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# Bay Area Construction Apprenticeship Guidebook

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View online at [www.ctwi-btca.org](http://www.ctwi-btca.org)

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

## Key Partners



**Alameda County Building  
& Construction Trades  
Council**



**Contra Costa  
Building & Construction  
Trades Council**



**Napa-Solano  
Building & Construction  
Trades Council**



**Bay Area  
Apprenticeship Coordinators  
Association**



**Oakland  
Workforce Development  
Board**



**City of Seattle**

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

### On the Cover

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



Construction Trades Workforce Initiative

Dear Valued Community Members,

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

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

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

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

In solidarity,

A handwritten signature in blue ink that reads 'Beli Acharya'.

Beli Acharya  
Executive Director, CTWI

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# Introduction

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

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

## Why Unions?

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

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

## Qualities of a Successful Apprentice

**Reliable:** Show up and work hard every day

**On Time:** This means early! Always arrive half an hour early to prepare for work

**Ready to Learn:** Be open to instruction and follow directions

**Safe:** Construction sites can be dangerous - you must be drug-free and paying attention to safety instructions at all times

**Positive Attitude:** A "can do," positive, solution-oriented attitude will take you far

## Pre-Apprenticeship

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

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

## Apprenticeship

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

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

A career in the building trades is important, fast-paced work that is physically and mentally challenging. At the end of each day, you can be proud of what you have learned and what you have built. Most importantly, you will be able to support yourself and your family for a lifetime.



# Apprenticeship vs. College

## Registered Apprenticeship

## 4-Year College

Week 1

**Paycheck**, on the job training & classes begin

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Tuition payments & classes begin

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Years 1-5

**Paycheck & benefits** continue.  
On the job training & classes continue.  
Regularly scheduled pay raises.

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

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Graduation

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

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

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Post-Grad

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

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Average college student graduates  
**\$35,397 IN DEBT.**

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

(Source: NABTU Research Department)

**Get paid for  
on-the-job-training**

**Pay for classroom  
learning**

Enter  
at  
Your  
Level

10 + Years



5 + Years



0 - 5 Years



0 - 2 Years

# Ready for a Career in Construction?

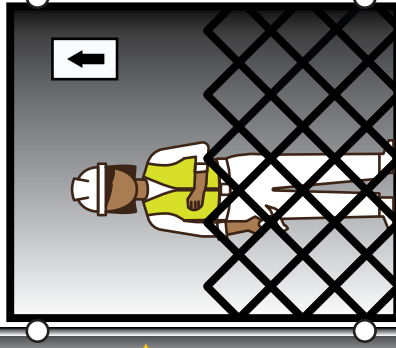
Journey Level



Apprenticeship



Pre-Apprenticeship

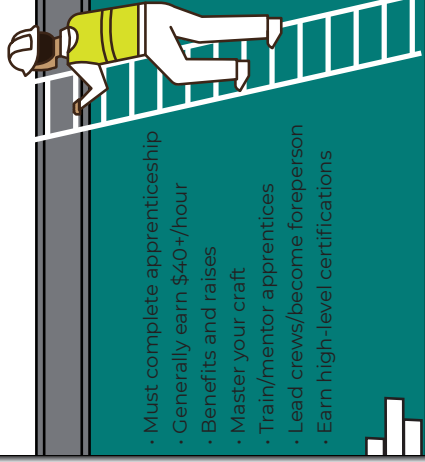


START HERE

## Career Advancement

- Superintendent
- Trainer
- Safety inspector
- Business owner

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



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

### Required:

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

### Helpful:

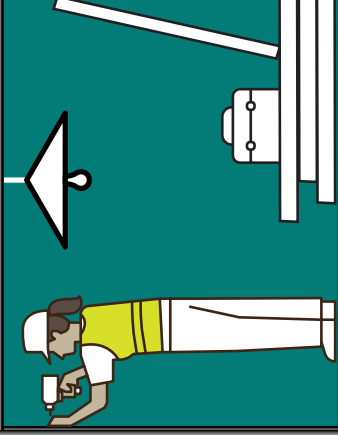
- Experience with tape measure, hand tools, and physical work

### Required:

- 18+ and ID
- Clean drug test
- Social security card or I-9 verification
- Diploma or GED

### Helpful:

- Driver's license



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

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

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

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

# Apprentices in Action



**Sergio**

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

Amaris graduated from Future Build’s Pre-Apprenticeship Program and is now an apprentice electrician working in Contra Costa County. She credits pre-apprenticeship with giving her the opportunity to gain marketable skills and certifications that helped her get a foothold first in the solar industry and soon after as a union Electrician. When she started with Future Build, Amaris was working for \$10.90 an hour in an after school-program to support her then nine-year-old son. She has already increased her wages by more than 150%, earning over \$30 in base wages an hour as an apprentice, plus benefits, which include health insurance, a retirement pension and paid time off. Amaris is motivated to “pay it forward” by encouraging others with backgrounds similar to hers to join a union construction trade.



**Amaris**



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# Pre-Apprenticeship

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Do you need help getting into a union? If so, we strongly recommend attending a Multi-Craft Core Curriculum (MC3) pre-apprenticeship program. These union-endorsed programs provide free, hands-on training for local residents to help them prepare for entry and success in a state-approved apprenticeship program. They often provide extra support, like helping you get your driver's license, paying for tools and initial union dues, and introducing you to contacts in the trades. Graduates earn industry-recognized certifications, like MC3, OSHA 10 and First Aid/CPR.

Turn the page to learn more about all of the certified MC3 pre-apprenticeship programs in the Bay Area. Some of our unions, like the Carpenters and Ironworkers, offer their own pre-apprenticeship programs tailored to their trades. You'll find information about those programs here too.

# Carpenters Pre-Apprenticeship

The Carpenters Pre-Apprenticeship Training Program is a mandatory 6-week intensive training course designed to help applicants decide if they are cut out to be a Carpenter. Successful completion of Carpenters Pre-Apprenticeship is a required step towards entering the Carpenters Apprenticeship Program, and guarantees acceptance into apprenticeship.



## Minimum Qualifications

18+

or 17 with  
guardian approval



High school diploma  
(see additional requirements)



Driver's license  
recommended

## Application Process

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

## Cost

Training is free. Participants receive a weekly stipend.

## Additional Requirements

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

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

## Contact Information

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

# CityBuild Academy

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



## Minimum Qualifications

18+



High school diploma  
or GED



Valid California  
driver's license



Clean drug  
test



Authorized to work  
in the United States

## Application Process

Attend orientation

Complete application and submit required original documents (Valid CA driver's license, DMV driver record print-out, proof of San Francisco residency, high school diploma or GED, and proof of authorization to work in U.S.)

