



# ApprenticeshipArizona



## Registered Apprenticeship Standards

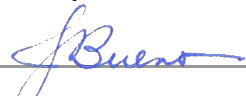
- National Program Standards   
  National Guidelines for Apprenticeship Standards  
 Local Apprenticeship Standards

***Salt River Project Apprenticeship and Training Committee (ATC)***  
*Occupation(s): For All Occupations Listed In These Standards*

**O\*NET-SOC Code(s): See Appendix A**

**RAPIDS Code(s): See Appendix A**

Developed in Cooperation with the  
 U.S. Department of Labor  
 Office of Apprenticeship  
 Approved by the  
 Arizona Apprenticeship Office  
 Registration Agency  
 Registered By: \_\_\_\_\_  
 (For Government Use Only)  
 Signature: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Arizona Apprenticeship Office \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Registration Number: \_\_\_\_\_

Certified By: Joann Bueno  
 (For Government Use Only)  
 Signature:   
 Title: Interim State Apprenticeship Director  
 Date: December 22, 2023  
 Registration Number: AZ005060007  
 Check here if these are revised Standards



# ApprenticeshipArizona



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## SECTION I – STANDARDS OF APPRENTICESHIP 29 CFR § 29.5

### A. Responsibilities of the sponsor: Apprenticeship and Training Committee (ATC)

Apprenticeship and Training Committee (ATC)(Sponsor) must conduct, operate, and administer this program in accordance with all applicable provisions of Title 29 Code of Federal Regulations (CFR) part 29, subpart A and part 30, and all relevant guidance issued by the Arizona Apprenticeship Office (AAO). The sponsor must fully comply with the requirements and responsibilities listed below and with the requirements outlined in the document “Requirements for Apprenticeship Sponsors Reference Guide.”

Sponsors shall:

1. Ensure adequate and safe equipment and facilities for training and supervision and provide safety training for apprentices on-the-job and in related instruction.
2. Ensure there are qualified training personnel and adequate supervision on the job.
3. Ensure that all apprentices are under written apprenticeship agreements incorporating, directly or by reference, these Standards and the document “Requirements for Apprenticeship Sponsors,” and that meets the requirements of 29 CFR § 29.7. Form ETA 671 may be used for this purpose and is available upon logging into RAPIDS.
4. Register all apprenticeship Standards with the Arizona Apprenticeship Office.
5. Submit apprenticeship agreements within 45 days of enrollment of apprentices.
6. Arrange for periodic evaluation of apprentices’ progress in skills and technical knowledge, and maintain appropriate progress records.
7. Notify the Arizona apprenticeship Office within 45 days of all suspensions for any reason, reinstatements, extensions, transfers, completions and cancellations with explanation of causes. Notification may be made in RAPIDS or using the contact information in Section K.
8. Provide each apprentice with a copy of these Standards, Requirements for Apprenticeship Sponsors Reference Guide, Appendix A, and any applicable written rules and policies, and require apprentices to sign an acknowledgment of their receipt. If the sponsor alters these Standards or any Appendices to reflect changes it has made to the apprenticeship program, the sponsor will obtain approval of all modifications from the Registration Agency, then provide apprentices a copy of the updated Standards and Appendices and obtain another acknowledgment of their receipt from each apprentice.
9. Adhere to Federal, State, and Local Law Requirements -- The Arizona Apprenticeship Office’s registration of the apprenticeship program described in these Standards of Apprenticeship on either a nationwide basis (under the National Program Standards of Apprenticeship) or within Arizona State, and the registration of individual apprentices under the same program, does not exempt the program sponsor, and/or any employer(s) participating in the program, and/or the individual apprentices registered under the program from abiding by any applicable Federal, State, and local laws or regulations relevant to the occupation covered by these Standards, including those pertaining to occupational licensing requirements and minimum wage and hour requirements.



10. The program's Standards of Apprenticeship must also conform in all respects with any such applicable Federal, State, and local laws and regulations. Any failure by the program to satisfy this requirement may result in the initiation of deregistration proceedings for reasonable cause by the Arizona Apprenticeship Office under 29 CFR § 29.8.

