

Position: Electrical Apprentice
Exempt/Non-Exempt: Non- Exempt
Reports to: Production Supervisor

POSITION SUMMARY

Join a team that is revolutionizing construction through cutting-edge automation and modern manufacturing techniques. Based in Nampa, our client operates the nation's first fully automated volumetric modular factory and is recognized as one of the most advanced modular manufacturing facilities in the world. This is an exciting opportunity for individuals who thrive in technology-driven environments and want to play a role in transforming the future of construction.

In this role, you will support electricians with a variety of electrical and construction-related tasks, including material handling, installation support, and maintaining a safe and organized work environment. This position is ideal for someone eager to develop their electrical trade skills, detail-oriented in their work, and committed to contributing to a high-performing team.

WORK SCHEDULE

- Day Shift
- Monday through Thursday
- 10-hour shifts
- Full-time schedule with a four-day work week

COMPENSATION

- Pay: \$18.00 - \$20.00 per hour, varies on experience.

ROLES & RESPONSIBILITIES

The essential functions of the Electrical Apprentice position include, but are not limited to, the following:

- Measure, cut, and pull wire and conduit using measuring instruments and hand tools
- Trace short circuits in wiring using test meters
- Strip insulation from wire ends using wire stripping pliers
- Drill holes and pull or push wiring through openings using hand and power tools
- Assist in the installation of a variety of electrical systems and equipment
- Perform semi-skilled and unskilled labor duties related to electrical construction and assembly work
- Maintain a clean and safe work environment in accordance with safety standards
- Perform any other duties as assigned by leadership or supervision

QUALIFICATIONS

- Must be at least 18 years of age.
- High school diploma or equivalent.
- Strong ability to read and interpret residential construction documents.
- High level of accuracy, organization, and attention to detail.
- Fast learner with a proactive, team-first mindset.
- Strong communication skills with the ability to communicate clearly and professionally.
- Comfortable working in a fast-paced, accountability-driven environment.
- Experience in residential or commercial electrical systems preferred.

TECHNICAL SKILLS

- Ability to follow electrical codes and standards when installing and repairing electrical systems.
- Ability to read schematic diagrams, blueprints, and technical specifications.
- Experience using hand tools, power tools, and electrical testing equipment.
- Ability to install electrical panels and assist with troubleshooting activities.
- Strong problem-solving skills.
- Desire to continuously improve processes and support operational excellence.

BENEFITS & PERKS

- People-first culture
- Collaborative team environment
- Indoor work in a permanent location
- Climate controlled indoor environment
- Four-day workweeks (Monday–Thursday, 10-hour shifts)

Benefits Eligibility Upon Conversion to Regular Employment

As a temporary-to-hire employee, you will be eligible for the following benefits upon successful completion of your probationary period and conversion to regular employee status. Benefits are typically effective on the first day of the month following your conversion date, subject to plan requirements and enrollment deadlines.

- Paid Time Off (PTO)
- Seven (7) paid company holidays annually
- 100% employer-paid medical coverage for employees
- Voluntary dental and vision insurance options
- 401(k) retirement savings plan eligibility
- Employer-paid life insurance
- Additional local employee perks, including discounted Villa Sport memberships and other community-based offerings

Specific benefit effective dates and enrollment details will be provided at the time of conversion. Eligibility and coverage are subject to the terms of the applicable benefit plans.

PHYSICAL REQUIREMENTS & WORK ENVIRONMENT

This position works in a manufacturing and construction environment and requires regular physical activity throughout the shift. The employee must be able to:

- Stand and walk for extended periods of time throughout the workday
- Frequently use hands and arms to handle tools, materials, equipment, and components
- Frequently bend, twist, reach, kneel, crouch, and climb as needed to perform essential job duties
- Lift, push, pull, and carry materials weighing up to 50 pounds on a regular basis
- Occasionally work at heights, on ladders, or from elevated platforms when required by the assignment
- Maintain awareness of moving equipment, forklifts, automated machinery, and other production activities
- Wear required personal protective equipment, including safety glasses, hearing protection, gloves, safety footwear, or other protection required for the work area
- Work in varying temperatures, noise levels, dust conditions, and manufacturing environments
- Visually inspect materials, components, and finished products for quality and safety standards
- Communicate effectively with team members and leadership regarding safety, production, and quality concerns

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

TalentFill is proud to be an equal opportunity workplace and affirmative action employer. Equal opportunity and consideration are afforded to all qualified applicants and employees. TalentFill does not unlawfully discriminate based on gender identity or expression, race, ethnicity, religion, national origin, age, sex, marital status, physical or mental disability, veteran status, sexual orientation, or any other category protected by law. TalentFill is committed to working with and providing reasonable accommodations to applicants with disabilities under the Americans with Disabilities Act (ADA) and applicable state disability laws. TalentFill is a tobacco- and drug-free workplace.