BUILDING TRADES TRAINING DIRECTORS ASSOCIATION OF MASSACHUSETTS





The Ultimate Guide to Becoming a Union Building Trade Apprentice

MASSACHUSETTS



COMMITTED TO TEACHING SKILLS THROUGH APPRENTICESHIP AND TRAINING



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by NCTE Program @ BPI

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What is apprenticeship?

Apprenticeship is a unique way to begin a career through paid, hands-on training combined with classroom instruction. As an apprentice you will be trained by a certified, journey-level worker on the job site and receive at least 125 hours per year of instruction the classroom. This model allows you to **EARN WHILE YOU LEARN!**

How long is apprenticeship?

Apprenticeship is usually between two to five years, depending on the trade. Apprentices typically need to complete a specified number of work hours each year in order to advance to the next level. Many refer to apprenticeship as the "other 4-year degree" because it is equivalent to a college education, but doesn't include the student loans!

How much will I earn?

Apprentices typically start at a rate of 50% of a journey level worker's wages. This means starting at a rate of around $21 - $25/hour!
As apprentices complete the necessary hours of work each year their wages also increase, usually at a rate of 10 - 15% each year! First-year, union apprentices earn approximately the same amount most college students pay for a year's tuition!

Are all apprenticeships the same?

No. Each apprenticeship program is designed to meet the needs of that specific trade. For this reason apprenticeship programs all have different application processes, lengths, schedules, and policies. Despite all of the differences, most apprenticeship programs do follow a shared set of practices, as outlined in this guide.



What are the benefits of union apprenticeship?

It's easy to find a job in construction, but becoming a skilled journey worker with a union is a career choice for a lifetime. The Building Trades unions and their signatory contractor partners operate over 30 joint apprenticeship training centers (JATCs) across Massachusetts producing the most qualified craftspeople in the industry. Unlike any other program of its kind, union apprenticeship allows you to earn while you learn. Once you become an apprentice, you work in the field and attend a specific number of hours of classroom training. The classroom training provides safety and entry-level skills to get you started. You work under a skilled journey worker on the job, learning how to become the very best in your craft. All craft workers are encouraged to continue their education, learning and growing throughout their careers. And, many apprentice programs offer college credit. Wages in union construction are very good, and benefits such as health insurance and retirement pension provide security for you and your family.

Is construction safe?

Construction is an industry with a higher risk of injury than many other occupations. Apprentices are expected to complete appropriate safety training approved by the Occupational Safety and Health Administration (OSHA) and their apprenticeship program. It is important to stay alert and implement the safety training you are given at all times!



What are the requirements?

Each apprenticeship program has slightly different criteria for applicants, but programs typically require applicants to be 18 years of age or older, have a high school diploma or equivalent, be authorized to work in the U.S., complete drug testing, and be physically able to work in construction. Some trades also have aptitude testing in math and reading. Having a driver's license and reliable transportation can be used to assess your ability to get to work as well! The application process for apprenticeship varies in length based on the trade and can often take between 3 - 12 months to begin work.

Is apprenticeship competitive?

Gaining entry into an apprenticeship program can be very competitive and varies depending on the trade. The reason for this is that apprenticeship programs only accept apprentices when they have work available. For some programs, the acceptance rate can be as low as 5%, others can be as high as 50%.

How do I improve my application?

Gaining experience in the construction industry or brushing up on basic arithmetic, geometry, and algebra are great ways to strengthen your application. Completing a free pre-apprenticeship program can also improve your application and give you an opportunity to explore the building trades to gain a better understanding of the construction industry.

Are any preferences given to certain applicants?

Yes, there are several different types of applicants that have a preferred status during the application process. Please see each category below for more information.

Women

Apprenticeship programs are actively looking for women who want to begin careers in the building trades!!! Nationally only 3% of construction hours are completed by women, but there is a strong local effort to bring this number up significantly!

If you are a woman interested in construction, even if you don't have previous experience, many programs are willing to train you as an apprentice. Construction is a great career pathway for women interested in WORKING HARD and GETTING PAID WELL!

Veterans

Preference is given to applicants who have previously served in the military. There are also non-profits that work with veterans to connect them with apprenticeship programs, such as *Helmets to Hardhats*. Apprenticeship is an excellent way for veterans who are eligible for the Montgomery G.I. Bill to utilize their benefits to supplement their income during apprenticeship.

Pre-Apprentice Graduates

Pre-apprenticeship programs are designed to give you the foundational skills and knowledge necessary to understand the construction industry. State-registered Pre-Apprenticeship Programs are connected to one or more apprenticeship programs and can offer their participants a pathway into apprenticeship.



What should I know about working in construction?

The construction industry is facing a shortage of workers because many journey level workers are nearing retirement age. Adding to the demand, the construction industry is expected to grow by 5% over the next 10 years. There are many opportunities for apprentices who want to start a new career!

What are the working conditions?

In construction you may be expected to work outdoors in all types of weather, engage in physically demanding and repetitive tasks, use chemicals and heavy machinery, or work at intense heights. Every trade is different, so it is important that you ask questions about the trade before you begin.

What are the typical hours of work?

The usual construction workday is 7:00 a.m. to 3:30 p.m. Monday through Friday. There are often times where you may be asked to work overtime, extended shifts, or weekends as well. Many construction workers travel across the state or even the region to available job sites, so unpaid commuting time should also be added to your workday plan.
Punctuality is critical in construction and it is also expected that you arrive at the worksite at least 15 minutes early everyday! While an apprentice, you will also be required to complete classroom training hours, often during evenings and/or weekends.

