



# **APPRENTICESHIP PROGRAM INFORMATION LIST 2009**

**For Monterey, San Benito,  
San Mateo, Santa Clara and  
Santa Cruz Counties**

Prepared By:

State of California  
Department of Industrial Relations  
Division of Apprenticeship Standards

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**DEPARTMENT OF INDUSTRIAL RELATIONS**

**Division of Apprenticeship Standards**

The Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

- [Apprenticeship program search by county and occupation](#)
- [Apprenticeship overview](#)
- [Electrician Certification](#)
- [Minimum industry training criteria](#)
- [Public works projects](#)
- [Educators](#)
- [Employers](#)
- [Program sponsors](#)
- [Women](#)
- [Veterans](#)

[About DAS](#)

[Archives](#)

[Laws & Regulations](#)

[Publications Reports & Forms](#)

[En español](#)

**What's New**

- [Health Care Construction Public-Private Partnership](#)
- [Caltrans-DIR Construction Skilled Labor Workforce Initiative](#)
- [Download I built it! poster](#)
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- [More](#)

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Welcome to the California  
**DEPARTMENT OF INDUSTRIAL RELATIONS**

**Apprenticeship programs information guide**

[Back to search](#)

[Description of apprenticeship](#)

[Qualifications for apprenticeship](#)

[How apprenticeship programs operate](#)

[Steps an applicant should take](#)

[Apprenticeship video - "California's Best Kept Secret"](#)

### **Description of apprenticeship**

Apprenticeship is a system of learning while earning, and "learning by doing." It combines training on the job with related and supplemental instruction at school. Today, it is utilized chiefly in the skilled crafts. Each program operates under apprenticeship training standards agreed to by labor and/or management in accordance with State and Federal laws, under which a person works with a skilled worker and gains on the job skills and "know-how" and in turn becomes an important part of the occupation and industry. In those crafts in which management and labor organizations exist, each selects an equal number of members to serve on the joint apprenticeship committee. The joint apprenticeship committee determines the standards for training of its occupation and supervises the training of apprentices.

In many cases the local apprenticeship committees have guidelines in the form of national and/or statewide standards recommended by the advisory organizations. But these are minimums and the local groups usually have complete autonomy in developing and administering their own programs.

### **Qualifications for apprenticeship**

To be successful, the individual must have perseverance, ambition, and initiative. Like a college education, the successful completion of an apprenticeship term does not come easily, but is the result of hard work on the part of the apprentice.

In practically every skilled occupation, more than fundamental knowledge of arithmetic is essential. The ability to read, write and speak well is beneficial in any walk of life, but in some apprenticeship occupations it is more important than in others. In some occupations, individuals seeking an apprenticeship will be at a decided advantage if they have taken shop courses, have some knowledge of mechanical drawing, physics, blueprint reading, drafting, higher mathematics, chemistry, electricity, welding or the like. Physical fitness, a good sense of balance, eye-hand coordination, color sense, agility, strength, ability to work at heights and mechanical aptitude are desirable qualifications in many skilled occupations and one or more of these are essential in others. Ability to work with others, good personality, and neat appearance are necessary in most trades, particularly where contact with the public is involved.

In many skilled occupations, persons with a high school diploma or its equivalent are preferred. Prospective skilled workers usually like to work with their hands and to use various tools to build and repair things. They like to finish things once they have started and don't care how dirty or greasy the job, so long as they get it done. They enjoy visits to shops and factories and like to talk to mechanics about the jobs they do and the problems they meet in their work. In school, they get along well in shop, science, mathematics and mechanical drawing classes, and enjoy working on practical problems in the classroom and at home.

These are only some of the factors that may indicate an aptitude for the skilled crafts.

### **How apprenticeship programs operate**

The training is supervised by Joint Apprenticeship Committee (JAC) - sometimes called Joint Apprenticeship and Training Committee (JATC), or a Unilateral Apprenticeship Committee (UAC).

Training is "spelled out" in apprenticeship standards developed by the local apprenticeship committees, with the assistance of consultants of the Division of Apprenticeship Standards, and registered with the State. The processes of the trade and the number of hours to be spent learning each process are defined.

The period of training is from 1 to 6 years, depending upon the trade. Most programs are for 4 years.

Apprentices start at a percentage of the skilled worker's wage and receive increases at regular intervals. Starting rates are usually 35% to 50%, and increases are given every six months in most trades.

Apprentices attend classes of related technical instruction, usually in the public schools. This instruction, supplementing the training on the job, gives apprentices a comprehensive understanding of the theoretical aspects of their work. Related instruction is one of the fundamental features of apprenticeship and has been developed and accepted as standard practice in every trade. In most cases this means attending classes at night 4 hours each week, for at least 108 hours a year. The instruction includes such subjects as safety laws and regulations, mathematics, drafting, blueprint reading and other sciences connected with the trade.

