NORTH AMERICA'S BUILDING TRADES UNIONS

A Guide for Students, Parents,
CTE Teachers and Guidance Counselors

NABTU Apprenticeship Readiness Programs (ARPs)

North America's Building Trades Unions sponsor comprehensive Apprenticeship Readiness Programs (ARPs) throughout the US. 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. Apprenticeship Readiness Programs are administered by State and Local Building Trades Councils and they teach NABTU's nationally recognized Multi-Craft Core Curriculum (MC3).

How Do Building Trades' ARPs Work?

Apprenticeship Readiness Programs are sponsored by State and Local Building Trades Councils, Training Coordinators, Contractors and JATCs in partnership with local community groups, government agencies and schools.

ARPs teach the Multi-Craft Core Curriculum (MC3), a comprehensive, 120-hour apprenticeship preparation curriculum.

The Multi-Craft Core Curriculum (MC3)

The Multi-Craft Core Curriculum (MC3) is a comprehensive pre-apprenticeship training curriculum. It was developed and approved by the Building Trades, National Apprenticeship and Training Committee in 2008. In 2012, the U.S. Department of Labor awarded the Building Trades with the Department's Registered Apprenticeship Innovator and Trailblazer Award for the MC3 at its 75th Anniversary celebration.

Why Teach the MC3 In Our Schools?

MC3 programs are ladders to the Middle Class.

Building Trades' Apprenticeship Program serves as a pathway to middle-class career opportunities: good pay and benefits offered by the building and construction trades' contractor partners. According to the Bureau of Labor Statistics, median weekly earnings in construction for union members in 2016 was nearly $400 higher than that of non-union workers.

Why Teach the MC3 In Our Schools?

Registered Apprenticeship programs are the “other four-year degree”.

The “earn while you learn” training programs in the Building Trades have been assessed for college credit. Many Building Trades' Apprenticeship Program have articulation agreements with local community colleges. Once students complete their apprenticeship, they have the skills, nationally-recognized certifications, and college credits they can take anywhere in the country.

Why Teach the MC3 In Our Schools?

The MC3 was designed to prepare a more diverse population 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.

Why Teach the MC3 In Our Schools?

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.

Why Teach the MC3 In Our Schools?

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 (see next slide for details).

Why Teach the MC3 In Our Schools?

NABTU and their signatory contractors invest over $1 billion annually in apprentice/journey-level training. This does not include the tens of millions invested by the JATCs annually in training facilities and equipment.

If the Building Trades training system, which includes both apprentice-level and journeyman-level training, was a degree granting college/university, it would be the largest degree granting college/university in the US—over 5 times larger than Arizona State University.

Building Trades' Instructor Training

The 14 affiliated unions that make up North America's Building Trades Unions have a long and deep commitment to the quality of their members' job performance. Leaders of these unions thus believe that the instructors in their registered apprenticeship programs are key to maintaining the high level of achievement for which these unions are known. Simply put, the ability to create quality craftsmanship comes from good teaching.

IBEW Instructor Training

The National Training Institute (NTI) from the International Brotherhood of Electrical Workers (IBEW) maintains a Professional Education Program to certify their instructors, which is taught to about 2,000 students annually at the University of Michigan. This program consists of four week-long instruction sessions over the course of four years (one annually), which consist of topics ranging from effective teaching methods to an overview of instructional technology, while building on the information disseminated during the previous year level's training.

UA Instructor Training

The United Association [of Plumbers, Fitters, Welders, & Service Technicians] offers a 200-hour Instructor Certificate Program, with classes available at their annual Instructor Training Program (ITP) held at Washtenaw Community College in Ann Arbor MI, as well as online. Courses must include 100 hours of technical and professional courses each. The United Association also requires that its instructors complete a Reflective Teaching Assignments (RTA), a teaching self-assessment, biannually before moving on to the successive set of coursework.

