

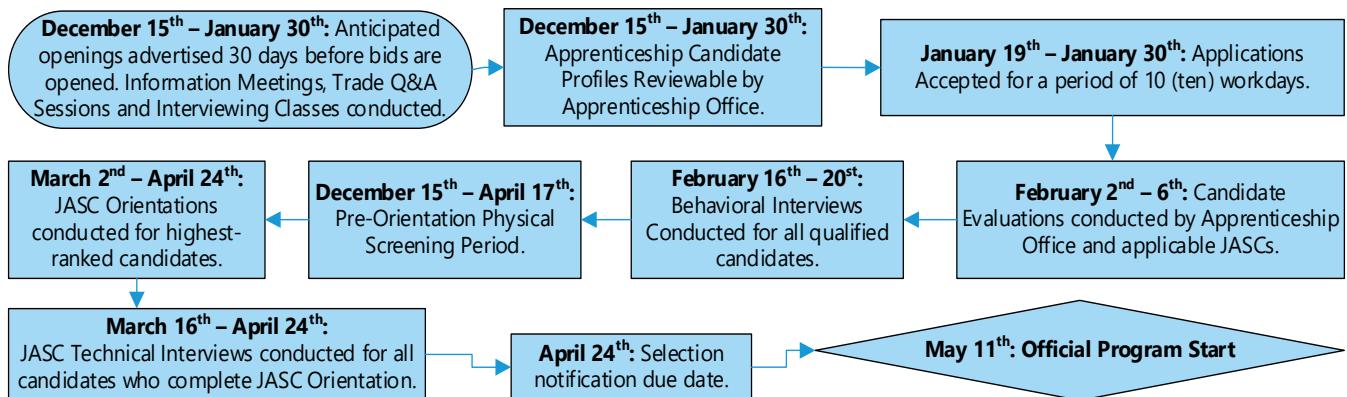
2026 SRP Joint Apprenticeship Corporate Committee

Apprenticeship Selection Procedure

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2026 Apprentice Selection Process Timeline



Minimum Qualifications for JACC Apprenticeships:

Apprentice and Pre-Apprentice Selections are based on qualifications and abilities. In addition to being capable of performing the functions in both the Apprentice and Journeyworker job descriptions, candidates applying to be considered for selection as a Pre-Apprentice or Apprentice must:

1. Be a current employee of Salt River Project, at least 18 years of age or older and have a High School Diploma or GED.
2. Submit an application for the apprenticeship electronically through OneWorkforce. Candidates who do not submit a formal application are disqualified.
3. If applicable, provide proof of completion or enrollment in required prerequisite classes as part of the Apprenticeship Candidate Profile on the [Apprenticeship Candidate Site](#). Candidates who do not provide proof of completion or enrollment in required prerequisite classes by close of bids (1/30/2026) are disqualified from participating in the 2026 JACC Apprentice Selections.
4. Provide documentation for previous education and work experience.
 - a. Previous education and work experience must be documented through your Profile in the [Apprenticeship Candidate Site](#).
5. Receive a complete 2026 Candidate Referral meeting expectations in both Job Performance and Attendance & Reliability from your direct supervisor. Referrals must be requested by the candidate and received from supervision during the advertisement/bid period (12/15/2025-1/30/2026). Candidates who do not receive a completed Spring 2026 Candidate Referral meeting expectations in both Job Performance and Attendance and Reliability by close of bids are disqualified from participating in the 2026 JACC Apprentice Selections. 2026 Candidate Referrals are requested and completed using the [Apprenticeship Candidate Site](#).
6. Have no active discipline for the entirety of selection process (1/30/2026 – 5/11/2026). Candidates on active discipline at close of bids or who are placed on active discipline during the selection process are disqualified from participating in the 2026 JACC Apprentice Selections.
7. Possess driving privileges or be able to obtain driving privileges relevant to their desired trade. Candidates without driving privileges or the ability to obtain driving privileges relevant to their trade by close of bids (1/30/2026) or who lose driving privileges or ability to obtain driving privileges during the selection process are disqualified.
8. Review the [JACC Standards of Apprenticeship](#).

Educational Prerequisites

Documentation proving completion or enrollment in prerequisite classes must be submitted on college transcripts or from the appropriate reporting system prior to close of bids to be considered.

1. **The trades of Auto Technician, Cable Splicer, C&M Man, Industrial Coater, Machinist, Metal Fabricator and Plant Mechanic have no educational prerequisites.**
2. The educational prerequisites and terms for all other trades are as follows:
 - a. Documentation proving the fulfillment of educational prerequisite requirements must be submitted using the [Apprenticeship Candidate Site](#) prior to the close of bids. **Late documentation will not be accepted.**
3. Candidates who are selected have 90 days from their indenture date to provide proof of completion with a grade of "C" or better on an official transcript.

Automotive Technician, Cable Splicer, Construction & Maintenance Man, Industrial Coating Specialist, Machinist, Metal Fabricator, Plant Mechanic

No Prerequisites

Lineman

Prerequisites	Terms
College-Level Basic Electricity or Equivalent	<ol style="list-style-type: none"> 1. <i>May be completed during pre-apprenticeship if not completed prior to bid close.</i> 2. <i>Those selected who have not completed Basic Electricity are selected as pre-apprentices (regardless of rank) and are required to provide proof they've completed Basic Electricity within 90 days of indenture.</i>
Introductory College Algebra or Equivalent	<ol style="list-style-type: none"> 1. <i>Completion or enrollment required prior to bid close to qualify for selection</i>

Substation Electrician

Prerequisites	Terms
College-Level Basic Electricity or Equivalent	<ol style="list-style-type: none"> 1. <i>Completion or enrollment required prior to bid close to qualify for selection.</i>
College-Level Algebra or Equivalent (Pre-Apprentice) College-Level Intermediate Algebra Equivalent (Apprentice)	<ol style="list-style-type: none"> 1. <i>Completion or enrollment in College Algebra (MAT 114 or higher) required prior to bid close to qualify for selection as pre-apprentice.</i> 2. <i>Completion or enrollment in College Algebra (MAT 150 or higher) required prior to bid close to qualify for selection as apprentice.</i> 3. <i>Those selected who have not completed College Algebra (MAT 150 or higher) are selected as pre-apprentices (regardless of rank) and are required to provide proof they've completed Basic Electricity within 90 days of indenture.</i>

Meterman, Plant Electrician

Prerequisites	Terms
College-Level Basic Electricity or Equivalent	<ol style="list-style-type: none"> 1. <i>Completion or enrollment required prior to bid close to qualify for selection.</i>

Education and Work Experience

Prior to behavioral interviews, JASCs may evaluate candidate education and work experience, awarding each qualified candidate up to 25 points in both categories, for a maximum of 50 points. These points are used, along with behavioral interviews, to rank candidates prior to orientation. **Education and work experience points will not be counted toward the selection process point total.** Documentation of education and work experience must be submitted using the [Apprenticeship Candidate Site](#) prior to the close of bids. **Late documentation will not be accepted.**

Reference the following Education and Work Experience Point tables for education and work experience categories, points awarded for each category, and the documentation required for receiving points.

