



# 2024 CITY OF PHILADELPHIA APPRENTICESHIP GUIDEBOOK



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COMPILED BY  
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COUNCILMEMBER AT-LARGE, MAJORITY LEADER



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## 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.

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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 fourth Apprenticeship Guidebook with you! I cannot believe it has been three years since we released the first edition which has been since 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.

The COVID-19 pandemic has also clarified how important sick leave, family leave, and childcare are to the economy. Without them, we are not able to safely return to work. A study found public sector workers had more work-related flexibility, less work-family conflict, and less difficulty managing family responsibilities. Public sector workers have such higher rates of union participation. In 2021, it was five times higher than private sector union membership.

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,

A handwritten signature in black ink, appearing to read 'JCH', written in a cursive style.

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

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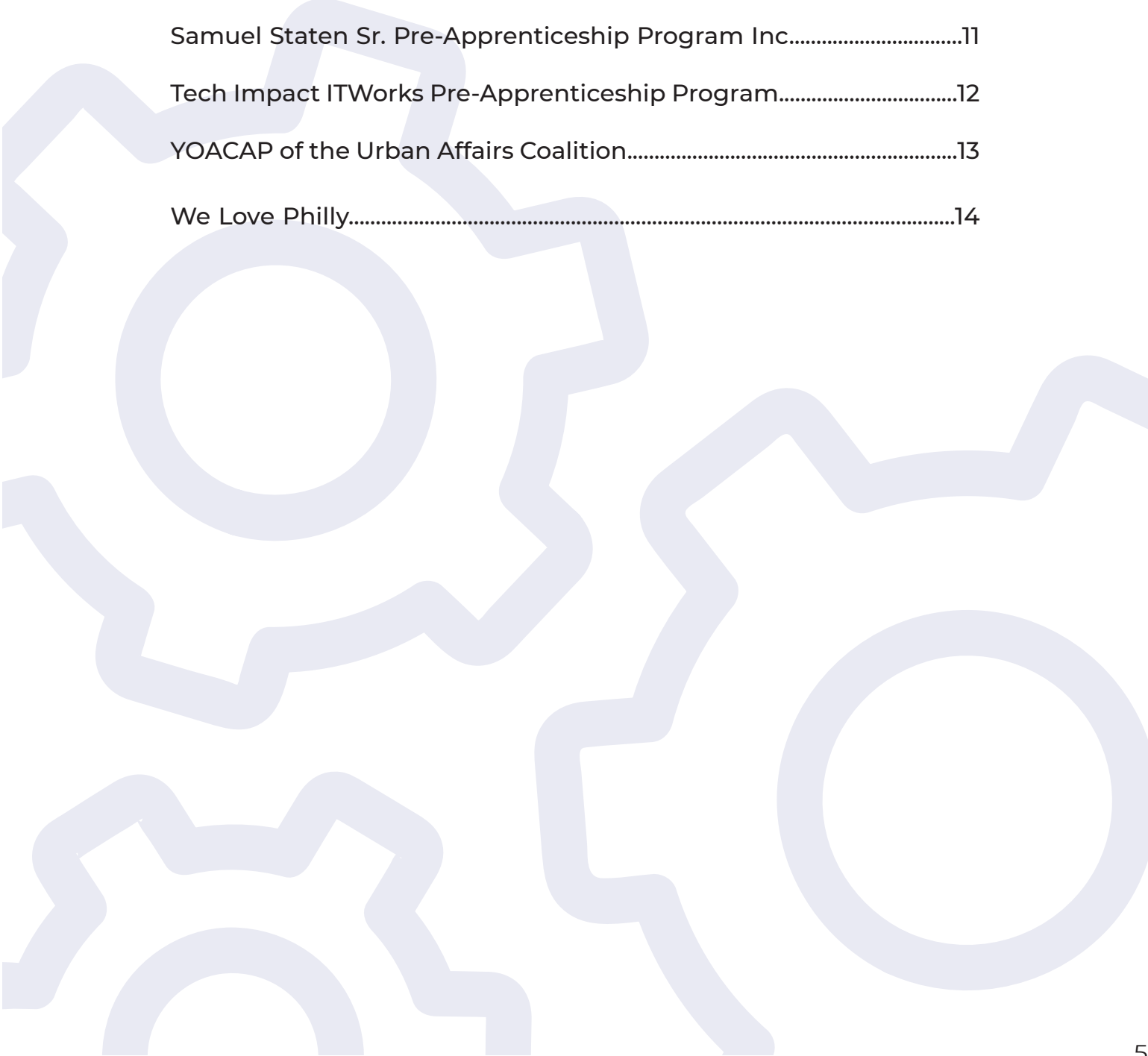
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# CARPENTERS' APPRENTICE READY PROGRAM (CARP)



