Approximately 500,000 construction industry jobs are ready to be filled right now.

There are limitless opportunities to BUILD THE AMERICAN WORKFORCE through government defined and industry-recognized programs for skill-focused education. Through innovative and flexible learning models, all Americans can develop the skills to achieve their dreams.

EVERY $1M spent on construction generates 6 TO 7 CONSTRUCTION JOBS on average, and $1B spent creates 6,000 to 7,000 jobs.

More than 600,000 additional construction jobs may be created by economic growth and forthcoming infrastructure legislation.

EXPANDING APPRENTICESHIPS FOR ALL AMERICANS

GOVERNMENT-DEFINED APPRENTICESHIPS
- Fulfills government requirements
- Government-defined job classifications
- Fixed timeline
- Single-craft focus
- Standardized scope

MARKET-DRIVEN APPRENTICESHIPS
- Value proposition-driven instruction
- Unique and industry-recognized competencies
- Stackable, task-specific skills across multiple occupations
- Reflective of market and customer needs
- Portable/reciprocal
- Immediate return on investment
- Competitive advantage for worker and employer

Both government-defined and market-driven approaches can lead to a successful construction career. Our economy is most efficient when policy makers support an all-of-the-above strategy where workers choose their career path and employers have the freedom to choose the best way to build construction professionals.

workforce.abc.org
PATHWAYS TO BECOMING A CONSTRUCTION PROFESSIONAL

THE CONSTRUCTION INDUSTRY IS OPEN AND INCLUSIVE TO ALL AMERICANS FROM ALL WALKS OF LIFE

allows for people with diverse backgrounds to enter the industry

Re-entry
Second Chance
Veterans
Higher Education (B.S./Masters)
Non-graduate
Second Careers
High School 9-12 GED Equivalent

SKILL-FOCUSED CONSTRUCTION EDUCATION

Government-Defined Apprenticeship
Market-Driven Apprenticeship

CONSTRUCTION-RELATED HIGHER EDUCATION

Construction Management
Architectural Engineering

CONSTRUCTION PROFESSIONS

Safety Professional
BIM Coordinator
Project Manager
Operations Manager
Architect
Assistant Project Manager
Estimator
Designer
Engineer
Craft Professional
Superintendent
Crew Leader/Foreman
Vice President of Safety
Owner
Chief Talent Officer
CEO Executive
Senior Management
Director of HR
Vice President of Business Development
Director of Marketing
Chief Financial Officer

Continuing education and career development take place throughout a construction professional's career.

Construction allows for movement between specialties.
ABC represented the merit shop construction industry on the Department of Labor’s task force on apprenticeship expansion, which resulted in recommendations to President Trump on how to expand apprenticeships across more industries and generate 5 million new apprentices. ABC has targeted three main themes that will help expand apprenticeship:

- **EXPANDING APPRENTICESHIP OPPORTUNITIES FOR ALL AMERICANS**

> ABC is committed to spending over $1 billion on apprenticeships, earn-and-learn and other programs to educate more than 450,000 workers this year.

**PROMOTE APPRENTICESHIPS = PROMOTE COLLEGE**

> $ FOR APPRENTICESHIPS = $ FOR COLLEGE

**SIMPLE CHANGES = MORE APPRENTICESHIP OPPORTUNITIES**

To shift the paradigm of workforce development and apprenticeships in our nation, both industry and government must promote apprenticeships as passionately as baccalaureate degrees. Earn-and-learn programs, colleges and universities seek to prepare students to acquire and maintain a steady job, but apprenticeships teach in-demand, stackable skills that can lead to achieving the American dream.

States and school districts must measure performance outcomes by students who continue their education at colleges and universities and earn-and-learn programs.

Christian Morfin, from ABC apprentice to owner/president Morff Electric
### Simple Changes = More Apprenticeship Opportunities

According to the DOL task force’s final recommendations, the U.S. Department of Labor should vet concerns about the existing registered apprenticeship system and take action to make improvements. ABC recommends the following simple steps to improve the registered apprenticeship system in the construction industry:

<table>
<thead>
<tr>
<th>REINSTATE NATIONAL DEMONSTRATION PROGRAM FOR RATIO OF APPRENTICES TO JOURNEYPEOPLE.</th>
<th>STREAMLINE APPROVAL PROCESS TO GET MORE PROGRAMS UP AND RUNNING.</th>
<th>IMPROVE STATE-BY-STATE RECIPROCITY REGULATIONS.</th>
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<tbody>
<tr>
<td>Under Circular 2017-1, the number of experienced journey-level craft workers required to oversee apprentices far exceeds industry best practices and thereby significantly limits the number of students that can gain on-the-job experience. By reinstating this program, DOL will put in place a safe ratio that allows for more apprentices to begin building their careers while providing certain programs with the flexibility to participate in the previously approved National Demonstration Program for Ratio of Apprentices to Journeypeople.</td>
<td>In many states, the process to register a government apprenticeship program can take up to two years, and in California it can take five years to reach approval. In an instance where someone is using an industry-recognized or established curriculum (e.g. NCCER, IEC Curriculum, NABTU MC3), this process should take no longer than 90 days.</td>
<td>Unnecessary and biased barriers that prevent apprentices from working over some state lines prevent the growth of apprenticeships by limiting the hours apprentices can spend on job sites and pushes companies away from participating in government apprenticeship programs.</td>
</tr>
</tbody>
</table>

### $ For Apprenticeships = $ For College

Young adults who choose to enter apprenticeship programs are investing in their future the same way as those who attend universities. To pay for their continuing education, students entering apprenticeship programs should have access to the same tuition assistance as their university-bound peers.

Since their creation, 529 savings account investments have totaled $275 billion, yet students have never been able to use them for apprenticeships or job-education programs.

The federal government provides nearly $80 billion, excluding loans, to support students pursuing higher education each year, yet students cannot use a dime of that money to help with the cost of apprenticeships or short-term job education.

To incentivize families to encourage their loved ones to explore apprenticeships, college savings plans should cover DOL-registered and industry-recognized apprenticeship programs. To provide a high return on investment to the government and the economy, Pell grant eligibility should be expanded to include more compact, skills-focused instruction that safely educates people inside the classroom and outside on the job.