



Apprenticeship and Training for Careers as Electrical Workers in the Union Electrical Construction Industry

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Equally and Jointly Sponsored by:

The Illinois Chapter, National Electrical Contractors Association, Midstate Division

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The International Brotherhood of Electrical Workers

IBEW Local Union #146

ibew.org

ibew146.com

In Cooperation with:



Electrical Training Alliance

electricaltrainingalliance.org

Electrical Worker Apprenticeship Opportunities offered for the following Electrical Worker Classifications:

Inside Wireman • Voice/Data/Video Installer Technician

Industrial • Commercial • Residential

Serving all or part of these counties:

Christian • Coles • Cumberland • DeWitt • Douglas • Effingham • Fayette • Macon • Montgomery • Moultrie • Piatt • Shelby

Serving these communities and many others:

Charleston • Clinton • Coffeen • Decatur • Effingham • Greenup • Maroa • Mattoon • Morrisonville • Mt. Zion • Pana • Shelbyville
Taylorville • Tuscola

Start Career as an Apprentice – Serve an Apprenticeship – Top Out as a Journeyman

Apprenticeship and Training Since 1944

Midstate Electrical Training Center

Electrical Worker Apprenticeship Opportunities for Inside Wireman and Voice/Data/Video Installer Technician

Midstate Electrical Training Center (METC), located in Decatur, IL, is the primary source of training for Apprentice Electrical Workers of the Union Electrical Construction Industry (Industry) that is within the jurisdiction of the Illinois Chapter, NECA, Midstate Division (NECA) and IBEW Local 146 (IBEW); see Jurisdiction Map on page 8 of this handout. In 1944, NECA and IBEW registered its Apprenticeship Program with the United States Department of Labor, Office of Apprenticeship (USDOL/OA).

METC's goal is to recruit the best possible candidates for the Apprenticeship Programs it operates for the Industry. METC seeks those that are best suited for a career as an Electrical Worker. Customers, Electrical Contractors that are signatory to a Local Union of the IBEW, and IBEW demand the best Electrical Workers. Through METC, Apprentices are properly and safely trained until they top out as Journeyman Electrical Workers. ***Electrical Worker careers are Construction Based Occupations. A want to be committed and dedicated to a career in this Industry is imperative for Applicants to have prior to completing an application.*** The best Electrical Workers in the Industry earn an excellent living; even as national and local economies rise and fall. To earn and keep an opportunity, a person must be able to meet all METC requirements, qualifications, and expectations.

Electrical Worker Apprenticeship opportunities combine On-The-Job Training (OJT) through employment with a NECA Electrical Contractor and mandatory Related Classroom Training (RCT) through METC. While on the job an Apprentice is under the supervision of a Journeyman Electrical Worker and is taught the practical aspects of the trade. While in the classroom, an Apprentice is taught the theoretical aspects of the trade by a Journeyman Electrical Worker who is a qualified subject matter expert. An Apprentice will graduate to Journeyman status after successfully serving his/her Apprenticeship. NECA Electrical Contractors throughout the Nation employ Journeymen and Apprentice Electrical Workers. Union Electrical Workers are the best in the Electrical Industry and are highly skilled electrical tradesmen that receive: ***Excellent and defined wages, paid pension plans, paid family health insurance premiums, and tuition free RCT.***

Inside Wireman – 4 Year Apprenticeship Program. In the Industry, Electrical Workers classified as an Inside Wireman make up the largest share of the occupations represented by the IBEW. IBEW Local 146 represents nearly 700 active Journeyman Inside Wiremen and a recent average of +/- 140 Apprentice Inside Wiremen. Inside Wiremen are Electricians. They primarily operate "inside" the property lines of a customer's facility, unlike Electrical Workers with the Outside Lineman classification. Inside Wiremen specialize in installing and/or maintaining the power, lighting, controls, and other electrical equipment in residential, commercial, and industrial facilities. The 4-year Inside Wireman Apprenticeship Program is the primary program for METC. Apprentices in this program are required to complete a minimum of 720 hours of RCT and a minimum of 8000 hours OJT. The current starting pay for a 1st year Apprentice Inside Wireman is 50% of Journeyman scale; +/- \$24.00/hour. In addition to the hourly pay, Apprentices receive ***paid*** pension plans, ***paid*** family health insurance premiums, and ***tuition free*** RCT.

