

IRONWORKERS APPRENTICESHIP

What is an Ironworker?

An Ironworker is a tradesman who is an important part of the building and construction industry, responsible to perform many duties related to the construction industry. The various duties of the Ironworker are:

Reinforcing Ironworkers (Rodmen) place steel and post tensioning cables in concrete, as well as setting precast concrete into position. Structural Ironworkers erect steel members, which form framework of steel buildings. Ironworkers also install stairways, catwalks, handrails, floor plate, and grating.

Ironworkers erect Pre-Engineered Metal Buildings; install metal siding and roof decking. Ornamental Ironworkers install window sash, metal curtain wall systems, ornamental and decorative structural steel members, doors and windows. Ironworkers also install fence, guard rail and bumper posts. Machinery movers and riggers are Ironworkers that install heavy machinery and equipment. Many times, the fabrication and re-fabrication of steel is an important part of the job. The importance of being a certified welder, burner and layout person cannot be overstated. The ability to read blueprints and operate the transit is also important to Ironworkers.

Ironwork is an extremely hard and physically demanding trade. Because of the dangers of Ironwork, it is important to be a team player that works well with fellow workers to be sure the job is completed safely, on time and under budget.

How Do I Prepare For The Trade?

The following will be helpful:

- Good Attitude and physical conditioning
- Good mathematical skills
- Welding, mechanical and blueprint reading skills
- Must have a willingness to learn

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FREQUENTLY ASKED QUESTIONS

Q. How much will I work?

A. Just like with any job in life Ironwork is no different. If you are a hard worker, you have the opportunity to work year-round. Good hard workers that show up on time and listen more than they talk often work year-round. If you are an average worker, you will most likely experience lapses in your employment (one to two months a year). Lazy and low motivated workers will seldom work and often will only work when construction is booming. These workers often quit because they do not have enough income to support themselves.

Q. Who will I work for?

A Contractually contractors are to keep a specific journeyman to apprentice ratio, so most jobs that are being done will have at least one apprentice on that job. As apprentices graduate to journeyman, contractors will need apprentices to maintain these ratios. If the contractor is busy that same apprentice will most likely stay with the same contractor for several different projects. If the contractor doesn't have employment for the apprentice, they will come back to the union hall and will be dispatched to another contractor that does. Once again hard work is rewarded. If a contractor wants an apprentice that they liked but didn't have work for them in the past, they can call and request that apprentice back (as opposed to being forced to take the next person on the list of available apprentices.). This is a term called Open Referral and will be the hiring processes that they will work under when they graduate and become a journeyman.

Q. How much do I get paid?

A. 1st Year	65% of journeyman scale is \$23.08
2nd Year	70% of journeyman scale is \$24.85
3rd Year	80% of journeyman scale is \$28.40
4th Year	90% of journeyman scale is \$31.95

Journeyman wages are currently \$35.50/hr.

Q Are there any benefits?

A. Apprentices as they work will be adding funds toward, they benefits accounts. Those accounts are Pension; Annuity; and Health Coverage. Apprentices do not get paid pension for their first year of work but can contribute up to \$5/hr. into their annuity (401k). Health coverage benefits starts as early as 250 working hours

Q. How do I advance in the apprenticeship program?

A. We are a four-year program, but just like with college, time with us may be shorter or longer depending on your work and school hours. You will need 865 school hours and 5600 OJT hours to graduate from the apprenticeship. Unfortunately, we do not have any control over how much an apprentice works, but we can increase class time to graduate someone early if they have the work hours to graduate.

Q. How much school is involved?

A. School hours come in two forms. One is provided via an online training platform that educates the student in the course material. Second form of school hours comes in the form of hands-on training which gives the students actual time working with an instructor performing the work outlined in the course. Apprentices will be required to finish all online training before coming to the training center for hands on portion of the course. First years will come in to the school for 5 full 40-hour weeks. Often times these classes are run during the winter when construction is slow.

Q. What about college?

A. Currently we have an articulation agreement with Northwest Community College. Students completing our program will have 33 credit hours free of charge to apply toward an associate's degree. General course of study will need to be finished at Northwest Community College to finish this degree.

Q. Do I need a Driver's License?

A. A VALID driver's license is very important. Contractors want to know that the apprentice can make it to work without any encumbrance. A driver's license is another way the apprenticeship can see that the applicant is a law-abiding citizen and will not have problems in the future with getting to work.

Q. Can I apply if I have driving privileges?

A. No. We require a VALID driver's license.

Q. Now that Marijuana is legal for recreation use, do you test for it in your drug screen?

A. As of now marijuana is still not allowed to be used and is still screened for in our preemployment and post-employment drug screens. The many of our end users of the buildings we build hire union contractors because of our commitment to a drug free workforce.

What is the DAT Test?

DAT (Differential Aptitude Test) tests applicants in key areas directly related to successful job performance.

Abstract Reasoning - The DAT for Abstract Reasoning Test is a non-verbal measure of reasoning ability. It involved the ability to think logically and to perceive relationships in abstract figure patterns.

Mechanical Reasoning – The DAT for mechanical Reasoning Test measures the ability to understand basic mechanical principles of machinery, tools, and motion. The items represent simple principles that involve reasoning rather than specialized knowledge or training.

