

North America's Building Trades Unions APPRENTICESHIP READINESS PROGRAMS



Photo by Kristoffer Newsom, RoguePlanetArt.com

Building Trades Apprenticeship Readiness Programs (ARPs)

Building Trades ARPs are designed to prepare young people and transitioning adults to enter and succeed in registered apprenticeship programs, which are gateways to good middle class jobs in the US construction industry. Building Trades ARPs are sponsored by State and Local Building Trades Councils, Training Coordinators and Joint Apprenticeship Training Committees (JATCs) in partnership with community groups, construction owners and contractors, government agencies and schools.

The goals of the Building Trades ARPs are to increase the number of qualified candidates for apprenticeship across all crafts; to increase the diversity of apprenticeship candidates by recruiting women, communities of color, veterans and out of school youth; and to increase the retention rate among apprentices by providing them with a deeper understanding of both the industry and the role of craft unions in construction.

The educational foundation for the Building Trades ARPs is the Multi-Craft Core Curriculum (MC3), a standardized, comprehensive, 120-hour construction curriculum designed to help young people and transitioning adults choose and succeed in an apprenticeship program that is appropriate for them. In 2012, the US Department of Labor recognized the MC3 with its Registered Apprenticeship Innovator and Trailblazer Award.



ARPs

The Multi-Craft Core Curriculum (MC3)

Most Building Trades ARPs use the Multi-Craft Core Curriculum (MC3), a nationally-recognized, comprehensive apprenticeship-readiness training curriculum. In 2015, the MC3 was revised and updated, and is now available in an online format. The MC3 curriculum is still taught face-to-face, but it is now delivered to all approved ARP programs via the Building Trades' new online learning management system. All of the student and instructor materials for the updated MC3 are now available in one integrated format.

There are nine sections in the new online MC3:

- Construction Industry Orientation
- Tools and Materials
- Construction Health and Safety (including OSHA 10 and CPR)
- Blueprint Reading
- Basic Math for Construction
- Heritage of the American Worker
- Diversity in the Construction Industry
- Green Construction
- Financial Literacy

In urban areas across the US, Building Trades Council leaders, working with construction contractors, are creating sustainable career opportunities for local residents through the innovative use of project labor agreements. These agreements have community standards, including specific provisions for apprenticeship readiness programs (ARPs). The goal is to provide communities of color, women, veterans and out of school youth with access to career pathways in the construction industry.



To gain access to the MC3, a Building Trades Council or their partner organization(s) must submit an MC3 Implementation Plan to the Building Trades' National Office. For more information, contact Thomas Kriger, PhD, NABTU Director of Research (tkriger@buildingtrades.org) or Art Lujan, Special Assistant to the NABTU President (alujan@buildingtrades.org).

North America's Building Trades Unions

International Association of Heat and Frost Insulators and Allied Workers



Members of this union apply insulation to pipes, tanks, boilers, ducts, refrigeration equipment and other surfaces requiring thermal control of temperatures. The responsibilities of these mechanics, improvers and apprentices also include the manufacture, fabrication, assembling, molding, erection, spraying, pouring, mixing, hanging, preparation, application, adjusting, alteration, repairing, dismantling, reconditioning, corrosive control, testing and maintenance of heat or frost insulation. Workers also handle insulation materials made of fiberglass, rubber, calcium silicate and urethane. Insulators also handle the removal of asbestos-containing material.

www.insulators.org

International Union of Painters and Allied Trades



IUPAT members work in one or more of several crafts: painting, wallpaper hanging, glazing (glass work), drywall and taping, floor covering, and sign and display work. Painters and paperhangers work in industrial, commercial and residential settings, from bridges and ships to interior walls of office buildings and homes. Drywall finishers tape, fill in and smooth seams in sheets of drywall. Glaziers prepare and install various kinds of glass, mirrors, metal framing and doors/entrances to buildings. Floor coverers work with resilient floors, as well as carpet and decorative coverings. Exterior sign and display work, like billboards, is another choice. Other types of work are convention display and show decorators.

www.iupat.org

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers



The Boilermakers are a diverse union of workers in construction, maintenance, manufacturing, professional emergency medical services, repair and related industries. Boilermakers build and repair ships, fishing boats, ferries, barges, cranes, boilers, tanks, pressure vessels, plate and structural fabrications among other things. These skilled workers often use acetylene torches, power grinders and other equipment for welding, burning, cutting, rigging, layout and bolting. It's hard work, and heavy lifting and dedication to the craft is required.

www.boilermakers.org

United Union of Roofers, Waterproofers and Allied Workers



Members of the Roofers union install new roofs and remove old roofs using a variety of materials. Roofers install hot built-up and single-ply roofing systems on mostly commercial/industrial structures. Waterproofers install moisture-resistant products on below-grade structures and other surfaces to prevent water intrusion into buildings. The work is performed in all weather conditions. Members also operate a variety of mechanical and electrical equipment associated with the installation of roofing and waterproofing products.

