



2026 CITY OF PHILADELPHIA
**APPRENTICESHIP
GUIDEBOOK**



www.phila.gov/learning

COMPILED BY
**KATHERINE
GILMORE SCHWABACH**
CITY OF PHILADELPHIA

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PRE-APPRENTICESHIP

A pre-apprenticeship is a program or set of services designed to prepare individuals for entry and success in a registered apprenticeship program.

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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 most Appreciative 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-sustaining 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 cannot to help simplify 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 you 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 entire number of participants in registered apprenticeship programs has more than doubled in the past decade. 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. Kindly, happy reading!



In Service

A handwritten signature in black ink that reads "Catherine Wilmore Richardson".

Catherine Wilmore Richardson
Councilmember at Large, Majority Leader

A LETTER FROM THE STATE REPRESENTATIVE



Thinking about your future can be a scary thing. Figuring out what a career and education is very difficult. You have to your friends an important tool for making those decisions and for walking down the road towards your future. Councilmember Simone Michauden 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 safe, safe, and secure, union job, pay well, get good benefits, and give you a community to help you when things get tough. Union members work 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 means you see the world you are in learning.

In Service,

A handwritten signature in black ink, appearing to read "Joe Michaud".

Joseph G. Michaud
State Representative, HD-07

A LETTER FROM THE LEADERS IN THE LABOR MOVEMENT

Greetings,

Thank you for your interest in becoming a member of the team. 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. It is true in the trades, you'll do stable and fulfilling work, a living wage, comprehensive benefits, and retirement options. For example, union construction trades workers 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 \$18,000 per year, roughly \$10,000 higher than the average salary in Philadelphia. Additionally, workers who start in apprenticeship programs make, on average, \$5,000 more over the span of their careers. As you will 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 programs are available within each industry.

We are so grateful to demonstrate sincere dedication for recognizing the importance of the skilled trades and compiling this resource. We look forward to working with you and the team in the future.

Sincerely,

Byron M. Boyer
Business Manager
Laborers' Union of North America
Local 10 of Philadelphia and vicinity
Business Manager
Philadelphia construction and building trades council

David H. Bowler
President
Philadelphia AFL-CIO

Don Eiding
President Emeritus
Philadelphia construction trades council

Kevin M. Givler
General President
Philadelphia Union of Food Service Workers

PRE-APPRENTICESHIP

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Beyond Literacy

COLLEGE &
CAREER

Occupational Skills

The OSEP Classification pre-apprenticeship program provides OSEP training to students including job readiness training. Students can earn up to five (5) certifications: OSEP II, OSEP OSEP, OSEP Core, OSEP/OSPI, and OSEP/OSPI.



Minimum Qualifications

Age 18 or older (minorshipers require parental consent or higher) reading and writing for high school diploma required.

Persons of diverse backgrounds are welcome to apply including those with low level educational background (no GED) valid U.S. work authorization, desire to work in related field or trade/sector.



Attend the Session

80% attendance

Attend at least two alternative methods meeting 2 sessions with confidence. Ability to work in a team environment

Attend class with physical tasks and learning through direct application with students activities.

Use available resources, including their support team.



Contact Us

For More Information Contact Manager
Email: apprenticeship@beyondliteracy.org Phone: 206.796.6666
Website: <https://beyondliteracy.org/pre-apprenticeship/>
Instagram: [beyondliteracy.org](https://www.instagram.com/beyondliteracy/)



Apply from PHOENIX

Complete the online interest form, complete OSEP math and reading assessment, achievement scores in higher complete interview process.

Participants will be notified from job/waste within 30 days of when their application into the program. The program capacity is on pre-apprenticeship job sector.



Module Goals

Students in post-training will receive a weekly report.

Big Picture Alliance's Media Futures Pre-Apprenticeship

DESCRIPTION OF WORK



W O R K I N G T O G E T H E R

As a year-long training program, this provides Philadelphia youth (ages 16 and above) with a professional mentoring and work experience to pursue media career paths. The program prepares participants for the job market, comprehensive digital media education, reading, professional development, industry connections, and a portfolio of work while earning a stipend of \$4000.

Media Futures participants learn through a mix of several key activities – Big Picture Alliance staff and the lead multimedia production studio in Center City Philadelphia, students can apply to the Media Futures Pre-Apprenticeship program.



EXPERIENCE QUALIFICATIONS

- Between the ages of 16-19
 - Must currently have a position for media
 - Have the ability to be collaborative (teamwork or "thumbs up/down")
 - 2 years to learn
 - Strong communication skills
 - A sense of responsibility and reliability
- Send us up an email and engage



NEEDS FOR CANDIDATES

- Must want to learn
- Be prepared to be on time and ready
- Must know how to hold themselves accountable



HOW TO APPLY

Media Futures
www.bigpicturealliance.org
215.261.7878
bigpicture@alliance.org
[Instagram: www.bigpicturealliance](https://www.instagram.com/bigpicturealliance)



APPLICATIONS TIMELINE

Monthly, we open applications via email, online (professional mailing), and in-person. Applicants submit a cover letter, resume, portfolio, and 2 recommendations via a Google Form. The application review is 2 weeks.

Successful applicants can sign up for Big Picture Alliance emails to receive applications when they are released at bigpicturealliance.org, contact hr@bigpicturealliance.org or via <https://bigpicturealliance.org/newsletter> (send an email from ap@bigpicturealliance.org and we will sign up



PROGRAM RESULTS

The Apprenticeship is for two (2) years



CARPENTERS' APPRENTICE READY PROGRAM

DESCRIPTION OF WORK:

The Apprenticeship Training for the Carpenters Union Carpenters, Millwrights, Fabricators, and Electricians.



MINIMUM QUALIFICATIONS

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



ADMISSION PROCESS

- Applications are spread year round at www.carpenter.com.
- Must apply by November 1st for January start dates.



SKILLS TO SUCCESS

- Good attitude, character, and ethics (solid)
- Problem solver
- Initiative
- Able to work in extreme weather
- Able to work independently, in pairs, and in teams
- Able to work in Philadelphia and/or surrounding areas (New Jersey, Delaware, and Maryland)



MINIMUM TRAINING

- 1st year apprentices - 40-45
- 2nd year apprentices - 30-35
- 3rd year apprentices - 20-25
- Journeymen - 500-750



CONTACT

www.carpenter.com



DESCRIPTION OF WORK

The Construction Apprentice Preparatory Program (CAPP) is a pre-apprenticeship training program that achieves the goals of education, literacy, and technical, economic growth, and ability for historically under-served communities in the city of Milwaukee and surrounding areas. Our curriculum includes instruction required for successful entry into one of the building trades apprenticeships in addition to its operation within the job training unit. In the course of a pre-apprentice construction training environment. As a result, the participants are ready for any next and well prepared for navigating careers.



APPLICANTS 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



APPLICATIONS PROCESS

- Applications are accepted all year-round and can be submitted online at capp.org.



