Apprentice electrician

Interview scorecard

CANDIDATE

INTERVIEWER AND DATE

COMPANY AND OPENING

Record the person’s own work and the evidence behind each answer. Use the same questions for candidates being considered for the same opening.

0 No example / 1 Needs close support / 2 Works independently / 3 Can lead and train

01 Why do you want to become an electrician, and what have you done so far to get started?

Listen for: Concrete steps such as coursework, a program application, a pre-apprenticeship or related work, with dates, rather than general interest in the trade.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 What would you do if a journeyman told you to work on something you weren't sure was de-energized?

Listen for: Stopping, saying so, and asking to see it verified with a meter. Willingness to speak up to a senior tradesperson is the whole point of the question.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 Tell me about a job where you had to show up early, in bad weather or after a long day.

Listen for: A real example with the hours involved, how they got there, and a realistic understanding of construction start times and overtime.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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04 Are you enrolled in, or have you applied to, an apprenticeship program?

Listen for: The program name, sponsor and current status, so you can plan supervision ratios and school schedules; honesty if they have not applied yet.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 Describe a time you used a tool or measurement to check your own work.

Listen for: Any hands-on example with a tape, level, meter or torque setting, and what they did when it was wrong; shows they can be taught to verify.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

0 No example / 1 Needs close support / 2 Works independently / 3 Can lead and train

Before the offer

Confirm the state's apprentice registration and the supervision ratio before the start date, and tell the person which licensed electrician they will report to. Pay steps should follow the program's schedule.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

Role guidance and editable job description