www.unionroofers.com

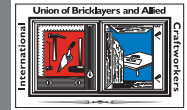
International Association of Sheet Metal, Air, Rail and Transportation Workers



SMART members work in several industries. Sheet metal workers fabricate, install and service heating, venting, and air conditioning (HVAC) systems; blowpipe and industrial systems; metal roofing; coping and flashing; and stainless steel work for restaurants, kitchens and hospitals. They prepare shop and field drawings manually and with computer programs. Members also provide HVAC and refrigeration service.

www.smart-union.org

International Union of Bricklayers and Allied Craftworkers



BAC represents all skilled trowel trades workers, including bricklayers, tile setters, plasterers, cement masons, marble masons, restoration workers, stonemasons, helpers or finishers, terrazzo and mosaic workers. Their work includes buildings, homes, stadiums, monuments and landmarks throughout the United States and Canada.

www.bacweb.org

International Brotherhood of Electrical Workers



The IBEW represents workers in the electrical industry including construction, gas and electric utilities, telecommunications, railroads and government agencies. Construction and residential electricians work in all phases of the electrical construction and service industry. Their worksites range from single-family residences to state-of-the-art industrial plants. Inside wire workers may install and maintain conduits, switches and converters, as well as wire lighting, to complex systems incorporating computerization and current technology. Electricians work in the electric sign industry and increasingly perform more work in the installation of fiber optics and voice/data/video equipment.

www.ibew.org

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

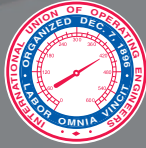


UA is a multi-craft union that represents plumbers and pipe, sprinkler, and refrigerator fitters, as well as service technicians. All of these jobs require the installation, remodeling or maintenance of systems that carry water, steam, air and other liquids or gases necessary for sanitation, industrial production, heating and air conditioning, and many other uses. Workers measure, cut, and bend pipe, as well as weld, braze, caulk, solder, glue or thread joints at residential and commercial job sites.

www.ua.org

North America's Building Trades Unions

International Union of Operating Engineers



IUOE members are operating and stationary engineers, as well as significant numbers of public employees engaged in a wide variety of occupations. Stationary engineers work in operations and maintenance in building and industrial complexes, and in the service industries. Operating engineers operate heavy construction equipment such as cranes, bulldozers, pavers, trench excavators and many other kinds of equipment used in constructing buildings, dams, airports and highways. Operating engineers also work in the sand and gravel, cement and asphalt industries; in shipyards; on water dredges, oil refineries and oil pipelines; in sewer and water construction; in ports of major cities and many other industries. Most work is done outdoors and depends on the weather.
www.iuoe.org

United Brotherhood of Carpenters and Joiners of America



Members of the UBC are commercial and residential carpenters, floor layers, millwrights, pile drivers, interior systems carpenters, lathers, cabinetmakers and trade show carpenters. They build forms for concrete and frame buildings, walls, footings, columns and stairs. Carpenters also install doors, windows, storefronts and hand rails, and build cabinets, counter tops and finished stair handrails. Carpenters must read blueprints, measure accurately and calculate dimensions.

Carpenter crafts include: Carpenters and Joiners, Millwrights, Pile Drivers, Residential Carpenters, Interior Systems Carpenters, Lathers and Drywallers, Cabinet Makers, Millworkers and Floor Layers.
www.carpenters.org

International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers



Members of the Iron Workers assemble and erect steel framework and other metal parts in buildings and on bridges, dams, skyscrapers, factories and other steel structures. They raise, place and join steel girders and columns to form structural frameworks, including the welding for metal decking. In addition, iron workers are responsible for the steel reinforcing of concrete construction. Iron workers fabricate and install ornamental, architectural and miscellaneous metal building components. They also install curtain wall under the umbrella of the Ornamental and Architectural Department.
www.ironworkers.org

Laborers' International Union of North America



LIUNA represents members working in construction, environmental remediation, maintenance, food service, health care, clerical and other occupations, as well as in state, local and municipal government jobs and as mail handlers in the U.S. Postal Service. LIUNA members have helped lay down new highways, build spectacular bridges, dig tunnels and subways, build new plants, factories, dams and power plants, and erect new schools, churches, hospitals and houses. In building construction and housing, Laborers' work includes excavation, footing and foundations, carpenter tending, compaction, concrete placement, power and hand tools, general clean-up and mason tending for bricklayers. Environmental laborers do asbestos removal, hazardous waste and radiation clean-up. The work performed by Laborers is very physical and it includes digging, carrying, pulling and bending—usually outside in all kinds of weather for long hours at a time.
www.liuna.org

International Brotherhood of Teamsters



The Teamsters union has several divisions, including a Building Material and Construction Trades Division. Members in this division are truck drivers who transport and haul material, merchandise, equipment or personnel between various locations—including construction sites, manufacturing plants, freight depots, warehouses, and wholesale and retail facilities. They may also load and unload, make mechanical repairs and keep trucks in good working order.

