



NABTU REGISTERED APPRENTICESHIP THE GOLD STANDARD OF WORKFORCE TRAINING

The construction industry is, by its very nature and ranking from the Bureau of Labor Statistics (BLS), among the most dangerous industries. Workers perform difficult physical labor and are often exposed to extreme temperatures, heavy machinery, and toxic substances. To guard against these inherent dangers, promote first-rate work and uphold public safety, workers must receive the highest quality education and training.

What is NABTU Registered Apprenticeship?

It is the gold standard for workforce training overall and for construction. These world class, state-of-the-art "earn as you learn" joint labor-management training programs allow an individual to work in a job and go to school at the same time – a debt free beginning to a career. The NABTU affiliate Registered Apprenticeship training system is comprised of 1,600 training centers and over 20,000 instructors. In fact, if it were a four-year degree granting institution, it would be one of the largest in the country.

NABTU Registered Apprenticeship benefits the individual

Individuals in Building Trades Registered Apprenticeship programs earn a middle-class living, learn valuable on-the-job experience and complete the necessary classes to become a highly skilled worker in one of 15 construction trades.

- A fully proficient worker who has completed a NABTU registered apprenticeship program earns an average wage of \$60,000 annually, and \$300,000 more over the life of their career compared to non-registered apprenticeship participants.
- Individuals also are guaranteed good wages, health care and retirement benefits during and after their apprenticeship.
- NABTU's Registered Apprenticeship programs also provide up-skill training for tens of thousands of journey-level workers each year with the goal of continually improving their skills so they remain competitive in a constantly evolving industry.
- Seventy percent of all construction registered apprentices are trained in Building Trades Registered Apprenticeship programs. Since 2019, NABTU affiliates have registered an average of 75,000 new apprentices annually. In 2024, over 72,000 new apprentices began their careers in NABTU affiliate programs.

NABTU Registered Apprenticeship benefits construction businesses

- Contractors have a financial interest in NABTU registered apprenticeship program because they, along with the individual being trained, help fund the program's facilities and materials. In return they are guaranteed profit as well as access to a highly skilled workforce.
- By employing high skilled apprentices, contractors realize many benefits:
 - For every \$1 that a contractor spends on training an individual, they see a profit of between \$1.30 to \$3.00.

- Decreasing workplace injuries and accidents, i.e. a safer workplace
 - Conquering the skills gap – 91% of individuals completing an apprenticeship program are still employed 9 months after hire. This helps to fulfill the consistent need to employ a highly skilled workforce to win bid and properly complete public and private construction and maintenance projects.
- Contractors also have direct input in NABTU registered apprenticeship programs because each program and training center is jointly administered by an equal number of representatives from labor and signatory contractors.

NABTU Registered Apprenticeship benefits the owner or “end user”

- Nuclear plants, dams, bridges, pipelines, wind turbines, power lines, low and high-rise buildings and sewers; these are only a slice of the types of complex structures that require a highly skilled workforce and therefore employ NABTU registered apprentices and journey workers.
- Time is money and government and private sector owners must meet their budgets and deadlines. NABTU's highly trained individuals are more efficient and effective at work, which means projects are completed stay on time and on budget. Recent research shows that union construction workers are 14% more productive than non-union workers, and union projects cost 4% less than projects completed by non-union construction workers.
- On government funding projects at the federal, state or local level, skilled workers produce results that translate into a responsible use of investor or taxpayer monies.

NABTU Registered Apprenticeship benefits the community

- Increasing local hire and promoting a skilled workforce
 - Local hire requirements by cities and counties are increasing in popularity. Registered Apprenticeships expand the pool of skilled workers in cities and counties of all sizes, in the process rebuilding the middle class in these communities.
 - Governors and mayors are constantly working to attract new business and development to their communities and tax bases. A local skilled workforce is key to making their pitch and building new and necessary infrastructure. NABTU 's training programs give them the leverage to make that pitch and follow through with it once a deal has been made.
- Increasing workforce diversity
 - Through partnerships with community-based organizations and local governments, NABTU's Registered Apprenticeship programs provide a pathway to the middle class for historically underrepresented individuals in the construction industry.
- Expanding the tax base and revenue for cities and counties of all sizes
 - Because NABTU Registered Apprenticeships are legally required to guarantee good wages, this allows for more wages to benefit local communities.
- Little to no reliance on taxpayer dollars
 - Since NABTU Registered Apprenticeship programs are based on private funding, government is not “on the hook” to support their continued existence.

Future Federal Legislation or Regulations Impacting Registered Apprenticeship

As Congress and the Administration attempt to spur expansion of Registered Apprenticeship into other industries besides construction, it is imperative that program sponsors replicate the gold standard for workforce training that is NABTU's Registered Apprenticeships. In general, any federal policy that impacts Registered Apprenticeship in construction should:

- Increase quality workforce training to prevent flooding the industry with “fly-by-night” loosely regulated training programs.
- Decrease the already troublesome skills gap in construction by upholding quality standards. Low quality standards will produce lower skill workers that inevitably decrease the quality of construction on all types of infrastructure.
- Improve worker safety to decrease workplace injuries.
- Increase the quality of taxpayer investments. Regulations and legislation must make it hard for “bad actors” in construction to receive and misuse taxpayer monies for workforce development.

State of Play

In Congress, there is still bipartisan support in the House and Senate to move legislation that contains provisions to expand Registered Apprenticeship in industries that have little to no apprenticeships. Neither labor committee in the House or Senate has a bill ready to move right now, but that is likely to change in the coming month. Therefore, it is imperative to that members of Congress hear from building trades member constituents the talking points above.

In the Trump Administration, in less than 100 days, here are actions that have been taken impacting Registered Apprenticeship

- Dissolved Advisory Council on Apprenticeship
- Canceled Executive Order encouraging Registered Apprenticeship on federally funded infrastructure projects
- Canceled Executive Orders that reinforce building trades recruitment of underserved populations, women, and veterans into Registered Apprenticeship and pre-apprenticeship programs.
- Slashed training grants to building trades unions—cutting off funding for Registered Apprenticeship expansion and retention
- Nominated anti-union IRAP champion Henry Mack III for the Department of Labor’s (DOL) Employment and Training Administration to oversee Registered Apprenticeship.