

# NORTH AMERICA'S BUILDING TRADES UNIONS



North America's **Building Trades** Unions

*Value on Display. Every Day*

## MC3 in the Schools: A Guide for CTE Teachers, Administrators and School Counselors



# North America's Building Trades Unions

**NABTU** is an alliance of 14 national and international unions in the building/construction industry that collectively represent over 3 million skilled craft professionals in the US and Canada. Each year, our unions and contractor partners invest over \$1.6 billion in private-sector funds to operate 1,900 apprenticeship training centers across North America. These schools produce the safest, most highly trained, and productive skilled craft workers in the world.

**NABTU** is dedicated to creating economic security and employment opportunities for all construction workers by safeguarding wage and benefits standards, investing in our renowned apprenticeship and training system, and creating pathways to the middle class for women, communities of color and military veterans in the construction industry.

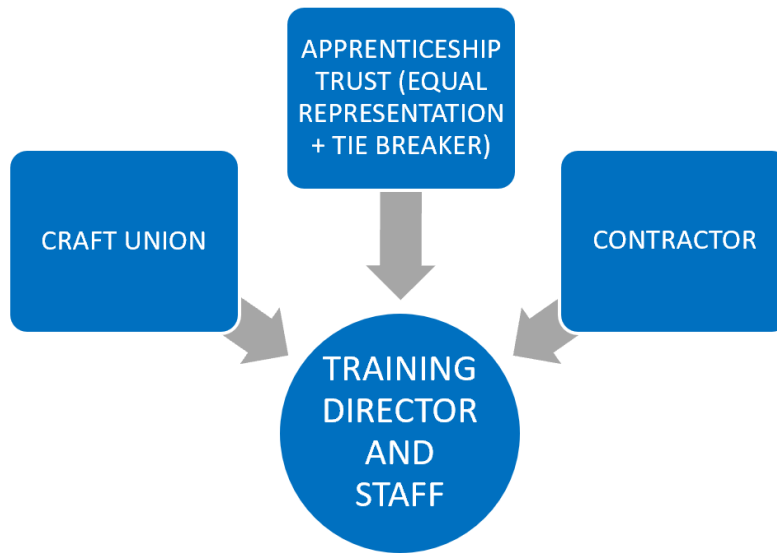


## What is Registered Apprenticeship?

- When apprenticeship program sponsors voluntarily request state or federal approval [registration] for their training programs, they also voluntarily choose to come under various state or federal regulations affecting the standards, duration and quality of their training.
- The approved apprenticeship training standards set forth the terms and conditions of training - with the goal of protecting apprentices from exploitation.
- Registered Apprenticeship - the gold standard in US workforce development.

# Building Trades Registered Apprenticeship

## Joint [Labor-Management] Apprenticeship Training Committees (JATCs) Established by CBA



## Building Trades Registered Apprenticeship

- NABTU's "earn while you learn" registered apprenticeship programs have all been assessed for college credit (with no student debt).
- Many Building Trades registered apprenticeship programs have articulation agreements with local community colleges.
- Once apprentices complete their indenture, they have the skills, nationally-recognized certifications, and college credits they can take anywhere in the US.



## Ladders to the Middle Class

- NABTU sponsors comprehensive apprenticeship-readiness training programs (ARPs) throughout the US. These 170 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).

## 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, workforce development boards and schools - both community colleges and secondary schools.
- ARPs teach the Multi-Craft Core Curriculum (MC3), NABTU's comprehensive, 120-hour construction registered apprenticeship preparation curriculum.



## Why Teach the MC3 in our Schools?

- Building Trades ARPs that teach the MC3 are ladders to the middle class.
- Building Trades apprenticeship programs serve as a pathway to middle-class career opportunities - with good pay and benefits offered by the Building Trades' contractor partners. According to the Bureau of Labor Statistics, median weekly earnings in construction for union members in 2019 was nearly \$400 higher than that of non-union workers.



## Why Teach the MC3 in our Schools?

- One of the primary goals of the MC3 is greater diversity in construction registered apprenticeship.
- The MC3 was specifically designed to provide opportunities for underserved populations in the construction industry, including women, people of color and transitioning veterans. Of the 5,600 adults and CTE students who successfully completed the MC3 between 2016 and 2019, 80% were from communities of color and 20% were female.

## 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 and adults interested in construction, to prepare them for life-long learning and careers in the industry.
- After they complete the MC3 and graduate, your 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 is the bridge that connects two high quality education systems - America's great 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.

