



Our communities are the future workforce

"LADWP is committed to creating opportunity and developing a diverse, equitable and inclusive workforce that represents the communities we serve."

Martin Adams, LADWP General Manager
and Chief Engineer

"What was unique about the establishment of the UPCT program is that our labor leadership saw their mission as doing more than just protecting wages for their current members."

Cynthia McClain-Hill, LADWP
Board President

"Ticket to the middle class."

Brian D'Arcy, IBEW, Local 18
Former Business Manager

"The goal is giving second chances and giving others opportunities that [they] normally wouldn't have,"

Shawn McCloud, IBEW, Local 18
Sr. Assistant Business Manager

The Utility Pre-Craft Trainee (UPCT) program provides training and mentorship that can qualify you for a good-paying union job at Los Angeles Department of Water and Power (LADWP) or with the City of Los Angeles.

Becoming a UPCT Offers:

- Full-time employment at \$20.17 an hour, health and dental care provided with a pension at \$11.47 an hour
- On-the-job training for skills required to maintain water and power systems
- Various shifts which may include mornings, swing shifts and some weekends
- Worksite rotation under different journey-level supervisors
- Diverse training experiences you can apply towards permanent LADWP positions or with the City of Los Angeles
- Assistance with math, electrical training and civil service exam preparation
- Counseling, mentorship and career guidance
- Non-civil service membership with International Brotherhood of Electrical Workers (IBEW) Local 18

How to apply for the UPCT program:

1. Visit www.ibewlocal18.org, click on Resources, click Sign Our Books, click UPCT and fill out the online form
2. You must re-sign the book every three months from 1st-20th (January, April, July and October)
3. You will receive a call from IBEW Local 18
4. Work readiness screening
5. Final screening and hiring
6. Orientation and on-the-job training
7. Search and apply for permanent LADWP employment with the City of Los Angeles



Scan me to sign up.