SKILLS TO BUILD ARE

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



STUDENT BENEFIT

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



CONTACT

- Phone: (414) 734-1100
- Email: info@milwaukeeapprenticeprep.com
- Website: capp.org



DESCRIPTION OF WORK

Energy Coordinating Agency (ECA) is a non-profit organization whose mission is to help people collect energy and transportation information and/or improve energy habits for all ECA leads the design and construction of high-quality, energy conservation, educational, and home repair initiatives to improve energy habits and reduce low-income families' energy burden and related costs.

The Bright Green Career Training Center prepares students for high-demand green energy careers that provide family-sustaining wages and benefits to entry-level, mid-level energy efficiency green construction, air conditioning installation, EPC trainee apprenticeship and nationally-recognized HVAC, solar and intelligent youth and adults. Existing students and returning students receive priority referrals to our low-income household energy audits to meet requirements for air savings incentives, EPC EPC, and other depending on the training program.



REQUIREMENTS FOR APPLICANTS

- Must be 18 years of age or older
- Must have a high school diploma or GED
- Must have a creditworthy reference



SKILLS TO ACQUIRE

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



COSTS TO

Low income, donor of training
and cost
www.eaenergy.org
We do not have formal transcripts, we have
www.eaenergy.org
Excellence and integrity assessment
training program



APPLICATION PROCESS

Applicants can fill out an interest form for their training programs here:
www.eaenergy.org/programapply

Separating an interest program from the application process is an additional step that all those trainings are available. Please note that the application information is 24/7, and they will receive a call when their interview time becomes available to apply for the specific training 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 for the job. It will be either with a hand lift, and be able to operate within a confined space.



MINIMUM NEEDS

Most charges for fees for our training programs because the priority of our Bright Green Career Training Center is to meet underserved demographics for jobs with a secure future. Materials and meals available to students whenever possible based off the terms of the number of each training program.



DESCRIPTION OF WORK

CareerPath provides construction and apprenticeship classes to all students and under-represented individuals ages 16 and older. Our regional apprenticeship partner is the Eastern Atlantic States Carpenter, Technical College.

CareerPath is seeking individuals to an apprenticeship, employment, or continuing education.



REQUIREMENTS/QUALIFICATIONS:

- Must be 16+ years of age
- High School Senior
- Resident of Delaware County



APPLY HERE PLEASE:

Interested parties who live in Delaware County should call (610) 876-4883.

Anyone living outside Delaware County should email careers@careerpath.com



WHAT WE SEEK:

- Strong work ethic
- Good attitude
- Beliefs transportation to get to multiple construction sites



WHILE WE WAIT:

After 8 weeks of unpaid education and hands on learning, students will begin with a paid work experience earning \$14 per hour.



CONTACT:

Carrie Morris
 (610) 876-4883
careers@careerpath.com
 15000 Old Mill Road, Newark, DE, 19801

DESCRIPTION OF WORK

The Superhero Skills Apprenticeship Program is designed to ensure that all electric workers enjoy a rewarding apprenticeship that is safe and successful. The program provides both participants with a steady and secure that will allow them to gain the training and experience that is necessary to become a highly-skilled electrician. After meeting the entry-requirements and with the help of

other electricians participants take courses to study electric codes and get hands-on training. Participants and other staff, they will have the opportunity to shadow and assist their "mentor" apprentice on the job. As the program progresses and the apprentice's knowledge grows, more responsibilities will be added to the role and as their skills grow, participants will be given progressively greater responsibility as a journey-level electrician. Participants will be provided the necessary training and education to become a journey-level electrician. Participants will be provided the necessary training and education to become a journey-level electrician.



Minimum Qualifications:

18 and older, clean background and successful completion of entrance exams.



Apply Here: PECOUSA

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



Required Attributes:

- Ability to be on time
- Be hard working
- Must work well on a team
- Must be willing to learn to earn



Job Duties:

Approximately 60% as a Pre-Apprentice Worker.



Contact Us:

- Health Insurance: healthinsurance@peco.com
- Phone: 800-888-7848
- Address: 1000 Locust Street, Philadelphia, PA 19104



PHILADELPHIA ACADEMIES, INC.

DESCRIPTION OF WORK

Mastercraft PAII (Pre-Apprenticeship in Construction Trades) Program prepares 10th-12th grade students for careers in their industry areas and helps students receive apprenticeships.



REQUIREMENTS/QUALIFIED:

- Must be enrolled in local secondary high school
- Must be in the PAII program (one of the following trades: Carpentry, Heating, Electrical or Plumbing)
- Must be a high school senior in good academic standing and on track to graduate



APPLYING FROM PHILADELPHIA

Applicants can get applications by contacting our coordinator from within the program information below.

Applications are made available at the start of every school year and due by November 15.



MEETING THE COORDINATOR

- Attend an on-site
- Attend regular meetings with coordinators
- Attend seminars in Philadelphia, Philadelphia workshops and other related activities



INDUSTRY VISITS

Have a paid apprenticeship.



CONTACT

215-762-2288

main@philademiesinc.org

marketing@philademiesinc.org

Two locations: 18th Street & University City area, Philadelphia, PA 19104



DESCRIPTION OF ROLE:

The Pre-Apprenticeship in Early Childhood Education Program at Gateway Technical School prepares students for careers in early childhood education and teaching, including a child specialist.



MINIMUM QUALIFICATIONS:

- Must be enrolled in the Early Childhood Education (ECE) Program at Gateway Technical
- Must be a high school senior
- Must be in good academic standing (no marks to graduate)



APPLYING FROM PHOTOS:

Applicants can get applications by contacting aj@pa.academiesinc.org.

Applications are made available at the start of every school year and due by November 15 (week before Fall 1st)



KEYS TO SUCCESS:

- Show up on time
- Attend regular meetings with coordinators
- Attend participants in the workshops and other related activities



WHY BE A PA?

Get a paid apprenticeship.



CONTACT:

aj@pa.academiesinc.org
aj@pa.academiesinc.org
www.phila.academiesinc.org
15th and Market, Philadelphia, PA 19106



DESCRIPTION OF WORK:

PHA seeks a New Public Housing and Housing Choice Voucher maintenance job opportunity, working on a variety of projects within PHA, including property management and maintenance, and construction/tenant files.



Minimum qualifications:

- 1st
- 10th graduate



Applicants from PHA/PHA

Interested applicants should reach out to the PHA Recruitment Office



Minimum Job Description

Must have an interest in family care work.



Minimum Salary:

- \$15 per hour



Contact:

Sharon Harris, Director of Staffing Development and Relationships,
sharon.harris@pha.phila.gov, 215.586-8888



DESCRIPTION OF WORK:

The Samuel Stanton SS. Pre-Apprenticeship Program (SSIP) prepares (potential) male and female for apprenticeship opportunities offered



REQUIREMENTS/QUALIFICATIONS:

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



APPLYING FROM INDIVIDUALS:

SSIP has a rolling application period; applications can be submitted on our website, www.ssp.org. Applicants will be reviewed and contacted by staff to schedule interviews to start the program.



TRAINING REQUIREMENTS:

Applicants should be motivated to enter the construction trades, work outdoors, be prompt, able to follow instructions, be a team member, and have a desire to have a career in the construction trades.



MINIMUM WAGES:

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



CONTACT:

Applicants can email our office at info@ssp.org or call 202 675 2666. Our website is www.ssp.org where applications and organizational information is available.