**B. Structure of the Apprenticeship and Training Committee (ATC)**

1. Regular members of the ATC will be selected from the groups they represent.
2. Membership will be composed of Manager and Director representatives of the trade's organization.
3. The Senior Director who is the majority stakeholder of the trades represented will serve as ATC Chairman.
4. ATC members may appoint alternates to represent them at ATC Meetings.
5. The Apprenticeship office shall be notified of new appointments and removals from the responsible parties.

**C. Administrative Procedures (ATC)**

1. The Apprenticeship Administrator will work with the ATC Chairman to determine the time and place of regular meetings. Meetings will be held as frequently as needed to effectively manage the program. Written minutes of the meetings will be kept.
2. The Chairman has the power to vote on issues affecting the Apprenticeship.
3. A quorum of two-thirds membership is required for an ATC vote. Appointed alternates will have voting rights.
4. Decisions will be made by majority vote.

**D. Responsibilities of the Apprenticeship and Training Subcommittee (ATSC)**

The primary functions of an ATSC are to coordinate and supervise the training and assist in the selection of Apprentices in its trade(s). These functions are delegated as needed to the ATSCs by the ATC and are detailed in ATC Policies and Procedures.

**E. Structure of the Apprenticeship and Training Subcommittee (ATSC)**

1. ATSCs shall be made up of supervision and employee membership. The size of each committee is determined by their trade's management.
2. ATSCs may collectively appoint chairs or co-chairs/vice-chairs.
3. Management determine ATSC Membership and may delegate appointments to their ATSC.
4. The Apprenticeship office must be given written notification of new appointments and removals from the responsible parties.
5. The ATC must approve the creation of new ATSCs.

**F. Administrative Procedures (ATSC)**

1. The Apprenticeship Administrator will work with ATSC Chairs/Co-chairs to determine the time and place of regular meetings. Meetings will be held as frequently as needed to effectively manage the individual trade program(s). Written minutes of the meetings will be kept.
2. ATSC Chairs/Co-chairs/Vice-Chairs (including ATC Representative Members) shall have the power to vote on issues affecting the Apprenticeship.
3. A quorum of two-thirds membership is required for an ATSC vote. Appointed alternates will have voting rights.
4. Decisions will be made by majority vote.

**G. Responsibilities of the Apprenticeship Administrator**

The primary responsibilities of the Apprenticeship Administrator are to administer and coordinate the functions of the Apprenticeship program and act on behalf of the ATC, applying its Standards, policies and procedures. The Apprenticeship Administrator acts as a non-voting member of the ATC, ensuring ATC compliance with State and Federal Rules and Regulations, and serving as a liaison for the ATC, ATSCs and Apprentices regarding program matters.



## H. Minimum Qualifications - 29 CFR § 29.5(b)(10)

An apprentice must be at least 18 years of age, except where a higher age is required by law, and must be employed to learn an apprenticeable occupation:

- ☒ **There is an educational requirement of:** A high school diploma, General Educational Development (GED) equivalency or other high school equivalency credential is required. Applicants must provide transcript(s) for high school or a GED certificate or other high school equivalency credential if applicable. Post-secondary educational prerequisites may be required for an opening and may vary by trade. Prerequisites will be required of all applicants of an opening equally. All prerequisites will be approved by the ATC or delegate ATSCs. See most recent ATC Apprenticeship Selection Procedures for most recent education requirements.
- ☒ **There is a physical requirement of:** Applicants will be physically capable of performing the essential functions of the Apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others. For trades where SRP requires a journeyworker to have a passing physical agility test, applicants will also be required to pass a physical agility test. For trades where only a functional assessment acknowledgment form is required from a journeyworker, the applicant will only be required to complete the acknowledgment form. All applicants may be required to complete a fitness test and screen for the current illegal use of drugs prior to being employed and on or prior to acceptance into the Apprenticeship program. See most recent ATC Apprenticeship Selection Procedures for most recent physical requirements.
- ☒ **The following aptitude test(s) will be administered:** See most recent ATC Apprenticeship Selection Procedures for most recent aptitude test requirements.
- ☒ **A valid driver's license is required.**
- ☒ **Other:** External applicants for the Relay Tester and Supervisory Control and Data Acquisition Technician Apprenticeship are subject to the SRP pre-employment screening process and must be considered eligible for employment by SRP to qualify for selection. See most recent ATC Apprenticeship Selection Procedures for most recent education requirements.