Education Experience Points Table (25 point maximum)	
Education points will only be awarded for classes and training recorded on transcripts or from the appropriate internal reporting system (i.e. OneWorkforce).	
Education Category for Course	Points Awarded
College-level	1 point for each trade-related credit hour earned with a grade of "C" or better
Correspondence and non-college online	0.5 points for each trade-related unit successfully completed and documented
Military and Trade School Training	1 point for every 40 hours of trade-related training successfully completed and documented
JACC Information Meeting	1 point (Meeting must be for current selection)
Commercial Driver's License	3 Points (copy of CDL must be provided with supporting documentation)

Work Experience Points Table (25 point maximum)		
Work Category	Points (Per/Year)	Documentation Required
SRP Trade-Specific	6	
SRP Trade-General	5	
SRP Non-Trade-Related	1 (5-point maximum)	Documentation proving SRP work experience is not required as SRP work history is verified by Apprenticeship Office.
External Trade-Specific	5	
External Trade-General	3	
External Physical/Manual	1 (5-point maximum)	Documentation of external work experience is required and must include dates of employment (at least month/year), job title, job description and verifiable contact information from employer.
Military	3	Must be documented with DD-214. Points are awarded in addition to possible points awarded in other external work categories.

Apprenticeship Selection Process

The selection process is as follows:

1. Candidates may provide supporting documentation year-round by completing an Apprenticeship Candidate Profile using the [Apprenticeship Candidate Site](#). Candidates will identify their trade(s) of interest to determine requirements.
 - a. Using the site, Candidates may:
 - i. Upload documentation of previous education experience and educational prerequisites fulfillment (if applicable).
 - ii. Document external work experience.
 - iii. Request and receive a Candidate Referral (During advertisement/bid period only).
 - iv. Designate a secondary trade of interest.
 - b. The Apprenticeship Office will review documentation in order received.
 - i. Approved documentation will qualify candidate for trade of interest or any trade with same requirements.
 - ii. Approved documentation will be valid for two calendar years or until requirements change.
 - iii. Candidates will be notified by email when documentation has been approved or rejected and are allowed to resubmit documentation.
 - iv. Any updates to documentation will reset approval status.
- c. The Apprenticeship Office advertises anticipated openings a minimum of 30 days before bids open.
2. Apprenticeship bids are posted internally, and applications are accepted by Human Resources (HR) Talent Acquisition for a period of ten (10) workdays.
 - a. **The JACC accepts only one application from each candidate per selection cycle. Candidates should select their preferred apprenticeship and submit one application for that apprenticeship only.**
 - b. When applying, Candidates may designate a “secondary” JACC apprenticeship of interest in the event openings for their preferred apprenticeship are canceled after the close of bids but before behavioral interviews.
 - c. Qualified candidates are encouraged to apply for both JACC and ATC apprenticeships.
3. After the bid close date, the Apprenticeship Office and relevant JASCs evaluate all candidates for minimum qualifications and (if applicable) education and work experience.
 - a. Candidates who do not complete the application process or do not meet the minimum qualifications for their trade of interest are disqualified.

- b. Candidates remain anonymous to JASCs during candidate evaluations.
- c. Education and work experience points are awarded during candidate evaluations and up to 25 points may be awarded for both categories, for a maximum of 50 points. These points are used, along with behavioral interviews, to rank candidates prior to orientation.
- d. **Education and work experience points do not count toward the selection process point total.**

4. Qualified Candidates are invited to a behavioral interview conducted by the JACC worth a maximum of 50 selection points.

- a. Interviews are conducted by the Apprenticeship Office and evaluated by the JACC. The average scores obtained from the behavioral interview will make up the behavioral interview score.

5. **Highest-ranked candidates from the combined point totals of behavioral interviews and education and work experience are invited to JASC Orientations** worth a maximum of 110 selection points.

- a. Candidates may be awarded up to 100 points for evaluations given during orientation.
- b. Up to 10 additional selection points may be awarded to each candidate for evaluator observations. These points are awarded for observed performance in specified categories.
- c. At least double the number of candidates for available positions are invited to attend JASC orientations.
- d. Candidates invited to JASC Orientations receive Health Services pre-orientation physical prior to Orientation. Candidates not cleared by Health Services are considered and do not continue in selection process.
 - i. Line Apprenticeship candidates must weigh 285 pounds or less to participate in orientation.
- e. Candidates not invited to attend JASC orientation are considered and do not continue in the selection process.
- f. Candidates who do not successfully complete JASC orientation are also considered and may be replaced with the next highest-ranked candidate if replacement can be made within the second day of orientation and the JASC deems candidate's participation in the remainder of orientation viable.

6. Candidates who complete orientation receive a JASC Technical Interview worth a maximum 50 selection points.

- a. Technical Interview questions are based solely on material presented during orientation.
- b. Technical Interviews are conducted by the Apprenticeship Office and evaluated by the relevant JASC. The average scores obtained from the Technical Interview will make up the Technical Interview score.

7. Candidates with the highest-combined scores from the Behavioral Interview, Orientation and Technical Interview are selected for the apprenticeship.

8. Candidates receiving a total score of less than 75% of the total number of points available may be deemed ineligible for selection.

9. Top candidates not selected for apprenticeship may be eligible for the relevant trade pre-apprenticeship. This program is only available to the highest-ranking apprenticeship candidates who complete the selection process and are not selected for apprenticeship.

