



Position Description

Position: Apprentice Lineman

Reporting Relationships:

Reports to: Line Superintendent, Operations Manager

Responsible for: Non-supervisory position

General Statement:

The Apprentice Lineman position is a four-year apprenticeship program consisting of continuous on-the-job training supplemented by related classroom instruction.

Apprentices will be trained in all duties performed by a Journeyman Lineman. The first six months of employment will serve as a probationary period and are considered part of the apprenticeship program. If an apprentice fails to demonstrate satisfactory progress, exhibits an inability or unwillingness to learn the trade, or is otherwise determined to be unsuited for the position, the apprenticeship may be terminated during this period.

The Apprentice Lineman is responsible for learning and applying first aid techniques and safe work practices in accordance with Association policies and the HEA Safety Manual. Throughout the apprenticeship program, the employee must successfully complete all required Power Line Technician training and related coursework.

The Apprentice Lineman will perform other duties as assigned, including tasks that may require a lower skill level than those associated with apprenticeship training.

Reporting Relationship:

Apprentices work under the direct supervision of a qualified Journeyman Lineman or other designated supervisory personnel throughout the apprenticeship program.

Working Conditions:

- Primarily outdoor work in all weather conditions.
- Heavy physical labor is required.
- Overtime work is required as needed.
- Must be available to work outside normal business hours.
- Participation in standby and on-call rotations is required.

Physical Requirements:

This position requires heavy physical work and the ability to:

- Exert up to 100 pounds of force occasionally, up to 50 pounds frequently, and up to 20 pounds constantly to move objects.
- Lift and carry materials weighing 10 to 50 pounds.
- Reach and lift overhead on a regular basis.
- Stand, walk, climb, crawl, bend, pull, and reach for extended periods.
- Perform work outdoors for the majority of the workday.

Employees may be exposed to:

- Extreme weather conditions, including temperatures below 0°F and above 100°F.
- Elevated work locations and confined spaces.
- Mechanical and electrical hazards.
- Operating machinery and equipment.
- Dust, dirt, gases, odors, and radiant heat.

Additional requirements include:

- Consistent use of required personal protective equipment (PPE).
- Ability to communicate effectively with coworkers, members, and the public.
- Ability to read, write, and perform basic mathematical calculations.
- Ability to use measuring and weighing devices accurately.
- Maintain a valid Class A Commercial Driver's License (CDL).
- Residence within ten (10) nautical miles of the assigned home office.

Qualifications:**Education**

High school diploma or GED equivalent required.

Licenses and Certifications

- Valid driver's license required.
- Valid Class A Commercial Driver's License (CDL) required.

Experience

Experience in electric utility construction, line work, or a related field is preferred but not required.

Compensation:

The hourly rate for this position ranges between \$45.87-\$58.13 based on qualifications, operational needs and other considerations permitted by law. The range may vary above and below the stated amounts, as permitted by Colorado Equal Pay Transparency Rule 4.1.2.

Approved: _____
(General Manager)

Date: _____

Word: Apprentice Lineman Reviewed July 2026