



# CONSTRUCTION

## THE IN-DEMAND CAREER

*Join the Infrastructure Generation!*



★ **NABTU** ★

North America's Building Trades Unions



**“** The building trades  
are the **most promising,**  
**life-changing,** diverse, inclusive,  
and **equitable careers** out  
there. We are in **the business**  
of **changing lives** and uplifting  
**men and women** from all walks  
of **life into fulfilling,** life-long,  
**family-sustaining careers.** That  
is because **we have the best**  
**education and training** model,  
but it is **not just our model;** it is  
truly **who we are.** Join us. Join the  
**infrastructure generation.** **”**



Sean McGarvey

President, North America's Building Trades Unions  
IUPAT Glazier Apprentice Graduate 1984



# Building Trades Registered Apprenticeship: **The In-Demand Career**

NABTU's world-class training and education programs prepare the most highly-skilled construction workers in the world.

Building Trades Registered Apprenticeship programs pay family-supporting, middle-class wages with health care and retirement benefits.

NABTU's 14 affiliates operate 1,600 training centers throughout the U.S. jointly administered by construction contractors and experienced apprentice educators.

All Building Trades Registered Apprenticeship programs have been assessed for college credit, so apprentices are eligible to earn college credits up to an associate's degree. That's why we call Registered Apprenticeship the other four-year degree!





# What is Building Trades Registered Apprenticeship?



Registered Apprenticeship (RA) is a debt-free, industry-driven, high-quality career pathway where students receive regular wage increases throughout the program, classroom *and* hands-on instruction, and a portable, nationally recognized credential.

Building Trades Registered Apprentice graduates earn more over their lifetime compared to peers who pursue other post-high school careers.

A Building Trades member who has completed their apprenticeship earns, on average, \$70,000 per year, and \$300,000 more over the life of their career compared to non-apprenticeship participants.

The Building Trades and our partner contractors annually invest \$2 billion from collective bargaining in U.S. apprentice and journey-level training.

# Join the Infrastructure Generation!

Policymakers and private investors have committed nearly \$4 trillion to rebuild America's infrastructure over the next decade.

This infusion of resources will not only rejuvenate our roads, bridges, broadband and public transportation systems, but it will also create *tens of thousands* of family-sustaining construction careers.

Building Trades apprenticeship fosters a culture of professionalism, craftsmanship, and lifelong learning that enables graduates to thrive in the face of new challenges and technologies.

The magnitude and breadth of our apprenticeship system ensures that anyone *from any background and any community* committed to a construction career can find opportunity and succeed in our programs. Women, communities of color, indigenous people and the justice-involved are encouraged to apply!



“ Our nation's economic future depends on how we **provide training and support** to a diverse and growing workforce. I believe in the **power of apprenticeship**. This training model can lead workers to a lifetime of learning and competitive wages. ”

FORMER U.S. LABOR SECRETARY  
MARTY WALSH

# NABTU Apprenticeship vs. College



## 4-Year College

## Registered Apprenticeship

Week One

Tuition payments & classes begin

**Paycheck**, on the job learning & classes begin

Years 1-5

Tuition payments & classes continue. Limited work experience if any in chosen field.

**Paycheck & benefits** continue. On the job training & classes continue. Regularly scheduled pay raises.

Graduation

Begin job search.  
No guarantee for getting a job in your field.

**Career & paycheck** continues. Paycheck & benefits continue to grow. College credits earned.

Post-Grad

Average college student graduates **\$35,397 IN DEBT**.

(Source: U.S. Department of Education, December 2019)

**\$0 IN DEBT** and \$280,000 in wages and benefits earned.

(Source: U.S. Department of Labor - Office of Apprenticeship)



## SERVE YOUR COUNTRY, SECURE YOUR FUTURE, BUILDING NORTH AMERICA

Helmets to Hardhats' (H2H) mission is to help transition our military heroes into successful civilian careers in the building trades.

H2H was created by the Center for Military Recruitment, Assessment and Veterans Employment. H2H is a 501(c) (3) nonprofit joint labor-management driven entity that connects transitioning active-duty military service members, veterans, National Guard and Reservists with skilled training and quality career opportunities in the construction industry. Since 2003, we've helped over 45,000 military personnel successfully transfer into civilian careers in the construction trades.

How do we do it? We've partnered with 15 international construction trade unions – like the International Brotherhood of Electrical Workers (IBEW) and the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART) – that have made a commitment to help our military heroes successfully transition to civilian life and work. We help service members explore the construction trades, get them started with earn-while-you-learn apprenticeship training programs through these partner organizations, and help connect them with employers. We also educate service members on how they can use their G.I. Bill benefits to supplement their incomes while participating in a Registered Apprenticeship program.

We're proud and honored to be our military heroes' gateway to meaningful, long-lasting, well-paying careers in the construction trades through world-class apprenticeship education programs.

