



FIND YOUR PATH

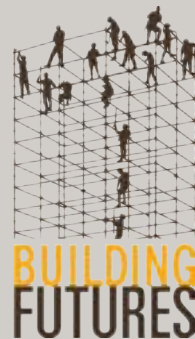
Your Rhode Island
Construction Career Guide

Building Futures is a nonprofit organization that connects people to family-sustaining careers through Registered Apprenticeship.

Our construction pre-apprenticeship program has launched trades careers with over 300 men and women. Building Futures administers the MC3, a nationally recognized apprenticeship readiness curriculum, for Rhode Island high schools. In partnership with the Department of Labor and Training, we work with employers to expand the use of Registered Apprenticeship in high-growth industries across Rhode Island.



Learn more at www.bfri.org



FIND YOUR PATH

Building and Construction is a fast-paced industry with big rewards, including excellent pay, health, and retirement benefits.

This guide is designed to help you explore careers in Rhode Island's Building and Construction Trades – professions that build our large-scale construction projects like highways and bridges, large commercial office and residential projects, universities, hospitals and more.

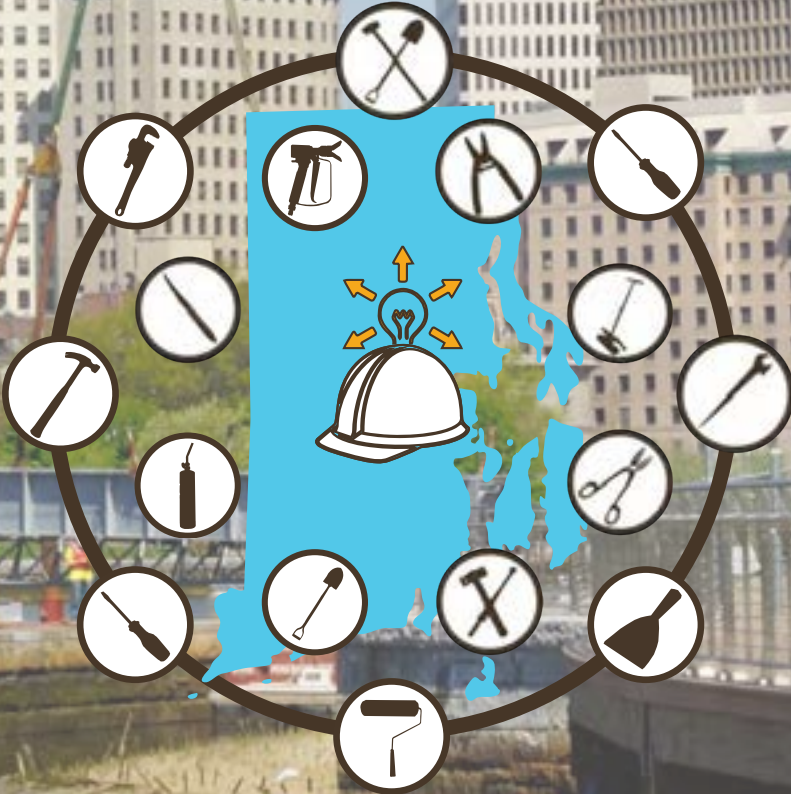
"Since 1908, the Rhode Island Building & Construction Trades Council (RIBCTC) has empowered workers with competitive job opportunities. Today, our trained, highly skilled and safety conscious workforce represent a collective body of more than 10,000 union craftsmen and women in and around Rhode Island. When you become a union apprentice, you enjoy all the benefits that come with being a proud union member. Union members earn far better wages and benefits than workers who are non-union. **Become part of a strong and united brother/sisterhood of thousands of men and women who work together and strengthen our communities.**"

Michael Sabitoni, President
Rhode Island Building & Construction Trades Council

RHODE ISLAND NEEDS SKILLED TRADESPEOPLE

**Construction is one of Rhode Island's fastest growing industries.*
As a skilled tradesperson, your expertise will be in high demand.**

- **2300+ new jobs by 2028**
- **9% growth industry-wide**
- **Skilled tradeswomen & men are retiring – the industry needs to train new people to meet demand**



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* RI Department of Labor & Training Labor Market Information Occupational Outlook 2028 <https://dlt.ri.gov/documents/pdf/lmi/occoutlook.pdf>



Registered Apprenticeship is:

- **Employment & postsecondary education combined**
- **Structured on-the-job learning supplemented by classroom instruction**
- **Driven and designed by employers to ensure you develop industry-specific skills in high demand**

A trades apprenticeship
is your path to a
rewarding career—
debt-free.

Trades Apprenticeship vs. Building Tech Degree

	Registered Apprenticeship in RI Building Trades Unions	Local Building Technology Bachelor's Degree
	\$20.99/hour* average starting wage plus \$25.97 in healthcare and retirement benefits	\$30,000 /year** tuition cost
Year 1	+ \$40,300 average across trades + \$49,862 in benefits	- \$30,000 (+ Debt & Interest)
Year 2	+ \$50,953 average + Healthcare & retirement benefits	- \$30,000 (+ Debt & Interest)
Year 3	+ \$57,665 average + Healthcare & retirement benefits	- \$30,000 (+ Debt & Interest)
Year 4	+ \$68,717 average + Healthcare & retirement benefits	- \$30,000 (+ Debt & Interest)
Total Over 4 Years	+ \$217,635 average wages + \$199,448 average benefits + Nationally portable credential as journeyworker	- \$120,000 + Debt & Interest + College Degree

*Based on average 2020 wages and Apprenticeship length across RI Trades. **Based on 2019-2020 tuition at trade schools in RI



The retirement benefits in the trades can't be beat. In our trades careers, you are not just earning a paycheck, you are securing your future.


