**

Apprenticeship wages vary based on occupation.



# **CONTACT**

1 South Broad St. 6th Floor Philadelphia, PA, 19107 Phone: (215) 568-2220

Email: apprenticeship@1199ctraining.org

Website: https://1199ctraining.org

Address: 100 S. Broad St. 10th Floor

Philadelphia, PA 19110



Certified Clinical Medical Assistants (CCMA) can be found working in clinics, private practices, hospitals, nursing homes and other healthcare facilities across the country. With the high demands placed on healthcare facilities and the increased regulations and guidelines of the industry, certified medical assistants are more in demand than ever and the demand is expected to keep growing. Drexel University runs annual CCMA cohorts every summer with 3 employers.



# **MINIMUM QUALIFICATIONS**

- · 18+
- Possession of either a High School diploma or equivalency
- · Clean background check
- Passing of a CASAS exam



# **NEEDS TO SUCCEED**

Employer partners are multi-county, and applicants must have reliable transportation to sites, be open to feedback, communicate regularly with Drexel University's Apprenticeship Program Manager, and be able to commit to monthly on-site clinicals.



# **APPLICATION PROCESS**

Successful applicants must apply to the program via our website, attend our annual information session, attend group interviews, and obtain an offer letter from one of Drexel University's employer partners.



# **HOURLY WAGES**

Apprentices' minimum starting hourly wage is \$15, and minimum ending wage is \$16.



# CONTACT

Step one for all interested candidates is to apply for the program via the website. Please access the website and navigate to the "Certified Clinical Medical Assistant" section, where you will be able to apply to the program and receive email notification once annual information sessions launch: https://bit.ly/DrexelApprenticeship

# EASTERN ATLANTIC STATES CARPENTERS TECHNICAL COLLEGE



#### **DESCRIPTION OF WORK**

General carpenters provide the crucial foundation for concrete, exteriors, roofs, infrastructure, and scaffolding, while also crafting fine trim and finishing work. These professionals work with a variety of materials in every kind of structure; they are responsible for bringing blueprints to life. Carpenters are skilled in laying out, measuring, cutting, erecting, and joining materials together.



# **MINIMUM QUALIFICATIONS**

- 17 Years of Age or Older
- High School Diploma or GED
- Clean Drug Test



# **APPLICATION PROCESS**

Applicants can go to carpentersofphila.com and register for an information session, followed by an interview and math and skills assessment.



### **NEEDS TO SUCCEED**

Applicants should process the ability to show up early, ability to do hands on work, have reliable transportation, and work well with others.



# **HOURLY WAGES**

Apprentice wage rates are based on percentages of Journeyman rates.



# **CONTACT**

(215) 824-2300 carpentersofphila.com 10401 Decatur Rd. Philadelphia, PA 19154

# EASTERN ATLANTIC STATES CARPENTERS TECHNICAL CENTER



#### **DESCRIPTION OF WORK**

Apprenticeship for Union Carpenters, Floor Layers, Mill/Cab Makers, and Millwrights.



# **MINIMUM QUALIFICATIONS**

- High School Diploma or GED
- 18+
- Driver's License
- Drug Test



### **NEEDS TO SUCCEED**

- Good Attitude, Character, and Ethics (ACE)
- Problem Solvers
- Reliable
- · Able to work in extreme weather
- Able to work independently, in pairs, and in teams.
- Able to work in Philadelphia and the surrounding counties, New Jersey, Delaware, and Maryland.



# **APPLICATION PROCESS**

Applications accepted year-round at www.eascarpenterstech.edu



# **HOURLY WAGES**

Wages for Carpenters in Philadelphia - Other trades and jurisdictions vary.

- · 1st year Apprentice \$21.65
- · 2nd year Apprentice \$27.07
- · 3rd year Apprentice \$32.48
- · 4th year Apprentice \$43.30
- Journeyperson \$54.13

Fringe Benefits include full medical, dental, and vision for individual, spouse, and dependents at no extra cost. Also, contributions towards pension and annuity.



# **CONTACT**

Eastern Atlantic States Carpenters Technical Centers 10401 Decatur Rd Philadelphia PA 19154 215-824-2300 www.eascarpenterstech.edu

# FINISHING TRADES INSTITUTE OF MID-ATLANTIC REGION



#### **DESCRIPTION OF WORK**

The Finishing Trades are the commercial & Industrial/ Bridge Painters, Glaziers, Drywall finishers and wallpaper hangers Union in the Tri-State Area.



