



# 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 Linemen crews with various tasks, including rigging, operating hydraulic tools, boom trucks and forklifts, running parts, ground work, driving bucket trucks, installing pole holes and

Pre-Apprentice positions will be posted beginning in mid-December 2020 thru January 2021.

## 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 written test
- Safe driving record
- Valid Class A Commercial Driver's License (CDL) with manual transmission and no mechanical restrictions

### Average Pay

#### Pre-Apprentice

(start of career)

Hourly: \$26

Monthly: \$4,500

Annually: \$54,000

#### Journeyman

(career growth potential)\*

Hourly: \$48

Monthly: \$8,320

Annually: \$99,840

\* Plus overtime opportunities



## 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 four 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 \$26/hr on average, 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 and we generate safe, affordable and reliable electricity.

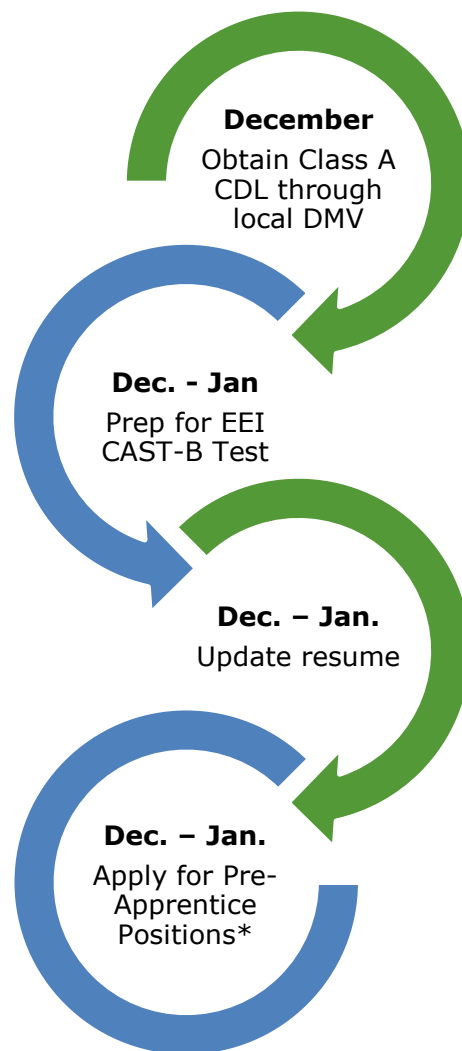
### We're future-focused!

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.

## Want more information?

Visit [aps.com/careers](https://aps.com/careers) for job postings and EEI practice materials (under apprenticeship programs). Email [PreApprentice@aps.com](mailto:PreApprentice@aps.com) with additional questions.

## Steps to get started



### Hiring Process

1. Selected candidates invited to take the EEI CAST-B written test
2. Passing candidates invited to participate in the Field Evaluations (hands-on test)
3. Candidates above the cut-off score invited to interview

\*Positions will be posted for a two-week window