



Energize your future

Apply for Pre-Apprentice positions at APS and start a career, not just a job.

What you'll do:

- Join the largest utility Pre-Apprenticeship Program in Arizona where you'll be paid to learn to become a Journeyman Lineman\Substation Electrician\Polyphase Meterman.
- Work outdoors in a team environment.
- Receive in-classroom and on-the-job training.
- Rotate within the organization and assist Journeyman with:
 - Pre-Apprentice Linemen: various tasks including rigging, operating hydraulic tools, boom trucks and forklifts; running parts, ground work, driving bucket trucks, install poles, trenches, and working in confined spaces.
 - Pre-Apprentice Substation Electrician: various tasks including repair/install/replace conduit, duct banks, and sweeps; building and maintaining electrical substations from 12kv to 500kv; rigging; operate hydraulic tools; operate boom truck & forklift; working from aerial lifts; install poles, trenches and working in confined spaces.
 - Pre-Apprentice Polyphase Meterman: Learn and gain experience in the trade with KWH testing single phase meters, AMI meters and CT rated meter installations; install/replace single phase self-contained meters, perform dead meter checks on single phase meters and working in confined spaces.

Pre-Apprentice positions will be posted October 2024



What you'll receive:

- **Get paid to train!** – During the 9 to 12-month program, Pre-Apprentices receive statewide on-the-job skills training plus craft-related classroom instruction.
- **Climb in your career** – Upon completion of the Pre-Apprentice Program, graduates are eligible to apply for a position in APS' award-winning Apprenticeship Program.
- **National recognition** – The four-year APS Apprenticeship Program is registered with the State of Arizona Office of Apprenticeship and the U.S. Department of Labor, offering best-in-class development. Winner of five Arizona State Exemplary Apprenticeship Program Awards: 2004, 2008, 2009, 2014, 2018.
- **Community involvement** – Play an integral role in your community by providing safe and reliable power to customers.
- **No day is the same!** – Challenge yourself by working outdoors in a team environment solving problems.
- **Competitive pay and benefits**– Starting pay around \$31.74/hr with opportunities for overtime, annual incentive plan participation, Medical/Dental/Vision, 401(k), retirement savings plan, tuition reimbursement, generous PTO plan, life insurance and much more!

Why APS?

Solid company with AZ roots!

With roots in Arizona for more than a century, we are heavily invested in the well-being of the state and the communities we serve.

Arizona's largest energy provider!

APS provides a sustainable future by investing in both its employees and consumers as we generate safe, affordable and reliable electricity.

We're future-focused!

By 2030, we expect to add more than 600,000 new customers, and we will meet those growing needs with the use of smart technologies, renewable energy resources and top talent.

Minimum requirements:

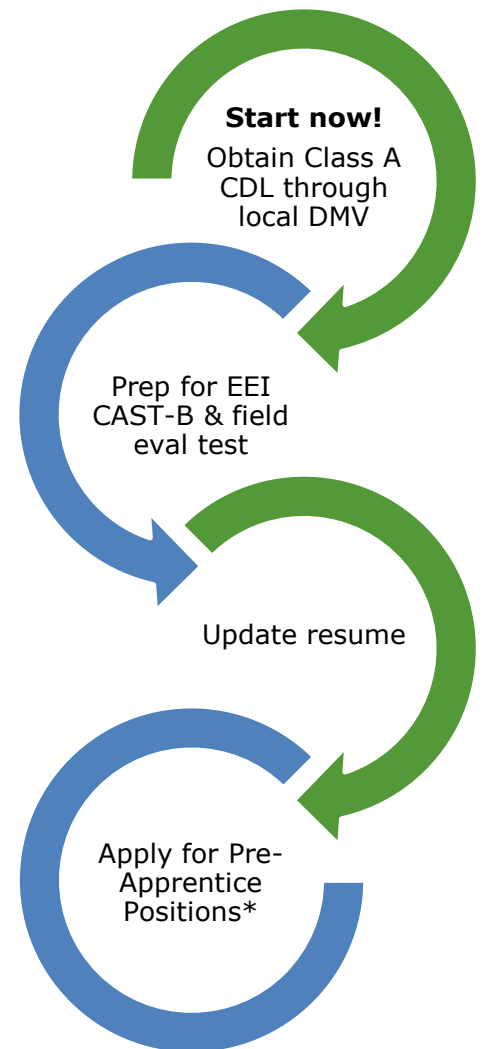
- Updated resume
- At least 18-years-old
- High school diploma or GED
- Legally authorized to work in the U.S.
- Successfully pass the EEI CAST-B test
- Successful completion of college level "Introduction to College Algebra" course, NJATC Technical Mathematics course, or equivalent with a grade "C" or better
- Lineman & Substation Electrician only: Valid Class A Commercial Driver's License (CDL) with no mechanical restrictions and safe driving record

Want more information?

Visit aps.com/careers for job postings and EEI practice materials (under "How to Apply"). Email PreApprentice@aps.com with additional questions.



Steps to get started



Hiring Process

1. Selected candidates may be invited to take the EEI CAST-B test
2. Passing candidates may be invited to participate in the Field Evaluations (hands-on test)
3. Candidates successful in the field evaluation are invited to interview

*Positions will be posted for at least a two-week window