



CONGRATULATIONS to the Build It! Graduates:

Luiza Diana, Local 339; Graciela Cecile Galdamez Pandey, Local 328; Melanie Miranda, Local 327; Anesa Oliveira, Local 346; Kimberly Peach, Local 339; Anacleliene Franco Soares, Local 339; Jaclyn Warren, Local 339; and Ahna Wowk- Aposhian, Local 328.



Build It!

Pre-Apprentice Programs Open Doors For Future Carpenters

To meet the current and future needs of the industry, the Carpenters union regularly participates in a variety of recruiting and training efforts, including pre-apprenticeships. Pre-apprenticeship programs are generally partnerships between one or more unions and community groups, schools, or government agencies. But they are occasionally also run solely by the union, particularly when trying to recruit women, who have traditionally not been welcomed by the union or the industry.

Pre-apprenticeship programs provide a community benefit by offering participants an opportunity to explore and prepare for an apprenticeship and rewarding career path. They also allow the union to identify good candidates for our apprenticeship that may never have found the union otherwise and make sure they have the basic skills needed to begin an apprenticeship with the union.

The union often provides or helps develop the curriculum for pre-apprenticeships and, depending on the nature of the partnership and funding available, union instructors may be hired to work directly for the program. Graduates of pre-apprenticeship programs may not be guaranteed direct entry into an apprenticeship with the North Atlantic States Carpenters Training Fund, but they do become high-quality applicants.

The NASRCC Sisters in the Brotherhood completed 4-week pre-apprenticeships at several training centers in New York again this year. Recruitment for the program was done by affiliated local unions through their local relationships and online efforts. Several of the women participating were elected to enter directly into full apprenticeships through NASCTF.

Minuteman Tech in Lexington, Massachusetts is completing a second session of its highly successful "Build It!" pre-apprenticeship this fall. Hosted by the school, it uses the UBC's Career Connections curriculum.

Local 336 member Tom Akers, who has worked as an instructor at the North Atlantic States Carpenters Training Fund and Job Corps, was the instructor for the first session and has continued in that role.

Though open to all, the first group to participate in the program was composed entirely of women.

They attended evening and Saturday sessions at Minuteman Tech and all nine graduates became apprentices, celebrating with a "signing day" at the school. They have since joined various locals, based on where they live, but have all been working steadily.

NASCTF Executive Director Tom Fischer says Build It! program includes a few key elements that make it a successful model. "Having evening and Saturday classes meant the program was able to attract people who were already working but interested in investing time and effort to earn something better," he said.

"They also come out of the program ready to work, with 300 hours of training and certified for OSHA 10, scaffold safety, fall protection, hot works and mobile elevated work platforms. To a contractor, that's a good first-year apprentice."

Build It! is a partnership between the Carpenters union, Minuteman Regional Vocational Technical High School, the Northeast Center for Tradeswoman's Equity and MassHire with funding from the Commonwealth Corporation.