In class apprentices learn the theories of their trade; each day on the job they learn its practice, under the supervision of skilled workers, instruction in the use of the tools of the trade is also given apprentices early in their training; in most trades they are not allowed to use any power-driven machinery until well advanced in their training. Apprentices are usually required to furnish their own hand tools.

Each apprentice signs an apprentice agreement either with a JAC, UAC or an individual employer. This agreement is filed with the Division of Apprenticeship Standards.

Upon successful completion of training, they are issued a "Certificate of Completion" by the State of California.

In a number of occupations and industries apprentices receive, in addition to their regular wages, fringe benefits covering vacation pay, health and welfare, pensions, etc. Through collective bargaining in a number of instances, employers also pay certain regular amounts into apprenticeship funds, which are administered by boards of trustees. Coordinators of apprenticeship and field representatives are employed by these boards to supervise the training of apprentices in a given trade or area, process apprentice applications, keep records of progress, and the like. Where fund offices and staffs have been established, they have been of great value to the JACs, apprentices and the industry.

Industry coordinators and apprenticeship consultants of the Division of Apprenticeship Standards visit establishments to determine on-the-job progress of apprentices, seek new apprenticeship openings, and discuss problems with apprentices, supervisors and employers.

The role of the state, through the Division of Apprenticeship Standards, is consultative and developmental. The field and technical staffs of the Division assist management, labor, JAC's and UAC's by seeking to promote and develop additional training programs, by providing technical data through research on current trends and training practices to improve and enlarge existing programs, and by serving as the registration and certification agency for apprenticeship in California. The Division carries out the regulations formulated by the California Apprenticeship Council, which is charged by law to "foster, promote, and develop the welfare of the apprentice and industry, improve the working conditions of apprentices, and advance their opportunities for profitable employment;" (Shelly-Maloney Apprentice Labor Standards Act of 1939, as amended--Chapter 4 of Division 3, Labor Code of the State of California.)

The Council's regulations are spelled out in Title 8, Chapter 2 of the California Administrative Code. Of particular interest are the sections pertaining to non-discrimination in apprenticeship.

Sec. 212 defines the contents of apprenticeship standards to be approved by the Division of Apprenticeship Standards, including paragraph (b) (13):

"Provision for fair and impartial treatment of applicants for apprenticeship, selected through uniform selection procedures."

Sec. 215 provides in part:

"Selection procedures must be in writing, approved by the apprenticeship program sponsor, and must meet objective standards."

Apprenticeship programs must comply with the State of California Plan for Equal Opportunity in Apprenticeship Adopted and amended by the California Apprenticeship Council on November 28, 1983, as though expressly set forth herein and shall be considered as an appendix hereto and appropriately marked as such, including the month and year of adoption.

The Division's State Plan developed to meet the requirements of revised 29 CFR 30 is spelled out in the booklet, "State of California Plan for Equal Opportunity in Apprenticeship," which also contains administrative guidelines for implementing the Plan.

### **Steps an applicant should take**

1. Select an occupation for which you have an aptitude or some previous experience and the physical ability to perform.
2. Find out if you meet the minimum qualifications for that occupation.
3. Decide whether you can work under the required job conditions, some of which may be hazardous, dirty, uncomfortable or otherwise unpleasant.
4. Apply for an apprenticeship either directly to an employer in the occupations, the JAC, UAC, the appropriate union, or the California Employment Development Department.
5. Take aptitude or other tests where required.
6. If the apprenticeship committee has a waiting list of applicants, determine whether or not you are sufficiently interested in the occupation to wait for an opening, or whether you should seek other employment.
7. Some apprenticeship committees have applicants find their own employment with a firm which participates in the apprenticeship program.

## WHERE TO GET LOCAL INFORMATION

District Offices of the California Division of Apprenticeship Standards and the Office of Apprenticeship

Employment Development Department.

The JAC office for each occupation as indicated in this guide.

## PUBLIC AGENCIES PARTICIPATING AND COOPERATING IN THE CALIFORNIA APPRENTICESHIP PROGRAM

California Apprenticeship Council, appointed by the Governor

Division of Apprenticeship Standards, Department of Industrial Relations

Employment Development Department

Board of Governors, California Community Colleges

Bureau of Industrial Education, State Department of Education

Office of Apprenticeship, U. S. Department of Labor

Women's Bureau, U. S. Department of Labor.

