

# *Union* Apprenticeship Your Pathway to Success

A *Union* Career Workshop Sponsored by  
**BAACA**

**Bay Area Apprenticeship Coordinators  
Association**



# What you'll learn about *Union* apprenticeships today...

**Definition & history of apprenticeship**

**How apprenticeships work**

**Key advantages of *Union* training**

**Career pathways paved**

**How and where to find a program  
right for you**

# What is *Union* Apprenticeship?



**On-the-job  
training  
+  
Classroom  
Instruction**

**Tuition  
Free!**



***Increasing wages***

**Pay  
Raises as  
you  
Progress  
in  
Training**



***Portable credentials***

**National  
Recognition  
as a  
Skilled  
Journeyman  
or Woman  
on  
Completion**

***Earn while you learn***

# History of *Union* Apprenticeship

## Middle Ages

Apprenticeship is practiced for a millennium

5<sup>th</sup>-16<sup>th</sup>  
Century

## Fritzgerald Act

Regulation of  
Apprenticeship &  
On-the-job training

1937

## *Your Opportunity!*

Apprenticeship expands employment opportunities by providing skills & training to succeed in today's growing & emerging industries

1977

2009

1776

## Early America

Ben Franklin  
*Printer*  
George Washington  
*Surveyor*  
Paul Revere  
*Silversmith*

## National Apprenticeship Act

Department of Labor puts  
national apprenticeship  
regulations into effect

Good Jobs paying Good *Union* Wages

*Since 1937*

# History of Registered *Union* Apprenticeship





# *Union* Apprenticeship

How does it work?

