

## Why Should We Teach MC3 in Our Schools?

In 2007, North America's Building Trades Unions (NABTU) Standing Committee on Apprenticeship and Training created a multi-craft training curriculum for use in Building Trades' Apprenticeship Readiness Programs (ARPs). Building Trades ARPs were designed to prepare interested young people to enter and succeed in registered apprenticeship programs, which are gateways to good middle class jobs in the US construction industry. Today, the Building Trades have more than 100 ARPs in operation across the US, sponsored by State and Local Building Trades Councils, Training Coordinators and joint apprenticeship training committees (JATCs) in partnership with local community groups, construction contractors, government agencies and schools.

The goals of the Building Trades ARPs are to (1) increase the number of qualified candidates for apprenticeship across all crafts, (2) to increase the diversity of apprenticeship candidates by recruiting women, people of color and veterans, and (3) 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, or MC3, a standardized, comprehensive, 120-hour construction curriculum designed to help young people choose and succeed in an apprenticeship program that is appropriate for them. In a secondary school setting, the MC3 provides an important pathway for careers in the trades by preparing students to succeed in registered apprenticeship.*

- ***MC3 programs are ladders to the Middle Class.***  
Building Trades apprenticeship serves as a pathway to the middle-class career opportunities, good pay, and benefits offered by the building and construction trades' contractor partners. According to the Bureau of Labor Statistics, the median weekly earnings in 2016 in construction for union members was nearly \$400 higher than that of non-union workers.
- ***Registered Apprenticeship programs are the "other four-year degree."***  
These "earn while you learn" training programs in the Building Trades have all been assessed for college credit. Many Building Trades apprenticeship programs have articulation agreements with local community colleges. Once students complete their apprenticeship, they have the skills, nationally-recognized certification and college credits that they can take anywhere in the country.

- ***The MC3 was designed to prepare a more diverse population of candidates for construction apprenticeship.***

The MC3 was specifically designed to provide opportunities for underserved populations in the construction industry, such as women, people of color and transitioning veterans. Of the 1,700 students who successfully completed the MC3 in 2015-16, communities of color made up 83% and women 25% of the completions. There are also specific sections in the MC3 on preventing sexual harassment, the importance of diversity in the industry and an analysis of health and safety issues for women in construction.

- ***The MC3 is high quality educational content.***

The MC3 was created to provide high quality, apprentice-level content to young people interested in construction. One day, these students may join the Building Trades and work among the safest working, most highly skilled construction workers in the world. The MC3 has been certified by state education departments in a number of states across the country. Additionally, the Department of Labor recognized the Multi-Craft Core Curriculum with its Registered Apprenticeship Innovator and Trailblazer Award in 2012.



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

If your students complete the MC3 and join a registered apprenticeship program, they will join one of the largest privately-funded workforce development systems in the nation. Taken together, North America's Building Trades Unions and their contractor partners spend more than \$1 billion annually on education and training. Further, the Building Trades' affiliates unions and their signatory contractors operate more than 1,900 state-of-the-art training centers throughout North America.

## Are there school districts teaching the MC3 today?



To cite one example, the Building Trades and their contractor partners have joined with a number of school districts in Minneapolis and St. Paul, Minnesota to offer the MC3 in Career and Technical Education (CTE) schools. In addition, staff members from Minnesota's Department of Labor and Industry, apprenticeship coordinators, prime and sub-contractors and local educators host events in the schools known as *Construct Tomorrow* to introduce high school students to opportunities in the Building Trades.

[http://www.dli.mn.gov/appr/construct\\_tomorrow.asp](http://www.dli.mn.gov/appr/construct_tomorrow.asp)

### High Schools Teaching the MC3

#### California

Los Angeles Unified School District  
Arvin High School  
Arroyo Valley High School  
Jordan High School  
Soquel High School  
Salinas High School Green Academy  
Laguna Creek High School  
Norte Vista High School  
North County Trade Tech High School  
Hoover High School  
John O'Connell High School  
YouthBuild Charter School of California

#### Minnesota

St. Paul Public Schools  
Rosemont – Apple Valley – Eagan Public Schools  
Bloomington Public Schools  
Minneapolis Public Schools

White Bear Lake School District

#### Nevada

Mojave High School

#### New York

High School for Construction Trades, Engineering and Architecture  
Thomas Edison High School  
Queens Vocational High School  
Bronx Design and Construction Academy  
William E. Grady High School  
Art and Design High School  
Urban Assembly School for Green Careers  
Co-op Tech (School of Co-operative Technical Education)

#### Ohio

Max Hayes High School (Cleveland)  
YouthBuild Columbus Community School