Complete 1-week job readiness program

Pass interview

Pass drug test

Complete assessment test

## Cost

Training is free

## Requirements

San Francisco resident

8th grade reading and math skills

Vocational English as a Second Language (ESL) support is offered through City College of San Francisco

## Contact Information

### MISSION HIRING HALL

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

### CHARITY CULTURAL SERVICES CENTER

731 Commercial Street  
San Francisco, CA 94108  
415-989-8224

[www.oewd.org/citybuild](http://www.oewd.org/citybuild)

# Cypress Mandela Training Center

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



## Minimum Qualifications

18+



**High school diploma or GED**



**ID and/or driver's license**  
(by time of graduation)



**Social Security card and proof of citizenship**



**Clean drug test**  
(by time of graduation)

## Application Process

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

## Cost

- Training is free

## Additional Requirements

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

## Contact Information

### OAKLAND TRAINING CENTER

977 66th Avenue  
Oakland, CA 94621

### UNION CITY TRAINING CENTER

Barnard-White Middle School  
725 Whipple Road  
Union City, CA 94587

(510) 208-7350

Contact: [info@cypressmandela.org](mailto:info@cypressmandela.org)

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

# Diablo Valley College

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



**DVC** DIABLO VALLEY COLLEGE

## Minimum Qualifications

18+

**Ages 14-15 may be admitted under special circumstances**



**High school diploma or GED**  
(or concurrent K-12 enrollment for special admittance students)

## Application Process

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

## Cost

The current enrollment fee is \$46 per college unit.

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

## Contact Information

(925) 685-1230

Nicole Gomes, Program Coordinator  
ngomes@dvc.edu  
(925) 326-1922

[www.dvc.edu](http://www.dvc.edu)

**To Apply:**  
[www.dvc.edu/future/steps](http://www.dvc.edu/future/steps)

# Future Build

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



## Minimum Qualifications

18+



**High school diploma or GED**  
(or willing to obtain one)



**Driver's license or state-issued ID**



**Social Security card or other I-9 employment verification documents**



**Clean drug test**  
(by time of graduation)

## Application Process

Fill out application online

Interview

Pass math and reading assessment test

## Cost

Training is free

## Additional Requirements

Meet federal income requirements

Must be East Contra Costa County resident

## Contact Information

### **FUTURE BUILD**

2555 Harbor Street  
Pittsburg, CA 94565

(925) 522-2970

Contact: Merl Craft  
[www.futurebuildec.com/contact-us](http://www.futurebuildec.com/contact-us)

[www.futurebuildec.com](http://www.futurebuildec.com)



# Ironworkers Pre-Apprenticeship Program

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



## Minimum Qualifications

18+



High school diploma  
or GED



Clean drug  
test



Reliable  
transportation

## Application Process

Attend a mandatory orientation session and pass a basic math test

Find out about next class dates online or by calling or visiting the University of Iron in Benicia

## Cost

Training is free

## Additional Requirements

Ability to lift and carry a minimum of 70 pounds

Perfect attendance is mandatory - participants must be on time and present every day or they will be dropped from the program

Tools will be provided for use during the program

Those who complete the program will be able to purchase tool belt and tools at a substantial discount

## Contact Information

3150 Bayshore Road  
Benicia, CA 94510

(707) 746-7666

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

# Los Medanos College

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



LOS MEDANOS  
COLLEGE

## Minimum Qualifications

18+

**Ages 14-15 may be admitted under special circumstances**



**High school diploma or GED**  
(or concurrent K-12 enrollment for special admittance students)

## Application Process

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

## Cost

Training is free

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

## Contact Information

(925) 473-7434

Melina Rodriguez, Program Coordinator for Workforce and Economic Development

[mrodriguez@losmedanos.edu](mailto:mrodriguez@losmedanos.edu)

(925) 473-7417

[www.losmedanos.edu](http://www.losmedanos.edu)

**To Apply:**  
[www.losmedanos.edu/registration](http://www.losmedanos.edu/registration)

# North Bay Trades Introduction Program



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

## Minimum Qualifications

18+



High school diploma  
or GED



Driver's license



Clean drug  
test



Documentation showing  
eligibility to work  
in the United States

## Application Process

Register online at [www.learnaconstructionjob.org](http://www.learnaconstructionjob.org) to attend a mandatory orientation

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

Selected applicants will be notified

## Cost

Training is free

## Additional Requirements

Must be able to attend entire training

In certain cases, acceptance may be granted to applicants who meet unmet application requirements by course end

## Contact Information

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

# RichmondBUILD Academy

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



## Minimum Qualifications

18+



High school diploma or GED



Valid California driver's license



Social Security card or other 1-9 employment verification documents



Clean drug test



Resume

## Application Process

Call (510) 621-1780 to schedule an appointment

Attend an orientation

Take a math and reading assessment

Take an agility and fitness test

Pass a panel interview

## Cost

Training is free

## Additional Requirements

Richmond resident

Women encouraged to apply

Re-entry population encouraged to apply

## Contact Information

To apply in person:

### **RICHMONDBUILD ACADEMY**

360 27th Street  
Richmond, CA 94804

### **ONE STOP CAREER CENTER**

330 25th Street  
Richmond, CA 94804

(510) 621-1780

[www.ci.richmond.ca.us/1243/RichmondBUILD](http://www.ci.richmond.ca.us/1243/RichmondBUILD)

# Rising Sun Center for Opportunity

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



## Minimum Qualifications

18+



**High school diploma or GED**



**California driver's license**  
(or ability to obtain one)



**California ID**  
(can be a driver's license)



**Social Security card**



**Reliable transportation to and from training**

## Application Process

Fill out online application

Attend orientation

Pass interview

## Cost

Training is free

## Additional Requirements

Fluent in English

Able to attend training every day as required for each training date class

Demonstrate an 8th grade level for reading, writing, reading comprehension and math

Express strong motivation to find a job and/or enter a union apprenticeship upon completion of training

## Contact Information

1116 36th Street  
Oakland, CA 94608

(510) 665-1501

Marlin Jeffreys, Program Manager  
jeffreys@risingsunopp.org

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

**To Apply:**  
[www.risingsunopp.org/adult-participant-application](http://www.risingsunopp.org/adult-participant-application)

# San Mateo Trades Introduction Program

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



## Minimum Qualifications

18+



**High school diploma,  
GED or equivalent**



**Social Security card**  
(subject to future change)



**Clean drug  
test**



**Authorized to work  
in United States**

## Application Process

Attend mandatory 3-hour orientation (currently held once a year on a Saturday in January)

Fill out application at end of orientation

Applicants will be scheduled for a panel interview within the following two weeks

Steering committee members and trade experts conduct the interviews.