## **Administration**

- **Union**
- **Management**
- **JAC or JATC**

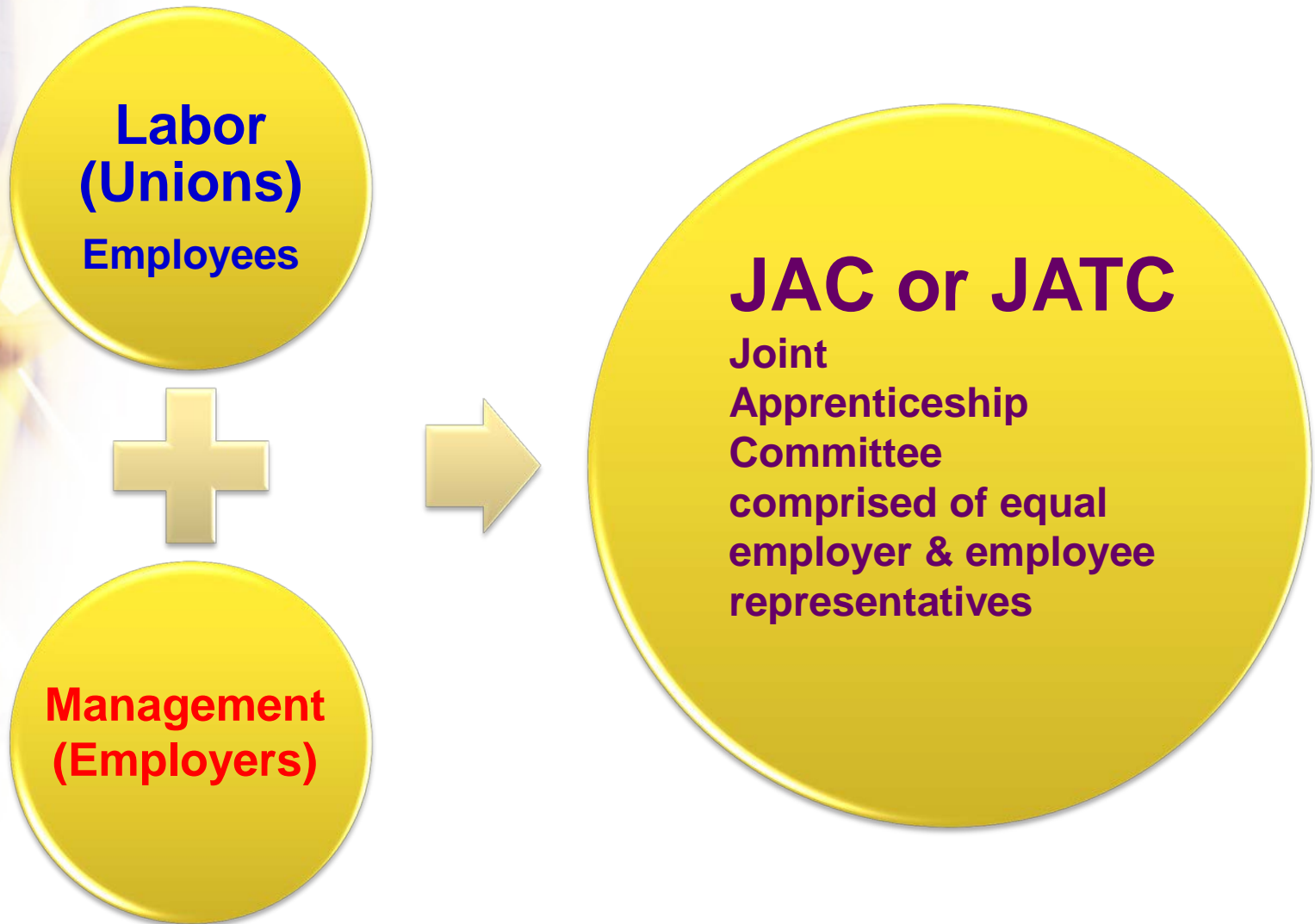
## **Training**

- **On-the-job**
- **In the classroom**
- **Length of program**

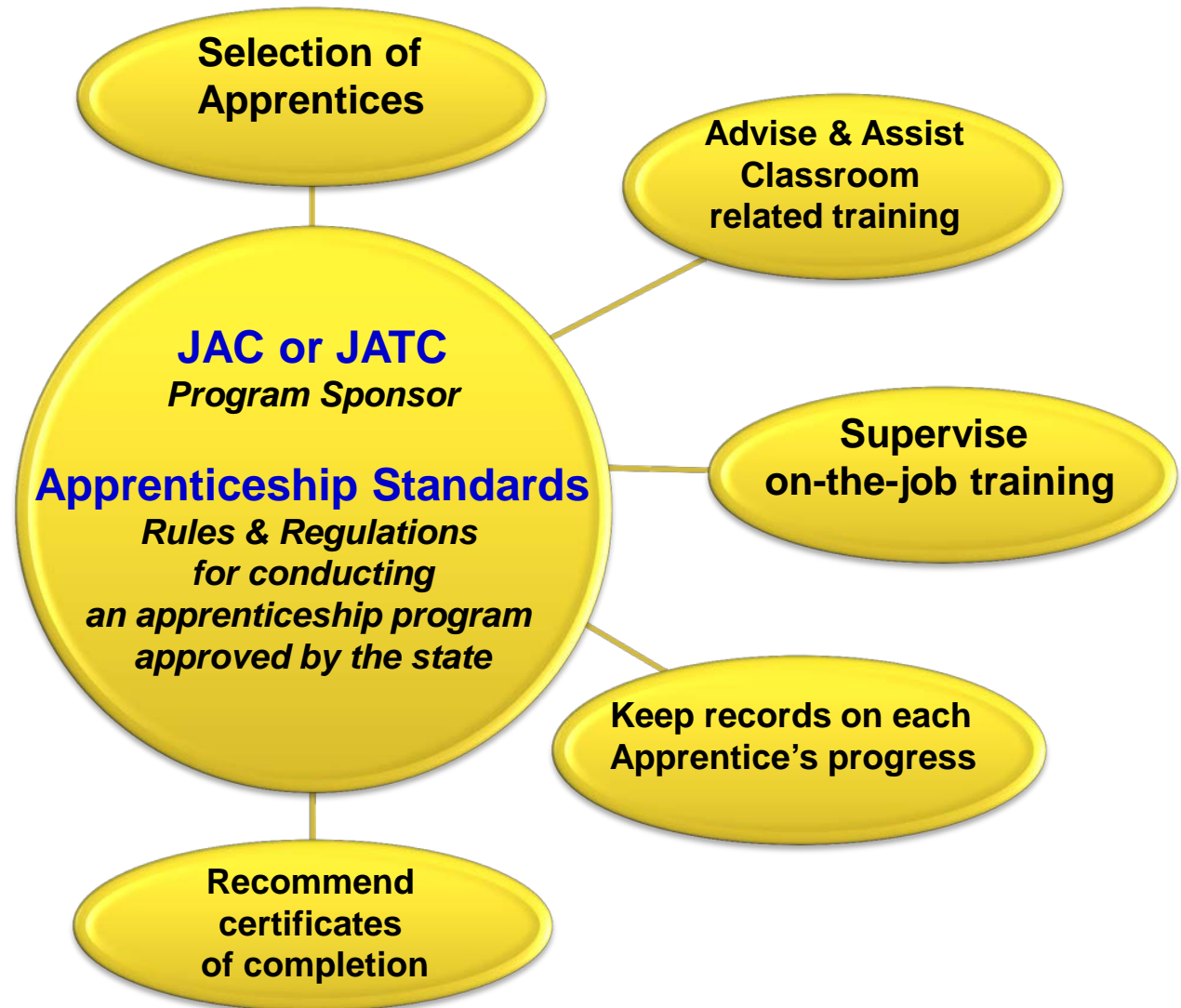
## **Employment**

- **Signatory Employers**
- **Wages & Benefits**
- **Advancement**

# *Union* Apprenticeship Administration



# *Union* Apprenticeship Administration







- ***Learn*** in the classroom
- ***Do*** on-the-job (get paid!)
- ***Learn*** more and ***Earn*** more
- ***One step at a time!***

# **RSI** Classroom Training

Related Supplemental Instruction

Teaches the “*why*” of how you work.

Most programs require 144 hours of **RSI** instruction per year

Received via:

- Apprenticeship Training Centers
- Community or Technical Colleges
- Contract Vendors
- Correspondence
- Online or Distance learning

**Union** Training “Second to None!”



# ***On-the-Job*** Training

***Paid learning*** working directly under the supervision of skilled Journeymen & Journeywomen in the craft, trade, or occupational area.

***On-the-Job*** training represents approximately 90% of apprenticeship training



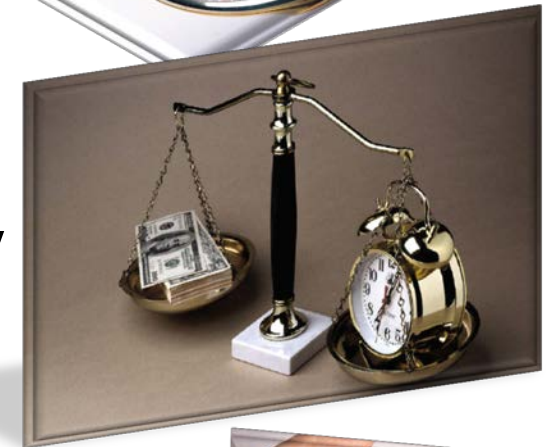


# *Length* of Training

Training Programs take 2-6 years

Most programs are  
**3- 4 years** long

Driven & funded by industry  
*Union* Apprenticeship  
is considered to be the  
