WHAT IS APPRENTICESHIP?

Apprenticeships are rigorous training programs that combine in-class and on-the-job traini construction industry tools to train new workers, retrain current workers, and help the indust

The US Department of Labor oversees **registered apprenticeships**, which span traditional in emerging industries such as health care, information technology, energy, telecommunication funded and managed by workers and contractors, and combine in-classroom learning with o "earn while they learn," earning wages while completing apprenticeship training, allowing the comprehensive training for lifelong construction careers.

Below is an illustration of a worker's experience over the life of his or her career with and witl

Registered Apprenticeship Pipeline: A Pathway to Better Opportunities

Recruitment

Pre-apprenticeships provide job readiness skills, GED, math & support services

Training

- Get paid while learning during apprenticeship
- On the job plus classroom training

Placement

- Placement through hiring halls
- Increased wages & benefits after certain training and experience requirements are met
- Continous opportunities to return for training
- Possibilities for promotion, increased salaries & certifications

Without Apprenticeship Training: A Broken Pipeline

Recruitment

Training

Placement

- Un-paid training
- Only 40-200 hours
- No certification



- \$10-\$12/Hr
- No Benefits
- No job guarantees
- No pathway out of poverty









CONSTRUCTION CAREER LADDER

Contractor

Owner of construction company

Receives support from Union contractor associations

Foreman

Leads construction teams on site

Increased salaries and certification

Develops leadership skills

Journey-level Worker

State-licensed

Can work in various types of construction including Industrial, Commercial and Residential

Apprentice (3-5 Years)

Works under direct supervision of Master or Journey-level worker

Pre-Apprenticeship

Gains soft and hard skills to prepare for union apprenticeship

Apprenticeships in the construction industry give workers access to a stable career ladder. This means that as workers increase their skills and experience, they gain greater responsibilities and increase their pay.

The diagram on the left illustrates (from bottom to top) how a worker moves up the career ladder.

Workers start with little to no experience in the construction industry. Through **pre-apprenticeship** programs, workers develop soft skills such as interview skills and job readiness, as well as hard skills such as applied math and reading.

During **apprenticeship**, which spans three to five years depending on the trade, workers undergo both in-class and on the job training. They receive rigorous technical training and "earn while they learn," their pay level increasing incrementally.

After workers complete their apprenticeship, they become state-licensed **journey-level workers**. As journey-level workers, they can work on a wide range of construction projects in multiple sectors. Journey-level workers also have the option to refresh their skills and gain proficiency in emerging technologies by returning for training at their local training center.

With experience, workers can advance to become **foremen**, who oversee construction team's work on site. They can also start their own businesses as construction **contractors**.