Selection Points Available	
Activity	Points Available
Behavioral Interview	50
Orientation	110
Technical Interview	50
Total	210

Equal Opportunity Pledge & Complaint Procedure

JACC Apprentice and pre-apprentice selections shall be based on qualifications and abilities. The JACC adheres to the Equal Opportunity Pledge provided in the JACC Standards of Apprenticeship (Section I, O, 1). Complaints of standards violations and discrimination will be heard by the JACC in accordance with the Complaint Procedure also provided in the JACC Standards of Apprenticeship (Section I, P).

Removal and Resignation – Labor Relations Policy (Summary)

Should an employee active in an SRP IBEW Local 266 JACC apprenticeship program choose to resign, they must provide written notification to the SRP Apprenticeship Administrator. This is applicable to both pre-apprentices and apprentices.

If written resignation is received **less than sixty (60) calendar days** after the start date of their program, Employee and Labor Relations will make every reasonable effort to find job placement for that employee, and these employees will remain eligible to bid on future JACC apprenticeship opportunities without restrictions.

If an active pre-apprentice or apprentice is (for any non-medical reason) **removed after more than sixty calendar days** in a JACC apprenticeship program, or if they **choose to leave their program at any time outside of the first sixty days** (for any non-medical reason), finding their next position at SRP becomes their own personal responsibility.

These employees will be placed in an unpaid and off-work status and sent home. These employees will have their **SRP internal electronic bidding rights restored for a period of no more than ninety (90) calendar days after resignation or removal.** During these ninety days, former apprentices or former pre-apprentices will be allowed and encouraged to apply/bid on any available position for which they're eligible (including all appropriate temporary and provisional openings).

If unable to secure a new position within the given ninety days, a former apprentice or former pre-apprentice will have their **SRP employment terminated on the ninety-first day of their unpaid off-work status.**

Good communication benefits most situations, and the vast majority of SRP apprentices fully complete their assigned training without any concerns related to removal or resignation. From start to finish, apprenticeship at SRP is organized to provide cutting edge curriculum, innumerable learning resources, amazing one-to-one training from the journeyworkers and subject matter experts that help to maintain SRP's position as a foremost leader in our industry, and company-wide support from every level of management. SRP and IBEW Local 266 are invested in your success!

Please contact the SRP Apprenticeship Team or your Employee and Labor Relations representative if you have any questions related to this policy.

*Employee and Labor Relations will continue to make every attempt to help to find placement to accommodate employees who are removed or resign from apprenticeship for valid medical reasons.

**Job placement assistance from Employee and Labor Relations does not guarantee placement, but E/LR will make every reasonable attempt to place (eligible) employees back into an occupation and position similar to the occupation and position held prior to accepting apprenticeship or pre-apprenticeship.

***The JACC Probationary Period lasts for one (1) calendar year from the date of indenture. Apprentices who violate the terms of the probation year will be administratively removed from the JACC program. For questions or more information about the JACC Probationary Period please contact the SRP Apprenticeship team.

Table 1: Bidding Rights

Pre-Apprentice	Apprentice
Retain all internal SRP bidding rights and abilities during the full term of their pre-apprenticeship training	Waive/forfeit all SRP bidding rights for the full term of their indentured apprenticeship training

Table 2: Resignations

Questions? Call (602) 236-2118/8103 or email

SRPApprenticeships@srpnet.com

Pre-Apprentice during first 60 calendar days	Pre-Apprentice after first 60 calendar days	Apprentice during first 60 calendar days	Apprentice after first 60 calendar days	Any medically necessary resignation
Placement help from HR	Bid from home (90 calendar days; unpaid, off-work)	Placement help from HR	Bid from home (90 calendar days; unpaid, off-work)	Placement help from HR

Table 3: Removals

Pre-Apprentice during first 60 calendar days	Pre-Apprentice after first 60 calendar days	Apprentice during first 60 calendar days	Apprentice after first 60 calendar days
Placement help from HR	Bid from home (90 calendar days; unpaid, off-work)	Placement help from HR	Bid from home (90 calendar days; unpaid, off-work)

SRP Apprenticeship Voluntary Self-Identification Of Disability And Disability Accommodation Request Procedure

Finalized 10/7/2022

Purpose

The Salt River Project JACC and ATC will not discriminate against Apprenticeship Candidates, Pre-Apprentices or Apprentices based on disability and will take affirmative action to provide equal opportunity in Apprenticeship and operate the Apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

The purpose of this procedure is to notify all Apprenticeship Candidates, Pre-Apprentices and Apprentices of the Department of Labor (DOL) Voluntary Disability Disclosure Form and the process for requesting an accommodation as an SRP employee.

Scope/Applicability

This policy applies to all Apprenticeship Candidates, Apprentices and Pre-Apprentices at SRP.

Section 1 – DOL Voluntary Disability Disclosure Form and Annual Update Notification

1A – Apprenticeship Candidates

Candidates will be given the opportunity to voluntarily disclose a disability at the time their application is submitted by completing the US Department of Labor (DOL) Voluntary Disability Disclosure Form (example found on page 3 of this procedure) and submitting it along with their application packet. Completion of this form is voluntary. This form is collected for the sole purpose of DOL reporting requirements. The DOL form is confidential, maintained as part of the Candidate's Apprentice file and not maintained in the Candidate's employee file.

1B – New Apprentices

Prior to indenture, new Apprentices will be provided the opportunity to self-identify a disability on their Apprenticeship Agreement (Form 671).

1C – Annual Apprentice Update Notification

The Apprenticeship Office will provide a digital copy of the DOL's Voluntary Disability Disclosure form to Apprentices to update their status on a recurring annual basis. Completion of the form is voluntary. Updated forms will be collected for the sole purpose of DOL reporting requirements. Updated forms are confidential; maintained as part of the Apprentice file and not in the Apprentice's employee file.

BY SELF-IDENTIFYING USING THE DOL VOLUNTARY DISABILITY DISCLOSURE FORM OR THE APPRENTICESHIP AGREEMENT, CANDIDATES ARE NOT DISCLOSING THEIR DISABILITY WITH SRP AND ARE NOT REQUESTING AN ACCOMMODATION.