## CARPENTERS' APPRENTICE READY PROGRAM

### 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

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

- 1st year Apprentice - \$19.80
- 2nd year Apprentice - \$24.75
- 3rd year Apprentice - \$29.70
- 4th year Apprentice - \$39.60
- Journeyman - \$49.50

Fringe Benefits include full medical, dental, and vision for individual, spouse, and dependents at no extra cost. Also, contributions towards pension, annuity, and 401k type account.



### CONTACT

Philadelphia Carpenters Apprenticeship School  
10401 Decatur Rd  
Philadelphia PA 19154  
215-824-2300  
[www.carpentersofphila.com/carp](http://www.carpentersofphila.com/carp)



## 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](http://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](mailto:JaharaRussell@cappmathprep.com)  
Website: [cappprep.com](http://cappprep.com)



## DESCRIPTION OF WORK

Each year for low-income families, ECA weatherizes 800 homes, repairs/replaces 5,000 heaters, provides utility bill payment assistance to 6,000 families, delivers energy conservation workshops to 2,000 people, and trains 500 underserved Philadelphians, whose diversity reflects the city we serve, for good-paying, clean energy jobs with national credentials and room for advancement.

Current training opportunities at ECA's Knight Training Center include OSHA 10, OSHA 40/HAZWOPER, IPM Installer, BPI Air Leakage Control Installer, EPA RRP, Commercial HVAC, Solar Installer, Gas Technician, and Heat Pump Installer. ECA's training programs are nationally accredited by the Interstate Renewable Energy Council (IREC) and certified by the Building Performance Institute (BPI). ECA is also an accredited Lead Training Center for the U.S. Environmental Protection Agency.



### 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.



### NEEDS TO SUCCEED

- 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,  
Deputy Director of Training  
(215-609-1457)  
[lisap@ecasys.org](mailto:lisap@ecasys.org)



### APPLICATION PROCESS

- Interest in a clean energy training and career path
- 8th grade reading and math level
- Physical assessment - lift and carry 50 lbs. for 25 ft, climb a ladder with a tool belt, be able to operate within a confined space.
- If they pass the physical assessment, a personal interview is conducted to determine whether or not the candidate wants this kind of career.
- Random drug screening throughout the training - Candidates will be dismissed from the program if we detect drugs. Exceptions may be made for marijuana if the student has a medical use card.



### HOURLY WAGES

Wages broken down by position and include dollar amount of benefits provided if possible.

ECA charges no fees for our training programs because the priority of our Knight 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.



## DESCRIPTION OF WORK

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

There are two different ways a participant will be eligible for the program. Must be 18-24 years or older, possess a driver's license and be a resident of Delaware County or be 18 years old, a resident of Philadelphia County and be justice involved within the last 7 years.



### NEEDS TO SUCCEED

For participants to be successful they must have reliable transportation to be able to get to multiple worksites per day. s per day



### APPLICATION PROCESS

Interested parties who live in Delaware County should email [nsuluki-bey@edsi.com](mailto:nsuluki-bey@edsi.com). Interested parties who live in Philadelphia County should email [Gweakly@edsi.com](mailto:Gweakly@edsi.com). Anyone living outside those counties or who are looking for information, can email [LaurieN@Garage82.com](mailto:LaurieN@Garage82.com)



### HOURLY WAGES

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



### CONTACT

Contact info: [LaurieN@Garage82.com](mailto:LaurieN@Garage82.com), 856-649-3318, classes are held at 143 Yale Avenue, Morton PA 19070. [www.garage82.com](http://www.garage82.com)



## 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](mailto:marco.ferreira@pha.phila.gov); 215-684-8926



## 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](http://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](mailto:info@ssspap.org); or call 215 971 2960. Our website is [www.ssspap.org](http://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](http://www.itworks.org). It is a competitive, two step interview process for 3 cohorts in 2024.

### 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](mailto:itworks@techimpact.org) or 215-55-1559. [www.itworks.org](http://www.itworks.org)



Affiliated With The Urban Affairs Coalition (UAC)

## DESCRIPTION OF WORK

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.



