



**★ NABTU ★**  
North America's **Building Trades Unions**

**ENHANCE YOUR SKILLS  
ADVANCE YOUR LIFE**



“ North America’s Building Trades Unions’ debt-free registered apprenticeship programs not only offer **cutting-edge curricula in high-tech construction trades** and college credit, but also a ticket to secure employment with **higher earnings and great benefits**. Anyone who views building trades work as a second-rate career has probably never set foot in an apprenticeship training facility. Modern apprentices are more likely to use a **computer-based modeling** system than wrenches and screwdrivers. The opportunities to thrive in the modern economy are endless for students who enroll in our **earn-while-you-learn**, state-of-the-art construction training. ”





Sean McGarvey

President, North America’s Building Trades Unions  
IUPAT Glazier Apprentice Graduate 1984



# North America's Building Trades Unions CONSTRUCTION APPRENTICESHIP

North America's Building Trades Unions' (NABTU) world-class apprenticeship programs train workers to become highly-skilled, six-figure earning construction workers through a debt-free, technologically-advanced education. These earn-as-you-learn programs pay family-supporting wages and provide health care coverage and retirement benefits.

## HOW MUCH MONEY CAN AN APPRENTICE EARN?



**\$60,000 Per Year**  
average wage for a fully-proficient  
worker who has completed an apprenticeship.

**\$300,000 More**  
over life of your career compared  
to non-apprenticeship participants.



Apprentices earn competitive wages, a paycheck from day one and incremental raises as skill levels increase.





North America's **Building Trades** Unions

“ *My military career and civilian career grew because of **skills learned** from both sectors, I've had the pleasure to use my **skills to give back** to my country, my community and my family.* ”

**MARTIN HELMS,**  
OHIO MILITARY VETERAN,  
AKRON AREA ELECTRICAL JATC's  
TRAINING DIRECTOR,  
IBEW APPRENTICE GRADUATE 2010

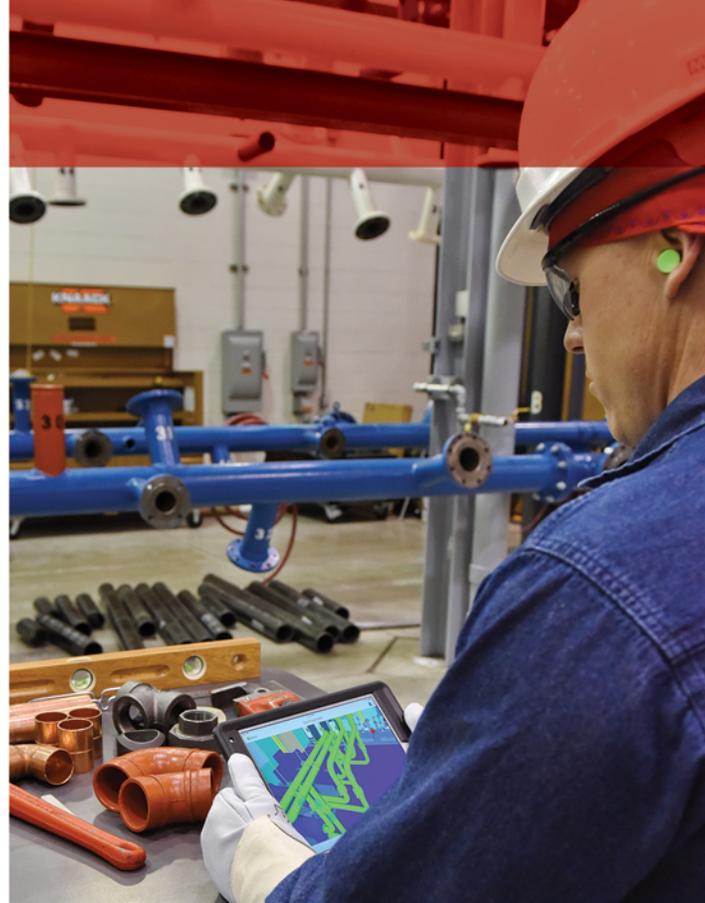


Helmets to Hardhats is a national, nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry. The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