# **MINIMUM QUALIFICATIONS**

- High School Diploma or GED
- Driver's License
- 18 years or older
- Drug Test



# **APPLICATION PROCESS**

Applicants can access the application on our website at www.FTI.edu. Once their application is received, they will receive a link from Calendly to schedule a Wonderlic Basic Skills test, as well as a link to the practice which will assist applicants in preparing for the test.

The Wonderlic test is an assessment we use to evaluate math and reading comprehension skills. Additional sample practice tests are available on the Wonderlic website:

Wonderlic.com.

Please note that although applicants are accepted on an ongoing basis, we test on a quarterly basis. The upcoming test dates are listed on the website.



# **NEEDS TO SUCCEED**

#### Glaziers must have:

Manual dexterity, Hand-eye coordination, Physical fitness, Good sense of balance, Must be able to work in high places, Ability to solve arithmetic problems quickly and accurately, Good interpersonal and communication skills

#### Painting/Wallcovering Apprentices must have:

Eye for detail, Ability to make work plans, Dexterity, Steady nerves, Able to work in high places, Must not be allergic to paint fumes, toxic materials, or spray dust, An artistic sense, Good eyesight, Good sense of color

#### CAS Painters must have:

Manual Dexterity, Able to work in high places, Should not be allergic to paint fumes, toxic materials, or spray dust, An artistic sense, Good eyesight and sense of color

#### **Drywall Finishers must have:**

Eye for detail, Ability to plan, Dexterity, Should not be allergic to paint fumes, toxic materials, and spray dust, Must be capable of taking detailed instructions on the job site



#### **CONTACT**

Erin O'Brien-Hofmann 267-939-0035 2190 Hornig Road Philadelphia, PA 19116 www.fti.edu



# **HOURLY WAGES**

Wages vary according to trade and year of apprenticeship. The starting pay for a first-year apprentice ranges from \$20 plus benefits for first year apprentices to upward of \$80 per hour including benefits for a journeyperson. All FTI apprenticeships are 4 years with a yearly increase in pay.



Registered apprenticeship program at our King of Prussia/Upper Merion manufacturing site in Biochemistry and Biopharmaceutical Manufacturing. Our apprentices work on an earn and learn model--working on site and earning their Associates degree with our partner institution (free of charge!).



# **MINIMUM QUALIFICATIONS**

18+ years of age and a high school diploma by time of start (August 2024), less than 30 college credits and live within 1 hour of the worksite.



# **APPLICATION PROCESS**

Applications are now open, and roles will be starting August 2024.
Applications will close likely in March (depending on candidate pool volumes).



# **NEEDS TO SUCCEED**

Eagerness to learn, ability to do hands on work, interest in science and biopharmaceuticals, reliable transportation.



# **HOURLY WAGES**

\$16/hr.



# **CONTACT**

Mackenzie Cardullo, mackenzie.x.day@gsk.com, 8565710212, https://us.gsk.com/en-us/careers/early-talent/apprentices

# INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL, AND REINFORCING IRONWORKERS LOCAL UNION #401



#### **DESCRIPTION OF WORK**

Ironworkers are at the heart of many construction projects. Ironworkers are skilled tradespeople who use steel, aluminium, glass, pre-cast concrete and other metals in constructing buildings, bridges, stairs, rails, and platforms all around Philadelphia.



# **MINIMUM QUALIFICATIONS**

- 18 Years or Older
- Driver's License Preferred
- High School Diploma or GED
- Clean Drug Test
- Be physically able to perform the work of the trade.



# **APPLICATION PROCESS**

Application can be accessed at the Ironworkers 401 Union Hall - 11600 Norcom Rd., Philadelphia PA 19154.
Applications can be submitted Monday through Friday from 9:00 AM - 3:00 PM during the first two weeks of March



# **NEEDS TO SUCCEED**

- · Complete cooperation and willingness to learn.
- Mandatory school attendance.
- Dependability on the job.
- The ability to work as part of a team.
- · The development of safe work habits.
- Perform a fair day's work for a fair day's pay.



# CONTACT

Phone: 215-875-2838

E-mail: mmcgrogan@local401.com

Website: local401.com

Address: 11600 Norcom Road,

Philadelphia PA 19154

# INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATOR AND ALLIED WORKERS JAC (LU14)



#### **DESCRIPTION OF WORK**

The trade consists of insulating heating and air conditioning systems, domestic water and plumbing pipes in commercial buildings, power plants, and sometimes residential developments. The trade is also in the asbestos abatement industry. insulators are trained and certified in asbestos removal and fitted with proper safety equipment.



