

Focusing on safety

We focus on creating a workplace that fosters the safety, health and well-being of our employees as well as the safety of our customers. We are committed to preventing all accidents, injuries and occupational illnesses by ensuring our employees participate in safety education and awareness at all levels of the organization. One of our guiding safety principles is that any work-related accident or illness is an unacceptable part of doing business and that no job is so important and no service is so urgent that employees cannot take time to perform these activities safely. Your professional growth and personal safety matter to us because we believe that when you do well, we do well.



Offering equal opportunities

At NorthWestern Energy, we base employment decisions on merit, qualifications and abilities. We do not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability or any other characteristic protected by law. We are committed to the maximum utilization of all human resources and the goal of Equal Employment Opportunity and Affirmative Action. We provide Equal Employment Opportunity for qualified disabled veterans, Armed Forces service medal veterans, recently separated veterans, other veterans in a protected class and individuals with disabilities. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training opportunities to grow.

Making the most of your future

When it comes to training electric linemen or natural-gas field workers, substation electricians, meter shop and relay technicians, or control center operators, NorthWestern Energy relies on a proven partnership between company and union leaders through the JATC. This partnership provides our apprentices with an opportunity to earn good wages and benefits while learning highly technical skills that open the door for rewarding, long-term careers.

NorthWestern[®]
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Delivering a Bright Future



Form No. 3898 01/19



Rewarding Careers
Through Apprenticeships

NorthWestern[®]
Energy

Delivering a Bright Future

Introduction

The finest and most highly trained electrical and natural gas workers in the country receive their training through local joint apprenticeship training committees (JATC).

NorthWestern Energy is proud to have a long history of active JATCs that train and develop individuals for careers in electric transmission and distribution line work, electric substation and relay systems, meter shops, natural gas service work and system control operators.

NorthWestern Energy has two joint apprenticeship training committees registered with the State of Montana, certifying that they meet the requirements established by the State. In addition, the programs are designed and implemented by NorthWestern Energy managers along with representatives from the associated bargaining units of the International Brotherhood of Electrical Workers (IBEW), the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry (UA), and the Kalispell Unit of Hourly Gas Employees. As a result, our JATCs produce the most up-to-date apprentices and journeymen in the area.



Taking the first step

The first step to getting accepted into an apprenticeship program with NorthWestern Energy is to apply for an open entry-level craft position such as a groundmen, production worker, laborer or other positions within the company. These positions provide foundational work experience for apprenticeships. We post all of our open positions on our website so you may apply online at www.northwesternenergy.com. We accept applications only when positions are open and each opening has a deadline so check the website frequently.

Applying for an apprenticeship

Once you are working as a full-time, part-time or seasonal employee, you may apply for an apprenticeship through openings announced via our standard job posting process. Apprenticeship programs, which combine class work with paid, on-the-job training, provide pathways to well-paying careers.

Becoming a journeyman

As an employee who is part of the JATC, you will get paid to learn! You will be a full-time employee – with benefits – while working toward becoming a journeyman. It typically takes three and a half years to complete an apprenticeship. During this time, you will work 40 hours per week, plus overtime as needed, all of which counts toward your on-the-job-training requirements. On your own time, you will need to attend apprentice classes and, depending on your apprenticeship, you may need to attend training and classes on two to three weekends a year as well. Each curriculum is designed in steps. You must master the content and pass tests for one step before advancing to the next level, and each level in advancement typically means a pay raise!



Earning benefits

From the moment you are an apprentice, you work in the field and earn:

- Competitive wage rates
- Healthcare insurance
- Dental insurance
- Vision insurance
- Retirement benefits

Meeting the requirements

To apply, you will need a high school diploma or equivalency test. You also will need a solid foundation in math and must enjoy working outdoors in all kinds of weather. Each position has its own unique physical requirements that will be detailed on the job posting. Any work experience in the construction industry is also valuable.