DESCRIPTION OF WORK

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



MINIMUM QUALIFICATIONS

18-24 years old, with a high school diploma or equivalent, and not yet a Bachelor's degree.



APPLY FROM NOW ON

Posting applications at www.itworks.org. It is a competitive, two-step (online) process for launches in 2024.



TRAINING REQUIREMENTS

- 200 to 600 hours program for 16 weeks
- Morning and nights
- Be interviewed in it



MINIMUM WAGES

Participants get paid during internships approximately \$16/hr, that are not paid during pre-apprenticeship training time.



CONTACT

Recruiting@itworksprogram.org or 478.581.1000
www.itworks.org



DESCRIPTION OF WORK:

MISSION of the Urban Affairs Coalition (UAC) is to create expanded pre-apprenticeship that prepares 18-24 year old individuals with readiness for building trade apprenticeships. Many young adults may not be prepared to reach the minimum requirements of a formal trade apprenticeship. **YOAGAP** works with youth individuals to provide life skills needed to help them progress into an apprenticeship.



MINIMUM QUALIFICATIONS

Must be 18-24 years of age, about to graduate or have graduated from high school or have a GED, and be a Philadelphia resident.



NEEDS FOR SUCCESS

- ability to show up early, do hands on work, have relevant transportation, and work well with others.
- ability to adhere to the required dress code at all times.
- academic prepared
- ability to follow instructions and/or assigned daily duties.
- professional attitude and strong work ethic must be maintained at all times.



CONTRACT

There is no contract or apprenticeship or visit our website, www.yoagap.org visit our social media sites (@yoagap)



APPLICANT RESPONSIBILITIES

All interested youth individuals who wish to join the program must submit applications. The application process begins July 1st through August 15th. Participants must attend an orientation about the program and their role in the following:

After orientation letter from a job-family member will come along about why they should be included in the program. Those provided a valid identification card, a social security card, a birth certificate, a high school diploma or GED, and a substance abuse form (must bring). They will be required to complete a written math and reading assessment. After all of these steps have been completed, the final selection will be completing the final of August.



HOUSING OPTIONS

Participants must live in the center and provide stable address of parents (unless 18 years old) or immediate relatives (no rent paying relatives at the home address if they do not live with participants). Must not have subjective concerns in the form of a rapidly filed lease, history, or drug issues. Must be able to contact "YOAGAP" if unable to find themselves involved if they do not work experience from a outside of state.

DESCRIPTION OF WORK

We Love Philly is one of the first ever regional Apprenticeship and Pre-Apprenticeship Programs in digital marketing that is nationally well-known for high school-aged youth. We use Philly's Pre-Apprenticeship as a collaborative program model based on State Registered Apprenticeship best practices, consulting partnerships with local digital marketing companies, community nonprofits, parents, and networks of cross-sector employers.



Minimum Qualifications:

A current high school student aged 16-24.



Additional Role Details:

Contact: Carrie@wearephilly.org



Minimum Role Details:

Be available in high school, present daily on time, and the ability to be punctual.



Minimum Salary:

\$10 an hour and \$75 a month in benefits.



Contact:

carrie@wearephilly.org



RECOGNITION OF WINGS

The program is a nontraditional career field. However, the Apprenticeship program (WINGS) is a career training program for women to gain experience in construction, manufacturing or trade careers.

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



REQUIREMENTS QUALIFIED APPLICANTS

- High School Diploma
- Strong academic record
- Passing scores on Wonderlic Test
- Drug Test



APPLY TO THE EMPLOYER

Apply at www.wingwomens.org



WINGS TO SUCCESS

- Good benefits, insurance, and office
- Strong future
- Flexible
- 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



WINGS TO SUCCESS

These are the fees for the WINGS training program.

Successful graduates will have the ability to apply and thrive in any one of the Philadelphia Union-Hosting Trades or Regions (PHO).



CONTACT

WING WOMEN
WINGS TO SUCCESS
WINGWOMENS.ORG
WWW.WINGWOMENS.ORG
@WINGWOMEN_USA

APPRENTICESHIP

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REQUIREMENTS OF WORK:

Teaching/Classroom services to individuals with physical and intellectual disabilities.



Minimum Qualifications:

- BS
- Masters degree
- High school diploma
- 100 hours of instruction
- Must be able to pass all classes



Attendance from 10/1/2024:

There is a cohort training course open every quarter. Essential Workers should contact Robert Wellington via email rwelling@afscme.org



Training Requirements:

Must be dependable to complete the eight weeks of training.



Minimum Salary:

Hourly Salary is \$24.88/hourly



Contact:

Robert Wellington
rwelling@afscme.org
[415.435.4344](tel:415.435.4344)
1000 Mission Street
www.afscme.org

DESCRIPTION OF WORK

AON

The AON Apprenticeship Program uses experiential models & real pathways for individuals interested in completing their associate degree while gaining valuable experience and networking among peers similar to you. It is a 1-year program that combines on-the-job training at AON with classroom instruction during an 8 two-year education partner college. During the program, you will qualify each month for bonuses through your performance and productivity, demonstrated commitment, and successful completion of training activities.

As a member of the program, you will receive a monthly allowance, with access to a career website, career counseling, you will receive a monthly allowance and have you enrolled in two semesters at the education partner college. After every six weeks, you will receive your first paycheck. The apprenticeship program is a full-time job, approximately 40 hours a week, but some working on the job allowing students to receive their college degree from the partner college (University College of Massachusetts at Worcester/Central Massachusetts) - a graduate program, dual degree program that gives you both your BA and your MA. You will also have the opportunity to earn an MBA and a certificate in the field of the program. After successful completion of the program, you will receive a bonus with a job transfer to another site. You will receive the financial resources, supportive development, and investments needed to complete your associate degree. At the same time, you will have completed a master's thesis and will have many opportunities to grow and develop professional.



REQUIREMENTS

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



SKILLS TO SUCCEED

- Strong written and verbal communication skills
- Interest in learning, managing and performance development
- Strong office experience (bank, insurance, food, student)
- Strong management or organizational skills
- Interest in detail, collaborative



APPLICATION PROCESS

Applications open in the fall (around November) and close in the spring (around March). Approximately, program starts in August. We hire annually. Visit our website to learn more and access the application: <https://www.aon.com/careers/college-careers>



CONTACT

Central Mass Apprenticeship Program Team at
 East Region at
CentralMass@ao.com
<https://www.aon.com/careers/college-careers>
<http://aon.com/careers/college-careers>



MOBILITY OPPORT.

Working at AON usually with eligibility to receive pay increases every 6 months throughout the duration of the 1 year program.

