



Diversity and Inclusion Initiatives One-Pager

Registered Apprenticeship - America's Best Kept Secret

NABTU's world-class registered apprenticeship programs train workers to become highly-skilled, six-figure earning construction workers through a **debt-free, technologically-advanced education**. These **earn-as-you-learn** programs pay family-sustaining wages and provide **health care coverage and retirement benefits from day one**.

Together, NABTU and partner contractors **invest almost \$2B annually** in US apprentice and journey-level training to prepare the building trades workers of the future and **operate more than 1,600 US training centers**. Since 2017, NABTU's affiliated unions and partner contractors have registered an average of **73,000 new apprentices annually**. A fully-proficient worker who has completed a registered apprenticeship earns an average of **\$60,000 per year** and **\$300,000 more** over the life of their career, compared to non-apprenticeship participants.

- California¹
 - 92% of CA apprentices are trained by Joint Apprenticeship programs.
 - **Two-thirds of CA apprentices are people of color.**
 - 97% of female construction apprentices are trained by Joint Apprenticeship programs.
- New York City²
 - People of color make up 55.1% of NYC blue-collar construction workers - **21.2% African-American** and **30.5% Latinx**.
 - People of color accounted for **61.8% of all NYC residents' union apprenticeships** in 2014. Hispanic apprenticeship participation rose from 16% in 1994 to 27.6% in 2012 and 22.2% in 2014. Black apprentice participation went from 18.3% in 1994 to 35.1% in 2014.
- Illinois³
 - Joint construction programs enrolled 98% of all women, 99% of all african-americans, 98% of all latinx apprentices, and 97% of all military veterans.

¹ [Training the Golden State](#): An analysis of California Apprenticeship Programs

² [Diversity in the New York City Union and Nonunion Construction Sectors](#)

³ [The Apprenticeship Alternative](#): Enrollment, Completion Rates, and Earnings in Registered Apprenticeship Programs in Illinois

- On average, female apprentices are **4% more likely to complete construction apprenticeship** programs than male apprentices and military veterans are 4% more likely than non-veterans.
- The racial diversity of graduates from joint construction programs is **similar to Illinois' public universities**.
- **31% of all active apprentices** in union-affiliated programs were women and people of color, compared to just 28% for non-union programs.⁴
- Minnesota⁵
 - Approximately 13% of the total construction workforce is women compared to 4% in 2010. Approximately **615 (6%) of union construction apprentices are women. In 2010, there were 300 female apprentices**.
 - Approximately 5% of the total construction workforce is people of color. Currently **20% (2,034) of the union construction apprentices are people of color**. Apprenticeship completion rates for minority apprentices is **up 339% from 2012 to 2019**.
 - 92% of all African American apprentices, 95% of all Latinx apprentices, and 98% of all other minority apprentices are in union construction programs.
- Michigan⁶
 - 90% of female apprentices and 87% of minority apprentices are trained by union-sponsored programs.
 - **12.3% of union apprentices are people of color** compared to 7.9% non-union apprentices.
- Massachusetts
 - The percentage of women in union apprenticeship programs is nearly **triple the national average** of women in the construction workforce. 95% of all women apprentices in MA are enrolled in union-sponsored apprenticeship programs.
 - Black union workers earn **16.4% higher wages**, are **17.4% more likely to have employer-provided health insurance**, and are **18.3% more likely to have employer-sponsored retirement security** than their non-union counterparts.
- Cleveland
 - Membership is over **25% people of color** and **female**.
 - Videos: [Diversity and Inclusion](#); [Women in the Trades](#)

Apprenticeship Readiness Programs (ARPs)

NABTU sponsors **175 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. ARPs are administered by state and local Building

⁴ [The Impact of Apprenticeship Programs in Illinois](#): An Analysis of Economic and Social Effects

⁵ [Registered Apprenticeship in the Construction Trades](#)

⁶ [Benefits of Michigan Apprenticeship Programs](#)

Trades Councils and they teach NABTU's nationally recognized Multi-Craft Core Curriculum (MC3).

- **ARP Goal 1:** Increase the number of qualified candidates for apprenticeships across all trades; to increase the diversity of apprenticeship candidates by recruiting women, people of color, and veterans.
- **ARP Goal 2:** Increase the retention rate among apprentices by providing them with a deeper understanding of both the industry and the role of trade unions in construction.

Multi-Craft Core Curriculum (MC3)

Building Trades ARPs teach the Multi-Craft Core Curriculum (MC3), a standardized, comprehensive, 120-hour construction course designed to help young people and transitioning adults choose and succeed in apprenticeship programs that are appropriate for them. Since 2017, there have been **6,700 MC3 completions** - including **78% people of color** and **17% female** - resulting in **3,351 Registered Apprenticeship placements**.

- NABTU's MC3 introduces students to the different building trades and teaches them the skills necessary to successfully apply for a registered apprenticeship, debt-free education.
- NABTU's MC3 connects two high-quality education systems: America's secondary schools and the Building Trades registered apprenticeship programs.
- NABTU's MC3 engages students with industry and labor leaders through a state-of-the-art curriculum.

Tradeswomen Build Nations (TWBN)

For over 10 years, NABTU has hosted the annual Tradeswomen Build Nations conference, which has since become the largest tradeswomen conference in the world, with **nearly 3,000 attendees** in 2019. Notable speakers over the years have included Vice President Kamala Harris, Justice Ruth Bader Ginsburg, and Facebook COO and LeanIn.Org Founder Sheryl Sandberg. This weekend-long conference also hosts a series of **educational and empowering workshops** aimed to increase the activity and engagement of tradeswomen within their respective unions.

Tradeswomen Heroes Award

The Tradeswomen Heroes Award is a joint initiative between NABTU's Tradeswomen's Committee and Apprenticeship and Training Committee that **launched in October 2020** to highlight the tremendous women workers within our affiliate unions. This award recognizes **four outstanding tradeswomen per month** - two apprentices and two journeyworkers - nominated by local, state, and international leadership.

LeanIn Circles for Union Tradeswomen

LeanIn Circles for Union Tradeswomen is a joint initiative from LeanIn.Org, NABTU, and CBTU that brings tradeswomen of all experience levels and ethnicities to small, 8-10 person safe spaces to **mentor, support, and connect** with one another. These circles help

participants **build skills** on and off the jobsite and **develop confidence** to overcome various challenges tradeswomen face on a daily basis.

Helmet to Hardhats (H2H)

Helmet to Hardhats is a national, nonprofit program that connects transitioning active-duty military service members, veterans, National Guard and Reservists with skilled training and quality career opportunities in the construction industry. The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry. To date, H2H has assisted in over **36,000 known successful transitions** (KSTs), including **3,369 in 2019** alone.