## Advance Your Life with A Debt-Free Education and A Thriving Building Trades Career Path

- ◆ **The safest, most highly-skilled and productive construction craft workers** in the world receive their training at privately-funded training centers, which are jointly administered by construction contractors and building trades educators. These training centers offer nationally-recognized, state-of-the-art curricula and cutting-edge technology in each trade.
- ◆ **Together, the Building Trades and partner contractors invest over \$1.5 billion annually** in U.S. apprentice and journey-level training.
- ◆ **Buildings Trades' affiliate unions and partner contractors operate more than 1,600 U.S. training centers** (1,900 training centers in North America).

- ◆ **Nearly two-thirds of all U.S. registered apprentices are trained in the construction industry**, and among these construction apprentices, 75 percent are trained in our joint labor-management training programs – known as joint apprentice training committees (JATCs).
- ◆ **Since 2016, NABTU's** affiliated unions and partner contractors **registered an average of 60,000 new apprentices annually**.
- ◆ If our joint labor-management training system, which is comprised of both apprentice-level and journey-level training, was a college or university, **it would be the largest degree-granting college or university in the United States** — over five times larger than Arizona State University.
- ◆ **All Building Trades apprenticeship programs are registered** with either the U.S. Department of Labor's Office of Apprenticeship or the State Apprenticeship Agencies.
- ◆ **The Building Trades also provide up-skill training for tens of thousands of journey-level workers each year**, with the goal of continually improving their cutting-edge skills.



“ The building trades unions, working together with contractors, spend **more than \$1.5 billion per year** funding a nationwide network of nearly **1,600 teaching centers**. The industry understands the benefits of a skilled workforce and is willing to pay to teach its workers. ”

U.S. LABOR SECRETARY  
ALEXANDER ACOSTA,  
DES MOINES REGISTER,  
JUNE 14, 2017



**\$100K  
CAREER  
OPPORTUNITIES**



**GOOD WAGES  
& BENEFITS  
AS A STUDENT**



**DEBT-FREE  
EDUCATION**



**NATIONALLY-  
RECOGNIZED &  
REGISTERED  
TRAINING**



**COLLEGE  
CREDIT**



**STATE-OF-  
THE-ART  
TECHNOLOGY**

**NABTU** 

North America's **Building Trades Unions**

# Apprenticeship Readiness Programs (ARPs) PREPARING FOR THE BUILDING TRADES

North America's Building Trades Unions (NABTU) sponsors comprehensive apprenticeship-readiness training programs (ARPs) throughout the U.S. These programs provide a gateway for local residents — focusing on women, people of color, and transitioning veterans — to gain access to Building Trades' registered apprenticeship programs. ARPs are administered by state and local Building Trades Councils and they teach NABTU's nationally recognized Multi-Craft Core Curriculum (MC3).

## APPRENTICESHIP READINESS GOALS:

1

Increase the number of qualified candidates for apprenticeships across all trades; to increase the diversity of apprenticeship candidates by recruiting women, communities of color and veterans.

2

Increase the retention rate among apprentices by providing them with a deeper understanding of both the industry and the role of trade unions in construction.





North America's **Building Trades** Unions

“ Thanks to the outstanding partnership between NABTU and UCOR, the training classes have clearly exceeded our expectations. This is one of the **best training programs** for construction job opportunities I have been involved with **over my 30 years.** ”

**KENNETH J. RUETER,**  
PRESIDENT & CHIEF EXECUTIVE OFFICER  
URS | CH2M OAK RIDGE LLC (UCOR)



## Trades for Tomorrow: NABTU's Multi-Craft Core Curriculum (MC3)

**Building Trades ARPs teach the Multi-Craft Core Curriculum (MC3)**, a standardized, comprehensive, 120-hour construction course designed to help young people and transitioning adults choose and succeed in apprenticeship programs that are appropriate for them.

The MC3 curriculum is taught face-to-face, but it is delivered via NABTU's Online Learning Management System.

