



# APPRENTICESHIP ADVANTAGE

Texas Gulf Coast Area Labor Federation

High quality union apprenticeships are a proven path to prosperity. **Apprenticeships provide high quality post-secondary education where students earn wages well above industry average.** Apprentices develop essential knowledge both in the classroom and on jobsites – without having to pay a dime, unlike college – while preparing the highly skilled, highly productive workforce on which our shared prosperity depends.

The **Texas Gulf Coast Area Labor Federation Apprenticeship Advantage** program offers a pathway for your students to join one of 10 three-to-five year union apprenticeships in the building and construction trades, entertainment, and transportation industries. For students who don't currently meet the requirements to join an apprenticeship, the Houston Gulf Coast Building and Construction Trades Council also offers a pre-apprenticeship program to provide interested students with the skills they need to succeed in a full apprenticeship.

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## HOW DO UNION APPRENTICESHIPS WORK?

### Training based on industry needs

All union apprenticeships are designed in close partnership with employers. This labor-management partnership includes collectively bargained contracts establishing high apprenticeship quality and wage standards, employer contributions to a joint training fund or apprenticeship wage scales, and job placement requirements.

### On-the-job training

Apprentices "earn while they learn". All those enrolled in our programs earn wages while studying. Union apprenticeships are required to offer structured on-the-job training while employed by a signatory contractor under the direction of a skilled craftsman known as a Journeyman.

### Related instruction

Each apprenticeship offers classroom learning with a schedule of night or weekend courses set by well-established curricula developed and overseen by national accreditors. Training modules and objectives are agreed upon by both employer and employee representatives in order to ensure apprentices are receiving the skills training they need to succeed in the field.

### Rewards for skill gains

Each apprenticeship provides rewards for skill gains through wage and benefit increases mandated by collectively-bargained contracts. Apprentices also have the opportunity as they advance through the program to join their union as a full member and jointly advocate for improvements to the contract.

### Graduates receive a transferrable, nationally-recognized credential

Union apprenticeships provide a nationally recognized, portable credential upon graduation, along with additional industry and craft-specific credentials. The Houston Gulf Coast Building and Construction Trades Council pre-apprenticeship provides direct or preferred admission to local building and construction trades apprenticeships and is nationally accredited.

## WORDS TO KNOW

### Journeyman

A worker who has completed the requirements of an apprenticeship

### Collective Bargaining

Negotiations between a group of workers and management over wages, benefits, and other workplace concerns

"Apprenticeship programs provide an **avenue to high wage careers** without the need for a traditional four year college degree."

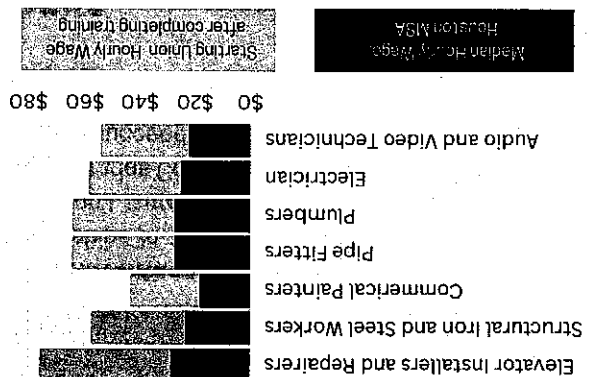
**HARRIS COUNTY JUDGE LINA HIDALGO**



## THE UNION DIFFERENCE

Union apprenticeships provide a fast-track for workers into high-paying union jobs upon graduation. At the journeyman level, union construction workers in the Houston area make on average **38% more** in wages alone than their non-union counterparts, while also receiving health insurance and other benefits.

### Average wages by trade



After completing requirements, all apprentices are **eligible for fringe benefits in addition to wages**, including family health and dental insurance, a defined contribution pension plan, workers compensation insurance, and unemployment insurance guaranteed through collective bargaining agreements.

In addition to providing apprentices with direct pipelines to safe, good-paying careers, labor-management apprenticeships in Harris County have, for more than 100 years, also instilled **union values of fairness, hard work, community and solidarity** governed by well-established local and national bylaws and constitutions protecting members against harassment and discrimination.

Learn more and join our waiting list  
**GC AFL CIO.ORG**

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## OUR APPRENTICESHIPS

### Elevator Constructors

International Union of Elevator Constructors Local 31 Joint Apprenticeship Committee

### Commercial Painters and Trade

### Show Workers

Finishing Trades Institute of District Council 88

### Structural Iron and Steel Workers

Houston Ironworkers Local 84 Joint Apprenticeship and Training Committee

### Heat and Frost Insulators

Heat and Frost Insulators Local 22 Joint Apprenticeship and Training Committee

### Welding, HVAC and Pipefitters

Joint Apprenticeship Training Committee of Pipe Fitters Local Union 211

### Sheet Metal Workers

Houston Area Sheet Metal Training Center

### Plumbers

Houston Area Plumbing Joint Apprenticeship Committee

### Electric Bus Mechanics

Metropolitan Transit Authority of Harris County and Transit Workers Union Local 260

### Theater and Live Event Stagehands

International Alliance of Theatrical Stage Employees, Local 51

### Electricians

Houston Electrical Joint Apprenticeship and Training Committee