## I. Apprenticeship Approach and Term - 29 CFR § 29.5(b)(2)

The apprenticeship program(s) will select an apprenticeship training approach. The approach is notated in Appendix A, APPRENTICESHIP APPROACH.

## J. Work Process Schedule and Related Instruction Outline - 29 CFR § 29.5(b)(4)

During the Apprenticeship, the Apprentice will receive OJT to gain work experience in all phases of the occupation necessary for developing the skill and proficiency of a skilled Journeyworker. The OJT will be under the direction and guidance of the Apprentice's Supervisor. Apprentices may be rotated to various SRP facilities and Departments as needed to receive the necessary exposure to different aspects and practices.

Every apprentice is required to participate in related instruction in technical subjects related to the occupation. Apprentices may not be paid for hours spent attending related instruction classes. The Work Process Schedule and Related Instruction Outline are outlined in Appendix A.

## K. Credit for Previous Experience - 29 CFR § 29.5(b)(12)

Apprentice applicants seeking credit for previous experience gained outside the apprenticeship program must furnish such transcripts, records, affidavits, etc. that may be appropriate to substantiate the claim. *The ATC* will evaluate the request for credit and decide during the apprentice's probationary period.



**L. Probationary Period - 29 CFR § 29.5(b)(8) and (20)**

Every applicant selected for apprenticeship will serve a probationary period which may not exceed 25 percent of the length of the program or 1 year whichever is shorter. The probationary period is notated in Appendix A, PROBATIONARY PERIOD.

**M. Ratio of Apprentices to Journeyworkers - 29 CFR § 29.5(b)(7)**

Every apprenticeship program is required to provide an apprenticeship ratio of apprentices to journeyworkers for adequate supervision. The ratio is notated in Appendix A, RATIO OF APPRENTICES TO JOURNEYWORKERS.

**N. Apprentice Wage Schedule - 29 CFR § 29.5(b)(5)**

Apprentices must be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate. The progressive wage schedule is notated in Appendix A, APPRENTICE WAGE SCHEDULE.

**O. Equal Employment Opportunity and Affirmative Action**

**1. Equal Opportunity Pledge - 29 CFR §§ 29.5(b)(21) and 30.3(c)(1)**

*The ATC* will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), sexual orientation, genetic information, or because they are an individual with a disability or a person 40-years old or older.

*The ATC* will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

**2. Affirmative Action Program - 29 CFR §§ 29.5(b)(21), 30.4-30.9**

*The ATC* acknowledges that it will adopt an affirmative action plan in accordance with 29 CFR §§ 30.4-30.9 (required for sponsors with five or more registered apprentices by two years from the date of the sponsor's registration or by two years from the date of registration of the program's fifth (5<sup>th</sup>) apprentice). Information and technical assistance materials relating to the creation and maintenance of an affirmative action plan will be made available to a program sponsor.

**3. Selection Procedures - 29 CFR § 30.10**

Every sponsor will adopt selection procedures for their apprenticeship programs, consistent with the requirements set forth in 29 CFR § 30.10(b). The selection procedures for each occupation for which the sponsor intends to train apprentices are notated in Appendix A, SELECTION PROCEDURES.

**P. Complaint Procedures - 29 CFR §§ 29.5(b)(22), 29.7(k), 29.12, and 29 CFR § 30.14**

If an applicant or an apprentice believes an issue exists that adversely affects the apprentice's participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or Standards, the applicant or apprentice may seek relief. Nothing in these complaint procedures precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. Below are the methods by which apprentices may send a complaint:



- 1. Complaints regarding discrimination.** Complaints must contain the complainant's name, address, telephone number, and signature, the identity of the respondent, and a short description of the actions believed to be discriminatory, including the time and place. Generally, a complaint must be filed within **300** days of the alleged discrimination. You may also be able to file complaints directly with the EEOC, or State fair employment practices agency.
- 2. Other General Complaints.** The sponsor will hear and attempt to resolve the matter locally if written notification from the apprentice is received within *15* days of the alleged violation(s). The sponsor will make such rulings as it deems necessary in each individual case within *30* days of receiving the written notification:
- 3. All complaints should be directed to the following contact:**