Numerical Ability – The DAT for numerical ability Test is an assessment designed to test an individual's understanding of numerical relationships and facility in handling numeric concepts. It measures the ability to understand and work with ideas related to numbers.

Space Relations – The DAT for Space Relations Test measures the ability to visualize a three-dimensional object from a two-dimensional pattern and to visualize how this object would look if rotated in space. It assesses the ability to “think in three dimensions.”

Application and Selection Procedure

To be allowed to apply for enrollment in this program, an individual must first meet the following requirements:

Age

Applicants shall not be less than seventeen (17) years of age at the time of application and at least eighteen (18) years of age if / when conditionally accepted into the apprenticeship program. Applicants shall be required to provide proof of age at the time of acceptance.

Education

A high school diploma or GED equivalency is required to be accepted. An applicant may be accepted prior to receiving a high school diploma or GED if he or she is currently enrolled in high school or a GED program and is scheduled to receive the diploma or GED within three months and if he or she provides an official transcript(s) for high school and post high school education and training. All GED records must be submitted if applicable. Applicants must submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.

Language

Applicants must be able to read, speak and understand English with sufficient comprehension to perform the trade without posing a direct threat to the health and safety of the individual or others.

Driver's License

A state-issued, unexpired driver's license is required at the time of application.

Physical Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others.

Applicants will be subject to a physical evaluation as part of the selection process. Apprentices will be screened for the current illegal use of drugs on acceptance into the program and prior to being employed.

Differential Aptitude Test (DAT)

A Differential Aptitude Test (DAT) will be requested as part of the selection process. A minimum score of 50% is required for consideration of admission into the program. The DAT test will be administered and scored by Toledo Area Ironworkers JATC.

Legal Residence

All applicants for apprenticeship must be legally eligible to work in the United States.

Application Procedures

The procedure for applying to enroll in the program will be as follows:

Applications will be accepted all year long. All persons requesting an application will have one made available upon signing the applicant log.

All applications will be identical in form and requirements. The application form will be numbered in sequence corresponding with the number appearing on the applicant log so that all applications can be accounted for.

Before completing the application, sponsor will make available the Apprenticeship Standards and will provide information about the program. If the applicant has any additional questions on the qualifications or needs additional information to complete the application, it will be provided by the sponsor.

Receipt of the properly completed application form, along with required supporting documents (proof of age; copy of high school diploma, GED Certificate or other acceptable documentation) will constitute the completed application.

Completed applications will be checked for minimum qualifications. Applicants deficient in one or more qualifications or requirements or making false statements on their application will be notified in writing of their disqualification. The applicant will also be notified of the appeal rights available to them. No further processing of the application will be taken.

Applicants meeting the minimum qualifications and submitting the required documents will be notified where and when to appear for any necessary qualification testing. A differential aptitude test, (DAT) and a physical evaluation test.

DAT (differential Aptitude Test) tests applicants in key areas directly related to successful job performance. A minimum score of 50% on the DAT will be required for admission into the program.

The physical test includes 5 tasks to be completed by each applicant. This test is conducted to determine if applicants can perform essential functions of the trade. The applicants are given a score between 0 and 5 depending on performance of each task. The interview includes 10 questions and the applicants are given scores of 0, 0.25, 0.5, 0.75 or 1.0 for each question depending on the answers provided. All applicants will be asked the same questions. (Appendix F - Interview Scoring)

The two test scores will be weighted as follows:

1. DAT testing = 40% of final scoring.
2. Physical Evaluation = 60% of final scoring

Section 3: SELECTION PROCEDURE

For the occupation(s) of BRIDGE STRUCTURAL ORNAMENTAL REINFORCING IRONWORKER, the selection procedure will be as follows:

- A. After completing the interview and evaluation of the applicants, the individual rating scores of the interviewer(s) will be added together and averaged to determine the applicant's final rating.
- B. Applicants will be placed on a "Ranking List" according to their scores of the DAT test and evaluation session, with the applicant having the highest score being at the top of the list, and all applicants then listed in descending order based on score.
- C. As openings for the registration of new apprentices occur, the highest ranked applicant will be notified of selection by telephone. It will be the responsibility of the applicant to keep the sponsor informed of their current mailing address and telephone number.
- D. Selected applicants must respond to the notice of selection within ten (10) business days of notice. Applicants will have a reasonable time period according to industry practice to start the program. If applicants cannot be reached by telephone, their names will be passed and notice sent to their address by "Certified Mail-Return Receipt Requested" to determine if the applicants are still interested. If no response is received in fifteen (15) working days from the written notice, the applicant's name will be removed from the list. Only one certified notice will be mailed.
- E. Qualified applicants remaining on a preceding ranking list will automatically be carried forward on the new ranking list and slotted in wherever their rating score placed them for a period of two (2) years, unless the applicant has been removed from the list by his/her own written request or following failure to respond to an apprentice opening. Applicants who were not placed during the two (2) - year period that were on the ranking list, will be required to reapply.
- F. During the two (2)-year period, applicants who feel that their qualifications have improved since their original rating may submit documented evidence of such additional experience or training and request reevaluation and rating at the next regular processing cycle.