### 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)



### CONTACT

2158511968; 1211 Chestnut Street, 2nd Floor; [www.yoacap.org](http://www.yoacap.org); [@yoacaphilly](mailto:@yoacaphilly)

DESCRIPTION OF WORK



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.



MINIMUM QUALIFICATIONS

A Current High School Student Aged 16-24



APPLICATION PROCESS

Contact [Carlos@welovephilly.org](mailto: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](mailto:carlos@welovephilly.org)





# APPRENTICESHIP

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## DESCRIPTION OF WORK

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

The applicant can contact either JEVS Human Services (JEVS) or Special People in Northeast (SPIN) for an application.



### NEEDS TO SUCCEED

Must be dependable to complete the eight weeks of training.



### HOURLY WAGES

\$14.25 per hour



### CONTACT

Frederick Wright FGUnion1@aol.com  
1606 Walnut Street  
AFSCMELocal1739.org

## DESCRIPTION OF WORK

# AON

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

18 years of age or older. 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

Shanaya Green  
Apprenticeship Recruiter  
Email: [Shanaya.williams@aon.com](mailto:Shanaya.williams@aon.com)  
Website:  
<https://www.aon.com/careers/early-careers/us/apprenticeships>



### HOURLY WAGES

Starting at \$20.19 with eligibility to receive pay increases every 6 months throughout the duration of the 2-year program.



## DESCRIPTION OF WORK

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



### MINIMUM QUALIFICATIONS

- 18+
- Driver's License
- High School Diploma
- No felony convictions
- Must be able to pass a drug test



### 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.



### NEEDS TO SUCCEED

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



### HOURLY WAGES

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



### CONTACT

Phone: 215-875-2838  
Email: [mmcgrogan@local401.com](mailto:mmcgrogan@local401.com)



**DESCRIPTION OF WORK**

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.



**MINIMUM QUALIFICATIONS**

For our Registered Behavior Technician/Apprenticeship program, participants must be at least 18-years of age, have a high school diploma, and submit child abuse and criminal background checks.



**APPLICATION PROCESS**

Applicants must apply on the Bucks IU website in our Careers section. Job postings typically occur each Spring.



**NEEDS TO SUCCEED**

Works well with others, desire to work with individuals with disabilities, follow directions from lead teacher and mentors, ability to collect and monitor student data.



**HOURLY WAGES**

For the Registered Behavior Technician Apprentice, there is a training rate of \$20/hour, that is increased to \$24/hour after successful program completion.



**CONTACT**

Jennifer Copeland, Coordinator of Apprenticeship Programs  
Coordinator of Apprenticeship Programs  
Bucks County Intermediate Unit #22  
705 North Shady Retreat Road  
Doylestown, PA 18901  
Work: (215) 348-2940 ext. 2405

# CARPENTERS JOINT APPRENTICESHIP COMMITTEE



## DESCRIPTION OF WORK

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



### MINIMUM QUALIFICATIONS

High School Diploma or High School Equivalent GED



### APPLICATION PROCESS

Apply in person with photo ID during registration period which is usually once a year.



### NEEDS TO SUCCEED

Qualities applicants should possess such as ability to show up early, ability to do hands on work, reliable transportation, work well with others, etc.



### HOURLY WAGES

Apprentice wage rates are based on percentages of Journeyman rates.



### CONTACT

215-824-2300



## 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



### 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.



### NEEDS TO SUCCEED

Recommended High School Courses:

- Math
- General Science
- General Shop



### 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

DISTRICT 1199C  
**Training &  
Upgrading  
Fund**



## DESCRIPTION OF WORK

The care economy is made up of the people that provide 'care' or services that nurture current and future populations, specifically, this includes careers from infant and childcare (early childhood education) to careers in healthcare such as nursing (RN, LPN, CPN, DSP).

Approved programs at District 1199C include Certified Nursing Assistant, Home Health Aide, Licensed Practical Nurse, Emergency Medical Technician, Dental Assistant, Medical Assistant, Medical Coder, Medical Records/Health Information Technician, Peer Specialist, Behavior Health Technician, Addiction Counselor, Community Health Worker, Direct Support Specialist, Child Development Specialist, Early Childhood/Pre-K Teacher (AA Degree), Early Childhood/Pre-K Teacher (BA Degree).