BRICKLAYERS & ALLIED CRAFTWORKERS

DESCRIPTION OF WORK

Bricklayers and allied craftworkers are skilled construction professionals who build, repair, and maintain structures made from brick, stone, concrete blocks, and other masonry materials. Their work typically involves reading plans and specifications, measuring and setting out work, aligning masonry, applying mortar, and laying bricks or blocks in precise patterns to ensure strength,



APPROVISED QUALIFICATIONS

- 10+
- brickwork class
- High School Diploma
- Must be able to pass entry test



APPLICATION INFORMATION

The application can be accessed at <https://www.lscg.org/local-1/apprentice-application/>

Applications open in January



NEEDS FOR SUCCESS

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



INDUSTRY TRENDS

- Apprentices start at \$16/hr
- Journey people start at \$20/hr



CONTACT

Matthew Schuchman
mschuchman@lscg.org
 954.585.0744
www.lscg.org
 1700 West 15th Street, Philadelphia, PA 19104



ADMISSIONS INFO

The Bucks County Community College Building and Construction Trade Apprenticeship is a two- to four- year program designed to prepare participants for entry in the building trade. Students benefit from self-teaching with classroom instruction, making it an ideal starting point for those seeking career or educational opportunities within the construction building trades. A vital feature of the program is its incorporation of the team

approach building tradesmen learn professional construction is nationally recognized and includes job-apprenticeship training. Students also receive hands-on skills training, hands-on management skills instruction, and preparation for apprenticeship entrance exams. Increasing techniques and guidance through the application process. Participants earn industry-recognized credentials, including the relevant certificate. The primary goal is to equip graduates with the skills, knowledge, and experience necessary to help them secure placement in a union-regulated apprenticeship, paving the way for rewarding careers in the skilled trades.



MINIMUM QUALIFICATIONS

Must be a U.S. citizen or possess a green card and be a resident of PA, must be 18 years old, have a high school diploma or GED, sufficient income, and pass a drug screening, criminal background check, entrance exam and interview.



APPLYING TO PROGRAM

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



KEYS TO SUCCESS

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



ADDITIONAL NOTES

If students are eligible financially, and between the ages of 18-24, they may be assisted in financial aid through their program and even further for living in the training.



CONTACT

Intake/Trade Program Manager
 Email: trade@bcc.edu
 Phone: 215-269-2400
 Website: www.bucks.edu/trades

Bucks County Community College
 Center for Advanced Technologies
 1100 Valley Forge Highway
 P.O. Box 280007



Bucks County Intermediate Unit

DESCRIPTION OF WORK

The Bucks County Intermediate Unit is an educational service agency dedicated to comprehensively supporting the needs of all learners and their families, administrators, and our community. We are currently the sponsor and employer for the following registered programs: High-Quality Teacher and Administrator, Registered Behavior Technician apprenticeship, and State Special Education Teacher Apprenticeship.



Minimum Qualifications:

- High School Diploma (or equivalent)
- State abuse clearance
- Minimum background check



Application from Parents:

Applications may be submitted on the Bucks County Intermediate Unit's website in our Careers section. Openings are posted annually each spring.



Skills to look for candidates:

Skills to work independently when faced with special needs, desire to work in the field of education, work well with others, reliable transportation, patience, compassion and kindness.



Minimum Salary:

- Teachers into the apprenticeship program only hire
- Registered Behavior Technician:
Apprenticeship: \$16.00/hour for entry level, \$18.00/hour after 1 year of experience, \$20.00/hour after two college credits, \$22.00/hour after three college credits, \$24.00/hour after several college credits or equivalency completed
- For the PA of Special Education:
Teacher - working with Administrators:
\$18.00/hour for entry-level, \$19.00/hour for 1-2 college credits, \$20.00/hour for 3-4 college credits, \$21.00/hour for 5+ college credits
- For the PA of Special Education Teacher - High-Quality Teacher Apprenticeship: \$16.00/hour for entry-level, \$18.00/hour for 1-2 college credits, \$20.00/hour for 3-4 college credits, \$22.00/hour for 5+ college credits, \$24.00/hour for 6+ college credits or equivalency completed



Contact:

Kathleen Townsend, HRIS
Coordinator of Apprenticeship Programs
kathleen@bciua.org



DESCRIPTION OF WORK

Cement masons are responsible for placing and finishing concrete. Cement masons install columns, concrete aggregate, floor surfaces, level masonry, and finish specific tasks 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 kneeling.



EDUCATION QUALIFICATIONS

- 12 years of age or older
- 4th grade course preferred
- High school diploma or GED
- Clean drug test
- Validated address



REQUIRE TO BE SUCCESSFUL

- Good communication skills, math skills, and a strong ability to follow directions
- Applicants should have reliable transportation, work well with others, show up early, and have the ability to handle on-site work



CONTACT

Contact: Cement Masons & Plasterers, phone (215) 488-0200
website: www.opm184.com
Training website address: www.opm184.com, Philadelphia, PA, USA



APPLYING FROM OVERSEAS

Applications can be accessed from our website: www.opm184.com or in person at the local bid office that:

Applications can be turned in at local bid office that - (215) 488-0200

Philadelphia, PA, USA before February 1st and March 1st.

A \$10 non-refundable application fee must be paid when returning the application. Just as money order only, no personal checks. Along with a completed application, please submit a copy of your passport & valid driver's license and a copy of your high school diploma or transcripts or GED transcripts.

DISTRICT 1180C Training & Upgrading Fund



Minimum Requirements

- Must be at least 18 years of age
- Must have a high school diploma or equivalent
- Must be able to pass a criminal background check and drug screening
- Must be able to achieve a minimum score on English



Skills to Succeed

- Applicants must be:
 - Patient
 - Diligent
 - Ready to work
- Willing to commit to completing the program



How to Apply

Contact David G. Ito, Director
Philadelphia, Pa. 19107
Phone: (215) 564-2220
Email: applicants@dt1180c.org
Website: <https://dt1180c.org>

DESCRIPTION OF WORK

Healthcare companies such as nursing, personal and home health assistance, patient care technicians, and more will create almost 500,000 of potential job opportunities in the coming years. These jobs are likely to be important to the health of our society and economy, while some (those in growing occupational sectors) may also well represent an economically advantaged job opportunity that these job seekers will obtain. Highly skilled workers.

The District 1180C Training & Upgrading Fund can help prepare you for many different healthcare careers. Healthcare delivery is a complexed system, and most work now requires an advanced education, either in nursing, pharmacy, and laboratory technicians or food and environmental service professionals, played vital roles in its success.



Apply to the Program

Interested parties can send an email to applicants@dt1180c.org.



Minimum Wages

Apprenticeship wages vary based on occupation.



DESCRIPTION OF WORK

Certified clinical medical assistants (CMAs) 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 increasing regulations and guidelines of the industry, certified medical assistants are in high demand that just as the demand is expected to keep growing, Drexel University has several internships every semester with these employers.



Minimum Qualifications:

- 18+
- High school diploma or equivalency
- Solid management skills
- Working or a better score



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.



Ways to Succeed:

Employer partners are multi-company and applicants must have reliable transportation to their location to facilitate, come on-site regularly with Drexel University's Apprenticeship Program Manager, and obtain the consent to monthly on-site clinicals.



Minimum Salary:

Apprentices' minimum starting hourly wage is \$15, and minimum ending wage is \$20.



Next Step:

Keep an eye for all interested candidates 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>).



DESCRIPTION OF WORK

Apprenticeship for Union Carpenters, Floorlayers, Millwrights, Millwright Helpers, and Millwrights.



