

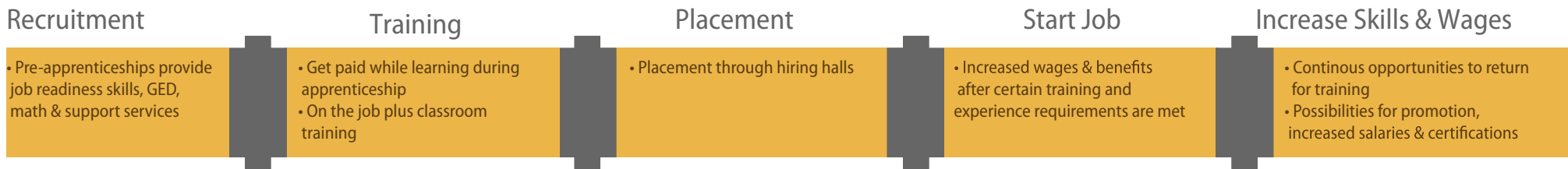
WHAT IS APPRENTICESHIP?

Apprenticeships are rigorous training programs that combine in-class and on-the-job training for workers in a specific trade. Apprenticeships are valuable construction industry tools to train new workers, retrain current workers, and help the industry adapt to emerging technologies.

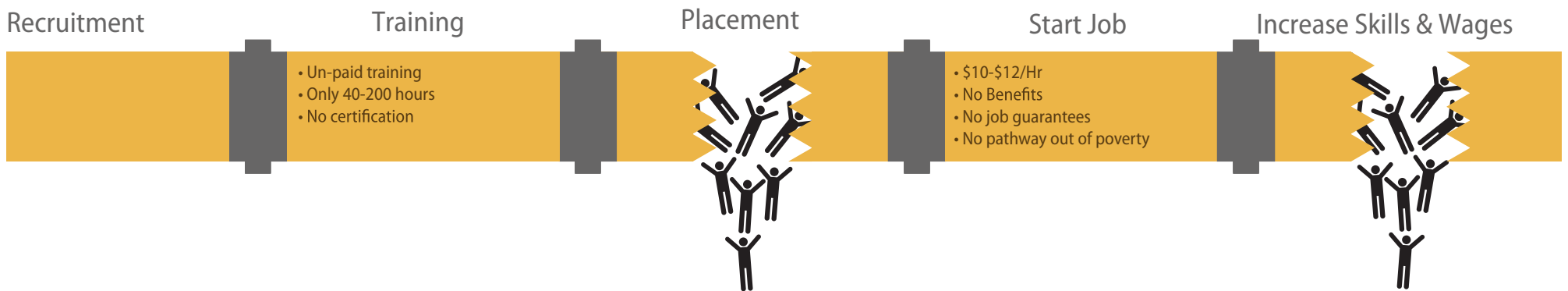
The US Department of Labor oversees **registered apprenticeships**, which span traditional industries such as construction and manufacturing, as well as new emerging industries such as health care, information technology, energy, telecommunications and more. **Joint labor-management apprenticeships** are jointly funded and managed by workers and contractors, and combine in-classroom learning with on-the-job skills training on real construction worksites. Apprentices “earn while they learn,” earning wages while completing apprenticeship training, allowing them to support themselves and their families while receiving comprehensive training for lifelong construction careers.

Below is an illustration of a worker’s experience over the life of his or her career with and without apprenticeship.