Name: *Tran Gutierrez, Apprenticeship Administrator*  
Address: *PO Box 52025, PER201*  
*Phoenix, AZ 85072*  
Telephone Number: *(602)236-2118*  
Email Address: *Tran.Gutierrez@srpnet.com*

Any complaint described above that cannot be resolved by the program sponsor to the satisfaction of all parties may be submitted to the Registration Agency provided below in Section Q.

#### **Q. Registration Agency General Contact Information 29 CFR § 29.5(b)(17)**

The Registration Agency is the Arizona Apprenticeship Office. General inquiries, notifications and requests for technical assistance may be submitted to the Registration Agency using the contact information below:

Name: ***Arizona Apprenticeship Office***  
Address: ***1789 West Jefferson St***  
***Phoenix, Arizona 85007***  
Telephone Number: \_\_\_\_\_  
Email Address: ***azapprenticeship@azdes.gov***

#### **R. Reciprocity of Apprenticeship Programs 29 CFR § 29.13(b)(7)**

States must accord reciprocal approval for Federal purposes to apprentices, apprenticeship programs and standards that are registered in other States by the Office of Apprenticeship or a Registration Agency if such reciprocity is requested by the apprenticeship program sponsor.

Program sponsors seeking reciprocal approval must meet the wage and hour provisions and apprentice ratio standards of the reciprocal State.

#### **S. Responsibilities of the Apprentice**

Apprentices, having read these standards formulated by the ATC, agree to all the terms and conditions contained herein and agree to abide by the ATC and applicable ATSC's policies and procedures, including any amendments, and to serve such time, perform such manual training, and study such subjects as the ATC and ATSC may deem necessary to become a skilled Journeyworker.





In signing the Apprenticeship agreement, Apprentices assume the following responsibilities and obligations under the Apprenticeship program:

1. Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by the ATC and applicable ATSC.
2. Develop and practice safe working habits and work in such a manner as to assure their personal safety and that of fellow workers.
3. Work for Salt River Project for the duration of the Apprenticeship, unless the Apprenticeship agreement is terminated by the ATC.
4. Refrain from bidding on employment vacancies without prior approval of the ATC.

## SECTION II - APPENDICES AND ATTACHMENTS

- Appendix A** – *Work Process Schedule, Related Instruction Outline, Apprentice Wage Schedule, Ratio of Apprentices to Journeyworkers, Type of Occupation, Term of Apprenticeship, Selection Procedures, and Probationary Period*
- Appendix B** – *ETA 671 - Apprenticeship Agreement and Application for Certification of Completion of Apprenticeship*
- Appendix C** – *Affirmative Action Plan*

## SECTION III - VETERANS' EDUCATIONAL ASSISTANCE AS MANDATED BY PUBLIC LAW 116-134 (134 STAT. 276)

Pursuant to section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 276), by signing these program Standards, the program sponsor official whose name is subscribed below assures and acknowledges to the Arizona Apprenticeship Office the following regarding certain G.I. Bill and other VA-administered educational assistance referenced below (and described in greater detail at the VA's website at: <https://www.va.gov/education/eligibility>) for which current apprentices and/or apprenticeship program candidates may be eligible:

- (1) The program sponsor is aware of the availability of educational assistance for a veteran or other eligible individual under chapters 30 through 36 of title 38, United States Code, for use in connection with a registered apprenticeship program;
- (2) The program sponsor will make a good faith effort to obtain approval for educational assistance described in paragraph (1) above for, at a minimum, each program location that employs or recruits an veteran or other eligible individual for educational assistance under chapters 30 through 36 of title 38, United States Code; and
- (3) The program sponsor will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in paragraph (1) above for the purpose of avoiding making a good faith effort to obtain approval as described in paragraph (2) above.

