

TRADES FUTURES

Scaling Apprenticeship Readiness Across the Building Trades Year 1 (2023-2024) Sub-Grantees

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The Introduction to the Construction Trades Pre-Apprentice Training – Pittsburgh, PA

The Introduction to the Construction Trades Pre-Apprentice Training is a PA Certified Registered Pre-Apprentice training program that builds the pathway to a Registered Apprenticeship in Allegheny, Beaver, Butler, Fayette, Washington, and Westmoreland. Our recruitment depends upon resources, fairs, word of mouth, alumni, and homegrown media such as Facebook, Instagram, LinkedIn. Our classes are held at the Pittsburgh International Airport (PIT2Work) airport on the construction site surrounded by the activity. Transportation from Pittsburgh to Airport is provided every day from the classroom, daycare is available for those who desire. Opportunities to gain employment are at the airport as well as the many construction trades that are on site.

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Building Pathways South – Taunton, MA

The Building Pathways South pre-apprenticeship program is conducted in partnership with Brockton & Vicinity Building Trades Council, the Southeastern Massachusetts Building Trades Council, and is fiscally sponsored by the Coalition for Social Justice Education Fund. Building Pathways South's past and present funding includes the Massachusetts Clean Energy Corporation, the Massachusetts Department of Transportation, and Vineyard Wind. Classes are conducted at the IBEW Local 223 in Taunton, MA, and BPS is opening a second location in New Bedford, Massachusetts in November 2023. BPS holds regular community information sessions to explain the program in detail to interested applicants (a mandatory part of the application process) as well as math and reading testing prior to acceptance. Building Pathways South

utilizes the TradesFutures Multi-Craft Core curriculum and arranges five to seven field trips to Union Building Trades apprentice training centers, as well as guest speakers.

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Dakota Prairie Apprenticeship Readiness Program – New Town, ND

The Nueta Hidatsa Sahnish College (NHSC) is tribally chartered by the Three Affiliated Tribes of the Fort Berthold Reservation headquarters at New Town, North Dakota. NHSC is tribally controlled by a Board of Directors, which consist of seven members. The College was founded May 2, 1973, as the agency responsible for higher education on the Fort Berthold Reservation. The Dakota Prairie Apprenticeship Readiness Program (the Program) will offer the TradesFutures Multi-Craft Core Curriculum (MC3) at the Nueta Hidatsa Sahnish College (NHSC) in New Town, ND on the Fort Berthold Reservation of the Mandan Hidatsa Arikara (MHA) Tribal Nation. This is the first-of-its-kind collaboration between a Tribal College and the Building Trades Union in North America. From the proximity of the college, we anticipate placement of cohorts in western and central North Dakota. However, MHA Nation has satellite locations across the state where it will be possible to place cohorts into the Building Trades Unions in every corner of the state. The course will be taught in collaboration with staff from NHS College, several apprenticeship instructors from the Boilermakers and Ironworkers JATCs, and the North Dakota's Building Trades Unions.

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East Tennessee Apprenticeship Readiness Program (ETARP) – Oak Ridge, TN

In 2017, having a 9-billion-dollar Mega Project along with the looming demolition and legacy cleanup work on our horizon, the Tennessee State Building Trades along with Contractors such as UCOR and CNS came together to ask NABTU (North Americas Building Trades Union) for assistance with a Pre-Apprenticeship program.

Fast forward to 2023 and we are now working with TradesFutures on our ninth class. ETARP hosts classes as needed to meet demand and we aim to enroll 20 students in each class. Students enrolled in ETARP receive instruction in construction related mathematics along with CPR, First Aid, and OSHA 30 certifications. Additionally, students also receive instruction in diversity and inclusion, sexual harassment prevention, PPE, Building Trades Union contracts, Women's Health and Safety, Heritage of American Worker, Apprentice Responsibilities, Introduction to specific Trades, Hands-on training (Field Measurements) and Interview Skills, etc. Our program here in Oak Ridge, TN shows just what a partnership between Labor & Management can achieve. Through the Cooperative Agreement with the Department of Labor we look forward to investing in East Tennesseans. Our future is bright.