### MINIMUM QUALIFICATIONS

18 years of age or older, High School Diploma or GED



### APPLICATION PROCESS

Applicants can access our agency intake form from our website at: <https://1199ctraining.org/intake>



### NEEDS TO SUCCEED

Applicants must be patient, reliable, ready to work and willing to commit to complete the program.



### HOURLY WAGES

Apprentice wages vary based on occupation.



### CONTACT

Phone: 215-568-2220; Email: [apprenticeship@1199ctraining.org](mailto:apprenticeship@1199ctraining.org); Website: <https://1199ctraining.org/>; Address: 100 S Broad Street, 10th Floor, Philadelphia, PA 19110

## DESCRIPTION OF WORK

The Cybersecurity Support Technician apprenticeship prepares you to begin working in the in-demand and high paying cybersecurity industry as a Cybersecurity Support Technician. Cybersecurity Support Technicians play an essential role in safeguarding all aspects of their employers' information technology systems. They are tasked with monitoring, directing, containing and remediating information technology threats for the protection of computer networks and company information.



### MINIMUM QUALIFICATIONS

HS or HSE diploma, 18 years of age, meeting CASAS exam minimum scores



### APPLICATION PROCESS

All interested applicants can email [apprenticeships@drexel.edu](mailto:apprenticeships@drexel.edu) to be connected to monthly information sessions.



### NEEDS TO SUCCEED

Interested applicants should show a strong passion for growing within the IT field. They must be open to life-long learning and show flexibility in modality of work (hybrid, in person, or remote). The best candidates also thrive in collaborative teams and can communicate IT issues to peers in other departments.



### HOURLY WAGES

\$20 an hour with benefits (differs per employer)



### CONTACT

Email [apprenticeships@drexel.edu](mailto:apprenticeships@drexel.edu) or call the Apprenticeship Program Manager at 215-571-3257



## 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](http://carpentersofphila.com) and register for an information session, followed by an interview and math and skills assessment.



### NEEDS TO SUCCEED

Applicants should possess 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](http://carpentersofphila.com)  
10401 Decatur Rd.  
Philadelphia, PA 19154



**FINISHING TRADES INSTITUTE**  
OF THE MID-ATLANTIC REGION

## DESCRIPTION OF WORK

The Finishing Trades are the commercial / industrial / bridge painting, glazing, drywall finishing and wallcovering Union in the Tri-State Area.



### MINIMUM QUALIFICATIONS

- 18 Years of Age or Older
- Driver's License Preferred
- High School Diploma or GED
- Clean Drug Test



### APPLICATION PROCESS

Applications can be accessed at [FTI.edu](http://FTI.edu)  
Applications can be dropped off at 2190 Hornig Rd., Philadelphia, PA 19116 on Mondays between the hours of 8:30 AM - 3:30 PM. Applications must follow the procedures and print out the application, sign it, and drop it off in person at the training center along with the required documents. Once the application is completed, the applicant will be scheduled for the entrance exam. The Wonderlic test is used for testing. Sample practice tests are available on the Wonderlic website - [wonderlic.com](http://wonderlic.com)



### CONTACT

(215) 501-0130 x18  
[dennis@fti.edu](mailto:dennis@fti.edu)  
[www.fti.edu](http://www.fti.edu)  
2190 Hornig Rd,  
Philadelphia, PA 19116



### NEEDS TO SUCCEED

Glaziers must have manual dexterity, eye-hand coordination, physical fitness and a good sense of balance. They must also be able to handle working in high places. The ability to solve arithmetic problems quickly and accurately also is required. Good interpersonal and communication skills are critical as glaziers work with supervisors, peers, subordinates, and individuals outside their organization.

Painting/Wallcovering apprentices should have an eye for detail, the ability to make work plans, dexterity and steady nerves to work in high places. They should not be allergic to paint fumes, toxic materials or spray dust. An artistic sense, good eyesight and a sense of color are also necessary to do a first-class job.

CAS painters must have manual dexterity and steady nerves to work in high places. They should not be allergic to paint fumes, toxic materials or spray dust. An artistic sense, good eyesight and a sense of color are necessary to do a first-class job.

Drywall Finishers must have an eye for detail, the ability to plan work and dexterity. They should not be allergic to paint fumes, toxic materials and spray dust. They must be capable of taking detailed instructions on the job site.

All Apprentices must show up on time and be ready to work.