### **Definitions**

**JATC:** *Joint Apprenticeship Training Committee*

*The Committee is made up of equal number of members from Labor and Management*

**UAC:** *Unilateral Apprenticeship Committee*

*The Committee is made up of Management or Labor representatives*

**Letter of Subscription:**

*The applicant must seek his/her own employment.*

**List:** *Applicants are placed on a list. When new apprentices are needed, applicants are taken from the top of the list.*

**Pay:** *Starting pay and Journeyman pay rates shown are approximate and subject to change periodically.*

Trade: **Automotive Repair Trades**  
**Automotive/Truck Mechanic**  
Requirements: **Minimum of 17 Years of age, High School Diploma or GED. Must pass reading & math test**  
Length of Program: **4 years**  
Address: **Santa Clara County Automotive Repair Trades JATC**  
**2102 Almaden Rd, Suite 105, San Jose, CA 951251**  
Contact Person: **Rudy Swain (408) 445-3022**  
Starting Pay: **\$16.00** Journey Person Pay: **\$31.50**  
Applications Taken: **Continuous / Letter of Subscription**

Trade: **Automotive Repair Trades**  
**Automotive/ Truck Mechanic/ Tractor Mechanic**  
Requirements: **Minimum of 18 years of age, High School Diploma or GED**  
Length of Program: **4 years**  
Address: **Bay Area and Central Coast Machinists JATC**  
**2102 Almaden, Suite 105, San Jose, CA 95125**  
Contact Person: **Sam Saiu, Chairperson (408) 723-4900**  
Starting Pay: **50% of Journey Person Rate** Journey Person Pay: **\$16.75 -18.00**  
Applications Taken: **Continuous / List and/or Letter of Subscription**

Trade: **Bricklayer**  
Requirements: **Minimum of 18 years of age, Drivers License**  
Length of Program: **4 years**  
Address: **Bricklayers and Allied Crafts Local 3 JATC**  
**8400 Enterprise Way, #114, Oakland, CA 94621**  
Contact Person: **Mike Height, Coordinator (510) 553-0991**  
Starting Pay: **\$14.00** Journey Person Pay: **\$35.00**  
Applications Taken: **Contact the Program**

Trade: **Carpenter, Acoustical, Insulation, Shingler, Scaffold & Shoring Erector**  
Requirements: **Minimum of 17 years of age, High School Diploma or GED**  
Length of Program: **Carpenter 4 years; Acoustical/Insulation 3 years; Shingler 2 years; Scaffold & Shoring Erector 4 years**  
Address: **Santa Clara/San Benito Counties Carpenters JATC**  
**485 Woodview Drive, Morgan Hill, CA 95037**  
Contact Person: **Steve Tuma, District Coordinator (408) 778-1552**  
Starting Pay: **\$20.85** Journey Person Pay: **\$34.75**  
Applications Taken: **Continuous / List**

Trade: **Carpenter, Acoustical, Insulation, Shingler**  
Requirements: **Minimum of 17 years of age, High School Diploma or GED**  
Length of Program: **Carpenter 4 years; Acoustical/Insulation 3 years, Shingler, 2 years**  
Address: **Monterey County Carpenters JATC, Matt Rowlett, Coordinator (408) 778-1552**  
**Santa Cruz County Carpenters JATC, Anthony Borrero, Coordinator (408) 778-1552**  
**485 Woodview Drive, Morgan Hill, CA 95037**  
Starting Pay: **\$17.32** Journey Person Pay: **\$28.87**  
Applications Taken: **Continuous/List**

Trade: **Carpenter (Hardwood Floor Layer)**  
Requirements: **Minimum of 17 years of age, High School Diploma or GED**  
Length of Program: **Hardwood Floor Layer 3 years**  
Address: **Greater Bay Area Hardwood Floor Layers JATC**  
**485 Woodview Drive, Morgan Hill, CA 95037**  
Contact Person: **Anthony Borrero, Coordinator (408) 778-1552**  
Starting Pay: **\$20.85** Journey Person Pay: **\$34.75**  
Applications Taken: **Continuous List**

Trade: **Carpenter, Acoustical, Insulation Installer, Scaffold & Shoring Erector Shingler**  
Requirements: **Minimum of 17 years of age, High School Diploma or GED**  
Length of Program: **Carpenter 4 years; Acoustical/Insulation 3 years; Scaffold and Shoring Erector 4 years; Shingler 2 years**  
Address: **Carpenters Training Center (San Mateo County)**  
**2350 Santa Rita Road**  
**Pleasanton, CA 94566**  
Contact Person: **Neil Whitbeck, Coordinator (925) 462-9644**  
Starting Pay: **\$20.85** Journey Person Pay: **\$34.75**  
Applications Taken: **Continuous/List**