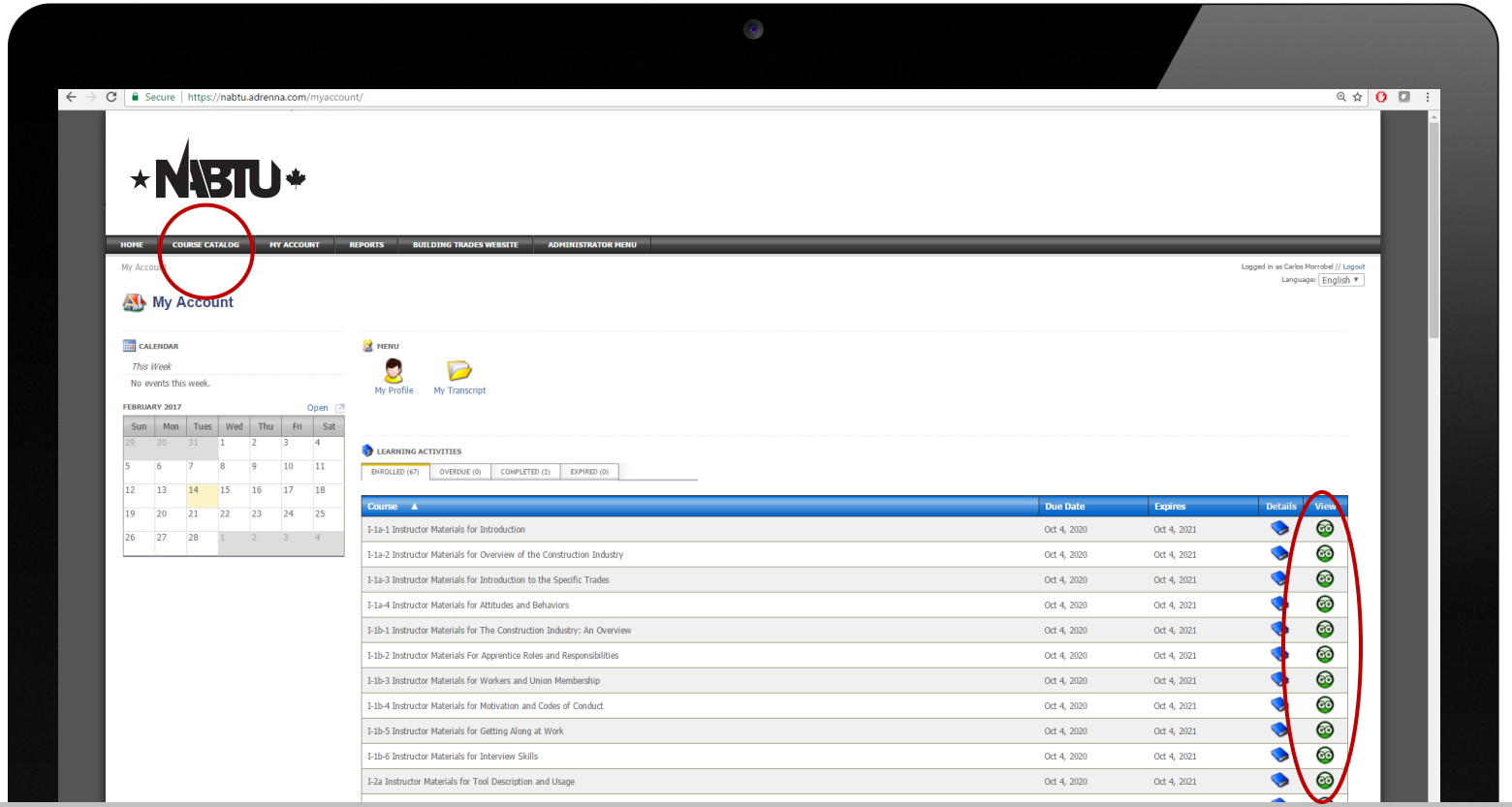
The MC3: Nine Chapters

The Multi-Craft Core Curriculum

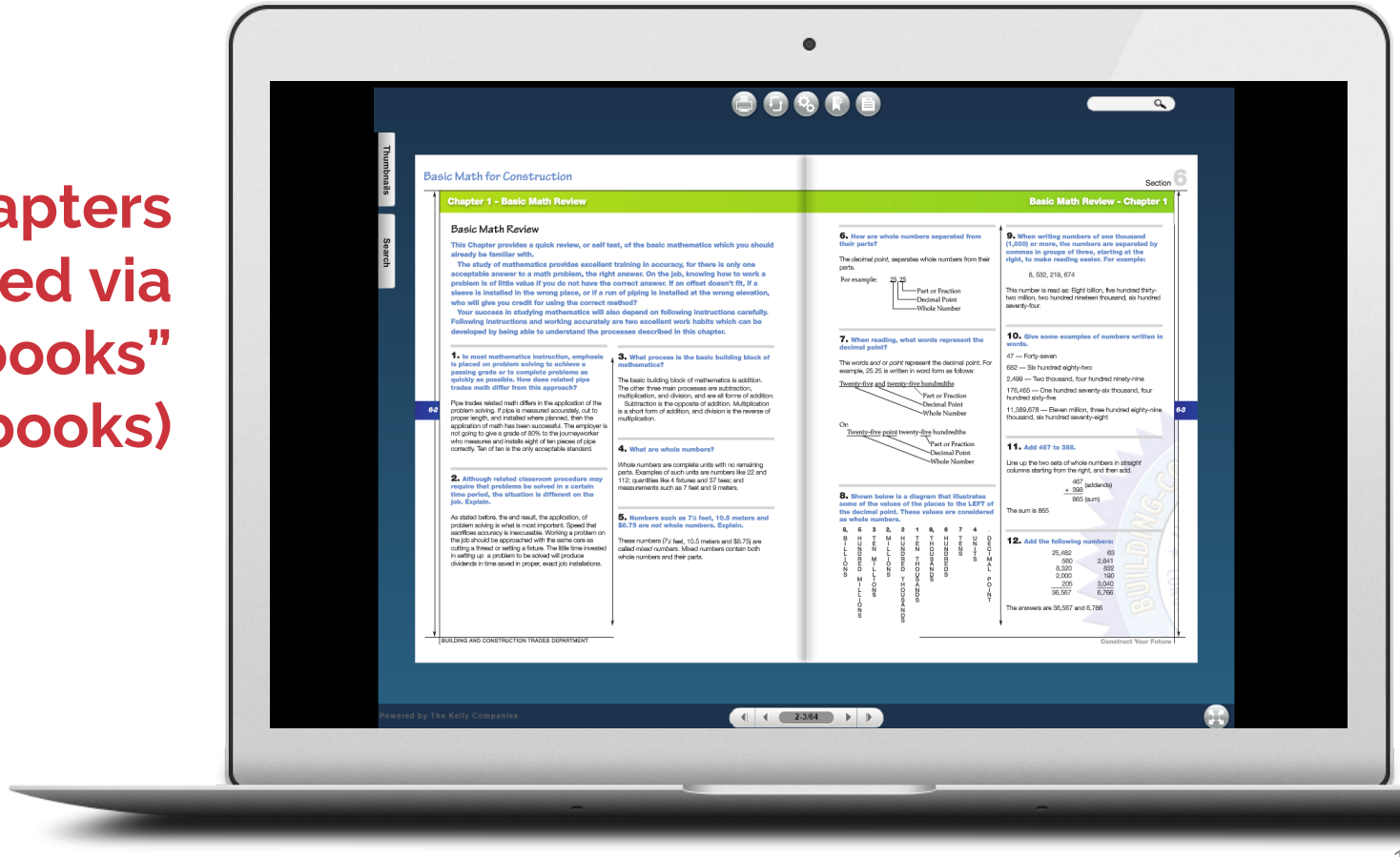
- Construction Industry Orientation
- Tools and Materials
- Construction Health and Safety
- Blueprint Reading
- Basic Math for Construction
- Heritage of the American Worker
- Diversity in the Construction Industry
- Green Construction
- Financial Literacy

MC3 LMS Log In Page

MC3 List of Chapters/Sections



MC3 Chapters delivered via “flipbooks” (e-books)



Students who complete MC3 receive a NABTU certificate

MC3 and Building Trades in Minnesota

The Minnesota, Minneapolis and St. Paul Building Trades Councils support a number of programs to provide career opportunities to students.
These programs include:

- MC3 in Public Schools
- Construct Tomorrow
- Minnesota Trades Academy

MC3 in Minnesota Public Schools

Embedded in the CTE curriculum, the Multi-Craft Core Curriculum (MC3) takes students through union training centers where they receive instruction from industry experts. It provides a gateway for careers in the trades by preparing students to enter registered apprenticeship training programs.

"I wish I'd had exposure to something like the MC3 at my high school...I hope students who experience this program can find their way to apprenticeship training sooner than I did."

– Danna McCutcheon, sheet metal worker, construction skills instructor at Roosevelt High School in Minneapolis

Staff members from Minnesota's Department of Labor and Industry, apprenticeship coordinators, prime and sub-contractors, and local educators host events to introduce high school students to opportunities in the construction industry.

Construct Tomorrow Fair

Minnesota Trades Academy

The Minnesota (MN) Trades Academy aspires to provide educational and hands-on experiences for high school youth to learn about construction as a career choice.

To achieve this, the MN Trades Academy offers a 9-week paid summer internship mechanism which is designed to enhance young peoples' access to apprenticeship training and construction related careers. During this 9-week opportunity, interns receive hands-on experience at 16 different union training centers directly from industry experts.

MC3 in the Schools

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
LA Trade Technical College
Long Beach City College
Hartnell College
Los Rios Community College
San Bernardino Community College District
San Jose Evergreen Community College District

Georgia

Atlanta Technical College

Minnesota

St. Paul Public Schools
Rosemont – Apple Valley – Eagan Public Schools
Bloomington Public Schools
Minneapolis Public Schools
White Bear Lake School District
North Hennepin Community College
St. Paul College Trading Up

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)
Cuyahoga Community College
YouthBuild Columbus Community School

Pennsylvania

Harrisburg Area Community College

Washington

Clover Park Technical College

Augusta Building Trades ARP students