Minimum Qualifications:

- High School Diploma or GED
- 18+
- Unemployed
- Drug Test



Application from PHILADELPHIA

Applications accepted year round at www.eastapprenticecenter.org



PHILADELPHIA - DUTIES

- Good Attitude, Character, and Ethics (all)
- Excellent Skills
- Initiative
- 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.



PHILADELPHIA - BENEFITS

Wages for carpenters in Philadelphia...
www.eastapprenticecenter.org

- 1st year Apprentices - \$40.00
- 2nd year Apprentices - \$42.00
- 3rd year Apprentices - \$44.00
- 4th year Apprentices - \$46.00
- Journeymen - \$48.00

fringe benefits include full medical, dental, and vision for individual spouses and dependents as well as a 401k plan. Also, contributions towards pension and annuity.



CONTACT

Eastern Atlantic States Carpenters Technical Center
Human Resources Dept.
Philadelphia, PA 19104
PHILADELPHIA
www.eastapprenticecenter.org



FINLAND TRADE INSTITUTE

OF THE MID-ATLANTIC REGION

DESCRIPTION OF WORK:

The Finland Trade Institute Commercial & Industrial Bridge Officers, Assistants, Beyond Borders and Workplace Supervisors in the Tri-State area.



EDUCATION QUALIFICATIONS:

- High school diploma or GED
- Drivers license
- 18 years or older
- Drug test



APPLICANT PROFILE:

Applicants will demonstrate aptitude to use website or spreadsheet. While their application is reviewed they will receive a link from Finicity Technology, a Microsoft Excel skills test as well as a link to the practice sheet with word application it is preparing for the test.

The Microsoft test is an assessment we use to evaluate their understanding of computer skills. Additional online practice tests are available on the Microsoft website Microsoft.com.

Applicants that although applicants are experienced in applying basic, use test as a quality test. The screening test does not limit of the content.



KEY SKILLS TO ACQUIRE:

Customer Support Team:

Monitor customer demand and respond to. Answer phone, good verbal or written. Must be able to work in high pressure setting, to assist customers problems quickly and accurately, good interpersonal and communication skills.

Event/Trade Show/Aggressive without Team:

Use the direct ability to make work, strong directly, clearly, concise, able to work in high pressure, must not be afraid to ask, make team, interested in some that, an efficient, some, good strength, good verbal or written.

Call Center Lead Team:

Monitor directly, able to work in high pressure, should not be afraid to point, follow, team, interested, in spreadsheet, efficient, some, good strength and verbal or written.

Beyond Borders Lead Team:

Use the direct ability, to point, directly, should not be afraid to point, follow, team, interested, and some that, must be capable of working, some, but must afford, and they are.



SKILLS:

Use Microsoft software
customer support
interpersonal skills
communication, the team
spreadsheet



REQUIREMENTS:

Responsibly, attending to trade and your of opportunities. The challenge is by the a first-year opportunity, apply their skills plus knowledge for that job, responsible to assist others, for those including, recruiting a recruitment, all of opportunities and a great work, a great opportunity to try.

DESCRIPTION OF WORK



Engineered apprenticeship program at our King of Prussia/Lebanon, PA manufacturing site in Biotechnology and Biopharmaceutical Manufacturing. Our apprentices work on an ever-evolving model, working on site and earning their Associate degree with our partner institution (free of charge).



MINIMUM QUALIFICATIONS

18+ years of age and a high school diploma/equivalent or more (August 2026), less than 30 college credits and live within 100 miles of the worksite.



ADDITIONAL REQUIREMENTS

Applicants are now open, and roles will be starting August 2026. Applicants will move fairly in March (depending on candidate pool volume).



REQUIRED FOR CANDIDATES

Willingness to learn, ability to do hands on work, internal consistency and strength of evidence, reliable transportation.



MINIMUM DURATION

24+ hours



HOW TO APPLY

Submit your resume: recruitment-usa@gsk.com
<https://usa.gsk.com/join-us> or <https://www.gsk.com/usa/working-at-gsk>



DESCRIPTION OF WORK

OSHA Level II represents specialized behind-the-scenes fire entertainment technicians, commonly known as pyrotechnics. Their work is done in the theater, concert, stadium and trade show/ exhibitions. The provide essentialities for lighting, rigging, sound and audio-visual needs, ensuring safety and quality for major productions.



MINIMUM QUALIFICATIONS

- minimum age requirement is 18 years old
- driver's log is required at vendor's discretion
- high school diploma or equivalent



APPLICANT'S RESPONSIBILITIES

Interested applicants must submit a resume, educational and complete a pathway to OSHA through the course previously noted.



SKILLS FOR CANDIDATE

- a successful physical exam for heavy lifting
- A willingness to work irregular hours, including nights and weekends



MINIMUM SALARY

Hourly wages & benefits vary by contract. The average hourly rate is between \$16.00 per hour with average benefit package being 40% of wages.



HOW TO APPLY

OSHA Bureau
1000 E. Tennessee St., Philadelphia, PA 19104
215.264.2000



MEMBERSHIP OF UNIONS

Ironworkers are at the heart of many construction projects. Ironworkers are skilled tradespeople who use steel, aluminum, glass, pre-stressed concrete and other metals in constructing buildings, bridges, roads, rails, and pipelines all around Philadelphia.



MEMBERSHIP QUALIFICATIONS

- 18 years of age
- High school diploma preferred
- High school diploma or GED
- Must be a resident
- Be physically able to perform the work of the trade



APPLYING FOR MEMBERSHIP

Applications can be processed at the Ironworkers 200 Union Blvd., 10000
Merion Rd., Philadelphia, Pa. 19136.
Applications can be submitted Monday
through Friday from 9:00 am - 3:00 pm
during the first two weeks of March.



VALUES TO SUCCESS

- Complete cooperation and willingness to learn
- Honesty without compromise
- Responsibility on the job
- The ability to work as part of a team
- The development of safe work habits
- Earners who stop's work for a fair day's pay



CONTACT

Phone: 215-891-2888
E-Mail: hr@iawbrsco.org
Website: www.iawbrsco.org
Address: 1000 Merion Road Philadelphia Pa. 19136



DESCRIPTION OF TRADE

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 advanced placement industry. Insulators are trained and certified to install systems without the threat of proper safety equipment.



MINIMUM QUALIFICATIONS

- 18 years or older
- High school diploma or GED
- Good drug test
- Good physical condition



APPLICATION PROCESS

Applications can be submitted at insulatorsajac.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 and copy of high school diploma or GED with an accompanying sworn, official high school transcript, two letters of recommendation and a color passport size photo.

Completed applications and required documents may be returned by:

- Mail: care@ajac.com Training Center - 4800 Manning Road, Philadelphia, PA 19154
- Email: information@insulatorsajac.com
- Fax: (267) 438-7407

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, drug alcohol tests and a drug



CONTACT

Phone: 267-438-7407 ext. 5
E-mail: information@insulatorsajac.com
Website: insulatorsajac.com
Address: 4800 Manning Road, Philadelphia, PA 19154



MEMBERSHIP AREAS

Full membership Brotherhood in heavy industrial settings: Power generation plants, oil refineries, chemical plants, paper mills, and more.