### **MC3 Curriculum Chapters:**

- ◆ Construction Industry and Trades 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

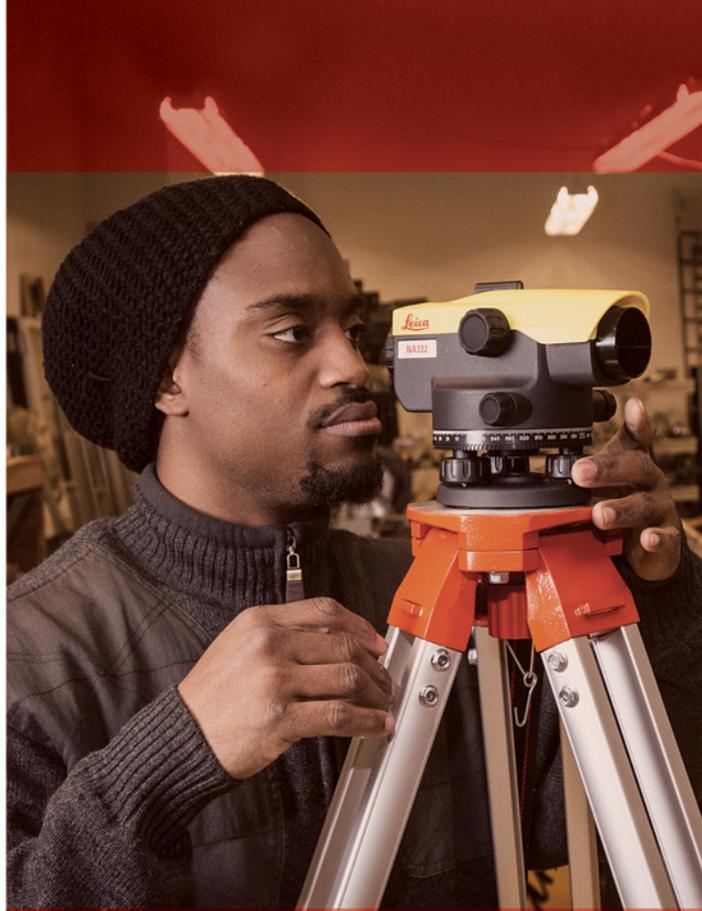
# Bringing Construction Trades Classes Back to the Schools

Certified by a number of State Education Departments, NABTU's MC3 is bringing true construction education back into high schools. NABTU knows the importance of introducing, connecting and engaging young people early to harness a lifetime dedication to our trades.

**WE INTRODUCE:** NABTU's MC3 introduces students to the different building trades and teaches them the skills necessary to successfully apply for a registered apprenticeship, debt-free education.

**WE CONNECT:** NABTU's MC3 connects two high-quality education systems: America's secondary schools and the Building Trades registered apprenticeship programs.

**WE ENGAGE:** NABTU's MC3 engages students with industry and labor leaders through state-of-the-art curriculum.



Note For Teachers:  
Access to NABTU's MC3 provides teachers with instructor resources designed to guide them through the curriculum. This includes PowerPoints, handouts and, most importantly, lesson plans for all 120 hours of instruction.



# Pathways Within the Building Trades

## APPRENTICESHIP READINESS PROGRAMS

Programs designed to help introduce students to the trades and prepare them for the Apprenticeship exam.

**CRAFT  
CAREERS**

**MANAGEMENT  
CAREERS**

North  
America's  
Building Trades  
**REGISTERED  
APPRENTICESHIP**

Journey-level  
specialized skilled  
careers.  
*(See affiliate list  
on next page)*

Construction Manager,  
Estimator, Contractor,  
Superintendent, etc.

**INDUSTRY  
CAREERS**

**RELATED  
CAREERS**

Developer, Dispatcher,  
Foreman, Instructor,  
Legislative Representative,  
Policymaker, etc.

Architect, Inspector,  
Labor Attorney,  
Industrial Designer, etc.

# North America's Building Trades Unions

## INSULATORS



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](http://www.insulators.org)

## 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. Painter and paperhangers work in industrial, commercial and residential setting, 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](http://www.iupat.org)

## SMART



Members work in a diverse range of 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 build and install architectural sheet metal, wall panels, and prepare shop and field drawings with cutting edge technology. Members also provide HVAC and refrigeration service to residential customers while air balancers measure and ensure structures are energy efficient.