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The Georgia Building Trades Academy – Atlanta, GA

The Georgia Building Trades Academy serves youth and young adults, with the GABTA YouthBuild Program (Ages 16-24) and the TradesFutures Apprenticeship Readiness Program (Ages 18+). In our CPR & First Aid training program we learn how to use automated external defibrillators (AED), our certification teaches our participants how to respond in case of an emergency. We believe in creating leaders. Our program focuses on industry expectations, career assessment, communication, teamwork, and interview preparation. Georgia Building Trades Academy, Inc. TradesFutures and GABTA prioritize academic success as a part of their construction training, as reading comprehension and math skills are pivotal for entry into and successful completion of construction apprenticeship programs.

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HIRE360 – Chicago, IL

HIRE360 focuses on recruiting and preparing diverse candidates for entry into union apprenticeship programs and supporting apprentices as they become journey workers. HIRE360 expands employment and advancement opportunities through ongoing support for community residents in the construction and hospitality industries. HIRE360 provides case management and support to help individuals secure opportunities in the trades. Our case managers help workers navigate current apprenticeship opportunities, understand the application process, prepare for any assessments, and can connect with mentors and leaders in the trades that can jumpstart their careers.

We also provide tutoring, soft skills, financial education on, exposure to job opportunities and more. Through our Barrier Reduction Fund, HIRE360 candidates don't need to worry about buying tools, boots, or other expenses, so they can focus on starting their new careers. We support hiring across the spectrum of candidates, from those looking to join a union to those cardholders with decades of experience in their trade.

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Houston Gulf Coast Apprenticeship Readiness Program – Houston, TX

While Houston has many jobs in the building and construction trades that pay competitive wages, these jobs require some level of post-secondary credentialing and remain unfilled due to the shortage of high-skilled workers. Houston Gulf Coast Building & Construction Trades Council (HGCBCTC) training and education services provides a pathway for local residents to these careers through the Apprenticeship Readiness Program Multi-Craft Core Curriculum (ARP/MC3). Each cohort will consist of 25 to 30 students, and the program consists of a 3-week, 120-hour pre-

apprenticeship program, held Monday through Friday, 7:00 a.m. to 3:30 p.m. Participants will also have access to a rich network of partners who augment support and resources. For instance, Workforce Solutions will provide wraparound services for those that qualify, such as stipends for gas cards, work boots, uniforms, and childcare.

While our students receive a strong foundation of content, they also receive mentors, tutors, enrichment sessions, community-building strategies, and resiliency building. Upon successful completion of programmatic requirements, a graduation ceremony is held where students are celebrated and receive their earned certifications. A career coach will then assist the graduate transition into a 3- to 5-year building trades apprenticeship program of their choice. This begins their “earn and learn” opportunity where apprentices are paid strong, competitive wages, receive healthcare and retirement benefits, and continuing education, all at no cost to the participant.

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Trades Build Futures @ Las Artes – Tucson, AZ

In partnership with Arizona@Work and Las Artes, the Arizona Building Trades Council works with youth to create value and investment in low-income communities through the creation of beautiful tile mosaics and neighborhood book exchange stands. Hand in hand with the MC3 curriculum we provide a path to Union Registered Apprenticeships for underrepresented and underserved members of those same communities allowing the people we help to start their journey giving back to and creating value in their own community. This program has a strong focus on providing latinoX, women, and the justice-involved pathways into apprenticeships. Las Artes will graduate it's first cohort of seven individuals on October 20, 2023. Three graduates have already been placed in Apprenticeship upon completion of program.

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Missouri Works Initiative – Kansas City, Springfield, Jefferson and St. Louis, MO

The Missouri Works Initiative (MWI) is a workforce not-for-profit organization sponsored and supported by the Missouri AFL-CIO. The MWI eliminates barriers to economic opportunities by connecting Missourians – including people of color, women, and unemployed or underemployed individuals - to the necessary resources to build life-sustaining careers. The Missouri Works Initiative carries out its mission through the Apprentice Ready Programs (ARP), which utilize TradesFutures’s Multi-Craft Core Curriculum. Our ARPs offer a comprehensive introduction to the building and construction trades through training, hands-on learning, and post-program advising and mentoring.