## Cost

Training is free

## Additional Requirements

Bay Area resident

Able to do physical work

Committed to completing a 5-month, 120-hour program with excellent attendance

Motivated to enter a construction-focused career

## Contact Information

1153 Chess Drive  
Suite 200  
Foster City, CA 94404  
(650) 572-9920

Jenni Almeida, Program Manager  
jenni@smcuca.org

[www.facebook.com/sanmateotip](https://www.facebook.com/sanmateotip)

[www.smcuca.org](http://www.smcuca.org) (Website Under Construction)



# Trades Orientation Program

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



## Minimum Qualifications

18+



**High school diploma or GED**



**Valid California driver's license**  
(by program start date)



**Clean drug test**



**Documentation showing eligibility to work in United States**  
(DACA work permits acceptable)

## Application Process

Register online for mandatory orientation session at [www.wpusa.org/top](http://www.wpusa.org/top)

Complete application at end of orientation

Pass interview

## Cost

Training is free

## Additional Requirements

Able to arrive at worksite by 6:00 am daily

Able to do physical work

Live or work in Santa Clara County

Willing to learn

## Contact Information

**Program rotates locations within Santa Clara County**

Contact Person: Louise Auerhahn

[lauerhahn@wpusa.org](mailto:lauerhahn@wpusa.org)

(408) 809-2131

[www.wpusa.org/top](http://www.wpusa.org/top)

# Apprentices in Action



**Johnny**

Johnny grew up in a tough neighborhood in Richmond called the Iron Triangle. He always knew he didn't want the street life for himself and was looking for a way out. After attending an information session at RichmondBUILD Academy, he decided to join. One of the class field trips was to the Heat and Frost Insulators' training center in Benicia. Although he hadn't known about the trade before, the tour convinced him that Heat and Frost was his calling. Today Johnny is a father of two, working in a great career as a third-period apprentice and an active member of the union.

Xavier is a sprinkler fitter apprentice and graduate of Cypress Mandela's Pre-Apprenticeship Program as well as Oakland Adult School's Construction Math Test Preparation Program. Prior to being a union apprentice, Xavier worked at a local grocery store earning minimum wage. He knew he enjoyed working with his hands and wanted to apply that skill on large scale construction projects. After Cypress Mandela introduced him to many different construction trades, Xavier decided to become a Sprinkler Fitter. Two years into his apprenticeship, Xavier earns about \$65 an hour including benefits, and is already planning on buying his own house in Oakland. Xavier advises people interested in construction to come prepared to work hard, be a team player and be ready to learn something new on a daily basis.



**Xavier**

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# Union Apprenticeship

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Once you are in a state-approved apprenticeship training program, you are in the union: learning your trade from experienced workers on the job site and through formal classroom training. You are getting paid and receiving health and retirement benefits. You EARN while you LEARN - and the education is free! Most importantly, you will be able to support yourself and your family for a lifetime.

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

## Wages and Benefits

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

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

*Note: Wage and benefit amounts listed for each trade in the following pages reflect rates in effect immediately before publication of this guidebook.*

# Boilermakers

Represented by the International Brotherhood of Boilermakers Local 549. The Boilermakers trade includes the fabrication, installation, modification and repair of boilers, hydro dams, tanks, pressure vessels, furnaces and associated equipment such as stacks, platforms in power plants, petroleum refineries, chemical plants, paper mills, steel mills, and food and beverage plants. The skills required of a Construction Boilermaker consist of reading blueprints, rigging heavy loads, burning, welding, layout, fit up, fabrication of metal parts and the ability to work in tight spaces and at heights in excess of 100 feet.



## Minimum Qualifications

18+



High school diploma or GED



Photo ID



Birth Certificate



Reliable transportation

## Application Process

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

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

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

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

Submit completed ORIGINAL application form, no photocopies or scans accepted

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

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

## Hourly Wages

|                       | Wage    | Benefits | Total   |
|-----------------------|---------|----------|---------|
| Starting Apprentice:  | \$29.14 | \$0.00*  | \$29.14 |
| Journey-Level Worker: | \$47.00 | \$41.38  | \$88.38 |

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

## Additional Requirements

Physically able to do the work of the trade

Access to reliable transportation - of any kind - that allows apprentice to attend work and classes

Important to have welding certifications

## Program Length

6,000 hours of on-the-job training

## Contact Information

### LOCAL 549

2191 Piedmont Way  
Pittsburg, CA 94565

(925) 427-0826

Randy Thomas, Apprenticeship Coordinator  
trainingoffice@boilermakerslocal549.org

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

### WESTERN STATES APPRENTICESHIP PROGRAM

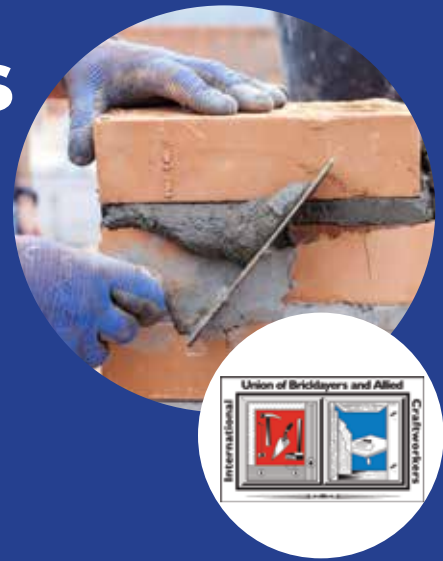
(928) 645-0277

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

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

# Bricklayers & Tile Layers

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



## Minimum Qualifications

18+



**High school diploma, GED or transcripts**

(required only for Tile Layers)



**Driver's license required**



**Photo ID**

(required for Tile Layers)



**Social Security card**



**Must have own vehicle**

## Application Process

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

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

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

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

## Program Length

2-3.5 years depending on craft

## Hourly Wages

|                       | Wage      | Benefits  | Total     |
|-----------------------|-----------|-----------|-----------|
| Starting Apprentice:  | \$19-\$24 | \$10-\$24 | \$29-\$48 |
| Journey-Level Worker: | \$25-\$47 | \$22-\$33 | \$47-\$80 |

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

## Additional Requirements

Must be able to lift 50 pounds continuously

No fear of heights

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

## Contact Information

### MASONRY DEVELOPMENT CENTER

25347 S. Schulte Road  
Tracy, CA 95377

(209) 830-7200

Contact: Josh@bac3train.com

[www.bac3train.com](http://www.bac3train.com)

### NORTHERN CALIFORNIA TILE INDUSTRY TRAINING CENTER

600 Pinnacle Place  
Livermore, CA 94550

(510) 632-8453

Mark Ansell, Training Coordinator  
mansell@bac3tilejatc.com

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

# Carpenters

Represented by Northern California Regional Carpenters and Locals 152, 2236, 713, 22, 9068, 34, 68L, 102, 180, 217, 35, and 405. Crafts cover Carpenters, Drywall-Lathers, Acoustical Installers, Hardwood Floor Layers, Insulators, Scaffold Erectors, Millwrights, Mill Cabinet Makers, Office Modular Installers, Pile Drivers and Shinglers.