# **MINIMUM QUALIFICATIONS**

- 18 Years or Older
- High School Diploma or GED
- Clean Drug Test
- Good physical condition



# **APPLICATION PROCESS**

Applications can be accessed at insulators14jac.com Applications are accepted throughout the year and the current deadline can be viewed on the website. Along with a completed application the following documentation must be submitted: copy of birth certificate, copy of high school diploma or GED with accompanying scores, official high school transcript, two letters of recomendation and a color passport size photo. Completed applications and required documents may be returned by:

- Mail IAHFIAQW JAC (LU14) Training center 2014 Hornig Road, Philadelphia PA., 19116
- Email information@insulators14jac.com
- Fax (267) 338-7487

The selection procedure is competitive in nature, with the highest scoring persons being offered apprenticeships. First, applicants must qualify on a third-party aptitude test. Those that qualify on the test will then be scheduled for an interview. If offered a position, the applicant will be scheduled for a physical examination, x-ray of their lungs, and a drug screening.



# **CONTACT**

Phone: 215-533-0396 ext. 5

E-mail: information@insulators14jac.com

Website: insulators14jac.com

Address: 2014 Hornig Road, Philadelphia, PA 19116

# INTERNATIONAL BROTHERHOOD OF BOILERMAKERS LOCAL 13



#### **DESCRIPTION OF WORK**

Field construction Boilermakers work in heavy industrial settings. Power generation plants, oil refineries, chemical plants, paper mills, and more.



# MINIMUM QUALIFICATIONS

Applicants must be at least 18 years old. Minimum of high school diploma or GED. Drivers license is required. Certification from a weld school highly recommended.



# **APPLICATION PROCESS**

Apprenticeship applications are handed out once a month. Always the last Wednesday of the month, between the hours of 9am to 12pm at the Union Hall.



# **NEEDS TO SUCCEED**

Show up early and be ready to work when it's time to go, reliable transportation is a must, good attitude, need to possess a strong work ethic, to give til it hurts, must work well with others and have the internal drive to push your limits both physically and mentally.



# **HOURLY WAGES**

Journeyman wage is currently \$48.02/hour. Apprentices start at 65% of journeyman wage.



#### CONTACT

Boilermakers Local 13 - boilermakers13.org 2300 New Falls Rd., Newportville, PA 19056 215-785-5536 Matthew Fink, Apprentice and Training Coordinator matt.fink@boilermakers13.org



IBEW Local 98 - Philadelphia, PA Apprentice Training for the Electrical Industry

#### **DESCRIPTION OF WORK**

The mission of the Local 98 NECA/IBEW Joint Apprenticeship and Training Committees is to lead the electrical industry by providing the best possible training to secure today and for the future.

ATEI offers training for both new entrants into the electrical industry and for experienced journey-level workers as well. ATEI utilizes the apprenticeship model for training new entrants into the electrical industry.



# MINIMUM QUALIFICATIONS

18 years of age or older, High school diploma or GED, Provide an official transcript for High school, Clean Drug test. After paperwork is received, the applicant will be scheduled for an aptitude test and a passing score will be needed to receive an interview.



# **APPLICATION PROCESS**

Applications for the Electrical (Wireman) Program apprenticeship are taken in the first two full weeks of April. Applications will be accepted in person at 1719 Spring Garden Street, Philadelphia, PA 19130. A nonrefundable \$40 application fee is required to be paid at the time of application. Only money orders are accepted and should be payable to ATEI. No cash or personal checks.

Applications for the Telecommunications program apprenticeship are taken on the third Thursday of each month in person between 10AM through 20M at 1719 Spring Garden Street, Philadelphia PA 19130. A nonrefundable \$40 application fee is required to be paid at the time of application. Only money orders are accepted and should be payable to ATEI. No cash or personal checks.

For additional information contact Apprentice Training for the Electrical Industry (ATEI) at 215-567-6405



# CONTACT

Electrical Phone: 215-567-6405

E-Mail: abarrett@ibew98.org

Website: atei98.org

Address: Local Union 98, IBEW

1719 Spring Garden Street, Philadelphia PA 19130 1719 Spring Garden Street, Philadelphia PA 19130

**Telecommunications** 

Phone: 215-567-6405

E-Mail: bmulgrew@ibew98.org

Website: atei98.org

Address: Local Union 98, IBEW

#### **INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 542**





#### **DESCRIPTION OF WORK**

Operating Engineers, operate and maintain a variety of powered equipment. These range complexity from air, compressors, earth boring machines, and bulldozers, to very large power shovels and cranes. Engineers operate this equipment to dig or excavate, basements, trenches, post holes, and tunnels; to raise obsolete, or dilapidated structure; to move, hoist, load and transport sand and gravel; to provide compressed air or electric electric power for powered hand tools.



## MINIMUM QUALIFICATIONS

18 years of age or older. Drivers license preferred. Clean drug test.