MEMBERSHIP QUALIFICATIONS

Applicants must be at least 18 years old
minimum of high school diploma or
GED. Driver's license (required)
Certification from a training school
highly recommended.



APPLYING FROM OVERSEAS

Apprenticeship applications are handled
out once a month. Always the last
Monday of the month between the
hours of 9am to 5pm at the Union Hall.



ATTITUDE TO SUCCESS

Show up early and be ready to work
when it's time to go, towards
transformation is a must, good attitude,
need to possess a strong work ethic, to
grow in teams, must come with
others and have the internal drive to
push your limits both physically and
mentally.



MENTOR VALUE

Journeyman wage is currently
not sufficient. Apprentices earn 70% of
journeyman wage.



CONTACT

Brotherhood Local 13 - ibtwm.com/ib13
2000 New York St., Naperville, IL 60563
630.789.2000
Matthew Fink, apprentice and training coordinator
matthew.fink@ibtwm.com



DESCRIPTION OF UNION

The mission of the IBEW/IBEW/ATEI Joint Apprenticeship and Training Committee is to lead the electrical industry by providing the best possible training.

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



MINIMUM QUALIFICATIONS

Minimum age of 18, at the time of application, high school diploma or GED, at the time of application, algebra course with a passing score, and be able to provide an official transcript from high school.



APPLICATION PROCESS

Applications for the Electrical Department Program apprenticeship are taken in the first two full weeks of April. Applications will be accepted in person at International Union Hall, 100 City Plaza Ave., Building 11 in Philadelphia, PA, 19106. Application and payment of a \$40 fee processing fee must be made in person. Only training orders will be accepted. No written personal checks. State money orders payments only.

Applications for the Telecommunications Apprenticeship shall applications are taken the third weekend of April (including weekends) each year (page 1-2018-2019/101819-2019-2020.pdf).

Applications and payment of a \$40 fee processing fee must be made in person. Only training orders will be accepted. No cash or personal checks. State money orders payments only.



CONTACT

IBEW Union Training Director
Thomas J. Clark Smith

Website: www.atei.org

Address: Local Union 10, 100 City

Philadelphia, Pennsylvania 19106, 100 City Plaza Ave, Building 11
Philadelphia, PA, 19106



DEFINITIONS OF TERMS

Spending Engineers operate and maintain a variety of power equipment. These range in complexity from air compressors, centrifugal machines, and boilers, to very large power circuits and lines. Engineers operate the equipment to allow accurate measurements, monitor gas flows, and controls to take attention to electrical structure. Besides, they make and transport wire and ground to provide compressed or electric circuits power for power plant area.



Minimum qualifications:

18 years of age or older.
 Degree or some professional
 Clean drug test



Additional IUEE/IBEW:

Applications can be processed at a Local
 648 Office at IUEE Virginia Co., Suite 208,
 Four Washington, Va. 22104.



Minimum to succeed:

High school knowledge of algebra and geometry. Knowledge and blueprint read,
 mathematics, drawing, and wiring tools.



Contact I:

Phone: 703-766-7444
 Email: info@iuee648.com
 Website: iuee648.com
 Address: 1875 Virginia St., Suite 208, Four Washington, Va. 22104.



REQUIREMENTS FOR VEHICLE

local, multi-unit and service elevators, escalators and moving walks.



minimum educational attainment

All new hires and high school diploma, GED or OSHA must pass safety test upon employment. A driver's license is not required to apply but is recommended.



experience from previous

The Elevator Trade only opens applications as needed on every two years. All applications are submitted online through talent.bush.com.



ability to perform

- ability to show up early
- ability to do manual work
- flexible transportation
- ability to work well with others
- ability to follow instructions as the elevator trade is a very dangerous occupation



minimum training

Year 1 - Preparatory Apprentice & OSHA training & tests.

Full benefits after 6 months.



contact if

contact careers@ibush.com for more information or visit talent.bush.com



CONSERVATION OF SPACE

Install all the existing assets in the buildings and the infrastructure in and around the city.



RECENTLY ACQUIRED VEHICLES

18 years old with driver's license, high school diploma/GED, clean driving record, written and clerical test



APPROXIMATE PERIODS

Consider 8th - 10th

Monday - Friday 8:00 - 5:00 PM
In person at Union Trust 405 Blvd St
Philadelphia, PA 19104



REASON TO BELIEVE

- Believable transportation
- Ability to show up on time
- Ability to handle physical tasks



MINIMUM SALARY

General Employee \$26,800
Foreman \$34,500

Special Foreman (30 days or less) \$48,000
Deputy Foreman \$48,000

Apprentice 1st Year \$26,800
Apprentice 2nd Year \$31,900
Apprentice 3rd Year \$37,000



CONTACT

Paul Wilson, Paul Wilson, 405-1111



DEFINITION OF TERMS

JEVS Apprenticeships provide hands-on training and education to help individuals build fulfilling careers in high-demand industries. Our programs combine years of the job experience with classroom instruction, ensuring apprentices gain the skills necessary to meet the standards with employers and industry partners to make career pathways that lead to long-term alignment and career advancement.

We currently have Regional Apprenticeships in the following occupations: Behavioral Scientist, Medical Assistant, Direct Support Professional, Health Services Assistant, or Community Health Aide. You and the team leader or supervising agency member and stakeholder(s) determine the outcome.



REQUIREMENTS

- Must be at least 18 years old
- High school diploma or GED (per the program)
- Additional needs in the job
- Ability to meet employer specific hiring requirements
- Strong interest in the chosen industry



APPLYING THE PROCESS

Please fill out our intake form <https://www.jevshuman-services.org/apprenticeship-form-2022/> and one of our apprenticeship team members will connect with you!



SKILLS TO SUCCESS

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



INDUSTRY VALUE

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



CONTACT

www.jevshuman-services.org/get-involved/apprenticeships/
apprenticeship@jevshuman-services.org



REQUIREMENTS FOR UNION

General construction in various capacities. Everything from demolition, traffic control, environmental clean up, concrete heavy highway, and general building.



MINIMUM QUALIFICATIONS

- High school diploma or GED
- 18+
- Driver's license
- Ability to pass all background checks
- Drug test



APPLYING FOR JOBS

When we are having an open enrollment, applicants will fill out an application, then take a general aptitude test and then a more in-depth interview.



HOW TO SUCCEED

- Availability
- Communication training
- Willingness to learn the craft



MINIMUM WAGES

Now three begin at half of the journeyman wage!



CONTACT

800-541-2266 ext. 1000

www.cityofphiladelphia.com

DESCRIPTION OF WORK



PACT

The Applicant Manager will be responsible for managing the entire recruitment process by advertising, interviewing and assessing skills and qualifications of potential service providers in addition to coordination of the entire recruitment process within the knowledge of

best practices and its utilization per industry standards. Applicant will work with HR business partners, HR business development team, administrative staffs as employees after being recruited by PACT and will collaborate throughout project and complete completion of the project. Applicant will be direct and responsible for recruitment development and HR business operations.

Primary duties include: the management of the recruitment process, including an efficient process based on recruitment strategy, and able to work on the job as well.