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

<p>Trade: Requirements: Length of Program: Address:</p>	<p><b>Carpenter</b> Minimum of 17 years of age, High School Diploma, GED or Certification of Proficiency Test 4 years <b>Associated Builders &amp; Contractors Golden Gate Chapter Carpenter UAC (Alameda, Contra Costa, El Dorado, Fresno, Marin, Mendocino, Monterey, Napa, Placer, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus, Tuolumne, and Yolo Counties.</b> 4309 Hacienda Dr. Suite 500, Pleasanton, CA 94588</p>
<p>Contact Person: Starting Pay: Applications Taken:</p>	<p>Anne Quick, Apprenticeship Director (925) 474-1300 <i>Conforms to State and Federal Requirements</i> <i>Above address and phone number.</i></p>
<p>Trade: Requirements: Length of Program: Address:</p>	<p><b>Cement Mason</b> <i>Minimum of 18 years of age</i> 3 Years <b>Northern California Cement Masons All of Northern California</b> 2350 Santa Rita Road, Pleasanton, CA 94566</p>
<p>Contact Person: Starting Pay: Applications Taken:</p>	<p>Mark Gonzalez, Training Director (925) 484-2271 \$17.89 Journey Person Pay: \$27.52 <i>Continuous / Letter of Subscription</i></p>
<p>Trade: Requirements: Length of Program: Address:</p>	<p><b>Drywall/Lather</b> Minimum of 17 years of age, High School Diploma, GED or Certification of Proficiency Test 3 years <b>Drywall/Lathing JATC (San Mateo, San Francisco Counties)</b> 23217 Kidder Street, Hayward, CA 94545</p>
<p>Contact Person: Starting Pay: Applications Taken:</p>	<p>Dan Burchfield, Coordinator (510) 785-5885 \$20.85 Drywall/Lather Journey Person Pay: \$34.75 <i>Continuous/Application</i></p>
<p>Trade: Requirements: Length of Program: Address:</p>	<p><b>Drywall/Lather</b> <i>Minimum of 17 years of age, High School Diploma, GED or 6 months on-the-job training</i> 4 years <b>Drywall/Lathing JATC (Santa Clara, San Benito)</b> 23217 Kidder Street, Hayward, CA 94545</p>
<p>Contact Person: Starting Pay: Applications Taken:</p>	<p>Octavio Soto, Coordinator (510) 785-5885 \$20.85 Drywall/Lather Journey Person Pay: \$34.75 <i>Continuous / Application</i></p>
<p>Trade: Requirements: Length of Program: Address:</p>	<p><b>Drywall/Lather</b> <i>Minimum of 17 years of age, High School Diploma, GED or 6 months on-the-job training</i> 3 years <b>Drywall/Lathing JATC (Monterey, &amp; Santa Cruz Counties)</b> 23217 Kidder Street, Hayward, CA 94545</p>
<p>Contact Person: Starting Pay: Applications Taken:</p>	<p>Octavio Soto, Coordinator (510) 785-5885 \$16.51 Drywall/Lather Journey Person Pay: \$27.52 <i>Continuous/Application</i></p>

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

Trade: **Electrician  
Inside Wireman**  
 Requirements: *Minimum of 18 years of age, High School Diploma or GED.  
Transcript of school courses, must have 2 years of math with C  
grades, one of which must be Algebra*  
 Trade: **Residential Wireman**  
 Requirements: *Minimum of 18 years of age, High School Diploma, GED or  
Proficiency Certificate*  
 Length of Program: *Electrician, 5 years; Residential Wireman, 3 years*  
 Address: **Santa Clara County Electrical Trades JATC (Santa Clara County)**  
 908 Bem Court, San Jose, CA 95112  
 Contact Person: **Dan Romero, Training Director** (408) 453-1022  
 Starting Pay: **\$21.41 Inside Wireman** Journey Person Pay: **\$47.57**  
**\$14.11 Residential Wireman** Journey Person Pay: **\$28.22**  
 Applications Taken: *Continuous/list*  
*Inside Wireman: 9 am - 12 pm - Quarterly 1<sup>st</sup> Wed in Jan., April, June & Oct.*  
*Residential Wireman: 2 pm - 4pm - every 4th Thursday of each month*

Trade: **Electrician (Inside Wireman)**  
 Requirements: *Minimum of 18 years of age, High School Diploma or GED.  
Transcript of school courses, must have 2 years of math with C  
grades, one of which must be Algebra*  
 Length of Program: *5 years*  
 Address: **Tri County JATC for the Electrical Industry (Monterey,  
Santa Cruz & San Benito Counties)**  
 10300 Merritt Street, Castroville, CA 95012  
 Contact Person: **Edward J. Sudyka, Training Director** (831) 633-3063  
 Starting Pay: **\$17.21** Journey Person Pay: **\$37.29**  
 Applications Taken: *Monday - Friday, 9am to 11am and 1pm to 4pm*

Trade: **Electrician (Inside Wireman)**  
 Requirements: *Minimum of 18 years of age, High School Diploma or GED.  
Transcript of school courses, must have 2 years of math with C  
grades, one of which must be Algebra, and pass math & reading test.*  
 Length of Program: *5 years Upon Acceptance into the program must be have a valid California Drivers License and  
pass drug and physical tests.*  
 Address: **San Mateo County Electrical JATC**  
 625 Industrial Road  
 San Carlos, CA 94070  
 Contact Person: **Kathleen Barber, Training Director** (650) 591-5217  
 Starting Pay: **\$17.15 - \$49.00**  
 Applications Taken: *Applications are taken on the third Wednesday of every month at  
10am sharp except holidays*