# **APPLICATION PROCESS**

Applications can be accessed at a Local 542 Office at 1375 Virginia Dr., Suite 206, Fort Washington PA 19034



#### **NEEDS TO SUCCEED**

High school knowledge of algebra and geometry. Knowledge and blueprint rated, mechanical, drawing, and welding helps.



# **CONTACT**

Phone: (215) 591–5282 Email: info@iuoe542.com Website: iuoe542.com

Address: 1375 Virginia Dr. Suite 206

Fort Washington, PA 19034



Install, Maintain and Service of elevators, escalators, moving walks.



# **MINIMUM QUALIFICATIONS**

18 years old and a high school diploma or GED, DD214. Must pass a drug test once employed, driver license is not required to apply but is recommended.



# **APPLICATION PROCESS**

The Elevator Trade only opens for application as needed or every two years. All applications are taken online through the NEIEP website/careers.



## **NEEDS TO SUCCEED**

- Ability to show up early
- Ability to do hands on work
- Reliable transportation
- Ability to work well with others
- Ability to follow instructions as the elevator trae is a very dangerous occupation



## **HOURLY WAGES**

Start - Probationary Apprentice \$ 29.72 Mechanic \$ 59.44. Full benefits after 6 months.



## **CONTACT**

Contact ocowan@neiep.org for more information or visit NEIEP.org

# **IRONWORKERS LOCAL 405 (RODSETTERS)**



#### **DESCRIPTION OF WORK**

Install all the reinforcing steel in the buildings and the infrastructure in and around the city.



# **MINIMUM QUALIFICATIONS**

18 years old, valid drivers' license, high school diploma/GED, clean drug test, written and dexterity test.



# **APPLICATION PROCESS**

October 5th - 16th Monday - Friday 9am - 12pm in person at Union Hall 2433 Reed St Phila PA 19146



## **NEEDS TO SUCCEED**

- Reliable transportation
- Ability to show up on time
- · Ability to handle physical labor



## **HOURLY WAGES**

General Foreman \$56.89, Foreman \$52.63, Special Foreman(30 days or less) \$49.41, Journeyman \$47.41, Apprentice 1st Year \$30.82, Apprentice 2nd Year \$37.93, Apprentice 3rd Year \$45.04



# **CONTACT**

Call Union Hall at 215-462-7300

# JEVS APPRENTICESHIPS, BUILDING PATHWAYS TO CAREER SUCCESS



#### **DESCRIPTION OF WORK**

JEVS Apprenticeships provide hands-on training and education to help individuals launch fulfilling careers in high-demand industries. Our programs combine paid on-the-job experience with classroom instruction, ensuring apprentices gain the skills needed to succeed. We collaborate with employers and industry partners to create career pathways that lead to long-term employment and career advancement.

We currently have Registered Apprenticeships in the following occupations: IT Generalist, Certified Medical Assistant, Direct Support Professional, Machine Operator (90375CB) V1 Competency-Based, Tool and Die Maker (0586CB) V1 Competency-Based, Machinist, Industrial Maintenance Technician.



# **MINIMUM QUALIFICATIONS**

- Must be at least 18 years old
- High school diploma or GED (varies by program)
- Authorized to work in the U.S.
- Ability to meet employer-specific hiring requirements
- Strong interest in the chosen industry



#### **NEEDS TO SUCCEED**

- Commitment to completing the apprenticeship program
- Willingness to learn and adapt in a professional setting
- Strong communication and teamwork skills
- Dependability and a positive work ethic
- Ability to follow safety protocols and workplace procedures



#### CONTACT

610-524-0404 ext. 1208

www.myldctraining.com



# **APPLICATION PROCESS**

When we are having an open enrollment, they will fill out an application, then take a general aptitude test and then a face-to-face interview.

- Complete an online application at https://www.jevshumanservices.org/ program/apprenticeships/
- Undergo a screening process, including an interview and assessments
- 3. Begin your paid apprenticeship with mentorship and classroom instruction



# **HOURLY WAGES**

- Apprentices earn a competitive hourly wage while they learn
- Wages increase as skills and competencies improve
- Access to benefits may vary by employer, including health insurance, paid time off, and career advancement opportunities

## LABORERS' DISTRICT COUNCIL OF PHILADELPHIA AND VICINITY



#### **DESCRIPTION OF WORK**

General construction in a labor capacity. Everything from demolition, traffic control, environmental, black top, concrete-heavy highway, and general building.



# **MINIMUM QUALIFICATIONS**

- High School Diploma or GED
- 18+
- Driver's License
- Physically capable of fulfilling job duties
- Drug Test



# **APPLICATION PROCESS**

When we are having an open enrollment, they will fill out an application, then take a general aptitude test and then a face-to-face interview.