gold standard of  
public training programs



# ***Union* Employment**

- Employers who have the ability to hire & train in a working environment.
- Paid on-the-job training with skilled Journeyworker supervision and mentoring.
- Guaranteed Pay Increases & benefits negotiated by ***Union*** representation.
- Pensions! Defined benefits *not* contributions. Excellent health & welfare.



***Climb the Ladder  
of Success***



# Union Advancement

## **SAMPLE ONLY** Apprentice Wage Scale

Period	RSI Classroom	OJT On-the-Job	*Percentage <small>*Based on Journeyman Pay rate</small>
1 <sup>st</sup> period	200 hours	1200 hrs.	50%
2 <sup>nd</sup> period	144 hours	1200 hrs	60%
3 <sup>rd</sup> period	144 hours	1200 hrs	70%
4 <sup>th</sup> period	144 hours	1200 hrs	80%
5 <sup>th</sup> period	144 hours	1200 hrs	90%



# The Five ★ Advantage

★ **Career employment built in**

★ **Earn while you learn (no tuition)**

★ **Progressively increasing wages**

★ **Nationally recognized credential**

★ **Improved standard of living & security**



[www.CalApprenticeship.org](http://www.CalApprenticeship.org)

Find a ***Union*** Apprenticeship  
*That's right for you!*

Over 30 program descriptions with  
regional contacts & web site links  
[www. CalApprenticeship.org](http://www.CalApprenticeship.org)

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