

# APPRENTICE APPLICANT RANKING PROCEDURES

Applicants will be ranked numerically using the following methods.

## PRE-INTERVIEW POINTS

**maximum 35 points**

### WORKKEYS

*minimum qualification 0 points*

- (4, 4, 4 in applied math, locating information and reading for information)

### EDUCATION

*maximum 20 points*

- High School Diploma = 6 points  
Plus 1 point for each grade point awarded by the HS. Example: a 3.23 GPA would add 3.23 points to an applicant's total education point total.
- General Equivalency Diploma = 4 points  
Plus a maximum of 3 points to be awarded based on the math percentile rank attained. Example:  
90 – 100% = 3 pts    80 – 90% = 2 pts.    70 – 80% = 1 pts.    0 – 70% = 0 pts.
- High School, College or Trade School = 10 points maximum  
One point will be allowed for a minimum "C" grade in the following subjects.

Algebra	_____	Metal Shop	_____
Basic Math	_____	Other	_____
Blueprint Reading	_____	Physics	_____
Construction	_____	Plumbing	_____
Geometry	_____	Trigonometry	_____
Isometric Drawing	_____	Welding	_____
Mechanical Drawing	_____	Woodworking	_____

### RELATED WORK EXPERIENCE

*maximum 10 points*

- A total of 2 pts. will be given for every year of *documented* work experience in the following areas.
  - Plumber / pipefitter / plumbers helper                      One month = .17 pts.

### VETERANS

*maximum 5 points*

- A total of 5 points will be given to honorably discharged veterans.

### INTERVIEW

*maximum 65 points (20 pts each category plus 5 supplemental)*

Applicants completing the minimum requirements and accumulating points as outlined above will be scheduled for an oral interview.

- During the oral interview the applicant will be given points in accordance with UA Training Dept. Form #3A.
- Interviewees will be evaluated on interest, personal traits, and attitude using their responses to the questions asked.
- Each interviewer will score applicants using the following scale  
Excellent (16 – 20 pts.), Good (11 – 15 pts.), Fair (6 – 10 pts.), Poor (1 – 5 pts.), or Unacceptable (0 pts.).

### TOTALS *(minimum qualifications must be met)*

- Education, Related Experience, and Veteran points will be tallied for each applicant prior to the interview.
- Interviewer totals will be averaged and added to the pre-interview totals for each applicant.
- The total number of points accumulated will determine the applicant's placement in the "Eligibility Pool".  
I.e. The highest point totals equal the highest (first) placement.

**maximum 100 points**

Approved by the Denver Plumbers JATC 12/10/09