## Minimum Qualifications

18+

17 with guardian approval



High school diploma

(see additional requirements)



Driver's license recommended

## Application Process

Applications are accepted year-round

Apply online at [www.ctcnc.org](http://www.ctcnc.org), or contact any training center or local union office for application

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

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

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

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

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

## Program Length

36-48 months depending on craft

## Hourly Wages

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

*Wage and benefit amounts depend on geographic region and craft specialty*

## Additional Requirements

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

## Contact Information

### PLEASANTON TRAINING CENTER

2350 Santa Rita Road  
Pleasanton, CA 94566

(925) 462-9644

### MORGAN HILL TRAINING CENTER

485 Woodview Drive  
Morgan Hill, CA 95037

(408) 778-1552

### FRESNO TRAINING CENTER

1360 N Hulbert Avenue  
Fresno, CA 93728

(559) 266-0273

### FAIRFIELD TRAINING CENTER

800 Chadbourne Road  
Fairfield, CA 94534

(707) 399-2880

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



# Cement Masons

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



## Minimum Qualifications

18+

With proof of age



Valid photo ID



Social Security card



Reliable transportation

## Application Process

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

New apprentices can join the union at any time throughout the year

Bring originals of required documents

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

Have sponsoring contractor sign a Letter of Subscription (given at time of application) to return to union office

Purchase required tools and pay union initiation fee and dues

## Hourly Wages

|                       | Wage    | Benefits | Total   |
|-----------------------|---------|----------|---------|
| Starting Apprentice:  | \$25.48 | \$8.60   | \$34.08 |
| Journey-Level Worker: | \$39.20 | \$25.96  | \$65.10 |

## Additional Requirements

Able to read and write in English

Physically able to do the work

Willing to complete full apprenticeship program and attend school twice a month on Saturdays

## Program Length

36 months

## Contact Information

### NORTHERN CALIFORNIA CEMENT MASONS TRAINING CENTER

2600 Kitty Hawk Road, Suite 115  
Livermore, CA 94551  
(925) 484-2271

### LOCAL 300 SAN MATEO / SAN FRANCISCO OFFICE

150 Executive Park, Suite 1000  
San Francisco, CA 94135  
(415) 468-4411

### LOCAL 300 OAKLAND OFFICE

100 Hegenberger Road, Suite 220  
Oakland, CA 94561  
(510) 430-9492

### LOCAL 400 SAN JOSE OFFICE

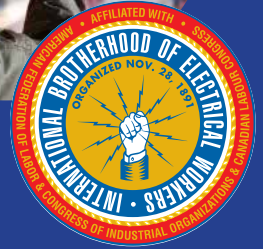
2102 Almaden Road, Suite 118  
San Jose, CA 95125  
(408) 266-9160

### LOCAL 400 VALLEJO OFFICE

404 Nebraska Street  
Vallejo, CA 94590  
(707) 644-8423

# Electrical Workers

Represented by International Brotherhood of Electrical Workers Locals 595, 302, 6, 617, 332, 180 and 1245. IBEW members work in construction, gas and electric utilities, telecommunications, railroads and government agencies. Inside Wire Electricians install and maintain conduits, switches and converters, as well as wire lighting to complex systems incorporating computerization. Residential Wire Workers install electrical systems in homes. Sound and Communication Workers install and maintain low voltage systems including voice/data/video, security, fiber optics and fire safety. Outside Line Workers with Local 1245 build, maintain and repair power lines that carry electricity to homes and businesses.



## Minimum Qualifications

18+

A few locals accept applications at 17



High school diploma, GED or equivalent



California driver's license (by start of apprenticeship)



Valid Photo ID



Clean drug test



Legally eligible to work in US

## Standard Application Process

Apply in person on one of the specific application dates & times – application periods differ by training center

Bring required documents when applying

Pass an exam covering algebra and reading comprehension (only offered to applicants who meet basic requirements)

Pass an oral interview (only offered to applicants who pass exam with qualifying scores)

Names are placed on a ranked list according to scores and called in order for apprenticeship as needed

Pass a drug test prior to employment

## Additional Requirements

Official sealed transcript signed by school registrar showing a grade "C" or better in one year of high school Algebra or one semester of Algebra in college or adult school. Completing an approved math course will also meet this requirement (available online at [www.electricaltrainingalliance.org](http://www.electricaltrainingalliance.org))

Residential Wire Workers do not have a math requirement in some cases

Some locals accept proof of passing higher level math classes in place of Algebra

See next page for training center variations

## Hourly Wages

| <b>Starting Apprentice</b>        | <b>Wage</b> | <b>Benefits</b> | <b>Total</b> |
|-----------------------------------|-------------|-----------------|--------------|
| <i>Inside Wire Workers:</i>       | \$22-\$31   | \$7-\$24        | \$29-\$48    |
| <i>Outside Line Workers:</i>      | \$35.48     | \$11.33         | \$46.81      |
| <i>Sound &amp; Communication:</i> | \$23-\$25   | \$21-\$22       | \$44-\$47    |

| <b>Journey-Level Worker</b>       | <b>Wage</b> | <b>Benefits</b> | <b>Total</b> |
|-----------------------------------|-------------|-----------------|--------------|
| <i>Inside Wire Workers:</i>       | \$52-\$78   | \$23-\$42       | \$75-\$112   |
| <i>Outside Line Workers:</i>      | \$59.14     | \$11.33         | \$70.47      |
| <i>Sound &amp; Communication:</i> | \$42-\$46   | \$21-\$23       | \$64-\$69    |

*Wages and benefit amounts within ranges depend on geographic location*

*Where local unions have a separate classification for Residential Wire Workers, wage and benefit rates are generally lower than those of Inside Wire Workers*

## Program Length

60 months

36 months (Residential and Sound & Communication)

## Contacts & Additional Information

See next page

## Contacts & Additional Information

### **ALAMEDA COUNTY ELECTRICAL TRAINING CENTER (LOCAL 595)**

14600 Catalina Street  
San Leandro, CA 94577

(510) 351-5282

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

Accepts 2-year associate degree in place of high school diploma or GED

Applications are accepted typically once per year in January

### **CALIFORNIA-NEVADA TRAINING CENTER (LOCAL 1245)**

9846 Limonite Avenue  
Riverside, CA 92509

(951) 685-8658

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

Algebra requirement must be completed by the time application is submitted

Algebra requirement may be waived with a minimum of 3,500 hours' work experience in the trade

Must have a valid unrestricted COMMERCIAL driver's license

Must be willing to travel

Online application process only

Applications are accepted year-round

### **CONTRA COSTA TRAINING CENTER (LOCAL 302)**

1255 Muir Road  
Martinez, CA 94553

(925) 228-2302

[www.ibewlu302.com/?zone=/unionactive/view\\_page.cfm&page=Apprenticeship](http://www.ibewlu302.com/?zone=/unionactive/view_page.cfm&page=Apprenticeship)

Applications for Inside Wire Workers are typically accepted in January

Applications must be completed on site and in person, no exceptions

### **SOLANO-NAPA COUNTIES TRAINING CENTER (LOCAL 180)**

720-A Technology Way  
Napa, CA 94558

(707) 251-0315

Jack Paulson, Training Director

[www.jatclu180.org](http://www.jatclu180.org)

Applications are typically taken one week in December and one week in January

### **SAN FRANCISCO TRAINING CENTER (LOCAL 6)**

4056 Mission Street  
San Francisco, CA 94112

(415) 587-2500

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

Applications are open on several days during one month each year, usually in June

