



BUILDING FUTURES IN THE CONSTRUCTION TRADES



HIGH-WAGE CAREER OPPORTUNITIES FOR NEW YORKERS

Since its inception in 2001, The Edward J. Malloy Initiative for Construction Skills has grown into a nationally recognized model for addressing training and employment issues in the industry. This school-to-work program has opened doors to career opportunities in the building and construction trades through union apprenticeship programs and is helping to strengthen New York's middle class. The access to meaningful long-term careers that pay fair wages and benefits is empowering individuals and strengthening our communities.

Construction Skills is dedicated to preparing a trained and skilled workforce from diverse communities throughout the five boroughs for careers in the unionized construction industry. With an outstanding rate of success, including an 80% retention rate, Construction Skills has resulted in a stronger, more diverse workforce with African Americans, Hispanics and Asians from all five boroughs representing the majority of new union members in the industry.

The skills involved in creating New York City's breathtaking skyline and network of roads, bridges, tunnels and other infrastructure require the best-trained, safest construction professionals in the world. Construction Skills provides the training and the access to the exciting and rewarding careers available in the unionized construction industry. Our graduates are not only helping to shape New York's skyline—they are building bright futures.



UNION BUILDING & CONSTRUCTION TRADES APPRENTICESHIP PROGRAMS

Carpenters
Electrical Workers
Painters and Allied Trades
Plumbers
Steamfitters
Concrete Workers
Ornamental Ironworkers
Structural Ironworkers
Operating Engineers
Mason Tenders
Derrickmen & Riggers
Roofers & Waterproofers
Metal Lathers & Reinforcing
Ironworkers
Sheet Metal Workers
Elevator Constructors
Heat & Frost Insulators
Bricklayers & Allied Craftworkers
Tile, Marble & Terrazzo Workers
Cement Masons
Boilermakers



BUILDING NEW YORK WITH NEW YORKERS

Dedicated to training New Yorkers with the skills necessary to access union jobs in the building and construction trades, Construction Skills provides the critical link between these individuals and long-term employment with good wages and benefits.

Construction Skills reached an historic milestone in the summer of 2008 by placing its 1,000th individual into a union apprenticeship program. By 2014, that number had grown to nearly 1,600 and continues to grow.

The organization's success can be attributed to the commitment, collaboration, and support of the apprenticeship programs jointly sponsored by union affiliates of the Building and Construction Trades Council of Greater New York.

BUILDING FUTURES IN THE CONSTRUCTION TRADES

In short, we're recruiting and training the future workforce of the New York City unionized construction industry. Apprentices who enter the construction industry through Construction Skills attend classes paid for by unions and contractors, while simultaneously being employed on projects in their craft throughout New York City.

As part of a registered apprenticeship program, apprentices receive a minimum of 144 hours of annual classroom instruction covering the theory, principles and technical knowledge required to do the job. They also receive on-the-job training while employed at training wages which increase as their skills progress. At the successful conclusion of apprenticeship training, which typically lasts three to five years depending on the trade, apprentices graduate to journeypersons. Journeypersons are recognized as the most qualified members of their craft and paid top wages and benefits.



MASTERING A SKILL, ACHIEVING INDEPENDENCE

Access to a career in a building and construction trades union solidifies New York's middle class by strengthening our City's economy and its diverse communities. 87% of the referrals placed by Construction Skills in union apprenticeship programs are African American, Hispanic and Asian.

Perhaps most importantly, 83% of the referrals placed by Construction Skills in union apprenticeship programs remain actively employed in the trades, with many now working as journeypersons. This record means our efforts have moved beyond equal opportunity to achieve proven, successful career outcomes.

UNION APPRENTICESHIPS = SCHOLARSHIPS

With the benefits afforded by a job in the unionized trades, families from all backgrounds have real opportunities. Consider the following:

- Employees of union contractors earn an average of **\$11 more per hour in wages** than those employed by non-union contractors.
- **47% more** employees of union contractors have job-sponsored health insurance than those employed by non-union contractors.
- **51% more** have job-sponsored pension plans.

Union apprenticeships, which are paid for by unions and contractors in the industry, effectively represent scholarships worth thousands of dollars per year. In fact, a number of union apprenticeships now include classes eligible for college credit and many union apprentices are obtaining two-year college associate degrees.



WHAT DO BUILDING AND CONSTRUCTION TRADES UNIONS DO?

- Provide jobs at good wages
- Provide health care and pension benefits
- Train and educate workers
- Help bring workers into the middle class

WHAT IS APPRENTICE TRAINING?

- Apprenticeship is the process of learning a skilled occupation through:
 - On-the-job training (practical, paid experience)
 - Classroom training (related, technical education)
 - All training is afforded free-of-charge to union members (similar to a scholarship)
- Apprentices begin earning wages and benefits from the start of their apprenticeship program with incremental wage increases as they become more proficient. The average starting wage for a union apprentice is approximately \$19.00 per hour.



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