



ALASKA TEAMSTER-EMPLOYER SERVICE TRAINING TRUST

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ALASKA TEAMSTER CONSTRUCTION DRIVER APPRENTICESHIP MINIMUM REQUIREMENTS & ELIGIBILITY

(You must be domiciled in the geographical area you are applying for to be eligible. Includes all Alaska Teamsters)

Applications are only accepted during an announced Application & Selection period.

For complete information about our programs and requirements, please go to the apprenticeship page on our website. Interested individuals can provide their email address on our website at www.akteamsterstraining.com on the apprenticeship page to receive future notifications.

*If you live in a remote rural community this is not connected to the Alaska Highway System and therefore cannot drive to a Work Keys testing provider and meet all other minimum qualifications, you can provide the Career Ready 101 test scores from the Dept. of Labor. Call them at 877-724-2539 to register.

Minimum qualifications: Complete the Work Keys National Career Readiness Assessment at your local DOL Job Center (appointment required at some locations), 20 years of age, age 21 at the time of indenture, high school diploma or GED, must have an Alaska class "D" driver license, physically capable of performing the essential functions of the occupation without posing a direct threat to the health and safety of themselves and/or others. Recruitment, selection, employment and training shall meet the EEOC requirements of Title 29 CFR, Part 30. *Full eligibility information is in the Apprenticeship Standards posted on the website or available by request.

To meet eligibility, applicants must meet the following minimum qualifications:

- WorkKeys Assessments:** Applicant must complete the WorkKeys Assessments; Applied Math, Graphic Literacy, and Workplace Documents, and obtain a National Career Readiness Certificate (NCRC) minimum Score of 4 (Silver NCRC) or better. A copy must be included in their application packet. Tests are timed (55 min. per test) at designated DOL Job Centers or authorized facility *Career Ready 101 scores will be accepted for individuals not connected to the AK Highway System that do not have WorkKeys testing facilities in their rural community.
- Age:** Applicants shall be at least 20 years of age upon submission of the application. They shall be at least 21 years of age upon date of indenture.
- Education:** Shall possess sufficient educational knowledge to satisfactorily complete the on-the-job training and related technical instruction. A high school diploma or GED equivalency is required.
- Physical:** Shall be physically capable of performing the essential functions of the occupation, with or without reasonable accommodation, without endangering the health and safety of the individual or others.
 - Shall complete a Post Offer Health Questionnaire (POHQ) to be reviewed by the Occupational Health Medical Review Officer (**Only if selected into the apprenticeship program.** Approximate cost to applicant \$40).
 - Shall pass and obtain a medical examiners certificate in accordance with the requirements of the U.S. Department of Transportation, USDOT (**Only if selected into the apprenticeship program.** Approximate cost to applicant \$105 depending on location).
 - Shall pass a Post-offer Pre-placement Functional Fit Test performed by our affiliate clinic to determine if the person exhibits the abilities to perform the minimum functional demands of the job safely. (**Only if selected into the apprenticeship program.**)
- Drug & Alcohol:** Shall obtain and pass drug and alcohol screening (includes UA and Hair Follicle) test in accordance with the USDOT standards and remain in the random screening program. (Only if selected into the apprenticeship program. Approximate cost to applicant \$173 depending on location).
- Security Threat Assessment:** Shall be able to obtain and pass a federal background check in accordance with Hazmat Endorsement (HME) Threat Assessment Program (HTAP) and Transportation Worker Identification Credential (TWIC) to obtain those credentials and maintain them in the program.
- Driver License:** Shall have a minimum class "D" Alaska driver license for at least one year prior to application and maintain that license and any other obtained in the program.
- Clean Driving Record:** Applicant must provide an Alaska Department of Motor Vehicle, Full Individual Driver Record, with application that indicates a clean driving history (Be certain to obtain the correct report from DMV. Approximate cost to applicant \$10.). Any one of the following list of violations, from date of conviction on a driving record to date of application, will disqualify you as an applicant for the apprenticeship program.
 - A total of 10 points on your driving record in the last two years.
 - A total of three citations in the last three years.
 - A citation for driving while using a wireless phone in the last three years.
 - Two traffic citations, 10 mph over the posted speed limit in a three-year period.
 - Any citation for 15 mph over the speed limit in a five-year period.
 - A suspension or revocation within a five-year period.
 - Any driving under-the-influence conviction within the last five years.
 - Any leaving the scene of injury/property damage/accident, racing, reckless driving, failure to submit to a breath test, or using a vehicle to commit a felony within the last five years.

Note: If accepted into the program, all violations are subject to prospective employer hiring policy discretion prior to offer of employment. Many employers require a minimum 5-year clean driver history.

CREDIT FOR PREVIOUS EXPERIENCE: Apprentice applicants seeking credit for previous experience gained outside the supervision of the Sponsor must submit the request at the time of application and furnish such records, affidavits, and other information to substantiate the claim. Consideration will only be given after evaluation of the apprentice's performance and demonstrated skill and knowledge during the probationary period.

Applicants who meet all basic requirements will be interviewed by the JATC. Apprentices will be selected in order of their final ranking. *Note: Individuals selected into the apprenticeship program will be responsible for all travel, room and board. Additional out of pocket cost to apprentice is approximately \$800.00 for all books, permits, licenses and fees. Training tuition is covered by the apprenticeship program.