## MC3 Required vs. Elective Topics/Hours\*

Required Topics/Hours	Elective Topics/Hours
<b>Construction Industry Awareness- 8 hrs</b>	<b>Blueprint Reading - 4-8 hrs</b>
<b>Construction Trades Awareness- 8 hrs</b>	<b>Green Construction - 4-8 hrs **</b>
<b>Construction Health and Safety – 20 hrs</b> (CPR and First Aid – 8 hrs/OSHA 10 – 10 hrs/Women’s Health and Safety – 2 hrs)	<b>Financial Literacy - 4-8 hrs</b>
<b>Tools and Materials - 8 hrs</b> (must include hands on component)	*All MC3 programs must have a minimum of 120 instructional hours. Programs may add more hours at their discretion
<b>Construction Math - 40 hrs</b>	
<b>Heritage of the American Worker- 8 hrs</b>	
<b>Diversity in the Construction Industry - 12 hrs</b> (Diversity Awareness - 4 hrs/Sexual Harassment - 8 hrs)	** All California programs receiving SB1 funding <b><u>MUST</u></b> include 8 hours of Green Construction
<b>Total 104 Hours</b>	<b>Total Elective Hours = 16</b>





# Apprenticeship Readiness Programs (ARPs)



HIGH DESERT STATE PRISON

## BUILDING STRONG COMMUNITIES

Construction trades apprenticeship preparatory program



**GOAL High School**  
FREE Online Public High School



DEPARTMENT OF CORRECTIONS  
CALIFORNIA  
STATE PRISON  
SAN QUENTIN  
RON DAVIS WARDEN



**BUILDING PATHWAYS**

Building Trades Pre-Apprenticeship Program



Lamphere High School



**Prepared.  
Ready.  
LAX Now!**



BUILDING  
FUTURES



Apprenticeship  
RHODE ISLAND



**SANTA ANA UNIFIED SCHOOL  
DISTRICT**

Preparing All Students for Success in College and Career

**Canoga Park**

**SENIOR HIGH SCHOOL**

ESTABLISHED 1914

FLINTRIDGE CENTER

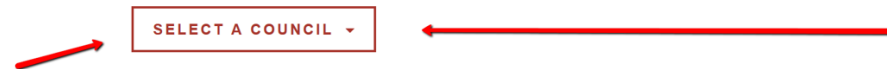
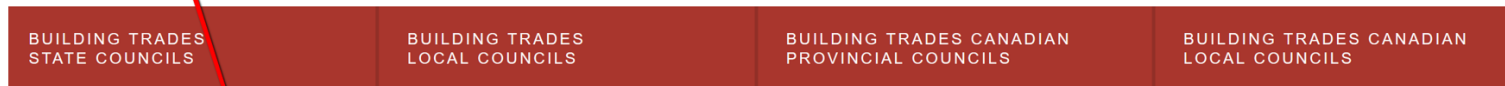


Relentless Commitment  
*Transformed Lives*

# How do I find someone from the Building Trades to discuss Registered Apprenticeship at my school?

<https://nabtu.org/about-nabtu/official-directory/>

## OFFICIAL DIRECTORY



If you don't see your council, or need to update your council's information, [click here.](#)



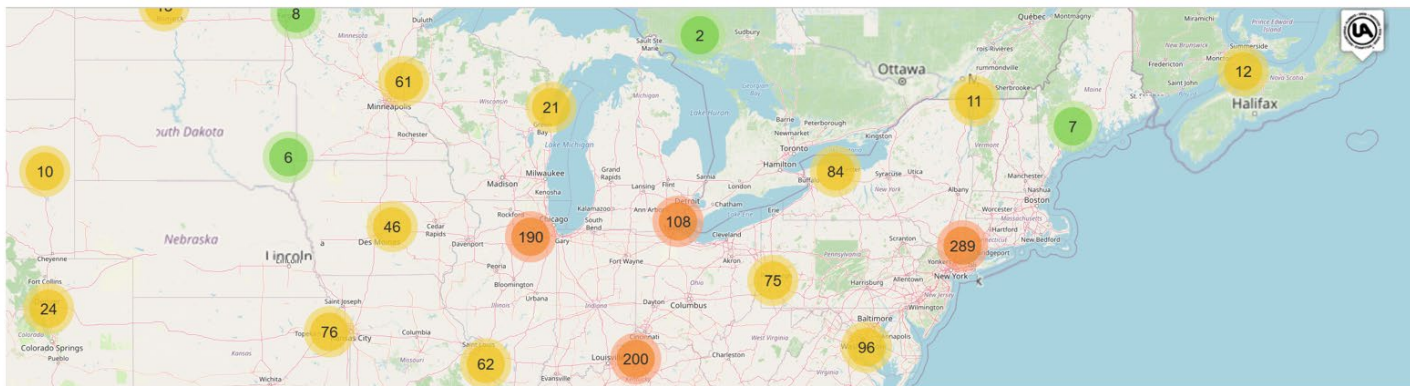


# Where are NABTU Training Centers located?

<https://nabtu.org/apprenticeship-and-training/>

## THE BUILDING TRADES INTERACTIVE APPRENTICESHIP & TRAINING CAPACITY MAP

SEE WHERE WE TRAIN ACROSS THE COUNTRY





North America's **Building Trades** Unions



202-347-1461



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@northamericasbuildingtradesunions



@nabtu



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