

## FREQUENTLY ASKED QUESTIONS

### *How can the Building Pathways Building Trades Pre-Apprenticeship Program help me begin a career in construction?*

Building Pathways is a 6-week program designed to prepare qualified applicants for an apprenticeship in the building trades - the pathway to a rewarding career in construction.

Through Career Readiness and Occupational Skills Training, with classroom and hands-on learning experiences, Building Pathways will provide you with the knowledge and skills you need to enter into a state-registered Building Trades apprenticeship program. You will also receive coordinated case management and placement services to help you achieve your career goals.

### *Why should I explore a career in construction?*

Many people think that the only way to a lifelong successful career is by going to college, sitting in a cubicle five days a week and moving up the office ladder.

But that's just not true. Joining the building and construction trades can bring you a lifetime of economic security and satisfaction – with more action and hands-on experience than an office job. If you enjoy working with your hands, being part of a team, and building something you can be proud of, the building trades are for you.

There are many different options for careers in union construction and not every position keeps you on the job site. You can rise through the ranks to become a union officer or business owner, which puts you in charge of hundreds of people and projects with budgets ranging into the millions. Whether you want to work with your hands or work in the corner office, the union construction industry has a career path for you.

### *What is a building trades apprenticeship?*

No matter where you want to go you have to start at the beginning – the apprenticeship. Unlike any other program of its kind, the union apprenticeship allows you to **earn while you learn**. First-year union apprentices earn approximately the same amount most college students' pay for a year's tuition.

Once you become an apprentice, you work and attend classroom training. The classroom training provides you the entry-level skills you need to get started. You also work under a skilled journey-level crafts person on the job, learning to become the very best in your craft.

With more than 23 trades to choose from, and 32 apprenticeship programs across Massachusetts, there is sure to be one that interests you. And, with a little help from us and LOTS of dedication from you, you will be on path to a rewarding career in construction.

### *How much does it cost?*

This training is available free of charge to participants, but it is not free to provide, so we are looking for applicants whose commitment to this career path is deserving of the investment made by our funders.

### *Who is eligible?*

There are several minimum eligibility requirements that applicants must meet to apply to Building Pathways. You must:

- be low-skilled and unemployed or under-employed
- be 18 years of age or older
- be a resident of Suffolk, Norfolk or Middlesex counties
- be authorized to work in US
- possess a high school diploma or GED
- possess a valid driver's license

You must also:

- have reliable transportation
- have an interest in a building trades career
- be able to perform physically challenging work and tolerate weather extremes
- be drug free and able to pass a drug test for admission into and anytime during the program
- be proficient in math and English
- have no prior affiliation with a building trades union

### *How do I apply?*

If you want to apply to Building Pathways, you must first attend an Information Session, and submit an application form with proper documentation.

If you receive a positive evaluation of your application, you will be invited to attend Assessment Day which consists of a math/reading aptitude test, drug test, and physical aptitude test. And, if you succeed at this stage, you will be invited for an interview - the final step of the application process.

### *What training will I receive?*

Once you are admitted to the program, you will receive 6 weeks of comprehensive training designed to prepare you for entry in apprenticeship. Instruction will be delivered on Monday – Friday from 7 am – 3:30 pm.

We will teach in two ways: classroom training and hands-on activities. We will start off with employment skills training which will cover such essential skills as teamwork, workplace problem-solving, effective communication, as well as other life skills. The occupational skills training will introduce you to the duties and responsibilities of the various building trades and apprenticeship, and provide instruction in the types and components of a construction project, workplace safety and health, construction math, construction tools, blueprint

reading, labor history, workers' rights, and workforce diversity.

The hands-on learning component will consist of shop classes at participating apprenticeship training centers. You will also take field trips to various building trades apprenticeship programs and active construction sites which will allow you to experience what each trade entails.

### *When and where do classes take place?*

Building Pathways typically runs 3 training cycles per year in the fall, winter and spring. Training takes place at 2201 Washington St., in Roxbury and at various union training centers. You must provide your own transportation.

### *Am I guaranteed entrance into an apprenticeship program or job?*

Building Pathways works with each graduate to secure admission into a building trades apprenticeship program. While we do not guarantee entry into an apprenticeship program or job, Building Pathways graduates will learn everything they need to know to be competitive applicants.

In addition, Building Pathways is a career oriented program and, while some participants do enter apprenticeship quickly, this program is not intended to meet an urgent need for immediate employment.

### *Will I receive any other services through Building Pathways?*

Case management services will be provided as needed for each participant beginning at the start of the program and through successful placement. Case management will include counseling and/or referral and follow-up for issues such as childcare,

transportation, housing, healthcare, financial services, and legal services.

### *Contact us*

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*The Building Pathways pre-apprenticeship program is sponsored by Building Pathways, Inc., a non-profit organization dedicated to creating opportunities for low-income Boston metro area residents, young adults, and under-represented groups in the building trades, to access, prepare for, and succeed in building trades apprenticeships and family-sustaining careers in the construction industry.*

*The Building Pathways pre-apprenticeship program is conducted in partnership with the Building & Construction Trades Council of the Metropolitan District, together with the Boston Housing Authority, Action for Boston Community Development and the Building Trades Training Directors Association.*

*Building Pathways is funded with grants from the Mayor's Office of Workforce Development, the US Department of Labor, the Massachusetts Department of Transportation, the Federal Transit Administration, and private donations.*

*Building Pathways is an equal opportunity program and auxiliary aids and services are available upon request to individuals with disabilities.*

**Women, people of color and veterans are encouraged to apply.**



**BUILDING PATHWAYS**

**Building Trades Pre-Apprenticeship Program**



***A pre-apprenticeship program bringing Boston metro area residents into high skill, high-pay, careers in the UNION building trades.***

***GET THE SKILLS THAT  
PAY THE BILLS!***