APPRENTICES OR PRE-APPRENTICES WANTING TO REQUEST AN ACCOMMODATION DUE TO THEIR DISABILITY SHOULD REVIEW SECTION 2 OF THIS PROCEDURE.

Section 2 – Disability Accommodations

[Disability Accommodations Policy](#)

SRP is committed to equal opportunity in all aspects of employment for qualified individuals with disabilities. In accordance with the Americans with Disabilities Act (ADA) and other Federal and State law, and consistent with the company's policies on Equal Opportunity, Affirmative Action, and Anti-Harassment, it is the policy of the company to provide reasonable accommodations in employment to any qualified individual with a disability unless the accommodation would impose an undue hardship on the operation of the company's business or would change the essential functions of the position. SRP prohibits retaliation against an individual who requests an accommodation in good faith.

2A – New Apprentices and Pre-Apprentices

Prior to the start of their Pre-Apprenticeship or Apprenticeship program, selected Candidates will be provided a copy of the [Disability Accommodations Policy](#) and [Medical Accommodation Employee Request form](#). Requests for accommodations are reviewed by Human Resources (Employee & Labor Relations, Health Services), the Apprenticeship Administrator and applicable JASC/ATSC.

2B – Annual Disability Accommodation Policy Notification

The Apprenticeship Office will provide Apprentices / Pre-Apprentices a digital copy of SRP's [Disability Accommodations Policy](#) and [Medical Accommodation Employee Request form](#) on a recurring annual basis.

Requests for accommodations are reviewed by Human Resources (Employee & Labor Relations, Health Services) the Apprenticeship Administrator and applicable JASC/ATSC.

2C – Requests Which Cannot be Accommodated

If after the interactive process it is determined that a reasonable accommodation cannot be found, Apprentices / Pre-Apprentices will be given the option of resigning from the program. Resignations or removals for this reason will be classified as "Medically Necessary". Employee & Labor Relations will assist the Apprentice/ Pre-Apprentice with placement help.



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Please check one of the boxes below:

YES, I HAVE A DISABILITY (or previously had a disability)

NO, I DON'T HAVE A DISABILITY

I DON'T WISH TO ANSWER

Your name: _____

Date: _____

Why are you being asked to complete this form?

Because we are a sponsor of a registered apprenticeship program and participate in the National Registered Apprenticeship System that is regulated by the U.S. Department of Labor, we must reach out to, enroll, and provide equal opportunity in apprenticeship to qualified people with disabilities.^[1] To help us learn how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for apprenticeship, any answer you give will be kept private and will not be used against you in any way.

If you already are an apprentice within our registered apprenticeship program, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our apprentices at the time of enrollment, and then remind them yearly, that they may update their information. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Disabilities include, but are not limited to: blindness, deafness, cancer, diabetes, epilepsy, autism, cerebral palsy, HIV/AIDS, schizophrenia, muscular dystrophy, bipolar disorder, major depression, multiple sclerosis (MS), missing limbs or partially missing limbs, post-traumatic stress disorder (PTSD), obsessive compulsive disorder, impairments requiring the use of a wheelchair, and intellectual disability (previously called mental retardation).

^[1] Part 30 – Equal Employment Opportunity in Apprenticeship. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Apprenticeship website at <https://www.apprenticeship.gov/eeo>.

Summary Information Automotive Technician Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. The information is specifically designed to help a potential candidate determine whether the **Auto Mechanic** trade would be a suitable career choice for that individual. It is NOT intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions:

- ✓ Perform skilled work in the overall maintenance and repair of automotive, construction and aerial equipment.
- ✓ Maintenance and repair of brake, cooling, electrical, fuel, drive-train, air conditioning, steering, suspension systems and electrical components
- ✓ Preventive maintenance and inspections of automotive, construction and aerial equipment
- ✓ Rebuild and overhaul engine, hydraulic, drive-train, electrical, brakes, air conditioning and suspension components
- ✓ Effectively operates computerized equipment, computers and associated operating programs, (e.g. wheel balancers, diagnostic equipment, mainframe terminals, and programs such as TEMS, MATS, ETC)
- ✓ Performs cutting and welding operations using oxygen/acetylene, electrical arc and miscellaneous wire feed processes
- ✓ Performs all inspections necessary to meet SRP, State or Federal requirements

Primary Characteristics & Conditions

- ✓ Majority of the work is done indoors but does include working outdoors in all types of weather
- ✓ Includes emergency call-outs that can occur at any time and can result in long hours under adverse conditions with both physical and emotional strain
- ✓ Includes potentially hazardous work near and around energized lines during maintenance or emergency repairs of equipment
- ✓ Includes testing of aerial equipment at moderate heights for proper operations
- ✓ Demands a high degree of commitment and adherence to safety procedures

Key requirements

- ✓ Health & body strength to meet the physical needs of the job (Physical Agility testing is required for application to the trade)
- ✓ Understanding of technical manuals and verbal instructions, as well as drawings and specifications associated with practicing a trade and writing routine correspondence

Knowledge/Skills/Abilities

- ✓ Knowledge of all automotive, construction, material lifting and personnel lifting equipment and their respective overload protection devices
- ✓ Knowledge of mechanical, electrical, and hydraulic systems
- ✓ Knowledge of rigging for safe and proper handling of equipment
- ✓ Knowledge of internal combustion engines
- ✓ Knowledge of overhaul and maintenance of drive-train components
- ✓ Knowledge of cooling systems used on internal combustion engines
- ✓ Knowledge of auto-motive and equipment refrigeration systems
- ✓ Knowledge of fuel systems
- ✓ Knowledge of proper operation of diagnostic equipment
- ✓ Knowledge of basic mechanic hand and precision measuring tools
- ✓ Knowledge of electric and oxygen/acetylene welding equipment
- ✓ Knowledge of electric/hydraulic hoist and overhead jib cranes
- ✓ Skill in operating equipment for maintenance purposes, as well as arithmetic calculations involving fractions, decimals and percentages
- ✓ Skill in reading and applying technical information from text, maps, diagrams, schematics, charts, etc.
- ✓ Ability to follow complex technical procedures
- ✓ Ability to comprehend basic math concepts
- ✓ Ability to communicate clearly and accurately with others in person, by radio and in writing
- ✓ Ability to plan and organize work

Summary Information Cable Splicer Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Cable Splicer** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

The basic functions of the Cable Splicer are to install and maintain electrical equipment and apparatus in SRP's underground power transmission and distribution system.

