



Job Readiness Training

Once accepted into either an overhead helper or construction worker role, candidates will begin job readiness training and join an apprenticeship program to hone trade and professional skills. This training period requires an 8-hour maximum day of training and breaks the program into steps so that candidates have the time they need to learn the system, be trained on safety best practices, and focus on skill building. During this period candidates are paid an hourly rate.

First Month:

Complete 4-week initial training and pass a 5-day qualifier exam to demonstrate physical capabilities needed to work above or below ground, depending on pathway.

Next 2-5 months:

Upon completion of initial training and 5-day qualifier, embark on 'on-the-job' training, assigning the candidate to a crew so that he or she can become fully immersed. While in the 'on-the-job' training, bid to the basic schools to start your apprenticeship journey.

Within 6 months:

Candidates will apply to join one of the apprenticeship schools (overhead for overhead helpers; or either overhead, underground or substation construction for the construction worker track)

In 2-3 years:

Entry level hires will complete the union apprenticeship program within 2-3 years, during which they will demonstrate full proficiency of their field of choice (overhead, underground or construction) and receive industry certifications required to perform the role independently.

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