Will I be working every week?

In construction there is often urgency to finish a project and then periods of no work between jobs. This means that you may work 60 hours per week during the busy season and then be laid-off for weeks or months at a time. It is important to learn the building cycle in your trade and budget.



What else should I know?

When you begin an apprenticeship, you will be taught how to complete a variety of tasks. It is common to start with many low-skilled assignments, such as heavy lifting and repetitive actions while you build up your skills on some of the more advanced tasks. You will work on many jobs and be taught by many journey-level workers. It is important to always be willing to learn and to do what is needed throughout every shift.

Will I be drug tested regularly?

Maintaining a safe work environment for you and your fellow trades workers is extremely important. For this reason, apprentices and journey level workers should expect to be drug tested regularly, including randomly. ***Although medicinal and recreational marijuana is legal in Massachusetts, due to safety concerns, use of marijuana is not accepted in the construction industry.***

What if I have a criminal record?

Most apprenticeship programs do not include criminal record screening in their application processes, although some do require a CORI form be filled out upon acceptance. Once accepted into an apprenticeship program your contractor will become your employer and depending on the specific job, criminal record checks may be required. While there are many job sites without criminal record criteria, there are some that do have restrictions, including schools, hospitals, etc.

How do I know which trade is best for me?

In order to learn more about apprenticeship in the building trades, we encourage you to reach out to local apprenticeship programs in your area. In this guidebook, we have compiled information on the union-affiliated Registered Apprenticeship Programs across Massachusetts. We have provided details on each apprenticeship program, including contact information. We encourage you to contact the trade you are interested in and speak to them about their application process, expectations for apprentices, and scope of work. We also encourage applicants to speak to journey level workers in their desired field to learn more about the trade.

Not sure which trade is a good fit for you?

Starting with a pre-apprenticehip program is a great way to explore the different building trades. Pre-apprenticeship programs are designed to give you the foundational skills and knowledge necessary to understand the construction industry and the differences between the trades. Contact information for pre-apprenticeship programs in Massachusetts appear on page 29 of the guide.

















Directory of Trades

Please review the following pages to learn about a variety of building trades and their respective Registered Apprenticeship Programs in Massachusetts.

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Boilermakers

Boilermakers are responsible for assembling, erecting, and maintaining boilers, tanks, pressure vessels, heat exchangers, pollution control systems, furnaces, condensers, water towers, penstocks and scroll casings using hoisting, rigging, welding equipment, tools and hardware. The work can require some travel, can be indoors or outdoors, can include heavy lifting, and involves operating machinery and handling dangerous materials. Drafting, math, geometry and blueprint reading are skills you will need as an apprentice.

Boilermakers Northeastern Area

Length of Apprenticeship: 4 years; 576 classroom training and 6000 hours of on-the-job training.

Basic Requirements:

- Must be at least 18 years old
- Must have a high school diploma or GED
- Have reliable transportation, license STRONGLY encouraged
- Complete drug testing
- Birth Certificate

Application Process: Applications available online at https://boilermakersapprenticeship.com/applicants/. The NE Area office will review and process applications ONLY once a quarter. Utilizing a random selection process, new applicants are combined into each Local/Zone's existing list. Applicants remain on lists for a period of two years. After two years, all applicants who have not been offered employment must completely reapply.

Contact:

Eric Edgren, Business Manager
Boilermakers Local 29
210 Bodwell St.
Avon, MA 02322
Tel: (617) 328-8400
Email: bmst@bmlocal29.org
www.boilermakerslocal29.org

Jason Dupuis, Administrator
Stephen Murphy, Coordinator
Boilermakers NEAAC
Tel: (860)569-8368
Fax: (860)291-0802
www.boilermakersapprenticeship.com

Bricklayers

Bricklayers work on buildings, industrial, commercial and residential construction. They build walls and floors made of brick, stone, concrete block, precast and other masonry materials. They also install and finish tile, marble and terrazzo, perform concrete finishing, plastering, waterproofing and masonry restoration. It is important for apprentices to be comfortable with heights, have good math skills, and have strong hand/eye coordination.

Bricklayers and Allied Craftworkers Local 3 (MA-ME-NH-RI)

Length of Apprenticeship: 5 years; 150 hours of classroom/shop training and 5,000 hours of on-the job training.

Basic Requirements:

- Must be 17 years or older
- Must have a high school diploma or equivalent
- Must have the physical ability to perform the work normally done by the craft
- Driver's license & reliable vehicle
- Must consent to a drug test and background check

Contact Information:

Rich Lavoie, Executive Director of Apprenticeship & Training
Bricklayers Local 3
550 Medford Street
Charlestown, MA 02129
Tel: (617) 242-5500
Email: rlavoie@gmail.com

Application Process:

Please contact our Apprenticeship Office during the month of November for eligibility requirements, times, dates, and location of our next Application Period. Candidates are ranked based on their interviews and testing. Trustees make the final selections.





Carpenters

Carpenters work in a variety of conditions and have a wide range of skill levels. Carpenters weld metals, mold plastics, saw wood, form concrete, build scaffolds and layout buildings. They also install doors and windows, build cabinets and lay floors. Their tools are hammers, saws, lasers, digital and electric devices, as well as basic organizational skills. Carpenters crafts include: Carpenters and Joiners, Millwrights, Pile Drivers, Residential Carpenters, Interior Systems Carpenters, Lathers and Dry Wallers, Cabinet Makers and Millworkers and Floor Coverers. Millwrights are listed separately in this directory. Training Apprentices & Journeyworkers from ME, MA, NH, RI, VT, CT & NY State.

