

Teri Gardner 5-6-2021

Department of Labor & Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



REQUEST FOR REVISION OF STANDARDS

Received 05/06/2021
By S.Patterson

L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

From: **Pacific Power & LU 125 JATC #1185**

(NAME OF PROGRAM STANDARDS)

Please update our Standards of Apprenticeship to reflect the following changes.

Additions shall be underlined.

Deletions shall be ~~struck through~~.

See attached.

Authorized signatures

(chr.)

(sec.)

date:

Approved by:

Washington State Apprenticeship & Training Council

Secretary of WSATC:

date:

attach additional sheets if necessary

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II. MINIMUM QUALIFICATIONS:

Physical: ~~Able to perform the work of the trade.~~

~~For occupation Estimator only: None~~

Physically and mentally able to safely perform or learn to safely perform essential functions of the job either with or without reasonable accommodations and without endangering the safety or health of co-workers throughout the term of the apprenticeship agreement.

Lineman- Ability to lift in excess of 75 pounds with both hands, and pushing and pulling in excess of 100 pounds of exertion and force. Physical assessment conducted by committee appointed evaluator.

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

A. Selection Procedures:

~~Exempt per WAC 296-05.405(1)(a).~~

1. Apprenticeship openings will be posted online on the Career Page as they become available at <https://careers.pacificcorp.com> and on the bulletin boards in common areas at PacifiCorp.
2. Applications are available online at <https://www.pacificpower.net/about/careers.html> Applications must be completed and submitted online.
3. The committee shall select the apprentices from those employees within PacifiCorp who answer the posting. If no internal employees apply then external applications may be considered for the open apprenticeship position.
4. Applicant must achieve a passing score on NJATC Aptitude Test as follows:
Lineman occupation minimum passing score of 5
Estimator occupation minimum passing score of 6
Meter Technician occupation minimum passing score of 7
5. Interviews will be scheduled for applicants that meet the minimum qualifications for the apprentice occupation.
6. Interviews:
 - a. The interviewers shall have in their possession for each applicant: Application form, relevant documentation of education, and the applicant's NJATC test score.

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- b. Each applicant shall be interviewed individually. *Teri Gardner 6-3-2021*
- c. After a brief introduction, the interviewing committee will ask questions to find out as much as possible about the applicants's capacity to participate in apprenticeship.
- d. Questions will be for evaluation purposes focused on work experience, mechanical/technical abilities, and motivation to complete the program.
- e. Evaluation must be based on industry standards needs and not by comparison with other applicants.
- f. Evaluation of interview will be based on scale of 0-5 with 0 being unacceptable and 5 being excellent on each topic.
- g. All applicants will be asked the same questions. On a case by case basis, different follow-up questions may be asked.
7. The Committee will determine the number of openings prior to holding interviews.
8. Remaining applicants will be placed in a ranked pool and retained for two years based on interview scores, physical assessment scores if applicable (Lineman occupation only) and NJATC examination scores. The pool of remaining eligible applicants will be re-ranked upon completion of each interview cycle.

B. Equal Employment Opportunity Plan:

~~Exempt per WAC 296-05.405(1)(a).~~

1. Distributing information about the nature of apprenticeship programs, program admission requirements, current apprenticeship opportunities, sources of apprenticeship applications, and the equal employment opportunity policy of the sponsor.
2. Participating in workshops conducted by employment service agencies, school districts, and community-based organizations to increase apprenticeship program awareness of apprenticeship opportunities.
3. To develop and maintain positive relations with state employment centers and community organizations representing minorities, women, disabled persons, and veterans.