### **SAN MATEO COUNTY ELECTRICAL TRAINING CENTER (LOCAL 617)**

625 Industrial Road  
San Carlos, CA 94070

(650) 591-5217

Glenn F. Arvin, Training Director  
[info@smjatc617.com](mailto:info@smjatc617.com)

[www.smjatc617.org](http://www.smjatc617.org)

Must be able to climb ladders, scaffolds, poles and towers

Must be able to work in confined areas such as attics, manholes, and crawlspaces

Must be able to understand instructions and warnings in English

Applications for Inside Wire Workers are typically accepted the last two weeks of April, Monday-Friday between 9:30 am - 12:00 pm - check website for dates

Applications must be completed online, printed and presented in person, no exceptions

### **SANTA CLARA COUNTY ELECTRICAL TRAINING CENTER (LOCAL 332)**

908 Bern Court  
San Jose, CA 95112

(408) 453-1022 ext. 1018

Robert Moreno, Training Director  
[rmoreno@ejatc332.org](mailto:rmoreno@ejatc332.org)

[www.ejatc332.org](http://www.ejatc332.org)

Online applications are open during the first week of each month

### **NORTHERN CALIFORNIA SOUND & COMMUNICATION TRAINING CENTER**

3033 Alvarado Street  
San Leandro, CA 94577

(510) 560-2032

[www.norcal-jatc.com](http://www.norcal-jatc.com)

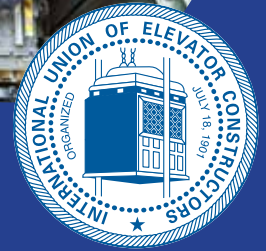
Apply online at any time or in person on specific weekly application days at any of eleven local union offices throughout Northern California - see application announcement on website for days and times at each office

Accepts 2-year associate degree in place of high school diploma or GED

Must be able to understand instructions and warnings in English

# Elevator Constructors

Represented by the International Union of Elevator Constructors Local 8. Elevator Constructors assemble, install, maintain and replace elevators, escalators, chairlifts, moving walkways and similar equipment. Elevator Constructors also maintain and repair equipment once it is in service as well as modernize older equipment.



## Minimum Qualifications

18+



High school diploma,  
GED or equivalent



Valid  
photo ID



Clean drug test  
(pre-employment)

## Application Process

Apply online during an open recruitment period

Applications are generally accepted once every two years for a period of less than a month - check training center website for dates

Upload required documents to online application

Pass Elevator Industry Aptitude Test covering reading comprehension, math, and mechanical aptitude

Applicants scoring at least 70% on aptitude test will be invited to interview

Take tool assessment designed to test knowledge of basic tools and measurements

Ranking on the hiring list is based on overall interview score including tools assessment

## Program Length

60 months

## Hourly Wages

|                       | Wage    | Benefits | Total    |
|-----------------------|---------|----------|----------|
| Starting Apprentice:  | \$36.05 | \$36.65  | \$72.70  |
| Journey-Level Worker: | \$72.10 | \$36.65  | \$108.75 |

## Contact Information

### LOCAL 8

690 Potrero Avenue  
San Francisco, CA 94110

(707) 843-7214

Joel Roberts, Area Coordinator  
joelroberts@neiep.org

[www.iuec8.org](http://www.iuec8.org)

### NATIONAL ELEVATOR INDUSTRY EDUCATIONAL PROGRAM

11 Larsen Way  
Attleboro Falls, MA 02763

(800) 228-8220

Contact: [support@neiep.org](mailto:support@neiep.org)

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

# Heat & Frost Insulators

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



## Minimum Qualifications

18+



High school graduate or equivalent



Valid driver's license

## Application Process

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

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

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

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

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

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

## Program Length

60 months

## Hourly Wages

|                       | Wage    | Benefits | Total   |
|-----------------------|---------|----------|---------|
| Starting Apprentice:  | \$29.41 | \$9.70   | \$39.11 |
| Journey-Level Worker: | \$64.26 | \$33.81  | \$98.07 |

## Additional Requirements

Training classes are conducted in English only

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

## Contact Information

3801 Park Road  
Benicia, CA 94510  
(707) 748-0160

Billy Hodges, Apprentice/Training Coordinator

[www.insulators16.org](http://www.insulators16.org)

# Ironworkers

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



## Minimum Qualifications

18+



**High school diploma, GED or equivalent**  
(not required for Shop Ironworkers)



**Valid driver's license or government issued ID**



**Social Security card**



**Clean drug test**



**Reliable transportation**

## Application Process

### Shop Ironworkers

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

## Program Length (Shop & Field)

48 months

## Hourly Wages (Shop & Field)

|                              | <b>Wage</b> | <b>Benefits</b> | <b>Total</b> |
|------------------------------|-------------|-----------------|--------------|
| <i>Starting Apprentice:</i>  | \$17-\$27   | \$6-\$12        | \$27-\$33    |
| <i>Journey-Level Worker:</i> | \$26-\$48   | \$25-\$29       | \$51-\$76    |

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

## Additional Requirements

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

## Contact Information

### NORTHERN CALIFORNIA SHOP IRONWORKERS TRAINING CENTER (LOCAL 790)

Las Positas College  
3000 Campus Hill Drive  
Livermore, CA 94551

(510) 786-8441

Luis Ventura, Apprenticeship Coordinator  
shop790apprenticeship@yahoo.com

*See next page for Field Ironworkers*



# Field Ironworkers

## Application Process

### Field Ironworkers

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

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

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

Find employment from a list of signatory union contractors

Pass drug test

Attend mandatory apprentice orientation

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

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

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



## Additional Requirements

(Same as Shop Ironworkers)

## Contact Information

### UNIVERSITY OF IRON APPRENTICESHIP TRAINING CENTER

3150 Bayshore Road  
Benicia, CA 94510

(707) 746-7666

Contact: iwapprenticeship@yahoo.com

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

### LOCAL 377 OFFICE

570 Barneveld Avenue  
San Francisco, CA 94124

(415) 285-3880

### LOCAL 377 APPLICATIONS ALSO ACCEPTED AT SANTA CLARA BUILDING TRADES

2102 Almaden Blvd, Room 101  
San Jose, CA 95125

(408) 265-7643

Chris Donnelly, Business Agent/Organizer

[www.ironworkers377.com](http://www.ironworkers377.com)

### LOCAL 378 OFFICE

3150 Bayshore Road  
Benicia, CA 94510

(707) 746-6100

Ken Miller, Business Agent/Organizer  
kenm@iwllocal378.org

[www.iw118.org](http://www.iw118.org)

### LOCAL 118 TRAINING CENTER

3524 51st Avenue  
Sacramento, CA 95823

(916) 428-7420

Raymond Davis, Organizer  
(916) 882-8599

[www.iw118.org](http://www.iw118.org)



# Laborers

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



## Minimum Qualifications

18+



Government issued ID



Clean drug test



Reliable transportation

## Application Process

Apply online

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

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

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

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

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

## Program Length

24 months

## Hourly Wages

|                       | Wage            | Benefits | Total           |
|-----------------------|-----------------|----------|-----------------|
| Starting Apprentice:  | \$20.51-\$21.16 | \$10.69  | \$31.20-\$31.85 |
| Journey-Level Worker: | \$31.55-\$32.55 | \$25.79  | \$57.34-\$58.34 |