North Atlantic States Carpenters Training Fund

Length of Apprenticeship: 4 years; 640 hours of classroom training and 5,200 hours of on-the job training.

Basic Requirements:

- Must be 18 years of age or older to join.
- Must be in good physical condition
- A high school transcript or G.E.D. scores.
  If applicant did not graduate high school and does not have a GED, they may provide documentable proof of at least 1,500 hours of experience in the construction.
- Must pass an interview
- Must pass drug and alcohol test

Application Process:

- Applicants must attend an informational session, which runs approximately one hour.
- Applicants will be given a code to an online application at the conclusion of infromational sessions.
- Attendance for the entire informational session is mandatory. Late arrivals will be denied admission to that session.

Information Sessions are held the first Monday of the month at 6:00 PM sharp at:

Boston, MA: Boston Carpenters Training Center, 750 Dorchester Avenue, 2nd Floor, Dorchester, MA 02125
Millbury, MA: New England Carpenters Training Center, 13 Holman Rd, Millbury, MA 01527
Manchester, NH: Carpenters Training Center, 920 Candia Road, Manchester, NH 03109
Yalesville, CT: Yalesville Training Center, 500 Main Street, Wallingford, CT 06492

Contact Information:

Ziven Drake, Executive Director
North Atlantic States Carpenters Training Fund
13 Holman Rd.
Millbury, MA 01527
Tel: (508)792-5443
Email: info@nasctf.org
Website: www.nasctf.org

Electrical Workers and Telecommunications

Electricians assemble, install, maintain and test electrical equipment and wiring systems in residential, commercial, and industrial settings. They provide new wiring; power and controls to motors, HVAC and other equipment including light fixtures, fire alarms, traffic signals, outdoor lighting, process controls and energy management. In addition, they work with fiber optics, telephone communications, and temperature controls amongst other systems.

Springfield Electrical JATC (IBEW Local 7 - Western MA)

Length of Apprenticeship: Electrician: 5 years; 900 hours of classroom training and 8,000 hours of on-the-job training. Teledata Technician: 3 years; 540 hours of classroom training and 4,000 hours of on-the-job training.

Basic Requirements:

- Must reside within the Local 7 jurisdiction*
- Minimum 17 years old to apply, 18 years old to work
- Must have high school diploma or GED
- Must have 1 year of passing grade in Algebra
- Must have valid drivers license
- Must have reliable transportation
- Must obtain qualifying score on the aptitude exam
- Drug test required prior to acceptance

*Western MA 4 counties: Berkshire, Franklin, Hampden, and Hampshire

Application Process: Applications are accepted by appointment only after an informational meeting has been attended. Informational meetings are held from September through January each year. Dates and times are at www.local7jatc.com. Application Deadline for appointments to apply is the last weekday in January each year.

Contact:

Springfield Electrical JATC
95 Liberty St., Ste. 1
Springfield, MA 01103
Tel: 413-737-2253
www.local7jatc.com

Worcester Joint Apprenticeship & Training Fund (IBEW Local 96)

Length of Apprenticeship: 5 years; 900 hours of classroom training and 8,000 hours of on-the-job training

Basic Requirements:

- Must reside within the jurisdiction of IBEW Local 96 (Central MA)
- Must be at least 17 years old to apply and 18 years old at the time of acceptance.
- Must have a high school diploma, GED, or HiSET certificate.
- Must have proof of completion of 1 year of algebra.
- Must have a valid Massachusetts driver's license.
- Must obtain a qualifying score on the aptitude test administered by the Electrical Training Alliance.

Application Process: Open enrollment. Applicants who have completed applications between March 4 and February 28 of the following year, will be offered the opportunity to take the annual aptitude test offered in March or April. Those who obtain a qualifying score on the aptitude test will be asked to appear for an oral interview before the Worcester Joint Apprenticeship & Training Committee.

Contact:

James Arthur, Business Manager
Worcester Joint Apprenticeship & Training Fund
242 Mill Street Worcester, MA 01602
Tel: 508-753-8635
https://ibewlocal96.org/training-education/apprenticeship-opportunities

IBEW Local 99 JATC (Seekonk, Attleboro, and North Attleboro, MA and Rhode Island)

Length of Apprenticeship: Electrician: 4 years; 900 hours of classroom training and 8,000 hours of on-the-job training; Teledata Technician: 3 years; 360 hours of classroom training and 5,000 hours of on-the-job training

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must be physically capable of performing work.
- Must have completed one year of algebra with a passing grade of 70.
- Must obtain a minimum qualifying score on aptitude test conducted by the Apprentice and Training Fund and interview for admission.

Application Process: Applications open in January. Applications to join the JATC Program are available at the Training Facility, Monday - Friday, 8:30 am - 3:30 pm or can be printed from here: https://ibew99.org/apprentice-applications

Contact:

IBEW Local Union 99 Training Facility
40 Western Industrial Drive
Cranston, RI 02921
Tel: 401-946-9908
Email: jatc@ibew99.org
www.ibew99.org

IBEW Local 103 JATC (Greater Boston)

Length of Apprenticeship: 5 years; 1050 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma, GED, HiSET certificate, or 2 year Associates Degree or higher.
- Must live within the jurisdiction of Local 103.
- Must obtain qualifying score on aptitude test
- Must pass a drug test
- Must be legally eligible to work in the US
- Must have valid email address and access to the internet and a computer.