Due to Industry needs, this program has recently started an average of 30-45 new Apprentice Inside Wiremen after the Application Process is completed. ***Generally***, the new Apprentices are indentured in April (could be sooner or later), placed with a NECA Electrical Contractor for employment in May (could be sooner or later), and begin classes in July (could be sooner or later). Applications are available.

Voice/Data/Video Installer Technician – 3 Year Apprenticeship Program. In the Industry, Electrical Workers classified as a Voice/Data/Video Installer Technician are not electricians, but the classification is fundamentally similar to the Inside Wireman classification. They are represented by the IBEW and specialize in installing and/or maintaining circuits and equipment for telephones, computer networks, video distribution systems, security and access control systems, fire alarm systems, and other low voltage systems in residential, commercial, and industrial facilities. The 3-year Voice/Data/Video Installer Technician Apprenticeship Program offered by METC usually has limited opportunities and program availability may vary due to Industry needs. Apprentices in this program are required to complete a minimum of 480 hours of RCT and a minimum of 6000 hours of OJT. The current starting pay for a 1st Year Apprentice Voice/Data/Video Installer Technician is 50% of Journeyman scale; +/- \$21.00/hour. In addition to the hourly pay, Apprentices receive ***paid*** pension plans, ***paid*** family health insurance premiums, and ***tuition free*** RCT.

Due to Industry needs, opportunities for this program can be limited. This program has recently started an average 0-3 new Apprentice Voice/Data/Video Installer Technicians after the Application Process is completed. ***Generally***, the new Apprentices are indentured in April (could be sooner or later), placed with a NECA Electrical Contractor for employment in May (could be sooner or later), and begin classes in July (could be sooner or later). Applications are available.

Outside Lineman – Midstate Electrical Training Center does not offer Electrical Worker Apprenticeship Opportunities for the classification of Outside Lineman. Call IBEW Local 51 in Springfield, IL at 217-726-8481 for more information.

Midstate Electrical Training Center

Qualifications and Requirements to Apply for METC's Electrical Worker Apprenticeship Opportunities for Inside Wireman and Voice/Data/Video Installer Technician

Women, Minorities, and Military Veterans are strongly encouraged to apply.

Qualifying Veterans receive G.I. Bill benefits while serving an apprenticeship through an Apprenticeship Program that is registered with the United States Department of Labor Office of Apprenticeship (USDOLOA).

Potential Applicants with construction and/or electrical construction experience are strongly encouraged to apply. (This experience is not required.)

Apprentice Electrical Workers are Offered: Employment/OJT opportunities with many NECA Electrical Contractors. Excellent and defined wages. ***Paid*** pension plans. ***Paid*** family health insurance premiums. ***Tuition free*** RCT at METC and other facilities.

Employment and education opportunities are provided to Apprentices through an apprenticeship process that includes mandatory OJT and mandatory RCT. If you accept an opportunity, you will be ***expected*** to be ***committed*** and ***dedicated*** to a lifelong career as an Electrical Worker. You must be willing to be classified as an Apprentice, successfully serve an apprenticeship, and graduate to a Journeyman Electrical Worker classification.

In-Person Applications Only and by Appointment Only. Online Applications are not offered.

Application Deadline for Opportunities possibly available in 2027 is January 7th, 2027.

Aptitude Test Sessions are scheduled to begin January 14th, 2027.

3 Required Steps to Apply

Step 1: Confirm Meeting the Following Qualifications

The following qualifications must be met before an application can be completed:

1. **Jurisdiction:** ***Must live, must be willing to work, and must be willing to commute*** within the jurisdictional boundaries of IBEW Local 146. The jurisdiction includes all or part of 12 counties in central Illinois: Christian, Coles, Cumberland, DeWitt, Douglas, Effingham, Fayette, Macon, Montgomery, Moultrie, Piatt, and Shelby. **See Jurisdiction Map on page 8.**
2. **Age:** Must be 18 years old at the time of employment. Eligible to apply if 17 years old and are a senior in high school.
3. **Education:** At the time of employment: Possess a high school diploma, or possess a GED certificate, or possess a diploma for a 2-year associate degree or higher.
4. **Valid Driver's License:** Must possess a valid driver's license.