Wage and benefit amounts depend on geographic location

## Additional Requirements

Physically able to perform the work

Ability to communicate safely on the jobsite

## Contact Information

### NORTHERN CALIFORNIA LABORERS TRAINING CENTER

1001 Westside Drive  
San Ramon, CA 94583

(925) 828-2513

Contact: [apprenticeship@norcaltc.org](mailto:apprenticeship@norcaltc.org)

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

# Plasterers

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



## Minimum Qualifications

18+



High school diploma,  
GED or equivalent



Valid California  
driver's license



Social Security  
card

## Application Process

Applications are accepted year-round

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

Bring required documents (see above)

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

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

Credit for prior experience is possible

## Program Length

48 months – Plasterers  
36 months – Fireproofers

## Hourly Wages

|                       | Wage    | Benefits | Total   |
|-----------------------|---------|----------|---------|
| Starting Apprentice:  | \$26.12 | \$13.78  | \$39.90 |
| Journey-Level Worker: | \$43.54 | \$33.55  | \$77.09 |

## Contact Information

### SAN FRANCISCO OFFICE

220 S. Spruce Avenue, Suite 120  
San Francisco, CA 94080

(650) 872-8922

### OAKLAND OFFICE

100 Hegenberber Road, Suite 150  
Oakland, CA 94621

(510) 632-0406

### SAN JOSE OFFICE

2102 Almaden Road, Suite 120  
San Jose, CA 95125

(408) 264-4430

### MAIN OFFICE

1555 Overland Court West  
Sacramento, CA 95691

(916) 372-9860

Matthew Ledoux, Training Director  
mattl.ncpjatc@gmail.com

(916) 261-2428

[www.pl66.org/northern-california-plasterers-jatc](http://www.pl66.org/northern-california-plasterers-jatc)

# Operating Engineers

Represented by the International Union of Operating Engineers Local 3. Operating Engineers operate the bulldozers, motor graders, backhoes, paving machinery and cranes that help to form highways, site infrastructure and skylines. They work mines, dig wells, survey sites, pave and grind roads, drill and hoist steel and slabs. They also do the final grading as well as maintain and repair machinery.



## Minimum Qualifications

18+



**High school diploma, GED or transcript**  
(for Surveyors and Inspectors only)



**Valid California driver's license**



**Social Security card**



**Clean drug test**

## Application Process

Complete online orientation and follow instructions to request application

Submit application by posted deadline

Take assessment exam covering mathematics and word knowledge, paragraph comprehension and arithmetic reasoning

Qualified applicants will be placed on a ranked list according to scores and called in order for interviews

Pass two separate interviews

Pass substance abuse test

Complete 6-week initial training, usually held during the period from March-September

## Hourly Wages

|                              | <b>Wage</b> | <b>Benefits</b> | <b>Total</b>    |
|------------------------------|-------------|-----------------|-----------------|
| <i>Starting Apprentice:</i>  | \$25.87*    | \$30.53*        | \$56.40         |
| <i>Inspector:</i>            | \$27.53     | \$30.53         | \$58.06         |
| <i>Surveyor:</i>             | \$20.53     | \$30.53         | \$51.06         |
| <i>Journey-Level Worker:</i> | \$35-\$50** | \$31.63         | \$66.63-\$81.63 |

\*Most apprenticeship branches

\*\*Depending on branch of training

## Additional Requirements

Resident of Northern California by start of apprenticeship

## Program Length

48-60 months depending on branch of training

## Contact Information

### CALIFORNIA TRAINING CENTER

14738 Cantova Way  
Sloughouse, CA 94683

(916) 354-2029

[www.oe3.org/training-california](http://www.oe3.org/training-california)

*See next page for Technical Engineers*

# Operating Engineers

## Technical Engineers Apprenticeship Programs

### Application Process

#### INSPECTORS

Attend mandatory informational orientation (different from standard orientation for other branches) to receive application

Submit application

Pass entry-level vocational assessment test

Pass panel interview

#### SURVEYORS

Fill out initial application online

Pass entrance exam with minimum 80% score

Pass panel interview

Attend 1-week boot camp

### Additional Requirements

Resident of Northern California by start of apprenticeship

Must have solid grasp of English to read technical documents

DMV driving history print-out required

### Contact Information

#### TECHNICAL ENGINEERS APPRENTICESHIP

1620 South Loop Road  
Alameda, CA 94502

(510) 748-7413

Contact: [info@teapprenticeship.org](mailto:info@teapprenticeship.org)

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



# Painters & Allied Trades

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



## Minimum Qualifications

18+



**High school diploma  
or GED recommended  
for all crafts**

(required for Glaziers and Sign Display)



**Valid  
Driver's license**



**Social Security  
card**

## Application Process

Applications are accepted year-round

Call training center in advance to register for testing

Bring required documents and complete application on test date

Pass 1-hour standard math exam

Applicants for Floor Layers must pass a 2-hour test covering shapes and mixed fractions

Pick up signatory contractor list from a local union office

Find employment with a union contractor

Once hired, email signed sponsor letter to [appapp@dc16jattf.org](mailto:appapp@dc16jattf.org)

Within first 6 months of starting a job, new workers will be scheduled for an orientation and apprenticeship classes

## Hourly Wages

|                        | Wage      | Benefits  | Total     |
|------------------------|-----------|-----------|-----------|
| Starting Apprentice:   | \$18-\$21 | \$12      | \$30-\$33 |
| Journey Level Workers: | \$45-\$53 | \$26-\$32 | \$71-\$85 |

*Wage and benefit amounts depend on subcraft*

## Additional Requirements

Applicants with limited English proficiency must take an ESL course at the training center within 6 months of starting the apprenticeship program

Painter applicants must pass a color blindness test

## Program Length

60 months with exception of 48 months for Tapers

## Contact Information

### DISTRICT COUNCIL 16 APPRENTICESHIP PROGRAMS TRAINING CENTER

2020 Williams Street, Suite A  
San Leandro, CA 94577

(510) 785-8467

Alex Beltran, Director of Training  
[apprentice@dc16jattf.org](mailto:apprentice@dc16jattf.org)

[www.dc16apprentice.org](http://www.dc16apprentice.org)

*See next page for Sign and Display*

# Painters & Allied Trades

## Sign and Display Apprenticeship Program

### Application Process

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

Apply in person

Submit completed application and originals of required documents by test date at latest

Pass standard math exam – applicants will receive notice of test date by mail

Pass pre-employment drug test (only those who pass exam)

Pass interview

After selection through interview process, applicants will be scheduled for an orientation within 2 weeks

Apprentices are dispatched to employers by the Union in accordance with hiring hall practices