Application Process: Applications for admission to the JATC are accepted once a year. IBEW Local 103 is currently updating its apprenticeship process. The JATC is upgrading to a new aptitude test and eliminating the minimum required score. Aptitude test scores will no longer eliminate anyone, but test scores will be considered during the selection process, as the new test will be a better indicator of an applicant's ability.

Applications will be accepted in January. Visit the website at https://bostonjatc.com/apply-for-apprenticeship/ to begin the application process.

Contact:

Jerome (Jay) DeMello, Training Director
IBEW Local 103 JATC
194 Freeport St.
Dorchester, MA 02122
Tel: (617) 436-0980 Fax: (617) 436-1081
Email: applications@bostonjatc.com
www.bostonjatc.com

IBEW Local 223 JATC (South Shore, Cape Cod & Islands)

Length of Apprenticeship: 4 year night school; 900 classroom hours of training and 8,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older and have a valid driver's license.
- Must have a high school diploma or G.E.D. certificate.
- Must show evidence of successful completion of one full year of high school algebra with passing grade.
- Must reside in the Southeastern MA, Cape Cod jurisdictional area
- Must obtain a qualifying score on aptitude test and oral interview
- Must pass a mandatory drug test and be physically capable of performing work

Application Process: Application fee is $40.00 and all applications must be completed **in person by appointment only.** For application dates, please see our website www.ibew223.org The Aptitude test will be held in November and those that meet the minimum score will be scheduled for an oral interview as early as February.

Contact:

Robert M. Revil, Director of Training
Brockton Electricians JATC (IBEW Local Union #223 JATC)
475 Myles Standish Boulevard
Taunton, MA 02780
Tel: 508-880-2693 Fax: 508-880-2694
Email: brevil@ibew223.org
www.ibew223.org

Elevator Constructors

Elevator constructors and mechanics assemble, install, and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old construction. After installation, members service, maintain, and repair equipment, much of which is electronically controlled. Installers and repairers alike have a thorough knowledge of electronics, electricity, and hydraulics.

National Elevator Constructors Educational Program

Length of Apprenticeship: 4 1/2 - 5 years; 600 hours of classroom training and 8,000 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must complete drug testing
- Must complete aptitude and tools test and oral interview

Contact Information:
Local 4 (Eastern Area):

Jessica Ortega
50 Park Street
Dorchester, MA 02122
Tel: 617-288-1547
Email:jess@iueclocal4.com

Local 41 (Central and Western MA)

Brian Triggs, Business Manager
11 Interstate Drive Ste. 310
West Springfield, MA 01090
Tel: 413-732-4032 Fax: 413-732-4832
Email: BM@iuec41.com, iuec41.com

Application Process:

Applications are only accepted during open recruitment periods and can be found at www.neiep.org/careers.aspx. Applicants will also need to complete the Industry Aptitude Test (EIAT) and score a minimum of 70%, as well as a Tools test. Passing applicants will be scheduled for an interview with the Joint Apprentice Training Committee.

Heat and Frost Insulators

Heat and Frost Insulators apply insulation materials to pipes, tanks, boilers, ducts, refrigeration equipment and other surfaces requiring the thermal control of temperatures or soundproofing. Workers also do removal of hazardous waste and clean duct systems.

Heat and Frost Insulators Local 6 JATC:

Length of Apprenticeship: 4 years; 640 classroom hours of training and 6400 hours of on-the-job training.

Basic Requirements:

- Must be at least 18 years old.
- Must have valid drivers license.
- Must have a high school diploma or G.E.D. certificate.
- Must take and pass State assessment test
- Must be interviewed by Joint Apprenticeship Committee.

Application Process:
Must apply from March 1 - March 31. Applications available at www.insulators6.org

Contact:
Dan Kirwin, Coordinator
Insulators Local 6 JATC
305 Freeport St.
Dorchester, MA 02122
Tel: (978) 294-2150 Fax:(617)265-9887
Email: dkirwin@insulators6.org
https://insulators6.org/apprenticeships

Iron Workers

Local 7 Iron Workers are well rounded union workers that specialize in commercial steel construction, structural steel erection, reinforcing steel installation, multiple levels of welding and fabrication, architectural and ornamental construction, pre-cast concrete erection, pre-engineered metal building, and Offshore Wind installations.

Iron Workers Local 7

Length of Apprenticeship: 3 years; 612 classroom hours of training and 3,600 hours of on-the-job training.

Basic Requirements:

- 18 years or older
- Have High School Diploma or GED with transcripts
- Have Driver's License or Photo ID
- Social Security Card

Application Process:

Applications are accepted in January online only at www.iw7jac.org.
There is a $20 application fee payable at the time of application.

Contact Information:

Sean Adams, Training Director
Iron Workers Local 7 JATC
195 Old Colony Ave, Box 7
South Boston, MA 02127
Tel: (617) 268-0707
Email: seana@iw7jac.org
https://www.iw7jac.org/

Iron Workers Local 37 (Southeastern MA, Cape Cod, Nantucket, Martha's Vineyard and Rhode Island)

Length of Apprenticeship: 3 years; minimum of 612 classroom hours of training and a minimum of 4,200 hours of on-the-job training.

Basic Requirements:

- 18 years or older
- Have High School Diploma or GED
- Have Driver's License
- Social Security Card

Application Process:

Applications are accepted the last two weeks of April, online only at www.iwlocal37.com

Contact Information:

Matthew Jackson, Training Director
Iron Workers Local 37 JATC
East Providence, RI 02914
Tel: (401) 438-1111
Email: matt@iwlocal37.com

Laborers

Construction Craft Laborers build essential infrastructure such as roads, bridges, and tunnels. In addition, they construct industrial, commercial and residential buildings, and are at the forefront of sustainable energy projects. Laborers also perform environmental remediation work and other tasks including underground utility work, concrete placement, site preparation, demolition and clean-up activities. Additionally, laborers support other construction trades on the job. Most of the skills training for laborer apprentices is conducted at the New England Laborer's Training Trust Fund Academies in Hopkinton, MA and Pomfret, CT.