Step 2: Collect the Following Items

Applicants must PROVIDE the following at the time of Application:

1. **Official Transcripts/Certificates:** **Official** high school transcript(s). **Official** college transcript(s) if applicable. **Official** GED transcript if applicable. High school seniors must provide **Official** high school transcript(s).
2. **Valid Driver's License:** Proof of a valid driver's license.
3. **Resume:** Current and Professional Resume. Limited to one page. Include name, email, and cell phone number.
4. **Military Veterans:** DD-214 required to verify experience/training. MOS and related documentation for any related electrical experience/training.

Step 3: Schedule an Application Appointment

With the above requirements met, an Applicant must complete an application ***in person by appointment only*** at METC. Applications are accepted year-round and are typically available on Thursdays at 10:00 am, 1:00 pm, or 3:00 pm.

Applicants must call the Training Director at 217-875-3041, ext. 2 to schedule an APPLICATION APPOINTMENT.

ATTENTION: METC is in the East portion of IBEW Local 146's facility located at 3390 North Woodford Street, Decatur, IL 62526. Please report to the North side of the facility. Park by the basketball hoop. Look at the North side of the building. Enter METC by using the single entry door next to the 2 picnic tables. ***The entry door is marked with METC's logo.***

Applicants must consider the following: Qualifying on an ***Aptitude Test. Background Check.*** Placement on ranking score/eligibility list after an ***Interview.*** If after accepting an apprenticeship opportunity, pass ***Drug Screen and Pre-employment Physical Exam; METC maintains zero tolerance for THC.***

METC will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years or older. METC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

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11 Steps of the Application Process to Qualify for and Earn an Electrical Worker Apprenticeship Opportunity

