Launching A High-Skill, High-Paying, Construction Career Through Union Apprenticeship

Apprenticeship Community of Practice
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Why the Construction Trades?

- **Lifelong, Meaningful Career**
  - Lifetime of economic security and satisfaction—with more action and hands-on experience than an office job.
  - Be part of a team - building something that lasts
  - Career advancement - become a business manager or owner

- **Wages & Benefits**
  - Starting pay at $17 - $26 per hour with contractual increases
  - Journey level pay at $25 - $60 per hour
  - Benefits: pension, annuity, healthcare
  - Union Journey level workers can make $40,000 - $80,000 (not including benefits and potential for overtime pay)
  - Only 4 out of 10 college graduates will earn more than a skilled union journey level worker!
Why Now?

• One of the largest industries in the country

• Employment of construction and extraction occupations in US is projected to grow 11 percent from 2016 to 2026, faster than the average for all occupations, a gain of about 758,400 new jobs.

• While the growth average for all occupations in Massachusetts from 2012 -2022 is projected at 11.3%, the growth rate for the construction trades is expected to range from 17% to 46% over this period.

• Increasing apprenticeships is a DOL national priority

• Women and people of color have been historically under-represented in the construction industry but many people are working to change that
Entry Points

- 17 Different Trades:
  - 17 different processes, requirements, timelines to apply for apprenticeship
  - 17 different points of contact

- Two paths to entry:
  1. Apprenticeship (for inexperienced workers): Point of contact is trade apprenticeship programs Training Directors
  2. Entry as journey-level worker (for experienced workers): Point of contact is local Business Agent
Registered Apprenticeship

- 3-5 years of classroom and on-the-job training: “The Other 4-Year Degree”
- Earn while you learn (no college debt)
- Defined advancement
  - Steps based on time in program or competency levels achieved.
  - Regular wage increases
- College credits offered through many apprenticeship programs (i.e. Wentworth)
- Regular opportunities for continuing education after apprenticeship

A 2012 Mathematica study found that Registered Apprenticeship program completers earn $240,000 more over their lifetimes than similar non-participants.
Why use Apprentices

Advantages of Apprenticeship

Production
Increased value
and fewer errors

Workforce
Highly trained.
Minimal turnover

Leadership Skills
Responsibly independent.
Ability to multi-task
and problem solve
Return on Investment

91% of apprentices that complete an apprenticeship are still employed 9 months later.
Return on investment

The profit generated by an apprentice
tops the costs of training

Employers can profit $1.30 to $3.00 for every $1 spent in training

Reference: Construction Industry Institute, University of Texas, Research Summary 23-4-5, August 2007.
Union Apprenticeship in Massachusetts

- Over 7800 active construction apprentices – 85% are in union programs
- 7.5% women and 26% people of color in union programs
- Over 13% of new apprentices in last quarter were women
- Percent of women apprentices in Massachusetts who are enrolled in Joint Union programs: 92%
- Percent of minority apprentices in Massachusetts who are enrolled in Joint Union programs: 88%
Baseline Requirements

• Interest in construction career

• Able to perform physically challenging work in weather extremes

• 18 years of age at start of training

• High school diploma or GED; aptitude tests for some trades

• Must have a car or means of transportation to job sites in locations across the region

• Drug-free and able to pass a drug test

• Courses taught in English

• CORI requests not applicable for apprenticeship, may apply to certain job sites
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<th>CAREERS</th>
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Challenges

- Application process is lengthy and can be complicated
- Industry is cyclical
- There can be layoffs between jobs
- Work outside in all weather conditions
- Hard physical labor, bumps and bruises
Pre-Apprenticeship

Prepare, Connect, Employ

• Pipeline for low to moderate income urban youth, women, people of color, and individuals with disabilities to enter family-sustaining careers

• Prepare participants to enter into a registered apprenticeship program

• Classroom and hands-on instruction, and field trips to apprenticeship training centers and active construction sites

• Participants learn about all of the trades and receive support in applying for an apprenticeship opportunity
Program Elements

- Outreach & recruitment
- Applicant intake & assessment
- Employability and Occupational Skills training
- Employment/apprenticeship placement
- Case management/Support Services
- Retention
- Industry engagement and community partnerships
Building Pathways in Action
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