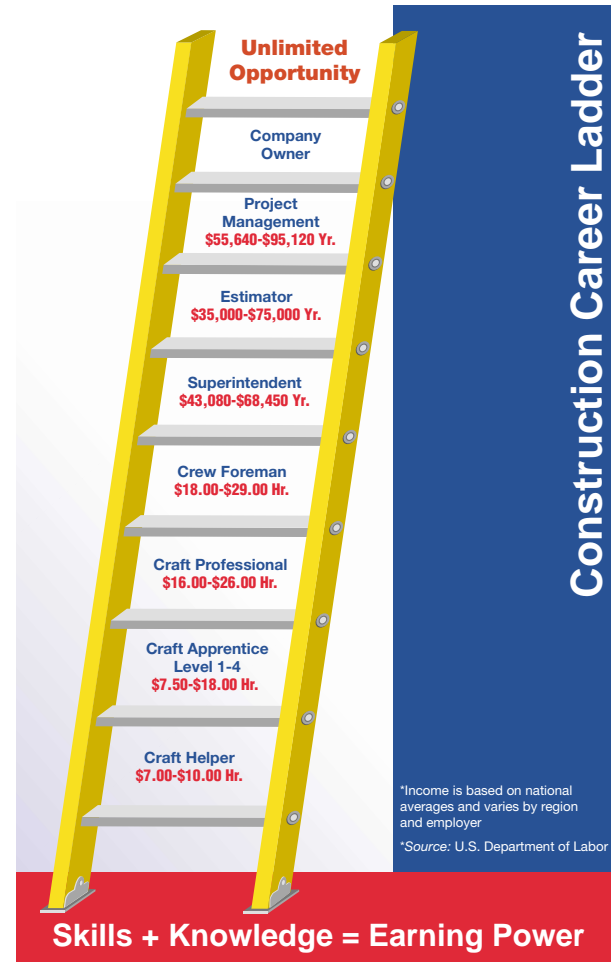


Your Future

ABC understands the importance of building a future and wants to help you plan and realize your dreams. ABC offers you the tools to build a career in the construction industry.



Apprenticeship is a proven way to make it to the top.

Cooperative efforts have removed barriers to anyone who wishes to enter a craft. These programs are becoming increasingly attractive to women and minorities. The programs are open to nontraditional workers throughout the country regardless of race, color, creed, sex, age, disability or national origin.

ABC believes in equal opportunity and the free enterprise system because it is good for people and for business.



Proud to be a Craft Professional



You can be one, too!



APPRENTICESHIP



Did you know that the largest employer in the United States is the construction industry? Millions of employees are secure in their craft professional

career path and making a good living because they have hands-on experience and technical knowledge. Skilled craft professionals are in high demand in the construction industry.

EARN while you LEARN!

Apprenticeship is a formal training program in which an employer and employee agree to participate. The employee (the apprentice) learns a craft while earning income through a combination of on-the-job training and classroom instruction.

It is a proven way to become a craft professional!

Apprenticeship benefits for graduates:

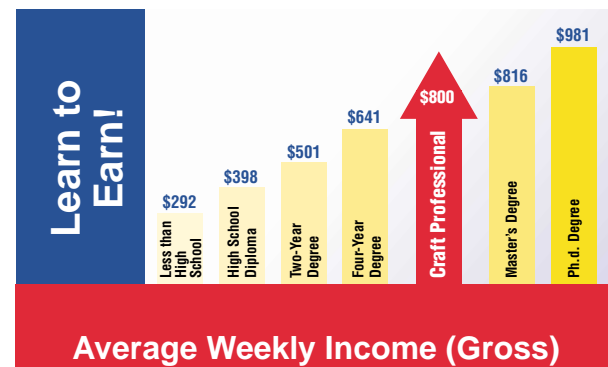
- Mastery of their craft
- More technical knowledge
- Higher skills and greater productivity
- Knowledge of safety practices
- Upward career mobility
- Higher pay
- Continuous career employment

