



## Need Help?

If you're having trouble finding a position, contact the Local 400 career team. They can provide help with:

- Introductions to signatory contractors that might be hiring
- Feedback regarding interviews you may have had
- Resume reviews
- Upcoming skill-building courses

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# WHAT YOU NEED TO KNOW ABOUT GETTING HIRED AS A UA LOCAL 400 APPRENTICE

## What You Need to Know About Our Organization

Plumbers & Steamfitters UA Local 400 is comprised of approximately 2,300 members serving eighteen counties in Northeast Wisconsin. Our main purpose is to provide training for our members and qualified manpower to our 105 signatory contractors.

**UA 400 does not hire apprentices directly. In order for you to start your training and career, you must be hired by one of our signatory contractors.**

# APPRENTICES ARE THE FUTURE



## What You Need to Know Before You Apply for a Job

### DISCOVER YOUR DISCIPLINE

Each of our signatory contractors offers varying entry-level positions to start a career in a pipe trade including fabricating/welding, HVAC/R service, steamfitting/pipefitting, or plumbing.

Not all contractors offer all apprenticeships, so do your research on what they offer - and what you're interested in - prior to beginning your job search.

### RECORD YOUR JOB HISTORY

When you apply directly to our signatory contractors you'll be asked for your employment history. Although some may not require a resume with your application, creating one in advance is a great way to expedite the application process and demonstrate your professionalism.

### FOLLOW APPLICATION PREFERENCES

Each business is different, and so are their hiring processes. Before you apply to a signatory contractor, ensure that you are aware of their preferred way of accepting applications. Addressing your employment inquiry to the correct person in the correct manner ensures your application won't get lost in the shuffle.

## Are You a Good Fit?

### SUCCESSFUL APPRENTICES:

- Get Up and Show Up Early
- Put the Team First
- Listen, Watch & Learn
- Commit to the Long Term
- Want a Career, not Just Another Job

## What You Need to Know About Our Industry

### THE COMPETITION IS FORMIDABLE

Each year, there are limited entry-level opportunities available with our signatory contractors. Being rewarded with an opportunity makes you part of a fortunate group.

Once you are hired, you are competing against other entry-level tradespeople to prove your apprenticeship readiness. Seniority does not guarantee you an apprenticeship, so you need to prove yourself through commitment, discipline, initiative, professionalism, and performance.

How will you differentiate yourself?

### HIRING DEMANDS VARY

The construction market and the need for hiring can vary from month to month and from contractor to contractor. While opportunities are available all year, the majority of construction work starts in early Spring/Summer and as a result, additional hiring typically occurs during that time.

The workload outlook for a contractor can also change quickly, so don't get discouraged if they are not currently hiring.

If you're not hired immediately, be persistent and maintain a relationship with the contractor so that you're the first to know when an opportunity is available.

### RELIABLE TRANSPORTATION IS ESSENTIAL

Whether you're going to the same location every day or traveling to different job sites to perform work, you must have reliable transportation to arrive promptly for the start of a shift.

When applying for work, understand the contractors' travel requirements.