**NOTE:** The aforementioned requirements of Public Law 116-134 shall apply to “any program applying to become a registered apprenticeship program on or after the date that is 180 days after the date of enactment of this Act” (i.e., September 22, 2020). Accordingly, apprenticeship programs that were registered by a Registration Agency before September 22, 2020, are not subject to these requirements.



## SECTION IV - SIGNATURES

### OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

The undersigned sponsor hereby subscribes to the provisions of the foregoing Apprenticeship Standards formulated and registered by *Salt River Project Apprenticeship and Training Committee*, on this **6th** day of **December 2023**. The signatories acknowledge that they have read and understand the document titled "Requirements for Apprenticeship Sponsors Reference Guide" and that the provisions of that document are incorporated into this agreement by reference unless otherwise noted.

*Signature of Sponsor (designee)*

*Tran Gutierrez*

*Printed Name*

*Signature of Sponsor (designee)*

*Chris W Campbell*

*Printed Name*

## SECTION V - DISCLOSURE AGREEMENT—FOR NATIONAL PROGRAM STANDARDS AND LOCAL STANDARDS ONLY (Optional)

OA & AAO routinely makes public *general information* relating to Registered Apprenticeship programs. General information includes the name and contact information of the sponsor, the location of the program, and the occupation(s) offered. **OA routinely publicly releases the contents of applications for National Guidelines for Apprenticeship Standards.**

In addition, sponsors submitting National Program Standards or Local Standards have the option of allowing OA & AAO to share publicly the contents of a sponsor’s application for registration to assist in building a high-quality National Apprenticeship System. This may include a copy of the Standards, Appendix A, and Appendix D (as applicable), but not completed versions of ETA Form 671 or Appendix C “Affirmative Action Plan” because those documents are submitted after a sponsor’s application is approved and the program is registered. ***Please note that OA & AAO will consider a sponsor’s application as releasable to the public unless the sponsor requests non-disclosure by signing below.***

I, ***Tran Gutierrez***, acting on behalf of ***the Salt River Project Apprenticeship and Training Committee*** request that OA & AAO ***not*** publicly disclose this application, other than general information about the program, as described above as it is considered confidential commercial information and steps are taken to preserve it. Further, I understand that if OA & AAO receives a request for this application pursuant to 5 U.S.C. 552, we may be contacted to support OA & AAO’s withholding of the information, including in litigation, if necessary. I understand that my request that OA & AAO not publicly disclose this application will remain in effect, including with respect to subsequent amendments to this application, unless and until I notify OA & AAO otherwise.

*Signature of Sponsor (designee)*

*Tran Gutierrez*

*Printed Name*

*12/06/2023*

*Date*





# ApprenticeshipArizona



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## Appendix A

**WORK PROCESS SCHEDULES**

**AND**

**RELATED INSTRUCTION OUTLINES**

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## Appendix A-1

### WORK PROCESS SCHEDULE

**Load Dispatcher (Distribution System Operator)**  
**O\*NET-SOC CODE: 51-8012.00      RAPIDS CODE: 1047**

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. APPRENTICESHIP APPROACH

- Time-based
                         
  Competency-based
                         
  Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 4 years with an OJL attainment of 8,000 hours, supplemented by the minimum required 576 hours of related instruction.

#### 3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice(s) to 1 Journeyworker(s).

#### 4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is:

\$55.31 (Base Rate).

4th Step (3000 hours) 94%. 3rd Step (2000 hours) 87%. 2nd Step (2000 hours) 81%.

1st Step (1000 hours) 76%.

#### 5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 52 weeks.

#### 6. SELECTION PROCEDURES

The ATC will select Apprentices in the following manner:

- Openings for the Load Dispatcher (Distribution System Operator) Apprenticeship will be available to SRP's pool of existing employees.
- Apprentices must be selected through the ATC Operator/Dispatcher Selection Procedure and are subject to all Qualifications.

The most up-to-date ATC Operator/Dispatcher Selection Procedure is available upon request from the SRP Apprenticeship Office.