### HOURLY WAGES

Wages vary according to trade and year of apprenticeship. The starting pay for a first-year apprentice ranges from \$18.05 plus benefits for first year apprentices to upward of \$80 per hour including benefits for a journey-person. All FTI apprenticeships are for 4 years with a yearly increase in pay.

## DESCRIPTION OF WORK



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](mailto:mackenzie.x.day@gsk.com), 8565710212, <https://us.gsk.com/en-us/careers/early-talent/apprentices>



## **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](mailto:mmcgrogan@local401.com)  
Website: [local401.com](http://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](http://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 recommendation, 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](mailto: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](mailto:information@insulators14jac.com)  
Website: [insulators14jac.com](http://insulators14jac.com)  
Address: 2014 Hornig Road, Philadelphia, PA 19116



## 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](http://boilermakers13.org)  
2300 New Falls Rd., Newportville, PA 19056  
215-785-5536  
Matthew Fink, Apprentice and Training Coordinator  
[matt.fink@boilermakers13.org](mailto:matt.fink@boilermakers13.org)





## 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 2OM 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](mailto:abarrett@ibew98.org)  
Website: [atei98.org](http://atei98.org)  
Address: Local Union 98, IBEW  
1719 Spring Garden Street, Philadelphia PA 19130

Telecommunications  
Phone: 215-567-6405  
E-Mail: [bmulgrew@ibew98.org](mailto:bmulgrew@ibew98.org)  
Website: [atei98.org](http://atei98.org)  
Address: Local Union 98, IBEW  
1719 Spring Garden Street, Philadelphia PA 19130



## 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](mailto:info@iuoe542.com)  
Website: [iuoe542.com](http://iuoe542.com)  
Address: 1375 Virginia Dr. Suite 206  
Fort Washington, PA 19034



## DESCRIPTION OF WORK

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 trade 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](mailto:ocowan@neiep.org) for more information or visit [NEIEP.org](http://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



## DESCRIPTION OF WORK

Through the Laborers' District Council (LDC) Education & Training Center's Apprenticeship Training Program, participants will learn skills through a combination of formal classroom instruction and on-the-job training.



### MINIMUM QUALIFICATIONS

- Be at least 18 years of age
- High School Diploma or GED required
- Physically able to perform the work of the trade
- Must have a Drivers License and dependable transportation
- Must fill out an application in-person
- Be drug free and pass drug screening



### APPLICATION PROCESS

When we are having open enrollment the persons would fill out the application 2) take a general aptitude test 3) Do a face to face interview



### NEEDS TO SUCCEED

- Reliable
- Reliable transportation
- Ability to work well with others



### HOURLY WAGES

They would start at 50% of the Journey workers rate then every 500 hours receive a 5% increase.



### CONTACT

For more information about the apprenticeship program, please go to our website at [ldc-phila-vic.org](http://ldc-phila-vic.org)

You may also call (610) 524-0404, ext. 1208 for additional information.

**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](mailto: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 14- enrolled 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 or convictions which 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](http://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, they 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](mailto:Police.explorers@Phila.gov) , 215-685-8160 , Address: Philadelphia Police Explorer Cadets Training Center, 8501 State Road, Phila. PA 19136. Website: [ppdexplorers.org](http://ppdexplorers.org) , Twitter: @PPDEXPLORERS



## DESCRIPTION OF WORK

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](http://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](http://www.phillyshipyard.com)  
Address: 2100 Kitty Hawk Avenue, Philadelphia PA 19112



## DESCRIPTION OF WORK



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](http://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](mailto:Ryan.McNeill@phila.gov) (please contact me for a more detailed list)



## DESCRIPTION OF WORK

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



### MINIMUM QUALIFICATIONS

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



### APPLICATION PROCESS

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



### NEEDS TO SUCCEED

Be proficient in math, a self-motivated person, Need reliable transportation, our territory covers from Delaware county to Reading /Allentown.



### HOURLY WAGES

Apprentices are paid a percentage of journeyman scale.



### CONTACT

Mike Bradley  
215-677-6900

Visit our website for more information: <https://plumbers690.org/training.aspx>

## 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

18 yrs. of age, DL not required, but really is encouraged due to the vast area we serve, drug free.