Trade: **Electrician**  
 Requirements: *Minimum of 17 years of age, High School Diploma, GED or  
Proficiency Certificate - and one year high school algebra  
or its equivalent with a grade of C or better.  
Written examination: Math test and Oral Interview.*  
 Length of Program: *4 years*  
 Address: **Associated Builders & Contractors Golden Gate Chapter  
Electrical UAC** (Alameda, Contra Costa, El Dorado, Fresno, Marin, Monterey,  
Napa, Placer, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara,  
Santa Cruz, Solano, Sonoma, Stanislaus, Tuolumne, and Yolo Counties)  
 4309 Hacienda Dr., Suite 500, Pleasanton, CA 94588  
 Contact Person: **Anne Quick, Apprenticeship Director** (925)474-1300  
 Starting Pay: *Conforms to State and Federal Regulations*  
 Applications Taken: *Above address and phone number.*

Trade: **Floor Covering (Carpet, Linoleum & Soft Tile)**  
 Requirements: *Minimum of 18 years of age. Must pass Math & Reading test*  
 Length of Program: *4 years*  
 Address: **Northern California Floor Covering JATC**  
 3393 Arden Road, Hayward, CA 94545-3924  
 Contact Person: **David Marshall, Lead Instructor** (510) 259-1102  
 Starting Pay: **\$18.23** Journey Person Pay: **\$36.46**  
 Applications Taken: *Monday - Friday, 8am to 12pm or by appointment*

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

**Trade:** **Glaziers**  
**Requirements:** Minimum of 17 years of age, High School Diploma or GED  
**Length of Program:** 5 years  
**Address:** **Santa Clara County Glaziers JATC**  
 3393 Arden Road, Hayward, CA 94545  
**Contact Person:** Jim Graham, Coordinator (510) 782-4232  
**Starting Pay:** \$15.24 Journey Person Pay: \$38.11  
**Applications Taken:** Continuous / Letter of Subscription and/or List

**Trade:** **Ironworker**  
**Requirements:** Minimum of 18 years of age, High School Diploma or GED  
**Length of Program:** 4 years  
**Address:** **Intl. Assoc. of Bridge, Structural, Ornamental & Reinforcing Ironworkers L.U. #377, St. Clara JATC**  
 3150 Bayshore Rd., Benicia, CA 94510  
**Contact Person:** Brian Colombo, Coordinator (707) 746-7666  
**Starting Pay:** \$15.92 Journey Person Pay: \$31.83  
**Applications Taken:** 2102 Almaden Rd., Rm #101, San Jose, CA 95125  
 (9am - 11:00am. / Letter of Subscription)

**Trade:** **Laborer (Construction Craft Laborer)**  
**Requirements:** Minimum 17 years of age; pass oral exam  
**Length of Program:** 2 years  
**Address:** **Associated Builders & Contractors Golden Gate Chapter Construction Craft Laborer UAC**  
 4309 Hacienda Drive, Suite 500, Pleasanton, CA 94588  
**Contact Person:** Anne Quick, Apprenticeship Director (925) 474-1300  
**Starting Pay:** Conforms to State and Federal Requirements  
**Applications Taken:** Above address and phone number

**Trade:** **Laborer (Construction Craft Laborer)**  
**Requirements:** Minimum 18 years of age; pass oral exam  
**Length of Program:** 18 months  
**Address:** **Northern California District Council of Laborers Construction Craft Laborers JATC**  
 1001 Westside Drive  
 San Ramon, CA 94583  
**Contact Person:** Jeff Armstrong, Director of Apprenticeship (925) 556-0858  
**Starting Pay:** \$14.48 - \$15.53  
**Applications Taken:** Applications may be obtained at the address above or at any Labors Local Union Office in Northern California

**Trade:** **Machinist**  
**Requirements:** Minimum of 18 years of age, High School Diploma or GED  
**Length of Program:** 4 years  
**Address:** **Bay Area and Central Coast Machinists JATC**  
 2102 Almaden, Suite 105, San Jose, CA 95125  
**Contact Person:** Sam Saiu, Coordinator (408) 723-4900  
**Starting Pay:** 50% of Journey Person Rate Journey Person Pay: \$30.00  
**Applications Taken:** Continuous / List and/or Letter of Subscription

**Trade:** **Meat Cutter**  
**Requirements:** Minimum of 18 years of age, must be able to read & write in English & able to complete a written application in own handwriting. Pass oral interview given by employer with minimum score of 70%.  
**Length of Program:** 2 years  
**Address:** **Santa Clara County Meat Cutter JAC**  
 240 S. Market St., San Jose 95113  
**Contact Person:** Larry Parola, Chairman (408) 998-0428  
**Starting Pay:** 55% of Journey Pay Journey Person Pay: \$21.22/hour  
**Applications Taken:** Continuous/Applicants seek employment with employers