MWI has successfully placed over 300 Missourians in construction careers to meet the needs of employers and our country's infrastructure goals. We offer support services, including: Workwear

(Hard hat, ear and eye protection, high visibility clothing, work pants, work boots), weekly stipends, program transportation, and a tool stipend upon placement. Additionally, we compliment these direct services with Essential Skills Development (Resumes, mock interviews, elevator pitches, and contractor-hiring events). Connect students with an experienced trade mentor, support students in identifying their trade choice and navigating Apprenticeship entry processes.

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Music City Construction Careers – Nashville, TN

Nashville's construction industry is booming, but the workforce development pipeline is broken. As a city, we're missing a golden opportunity to create avenues to middle-class jobs for a generation of Nashvillians and to address the city's growing racial and economic inequality. To address these urgent problems, MC3 convenes trade unions, business sponsors, and community groups to provide an Apprenticeship Readiness Program and wraparound services including mentorship, career counseling, and case management. By connecting working people to job training and opportunity, we aim to strengthen families, strengthen neighborhoods, and create a more equitable city for all. A contribution to MC3 produces an extraordinarily high rate of return.

This workforce development investment increases the lifetime earning potential for a participant with a high school degree 166% compared to peer high school graduates working low-wage careers. MC3 students can also earn \$1.6 million more over a lifetime compared to comparable peers working low-wage careers. Dollar-for-dollar, contributions yield substantial benefits for individual MC3 candidates and for the Nashville community as a whole. MC3 works to bring together labor unions, construction contractors, local government agencies and the non-profit workforce development communities in a unique partnership. The partnership model allows targeted outreach and recruitment, consultation on curriculum design and priority placement in union apprenticeship programs.

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People Working Together - Sacramento, CA

At People Working Together, our mission is to collaborate strategically with individuals and organizations who share our deep commitment to creating viable career pathways for those who have historically been underserved, low income, and marginalized, or disadvantaged in our society. We are dedicated to empowering people of color, justice-involved, the forgotten, and those facing economic challenges, by providing them with the tools, resources, and support necessary to achieve job readiness and unlock fulfilling career opportunities.

Our purpose is to provide everyone with the opportunity to forge a successful and fulfilling career, irrespective of their past challenges or situations. We acknowledge life's hurdles and are committed to addressing all-encompassing needs. Our focus is on delivering extensive support that goes beyond mere job training, equipping those we assist with the essential skills, confidence, and resources to excel in their chosen career paths. With a focus on inclusivity, compassion, and empowerment, People Working Together is committed to fostering an environment where everyone can unlock their full potential and achieve their career goals. Together, we will work tirelessly to bridge the gap in workforce development, fostering positive change in the lives of the underserved and creating a more equitable, prosperous, and united community for all. Under the guidance of experienced instructors, students undergo a seven-week accelerated, rigorous, and holistic training program, ensuring they are well-prepared for the challenges ahead.

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TRACS (Training Rochester Adults in Construction Skills) – Rochester, NY

Rochester Career in Construction, Inc. (RCCI) has partnered with TradesFutures to start TRACS (Training Rochester Adults in Construction Skills) a new pre-apprenticeship program in Rochester, NY. The program will be a four-week program that uses the Multi-Craft Core Curriculum administered by TradesFutures. TRACS will apply to be a NYS Certified Direct Entry program giving graduates more support when applying to a NYS Apprenticeship program with one of the participating union trades. TRACS has signed an agreement partnering with the Urban League of Rochester to offer trades opportunities to participants working with the Urban League. In addition, TRACS will be able to offer wrap around services to participants who have not gotten involved with the Urban League prior. TRACS is a full-service program that meets the needs of individuals looking for new and better opportunities. Rochester Careers in Construction works to support the growing of the building trades workforce and ensure the highest quality of training. Growth in Rochester means growth in the construction trades.