1. **Choose Career and Apply:** A person must choose to pursue a career as an Electrical Worker and then apply to one or both corresponding Apprenticeship Programs provided by METC (pending availability). It is possible for one year to pass from the date of application to the date of accepting an opportunity, if offered. An Applicant must meet all qualifications and requirements before proceeding to step 2. In this handout, see Qualifications and Requirements to Apply for METC's Electrical Worker Apprenticeship Opportunities on page 3 and Jurisdiction Map on Page 8 of this handout.
2. **Aptitude Test:** An Applicant meeting all requirements and qualifications will be notified by email of an invitation to take the Electrical Training Alliance Aptitude Test Battery. Tests are administered by METC to groups of Applicants as needed; however, tests are typically administered in January (could be sooner or later). The test battery includes two tests: Algebra and Functions, and Reading Comprehension. An Applicant must earn a minimum composite test score of a 4 before proceeding to step 3. Multiple attempts to earn a qualifying score at 3-month intervals are allowed. An Applicant is rendered as null and void for failing to take a scheduled test.
3. **Background Check:** An Applicant who earned a qualifying score on the aptitude test will be subject to a background check.
4. **Interview:** An Applicant who earned a qualifying score on the aptitude test will be notified by email of an invitation to interview with METC's Joint Apprenticeship and Training Committee (Committee). Groups of Applicants are interviewed as needed; however typically interviewed once a year in March (could be sooner or later). The Committee consists of 6 members: 3 NECA members and 3 IBEW members. The Committee is the ultimate authority over the entire Apprenticeship Program and all Apprentices. METC seeks candidates best suited for the Industry. An Applicant must earn a ranking score from the Committee, before proceeding to step 4 (a score between 0-100 is issued based on interview results and a thorough review of all qualifications). An Applicant is rendered as null and void for failing to appear for a scheduled interview.
5. **Eligibility List:** An Applicant with a ranking score is placed on the eligibility list for the career(s) chosen. Eligibility is for one year from the date of the interview. Apprenticeship opportunities are offered to Applicants with the highest scores. An Applicant may reapply after eligibility has expired. During eligibility, an Applicant may be re-interviewed by the Committee to earn a new score. An applicant electing to reinterview is **encouraged**, but **not required**, to gain work experience in the Electrical Construction Industry and/or complete one to two post-secondary courses related to the Electrical Construction Industry. An Applicant's position on the eligibility list may change after subsequent applicant interview sessions, when offers for Apprenticeship opportunities are accepted or declined, and when Applicants fail to qualify.
6. **Offer to Accept an Apprenticeship Opportunity:** Needs of the Industry and the economy determine the exact number of opportunities offered and exactly when new Apprentices are assigned to NECA Electrical Contractors. Generally, opportunities are only offered once per year; after the March interview sessions (could be sooner or later). Opportunities are offered to Applicants with the highest scores. An Applicant must accept an offer before proceeding to step 7. An Applicant is removed from the eligibility list if an offer is accepted or declined.
7. **Pre-employment Drug Screen and Physical Exam:** Applicants must be drug free and able to perform the duties of an Electrical Worker. Upon accepting an offer, an Applicant is required to pass a drug screen and physical exam; **THC is not tolerated**. Passing both, Applicants proceed to step 8. An Applicant is removed from eligibility if either is failed.
8. **Orientation Documents:** Applicants who passed the drug screen and physical exam are considered eligible for indenture. Those Applicants will retrieve a USB Flash Drive (USB) from METC. The USB contains the Orientation Documents that include, but are not limited to, the Apprenticeship Agreement, the Apprenticeship Standards, Apprenticeship Rules and Policies, Scholarship Loan Agreement, Signature Pages, and other important documents. Applicants are required to review all Orientation Documents prior to attending the Orientation meeting with the Training Director at METC.
9. **Orientation:** Applicants are indentured and classified as an Apprentice of METC at the Orientation meeting. This meeting is with the Training Director and is held at METC; typically, in early April (could be sooner or later). An Applicant is officially classified as Indentured Apprentice after all indenture related documents are signed off by the Applicant at the end of the Orientation meeting.
10. **Assignment to NECA Electrical Contractor/Attend RCT:** Ideally, new Apprentices will be ready for employment/OJT assignments, **if available**, to NECA Electrical Contractors during the month of May (could be sooner or later). All Apprentices are required to attend all scheduled RCT during their term of the Apprenticeship. An Apprentice is classified as a Journeyman upon successful completion of all Apprenticeship requirements.
11. **Initiation as a Union Member of IBEW Local 146:** Apprentice Electrical Workers will become a dues paying Union member of IBEW Local 146. An Apprentice is initiated as a member of IBEW Local 146 at the first local Union Meeting within 30 days of the start employment. After initiation, an Apprentice has the privilege to be an active IBEW Local 146 member with full voting rights. Apprentices and Journeymen pay out-of-pocket monthly membership dues to the International Office of the IBEW and weekly working assessments to IBEW Local 146.

Midstate Electrical Training Center

Information and Expectations Applicants Must Know

The METC and Union Electrical Construction Industry seek applicants who are committed to building a long-term career as Electrical Workers, not simply finding a job. Success in the trade requires a strong desire to become and remain an Electrical Worker, dedication to the industry, willingness to make sacrifices, and commitment to supporting NECA contractors, the IBEW, and industry customers.

Applicants are applying for both an employment opportunity and an educational apprenticeship. METC looks for career-oriented individuals who want to excel. The METC also encourages applicants to thoroughly research the trade through websites, videos, and conversations with current IBEW members before applying.

The electrical trade is construction-based and can involve periods of unemployment due to industry work fluctuations. However, apprentices receive support through METC for reassignment to other contractors, and journeymen have access to employment opportunities through the nationwide IBEW network. Unemployment benefits may also be available during layoffs.

Electrical work requires financial responsibility, adaptability, and resilience. Workers must be prepared to work in all weather and job site conditions, perform physically and mentally demanding tasks, and handle challenging environments. Overall, becoming a successful Electrical Worker requires significant commitment, dedication, hard work, and perseverance.

Application Requirements and Application Process

- Applicants must thoroughly review the Application Requirements and Application Process on pages 3 and 4 of this handout.