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

**Trade:** *Mill Cabinet*  
**Requirements:** Minimum of 17 years of age, High School Diploma or GED  
**Length of Program:** 4 years  
**Address:** *Mill Cabinet JATC of Santa Clara & San Benito Counties*  
 2102 Almaden Road, Suite 115, San Jose, CA., 95125  
**Contact Person:** Glenn Skogen, Coordinator (408) 264-3262  
**Starting Pay:** \$18.25 Journey Person Pay: \$28.37/hour (Shop rate)  
 \$20.79 Journey Person Pay: \$32.61/hour (Outside rate)  
**Applications Taken:** Continuous

**Trade:** *Operating Engineers*  
**Requirements:** Minimum of 18 years of age, High School Diploma or GED  
**Length of Program:** 4 years/varies for different occupations  
**Address:** *46 Northern Counties Operating Engineers JATC*  
 14738 Cantova Way, Sloughhouse, CA 95683  
**Contact Person:** Tammy Castillo, Director (916) 354-2029  
**Starting Pay:** 55% of Journey Person Rate Journey Person Pay: \$24.40/\$35.35  
**Applications Taken:** Continuous / List

**Trade:** *Painter & Decorator; Paperhanger*  
**Requirements:** Minimum of 17 years of age. Must pass Color Blindness test  
**Length of Program:** 4 years  
**Address:** *Painters & Decorating JATC of the Bay Area ,Inc.*  
 3393 Arden Road, Hayward, CA 94545  
**Contact Person:** Paul S. Nahm, Director of Apprenticeship (510) 785-8467  
**Starting Pay:** \$16.13 Journey Person Pay: \$34.00  
**Applications Taken:** Call the number above 10am-2pm to make an appointment

**Trade:** *Painter*  
**Requirements:** Minimum of 17 years of age,  
 years  
**Length of Program:** *Associated Builders & Contractors Golden Gate Chapter Painter UAC (Alameda, Contra Costa, El Dorado, Fresno, Marin, Napa, Placer, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus, Tuolumne, and Yolo Counties.*  
**Address:** 4309 Hacienda Dr. Suite 500, Pleasanton, CA 94588  
**Contact Person:** Anne Quick, Apprenticeship Director (925) 474-1300  
**Starting Pay:** Conforms to State and Federal Regulations  
**Applications Taken:** Above address and phone number.

**Trade:** *Pipe Trades (Plumber, Steamfitter, Refrigeration & Air Conditioning Mechanic)*  
**Requirements:** Minimum of 17 years of age, High School Diploma or GED. Must pass Math Test  
**Length of Program:** 5 years  
*Residential Plumber*  
**Requirements:** Minimum of 18 years of age (no High School Diploma)  
**Length of Program:** 4 years  
**Address:** *Pipe Trades JATC (Santa Clara & San Benito Counties)*  
 780 Commercial Street, San Jose, CA 95112  
**Contact Person:** Carl Cimino, Director (408) 453-6330  
**Starting Pay:** \$20.24 Journey Person Pay: \$47.12  
 \$13.64 Residential Plumber Journey Person Pay: \$27.33  
**Applications Taken:** Once a year - Call for information / List and/or Letter of Subscription (Not all Trades open)

**Trade:** *Pipe Trades*  
**Requirements:** Minimum of 18 years of age, High School Diploma or GED.  
 Must have 2 years of general math.  
**Length of Program:** 5 years  
**Address:** *Plumbing, Pipefitting & Refrigeration Industry of San Mateo JATC*  
 1519 Rollins Road  
 Burlingame, CA 94010  
**Contact Person:** Norman Hayes, Director of Training (650) 692-0442  
**Starting Pay:** \$20.70 to \$51.75 Refrigeration & Air Conditioning Mechanic  
 \$20.70 to \$51.75 Plumber  
**Applications Taken:** Once a Year - Call for information/List and/or Letter of Subscription

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

Trade: **Pipe Trades (Plumber, Steamfitter-Pipefitter, Refrigeration & Air Conditioning Mechanic)**  
 Requirements: **Minimum of 18 years of age, High School Diploma or GED.  
 Must pass Math Test**  
 Length of Program: **5 years**  
 Address: **Monterey and Santa Cruz Counties Plumbers & Pipefitters JATC  
 11445 Commercial Parkway, Castroville, CA 95012**  
 Contact Person: **Mario A. Maciel, Apprenticeship Coordinator (831) 633-6091**  
 Starting Pay: **\$17.55/Hr. Journey Person Pay: \$39.00/Hr.**  
 Applications Taken: **At specified times/List**