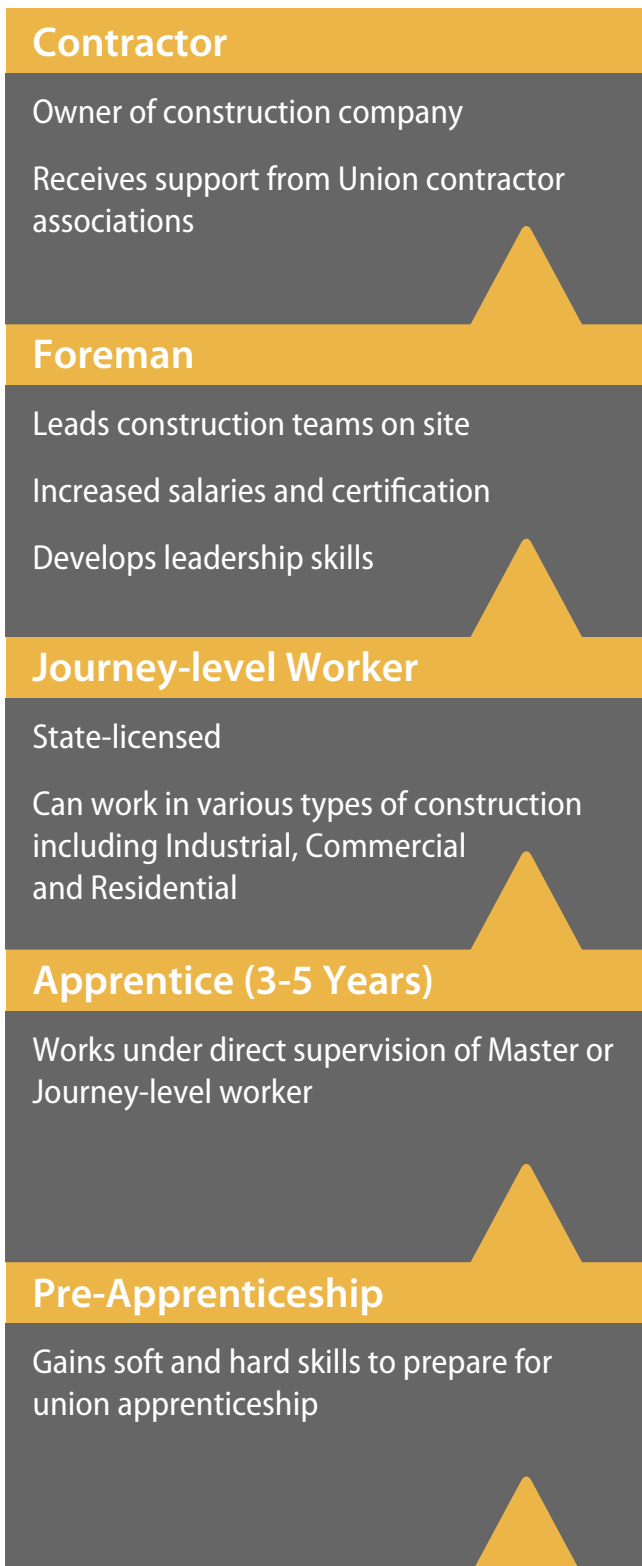
Registered Apprenticeship Pipeline: A Pathway to Better Opportunities



Without Apprenticeship Training: A Broken Pipeline



CONSTRUCTION CAREER LADDER



Apprenticeships in the construction industry give workers access to a stable career ladder. This means that as workers increase their skills and experience, they gain greater responsibilities and increase their pay.

The diagram on the left illustrates (from bottom to top) how a worker moves up the career ladder.

Workers start with little to no experience in the construction industry. Through **pre-apprenticeship** programs, workers develop soft skills such as interview skills and job readiness, as well as hard skills such as applied math and reading.

During **apprenticeship**, which spans three to five years depending on the trade, workers undergo both in-class and on the job training. They receive rigorous technical training and “earn while they learn,” their pay level increasing incrementally.

After workers complete their apprenticeship, they become state-licensed **journey-level workers**. As journey-level workers, they can work on a wide range of construction projects in multiple sectors. Journey-level workers also have the option to refresh their skills and gain proficiency in emerging technologies by returning for training at their local training center.

With experience, workers can advance to become **foremen**, who oversee construction team’s work on site. They can also start their own businesses as construction **contractors**.