## **NEEDS TO SUCCEED**

- Availability
- · Commitment to training
- · Willingness to learn the craft



# **HOURLY WAGES**

New hires begin at 60% of the journeyman wage



## **CONTACT**

610-524-0404 ext. 1208

www.myldctraining.com

# PACT(PHILADELPHIA ALLIANCE FOR CAPITAL AND TECHNOLOGIES)



#### **DESCRIPTION OF WORK**

The Application Developer role is focused on improving existing products and applications by adding features, finding, and eliminating bugs, and improving software efficiencies. RTI will comprise of 450 hours (14 weeks) of front loaded, live, virtual, instructor led learning so apprentices will have the knowledge to

begin their 1 year of on-the-job training per industry standard. Apprentices will learn web fundamentals, programming, and software development tools. Apprentices will be an employee of the hiring company on day 1 of RTI and will be paid throughout the program. Upon successful completion of the program, apprentices will have the skill and competencies to be an Application Developer and will attain a PA State journey worker certificate. The total length of the program is 15 months, consisting of 450 hours of front loaded RTI (Related Technical Instruction) and 2000 hours of OJT (On the job training).



# **MINIMUM QUALIFICATIONS**

18 and over & US citizen



## **APPLICATION PROCESS**

Initial pre-screening interview with ApprentiPHL Director, Apprenti PHL/Tech Elevator skills evaluation & final interview with Apprenti PHL & Employer partners.



#### **NEEDS TO SUCCEED**

Ability to complete training, understand directions, work independently, and work well with others. Access to internet services and home equipment (where necessary).



## **HOURLY WAGES**

Minimum \$18.60 up to \$ minimum of 21.70 upon successful completion of upfront training and on the job training.



#### CONTACT

Erika Shearlds-Hill (she/her/hers)
Director, Apprenti PHL at PACT
Mobile 267-755-9467
Email eshearldshill@philadelphiapact.com
Web https://philadelphiapact.com

Mailing Address P.O. Box 22609, Philadelphia, PA 19110

Office Location Building 100 Innovation Center 4801 South Broad Street, Suite 200, Navy Yard Philadelphia, PA 19112

## PHILADELPHIA POLICE EXPLORER CADET PROGRAM



#### **DESCRIPTION OF WORK**

Young adults interested in a career in law enforcement between the ages of 14 to 20. The Philadelphia Police Explorer Cadet Program will provide training, mentorship, discipline, and life skills that will assist those who want to serve their communities and country.



## MINIMUM QUALIFICATIONS

Applicants must be between the ages of 14enrolled in High School to 20. Applicants under the age of 18 must have a signed consent form by a parent/guardian. They must have no arrests which convictions would prohibit employment as a police officer. Applicants should be in good physical health, pass a physical fitness test and be able to participate in physical activities. Applicants should maintain a passing behavior or character grade along with a "C" average while in High School. Applicants must be able to attend Saturday training sessions. Members can stay in the program until they reach the age of twenty-one (21).



#### **APPLICATION PROCESS**

Applications are accepted during April through September, and a new class starts every November and continues throughout the year. Applications can be downloaded from the website: ppdexplorers.org. Once filled out, they need to be mailed in to start the process. Applicant will need to complete a physical fitness assessment, a written assessment and two formal interviews, Cadets under the age of 18 will need to have a parent/ guardian present throughout all steps of the process.



#### **NEEDS TO SUCCEED**

Applicants who are accepted into the program must be willing to work as a team, the want to help others and their communities, be able to complete physical and mental tasks quickly, follow directions, and get along with others.



#### **HOURLY WAGES**

Cadets enrolled in the program receive volunteer service hours which can be used for School Community Service requirements and training by law enforcement officers. This is a volunteer career development program.



## **CONTACT**

Corporal Bryan Coyle, Police.explorers@Phila.gov, 215-685-8160, Address: Philadelphia Police Explorer Cadets Training Center, 8501 State Road, Phila. PA 19136. Website: ppdexplorers.org, Twitter: @PPDEXPLORERS



At Philly Shipyard, Inc. we build ships for both the commercial and government markets. Our Pennsylvania Department of Labor approved Registered Apprenticeship program includes four occupations with each spanning three years in length; Welders, Shipbuilders, Machine Operators and Joiner/Fitter. Apprentices learn their craft both on the job (OJT) and in the classroom. Our occupations have a required 2,000 hour OJT per year and a required 144 hours of Related Technical Instruction (RTI). Apprentices are full time union employees from day one.



