

North America's Building Trades Unions



**What is a Building Trades
Apprenticeship Readiness Program?**



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NABTU Apprenticeship Readiness Programs (ARPs)

North America's Building Trades Unions (NABTU) sponsors comprehensive apprenticeship-readiness training programs (ARPs) throughout the US. These 120+ 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).

Goals of the Building Trades ARP's

- (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
- (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.

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 – both community colleges and secondary schools.

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



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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 and the MC3 the Department's Registered Apprenticeship Innovator and Trailblazer Award at its 75th Anniversary celebration.

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



Augusta Building Trades ARP classroom

Questions to Consider When Accessing the MC3

- Instructors and Location
- Organizations partnering with the Building Trades Council in this ARP
- Funding
- Number of Participants and dates of courses
- Placement of graduates of the MC3 in Building Trades registered apprenticeship programs?
- Who will track progress and how?



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Setting Up an ARP

In order to set up ARP, an implementation plan must first be submitted to the National office with:

- Placement plans
- Employment opportunities
- Agreements made with local partners
- A budget

Once this plan is submitted to NABTU and approved, the next steps are to secure a training site, recruit and train instructors, and most importantly: recruit participants.



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High Schools and Community Colleges Using the Building Trades' Multi-Craft Core Curriculum

California

LA Trade Tech
Long Beach Community College
Antelope Valley College
YouthBuild Charter School of California
Reseda High School
Canoga Park High School
Kennedy High School
James Monroe High School
Soquel High School
Hartnell College
Salinas High School
Los Rios Community College
Cosumnes River College
Luther Burbank High School
Arvin High School
San Bernardino Community College District
Arroyo Valley High School
Norte Vista High School
John O'Connell High School
San Jose Evergreen Community College District
Hoover High School
North County Trade Tech High School

Georgia

Atlanta Technical College

Minnesota

Minneapolis Public Schools

North Hennepin Community College
White Bear Lake CSD
St Paul College Trading Up
St Paul Public Schools
Eagan High School

Nevada

Mojave High School
College of Southern Nevada

New York

High School for Con Trades, Engineering and Architecture
Thomas Edison HS
Queens Vocational HS
Bronx Design and Construction Academy
William E. Grady HS
Art and Design HS
UA School for Green Careers
Coop Tech (School of Cooperative Technical Education)
Boys and Girls High School

Ohio

Max Hayes High School
Cuyahoga Community College
YouthBuild Columbus Community School

Washington

Clover Park Technical College



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Registered Apprentice = The “Other Four-Year Degree”

These “earn while you learn” training programs in the Building Trades have been assessed for college credit. Many Building Trades apprenticeship programs also 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.



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The Building Trades Training Investment

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.