Trade: **Plumber**  
 Requirements: **Minimum of 17 years of age, High School Diploma, GED or  
 Certification of Proficiency Test**  
 Length of Program: **4 years**  
 Address: **Associated Builders & Contractors Golden Gate Chapter Plumbing UAC (Alameda,  
 Contra Costa, El Dorado, Fresno, Marin, Napa, Placer, Sacramento, San Francisco, San  
 Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus, Tuolumne,  
 and Yolo Counties.  
 4309 Hacienda Drive, Suite 500, Pleasanton, CA 94568**  
 Contact Person: **Anne Quick, Apprenticeship Coordinator (925) 474-1300**  
 Starting Pay: **Conforms to State and Federal Regulations**  
 Applications Taken: **Above address and phone number.**

Trade: **Plasterer**  
 Requirements: **Minimum of 18 years of age**  
 Length of Program: **4 years**  
 Address: **Northern California Plasterers JATC (Santa Clara, San Benito, Monterey & Santa Cruz  
 Counties)  
 2102 Almaden Road, Suite 120, San Jose, CA 95125**  
 Contact Person: **Nacho Garcia (408) 264-4430**  
 Starting Pay: **\$13.87 Journey Person Pay: \$27.75**  
 Applications Taken: **Continuous / Letter of Subscription**

Trade: **Plasterer**  
 Requirements: **Minimum of 18 years of age**  
 Length of Program: **4 years**  
 Address: **Bay Area Plastering Industry JATC (San Mateo County)  
 132 Starlite, South San Francisco, CA 94080**  
 Contact Person: **Robert Noto, Coordinator (650) 827-1451**  
 Starting Pay: **\$15.33 Journey Person Pay: \$34.06**  
 Applications Taken: **Mon thru Fri 7am - 8:30am 2660 Newhall St., Ste 203, San Francisco, CA 94124  
 or 8400 Enterprise Way, Rm 113, Oakland, CA 94621**

Trade: **Roofer**  
 Requirements: **Minimum of 18 years of age**  
 Length of Program: **3 1/2 years**  
 Address: **Santa Clara Valley Area Roofers JATC  
 (Santa Clara & San Benito Counties)  
 293 Brokaw Road, Santa Clara, CA 95050-4335**  
 Contact Person: **Dan Smith, Coordinator (408) 987-0434**  
 Starting Pay: **\$12.67 Journey Person Pay: \$31.43**  
 Applications Taken: **Continuous / Letter of Subscription**

Trade: **Roofer**  
 Requirements: **Minimum of 18 years of age**  
 Length of Program: **3 1/2 years**  
 Address: **Independent Roofing Contractors of Calif. UAC (Alameda,  
 Contra Costa, Lake, Marin, Mendocino, Monterey, Napa,  
 Sacramento, San Francisco, San Joaquin, San Mateo, Santa  
 Cruz, Solano, Sonoma, and Santa Clara Counties)  
 P. O. Box 27935, Concord, Ca. 94527**  
 Contact Person: **John Upshaw, Coordinator (925) 939-3715**  
 Starting Pay: **Varies, depending on county**  
 Applications Taken: **Continuous / Letter of Subscription**

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

**Trade:** *Sheet Metal Worker, (Air Conditioning Mechanic, Air Conditioning Specialist, Sheet Metal Worker, Test, Adjust & Balancing Technician, Service Technician)*  
**Requirements:** *Minimum of 17 years of age, High School Diploma or GED. Must pass Math test and Aptitude Test*  
**Length of Program:** *Sheet Metal Worker, 5 years; Sheet Metal Service Worker & Sheet Metal Specialist, 2 years*  
**Address:** *Bay Area Sheet Metal JAC (Santa Clara Sub-JAC)  
 2350 Lundy Place, San Jose, CA 95131*  
**Contact Person:** *Chris Valverde, Coordinator (408) 263-1712*  
**Starting Pay:** *\$19.09 Sheet Metal Worker Journey Person Pay: \$47.73  
 \$14.78 A/C Specialist Journey Person Pay: \$24.63  
 \$19.09 A/C Mechanic Journey Person Pay: \$47.73  
 \$19.09 T-A-B Technician Journey Person Pay: \$47.73  
 \$16.89 Service Technician Journey Person Pay: \$28.15*  
**Applications Taken:** *1st and 3rd Tuesday of every month at 8:00am*

**Trade:** *Sheet Metal Worker*  
**Requirements:** *Minimum of 17 years of age, High School Diploma or GED. Must pass Math test.*  
**Length of Program:** *Sheet Metal Worker, 5 years; Sheet Metal Service Worker & Sheet Metal Specialist, 2 years*  
**Address:** *Monterey County Sheet Metal JAC (Monterey/Santa Cruz & San Benito Counties)  
 11060 Commercial Parkway, Castroville, CA 95012*  
**Contact Person:** *Miguel A. Ibarra, Coordinator (831) 633-6151*  
**Starting Pay:** *\$14.60 Journey Person Pay: \$47.73 (Monterey/San Benito Counties)  
 \$15.30 Journey Person Pay: \$36.25 (Santa Cruz County)*  
**Applications Taken:** *Continuous (10am to 3pm, Tues Thurs-Fri) / List*