Employment/OJT

- METC assigns new Apprentices to NECA Electrical Contractors for employment/OJT opportunities.
- New Apprentices become employees of a NECA Electrical Contractor and earn wages, health insurance and retirement benefits.
- NECA Electrical Contractors send Apprentices to the job sites where they are needed.
- The job site can be residential, commercial, or industrial – anywhere within the 12-county jurisdiction. See Jurisdiction Map on page 8.
- While on the job, new Apprentices work with Journeymen and are taught the trade.
- A new Apprentice's reputation begins the first day on the job – it's up to the Apprentice if that reputation is good or bad.
- The Apprentice must decide if he or she will be an employable asset or not – it's up to the Apprentice to make that decision.
- Electrical construction work is full-time work scheduled for at least 40 hours per week.
- Generally, most jobs are scheduled Monday through Friday, 7:00 am to 3:30 pm, with a half hour lunch break.
- Some jobs work more than 40 hours per week; overtime rules apply as per the Collective Bargaining Agreement.
- Electrical Workers are paid once per week, generally by Friday.

Midstate Electrical Training Center

RCT – Related Classroom Training

Apprentice Inside Wireman Program – To obtain Journeyman status, Apprentices must complete 4 years of training. Minimum 8000 hours OJT. Minimum 720 hours RCT. Primary RCT and Secondary RCT is held in Decatur at METC and other facilities. Primary RCT is a minimum of (45) 4-hour night classes during the week after work for approximately 37 weeks during each year of the 4-year program. Classes generally meet 5 to 7 nights per month. This includes meeting at least once a week per month and occasionally meeting twice a week per month. Classes are in session from August until early May. Classes are scheduled from 5:30 pm to 9:30 pm each night. Secondary RCT consists of Saturday classes and night classes.

Inside	Minimum Primary RCT Hours	Minimum Secondary RCT Hours					
Year	Night Classes	Math Review Night Classes	Christmas Lights Night Class	OSHA 10 Online Class	FA/CPR/AED Saturday Class	Welding Class Saturday Classes	Minimum Total
1	180	24	4	10	8		226
2	180						180
3	180				8	40	228
4	180						180
Minimum Totals	720	24	4	10	16	40	814

Apprentice VDV Installer Technician Program – To obtain Journeyman status, Apprentices must complete 3 years of training. Minimum 6000 hours OJT. Minimum 480 hours RCT. Primary RCT is held at the Training Center in Springfield, IL. Secondary RCT is held in Decatur at METC. Primary RCT is a minimum of (40) 4-hour night classes during the week after work for approximately 40 weeks during each year of the 3-year program. Classes generally meet 4 to 5 nights per month. This includes meeting once per week per month and meeting twice a week for one or two weeks per month. Classes are in session from August until early May. Classes are scheduled from 4:30 pm to 8:30 pm each night. Secondary RCT consists of Saturday classes and night classes.

VDV	Minimum Primary RCT Hours	Minimum Secondary RCT Hours			
Year	Night Classes	Math Review Night Classes at METC	OSHA 10 Online Class	FA/CPR/AED Saturday Class	Minimum Total
1	160	24	10	8	202
2	160				160
3	160			8	168
Minimum Totals	480	24	10	16	530

Related Classroom Training Continued

- Primary RCT is the delivery of the trade related curriculum. It consists of time in the classroom with an Instructor and classmates covering homework, tests, and lab work.
- Secondary RCT is additional, necessary related training.
- Apprentices must take advantage of their RCT. Not doing so prevents themselves from becoming an employable asset.
- RCT requires effort and sacrifice.
- Time must be allotted at home to complete homework assignments and study for tests.
- RCT attendance is **mandatory**. Apprentices are penalized for missing class. Any missed class time must be made up to advance in training and compensation.
- A laptop computer and access to the internet is required for completion of homework assignments via online platforms and classroom activities that include exams via online platforms.
- RCT and OJT occur simultaneously.
- Skills learned by serving an Apprenticeship belong to the Electrical Worker – those skills are completely portable – executable anywhere in the country.

Midstate Electrical Training Center

Out of Pocket Expenses. The Jurisdiction. Advancement through the Program.