Minimum Qualifications:

18 and over & US citizen



Applicant Role Process:

Initial pre-screening interview with Applicant HR Director, Applicant HR, Next Elevator with evaluation of final interview with Applicant HR & Employer partners.



Skills to Succeed:

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



Minimum Salary:

Minimum \$18.00 up to \$20.00 upon successful completion of system training and on the job training.



Contact:

Erica Stewart, HR Specialist
 Email: erica.stewart@pact.org
 Mobile: 610 785 2447
 Email: erica@pact.org
 Web: <http://pact.org/pact.com>

Working Address:
 1710 18th Street Philadelphia, PA 19104

Office location:
 Building the Innovation Center
 3300 South Street, Suite 2000, City Hall
 Philadelphia, PA 19104



DEFINITION OF TERMS

The mission of Job Corps is to enlighten, motivate young people on a pathway to education and training for successful careers in the nation's fastest growing industries. Whether you're searching for a new career, finishing your high school diploma or exploring your options, Job Corps offers hands-on training that helps you build your path to a successful future.



ADMISSION QUALIFICATIONS

- Must be between the ages of 18-24
- Must qualify under the economic guidelines



APPLYING FOR PHOENIX

All interested applicants should complete the application online at www.jobcorps.gov



PHOENIX PROGRAMS

- Must want to learn
- The program starts on time and ready
- Must know how to hold themselves accountable



PHOENIX COSTS

Tuition is free - students do not have to pay anything towards their education, training room or board. Students receive a \$1,000 monthly stipend directly placed on the student's campus debit card. That \$1,000 is used for the first 100 days - after \$1,000 is used completion of the program!



CONTACT

All phone inquiries are confidential and training relevant
help@phoenix.jobcorps.gov
<https://phoenix.jobcorps.gov/>



DESCRIPTION OF CAREY

Young adults interested in a career in law enforcement between the ages of 16 to 20. The Philadelphia Police Explorer Carey Program will provide training, mentoring, discipline, and life skills that will assist these volunteers to save their communities and society.



MINIMUM QUALIFICATIONS

Applicants must be between the ages of 16-20 until 11:59pm before the application under the age of 18 must have a signed consent form by a parent/guardian. They must have no arrests or convictions when issued police assignment 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 structure (graduating with a "C" average) while in high school. Applicants must be able to attend mandatory training sessions throughout the day in the program and they must be age 17 on or after 1/1/20.



APPLYING FROM FEBRUARY

Applications are accepted during April through September, and a few throughout every November and continue throughout the year. Applications can be downloaded from the website pphexplorers.org.

Once filed out they need to be available to start the process. Applicant will need to complete a physical fitness assessment, a written assessment and two formal interviews. Adults under the age of 18 will need to have a parent/guardian present throughout all steps of the process.



WAGES TO EXPLORERS

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



MINIMUM WAGES

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



CONTACT

Corporate/Byron Boyd, Philadelphiaexplorers@pph.org, 215-585-8388

Address: Philadelphia Police Regional Center, Philadelphia, PA 19104
www.pphexplorers.org, Twitter: @pphexplorers



DESCRIPTION OF WORK

An Hanuha Philly Shipyard, we build ships for both the commercial and government markets. In the apprentice program, we offer approved registered apprenticeship program includes four occupations with each spanning three years in entry trades, shipbuilders, electrical repairmen and mechanics. Apprentices earn their wages on the job (they work the business). Our occupations have completed a minimum of 1000-hour work and required two hours of related technical instruction (ITI). Apprentices are full time union employees from day one.



MINIMUM QUALIFICATIONS

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



APPLY ONLINE HERE

<https://hanuha.phillyshipyard.com/join/apprenticeship-program/> Fill out the application and upload your resume, describe relevant information, answer an interview question. Complete the pre-test assessment.



MINIMUM REQUIREMENTS

- reads, interprets and explains - demonstrates comfort with tools, equipment, and physical work
- interest & motivation - demonstrates enthusiasm for shipbuilding and related trades
- learning ability & trainability - absorbs group instructions quickly and apply instructions effectively
- teamwork & communication - works well with others, listens actively and communicates clearly
- safety awareness - understands the importance of safety and follows procedures
- time management & reliability - consistently punctual, dependable, and manages time efficiently



MINIMUM WAGES

The starting rate is \$14.00/hr. Apprentices are eligible for wage increases every 6 months.



JOIN US!!

Major Marine Vessel Acquisition Specialist -
Apprenticeship Program
hr@hanuha.phillyshipyard.com
215-268-4455 - 2000 City Street, Jersey
Park, NJ 07310

DESCRIPTION OF WORK

Apprentices are provided with structured on-the-job learning combined with the possibility for classroom training, under the mentorship and supervision of experienced utility employees. Apprentices work in the field of electrician/instrumentation, electrical maintenance, metal maintenance, general facility/maintenance, etc.



**PHILADELPHIA
WATER**
DEPARTMENT



EDUCATIONAL QUALIFICATIONS

Applicants must be under 21 years of age, sufficient work in the United States (within a high school diploma or GED), and be a current or former U.S. citizen, unincarcerated, exempted from military development programs, or graduate of a City of Philadelphia school system. For additional information, visit us online at www.phila.gov/jobs or contact the Human Resources Department at hr@phila.gov.



APPLYING FROM PHILADELPHIA

Applications should be submitted online at www.phila.gov/jobs.



WAGES TO SUCCESS

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



MINIMUM WAGES

Community Apprentices this is paid \$11.25/hour.



CONTACT

Ryan Roman, ryan.roman@phila.gov



MEMBERSHIP IN UNIONS

As plumbers, we install, service and maintain all possible water systems, sanitary systems and sewerage systems.



EDUCATIONAL REQUIREMENTS

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



APPLYING FOR MEMBERSHIP

Applications are accepted in the second and third weeks of January.

Applicants must pass an assessment and participate in the interview process.



REQUIREMENTS FOR SUCCESS

- Be proficient in math
- Be a self-motivated person
- Have reliable transportation



MEMBER WAGES

Apprentices are paid a percentage of journeyman wages.



CONTACT

Plumbers Union Local 699
215-271-8888

27th Southampton Road Philadelphia PA 19104
Plumbers699.org/union



DESCRIPTION OF WORK

The members of Local 800 provide all fire protection needs. From home-to-high rise-to-all fire protection. Our members and contractors specialize in design, pipe installation, service, maintenance, emergency repairs, inspection, testing and service.



EDUCATION/QUALIFICATION

18 years of age or older. When tested necessary, must be a resident of the area covered by the jurisdiction of Sprinkler Fitters Local Union 800. Must be a citizen of the United States. If there is the possibility of being in service a United States citizen, then you are a resident of any, association or group of individuals otherwise controlled by the government or its contractors.



APPLICATION PROCESS

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

Applicants must apply in person and present a form of identification (signature and photograph of applicants must be provided when picking-up application). Applicants must be returned prior to the deadline established by the joint committee committee at the time of year or National Documentation of form certificate, High School Diploma or equivalent certificate supply to the joint committee committee or transcript of high school or college grade. Transcript must be forwarded to the joint apprenticeship committee drawing from the certified union or state they is non-unionized but applicant fairly that is or may or later with the completed application. Must have an applicant test and obtain a minimum grade. Grade is established by the joint apprenticeship committee. Applicants must have the physical ability to perform work or tests required in the applicant testing mode. A drug test will be administered at the request of the joint apprenticeship committee to the accepted applicant at a future date prior to employment.