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Second Chance at Phoenix West – Phoenix, AZ

We are still defining the parameters of this program with the State Board of Prisons and are hoping to begin in the first quarter of 2024. There is a lot of enthusiasm for this program from both sides of the discussion. This program will introduce Building Trades Registered Apprenticeship Programs to inmates near the end of their sentence with the goal of a direct path to employment as soon as possible upon release. This program will be taught by currently incarcerated members of trade unions, giving them an opportunity to use their knowledge to help their peers as an aspect of their own rehabilitation. This program will be a pilot with the potential to be expanded to a nearby women's facility and similar programs in Pima County in southern AZ.

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Vocational Intern Program (VIP) – Philadelphia, PA

The Vocational Intern Program (VIP) is a collaborative effort with the Philadelphia School District and The Finishing Trades Institute of the Mid-Atlantic Region (FTI). It allows juniors and seniors from the Philadelphia School District the opportunity to explore Glazing, Painting, Wall Covering, Drywall Finishing and Bridge Painting through a 15-week introduction to the trade's course. The purpose of the VIP program is to educate and provide necessary experience to current High School Students on the skills and demands of the apprenticeship programs offered in the building trades industry. The VIP program also affords students industry recognized certifications, namely, Scaffold Erector and Dismantler, Fall Protection, EPA Lead RRP and First Aid /CPR and TradesFutures MC3. Students receive six transferable college credits as well as interview and life skills that will help them in the preparation of a successful career path of their choice. Through this partnership, the FTI trustees, together with over 300 Signatory Contractors, can improve our outreach and recruiting efforts, and allow the youth of Philadelphia School District to learn about the family-sustaining careers that we have to offer.

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The Women in Nontraditional Careers (WINC) Tradeswomen Readiness Program – Philadelphia, PA

WINC is for women who want an active and high-paying career working with tools or machines! This program will help women choose the right trade for them. Philadelphia residents are given priority application. It is located in the Finishing Trades Institute. Our professional networks include Women in Manufacturing, Eastern PA National Association of Women In Construction and the Philadelphia Tradeswomen Build Nations Conference. Among our 2022-2023 goals was the linking 400 women to trades career paths through WINC programming and influencing the practices of 40 unions, apprenticeship programs, trainers, educators, and employers. Our marketing includes social media posters and postcards, a web-based resource hub with trades training list and an apprenticeship application calendar.

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Building Futures – Columbus, OH

The award-winning Columbus Building Futures program equips members of underserved communities with life-skills and teaches them basic construction skills in order to prepare them for a building trades apprenticeship. This 12-week program is a partnership between Franklin County and the Columbus/Central Ohio Building and Construction Trades Council.

It helps participants overcome challenges that might prevent them from beginning a construction career in the building trades, while showing them a pathway to a middle-class life. The construction industry is booming in Central Ohio and a career with one of the affiliated trades will provide immediate participants with a great starting wage, health benefits and retirement benefits. No experience in the construction industry is necessary, or required, to apply, as the Building Futures program is designed for individuals who are unemployed or under employed. The program is not just about teaching participants the skills needed to work in construction, it also teaches them important life skills such as financial literacy, math and reading.

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Ohio State Building and Construction Trades Council – Ohio

The Ohio State Building and Construction Trades Council is developing ARP and recruitment plans specifically focused on veterans and women. In January of 2024, they hope to launch an ARP focused on veterans. This statewide program hopes to assist veterans as they transition from active military duty to a civilian career.

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Chattanooga Apprenticeship Readiness Program – Chattanooga, TN

The Chattanooga Building and Construction Trades Council is supporting a new Apprenticeship Readiness Program in partnership with Chattanooga State Community College, the City of Chattanooga, Tennessee Valley Authority, and the Chattanooga Urban League. This 4 week Apprenticeship Readiness Program aims to provide pathways into building trades careers for historically underserved communities in the Chattanooga area.

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Career Pathways of Southern Illinois – East St. Louis, IL

Career Pathways of Southern Illinois (is a newly formed construction Apprenticeship Readiness Program designed to support construction and utility contractors and their associated unions with outreach, recruitment, and apprenticeship readiness training. The program will be focused on recruiting diverse populations by providing career exploration and resources about the building and construction trades in Southern Illinois, and will be based in Metro East, which includes the Illinois portion of the St. Louis metropolitan area.

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