



CONSTRUCTION CONTRACTORS
AND TRADES

GROWTH AND PROSPERITY

Southeastern Wisconsin's construction trades are building a bright future for our industry and our state.

What is the apprenticeship program?

Apprenticeship combines on-the-job training with related theoretical and practical classroom instruction. An experienced, skilled worker passes on craft knowledge to a less skilled worker, so the apprentices earn wages while they train. Through this knowledge transfer, they gain valuable "hands on" skills.

The Wisconsin Bureau of Apprenticeship Standards ensures that working apprentices, program sponsors/employers and the public have a clear understanding of apprentices' training and expectations to ensure ongoing quality.

Why would I want an apprentice?

Great craftworkers are trained, not born. With large numbers of skilled workers leaving the industry through retirement, career changes or normal attrition, we're facing a serious employment crisis. The only way to support our excellent services is through well-trained workers – and that all begins with the apprenticeship program.

You also can lower your labor costs with an apprentice on your crew, giving you an edge over the competition. If you have a 3-to-1 ratio of journeymen to apprentices, you can alter your labor rate by nearly 9 percent, allowing you to bid more competitively.

Another value of using apprentices is that they are schooled early in the safety aspects of construction work. Attention to safety concerns on the job site translates into fewer and less severe accidents, which means less lost production time and lower insurance costs. Lower insurance costs give construction bidders a lower safety modifier and the ability to submit a more competitive project bid.

How long does an apprenticeship last?

Three to five years, depending on the craft.



LABOR AND MANAGEMENT WORKING TOGETHER

How can I convince my experienced craftworkers it's good for them, too?

The training journeyworker's goal is to train the apprentice to where he or she has the opportunity to be as good as the "master." Experienced craftworkers need to know that training apprentices does not endanger their job security – rather, it can enhance their career. Explain that being a mentor is a wonderful opportunity for an experienced journey worker to share knowledge and contribute to the success of a fellow employee. When they share their knowledge and talents, the entire industry strengthens.

How do I get an apprentice?

Simply contact the coordinator or program director at your craft's appointed Joint Apprenticeship and Training Committee.