# MINIMUM QUALIFICATIONS

Must be 18 and older and have a High School Diploma or GED



## **APPLICATION PROCESS**

www.phillyshipyard.com



#### **NEEDS TO SUCCEED**

Apprentices work in a variety of locations throughout the shipyard and must be willing to work in a variety of environments, such as hot and cold weather. Apprentices must be willing to wear PPE, be on time and be a reliable team member.



#### **HOURLY WAGES**

Apprentices begin at 60% of the Journeyworker wage and receive an increase every 6 months for the first two years and then every four months in year three until they reach the Journeyworker wage.



#### **CONTACT**

Phone: (215)875-2600

Website: www.phillyshipyard.com

Address: 2100 Kitty Hawk Avenue, Philadelphia PA 19112



Apprentices are provided with structured, on-the-job learning combined with the potential for classroom training. Under the mentorship and supervision of experienced PWD employees, apprentices assist in the fields of electronics/instrumentation, electrical maintenance, HVAC maintenance, grounds/facilities maintenance, etc.



# MINIMUM QUALIFICATIONS

Applicants must be at least 18 years of age; authorized to work in the United States; possess a high school diploma or GED; and be a successful participant of a City of Philadelphia recognized workforce development program or graduate of a City of Philadelphia School District school (OR be recommended by an employee or partner of the City of Philadelphia or Philadelphia Water Department)



## **APPLICATION PROCESS**

Applicants should be submitted online at water.phila.gov/jobs



#### **NEEDS TO SUCCEED**

Applicants should be ready and willing to learn and perform hands on work, possess reliable means of getting to and from work, and work well with others.



#### **HOURLY WAGES**

Community Apprentice title is paid \$13.25/hour.



#### CONTACT

Ryan McNeill, Ryan.McNeill@phila.gov (please contact me for a more detailed list)



As Plumbers, we install, service and maintain all potable water systems, sanitary systems and rainwater systems.



# **MINIMUM QUALIFICATIONS**

Applicant must be 18 years of age, must have a high school diploma or equivalent (GED), be able to have a clean drug test.



# **APPLICATION PROCESS**

Applications are accepted in the second and third weeks of January. Applicants must pass an assessment and interview process.



## **NEEDS TO SUCCEED**

- Be proficient in math,
- Be a self-motivated person.
- Must have reliable transportation.



## **HOURLY WAGES**

Apprentices are paid a percentage of Journeyman scale.



## CONTACT

Plumbers Union Local 690 215-677-6900 2791 Southampton rd. Philadelphia, PA 19154 Plumbers690.org/training

# SHEET METAL WORKERS LOCAL 19 JATF OF PHILADELPHIA AND VICINITY



#### **DESCRIPTION OF WORK**

Sheet metal workers fabricate and install a multitude of products from a variety of metals. Almost all of their work is custom designed and fabricated. Sheet metal workers fabricate anything from HVAC systems to architectural roof and cladding systems, industrial material handling systems, sign work, ornamental work, custom kitchen and food handling equipment, and anything else made of metal. Sheet metal workers fabricate all of these items from galvanized metal, iron, steel, tern plate, copper and a variety of stainless steels. They are skilled in all metal craftwork including cutting, rolling, bending, mitering, welding, soldering, drafting, reading plans and specifications and design.



# MINIMUM QUALIFICATIONS

- Must be 18 years of age or older
- Valid driver's license required
- Drug free



# **NEEDS TO SUCCEED**

- Ability to show up early
- Interest in and ability to do hands-on work
- Reliable transportation
- Ability to get along and work well with others
- High school courses in algebra, geometry, and general vocational courses



#### **APPLICATION PROCESS**

Applications are accepted year-round and are completed online here https://www.smartlul9.org/applications. html. The documents listed on the website must be brought in person to the training center during the specified week listed on the site (Two times per year). During that time, they will be scheduled for the aptitude test (ASVAB).



#### **HOURLY WAGES**

Apprentices start at a percentage of the current Journey person rate and receive rate increases every six months



#### CONTACT

training@lu19.com 1301 South Columbus Blvd., Philadelphia, PA, 19147

www.smartlu19.org



The members of local 692 provide all fire protection needs. From homes to high rises local 692 does it all. Our members and contractor specialize in design, new installation, retrofits, maintenance, emergency repairs, inspection, testing and service.



## MINIMUM QUALIFICATIONS

18 years of age or older. Drivers license necessary. Must be a resident of the area covered by the jurisdiction of Sprinkler Fitters Local #692. Must be a citizen of the United States, or have a file declaration of intent to become a United States citizen. Must not be a member of any association or group of individuals advocating to overthrow the government of the United States.