WAGES & BENEFIT

Starting Apprentices: \$20.00 (to increase every 6 months thereafter for year)
 Apprenticeship \$25.00
 Benefits: Medical, vision, dental
 pensions and supplemental pension



CONTRACT

Phone: (215) 571-1811 ext. 0
 Email: info@sprinkfitters.com
 Website: sprinkfitters.org
 Address: 1000 University Blvd.
 Philadelphia, PA 19104



MEMBERSHIP BY INVITE

MEMBERSHIP BY INVITE

The purpose of this membership is to provide a means for those who are not currently members of the union to become members. This is done by inviting a non-member to join the union. The non-member must be a resident of the area covered by the union and must be a resident of the area covered by the union.

Applications for membership by invite are accepted on a first-come, first-served basis. Applications are accepted until the position is filled. Applications are accepted until the position is filled.

MEMBERSHIP BY INVITE (2024) - 2024 & 25

The purpose of this membership is to provide a means for those who are not currently members of the union to become members. This is done by inviting a non-member to join the union. The non-member must be a resident of the area covered by the union and must be a resident of the area covered by the union.



APPLICATION PROCESS

Applications can be picked up at the Streamstead Local Union, 400 Training Center at South Treatment Plant, Suite 10, Philadelphia, PA 19116. The application process begins throughout the year and begins each February with August. Applicants must apply in person at the Training Center Monday through Friday, 9:00 AM and through 4:00 PM along with the completed application. Applicants must submit the following documentation items to ensure their application is reviewed: a completed training form in the amount of \$25, a copy of the applicant's birth certificate, a copy of the applicant's Social Security Number, and a copy of the applicant's form from an employment agency, verification form, copy of applicant's high school diploma, official high school transcript, high school graduation grade requirements and a copy of test certificate, official test scores and official high school transcript regarding all high schools attended, copy of military form from a discharge preparation form if applicable. Completed applications and transcripts are reviewed for admission to participation by the last Friday in April for the August class.



MINIMUM REQUIREMENTS

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



MEMBER BENEFITS

Applicants must pay percentage of the
current Investment rate and receive
rate increase each year.



CONTACT

Phone: 267-582-2200

Website: www.400.org

Address: 400 Training Center Suite 10, Philadelphia, PA 19116



WILLIAMSON COLLEGE of the TEACHER

Teacher Education

ADMISSIONS STRATEGY

Over the course of three years at the college, students receive a broad education that includes study of male and technical theory in the classroom and real-life work projects.



MINIMUM QUALIFICATIONS

- Must be at least 17 years of age by the first of the enrollment year
- Must have a high school diploma or GED prior to enrollment
- Must pass a pre-admission drug screening



APPLYING FROM OVERSEAS

All international applicants should attend an Applicant Day, attend Interview Day which takes place 3-4 weeks after Applicant Day and submit all required financial information.



WOMEN TO SUCCEED

- Have good moral character.
- Be able to meet the physical demands of the college's curriculum, which focuses on developing both a strong mind and body for work in the field.
- Must be prepared and must adhere to all college policies and rules.



MINIMUM GRADES

None



CONTACT

1100 Reynolds • Vice President of Enrollment Management
E: Enrollment@williamson.edu
P: 800.886.1976 ext. 200
www.williamson.edu



DESCRIPTION OF WORK

The Wistar Institute is a world leader in early-stage discovery research 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 sciences industry. Participants acquire technical skills to perform (generally applicable) laboratory procedures to support academic and laboratory work.



EDUCATIONAL 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 subject.



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/>



WISTAR TO SUCCESS

Impact in continued learning and contributing to the science sector.



WISTAR WAGES

BTT Pre-Apprenticeship supported through employer BRT Apprenticeship BRT-hour plus benefits provided by employer.



CONTACT

<https://www.wistar.org/education/training/> education@wistar.org



REQUIREMENTS FOR GREEN BUILDING AND ENERGY EFFICIENCY

Water utilities and wastewater users are a variety of types of buildings, providing those facilities against water intrusion and surface 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, liquid or plastic felt are used to form a barrier over insulation boards to form a waterproof membrane. As aggregates they are embedded in a final surface coat to protect the membrane from ultraviolet radiation of the sun and other environmental threats.



MINIMUM QUALIFICATIONS

10 or more high school diploma or GED, drivers license preferred and a clean drug test.



APPLICATION PROCESS

Applications can be received at Berks Local 30 Apprentices Training Center at 200 E. Linton Street, Pottsville, Pa 17861.

Along with a completed application, applicants must submit the attachment of a copy of applicant's birth certificate, news from a family doctor stating applicant can physically perform all duties of the roofing trade, letters of reference, a clean drug test (just that the Berks Co. will do an apprenticeship for you) drug test at 202-624-7080 located at 1100 Ross St., Philadelphia, Pa. 19102 and completion of "OSHA 10-Certificate", which can be completed online at OSHA-approved.org www.osha-slc.com



STARTING SALARY

Starting Apprentices - \$20.00

Incumbent - \$22.00



CONTACT

PHONE 202-624-7080
ADDRESS 1100 Ross Street
PHILADELPHIA, PA 19102



DESCRIPTION OF WORK

The Utpaw Technology Project is a paid IT Apprenticeship that offers on-the-job work experience, industry certifications, and professional membership & collaborative initiative between the School District of Philadelphia and Lehigh Valley Community College. UTPAW provides women and people of color with access to careers in technology for 20 years.



REQUIREMENTS/QUALIFICATIONS

- Ages 18 - 22
- High School Diploma or GED
- Self-Motivated and Resilient
- Complete application
- Basic math knowledge preferred



APPLYING FOR POSITIONS

We accept applications all year via the website (www.utpaw.org). Our recruitment period begins in February. Interviews begin in March and the apprenticeship starts every August. The apprenticeship runs from August - June.



HOW TO SUCCEED

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



HOW TO APPLY

- Applicants must be at least 18 years old and currently enrolled in high school or college - www.utpaw.org
- www.utpaw.org - get the job on our site
- www.utpaw.org - get the job on our site
- www.utpaw.org - get the job on our site
- www.utpaw.org - get the job on our site
- www.utpaw.org - get the job on our site



CONTACT

For more information and to apply visit the website at www.utpaw.org
info@utpaw.org
 Facebook: [utpawproject](https://www.facebook.com/utpawproject)
 Instagram: [utpawproject](https://www.instagram.com/utpawproject)
 LinkedIn: [utpaw-project](https://www.linkedin.com/company/utpaw-project)
 Address: 441 N. Broad Street Philadelphia, PA 19106

2026

CITY OF PHILADELPHIA
**APPRENTICESHIP
GUIDEBOOK**

COMPILED BY

**KATHERINE
GILMORE RICHARDSON**

CONCILIATION OFFICER, EMPLOYMENT LEADER