New England Laborers Apprenticeship Program

Length of Apprenticeship: 2 – 3 years. Apprentices must attend 300+ classroom hours of training and 4,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must have a valid driver's license
- Must be physically able to perform duties
- Must complete drug testing
- Must have reliable transportation



Application Process:

For information on application process and schedule contact the New England Laborers' Training Fund Apprenticeship Office.

Contact Information:

Joe Caparco, New England Region Apprentice Director
Mike Perrotta, New England Region Apprentice Coordinator
Radamus "King" Figueroa, New England Region Apprenticeship Coordinator
Terry Camara, Pre-Apprenticeship Coordinator

37 East Street
Hopkinton, MA 01748
Tel: (508) 544-9830 Fax: (508) 544-9836

Email: apprenticeship@nelapp.org

http://www.nelaborerstraining.com

Millwrights

Millwrights install conveyors systems, escalators, giant electrical turbines and generators. They perform maintenance on machinery in factories, and do much of the precision work in nuclear power plants. Millwrights study and interpret blue prints, and engage in drilling, welding, and bolting. They work primarily in metal and with machinery and equipment requiring precision. Millwrights are members of the United Brotherhood of Carpenters and Joiners of America.

Millwrights Local 1121 JATC:

Length of Apprenticeship: 4 years; 640 hours of classroom training and 5,200 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must have a valid driver's license, including reliable transportation

Contact Information:

Lisa Coulter, Training Admin
Apprenticeship and Training Fund
150 Hopping Brook Rd.
Holliston, MA 01746
Tel: (617) 254-0042
Email: lcoulter@nasctf.org
https://local1121.com

Application Process:

Millwrights Local 1121 accepts applications on a rolling basis. You can apply online at https://local1121.com. There are zoom info sessions once a month and interviews once a month.





Operating Engineers

Operating Engineers operate and maintain heavy construction equipment such as cranes, excavators, loaders, pile drivers, and hoists. They use this equipment to excavate, move, or grade earth, erect structural steel, and pour concrete or other hard surface paving materials.

Operating Engineers Local 4 JATC:

Length of Apprenticeship: 4 years; 600 hours of classroom training and 8,000 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a valid driver's license
- Must have a high school diploma or equivalent
- Must complete drug testing and a physical
- Must be physically able to perform duties
- Must be authorized to work in the U.S.
- Must reside in the jurisdiction of Local 4

Contact Information:

Mike Carey, Training Coordinator
Operating Engineers Local 4 JATC
One Engineers Way
Canton, MA 02021
Tel: (781) 821-0306
Email: office@local4training.org
www.local4training.org

Application Process:

Applications are open in November by appointment only. Applicants should call/email the Training Center office at office@local4training.org, 781-821-0306. Applicants must complete aptitude testing.

Operating Engineers Local 98 JATC (Western MA, Western NH, and VT)

Length of Apprenticeship: 4 years; 600 hours of classroom training and 6,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma, GED, or HiSET
- Must pass a Mandatory Drug Test and Physical.
- Must have residency within the jurisdiction of Local 98
- Must pass aptitude test.
- Must have a valid driver's license
- Must be physically able to perform duties
- Must be authorized to work in the US

Application Process:

Applications will be accepted for one week in the spring. Candidates should call the Training Center at 413-998-3230, extension 2, to be placed on the waiting list. Candidates will be required to pass an aptitude test.

Contact:

Nick Girolamo, Director
Operating Engineers Local 98 JATC
40 Hudson Dr.
Southwick, MA 01077
Tel: (413) 998-3230 Fax: (413) 998-3630
Email: ngirolamo@local98.org
http://www.iuoelocal98.org/training

Painters and Allied Trades

Painters and Allied Trades (work in one or more of several crafts):

Coating Application Specialist (aka Industrial Painter):
Industrial Coating and Lining Application Specialists: Applies/installs protective coatings and linings to steel and concrete on complex structures, such as bridges and towers, ships and waterfront structures, manufacturing and processing facilities, and conventional and nuclear power generation facilities.
Drywall Finisher: Once the drywall has been securely installed, Tapers fill the joints between panels with a joint compound. The process for finishing drywall has evolved over many decades and is an overlapping process in which each step or application has an effect on the next step.
Glazier: An Architectural Glass and Metal technician, called a Glazier, is responsible for preparing, installing and removing various kinds of glass, mirrors, and metal framing.
Painter/Decorator: Painters and Decorators apply decorative and protective finishes in residential, commercial, institutional and industrial settings.

Painters and Allied Trades District Council #35 Finishing Trades Institute of New England

Length of Apprenticeship: 3 years; 450 hours of classroom training and 6,000 hours of on the job training

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma, GED, or Job Corps Completion Cerficate
- Must have a valid driver's license
- Must show proof of work authorization in the U.S.
- Must be physically able to perform work of the trade
- Must pass a drug screening
- Must attend Apprentice Information session
- Must successfully complete an interview with FTI New England

Application Process: Starting 1st business day of month (except November & December)

25 applications will be accepted from 10-4 pm. Must complete online at https://fti.unionlogic.net/fti-ne/ and deliver in person.