Building material and construction Teamsters are employed in the following types of work: rigging, demolition work, landscaping, pipeline construction work, warehousing and building supply manufacturing.
www.teamster.org

Operative Plasterers' and Cement Masons' International Association of the United States and Canada

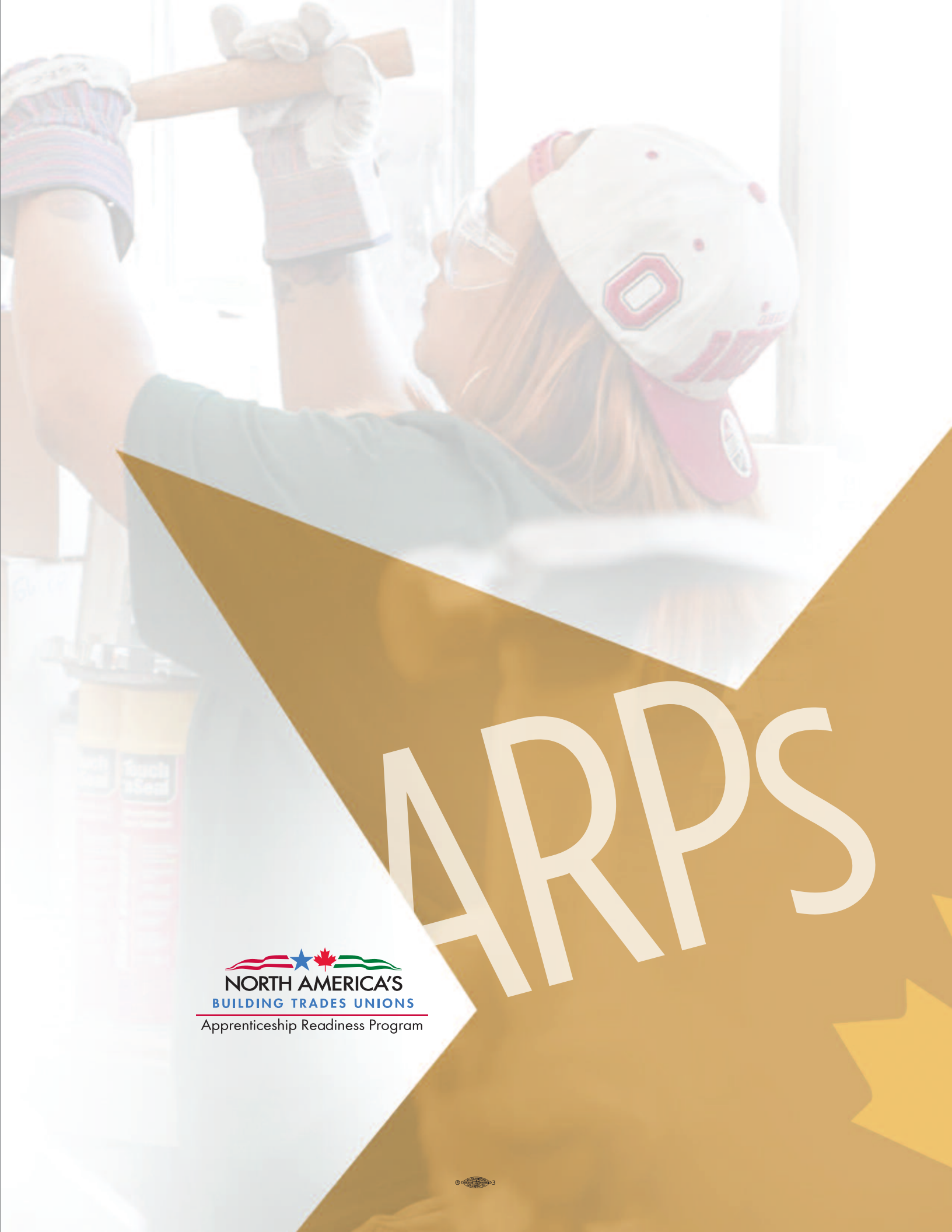


OPCMIA members represent skilled plasterers, cement masons, shophands and associated members. Plasterers finish interior walls and ceilings of buildings, apply plaster on masonry, metal, wirelath or gypsum. Bridges, canals, dams, reservoirs, roads and many other engineering feats would be impossible without the skills of OPCMIA cement masons. Cement masons are responsible for all concrete construction, including pouring and finishing of slabs, steps, wall tops, curbs and gutters, sidewalks, paving and other concrete construction.
www.opcmia.org

International Union of Elevator Constructors



The IUEC represent the most qualified and trained elevator constructors in the world. Members assemble, install and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old buildings. Elevator Constructors also maintain and repair this equipment once it is in service, as well as modernize older equipment.
www.iuec.org



ARPPS


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