## **APPLICATION PROCESS**

The application acceptance window is to be determined, but will be updated on the Sprinkler Fitters website: sprinklerfitters692.org

Applicants must apply in person and present a form of identification (signature and photograph of applicants must be present) when picking up application. Application must be returned prior to the deadline established by the joint apprentice committee at the time of pick up. Submit documentation of: birth certificate, high school diploma or equivalent certificate, supply to the joint apprentice committee transcript of high school or GED grades. Transcript must be forwarded to the joint apprenticeship committee directly from the certified school or state. Pay a nonrefundable \$25 application fee by check or money order with the completed application. Must take an aptitude test and obtain a minimum grade, grade is established by the joint apprentice committee. Applicant must have the physical ability to perform a work or tasks required in the sprinkler fitting trade. A drug test will be administered at the expense of the joint apprentice committee, to the accepted applicant at a feature date prior to getting employment.



# **HOURLY WAGES**

Starting Apprentices \$17.73 (5% increase every 6 months after the 1st year)
Journeyperson \$59.10 Benefits Medical, vision, dental, pensions, and supplemental pension.



## CONTACT

Phone: (215) 673-9565 ext. 3 Email: mmoss@lu692.com Website: sprinklerfitters692.org Address: 14002 McNulty Road, Philadelphia PA 19154

#### STEAMFITTERS LOCAL UNION 420



#### **DESCRIPTION OF WORK**

Steamfitter/Pipefitter (BTJ)

The scope of work of the steamfitter/pipefitter encompasses installation and servicing of systems requiring piping. This includes steam and hot water, heating systems, air conditioning/refrigeration systems, chemical and petrochemical plants and complete environmental systems in hospitals, schools, churches, high-rise offices, and apartment buildings. The trade includes joining pipes, mechanically and metallurgically by soldering, brazing, or welding. It also includes erecting and working

on scaffolding, interpreting blueprints, and writing technical reports. Measuring, cutting, and fabricating piping or tubing using mechanical equipment is also the work of the steam fitter.

Mechanical Equipment Serviceman (MESS) - HVAC & R

The scope of the MESS encompasses service and maintenance of commercial, air-conditioning, refrigeration, ventilation, and heating equipment and similar systems. Electric, gas and oil fired, hydronic and forced air equipment, associated combustion controls, and temperature/humidity controls are included. Building automation equipment services also included.



#### **APPLICATION PROCESS**

Applications can be picked up at the steamfitters local Union, 420 Training Center at 14420 Townsend Rd., suite C Philadelphia, PA 19154 The application period extends throughout the year and classes start in February and August. Applicants must apply in person at the Training Center, Monday through Friday 7:30 AM through 4 PM along with the completed application applicants must submit documentation of check or order made payable to steamfitters LU 420 training fund and the amount of \$25. A copy of the applicants birth certificate. Copy of a valid state issued drivers license. Drug and alcohol policy form. Form I9 employment, eligibility verification form. Copy of applicants high school diploma. Official high school transcript. High school equivalency grade requirements - 3 copy of GED certificate, official, GED, test, scores,official high school transcript regarding all high schools attended. Copy of military form DD214 discharge/separation form if applicable. Completed applications and transcripts are required to be delivered or postmarked by the last Friday in October for the February class or but the last Friday in April for the August class.



#### **NEEDS TO SUCCEED**

Recommended High School Preparatory Courses: Four years of English Composition, Math, and Science.



#### **HOURLY WAGES**

Apprentices start at a percentage of the current Journeyman rate and receive rate increases each year.



#### **CONTACT**

Phone: (267) 350-2610 Website: www.lu420.com

Address: 14420 Townsend Road, Suite C, Philadelphia PA 19154



The Wistar Institute is a world leader in early-stage discovery science in the areas of cancer, immunology, and infectious disease. Wistar sponsors a Biomedical Technician Training (BTT) Pre-apprenticeship and Biomedical Research Technician (BRT) Apprenticeship Program to provide a career pathway into laboratory positions in the life science industry. Participants acquire technical skills to perform generally applicable laboratory procedures to support academic and industry labs.



# MINIMUM QUALIFICATIONS

High School diploma/GED; pre-requisite courses may be taken at Wistar, Community College of Philadelphia (CCP), or other post-secondary institutions based on cohort.



## **APPLICATION PROCESS**

Applications from community college students for the BTT Pre-apprenticeship are accepted November through March for a cohort that begins each May. Applications from adults for our workforce development cohorts are available based on employer demand.

More information is available at https://www.wistar.org/education-training/.



## **NEEDS TO SUCCEED**

Interest in continued learning and contributing to life science sector.



