From application to apprenticeship
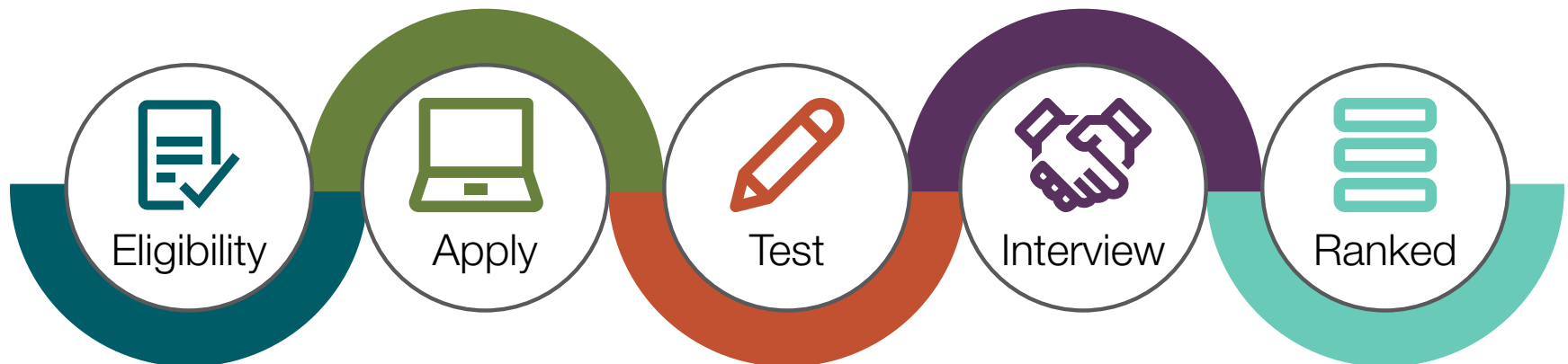
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Qualified Candidate Pool

All candidate scores from the NJATC Aptitude Test and the interview will be combined, and each applicant will be issued a total score. The test will account for 20% and the interview account for 80% of the total score. Candidates will be placed in a Ranked Pool of Qualified Candidates based on their combined scores.

Pathway to Apprenticeship (PTA) openings may occur at any time. Qualified candidates are drawn from the pool to interview for these positions according to their pool ranking. Candidates will remain in the pool for up to two years from the date of their NJATC Aptitude Test.

Below is an overview of our Qualified Candidate Pool (QCP) process:

Eligibility — Apply — Test — Interview — Ranked

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Verification documents

You must submit documentation showing that you meet the minimum qualifications for this program. These documents must be ready at the time of completing an online application.

Copy of proof of high school diploma or GED

- A completed high school transcript often has a graduation date listed on it – this document can be substituted in place of a diploma.

- A college diploma can substitute for a high school diploma IF the college requires a high school diploma or GED for admission. PSE must verify this with the college.

Copy of driver's license or birth certificate (must be 18 years or older).

Copy of high school or college transcript reflecting completion of a full year of high school level algebra with a grade of "C" or better or at least one quarter/semester of college-level algebra (100 level or higher) with a "C" or better

- If you do not meet the algebra requirements, an online basic math and algebra course is available from the Electrical Training ALLIANCE. Upon completing this course, you can download a certification of completion, which PSE will accept as meeting the algebra requirement. This course charges a fee and cannot be completed quickly. To access this course, go to ElectricalTrainingAlliance.org/Learning/OnlineTechMath.

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Online application

The Pathway to Apprenticeship's application is completed online. You will be asked to upload your verification documents. Be prepared to answer these additional questions as well.

Electrical experience

Describe any electrical or construction experience (such as work experience, volunteer work, or hobbies).

Other Experience, Training, Skills or Awards

Describe any experience, training, skills or awards that you consider relevant to your application.

Experience in Extreme and Strenuous Conditions

Identify or describe prior jobs or other (non-work related) experiences that involved extended time in extreme hot, cold, or wet conditions, involving strenuous activities.

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NJATC Aptitude Test

To increase your chances of success, we highly encourage you to begin preparing for the NJATC Aptitude Test now. Your performance on this test is relative to other test-takers, so thorough preparation is essential. Below are some recommended resources to help you study:

NJATC aptitude test prep

- Electric Prep
- Electrical Training Alliance Test Practice
- Aptitude Test
- NJATC Aptitude Test Breakdown

Online resources for algebra review

- Khan Academy – Videos and practicealgebra problems
- Analyze Math – Samples with solutions
- WTAMU Interactive Math Lab – Interactive math lab
- Math is Fun – Algebra explanations, examples, and practice problems designed to build foundational skills.
- Purplemath – Pre, beginning, intermediate, and advanced algebra help

Online resources for reading comprehension practice

- Cengage Reading Ace
- ReadTheory – Personalized reading comprehensionexercises
- Newsela – Articles at different reading levels with quizzes to test comprehension
- Reading Rockets – Strategies, lessons, and activities for improving reading comprehension
- CommonLit – Free reading passages and literacy resources with comprehension questions
- English Maven – Reading comprehension exercises with questions and answers

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Panel interview

All applicants who complete and pass the NJATC Aptitude Test with a "4" or better will be scheduled for an interview with the PSE JATC (Joint Apprenticeship Training Committee).

Interview length: Interviews last a maximum of 20 minutes.

Interview committee members: Your interview will be conducted by a panel of Puget Sound Energy employees, including both non-represented staff and members of the International Brotherhood of Electrical Workers (IBEW). The committee typically comprises several experienced professionals with extensive knowledge of the skills, abilities, and characteristics required for success in the Pathway to Apprenticeship program. Their expertise ensures a fair and thorough evaluation of your responses.

Interview format: You will be asked behavioral-based questions to understand how you've handled situations relevant to success in the Pathway to Apprenticeship program. The committee wants to know:

1. The situation you encountered.

2. What actions you took.

3. The result of those actions.

4. What were your safety considerations (if any)?

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Panel interview tips

Example question: "Tell me about a time when you worked on a challenging project and how you resolved it."

Example response:

- Situation: Last year in high school, I was part of a group project in shop class. We had to build a working model of a bridge. One of my teammates didn't do their part, and we fell behind.

- Action: I talked to the teammate to understand what was going on and found out they didn't understand their task. I offered to explain it and helped them get started. I also divided some of their tasks among the rest of the group so we could catch up.

- Result: We finished the project on time and got an A. My teammate thanked me for helping, and I felt proud of how we all came together to complete the project.

Interview tips:

- Think of examples from your life where you solved a problem, helped someone, or worked hard to complete a task.

- Speak slowly and clearly so the committee can understand you.

- Relax! The interview is a chance for you to show what makes you a great fit for this program.

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Questions?