H2H has had tremendous growth in 2023. Currently, we see a 33% increase in Career Seeker accounts. We are on track to reach 15,000 new Veteran Career Seekers in 2024. H2H has implemented a new website and job board to make the transition seamless for both the career seeker and the employer. H2H has also expanded with new Military partnerships, such as DOL Vets, Hiring our Heroes, TAPS, etc. to continue expanding our reach and creating brand awareness.



**1-866-741-6210 • [info@helmetstohardhats.org](mailto:info@helmetstohardhats.org)**



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*\*use our website's chat bot feature to connect to H2H when needed*



# Apprenticeship Readiness Programs (ARPs)

## PREPARING FOR THE BUILDING TRADES

TradesFutures sponsors comprehensive apprenticeship readiness training programs (ARPs) throughout the U.S. 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 Trades Councils and they teach the nationally recognized Multi-Craft Core Curriculum (MC3).

In 2008, NABTU developed and released the MC3 with the support of their affiliated crafts to help broaden the pool of candidates for registered apprenticeship and further diversify the construction industry. In 2022, along with their contractor and industry partners, NABTU helped stand up TradesFutures to further this mission. For more information, please reach out to [contact@tradesfutures.org](mailto:contact@tradesfutures.org) or visit their website – [www.tradesfutures.org](http://www.tradesfutures.org).



### APPRENTICESHIP READINESS GOALS:

1

Increase the number of qualified candidates for apprenticeships across all trades; to increase the diversity of apprenticeship candidates by recruiting women, communities of color and veterans.

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.





# North America's Building Trades Unions

## BOILERMAKERS



A diverse union representing workers throughout the United States and Canada who are employed in heavy industry, ship building, manufacturing, railroads, cement, mining and related industries. These skilled workers often use highly specialized equipment for welding, burning, cutting, rigging, layout and bolting. It's hard work that requires both mental and physical dedication to the craft.

[www.boilermakers.org](http://www.boilermakers.org)

## ROOFERS



Roofers and Waterproofers remove existing roofs and install new roof systems using a variety of materials. Roofers install single-ply, built-up, steep-slope, green technology and paver systems on commercial, industrial and residential structures. Waterproofers install moisture/air-resistant products on below/above-grade structures and other surfaces to prevent water/air intrusion into buildings. Members also operate mechanical and electrical equipment associated with the installation of roofing and waterproofing products and the construction industry.

[www.unionroofers.com](http://www.unionroofers.com)

## OPCMIA



Members represent skilled plasterers, cement masons, fireproofers, shophands, and associated members. Plasterers finish interior walls and ceilings of buildings and apply plaster on masonry, metal, wirelath or gypsum. Bridges, canals, dams, reservoirs, roads and many other engineering feats would be impossible without the skills of OPCMIA cement masons. Cement masons are responsible for all concrete construction, including pouring and finishing of slabs, steps, wall tops, curbs and gutters, sidewalks, paving and other concrete construction.

[www.opcmia.org](http://www.opcmia.org)

## TEAMSTERS



Members in the Building Material and Construction division are truck drivers who transport and haul material, merchandise, equipment or personnel between various locations – including construction sites, manufacturing plants, freight depots, warehouses, and wholesale and retail facilities. They may also load and unload, make mechanical repairs and keep trucks in good working order.

Building material and construction Teamsters are employed in the following types of work: rigging, demolition work, landscaping, pipeline construction work, Redit-Mix, warehousing and building supply manufacturing. Teamsters have training programs in Boston, Las Vegas, Alaska, Minnesota, Illinois, California, New York, Ohio, West Virginia as well as a National Pipeline Training Program that is completely mobile and follows all major Pipeline projects.

[www.teamster.org](http://www.teamster.org)

## LIUNA

**LIUNA!**  
Feel the Power

Experienced Construction Craft Laborers that rely on a diverse set of skills on a wide variety of job sites. Members build roads, bridges, tunnels, transit, water, and energy systems as well as work on building, demolition, and renovation projects. Assist in the construction and maintenance of power plants and substations, dig trenches for lines, and repair roads after line installation, and build supporting infrastructure such as oil and gas pipelines. LIUNA members are skilled in excavation, tending, scaffolding, concrete placement, environmental remediation, asbestos and lead abatement, flagging, power and hand tools, and general cleanup among a variety of other tasks. Through LIUNA Training's Construction Craft Laborer Apprenticeship Program, members are prepared for a rewarding career in construction.

[www.liuna.org](http://www.liuna.org)



# North America's Building Trades Unions

## IUEC



Represent the most qualified and trained elevator constructors in the world. Members assemble, install and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old buildings. Elevator Constructors also maintain and repair this equipment once it is in service, as well as modernize older equipment.