- ✓ Work in a safe manner, including, personal safety, actively contribution to safe working conditions and safety awareness of fellow employees, work process, and to the public when necessary
- ✓ Extensive knowledge of skills in fault locating, system operational analysis, maintenance, repairs, and first response power restoration on energized and de- energized, overhead and underground conductor in the distribution system, and the related equipment and tools
- ✓ Performs, assists, and at times leads others in locating faults in the electrical underground distribution system using fault locating methods, including primary fault locating equipment and tools as well as secondary/service fault locating equipment and tools

Primary Characteristics and Conditions

- ✓ A combination of technically and physically demanding work in relation to both the electrical and structural aspects of SRP's underground transmission and distribution systems
- ✓ A majority of the work is done outdoors in all types of weather
- ✓ Include emergency call-outs that can occur at any time and can result in long hours under adverse conditions; with both physical and emotional strain
- ✓ Involve potential risks in working near and around energized lines and equipment; includes working at moderate heights (from ladders, platforms, bucket trucks, and towers), splice pits, enclosed spaces, and trenches

Key Requirements

- ✓ Good physical condition, dependable, and willing to work long hours, on stand-by, or respond to call outs, as required
- ✓ Mechanical aptitude in terms of being able to understand how various mechanical and electro-mechanical devices operate

Knowledge/Skills/Abilities

- ✓ Direct current and alternating current electrical theory
- ✓ Knowledge and operation of various fault-locating equipment such as earth gradient, RF cable tracers, TDR/ARC reflection and other locating equipment
- ✓ Using various hand tools, power tools, electrical testing equipment, and operating equipment
- ✓ Analyzing problems to identify cause and determine appropriate corrective action
- ✓ Must communicate well with others, both oral and written, including mobile radio
- ✓ Read and apply technical information from text, maps, diagrams, schematics, charts, etc.
- ✓ Make math calculations, including some algebra and trigonometry needed in determining electrical values
- ✓ Ability to effectively perceive, analyze and respond to hazardous situations
- ✓ Ability to function under general supervision and in a teamwork atmosphere
- ✓ Effective in planning, organizing, and solving problems

Cable Splicer Pre-Apprenticeship

Top-performing candidates not selected for the Cable Splicer apprenticeship may be given the opportunity to participate in the Cable Splicer pre-apprenticeship: a one-year milestone program designed to prepare candidates for the four-year Cable Splicer apprenticeship.



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Summary Information Construction & Maintenance Worker Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Construction & Maintenance Worker** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

The basic functions of the C&M Worker are to support Water Services; Substation Design, Construction & Maintenance and Distribution Grid Services. Individuals must direct, lead, and supervise other workmen and are subject to 24-hour basis and/or stand by duty. Work functions for the C&M Worker include but are not limited to:

- ✓ Conduit Installation
- ✓ Tower Foundation Work
- ✓ Hazardous Material Clean-up
- ✓ Heavy Equipment Operation
- ✓ Complicated Underground Electrical Systems and Related re-design work
- ✓ Installation & Repair of Fencing
- ✓ Installation & Repair of Irrigation, and Potable Water Systems
- ✓ Lead Abatement and PCB Oil Clean-Up
- ✓ Building and Installation of Scaffolding
- ✓ Transformer Installation
- ✓ Exposing Underground Utilities
- ✓ Surveying, to establish horizontal layout and vertical elevations
- ✓ Earthwork, including excavation, trenching, shoring, backfilling, preparation of foundations and bases, site work
- ✓ Concrete work; including constructing and placing forms, preparation of reinforcing steel, placing and finishing concrete, and curing concrete
- ✓ Placing and finishing asphalt paving materials
- ✓ Carpentry work; Rough carpentry: concrete forms, transformer and switchgear pads, manholes, head walls and trash racks
- ✓ Finish carpentry: floors, walls, doors, windows, cabinets, stairs, ceilings, and roofs.
- ✓ Laying brick and concrete block
- ✓ Routine plumbing and pipe fitting
- ✓ Such structural finishing work as drywall, stucco and plastering
- ✓ Interior and exterior painting
- ✓ Repair and replacement of damaged landscaping
- ✓ Perform line maintenance on a 24-hour emergency or stand-by basis
- ✓ Must operate trucks, hydra-lifts, man-lifts, backhoes, Vactor and Brace Truck, and pulling devices and related equipment

Primary Characteristics and Conditions

- ✓ Physically demanding
- ✓ Work done primarily outdoors, under all types of weather conditions
- ✓ Involves working under hazardous conditions
- ✓ Requires Aircraft Travel
- ✓ Limited work on weekends and nights

Knowledge/Skills/Abilities

- ✓ Knowledge of construction standards, techniques and practices for both the industry as a whole and for SRP
- ✓ Knowledge of the tools, equipment, methods and materials used in surveying, earthwork, carpentry, concrete work, masonry, plumbing and pipe fitting, structural finish work, metal fabrication and painting
- ✓ Knowledge of safety hazards involved in construction activities, and SRP policy, rules, and procedures for safety and accident prevention
- ✓ Skill in measuring materials accurately
- ✓ Ability to perform basic math calculations in determining such needs as lengths, areas, weights, volumes, angles and material quantities
- ✓ Ability to lead and direct crew to accomplish work in a timely fashion and with in budget
- ✓ Ability to plan work and projects in advance to meet deadlines and milestones
- ✓ Provide high quality and quantity of work and set the standard for crew
- ✓ Physically able to perform heavy lifting
- ✓ Comfortable working at heights or in deep excavations
- ✓ Document work being done
- ✓ Able to read and understand blueprints and follow oral and written instruction

Summary Information Industrial Coater Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Industrial Coater** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

- ✓ Operate and Maintain sand blasting equipment shop/field.
- ✓ Apply various industrial epoxy coatings and maintains pumps and various spraying equipment
- ✓ Application of zinc metalized thermal spray equipment and maintain filtration system
- ✓ Set up of blasting containments
- ✓ Operation of various man lifts
- ✓ Operate overhead cranes
- ✓ Operate mobile jib hoist on ready trucks
- ✓ Rigging
- ✓ Operation and maintenance of paint booth