Timothy Yost, Director
Finishing Trades Institute of New England
120 Stedman Street
Lowell, MA 01851
Tel: (617) 524-0248
Email: Yost@FTINE.edu
https://ftine.edu

Painters and Allied Trades

Painters and Allied Trades District Council #11 Finishing Trades Institute of Southern New England (*Glaziers Only* - Dukes, Barnstable, Bristol, Nantucket, Franklin, Hampden, Berkshire, Hampshire Counties)

Length of Apprenticeship: Glazing/Industrial Painting: 4 years; 576/596 hours of classroom training and 8,000 hours of on the job training Commercial Painting/Drywall Finishing: 3 years; 432 classroom hours and 6,000 on the job training.

Basic Requirements:

- Complete the apprentice application form online or in person.
- Must be 18 years of age or older.
- Must provide a social security card.
- Must provide a valid drivers' license.
- Must provide a high school diploma, GED, or Job Corps Completion Certificate.
- Must be a U.S Citizen or be lawfully permitted to work in the US
- Must be physically able to perform the work required of the trade.
- Must complete a favorable interview with an assigned Interviewer.
- Must attend and successfully complete the Apprentice Orientation.

Application Process: accept applications on an ongoing basis; apply online at https://iupatdc11.com/content/apprenticeship-training-programs?src=topnav&src=topnav

Training is conducted at: 79 Bradley St., Middletown, CT or 269 Macklin St., Cranston, RI

Angel Galloza, Training Director
Finishing Trades Institute of Southern New England
79 Bradley St. Middletown, CT 06457
860-613-0700
agalloza@iupatdc11.com

Plasterers and Cement Masons

Cement Masons finish the exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages and lots, runways, warehouses, loading dock floors, and roads.
They level, shape, and smooth surfaces using straight edgers or power screeds. Plasterers apply plaster, cement of acrylic material to the interior and exterior walls and ceilings of a variety of large industrial and commercial projects.

Plasterers and Cement Masons Local 534 JATC

Length of Apprenticeship: 3-4 years; 450 hours of classroom training and 4,500 hours of on-the-job training.

Basic Requirements:

- Must be 18 years or older
- Must have a valid driver's license
- Must have a high school diploma or equivalent
- Must complete drug testing
- Must be physically able to perform duties
- Must be authorized to work in the U.S.

Contact Information:

Ermir Rama, Director of Training
Plasterers and Cement Masons Local 534
7 Frederika Street
Dorchester, MA 02124
Tel: (617) 825-5200
Email:ermirrama534@gmail.com

Application Process:

Interested in becoming a plaster or a cement mason? Great news! We will be accepting cement mason apprentice applications on the first Monday of each month. Plasterer apprentice applications will be accepted from the last week of July to the end of the first week of August. Applications can be downloaded at https://bostonlocal534.org/local-534-is-now-accepting-new-apprentice-applications
Email or fax completed application to ermirrama534@gmail.com or 617-825-7519. **Be sure to review the materials required for an interview.**





Pipe Trades—Plumbers, Pipefitters and Sprinklerfitters

Although the pipe trades are sometimes considered a single trade, workers generally specialize in one of three trades. Plumbers repair, install, or alter the water, waste disposal, drainage, and gas systems in homes and commercial and industrial buildings. They install plumbing fixtures – bathtubs, toilets, sinks, showers – and appliances such as dishwashers and water heaters. Pipefitters repair and install both high and low-pressure pipe systems that are used in manufacturing, in the generation of electricity, and in heating and cooling buildings. They also install automatic controls that are used to regulate these systems. Steamfitters install pipe systems that move liquids or gases under high pressure and provide refrigeration installation and service. Sprinklerfitters install and service fire protection systems including fire standpipes, sprinklerheads and fire pumps.

Plumbers and Pipefitters Local 4 JATC (Central MA)

Length of Apprenticeship: 5 years; 1,230 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. cerficate.
- Valid Drivers License
- Must have a valid email address

Application Process: Applications are available in person only on the 2nd Wednesday of each month (excluding weekends and holidays) 9am - 3pm. Applicants will be contacted when they have been scheduled for the assessment testing, which will take place in early summer. Qualified applicants will be scheduled for an interview.

Plumbers and Pipefitters Local 4
150 Hartwell Street
West Boylston, MA 01583
Tel: (508) 835-1150, x 1 Fax: (508) 835-1154
Contact: Wendy Parsons Email: wendy@ualocal4.com
www.ualocal4.com

Plumbers and Gasfitters Local 12 JATC (Boston Area)

Length of Apprenticeship: 5 years; 1,000 hours of classroom training and 8,500 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a US High School Transcript or a US GED with transcript of grades
- Valid Drivers License
- Authorized to work in the US
- Must take an aptitude test

Application Process: Applications open in January. Please visit https://www.plumbersandgasfitterslocal12.org on the Apprenticeship Application page.

Contact:
Rick Carter, Director
Plumbers & Gasfitters Local 12 JATC
1240 Massachusetts Ave.
Boston, MA 02125
Tel: (617) 288-1010; Fax: (617) 288-5553 Email:
info@local12training.org
http://www.plumbersandgasfitterslocal12.org/training.aspx



Plumbers and Pipefitters Local 51 JATC (Southeastern MA and RI)

Length of Apprenticeship: 5 years; 1230 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Applicants must be 18 years of age by September of the application year
- Have a High School or GED Graduation Diploma OR A letter from their High School stating that the applicant is on track to graduate by June of the application year
- Valid Drivers License and Social Security Card.
- Drug testing required for application.
- Must pass aptitude test.
- Have Birth Certificate

Application Process: Applications are accepted the first 2 weeks of March and must be completed online. A math evaluation will be given in April and if passed, you will receive a date and time for an interview.