[www.iuec.org](http://www.iuec.org)

## IBEW



The IBEW represents workers in the electrical industry including construction, gas and electric utilities, telecommunications, broadcasting, railroad, manufacturing and government. Construction and residential electricians work in all phases of the electrical construction and service industry. Their worksites range from single-family residences to state of the art industrial plants. Inside wire workers may install and maintain conduits, switches and converters, as well as wire lighting to complex systems incorporating computerization and current technology. Electricians work in the electric sign industry and increasingly perform more work in the installation of fiber optics and voice data video equipment.

[www.ibew.org](http://www.ibew.org)

## UBC



Commercial and residential carpenters, floor layers, millwrights, pile drivers, interior systems carpenters, lathers, cabinetmakers and trade show carpenters. They build forms for concrete and frame buildings, walls, footings, and columns and stairs. Carpenters also install doors, windows, storefronts and hand rails, and building cabinets, counter tops and finished stair handrails. Carpenters must read blueprints, measure accurately and calculate dimensions.

[www.carpenters.org](http://www.carpenters.org)

## IRON WORKERS



Iron Workers assemble and erect steel framework and other metal parts in buildings and on bridges, dams, skyscrapers, factories and other steel structures. They raise, place and join steel girders and columns to form structural frameworks, including the welding for material decking. In addition, iron workers are responsible for the steel reinforcing of concrete construction. Iron workers fabricate and install ornamental, architectural and miscellaneous metal building components. They also install curtain wall under the umbrella of the Ornamental and Architectural Department.

[www.ironworkers.org](http://www.ironworkers.org)

## IUOE



A progressive, diversified trade union representing nearly 400,000 working men and women across the United States and Canada. Members are primarily operating engineers, who work as heavy equipment and crane operators, mechanics, and surveyors in the construction industry. After construction is complete, IUOE stationary engineers work to maintain the boilers, generators and heating and cooling systems that keep commercial and industrial complexes, schools and hospitals, and other large buildings and facilities running efficiently. Operating engineers also work on oil and gas pipelines and industries such as mining, dredging and quarries.

Experienced, journey-level operating engineers and stationary engineers earn exceptional wages and benefits. Many of these journey-level Operating Engineers started their careers in the IUOE Apprenticeship Program. [www.iuoe.org](http://www.iuoe.org)





## INSULATORS



Apply insulation to pipes, tanks, boilers, ducts, refrigeration equipment and other surfaces requiring thermal control of temperatures. The responsibilities of these mechanics, improvers and apprentices also include the manufacture, fabrication, assembling, molding, erection, spraying, pouring, mixing, hanging, preparation, application, adjusting, alteration, repairing, dismantling, reconditioning, corrosive control, testing and maintenance of heat or frost insulation. Workers also handle insulation materials made of fiberglass, rubber calcium silicate and urethane. Insulators also handle the removal of asbestos-containing material.

[www.insulators.org](http://www.insulators.org)

## IUPAT



Members work in one or more of several crafts: painting, wallpaper hanging, glazing (glass work), dry-wall and taping, floor covering, and sign and display work. Painter and paperhangers work in industrial, commercial and residential setting, from bridges and ships to interior walls of office buildings and homes. Drywall finishers tape, fill in and smooth seams in sheets of drywall. Glaziers prepare and install various kinds of glass, mirrors, metal framing and doors/entrances to buildings. Floor coverers work with resilient floors, as well as carpet and decorative coverings. Exterior sign and display work, like billboards, is another choice. Other types of work are convention display and show decorators.

[www.iupat.org](http://www.iupat.org)

## SMART



Members work in a diverse range of industries. Sheet metal workers fabricate, install and service heating, venting, and air conditioning (HVAC) systems; blowpipe and industrial systems; metal roofing; coping and flashing; and stainless-steel work for restaurants, kitchens and hospitals. They build and install architectural sheet metal, wall panels, and prepare shop and field drawings with cutting edge technology. Members also provide HVAC and refrigeration service to residential customers while air balancers measure and ensure structures are energy efficient.

[www.smartunion.org](http://www.smartunion.org)

## UA



A multi-craft union that represents plumbers and pipe, sprinkler, and refrigerator fitters, as well as service technicians. All of these jobs require installation, remodeling or maintenance of systems that carry water, steam, air and other liquids or gases necessary for sanitation, industrial production, heating and air conditioning, and many other uses. Workers measure, cut, and bend pipe, as well as weld, braze, caulk, solder, glue or thread joints at residential and commercial job sites.

[www.ua.org](http://www.ua.org)

## BAC



Represents all skilled trowel trades workers, including bricklayers, tile setters, plasterers, cement masons, marble masons, restoration workers, stonemasons, helpers or finishers, terrazzo and mosaic workers. Their work includes buildings, homes, stadiums, monuments and landmarks throughout the United States and Canada.

[www.bacweb.org](http://www.bacweb.org)





North America's **Building Trades** Unions

For more information  
on Building Trades  
Registered Apprenticeship  
Programs, scan the  
QR code to fill out  
the apprenticeship  
information form.



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