### Program Length

36 months

### Hourly Wages

|                               | <b>Wage</b> | <b>Benefits</b> | <b>Total</b> |
|-------------------------------|-------------|-----------------|--------------|
| <i>Starting Apprentice:</i>   | \$28.28     | \$23.85*        | \$52.13      |
| <i>Journey Level Workers:</i> | \$47        | \$24.01         | \$71.01      |

*\*Must meet minimum number of work hours to qualify for medical coverage*

### Additional Requirements

Must have valid CA driver's license by time of testing

Diploma or sealed transcripts accepted as proof of graduation from high school or college

Provide 1-page typed resume

Clean drug test

### Contact Information

#### **SIGN, DISPLAY AND ALLIED CRAFTS LOCAL 510 TRAINING CENTER**

400 Talbert Street  
Daly City, CA 94014

(650) 763-5405 ext. 1113

Richard Northam, Training Coordinator  
rnortham@local510.org

[www.local510.org](http://www.local510.org)



# Plumbers & Pipefitters

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



## Minimum Qualifications

18+

A few locals accept applications at 17



High school diploma or GED



Valid driver's license



Clean drug test  
(generally required prior to job placement)

## Standard Application Process

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

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

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

Pass oral interview – passing scores vary by training center

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

## Program Length

60 months

## Hourly Wages

|                       | Wage      | Benefits  | Total       |
|-----------------------|-----------|-----------|-------------|
| Starting Apprentice:  | \$24-\$31 | \$19-\$41 | \$48-\$69   |
| Journey-Level Worker: | \$59-\$76 | \$41-\$47 | \$103-\$124 |

Wage and benefit amounts depend on geographic location

## Additional Requirements

Physically able to perform the work

See next page for training center variations

## Contacts & Additional Information

### TRAINING CENTER (LOCAL 342)

2450 Whitman Road  
Concord, CA 94518

(925) 686-0730

Al Garcia, Training Director  
jatc@ua342.com

[www.ua342.org](http://www.ua342.org)

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

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

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

*Continued on next page*



## Contacts & Additional Information

(continued)

### TRAINING CENTER (LOCAL 159)

1308 Roman Way  
Martinez, CA 94553

(925) 229-0400

Tom Lawson, Business Manager  
Nick Goodwin, Assistant Business Manager

[www.ualocal159.org](http://www.ualocal159.org)

Applications are accepted once a year, typically in April

Apply in person Monday-Friday between 8:30-11:30 am during application period

### TRAINING CENTER (LOCAL 467)

1519 Rollins Road, 2nd Floor  
Burlingame, CA 94010

(650) 692-0442

Stephan Schnell, Director of Training  
[stephan@467jatc.org](mailto:stephan@467jatc.org)

[www.ualocal467.org](http://www.ualocal467.org)

Applications are accepted once a year, usually over a two-week period in March

Apply in person Monday-Friday between 2:00-4:00 pm during application period

From a list of union contractors, find a job and secure sponsorship into the apprenticeship program

Must bring official, sealed (unopened) high school or college transcript showing two (2) semesters of mathematics with a passing grade of "C" or higher

### TRAINING CENTER (LOCAL 355)

426 Alabama Street  
Vallejo CA, 94590

(707) 644-0355

Contact: [UA355.JATC@gmail.com](mailto:UA355.JATC@gmail.com)

**website under construction**

Applications are accepted year-round, Monday-Friday between 8:00 am - 5:00 pm in person, or online at any time

Local 355 has no specific educational requirements

### TRAINING CENTER (LOCAL 393)

780 Commercial Street  
San Jose, CA 95112

(408) 453-6330

Contact Person: Kimberly Nakamoto  
[kimberly@pttc.edu](mailto:kimberly@pttc.edu)

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

Online applications are accepted over a two-week period, usually in March

No interview step for Local 393

Applicants are ranked and dispatched in order based on test scores as needed to meet industry need

Contractor sponsorship is required for HVAC applicants to enter the apprenticeship

College diploma accepted in place of high school or GED

### TRAINING CENTER (LOCAL 38)

2660 Newhall Street  
San Francisco, CA 94124

(415) 562-3838

Steve Mazzola, Training Director  
[smazzola@ualocal38.org](mailto:smazzola@ualocal38.org)

[www.ualocal38.org](http://www.ualocal38.org)

Application are accepted every 2 years, typically in June

Exams are conducted every two years

### TRAINING CENTER (LOCAL 343)

220 Peabody Road  
Vacaville, CA 95687

(707) 557-0509

Nichole Camara, Co-Director  
[ncamara@local343.org](mailto:ncamara@local343.org)

Greg Simon, Co-Director  
[gsimon@local343.org](mailto:gsimon@local343.org)

[www.local343.org](http://www.local343.org)

Apply in person

Application dates vary – call Training Center to inquire

Sealed high school transcript accepted if applicant does not have a high school diploma

# Roofers & Waterproofers

Represented by the United Union of Roofers, Waterproofers & Allied Workers Locals 40 (San Francisco), 81 (Oakland) and 95 (Santa Clara). Roofers and Waterproofers install new roofs, damp and waterproofing systems, air barrier systems or products whenever the primary function is to prevent the intrusion or migration of moisture. Members work primarily on commercial and industrial structures using a variety of materials. Waterproofing systems are often installed below grade.



## Minimum Qualifications

18+



**Driver's license**  
(not required but helpful to have)



**Social Security number**



**Reliable transportation**

## Application Process

Applications are accepted year-round

Apply in person at any of the 3 local union halls

Applicants will be given a list of signatory contractors to solicit for employment and sponsorship into the apprenticeship program

Once hired, employer will notify the union and union will submit a dispatch prior to apprentice starting work

New hires must work a minimum of 400 hours over 4 months before starting apprenticeship classes

Applicants can request credit for prior experience in roofing and waterproofing - contact office for more information

## Additional Requirements

Willing to work at heights

Math skills help apprentices succeed

Physically capable of doing the work

Positive work ethic and internal drive

Positive attitude

## Contact Information

See next page

## Program Length

42 months

## Hourly Wages

|                              | <b>Wage</b>     | <b>Benefits</b> | <b>Total</b>    |
|------------------------------|-----------------|-----------------|-----------------|
| <i>Starting Apprentice:</i>  | \$20.04-\$21.79 | \$8.85-\$15.09  | \$28.89-\$36.88 |
| <i>Journey-Level Worker:</i> | \$40.52-\$41.85 | \$19.36-\$20.69 | \$59.88-\$62.54 |

*Wage and benefit amounts depend on area*

## Contacts & Additional Information

### **BAY AREA ROOFING AND WATERPROOFING APPRENTICESHIP PROGRAM**

420 Leisure Street  
Livermore, CA 94551

(510) 628-3650

Dan Smith, Director  
Dan@rwprogram.com

[www.rwprogram.com](http://www.rwprogram.com)

### **ROOFERS LOCAL 40**

150 Executive Park Blvd  
Suite 3625  
San Francisco, CA 94134

(415) 508-0261

(Residents of San Francisco or San Mateo  
Counties apply here)