Contact:
Steve Affonso, Coordinator
Plumbers and Pipefitters Local 51 JATC
11 Hemingway Drive
East Providence, RI 02915
Tel: (401) 943-7301 Fax: (401) 943-8027
Email:saffonso@ualocal51.com
https://www.ualocal51.com/apprenticeship.aspx

Plumbers and Pipefitters Local 104 JATC (Western MA)

Length of Apprenticeship: 5 years; 1230 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must have a high school diploma or GED certificate.
- Valid Drivers License and Social Security Card.
- Must have a Birth Certificate
- Must pass an aptitude test
- Must pass a drug test upon acceptance
- Must be 18 years old or older

Contact:
Steve Bradley, Director
Plumbers and Pipefitters Local 104 JATC
86 Lower Westfield Rd.
Holyoke, MA 01040
Tel: (413) 594-5152; Fax: (413) 203-0061
Email: sbradley@ua104.org
ualocal104.org

Application Process: Open during the last 2 weeks of January. Contact Apprenticeship Program for more info.

Pipefitters, Refrigeration, Air Conditioning and Oil Burners Local 537 JATC (Eastern MA)

Length of Apprenticeship: 5 years; 1,200 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older
- Must have a high school diploma or equivalent or earn a high school diploma or equivalent by July 1 of the year applying
- Be a citizen of the United States
- Provide a doctor's letter stating you are physically capable of performing work of this trade (Please refer to handout, Duties of an Apprentice). This is not a physical, just a letter
- Must pass Aptitude test administered at our Training Center by the Committee or other competent organization

Application Process: Applications accepted every year in the month of January only. Must apply in person at the training center with photocopies of **all** required documents above. Non-Refundable Application Fee $50 (money order/bank check/ credit card) Please make payable to LU 537 ETF. Cash is not accepted. **Waived for veterans.**

Contact: Paul McGrath, Coordinator
Pipefitters Local 537 JATC
40 Enterprise Street
Dorchester, MA 02125
Tel: (617) 825-3777; Fax: (617) 825-1458
Email: pmcgrath@537trainingcenter.org
https://pipefitters537.org/apprentices/application-process/

Sprinkler Fitters Local 550 JATC

Length of Apprenticeship: 5 years; 800 hours of classroom training and 8,500 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. cerficate.
- Valid Drivers License.
- Must be legally authorized to work in the United States.
- Must have high school diploma or GED.
- Must be authorized to work in US

Application Process: Contact local for application acceptance dates. Applicants will be invited to parcipate in an oral interview to be conducted by the Joint Apprenticeship Committee. Applicants will be placed on the apprentice program eligibility based upon the oral interview.

Contact:

Michael MacDonnell, Training Director
195 Libbey Industrial Pkwy
Weymouth, MA 02189
Telephone: 339-201-7912 Fax: 339-201-7911
Email: mike@sprinklerfitters550.org
https://sprinklerfitters550.org/training.aspx?zone=training&pID=2793

Road Sprinkler Fitters Local 669 (United States)

Local Union 669 is a nationwide local union. This gives the members of Local 669 the flexibility to work in almost any part of the United States they would like to seek employment. The principle function of a Sprinkler Fitter is the installation of Fire Protection systems.

Length of Apprenticeship: The Apprenticeship Program is a 5-year program with on the job training and a 19 Course correspondence through a nationally recognized university. Once you have entered the Apprenticeship Program and have completed a six-month probationary period you will be become a member of Local 669.

Application Process: Applications accepted on a rolling basis. Go online to training669.org.

Basic Requirements:

- Must be at least 18 years old.
- Must have a high school diploma or GED.
- Must be physically fit to do the work of the trade.
- Must pass appropriate drug test.



Contact:

Sprinkler Fitters Local Union 669
Joint Apprenticeship & Training Committee
7050 Oakland Mills Road, Suite 100
Columbia, MD 21046
Tel: (410) 312-5202 or (800) 638-0592
https://training669.org/
www.sprinklerfitters669.org

Roofers and Waterproofers

Roofers weatherproof buildings by applying shingles made from fiberglass, slate, tile, and cedar or composite material such as felt rubber membrane. They also apply built-up rubber, PVC and modern bitumen. Waterproofers apply materials to plaza decks and building foundations to keep moisture out.

Roofers and Waterproofers Local 33 JATC (Eastern MA)

Length of Apprenticeship: 3 years; 450 hours of classroom training and 6,000 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must have a valid driver's license and vehicle
- Must be physically able to perform duties
- Must complete drug testing and physical
- Must be authorized to work in the U.S.

Contact:

Nicholas (Nick) DiGregorio, Apprenticeship Coordinator
Roofers Local 33 JATC
53 Evans Drive
Stoughton, MA 02072
Tel: (781) 341-9197
https://www.rul33.com/apprentice-training

Application Process:

Main application period is by appointment only in person from April - June on Mondays, Tuesdays, and Wednesdays from 9am - 11am. Outside of those months, contact Nick 781-341-9197 to see if there are any openings.

Roofers and Waterproofers Local 248 JATC (Western Massachusetts)

Length of Apprenticeship: 4 - 5 years depending upon hours worked; 450 hours of classroom training. and 6,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. cerficate.
- Valid Drivers License and vehicle.
- Physically capable of performing work in the roofing trade.
- Mandatory drug screening and fitness physical.