Primary Characteristics and Conditions

- ✓ Able to work in aerial equipment
- ✓ Works in confined spaces
- ✓ Emergency call outs
- ✓ Working extended hours
- ✓ Works indoors and outdoors
- ✓ Demands a high degree of commitment and adherence to safety procedures
- ✓ Team Environment
- ✓ Work in power plants, dams, canal systems, substations, well sites and congested community areas

Key Requirements

- ✓ Health & body strength to meet the physical needs of the job
- ✓ Communication through email and operate maximo work management system
- ✓ Be able to handle physical and emotional strain
- ✓ Comprehension of coatings specifications and mixing requirements

Knowledge of Skills and Abilities

- ✓ Must be knowledgeable in use and application of Industrial Epoxies, Durathanes, Belzona, CarboLine, Spectracon, as well as the use of automotive finishes.
- ✓ Knowledge of Zinc Metalized Thermal Spray filtration system / components, and annual pit maintenance, Paint Booth maintenance and PMs, Reclaiming Abrasive Blast Building maintenance and PMs, Field Metal Spray equipment, Field Abrasive Blast equipment, and Wheel A Brator maintenance. Must be able to calibrate fresh air series CO-91 Carbon Monoxide Monitors.
- ✓ Knowledge of Various styles of rigging and lifting equipment
- ✓ Adherence to all safety standards including chemical guidelines and disposal
- ✓ Basic Math skills for estimating and product mixing
- ✓ Mechanical knowledge and troubleshooting of all coatings equipment
- ✓ Effective communication skills amongst team and leadership
- ✓ Knowledge of all Industrial Coatings use, specifications, guidelines and mixing ratios
- ✓ Knowledge of all safety measures and guidelines
- ✓ Knowledge of all vehicles / trailers
- ✓ Knowledge and understanding of technical diagrams, maps, and specifications

Summary Information Lineman Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Electrical Lineman** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

The basic functions of the Lineman are to construct and maintain overhead and underground electric power lines in the SRP transmission and distribution systems. Including:

- ✓ Handling, preparing and installing such structural elements as poles, guys, cross arms, towers, insulators and underground conduit
- ✓ Installing and maintaining overhead conductor and underground cable, including such tasks as stringing, sagging, dead ending, pulling, splicing and terminating
- ✓ Installing and removing such line equipment and devices as transformers, capacitors, switches, fuses, arresters and street lights
- ✓ Work on energized and de-energized lines
- ✓ Emergency repairs, as well as scheduled construction and maintenance

Primary Characteristics and Conditions

Both structural and electrical aspects of power line construction and maintenance.

- ✓ Very strenuous and physically demanding
- ✓ Virtually all outdoors, in all types of weather
- ✓ Includes emergency call outs that can occur at any time of the day, night or weekend and can result in long hours of work under adverse conditions
- ✓ Requires close coordination and cooperation with other members of crew
- ✓ Involves working at considerable heights, including on poles, from bucket trucks and in crane baskets

Key Requirements

- ✓ Must have above average strength and stamina
- ✓ Good mechanical aptitude, in terms of using a wide variety of tools and equipment and assembling line structures from various parts
- ✓ Must weigh 285 pounds or less

Knowledge/Skills/Abilities

- ✓ Knowledge of electrical theory and electrical power transmission and distribution systems
- ✓ Knowledge of structural concepts of physics as they relate to such functions as guying a pole, tensioning and sagging overhead lines, pulling underground cable, and rigging for lifting heavy materials and construction techniques and SRP's Standards
- ✓ Skill in using a wide variety of hand and power tools
- ✓ Skill in operating various types of equipment and climbing poles
- ✓ Ability to read technical manuals, standards, procedures, drawings, diagrams and charts
- ✓ Ability to perform basic mathematical calculations to determine such information as materials quantities, fuse sizes, line tensions, load limits, and electrical values
- ✓ Ability to work closely with other members of the crew and adapt to changes while remaining calm in a crisis
- ✓ Ability to exercise initiative in planning and organizing work, solving problems and leading others

Line Pre-Apprenticeship

Top-performing candidates not selected for the line apprenticeship may be given the opportunity to participate in the line pre-apprenticeship: a one-year milestone program designed to prepare candidates for the four-year line apprenticeship.



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Questions? Call (602) 236-2118/8103 or email

SRPApprenticeships@srpnet.com

Summary Information Machinist Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **General Machinist** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

The basic functions of a General Machinist are to manufacture and repair all types of metal parts through set up and operation of metal working machinery including manual and Computer Numerical Controlled equipment. Also includes millwright, structural steel and general repair work.

- ✓ Manufactures and repairs transmission and distribution structural component
- ✓ Installation and alignment of heavy machinery and equipment
- ✓ Assembles and disassembles all types of structural components
- ✓ Layout, form and install sheet metal components
- ✓ Performs mechanical maintenance work for various generation stations

Primary Characteristics and Conditions

- ✓ Very strenuous and physically demanding
- ✓ Work is performed in both a field and shop environment and in all types of weather conditions
- ✓ Emergency call outs, that can occur at any time of the day, night, or weekend and can result in long hours of work in adverse conditions
- ✓ Involves working at considerable heights from platforms, ladders, bucket trucks and crane baskets
- ✓ Willing to be transported to work locations by fixed wing, rotor, or other means of project approved transportation
- ✓ Requires close coordination and cooperation with other water/power construction and maintenance personnel
- ✓ Works in various permit required confined spaces
- ✓ Exposure to high speed rotating machinery

Key Requirements

- ✓ Must have a good mechanical aptitude, in terms of using a wide variety tools and equipment used in the trade
- ✓ Must have average strength and stamina
- ✓ Thorough knowledge of the safety practices, relative to the Machinist trade, as well as the safety practices and procedures in the utility industry
- ✓ Thorough knowledge of tools, methods, processes and procedures of machining
- ✓ Thorough knowledge of the properties of materials

Knowledge/Skills/Abilities

- ✓ Skilled in the operation of manual and CNC lathes, mills, drill presses, power saws, grinders and other related machinery
- ✓ Knowledge of thermal cutting processes
- ✓ Ability to work with close tolerances
- ✓ Ability to interpret, comprehend and work from specifications, blueprints, sketches, drawings, charts etc.
- ✓ Ability to write reports and procedures
- ✓ Ability to develop own working specifications and/or special tools
- ✓ Ability to perform arithmetic, algebraic, and geometrical calculations
- ✓ Ability to exercise initiative in planning and organizing work, solving problems, and leading others
- ✓ Ability to work closely with others and adapt to change

Summary Information Metal Fabricator Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Metal Fabricator** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade

Summary of Functions

The basic functions of a Metal Fabricator are to repair and fabricate all types of metals related to the Structural, Boilermaker, Sheet Metal, Ironworker, and Pipefitting trades, using a variety of welding processes.