### **ROOFERS LOCAL 81 UNION OFFICE**

8400 Enterprise Way  
Suite 122  
Oakland, CA 94621

(510) 632-0505

(Residents of Alameda, Contra Costa, Lake,  
Marin, Mendocino, Napa, Solano or Sonoma  
Counties apply here)

### **ROOFERS LOCAL 95 UNION OFFICE**

2330-A Walsh Avenue  
Building "G"  
Santa Clara, CA 95051

(408) 987-0435

(Residents of Monterey, San Benito, Santa Clara  
or Santa Cruz Counties apply here)



# Sheet Metal Workers

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



## Minimum Qualifications

18+

17 with legal guardian signature



High school diploma, GED, or AA or higher college degree



Driver's license required (at time of dispatch)



Photo ID at time of application

## Application Process

Apply online at any time at [www.smw104training.org](http://www.smw104training.org)

Submit required documents after applying

Call or email to schedule math test

Pass math test with a score of 80% or better

Pass a set of aptitude tests in spatial relations and verbal, numerical, mechanical, and abstract reasoning

Take optional classes for extra ranking points

Applicants are ranked and accepted in order based on aggregate scores and contractor needs

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

## Program Length

60 months

## Hourly Wages

|                       | Wage    | Benefits | Total    |
|-----------------------|---------|----------|----------|
| Starting Apprentice:  | \$27.62 | \$26.32  | \$53.94  |
| Journey-Level Worker: | \$64.06 | \$46.83  | \$110.89 |

## Additional Requirements

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

## Contact Information

### PRIMARY CONTACT PERSON:

Henry Funcke, Outreach Coordinator

Office (707) 863-0416

Mobile (510) 326-7378

[www.smw104training.org](http://www.smw104training.org)

### WEST BAY AND NORTH BAY COUNTIES TRAINING CENTER

4350 Central Place, Suite A  
Fairfield, CA 94534

(510) 483-9036

Contact Person: Edith Gomez  
EGomez@smw104jatc.org

### EAST BAY COUNTIES TRAINING CENTER

1700 Marina Boulevard  
San Leandro, CA 94577

(510) 483-9036

### SANTA CLARA COUNTY TRAINING CENTER

2350 Lundy Place  
San Jose, CA 95131

(408) 263-1712

# Sprinkler Fitters

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



## Minimum Qualifications



**With proof of age**



**High school diploma or GED certificate**



**Valid driver's license**  
(at time of program acceptance)



**Legally authorized to work in the United States**



**Must have a vehicle**

## Application Process

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

Apply in person on an open application date

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

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

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

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

Hiring is typically done in January and August each year

## Additional Requirements

Physically fit to do the work of the trade

Willing to work anywhere within the 9 Bay Area counties

## Contact Information

### TRAINING CENTER

2549 Barrington Court  
Hayward, CA 94545

(510) 782-9483

Steve Fox, Training Director

[www.sprinklerfitters483.org](http://www.sprinklerfitters483.org)

## Program Length

60 months

## Hourly Wages

|                              | <b>Wage</b> | <b>Benefits</b> | <b>Total</b> |
|------------------------------|-------------|-----------------|--------------|
| <i>Starting Apprentice:</i>  | \$27.32     | \$13.46         | \$40.78      |
| <i>Journey-Level Worker:</i> | \$68.31     | \$33.63         | \$101.94     |

# Stationary Engineers

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



## Minimum Qualifications

18+



**Proof of high school graduation, state high school proficiency certificate or GED equivalent**



**Official photo ID**  
(school or California driver's license)

## Application Process

File an application for examination in person within specified time period

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

Qualified applicants will be assigned a test date

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

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

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

## Program Length

48 months

## Hourly Wages

|                              | <b>Wage</b> | <b>Benefits</b> | <b>Total</b> |
|------------------------------|-------------|-----------------|--------------|
| <i>Starting Apprentice:</i>  | \$37.06     | \$25.00         | \$62.06      |
| <i>Journey-Level Worker:</i> | \$55.32     | \$25.00         | \$80.32      |

*Rates depend on geographic location, craft specialty and specific contract*

## Contact Information

560 Barneveld Avenue  
San Francisco, CA 94124

(415) 285-3939

James Anderson, Apprenticeship Coordinator  
janderson@local39.org

[www.local39training.org](http://www.local39training.org)



# Teamsters

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



## Minimum Qualifications

18+



High school diploma,  
GED or equivalent



Clean drug  
test

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## Transportation, Distribution and Logistics (TDL) Apprenticeship Program

### Application Process

Call training committee for application

Fill out application

Pass written test

Pass drug test

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

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

### Program Length

12 months

### Additional Requirements

Able to perform all work of the trade with reasonable accommodation

### Contact Information

#### **NORTHERN CALIFORNIA TEAMSTERS TRANSPORTATION, DISTRIBUTION AND LOGISTICS JOINT APPRENTICESHIP COMMITTEE**

7750 Pardee Lane  
Oakland, CA 94621

Stu Helfer  
(916) 354-2122 ext. 2

The Teamsters Master Construction Contract also provides a trainee pathway into construction careers. Contact the number above for more information



# Community Resources

## Construction Math Test Preparation Courses

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

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

### **Oakland Adult School**

McClymonds High School  
2607 Myrtle Street  
Oakland, CA 94607

[www.ousd.org/oace](http://www.ousd.org/oace)

(510) 273-2310

### **Pittsburg Adult School**

1151 Stoneman Avenue  
Pittsburg, CA 94565

[www.pittsburg.k12.ca.us/paec](http://www.pittsburg.k12.ca.us/paec)

(925) 473-2400

### **San Mateo Adult School**

789 E. Poplar Avenue  
San Mateo, CA 94401

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

(650) 558-2100

### **West Contra Costa Adult School**

2600 Mission Bell Drive  
San Pablo, CA 94806

[www.wccae.info](http://www.wccae.info)

(510) 231-1453

### **Benicia Adult Education**

350 E. K Street  
Benicia, CA 94510

[www.beniciaunified.org/departments/adult-education](http://www.beniciaunified.org/departments/adult-education)

(707) 747-8367

### **San Leandro Adult School**

1448 Williams Street  
San Leandro, CA 94577

[www.slusd.us/sladultschool](http://www.slusd.us/sladultschool)

(510) 667-6287

### **Vallejo Adult School**

333 Tennessee Street  
Vallejo, CA 94590

[www.vas-vcusd-ca.schoolloop.com](http://www.vas-vcusd-ca.schoolloop.com)

(707) 556-8850

## Other Community Resources

### **Tradeswomen Inc.**

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

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

(510) 891-1243

### **West Oakland Job Resource Center**

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

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

(510) 419-0509

# Notes

# Notes

**This guidebook was researched  
and compiled by**

**Kirsten Cross, CTWI Director of Programs**

**and**

**Designed by Sarah Ahern**

*sarah.ahern@gmail.com*



Construction Trades Workforce Initiative

**The Non-profit Partner  
of the Building & Construction  
Trades**



**Bay Area  
Apprenticeship Coordinators  
Association**

[www.ctwi-btca.org](http://www.ctwi-btca.org)