**Trade:** *Sheet Metal Worker (Air Conditioning Mechanic, Air Conditioning Specialist, Sheet Metal Worker, Test, Adjust & Balancing Technician, Service Technician)*  
**Requirements:** *High School Diploma or equiv and 1 semester of Mathematics at high school level or above with minimum grade of C.*  
**Length of Program:** *4 years*  
**Address:** *Bay Area Sheet Metal JATC (San Mateo Sub-JAC)  
 860 Hinckley Rd., Burlingame, CA 94010*  
**Contact Person:** *Kevin Lindsey, Coordinator (650) 652-9672*  
**Starting Pay:** *\$19.09 Sheet Metal Worker Journey Person Pay: \$47.73  
 \$14.78 A/C Specialist Journey Person Pay: \$24.63  
 \$19.09 A/C Mechanic Journey Person Pay: \$47.73  
 \$19.09 T-A-B Technician Journey Person Pay: \$47.73  
 \$16.89 Service Technician Journey Person Pay: \$28.15*  
**Applications Taken:** *3rd Tues of each month at 10:00a.m. to 2:00p.m.*

**Trade:** *Sound & Communication Systems Installer*  
**Requirements:** *Minimum of 18 years of age, High School Diploma or GED*  
**Length of Program:** *4 years*  
**Address:** *Northern California Sound & Communication JATC  
 911 Bern Ct., Ste. 100, San Jose, CA 95112*  
**Contact Person:** *Terry Monroe, Apprentice Career Coordinator (408) 453-3101*  
**Starting Pay:** *\$15.35/hour Journey Person Pay: \$27.97*  
**Applications Taken:** *Continuous (9am to 11am & 2pm to 4pm, Mon-Fri) / List and/or Letter of Subscription*

**Trade:** *Sprinkler Fitter*  
**Requirements:** *Minimum age of 18, HS Diploma/Equiv, Pass Test*  
**Length of Program:** *5 years*  
**Address:** *Sprinkler Fitters UA Local 483 JAC (San Francisco, Marin, Solano, Sonoma, Contra Costa, Alameda, San Mateo, Santa Clara and Napa Counties)  
 2531 Barrington Court, Hayward, CA 94545*  
**Contact Person:** *Linda Loeffler, Coordinator (510) 782-9483*  
**Starting Pay:** *\$18.23 Journey Person Pay: \$45.59*  
**Applications Taken:** *Every 2<sup>nd</sup> & 4<sup>th</sup> Wednesday from 12pm to 5pm of every month*

**INTERESTED APPLICANTS SHOULD REGISTER AT THE ADDRESS GIVEN**

**Trade:** **Sprinkler Fitter**  
**Requirements:** Minimum age of 18; HS Graduate or GED or Equivalent  
**Length of Program:** 5 years  
**Address:** **Road Sprinkler Fitters UA Local 669 JATC**  
7050 Oakland Mills Road  
Columbia, MD 21046  
**Contact Person:** Charles W. Ketner, Director of Apprenticeship (800) 638-0592  
**Starting Pay:** \$16.08 - \$18.23 per hour depending on location  
**Applications Taken:** Call apprenticeship office at (800) 638-0592 to request listing to pick up application.

**Trade:** **Stationary Engineers**  
**Requirements:** Minimum of 18 years of age, High School Diploma or GED  
**Length of Program:** 4 years  
**Address:** **Northern California & Northern Nevada Stationary Engineers JAC**  
560 Barneveld Avenue, San Francisco, CA 94124  
**Contact Person:** John Starelli, Asst. Director of Training (415) 285-3939  
**Starting Pay:** Contact the Program  
**Applications Taken:** Contact the Program

**Trade:** **Taper**  
**Requirements:** Minimum of 18 years of age.  
**Length of Program:** 3 years  
**Address:** **Painting and Decorating JATC of the Bay Area, Inc.**  
3393 Arden Road, Hayward, CA 94545  
**Contact Person:** Paul S. Nahm, Director of Training (510) 785-8467  
**Starting Pay:** \$14.00 - \$15.00 Journey Person Pay: \$33.71  
**Applications Taken:** Call Number above 10:00am to 2pm to make an appointment

**Trade:** **Tile Finisher / Tile Layer**  
**Requirements:** Minimum of 18 years of age  
**Length of Program:** 2 years Tile Finisher; 3 years Tile Layer  
**Address:** **Northern California Tile Industry Joint Apprenticeship Training Committee**  
10800 Bigge Street, San Leandro, CA 94577  
**Contact Person:** Lupe Ortiz, Coordinator (510) 632-8453  
**Starting Pay:** Contact the Program  
**Applications Taken:** Contact the Program