



SOUTHERN CALIFORNIA LABORERS TRAINING SCHOOL CPAT

CANDIDATE PHYSICAL AGILITY TEST, WAIVER, DRUG TEST & CONDITIONAL OFFER OF APPRENTICESHIP

Mandatory Orientation

Phone: (626) 610-1700

CPAT EVENTS

DAY (1)

Departments/Field/Candidates/CPAT

EVENT (1)

Sign in Form

Candidate Physical Agility Test

SAND BAG STACK

Valid Identification
CPAT VIDEO

Orientation Guide

Code of Safe Practices
Heat Stress
CPAT Waiver

The Candidate Physical Agility Test (CPAT) assesses whether candidates have the physical strength and agility to perform the essential job tasks of a Construction Craft Laborer. The CPAT consists of six separate events, which include various job tasks. These events are listed on the right.

EVENT (2)

Sexual Harassment &
Discrimination

PLANK CARRY

Language Assessment

Clothing

Assessment Testing

During the CPAT, the Candidate must wear:

EVENT (3)

Drug Test

STOCKING BLOCK

DAY (2)

Performance of
CPAT Events 1-4

- Long Pants (**NO BAGGY PANTS**)
- Hard Hat
- Work Gloves
- Appropriate jobsite footwear, such as work boots
- * Tank tops, sleeveless shirts, watches, loose jewelry, earrings & pierces are not allowed.

EVENT (4)

DAY (3)

Performance of
CPAT Events 5-6

Preparing for the CPAT

The work of a Construction Craft Laborer is physically demanding. The CPAT includes tasks that are physically comparable to what you are likely to encounter on the job. Candidates who participate in regular physical activity prior to taking the CPAT have a higher success rate of passing it.

WHEELBARROW
DIRT & SAND

DAY (4)

Rotation of
CPAT Events 1-6

Individuals scheduled for Mandatory Orientation must do the following:

EVENT (5)

PICK & SHOVEL
PNEUMATIC TOOLS

DAS Requirements

- Must bring Valid Identification.
- Must bring Lunch. Water is provided.
- Must bring records, check stubs, resume or best evidence of work history.
- Must take an alcohol and drug test.
- Must sign a Waiver for the CPAT.
- Must sign a code of safe practices.
- Must take an assessment test.
- Must sign a conditional offer of apprenticeship.
- Must sign state and federal apprenticeship agreements.
- Must join a Laborers Local Union at the conclusion of Mandatory Orientation.
- Must wear long pants, eye protection, a hard hat, boots and gloves.
- Must take a 5 question Exit Exam

EVENT (6)

POUND STAKE

Orientation

DAS Agreement

DOL Federal Form

DAY (5)

Conditional offer of
Apprenticeship

Oral Interview
Oral Interview

Waiver for
Candidate Physical Agility Test

The Candidate Physical Agility Test (CPAT) is comprised of six events, which include various job tasks. These events are strenuous and physically demanding. You will be required to:

1. Lift and carry five sand bags (94 lbs), one at a time for 50 feet.
2. Lift and carry eight 12-foot planks, one at a time, for 25 feet. Return two planks at a time to complete four stacks.
3. Stack blocks (8" x 6" x 16") and form a square of 6 feet by 6 feet.
4. Wheel barrow dirt or sand inside the box that was built with the stacked blocks until completely filled.
5. Properly use of pick and shovel. Proper use of pneumatic tools, which consists of pogo sticks, clay spades, and 90lb. breakers.
6. Properly use pounding stakes and string tie them together.

I have read the above requirements for the CPAT. I acknowledge the risk of being injured in taking the CPAT. Should I incur any injury while taking the CPAT, I hereby waive any and all claims against the Laborers Training and Retraining Trust Fund for Southern California, its trustees, and against the Laborers Trainings School and its officers, directors, or employees, except for any such claims allegedly resulting from fraud, willful or gross negligence on the part of the aforesaid Fund, trustees, School and it's officers, directors, or employees.

Applicant's Name: _____ **Date:** _____

Applicant's Signature: _____ **Date:** _____

CONDITIONAL OFFER OF APPRENTICESHIP

Name: _____ **SSN:** _____

This offer of apprenticeship is conditioned upon your successfully completing the following requirements and meeting the established standards for the trade of the Construction Craft Laborer. These standards are contained in Laborers Apprenticeship Standards with the state and federal governments, and the Uniform Administrative Procedures.

You must meet the following requirements:

1. Have negative drug test results.
2. Be physically able to perform, complete, and successfully pass all CPAT events.
3. Have a minimum score of 70 or better on the Oral Interview.

If you successfully complete the above requirements, you may receive a final offer of Apprenticeship and you will be placed on the Active Applicant Eligible List for apprenticeship. The Laborers Apprenticeship Program will inform you of your relative standing on this list. You also may be informed of later changes in your standing due to changes in the qualified applicant pool.

Furthermore, any false or misleading information that you provide or any material omission that you make during the Mandatory Orientation may be cause for removing you from the Active Applicant Eligibility List.

It is your responsibility to contact your Local Laborers Union to be placed on that Local Union's out of work list. It will depend on the needs of the Local Union as to when you will be dispatched to an employer to begin employment.

THIS IS NOT AN OFFER OF IMMEDIATE APPRENTICESHIP (OR EMPLOYMENT). DO NOT GIVE NOTICE, QUIT YOUR PRESENT JOB, OR RELOCATE.

I have read and fully understand the nature of this conditional offer of apprenticeship.

Signature

Date