Application Process: Please contact JATC for application acceptance dates.

Contact:

Roofers Local 248
595 Southampton Road
Westfield, MA 01085
Tel: (413) 594-5291 Fax: (413) 594-5391

Sheet Metal Workers

Sheet Metal workers build interior and exterior architectural work. They build a wide variety of products from sheets of steel, aluminum, copper and other alloys and install the finished products. They fabricate and install HVAC components and work in industrial plants and perform specialty fabrication.

Sheet Metal Workers Local 17 JATC (Boston, New Bedford/Fall River)

Length of Apprenticeship: 5 years; 1,000 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older
- Must have a high school diploma or equivalent.
- Valid Driver's License
- Must be physically capable of performing work of the trade.
- Pre-hire physical & drug screening
- Orientation & Interviews
- Must reside in jurisdictional area.

Application Process: Applications must be completed online and are available January 1 - April 15 at www.lu17jatc.org/becoming-an-apprentice/. Be sure to check the documents needed to apply.

Contact:

John Martin, Training Coordinator
Sheet Metal Workers Local 17 JATC
1181 Adams St.
Dorchester, MA 02124
Tel: (617)298-0850; Fax: (617)296-5835
Email: jmartin@lu17jatc.org
www.lu17jatc.org



Sheet Metal Workers Local 63 JATC (Central and Western MA)

Length of Apprenticeship: 5 years; 750 hours of Related Theory Instruction and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 17 years of age or older
- Must have a high school diploma or GED equivalent
- Must have Valid Driver's License and Reliable Transportation
- Physically capable of performing work
- Pre-hire drug screening

Application Process:

Applicants are accepted throughout the year and are available to download under "Training" at https://smwsmartlocal63.org. Applications must be submitted to the Union Hall. Testing and Interviews take place from April-June.

Contact Information:

Scott Demers, Training Coordinator
Sheet Metal Workers Local 63
32 Stevens Street
Springfield, MA 01104
Tel: (413) 747-1808
Email: sdemers@smart-nerc.org
https://smwsmartlocal63.org

Teamsters

The Teamsters union has several divisions, including a Building Material and Construction Trades Division. Members in this division are truck drivers who transport and haul material, equipment, merchandise, or personnel between various locations – including construction sites, manufacturing plants, freight depots, warehouses, and wholesale and retail facilities. They may also load and unload, make mechanical repairs and keep trucks in good working order.

Basic Requirements:

- Must be 18 years of age or older
- Must hold a valid driver's license
- Must obtain a DOT Medical Cerficate
- Must obtain a MA or NH CDL Class A Learner's Permit
- Must pass a DOT Pre Employment Drug Screen and will be subject to Random Drug Testing during Apprenticeship Program
- Employment in a Teamster Occupation is strongly suggested

Contact:

Peter Berry, Director of Training
Tom Morrissey
Teamsters Local 25
544 Main St.
Charlestown, MA 02129
Tel: (978) 851-4782
Email: pberry@teamsterslocal25.com
tmorrissey@teamsterslocal25.com

Pre-Apprenticeship Programs

If you don't meet the requirements for apprenticeship training right now, or are interested in a career in construction but not sure what trade you would like to pursue, there are pre-apprenticeship programs that can help you qualify in less than six months.

Building Pathways
1705 Columbus Ave.
Roxbury, MA 02119
Tel: (617) 238-5292
Email: info@buildingpathwaysma.org
https://buildingpathwaysma.org

Building Pathways, Worcester-Fitchburg
Anh Dao, Director
340 Main St., Suite 400
Worcester, MA 01608
Tel: (508) 373-7641
Email: daoa@masshirecentral.com

Building Pathways South (serving southeastern MA)
Thomas Akers, Project Coordinator
Tel:781-910-4177
Email: buildingpathways.south@gmail.com
https://www.buildingpathwayssouth.com/

Community Works (serving Western MA)
Jeff Napolitano, Program Director
Tel: (413) 545-1472
Email: communityworks@umass.edu
https://www.umass.edu/worker-ed/communityworks

Applicant Checklist

If you are interested in a career in the building trades, here is a list of items you may want to consider pursuing before you apply:

- □ Researching your trade of choice and talking to the local apprenticeship program about the type of work expected in your trade
- □ Acquiring a high school diploma or equivalent
- □ Learning basic math skills including reading a ruler, basic arithmetic, basic geometry, or even basic algebra skills
- □ Acquiring a valid Driver's License
- □ Having reliable transportation, preferably a personal vehicle
- □ Acquiring 1-2 letters of recommendation that can be submitted with your application
- □ Being physically fit, including the ability to complete tasks such as heavy lifting, climbing several flights of stairs, completing repetitive motions, etc.
- □ Being able to pass drug/alcohol testing
- □ Having proof of authorization to work in the U.S. (Such as a social security card, birth certificate, passport, Permanent resident card, or other acceptable document.)
- □ Acquiring basic safety gear and clothing necessary to work outside (Some items to consider would be a hard hat, safety glasses, work gloves, safety vest, boots, rain gear, and fluorescent clothing.)
- □ Acquiring basic tools for your trade and becoming familiar with how to use them. (If you are unsure what tools a first year apprentice needs in your trade, ask the local apprenticeship program!)

BUILDING TRADES TRAINING DIRECTORS ASSOCIATION
OF MASSACHUSETTS

SHEET METAL | AIR | RAIL | TRANSPORTATION

SMART

COMMITTED TO TEACHING SKILLS THROUGH APPRENTICESHIP AND TRAINING