



# APPRENTICESHIP ADVANTAGE

Texas Gulf Coast Area Labor Federation

TEXAS GULF COAST  
AREA LABOR FEDERATION  
— AFL • CIO —



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**THE TEXAS GULF COAST AREA  
LABOR FEDERATION REPRESENTS 95  
HOUSTON-AREA UNIONS AND OVER  
60,000 MEMBERS.**

**WE FIGHT FOR A FAIR SHOT AT  
BETTER LIVES FOR ALL WORKING  
PEOPLE -REGARDLESS OF THE  
COLOR OF OUR SKIN, THE COUNTRY  
WE COME FROM, OUR FAITH  
TRADITION, OR WHOM WE LOVE.**



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**THE TEXAS GULF COAST AREA LABOR FEDERATION  
APPRENTICESHIP ADVANTAGE PROGRAM OFFERS  
A PATHWAY FOR HARRIS COUNTY RESIDENTS TO  
JOIN ONE OF 10 THREE-TO-FIVE YEAR UNION  
APPRENTICESHIPS IN THE BUILDING AND  
CONSTRUCTION TRADES, ENTERTAINMENT, AND  
TRANSPORTATION INDUSTRIES.**

**FOR RESIDENTS 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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# Houston is currently suffering from a major skilled worker shortage.

According to the Bureau of Labor Statistics, the Houston Metro Area has major gaps in its skilled workforce.

This is only going to get worse in coming years, as many skilled journeymen retire.

And increasingly frequent natural disasters bring an even more urgent need for skilled labor in the immediate aftermath and months following a major storm.

Skilled Trade	BLS Projected Growth, 2020-2030	Workers in Houston MSA, 2020	Projected Workers in Harris County, 2030	New Workers Needing Training to Meet Projection by 2030
Electricians	9.1%	15,700	17,130	1,430
Structural Steel	5.9%	3,040	3,220	180
Painters	5.2%	7,260	7,640	380
Plumbers	5.0%	9,540	10,020	480
HVAC	5.0%	8,220	8,630	410
Drywall Installers	4.9%	1,230	1,290	60
Insulation Workers	4.9%	730	770	40
Glaziers	4.7%	1,210	1,270	60

**Union apprenticeships** can fill these gaps with a flexible workforce that can quickly be dispatched to respond to immediate, medium, and long term needs, and training capacity to scale when needed.