## **HOURLY WAGES**

BTT Pre-apprenticeship supported through stipends; BRT Apprenticeship \$15+/hour plus benefits provided by employer.



#### CONTACT

https://www.wistar.org/education-training/; education@wistar.org



Union roofers and waterproofers work on a variety of types of buildings, protecting those facilities against water intrusion, and ultimate damage to the structure and its contents. Roofing in the commercial and industrial sector is generally of the built-up type or the single-ply category. In built-up roofing, layers or plies of felt are set in hot bitumen over insulation boards to form a waterproof membrane. An aggregate may be embedded in a final bitumen coat to protect the membrane from ultraviolet radiation of the sun and other environmental hazards.



# MINIMUM QUALIFICATIONS

18 or over, drug free, High School or GED, Drivers license preferred, Clean drug test.



## **APPLICATION PROCESS**

Applications can be accessed at Roofers Local 30 Apprentice Training Center at 2751 E. Juniata St., Philadelphia PA 190137

Along with a completed application, applicants must submit documentation of: a copy of applicant's birth certificate, note from a family doctor stating applicant can physically perform all duties of the roofing trade, letters of reference, a past drug test (receipt) Call Med-Tes Services. Make an appointment for your drug test at 215-624-7580 located at 6940 State Rd., Philadelphia, PA 191325 Completion of "OSHA 10 Construction" which can be completed online at OSHA approved site careersafeonline.com



# **HOURLY WAGES**

Starting Apprentices - \$21.57

Journeyperson - \$41.48



# CONTACT

Phone: 215-279-1537

Address: 2751 East Juniata Street

Philadelphia, PA 19137



The Urban Technology Project is a paid I.T. Apprenticeship that offers on-the-job work experience, industry certifications, and professional mentorship. A collaborative initiative between the School District of Philadelphia and Launch of Philadelphia, UTP has provided women and people of color with access to careers in technology for 20 years.



## **MINIMUM QUALIFICATIONS**

- Ages 18 over
- High School Diploma or GED
- · U.S. Citizen or Legal Resident
- Complete application
- · Basic tech knowledge preferred



#### **APPLICATION PROCESS**

We accept applications all year, but our recruitment period begins in February, we begin interviews March - July, and the program begins every August. The program is from August - June.



## **NEEDS TO SUCCEED**

We are looking for applicants that are motivated to succeed, ability to commit full time for 1 year, strong work ethic, eager to learn, open to feedback and perseverance.



#### **HOURLY WAGES**

AmeriCorps Digital Service Fellow, Pre Apprenticeship receive an annual living allowance of \$22,000 + Education Award (scholarship) \$7,395.00 = \$12.08 per hour

- · Computer Support Specialist, Apprenticeship \$27,300, \$15.00 per hour
- · Software Developer Apprenticeship \$27,300, \$15.00 per hour
- Apprentices receive a \$1,000 salary increase when they earn an industry certification.
- · Other benefits include: health insurance, transportation, uniforms, equipment and free certifications



#### **CONTACT**

For more information and to apply visit the UTP website at www.utp-philly.org

Email: info@utp-philly.org

Follow us on: Twitter: @PhillyUTP

Instagram: @PhillyUTP Facebook: /urbantechnologyproject

LinkedIn: /company/urban-technology-project

Address: 440 N. Broad Street, Philadelphia, PA 19130



The Women in Nontraditional Careers Trade Readiness Pre-Apprenticeship program (WINC TRP) is a career training program for women to gain opportunities in construction, manufacturing, or transit careers.

The program provides job opportunities for women through safety training, education, mentorship, and job application assistance.



# **MINIMUM QUALIFICATIONS**

- · High School Diploma
- Driver's License
- Passing score on Wonderlic Test
- Drug Test



# **APPLICATION PROCESS**

Apply at www.womenbuildpa.org



# **NEEDS TO SUCCEED**

- Good Attitude, Character, and Ethics
- Problem Solvers
- Reliable
- Able to work in extreme weather
- Able to work independently and in teams.
- Able to work in Philadelphia and the surrounding counties, New Jersey, Delaware



## **HOURLY WAGES**

There are no fees for the WINC trades readiness program

A successful graduate will have the ability to apply and thrive in any one of the Philadelphia Union Building Trades or Septa or PECO.



# **CONTACT**

Erin O'Brien-Hofmann 267-939-0035 2190 Hornig Road Philadelphia, PA 19116 www.womenbuildpa.org @wincproject\_philly

# SCITY OF PHILADELPHIA APPRENTICESHIP GUIDEBOOK

KATHERINE GILMORE RICHARDSON

COUNCILMEMBER AT-LARGE, MAJORITY LEADER