

## FOR YOUR INFORMATION:

These tests are validated for use by sponsors of IBEW/NECA electrical apprenticeship programs. They have been developed to assist in the selection of apprentices for the respective apprenticeship programs.

The fact that an applicant is not scheduled for an oral interview, as a result of this test battery, does not speak for the applicant's ability, or lack thereof, to be most successful in many other occupations. This test was specifically developed to assist our program sponsors, helping them to select those who are most likely to succeed in our apprenticeship programs.

Many apprenticeship programs receive large numbers of applicants - four, five, six or more times the number of new apprenticeship openings (as defined by the limited number of job and training opportunities being available at a given time). The validated testing instrument is a tool to assist in the selection of the very best applicants that have an aptitude matching the specified job performance requirements. In this way, the number of applicants brought to the interview table is based upon objective, equitable, job-related criteria.