The Building Trades Apprenticeship Readiness Program
*The Building Trades Apprenticeship Readiness Program (ARP) and
the Multi-Craft Core Curriculum (MC3)*

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 and transitioning adults to enter and succeed in registered apprenticeship programs, which are gateways to good middle-class jobs in the US construction industry. The more than 150 ARP's across the US are 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 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.

There are nine units in the MC3:

- 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

Value on Display. **EVERY DAY.**

Question and Answer

Q: What is the format of the MC3?

A: The MC3 is available in an online format. It is still taught face-to-face, but the MC3 is now delivered to all approved ARP programs in a web-based learning management system (LMS). All of the student and instructor materials for the updated MC3 are now available in one integrated format. If you want to print materials located in the new MC3 online platform, you may do so only with the permission of NABTU's National Office.

Q: How do we ger access to the MC3?

A: In order to use the MC3, a Building Trades Council or their partner organization(s) must first submit an MC3 Implementation Plan to the Building Trades National Office.

The MC3 Implementation Plan must answer six simple questions:

- Who will teach the MC3 and where will the program be located?
- Please list all organizations partnering with the Building Trades Council in this ARP?
- How will the program be funded and what is the source of these funds?
- How many people will be trained and what is the start/end date for the training?
- What is the name of the Council or Council partner representative who will attend the required Train-the- Trainer course, which is designed to prepare coordinators/instructors to set up and teach the MC3? (These Train-the-Trainer classes are offered by the Building Trades Academy – see www.bt-academy.org for the schedule and location of these classes); and
- Most importantly, where and how will successful graduated of the MC3, assuming that they meet all other requirements, be placed in Building Trades registered apprenticeship programs?

Once NABTU has approved of your MC3 Implementation Plan, you will receive usernames and passwords for your instructors to access the MC3. You will also receive instructions on how to register your students and generate reports on your student's work in the MC3.

Value on Display. **EVERY DAY.**

[It is important to note that any organization partnering with a Building Trades State or Local Council must get prior approval from the Council before applying for additional grant funding that could be used to fund additional student cohorts].

Q: What is the cost of the MC3?

A: NABTU does not charge tuition for the MC3, but there is a $100 per student cost (per class) for online access and tech support.

Q: What steps are required to set up a successful ARP?

A: The basic steps in the checklist below are based upon best practices from the more than 150 Building Trades ARPs. Each ARP will be different, however, because they are based on your local needs and preferences. We can provide a more complete list of best practices, including application forms, program schedules and budgets upon request.

The Checklist:

- Discuss ARP placement plans and employment commitments with JATCs, local Building Trades Apprenticeship Trainers and employers.
- Secure agreements with local partners, including roles and responsibilities for local partners
- Develop and ARP program budget
- Submit an MC3 Implementation Plan to the national Building Trades; develop an MC3 Program budget, schedule, and timetable
- Identify and secure a training site
- Recruit instructors
- Locate transportation services to facilitate visits by participants to Building Trades training centers
- Recruit participants
- Plan a graduation ceremony. You should invite family and friends of the graduates and the media.

Q: Are some parts of the MC3 required and others optional?

A: Yes, some sections of the MC3 units are required and some are optional. The table below explains this in detail.

Value on Display. **EVERY DAY.**

MC3 Required vs Elective Topics/Hours*

Required Topics/Hours	Elective Topics/Hours
Construction Industry Awareness – 8 hrs	**Blueprint Reading – 4-8 hrs**
Construction Trades Awareness – 8 hrs	**Green Construction – 4-8 hrs**
Construction Health and Safety – 20 hrs (CPR and First Aid – 8 hrs/OSHA 10 – 10 hrs/Women's Health and Safety – 2 hrs)	**Financial Literacy – 4-8 hrs**
Tools and Materials – 8 hrs (must include hands on component)	
Construction Math – 40 hrs	
Heritage of the American Worker – 8 hrs	
Diversity in the Construction Industry - 12 hrs (Diversity Awareness – 4 hrs/Sexual Harassment Prevention – 8 hrs)	*All MC3 programs must have a minimum of 120 instructional hours. Programs may add more hours at their discretion.
Total Required Hours – 104	**Total Elective Hours – 16**

Table Notes: All MC3 programs must contain a minimum total of 120 classroom hours. The 104- hour core is required for all programs. Building Trades Council representatives and their partners may add additional hours to the MC3 at their discretion.

Q: Is there specific language that must be included in the ARP student application?

A: Yes. The following language must be included in all Building Trades' Multi-Craft Core Curriculum/ Apprenticeship Readiness Program Applications:

NOTE: THIS PROGRAM IS AN APPRENTICESHIP READINESS PROGRAM ONLY. PARTICIPATION IN AND/OR COMPLETION OF THE PROGRAM DOES NOT GUARENTEE ADMISSION INTO A UNION OR EMPLOYMENT IN THE CONSTRUCTION INDUSTRY. DECISIONS ON SUCH ADMISSIONS OR EMPLOYMENT ARE MADE BY THE INDIVIDUAL APPRENTICESHIP PROGRAM, UNION, OR EMPLOYER AND NOT BY THIS PROGRAM. BY SIGNING THIS APPLICATION AND PARTICIPATING IN THIS PROGRAM, YOU INDICATE

A recent decision out of NYC (Apple vs. Atlantic Yards Dev Co.) illustrates why it is important that the Building Trades pre-apprenticeship (or apprenticeship readiness) programs make it clear to participants in the program in writing that there is no *promise/guarantee* that they will gain entry into an apprenticeship program, a union or be given employment. In this case, the court denied summary judgement to contractors seeking to dismiss a claim by participants in a pre-apprenticeship program who alleged that they were promised membership in a construction union and union construction jobs.

Value on Display. **EVERY DAY.**