[www.smartunion.org](http://www.smartunion.org)

## UA



A multi-craft union that represents plumbers and pipe, sprinkler, and refrigerator fitters, as well as service technicians. All of these jobs require 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](http://www.ua.org)

## BAC



Represents all skilled trowel trades workers, including bricklayers, title 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](http://www.bacweb.org)



## BOILERMAKERS



A diverse union representing workers throughout the United States and Canada who are employed in heavy industry, ship building, manufacturing, railroads, cement, mining and related industries. These skilled workers often use highly specialized equipment for welding, burning, cutting, rigging, layout and bolting. It's hard work that requires both mental and physical dedication to the craft.

[www.boilermakers.org](http://www.boilermakers.org)

## ROOFERS



Roofers and Waterproofers remove existing roofs and install new roof systems using a variety of materials. Roofers install single-ply, built-up, steep-slope, green technology and paver systems on commercial, industrial and residential structures. Waterproofers install moisture/air-resistant products on below/above-grade structures and other surfaces to prevent water/air intrusion into buildings. Members also operate mechanical and electrical equipment associated with the installation of roofing and waterproofing products and the construction industry.

[www.unionroofers.com](http://www.unionroofers.com)

## OPCMIA



Members represent skilled plasterers, cement masons, fireproofers, shophands, and associated members. Plasterers finish interior walls and ceilings of buildings and 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](http://www.opcmia.org)

## TEAMSTERS



Members in the Building Material and Construction 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, Redi-Mix, warehousing and building supply manufacturing. Teamsters have training programs in Boston, Las Vegas, Alaska, Minnesota, Illinois, California, New York, Ohio, West Virginia as well as a National Pipeline Training Program that is completely mobile and follows all major Pipeline projects.

[www.teamster.org](http://www.teamster.org)

## LIUNA

**LIUNA!**  
*Feel the Power*

Experienced Construction Craft Laborers that rely on a diverse set of skills on a wide variety of job sites. Members build roads, bridges, tunnels, transit, water, and energy systems as well as work on building, demolition, and renovation projects. Assist in the construction and maintenance of power plants and substations, dig trenches for lines, and repair roads after line installation, and build supporting infrastructure such as oil and gas pipelines. LIUNA members are skilled in excavation, tending, scaffolding, concrete placement, environmental remediation, asbestos and lead abatement, flagging, power and hand tools, and general cleanup among a variety of other tasks. Through LIUNA Training's Construction Craft Laborer Apprenticeship Program, members are prepared for a rewarding career in construction.

[www.liuna.org](http://www.liuna.org)



## 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](http://www.iuec.org)

## IBEW



The IBEW represents workers in the electrical industry including construction, gas and electric utilities, telecommunications, broadcasting, railroad, manufacturing and government. 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](http://www.ibew.org)

## UBC



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, and columns and stairs. Carpenters also install doors, windows, storefronts and hand rails, and building cabinets, counter tops and finished stair handrails. Carpenters must read blueprints, measure accurately and calculate dimensions.

[www.carpenters.org](http://www.carpenters.org)

## IRON WORKERS



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 material 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](http://www.ironworkers.org)

## IUOE



A progressive, diversified trade union representing nearly 400,000 working men and women across the United States and Canada. Members are primarily operating engineers, who work as heavy equipment and crane operators, mechanics, and surveyors in the construction industry. After construction is complete, IUOE stationary engineers work to maintain the boilers, generators and heating and cooling systems that keep commercial and industrial complexes, schools and hospitals, and other large buildings and facilities running efficiently. Operating engineers also work on oil and gas pipelines and industries such as mining, dredging and quarries.

Experienced, journey-level operating engineers and stationary engineers earn exceptional wages and benefits. Many of these journey-level Operating Engineers started their careers in the IUOE Apprenticeship Program. [www.iuoe.org](http://www.iuoe.org)





North America's **Building Trades** Unions

*Value on Display. Every Day*

[WWW.NABTU.ORG](http://WWW.NABTU.ORG)



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