# 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 craftsperson known as a Journey person.





# 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.

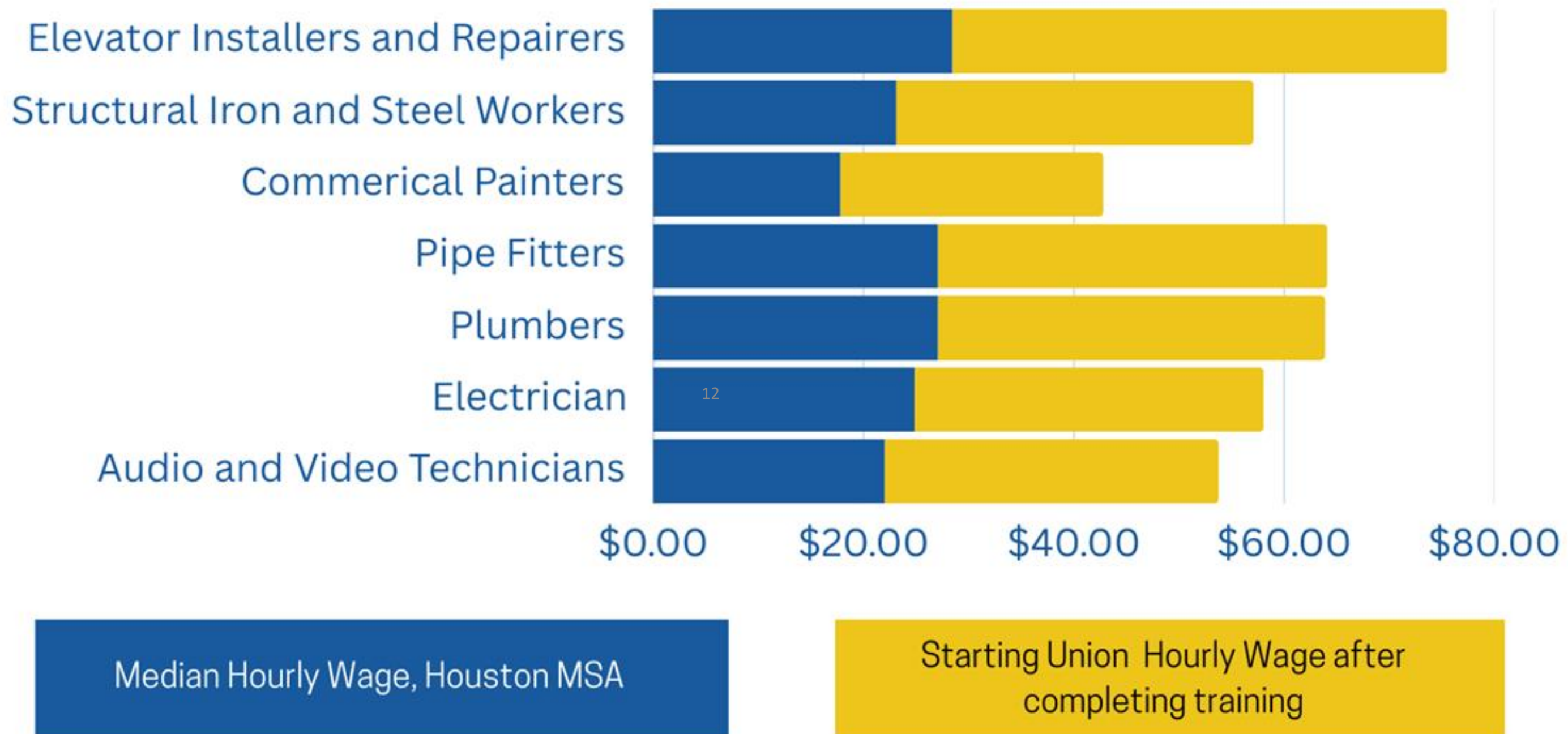


# GRADUATES RECEIVE A TRANSFERRABLE, NATIONALLY- RECOGNIZED CREDENTIAL

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.

Union apprenticeships provide a fast-track for workers into high-paying union jobs upon graduation. At the journey person 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



## SHOWING UP FOR OUR COMMUNITY

In the morning of Friday, May 17, we received a call from friends working in Northeast Houston. An elderly couple was trapped in their home by a large tree felled by the May 16th storm, and temperatures were rising.

A call went out immediately to Elevators Constructors Local 31, who immediately dispatched a team of experienced journeymen.

The elevator constructors worked for hours to remove the tree, and then moved next door to help another homeowner remove a dangerous tree that had destroyed her roof.





**During the Derecho and Beryl, over 100 skilled trades union apprentices provided support to over 125 households impacted by the storm across Houston.**

Apprentices and supervising journeymen cut down trees damaged by the storm, patched roofs with tarps to prevent additional damage to homes, and even helped to fix weatherheads to get the lights back on.

Work was conducted in working class neighborhoods most impacted by the storm, including 5th Ward, Kashmere Gardens, Cloverleaf, Denver Harbor, Independence Heights, Acres Homes, and Spring Branch, where many of our apprentices live.

# SKILLED WORKERS TO BUILD HOUSTON'S FUTURE

## 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

## **General requirements to be eligible for the Apprenticeship Advantage program.**

*Each respective program has their own requirements in addition to these.*

- Must be 18 years or older
- High school diploma or GED (Official Transcripts and Test Scores)
  - Sheet Metal Workers and Ironworkers will accept applicants without a GED
- Eligible to work in the United States
- Driver's License and Access to a Reliable Motor Vehicle
- Applicants must be able to pass a drug test in order to work

*Most programs offer placement for veterans and require a DD-214 form*





# APPRENTICESHIP SCHOOL TOURS

Starting in April, we will offer multiple tours of our apprenticeship schools and training facilities.

All councilmembers and staff are encouraged to join.



# PARTNERSHIPS

## **Harris County**

\$13.7 million in ARPA funding to expand capacity

## **Harris Health**

10% Apprenticeship Utilization Requirement on bond projects

## **Harris County Precinct 4 Forward and Precinct2Gether**

Disaster response funding

# Only Med Gas training facility in Texas





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Learn more and join our waiting list  
**GCAFLCIO.ORG**

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