Out of Pocket Expenses

- **Scholarship Loan Agreement (SLA)** – Apprentices sign a SLA at Orientation and at the beginning of each school year. As per the SLA, Apprentices receive their training without having to pay actual tuition to METC. However, Apprentices do repay METC for the expenses incurred to train them by working in the Industry for a minimum of 4 years after they graduate to Journeyman status. If an Apprentice leaves the Apprenticeship Program or a Journeyman leaves the Industry without working in the Industry for 4 years as a Journeyman, then the Apprentice or Journeyman will be required to pay METC in cash for the expenses incurred to train them.
- **Laptop Computer** – Apprentices are required to have a laptop computer meeting the ETA's system requirement.
- **Books and Course Fees**– Apprentices are required to purchase schoolbooks and courses by the start of each school year. If the books and courses are not paid for, the Apprentice will not take possession of the books and courses and will not be allowed to attend class until the books and courses are paid for. Book prices can be \$1200 per year. Book prices increase annually.
- **Tools** – Apprentices are required to purchase a limited number of hand tools for use on the job. Apprentices can expect to spend \$800 on the required tools.
- **Work Wear** – Apprentices are required to provide proper work wear, safety toed boots, and cold weather clothing.
- **IBEW Membership Dues** – An opportunity to become an Electrical Worker includes Union membership with the IBEW. Within 30 days of employment, new Apprentices are initiated as Union members of IBEW Local 146. New members pay initiation fees of approximately \$115 and minimum monthly membership dues of approximately \$50.00. These dues fund the International Office of the IBEW, a pension/retirement plan benefit, and a death benefit for members of the IBEW.
- **Weekly Working Assessments** – The office of IBEW Local 146 is funded by the membership through a working assessment of 4% of gross weekly wages. This assessment is deducted from each member's weekly paycheck.
- **No Paid Time Off** – Electrical Workers are only paid for the hours they work. Electrical Workers are not compensated for holidays, sick days, personal days, or vacation days.

The Jurisdiction

- Applicants must thoroughly review the Jurisdiction Map found on page 8 of this handout.

Advancement through the Apprenticeship Program

- For each year of training, Apprentices complete all required OJT hours, complete all required RCT hours, complete all homework assignments, take and pass all tests, submit monthly work reports, complete 12 Service Learning Credits, and if applicable, serve all penalties and/or discipline.
- With the completion of all yearly requirements, METC advances Apprentices to the next year of training and corresponding wages and benefits. If the requirements are not complete, Apprentices are not allowed to advance.
- Wages for Apprentices are based on a percentage of the Journeyman pay scale.
- Starting wages for new Apprentice Inside Wireman are generally 50% of Journeyman scale; +/- \$25.00 per hour.
- Starting wages for new Apprentice VDV Installer Technicians are generally 50% of Journeyman scale; +/- \$21.00 per hour.
- In addition to the hourly wage, Apprentices earn excellent health insurance benefits. The premiums for the health insurance plan are earned on an hourly basis and are paid for by the NECA Electrical Contractors.
- In addition to the hourly wage, Apprentices earn excellent pension/retirement plan benefits. These benefits are earned on an hourly basis and are paid for by the NECA Electrical Contractors.
- Service Learning Credits Program – as one of the requirements to advance in training, Apprentices are required to complete 12 Service Credits per year. Apprentices earn Service Credits by volunteering for community events or charities, and by participating in functions sponsored by NECA and/or IBEW. Completion of Service Credits promotes the NECA/IBEW Industry in a positive way. Most activities are worth 2 Service Credits.

Midstate Electrical Training Center

Jurisdiction Map

The jurisdictions of the Illinois Chapter, NECA, Midstate Division; IBEW Local 146; and Midstate Electrical Training Center match geographically. The jurisdiction includes all or part of twelve counties of central Illinois as shown in the map below. NECA Electrical Contractors and IBEW Local 146 operate in a joint effort to provide electrical construction services to any and all customers within the jurisdiction. As members of this Industry, Journeyman and Apprentice Electrical Workers are **expected** to commute within the boundaries of this jurisdiction to report to any customer's jobsite as directed by supervision. To report to jobsites for OJT assignments and to report to mandatory RCT in Decatur, Apprentices **must maintain** a valid driver's license, a quality **Union/American made vehicle**, and the **right attitude**. The jurisdiction is large. It is possible for an Apprentice to spend 3 hours or more in a day driving from home to the jobsite, from the jobsite to Decatur for class, and finally from Decatur back to home. Although there are no guarantees, NECA Electrical Contractors and METC try to limit the travel time of an Apprentice.