- ✓ Fabricates and repairs transmission and distribution structural components
- ✓ Makes steam boiler and other high pressure weld repairs
- ✓ Assembles and disassembles all types of structural components
- ✓ Fits and welds various alloy pipe
- ✓ Lays out, forms and installs sheet metal components

Primary Characteristics and Conditions

- ✓ Very strenuous and physically demanding
- ✓ Works in various permit required confined spaces
- ✓ Work is performed in both a field and shop environment and in all types of weather conditions
- ✓ Emergency call outs that can occur at any time of the day, night, or weekend and can result in long hours of work in adverse conditions
- ✓ Involves working at considerable heights from platforms, ladders, bucket trucks and crane baskets
- ✓ Requires close coordination and cooperation with other water/power construction and maintenance personnel

Key Requirements

Journeyworker Metal Fabricator

- ✓ Must pass certification tests for high pressure and alloy welding
- ✓ Must have above average strength and stamina
- ✓ Must have a good mechanical aptitude, in terms of using a wide variety tools and equipment used in the trade

Knowledge/Skills/Abilities

- ✓ Thorough knowledge of the safety practices, relative to the Metal Fabrication trade, as well as the safety practices and procedures in the utility industry
- ✓ Thorough knowledge of tools, methods, processes and procedures of welding.
- ✓ Thorough knowledge of physics and metallurgy, as applied to heat treatment and fusion of metals and alloys
- ✓ Thorough knowledge of steel fabrication and erection
- ✓ Thorough knowledge of all types of metals, welding rods, and gases used in the metal fabricator trade.
- ✓ Thorough knowledge of thermal cutting processes
- ✓ Ability to interpret, comprehend and work from specifications, blueprints, sketches, drawings, charts etc.
- ✓ Ability to perform Shielded Metal Arc Welding, Gas Tungsten Arc Welding, Gas Metal Arc Welding, Brazing, Soldering, and other processes related to the Metal Fabricator trade
- ✓ Ability to perform arithmetic, algebraic, and geometrical calculations
- ✓ Ability to exercise initiative in planning and organizing work, solving problems, and leading others
- ✓ Ability to work closely with others and adapt to change.

Summary Information Meter Worker Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Meter Worker** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

- ✓ Inspecting and evaluating existing distribution lines, metering loops, service drops and metering equipment
- ✓ Installing, testing and maintaining electric meters and related metering equipment, including switchboard wiring, meters, transformers and other equipment related to the metering function
- ✓ Using electrical testing equipment and math calculations in assessing metering needs and evaluations

Primary Characteristics and Conditions:

- ✓ Is done primarily outdoors, in different types of weather
- ✓ Involves a level of electrical technology that can be relatively complex and is frequently changing
- ✓ Is typically carried out individually and independently
- ✓ Can involve potential risks in working near energized lines and equipment
- ✓ Can involve assisting with emergency repairs

Key Requirements

- ✓ Good physical strength, including a strong back and upper body strength for lifting and handling equipment and materials.

Knowledge/Skills/Abilities

- ✓ Extensive knowledge of electrical theory and power distribution systems and the design, operation, maintenance & repair of electric meters and metering equipment
- ✓ Skill in using various hand and power tools and operating various types of electrical testing and recording equipment
- ✓ Ability to read blueprints, drawings, schematics and technical materials
- ✓ Ability to analyze and diagnose problems in a logical and accurate manner
- ✓ Ability to do moderately complex math calculations, including algebra and some trigonometry
- ✓ Ability to work independently, including organizing the work and making own decisions, with limited direct supervision.

Summary Information Plant Electrician Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Plant Electrician** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

- ✓ Maintain, inspect, troubleshoot, install, overhaul, and repair of all electrical hardware and equipment at a power generating station
- ✓ Reads documentation (including manuals, blueprints, and schematics) in order to become familiar with equipment
- ✓ Performs diagnostic tests on parts and circuits
- ✓ Obtains information about malfunctions from work orders, electrical warning systems and alarms, and visual inspection of equipment
- ✓ Conducts preventative maintenance and inspections of electrical equipment – including cleaning, lubricating, and adjusting
- ✓ Disassembles, inspects, and repairs equipment
- ✓ Adjusts or repairs parts, obtaining new parts from warehouse or ordering new parts
- ✓ Documents time spent on jobs, follows established safety procedures and practices, and performs other related duties as required or directed

Primary Characteristics and Conditions of Work

- ✓ Very strenuous and physically demanding
- ✓ Work is performed in both a field and shop environment and in all types of weather conditions
- ✓ Emergency call outs that can occur at any time of the day, night, or weekend and can result in long hours of work in adverse conditions
- ✓ Involves working at considerable heights from platforms, ladders, bucket trucks, and in crane baskets
- ✓ Willing to be transported to work locations by fixed wing, rotor, or other means of Project approved transportation
- ✓ Requires close coordination and cooperation with other water/power construction and maintenance personnel
- ✓ Works in various permit required confined spaces
- ✓ Exposure to high speed rotating machinery

Knowledge/Skills/Abilities

- ✓ Knowledge of hand and power tool use
- ✓ Knowledge of safety procedures
- ✓ Ability to read technical materials, manuals, work orders, instructions, and procedures
- ✓ Ability to work with close tolerances
- ✓ Ability to interpret, comprehend and work from specifications, blueprints, sketches, drawings, charts etc.
- ✓ Ability to write reports and procedures
- ✓ Ability to develop own working specifications and/or special tools
- ✓ Ability to perform arithmetic, algebraic, and geometrical calculations



Summary Information Plant Mechanic Trade

The basic functions of the **Plant Mechanic** are to perform journeyworker level work in maintaining, inspecting, troubleshooting, installation, overhaul, and repair of all mechanical equipment at a power generating station.

