

# Apprenticeship Opportunities in the Union Construction Industry

Presented by

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# Apprenticeship Opportunities

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# Construction Skills Gap

- ◆ The construction industry is facing several challenges:
  - An aging workforce that needs 185,000 new skilled workers annually over the next ten years.
  - An unpopular image of the work and career advancement.
  - Ineffective recruitment of women & minorities.

# What is Apprenticeship?

- ◆ Apprenticeship is a state-regulated, structured education program that combines classroom instruction with paid on the job training.
  - Attend class one night a week/weekends/one week a quarter.
  - On the job training through work on different construction projects.
  - Funded by industry and labor/management committees.

# What is Apprenticeship?

- ◆ Apprenticeships take from 2-5 years to complete.
- ◆ Apprenticeships require classroom attendance and work experience.
- ◆ Apprenticeships have different levels:
  - Apprentices advance in pay and status based on experience and demonstrated skills.

# What is Apprenticeship?

- ◆ Apprentices currently earn \$15.00 to \$18.00 per hour in starting wages.
- ◆ Apprentices also earn medical and pension benefits in addition to wages.
- ◆ Apprentice wages increase with skill and experience.

# What is Apprenticeship?

- ◆ Apprenticeship is available in the following construction trades:
  - Carpentry
  - Plumbing & Pipefitting
  - Electrical (residential & commercial)
  - Sheet metal
  - Laborer
  - Operating Engineer
  - Lathing, Acoustical & Drywall Systems
  - Elevator Constructor
  - Cement Mason

# What is Apprenticeship?

- ◆ Ironworker
- ◆ Painter
- ◆ Glazier
- ◆ Carpet Layer
- ◆ Bricklayer
- ◆ Sprinklerfitter
- ◆ Roofer/Waterproofers
- ◆ Plasterer
- ◆ Boilermaker
- ◆ Heat & Frost Insulator

# What is Apprenticeship?

- ◆ Upon completion apprentices achieve Journey-level status:
  - Journey-level status allows you to work anywhere in the country on any union project for the journey-level wage.
  - Journey-level status indicates that you have achieved certain skill sets and work competencies in your trade.

# What is Apprenticeship?

- ◆ Apprenticeship can be hard, dangerous work but safety is always #1.
- ◆ Apprenticeship involves travel.
- ◆ Apprenticeship is getting up early. REALLY EARLY!
- ◆ Apprenticeship is starting at the bottom and working your way up.

# Requirements for Apprenticeship

Four basic requirements of every program:

- ◆ Have a GED or High School Diploma.
- ◆ Be able to pass a drug test.
- ◆ Have a valid drivers license and reliable transportation.
- ◆ Be at least 18 years old.

# Requirements for Apprenticeship

- ◆ Some programs require one or more of the following:
  - Take a standardized math or reading test.
  - Take a test of construction-related knowledge.
  - Complete a 1-3 week unpaid orientation.
  - Proof of car ownership/car insurance.

# Requirements for Apprenticeship

- ◆ Be able to get up early.
- ◆ Be at work not just on time, but ahead of time.
- ◆ Have reliable transportation.
- ◆ Work well with others.
- ◆ Take orders and do the work.
- ◆ Have a good work ethic.

# Requirements for Apprenticeship

- ◆ The ability to work outdoors in all kinds of weather.
- ◆ Good critical thinking skills.
- ◆ Good math skills, including algebra.

# How to Apply

- ◆ Do your research:
  - Find out what programs are out there, which you are interested in and which is the best fit for you:
    - ◆ How much physical strength is required?
    - ◆ How much math is required?
    - ◆ How much travel is required?

# How to Apply

- ◆ Do your research:
  - Find out how the application process works:
    - ◆ Is there a test?
    - ◆ Is there an interview?
    - ◆ Is there an orientation?
    - ◆ Is there a waiting list?
    - ◆ How many people apply to the program?
    - ◆ When are applications reviewed?

# How to Apply

- ◆ Most apprenticeship programs accept applications year round and review them once or twice a year.

# Apprentice Demographics in WA

- ◆ Apprentices come in all shapes, colors and sizes:
  - 16 percent of union apprentices living in Washington are minorities.
  - 7 percent of union apprentices living in Washington are women.
  - Women and minorities are sought after and valued by the industry.
  - Throw out your stereotypes!

# Industry Pathways

## ◆ Management:

- Business Owner
- Executive Manager
- Project Manager
- System Design/Engineering
- Estimator
- Supervisor/Superintendent
- Safety Officer

# Industry Pathways

## ◆ Training:

- National Training Director
- Regional Coordinator
- Instructor Trainer
- Local Program Coordinator
- Apprenticeship Instructor
- Safety Instructor

# Industry Pathways

## ◆ Labor Union

- International Officer
- International Representative
- Local Business Manager
- Local Secretary/Treasurer
- Organizer
- Shop/Job Steward

# For More Information

- ◆ Washington State Department of Labor & Industries – [www.lni.wa.gov](http://www.lni.wa.gov)
- ◆ Washington State Building & Construction Trades Council – [www.WaBuildingTrades.com](http://www.WaBuildingTrades.com)

# Apprenticeship Opportunities in the Union Construction Industry

## Questions & Discussion

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