## Appendix A-1

### ON-THE-JOB LEARNING OUTLINE

**Load Dispatcher (Distribution System Operator)**  
O\*NET-SOC CODE: 51-8012.00      RAPIDS CODE: 1047

Category	Work Process	Approximate Hours
A	GIS Technician (Mapping, Posting redlines, Maintaining & Updating GIS)	1000
B	Coordinator (Dispatching Troubleshooters, Emergency Calls, Blue Stake, Analyze Trouble Calls)	2000
C	Specialist (Schedule Crews, Maintain DOC Area Loading, Logging)	2000
D	Distribution System Operator (Monitor Real-time Loading, Direct Crew Switching, Logging, Emergency Response)	3000
	<b>Total</b>	<b>8000</b>

**TOTAL MINIMUM HOURS 8,000**



## Appendix A-1

### RELATED INSTRUCTION OUTLINE

**Load Dispatcher (Distribution System Operator)**  
**O\*NET-SOC CODE: 51-8012.00 RAPIDS CODE: 1047**

Related Instruction	Required Hours
Distribution System Operator Apprentice Curriculum Year 1	144
Distribution System Operator Apprentice Curriculum Year 2	144
Distribution System Operator Apprentice Curriculum Year 3	144
Distribution System Operator Apprentice Curriculum Year 4	144
<b>TOTAL</b>	<b>576</b>
<b>The above schedule is subject to adjustment and recognized as sufficiently flexible to be changed if accumulated experience indicates that changes will be to the advantage of the Sponsor and the Apprentice.</b>	

**TOTAL MINIMUM HOURS 576**



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## Appendix A-2

**WORK PROCESS SCHEDULES**

**AND**

**RELATED INSTRUCTION OUTLINES**

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## Appendix A-2

### WORK PROCESS SCHEDULE

#### Load Dispatcher (Transmission/Generation Operations Dispatcher) O\*NET-SOC CODE: 51-8012.00 RAPIDS CODE: 1047

This schedule is attached to and a part of these Standards for the above identified occupation.

#### APPRENTICESHIP APPROACH

- Time-based
  Competency-based
  Hybrid

#### TERM OF APPRENTICESHIP

The term of the apprenticeship is 4 years with an OJL attainment of 8,000 hours, supplemented by the minimum required 576 hours of related instruction.

#### RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice(s) to 1 Journeyworker(s).

#### APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is:  
\$58.09 (Base Rate).

4th Step (1,000 hours) 89%. 3rd Step (3,000 hours) 83%. 2nd Step (2,000 hours) 77%. 1st Step (2,000 hours) 72%.

#### PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 52 weeks.

#### SELECTION PROCEDURES

The ATC will select Apprentices in the following manner:

- Openings for the Load Dispatcher (Transmission/Generation Operations Dispatcher) Apprenticeship will be available to SRP's pool of existing employees.
- Apprentices must be selected through the ATC Operator/Dispatcher Selection Procedure and are subject to all Qualifications.

The most up-to-date ATC Operator/Dispatcher Selection Procedure is available upon request from the SRP Apprenticeship Office.





## Appendix A-2

### ON-THE-JOB LEARNING OUTLINE

**Load Dispatcher (Transmission/Generation Operations Dispatcher)**  
**O\*NET-SOC CODE: 51-8012.00 RAPIDS CODE: 1047**

Category	Work Process	Approximate Hours
A	Balancing Authority (BA) Operator Qualification	2,000
B	Transmission Operator (TOP) Qualification	2,000
C	NERC Certification and Operations Support Rotation	3,000
D	Grid Operations Supervisor Rotation	1,000
	<b>Total</b>	<b>8000</b>

**TOTAL MINIMUM HOURS 8,000**



## Appendix A-2

### RELATED INSTRUCTION OUTLINE

**Load Dispatcher (Transmission/Generation Operations Dispatcher)  
O\*NET-SOC CODE: 51-8012.00 RAPIDS CODE: 1047**

Related Instruction	Required Hours
TGO Apprentice Curriculum Rotation 1	144
TGO Apprentice Curriculum Rotation 2	144
TGO Apprentice Curriculum Rotation 3	144-214
TGO Apprentice Curriculum Rotation 4	140
<b>TOTAL</b>	<b>576 - 642</b>
<b>The above schedule is subject to adjustment and recognized as sufficiently flexible to be changed if accumulated experience indicates that changes will be to the advantage of the Sponsor and the Apprentice.</b>	