Summary of Functions

- ✓ Performs duties utilizing hand tools, power tools, shop equipment, precision measuring instruments, hydraulic wrenches, oxy-acetylene torch, and sand blast equipment
- ✓ Works with a variety of fasteners, packing, gaskets, and seals.
- ✓ Performs work on rotating and reciprocating mechanical equipment such as pumps, compressors, fans and gearboxes, including coupling alignments of all such equipment
- ✓ Performs work on steam turbines, combustion turbines, combined cycle units, generators, and all associated equipment
- ✓ Performs work on boilers, heat recovery steam generators, and all associated equipment
- ✓ Performs work on heat exchangers, condensers, air pre-heaters, cooling towers, coolers, water treatment systems, and all associated equipment.
- ✓ Performs work on piping and valves for high pressure steam and water, fuel oil, fuel gas, air, lube oil, chemicals, acids and caustics, and cold water.
- ✓ Operates gantry, overhead, bridge, and mobile cranes, forklifts, and man lifts.
- ✓ Performs rigging utilizing slings, shackles, turnbuckles, chain falls, and com-a-longs to lift and maneuver small and extremely large, heavy loads.
- ✓ Other duties include general carpentry, cement work, scaffold erection, building and structure maintenance, painting and coatings, sheet metal and insulation work.

Key Requirements:

- ✓ Available for overtime, emergency call out, and occasional night shift work
- ✓ Category C respirator Certification

Knowledge/Skills/Abilities

- ✓ Utilize safe work practices and methods to prevent personnel injury or equipment damage
- ✓ Displaying confidence and self-reliance in performance of duties, comprehending complex matters and planning accordingly
- ✓ Performing duties with very little assistance, demonstrating competency with sound decision making, identifying problems, troubleshooting and making corrections in all mechanical areas
- ✓ Demonstrating a conscientious effort, committed to making improvements utilizing craftsmanship to attain accuracy and thoroughness while completing mechanical activities
- ✓ Have a working knowledge in the theory of the mechanical operation of power plant equipment to meet the need to properly maintain our power plants
- ✓ Ability to work in awkward positions, heavy lifting, hot and cold ambient conditions, climbing, balancing, and strenuous activities
- ✓ Ability to work in confined spaces and access through tight entry/exit ways
- ✓ Ability to work with heights and use ladders
- ✓ A thorough knowledge of the hazards and applicable safety methods pertaining to work being performed
- ✓ Ability to work from sketches and blue prints and perform layout
- ✓ Ability to work with and effectively communicate with other journeyworkers, operators, supervisors, vendors, equipment service representatives, and provide direction for helpers
- ✓ Ability to provide written reports on maintenance activities
- ✓ Ability to plan and schedule mechanical work activities
- ✓ Ability to use intermediate math for practical applications

Power Generation and Multi-skill

Power Generation has adopted a multi-skill program and all new **Plant Mechanics** will be required to acquire a secondary skill, and this also applies to apprentices upon completion of the program when they acquire their Journeyworker position. Training for multi-skill is done on company time and there is a time frame allotted. The secondary skills for a Plant Mechanic in the Valley are Electrical Instrumentation, Machine Work, Operations, Training, Welding, and Warehousing/Material Handling. Secondary skill assignments will be offered according to plant specific needs and training may vary slightly from plant to plant, due to difference in plant equipment and training resources.

Summary Information Substation Electrician Trade

The following outline is provided for individuals who are considering bidding into an SRP Apprenticeship. This information is specifically designed to help a potential candidate determine whether the **Substation Electrician** trade would be a suitable career choice for that individual. It is not intended as a complete, official job description. Instead, it highlights selected aspects of the job that might affect the candidate's decision to make a career commitment to a specific trade.

Summary of Functions

- ✓ Install and maintain electrical equipment and apparatus in the SRP power transmission and distribution system
- ✓ Substation construction, including grounding, conduit and cable, electrical structure, equipment installation, control wiring and feeder circuits
- ✓ Maintenance, inspection and repair of such substation equipment as breakers (for high, medium and distribution voltages); transformers, switchgear, regulators and batteries
- ✓ Maintenance and installation of underground conduit, cable and equipment

Primary Characteristics and Conditions

- ✓ The Electrician does a combination of technically and physically demanding work; in relation to both the electrical and structural aspects of the SRP transmission and distribution systems
- ✓ Includes emergency call outs that can occur at any time and can result in long hours under adverse conditions; with both physical and emotional strain
- ✓ Involves potential risks in working near and around energized lines and equipment; includes working at moderate heights (from ladders, platforms, bucket trucks and towers)
- ✓ Demands a high degree of commitment and adherence to safety procedures
- ✓ A majority of the work is done outdoors in all types of weather

Key Requirements

- ✓ Health and body strength to meet the physical needs of the job. Strength testing is required for application to the trade
- ✓ Mechanical aptitude in terms of being able to understand how various mechanical and electro mechanical devices operate.

Knowledge/Skills/Abilities

- ✓ Knowledge of direct current and alternate current electrical theory; power transmission and distribution systems
- ✓ Knowledge of design and operation of equipment such as circuit breakers, transformers, various types of switches, regulators, electric motors, and generators
- ✓ Skill in use of various hand tools, power tools, electrical testing equipment, and operating heavy equipment
- ✓ Skill in analyzing problems to identify cause and determine appropriate corrective action
- ✓ Ability to read and apply technical information from text, maps, diagrams, schematics, charts, etc.
- ✓ Ability to follow complex technical procedures
- ✓ Ability to make math calculations, including some algebra and trigonometry needed in determining electrical values
- ✓ Ability to communicate clearly and accurately with others in person, by radio, and in writing
- ✓ Ability to plan and organize work

Substation Electrician Pre-Apprenticeship

Top-performing candidates not selected for the substation electrician apprenticeship may be given the opportunity to participate in the substation electrician pre-apprenticeship: a one-year milestone program designed to prepare candidates for the four-year substation electrician apprenticeship.