

# TRADES FUTURES

**14<sup>th</sup> Annual World Pension Alliance and  
Transatlantic Conference**

**Worker Power –**

**The Changing Labor Force and Collective Bargaining**

**June 16, 2023**

## Who we are and What we do -

- ✓ **TradesFutures** is a new 501c3 nonprofit stood up in 2022 by North America's Building Trades Unions and their contractor partners to broaden pathways for historically underserved communities into the building and construction trades.
  - ✓ Our initiatives –
    - ✓ Apprenticeship Readiness Programs and the MC3
    - ✓ Child Care Pilots in Milwaukee, WI and NYC, NY
    - ✓ HBCU Scholarship Programs

## Apprenticeship Readiness Programs

- ✓ TradesFutures sponsors comprehensive apprenticeship-readiness training programs (ARPs) throughout the US.
- ✓ We use the phrase “Apprenticeship Readiness” over Pre-Apprenticeship as our model is designed to prepare interested participants in the craft they select as best for them
- ✓ The Multi-Craft Core Curriculum offered through ARPs was donated by NABTU’s 14 affiliated crafts and prepares participants with the professional skills it takes to be a successful apprentice

## Apprenticeship Readiness Programs

- ✓ These 200+ programs provide a gateway for local residents, focusing on women, people of color, the justice involved and transitioning veterans, to gain access to Building Trades' registered apprenticeship programs.
- ✓ Since 2016, nearly 13,000 people have completed the program. 80% are people from communities of color and 20% are women

## Apprenticeship Readiness Programs

- ✓ ARPs are administered locally by the Building and Construction Trade Councils as they have built relationships with Contractors, Community Based Organizations (CBOs), Training Facilities, and local Government Agencies to develop and support ARPs.
- ✓ These relationships and council involvement in local project development means that ARPs are developed with industry and local workforce needs in mind – key to the success of our model

## Child Care Pilot – New York City, NY

- ✓ Partnership between TradesFutures, NYCBCTC and NEW (Non-Traditional Employment for Women)
- ✓ Child Care Pilot focusing on Vouchers for NEW graduates (apprentice or journeyworker), an emergency fund of \$10,000, and NEW has hired a Project Manager of Child Welfare, who will be the point person to coordinate with participating families

## Child Care Pilot – Milwaukee, WI

- ✓ Partnership between TradesFutures, EmpowHer and Milwaukee BCTC
- ✓ Original proposal to reserve space at a near site child-care facility
- ✓ Pilot project has pivoted to focus on Vouchers – were unable to recruit anyone from the near site project to participate

## HBCU – Scholarship Initiative

- ✓ Working with Alabama Power to set up Scholarships to Historically Black Colleges and Universities for students interested in working in the construction industry
  - ✓ Diversification in the pathways into the Construction Industry needs to take place at all entry points