

# Pathways to Construction Careers Handout



**3 Typical Pathways**

**1. Register as an apprentice**



**3 Typical Pathways**

**2. Earn a construction-related certificate or degree at a college or university**



**3 Typical Pathways**

**3. Find a job as a construction laborer and learn on the job**



## Registered Apprenticeship

**Classroom  
+ on-the-job  
(OJT)  
experience**



## Registered Apprenticeship

**1 - 6 years  
to complete  
  
4 years is  
typical**



## Registered Apprenticeship

**Learn under the  
guidance of a  
journey worker (a  
skilled worker who  
has completed  
apprenticeship  
and "turned out")**



## Registered Apprenticeship

Apprentices work only for signatory contractors or registered training agents



## Registered Apprenticeship

Wages based on length of service

Designed to be fair



## Registered Apprenticeship

Starting wages typically 35 – 50% of journey worker's wage



## Registered Apprenticeship

Wage increases typically every 6 months



## Registered Apprenticeship

SAMPLE Apprenticeship Wage Scale  
Based on Journey Workers' Scale of \$30/hr

Pay Period	OJT hours	Percentage	Pay Rate
1	0 – 1000	50%	\$15
2	1001 - 2550	60%	\$18
3	2551- 4000	70%	\$21
4	4001- 5500	80%	\$24
5	5501- 7000	90%	\$27

## Registered Apprenticeship

All have a Joint Apprenticeship Training Council (JATC)



## Registered Apprenticeship

The JATC sets the requirements for becoming a journey worker



## Registered Apprenticeship

The JATC oversees the training and wellbeing of apprentices



## Union & Open Shop Apprenticeships

### Union

Structured Learning/ OJT

### Open Shop

Structured Learning/ OJT



## **Union & Open Shop Apprenticeships**

### **Union**

Training is free  
but, committed to  
work only for  
union firms, even  
for some time  
after journeying  
out

### **Open Shop**

Apprentice or  
employer pays for  
training  
  
Journey worker  
"owns" her  
education

## **Union & Open Shop Apprenticeships**

### **Union**

Union dues  
  
Higher wages

### **Open Shop**

No dues  
  
Lower wages

## **Union & Open Shop Apprenticeships**

### **Union**

Fringe benefits  
through union  
  
JATC protection  
  
Pension  
  
Collective  
bargaining

### **Open Shop**

Fringe benefits  
through employer  
  
JATC protection



## Union & Open Shop Apprenticeships

### Union

Sometimes rigorous application requirements  
E.g. math.

### Open Shop

Sometimes less strict about application requirements  
Takes other aptitudes into consideration

## Union & Open Shop Apprenticeships

### Union

Typically large, commercial firms

### Open Shop

Sometimes smaller firms

## Union & Open Shop Apprenticeships

### Union

Regimented  
Focused on loyalty

### Open Shop

Slightly more "laid back"





**Local Open Shop  
Apprenticeships**

**Area 1**

**Inside Electrical**

**Plumbers**

**Painters**

**Sign Makers**



**Local Open Shop  
Apprenticeships**

**NW College of Construction**

**Carpenters**

**Heavy Equipment Operators**

**Laborers**

**Local Open Shop  
Apprenticeships**

**Associated  
Builders &  
Contractors**

**Sheet Metal -  
trains through  
NWCOC**



## Applying & Working in an Apprenticeship

Your ranking in the application and interview process determines how quickly you go to work



## Applying & Working in an Apprenticeship

If you practice, interview well, and have good credentials, you are more likely to rank higher



## Applying & Working in an Apprenticeship

The top person on the list goes to work first when a signatory contractor calls the "hall" needing a worker

All others must move to the top position before going to work



## Sample Union Lists

### Ranked Eligibles (Not yet a registered apprentice)

- 1) Tamiko Blackwell
- 2) Tom Walberg
- 3) Sam Jackson
- 4) Anjeanette Simpson
- 5) Guillermo Rodriguez
- 6) Kennitha Jones

- 236) Constance Shrugby  
237) Benito Spencer

### Out of Work (Has worked but has been laid off)

- 1) Crystal Vastakis
- 2) Marcus Kafka
- 3) Pat Snyder
- 4) Kris Jackson
- 5) Yesenia Wilkins
- 6) Julia Marco

- 167) Jessie Brannon  
167) Rosa Ramirez

## Union and Open Shop Training Centers Compete With One Another

**Choose the  
one that is  
best for you**



## You Sign a Contract to Become an Indentured Apprentice

**Know what  
you are  
committing  
to!**



**The Bureau of Labor and  
Industries Website  
Provides Information  
About Apprenticeships**

**BOLI**

[http://www.oregon.gov/boli/ATD/Pages/A\\_StatewideOpportunities.aspx](http://www.oregon.gov/boli/ATD/Pages/A_StatewideOpportunities.aspx)

**College or Trade School**

**Sample Programs at  
Portland Community College**

Associate of Applied Science Degrees (2 years)

Building Construction Technology

Construction Management

Design/Build Remodeling

**College or Trade School**

**Sample Programs at  
Portland Community College**

One-Year Certificate

Building Construction  
Technology



Oregon Tradeswomen, Inc.

**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**Find a  
licensed  
contractor  
willing to  
teach you  
the trade**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**Typically  
begin as  
helper or  
laborer**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**More control over  
the skills you learn  
and the work you  
do**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**Less predictability  
about the skill of  
the contractor,  
wages, equity,  
safety, and  
benefits**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**A more typical  
pathway for those  
interested in  
residential  
construction and  
remodeling**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**Lower  
wages than  
commercial  
work**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**Requires advocating  
for skills**

**No structured  
classroom training**



**Find a Job With an Employer  
Not Affiliated With a  
Registered Apprenticeship**

**Requires  
approaching  
contractors, selling  
yourself, and being  
persistent**



**Choose  
the  
Pathway  
that is  
Best For  
You!**



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