**TOTAL MINIMUM HOURS 576**



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## Appendix A-3

**WORK PROCESS SCHEDULES**

**AND**

**RELATED INSTRUCTION OUTLINES**

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## Appendix A-3

### WORK PROCESS SCHEDULE

#### Relay Tester (Relay Technician)

O\*NET-SOC CODE: 51-9061.04    RAPIDS CODE: 0687

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. APPRENTICESHIP APPROACH

- Time-based                     
  Competency-based                     
  Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 4 years with an OJL attainment of 7,200-8,000 hours, supplemented by the minimum required 576 hours of related instruction.

#### 3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice(s) to 1 Journeyworker(s).

#### 4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is:  
\$52.89 (Base Rate).

8th Step (1,000 hours) 86%. 7th Step (1,000 hours) 82%. 6th Step (1,000 hours) 78%. 5th Step (1,000 hours) 74%. 4th Step (1,000 hours) 70%. 3rd Step (1,000 hours) 66%. 2nd Step (1,000 hours) 62%. 1st Step (1,000 hours) Same rate as Trades Helper as negotiated in CBA between Salt River Project and IBEW Local 266.

#### 5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 52 weeks.

#### 6. SELECTION PROCEDURES

The ATC will select Apprentices in the following manner:

Openings for Relay Tester (Relay Technician) Apprenticeships will be available both external applicants and SRP's pool of existing employees.

- Only Pre-Apprentices are eligible for Apprenticeship Selection.
- Pre-Apprentices must be selected through the ATC Technician selection process and are subject to all Qualifications and Selection Procedure.



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- Applicants for Apprenticeship must first be selected as a Pre-Apprentice and must meet all ATC-approved Pre-Apprenticeship requirements (if applicable) prior to indenture.

The Relay ATSC will review each Pre-Apprentice's performance and completion of ATC-approved requirements and select Apprentices based on needs of the trade selecting.

The most up-to-date Technician Selection Procedure is available upon request from the SRP Apprenticeship Office.



## Appendix A-3

### ON-THE-JOB LEARNING OUTLINE

#### Relay Tester (Relay Technician)

O\*NET-SOC CODE: 51-9061.04      RAPIDS CODE: 0687

Category	Work Process	Approximate Hours
A	Distribution Construction	800
B	Distribution Maintenance	800
C	Transmission Construction	800
D	Transmission Maintenance	800
E	Microprocessor Relays	1300
F	Generation Relays	300
G	Relay Communication Systems (G.703, Mirrored bits, Ethernet, Tone, etc.)	300
H	Instruments and Transducers	250
I	LTC Controllers - Voltage Regulators	150
J	Capacitor Banks	200
K	Fault Records (DFRs, Event Analysis/Records collection, Syncrophasors)	300
L	Panel Fabrication & Wiring	400
M	System Checkout, Commissioning and System Checks	1600
<b>Total</b>		<b>7200 - 8000</b>

**TOTAL MINIMUM HOURS 7,200 - 8,000**





## Appendix A-3

### RELATED INSTRUCTION OUTLINE

Relay Tester (Relay Technician)

O\*NET-SOC CODE: 51-9061.04    RAPIDS CODE: 0687

Related Instruction	Required Hours
Relay Technician Apprentice Curriculum Year 1	144
Relay Technician Apprentice Curriculum Year 2	144
Relay Technician Apprentice Curriculum Year 3	144
Relay Technician Apprentice Curriculum Year 4	144
<b>TOTAL</b>	<b>576</b>
<p><b>The above schedule is subject to adjustment and recognized as sufficiently flexible to be changed if accumulated experience indicates that changes will be to the advantage of the Sponsor and the Apprentice.</b></p>	

**TOTAL MINIMUM HOURS 576**



# ApprenticeshipArizona



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## Appendix A-4

**WORK PROCESS SCHEDULES**

**AND**

**RELATED INSTRUCTION OUTLINES**

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## Appendix A-4

### WORK PROCESS SCHEDULE

**Supervisory Control and Data Acquisition Technician (Control C&M Technician) O\*NET-SOC  
CODE: 49-2094.00 RAPIDS CODE: 1106**

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. APPRENTICESHIP APPROACH

- Time-based
  Competency-based
  Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 4 years with an OJL attainment of 8,000 hours, supplemented by the minimum required 576 hours of related instruction.

