



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

Apprenticeship Community of Practice  
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# Why the Construction Trades?

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- **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?

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- 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

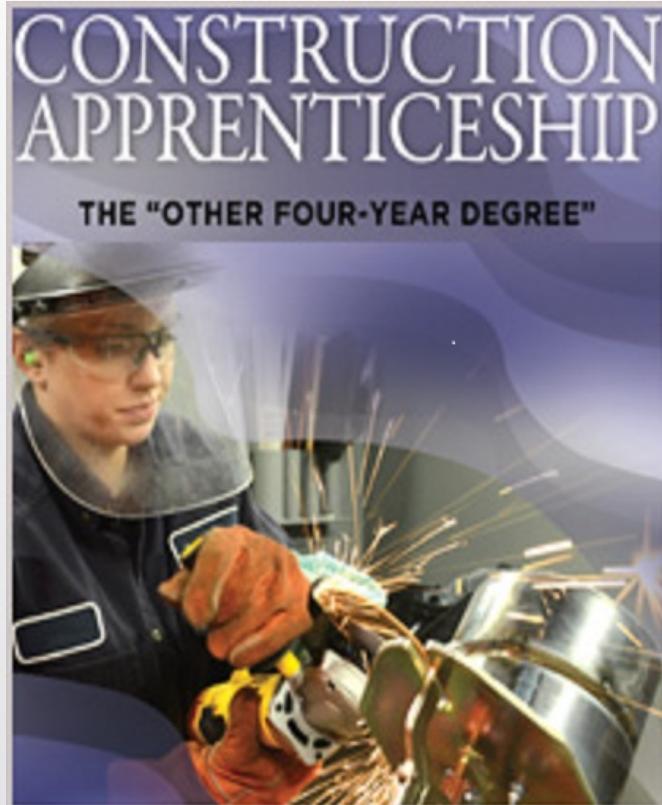
# Entry Points



- 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

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- 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

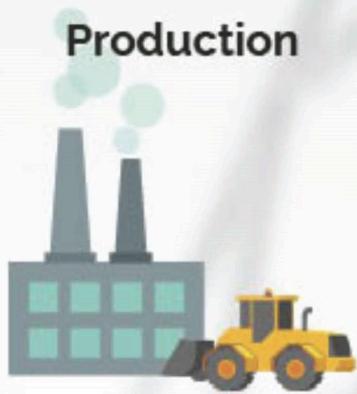
A 2012 Mathematica study found that Registered Apprenticeship program completers earn \$240,000 more over their lifetimes than similar non-participants.

# Why use Apprentices

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## 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

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## ROI from Hiring Apprentices



91% of apprentices that complete an apprenticeship are still employed 9 months later

# Return on investment

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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 23-1, 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

# By Trade

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CAREERS	WHAT YOU NEED						
	High School Diploma or GED	Reliable Transportation	Driver's License	Written Exam	Pass a Drug Test	18+ Years	Math Pre-Requisites
Asbestos Heat & Frost Insulators	✓	✓	✓	✓	✓		
Boilermakers	✓	✓	✓	✓	✓	✓	
Bricklayers	✓	✓	✓	✓	✓	✓	
Carpenters	✓	✓	✓	✓	✓	✓	✓
Cement Masons	✓	✓	✓	✓	✓		
Electricians	✓	✓	✓	✓	✓		✓
Elevator Constructors	✓	✓	✓	✓	✓	✓	✓
Ironworkers	✓	✓	✓	✓	✓	✓	
Laborers	✓	✓	✓	✓	✓	✓	
Operating Engineers	✓	✓	✓	✓	✓		✓
Painting/Drywall Finishers	✓	✓	✓	✓	✓		
Plasterers	✓	✓	✓	✓	✓		
Plumbers & Pipefitters	✓	✓	✓	✓	✓	✓	✓
Roofers & Waterproofers	✓	✓	✓	✓	✓	✓	
Sheet Metal Workers	✓	✓	✓	✓	✓	✓	
Sprinkler Fitters	✓	✓	✓	✓	✓	✓	✓
Teamsters	✓	✓	✓	✓	✓		
Tile Layers	✓	✓	✓	✓	✓		✓

# 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





# Contact

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