### APPLICATION PROCESS

Applications are accepted year round and are completed online here <https://www.smartlu19.org/applications.html>. The following paperwork must then be turned in the 2nd Monday of any month in person. at that time they will be scheduled for the aptitude test (ASVAB)



### NEEDS TO SUCCEED

Qualities applicants should possess such as ability to show up early, ability to do hands on work, reliable transportation, work well with others, etc. Most sheet metal workers have a high school diploma or equivalent. Those interested in becoming a sheet metal worker should take high school classes in algebra, geometry, and general vocational education courses including blueprint reading, mechanical drawing, and welding.



### HOURLY WAGES

Apprentices start at a taxable wage rate of \$20.82 which is 40% of Journey-persons wages. Approximately every 6 months the wages are increased 5%. After the 4.5 year apprenticeship current Journey-person taxable wage is \$52.04. We have excellent benefits such as Medical, Vision, Dental, Pension, and Annuity.



### CONTACT

Email: [training@lu19.com](mailto:training@lu19.com)  
WEB [www.smartlu19.org](http://www.smartlu19.org)  
Address: 1301 South Columbus Blvd. Philadelphia PA 19147



## DESCRIPTION OF WORK

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](http://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)  
Journeyman \$59.10 Benefits - Medical, vision, dental, pensions, and supplemental pension.



## CONTACT

Phone: (215) 673-9565 ext. 3  
Email: [moss@lu692.com](mailto:moss@lu692.com)  
Website: [sprinklerfitters692.org](http://sprinklerfitters692.org)  
Address: 14002 McNulty Road,  
Philadelphia PA 19154



## 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](http://www.lu420.com)

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

## DESCRIPTION OF WORK



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. More information and a link to submit an application are available at <https://bit.ly/3JGk6Vj>. Applications from adults for our workforce development cohorts with West Philadelphia Skills Initiative (WPSI) are available based on employer demand. You can sign up to receive emails when cohorts open at <https://philadelphiaskills.org>



### NEEDS TO SUCCEED

Interest in continued learning and contributing to life science sector.



### HOURLY WAGES

BTT Pre-apprenticeship \$14/hour; BRT Apprenticeship \$15+/hour plus benefits provided by employer.



### CONTACT

<https://www.wistar.org/education-training/>; [education@wistar.org](mailto:education@wistar.org)



## DESCRIPTION OF WORK

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](https://careersafeonline.com)



### HOURLY WAGES

Starting Apprentices - \$21.57

Journeyman - \$41.48



### CONTACT

Phone: 215-279-1537

Address: 2751 East Juniata Street  
Philadelphia, PA 19137



## DESCRIPTION OF WORK

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

- Eligibility Requirements:
- 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 \$21,706 + Education Award (scholarship) \$6,495.00 = \$11.92 per hour
- Computer Support Specialist, Apprenticeship - \$25,000, \$13.73 per hour
- Software Developer Apprenticeship - \$25,000, \$13.73 per hour
- Apprentices receive a \$1,000 salary increase when they earn an industry certification.
- All apprentices have access to health insurance.



### CONTACT

For more information and to apply visit the UTP website at [www.utp-philly.org](http://www.utp-philly.org)  
Email: [info@utp-philly.org](mailto: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





## DESCRIPTION OF WORK

This is a 6 week program that meets on Tuesdays, Wednesdays and Thursdays 8 AM - 4:30 PM. Applicants will receive MC3 curriculum, Osha 10, First aid and CPR, Interview skills practice, 40 hours of construction experience and etc. Applicants will also receive visits to Philadelphia union buildings, trades and training centers and visits to union job sites. After 6 weeks you will be able to know where you want to apply and successfully be able to apply and have the competency to take the entry test and interview.



### MINIMUM QUALIFICATIONS

18, drivers license , clean drug test , aptitude test highschool diploma or GED , ability to do physical fitness activities



### APPLICATION PROCESS

Apply prior to July cohort and prior to October cohort



### NEEDS TO SUCCEED

Desire and commitment to enter into the skilled trades  
Ability to actively listen  
Ability to show up early and attend all program dates  
Ability to receive feedback from your instructor and peers



### HOURLY WAGES

Transportation reimbursement / stipend TBD



### CONTACT

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2190 Hornig Road Philadelphia PA 19116  
WWW.FTI.EDU  
Philly women in nontraditional careers-WINC (social media)







**2024** CITY OF PHILADELPHIA  
**APPRENTICESHIP  
GUIDEBOOK**

COMPILED BY  
**KATHERINE  
GILMORE RICHARDSON**  
COUNCILMEMBER AT-LARGE, MAJORITY LEADER