Apprenticeship

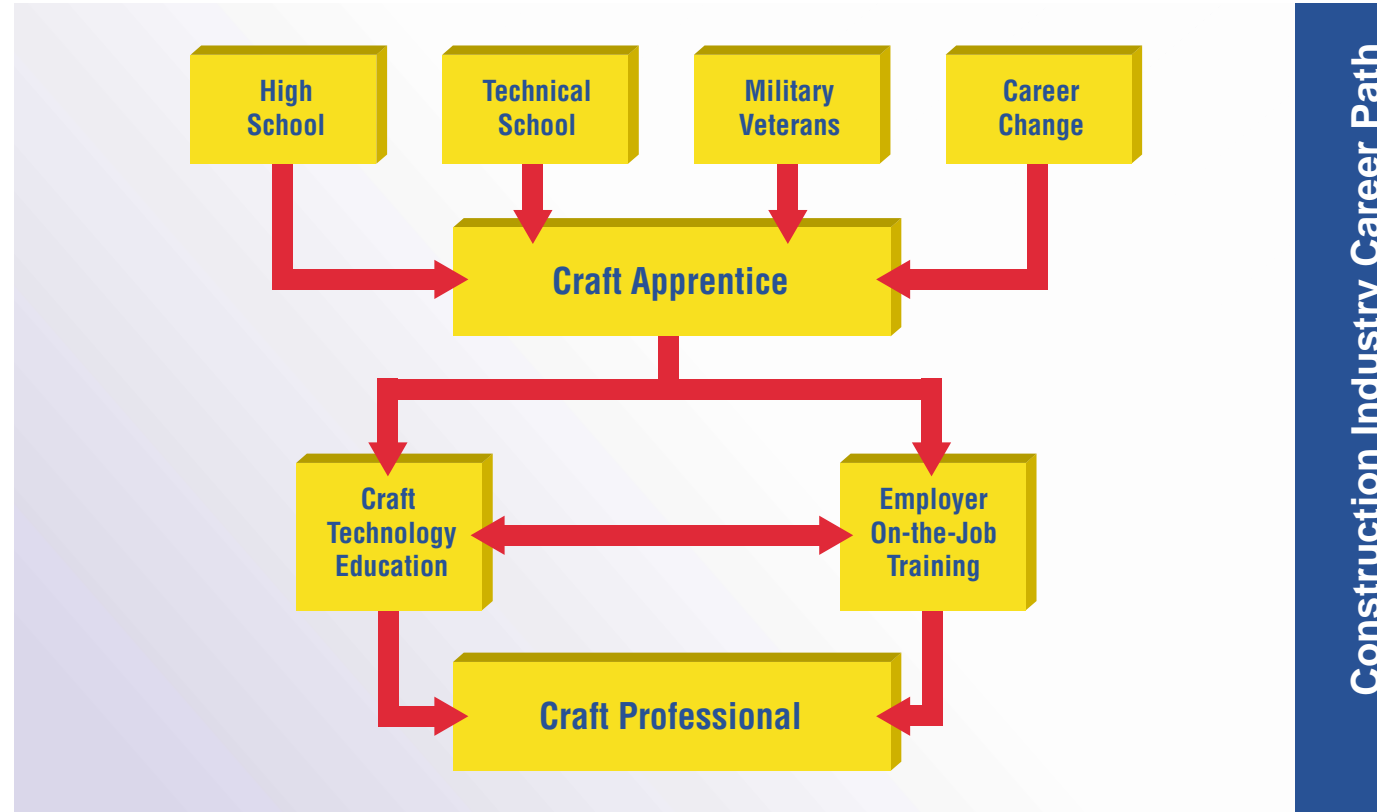
The other four-year degree...

Apprenticeship offers many benefits:

- **Apprenticeship-level pay from the employer** normally starts out at about half the average craft professional, employed by the same company, and increases regularly throughout the apprenticeship. Upon completion of the formal training period, the apprentice will receive the wages of a skilled craft professional.
- **On-the-job training under proper supervision**, an apprentice will work and learn from an experienced individual known as a “journey person” or “craft professional” to earn journey-level status upon successful completion of the training. Over time, an apprentice learns every aspect of the craft and performs the work under less supervision. Each hour of OJT experience is recorded as a permanent record of achievement.
- **Related technical/classroom instruction** generally takes place in a classroom or shop and covers techniques of the craft as well as the technical theory. Skilled craft professionals and other industry professionals teach classes that may be scheduled during the day or in the evening.
- **Specified length of apprenticeship** for most crafts are four-level programs, but some are two, three or five levels. Opportunities begin as early as the 10th or 11th grade and continue after high school for people transitioning through career changes.
- **Apprenticeship training** may qualify as college credit toward a construction management degree.



*Research shows apprenticeship training gives construction employees a considerable advantage over those trained by informal means. Source: USDOL/BLS



Entry Points to a Construction Career

■ School to Apprenticeship Programs

This program (also called the “School To Career” Program) is offered to students beginning in the 10th or 11th grade. It is a course of study that brings together integrated academics, worksite learning, and paid work experience—all before high school graduation.

■ Standard Apprenticeship Programs

For high school graduates (and in some cases those still seeking GED status), the apprentice program will put you on the payroll while you learn the skills and knowledge you need to earn top wages in a craft.

■ Military Veterans

Many veterans have gained knowledge and experience during their military career that is applicable to the construction industry. This knowledge and experience helps place the veteran in a good paying job and often reduces the time necessary to complete the apprenticeship program.

■ Career Change

Too many people are stuck in dead-end jobs headed nowhere. An apprenticeship program in the construction industry can open up a world of opportunities leading to a good paying career in a growth industry.

Selecting a Craft

When deciding which craft to enter, consider the following:

- Do you like working with tools?
- What environment best suits your work habits and needs?
- Do you need to travel in order to obtain work?
- Do you enjoy the working conditions associated with your preferred craft?
- Do you have the necessary tools, equipment and clothing?
- Do you qualify as an applicant?
- In your location, is there a market for the work you do?
- Do you currently have access to training opportunities?



**To become a craft professional,
contact your regional ABC Chapter
or visit www.ABC.org.**