#### 3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice(s) to 1 Journeyworker(s).

#### 4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$52.89 (Base Rate).

8th Step (1,000 hours) 86%. 7th Step (1,000 hours) 82%. 6th Step (1,000 hours) 78%. 5th Step (1,000 hours) 74%. 4th Step (1,000 hours) 70%. 3rd Step (1,000 hours) 66%. 2nd Step (1,000 hours) 62%. 1st Step (1,000 hours) Same rate as Trades Helper as negotiated in CBA between Salt River Project and IBEW Local 266.

#### 5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 52 weeks.

#### 6. SELECTION PROCEDURES

The ATC will select Apprentices in the following manner:

Openings for Supervisory Control and Data Acquisition Technician (Control C&M Technician) Apprenticeships will be available both external applicants and SRP's pool of existing employees.

- Only Pre-Apprentices are eligible for Apprenticeship Selection.
- Pre-Apprentices must be selected through the ATC Technician selection process and are subject to all Qualifications and Selection Procedure.



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- Applicants for Apprenticeship must first be selected as a Pre-Apprentice and must meet all ATC-approved Pre-Apprenticeship requirements (if applicable) prior to indenture.

The Control C&M ATSC will review each Pre-Apprentice's performance and completion of ATC-approved requirements and select Apprentices based on needs of the trade selecting.

The most up-to-date Technician Selection Procedure is available upon request from the SRP Apprenticeship Office.



## Appendix A-4

### ON-THE-JOB LEARNING OUTLINE

Supervisory Control and Data Acquisition Technician (Control C&M Technician) O\*NET-  
SOC CODE: 49-2094.00 RAPIDS CODE: 1106

Category	Work Process	Approximate Hours
A	ASE Test Set	100
B	Asset Management	200
C	ATS	150
D	Backup Telemetry	80
E	Bay Additions	200
F	Breaker Replacement	80
G	Business Perspectives	100
H	Communication Systems	200
I	Computer Systems	200
J	Construction Standards	200
K	DFA Key Accounts	100
L	DFA SCADA (DART, T300, 6800, IR Controllers)	350
M	EMS - Introduction	200
N	EMS/DFA - Advanced	1000
O	Field Area Network (FAN)	50
P	Gas and Bushing Monitor Install	40
Q	HMI	80
R	IPACS 3.0 Upgrade	200
S	KLC/KLS	150
T	Master Station	200
U	Networking	200
V	PDC/PDS	150
W	Point Sheets	100
X	Print/Schematic Reading	100
Y	Radio Systems	100
Z	Reclosers	50
AA	Remote Access	80
AB	RTU - Advanced	1000
AC	RTU - D200	250
AD	RTU - Fundamentals	330
AE	RTU - Orion	250
AF	RTU - Upgrade	200
AG	Safety	150
AH	Satellite Clock	60
AI	SRP Mapping	20
AJ	Transformer Replacement	80



# Apprenticeship Arizona



AK	Cross -Training (Telecom, Relay, Control Eng., EMS Sup., System Prot.)	1000
<b>Total</b>		<b>7,200 - 8,000</b>

**TOTAL MINIMUM HOURS 8,000**

## Appendix A-4

### RELATED INSTRUCTION OUTLINE

**Supervisory Control and Data Acquisition Technician (Control C&M Technician) O\*NET-SOC  
CODE: 49-2094.00 RAPIDS CODE: 1106**

Related Instruction	Required Hours
Control C&M Apprentice Curriculum Year 1	144
Control C&M Apprentice Curriculum Year 2	144
Control C&M Apprentice Curriculum Year 3	144
Control C&M Apprentice Curriculum Year 4	144
<b>TOTAL</b>	<b>576</b>
<b>The above schedule is subject to adjustment and recognized as sufficiently flexible to be changed if accumulated experience indicates that changes will be to the advantage of the Sponsor and the Apprentice.</b>	

**TOTAL MINIMUM HOURS 576**