*Scott Duhamel, Secretary Treasurer,
RI Building & Construction Trades Council*

Construction Career Pathways



Kickstart your career with apprenticeship

The trade unions in the Rhode Island Building and Construction Trades Council work together with construction employers across the state to run outstanding Registered Apprenticeship programs. These apprenticeship programs develop Rhode Island's next generation of skilled workers. While the skills are different in each trade, work in any of the trades shares some things in common.

 <h3>APPRENTICESHIP</h3> <ul style="list-style-type: none">• On the job learning & classroom instruction• Earn while you learn• Nationally recognized credentials	 <h3>CONSTRUCTION APPRENTICESHIPS</h3> <ul style="list-style-type: none">• Length is based on on-the-job training hours• 3-5 years depending on the trade• Wages increase with time on the job
 <h3>ENVIRONMENT</h3> <ul style="list-style-type: none">• Work in all weather & sometimes at heights• Fast-paced• Physically & mentally demanding	 <h3>ADVANTAGES</h3> <ul style="list-style-type: none">• Family sustaining wages• Family medical coverage, pension, annuity• Pride in achieving excellence in a craft
 <h3>CAREER PATH</h3> <ul style="list-style-type: none">• Guaranteed advancement• Excellent leadership opportunities• Multiple opportunities after apprenticeship	 <h3>PREPARATION</h3> <ul style="list-style-type: none">• GED or HS diploma• Physical fitness & stamina• Team sports, hands-on work or hobbies & math

Heavy & Highway Construction

Building and construction apprentices are rebuilding Rhode Island's infrastructure. Apprentices working on highway, bridge, and roadwork construction work in a fast-paced environment and develop specialized skills. Many different trades are involved in building our state's infrastructure.



Ironworkers



Electricians



Laborers



Carpenters



Industrial Painters



Shannon Sampson
Apprentice Industrial Painter
IUPAT 195

"It changed how I view myself, strengthened my character, my integrity. It has highlighted qualities in me that I didn't know I had."

"The trades have done so much more for me than just a career."

Photo Credit @elizabeth_graham_photography

Andre Isom
Journeyworker Laborer
LIUNA 271

"As a laborer, we are the first ones on the job and the last to leave, so we are always working and we get to see the whole project through start to finish."

"Being a journeyworker Laborer – it has changed my life."



Plan Your Future



Emani Correia

Apprenticeship Readiness to Pre-Apprenticeship to Registered Apprenticeship



Apprentice Bricklayer Local 3

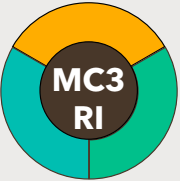
Over four months, Emani graduated Building Green Futures and BF200 and started his career as an apprentice Brick, Block, and Stone Mason with the Bricklayers Union Local 3.

Emani spoke with us about Building Green Futures.

"I didn't know how much impact trees had... asthma, heat, water, and stormwater. Driving by [tree plantings], I think, 'I did that.' I go home and talk about the stuff we did at Roger Williams - we built drains for stormwater. We are planting trees in different places every day."

I go home and feel like I did a lot that day – that I did something for my community."

Apprenticeship Readiness In School



Multi-Craft Core Curriculum

The Multi-Craft Core Curriculum (MC3) is designed by the experts – the North American Building Trades Unions (NABTU).

✓ Provides a national certification, recognized by building trades union apprenticeship programs nationwide

✓ Endorsed by the RI Building & Construction Trades Council to recruit the next generation of tradespeople

How It Works

- 120 instructional hours, delivered in a student's junior or senior year
- Topics include industry awareness, health and safety, math, labor history, diversity, blueprint reading, green construction, financial literacy
- Technical assistance, curriculum support, and administration.

To find out how your school can offer the MC3 contact Building Futures (401) 919-5919 or info@bfri.org

Apprenticeship Readiness For Young Adults



For young adults aged 18-24 to prepare applicants for rigorous pre-apprenticeship and registered apprenticeship employment.

Physical Conditioning Work Readiness Climate Justice Community Impact Projects



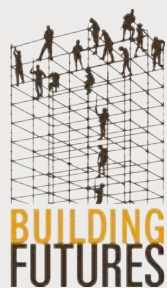
Career Exploration:

- Construction
- Green infrastructure
- Urban Forestry
- Environmental Engineering
- Landscaping and Horticulture
- Farming and agriculture

Multiple career pathways

Construction Pre-apprenticeship

Construction Pre-apprenticeship: BF200



- ✓ 5-week, 200 hour construction pre-apprenticeship program
- ✓ For low-income adults, 18+, to gain skills and experience to enter employment in a construction registered apprenticeship
- ✓ Industry recognized certifications
- ✓ Alumni programming & support throughout your career

Emphasis on hands-on training prepares participants for Registered Apprenticeship in any trade.

- Masonry
- Framing
- Welding
- Drywall
- Plumbing
- Taping
- Iron Working
- Electrical
- Painting
- Pipefitting



Classroom learning complements hands-on training.

- Financial Literacy
- Industry Expectations
- Trades Exploration
- Math
- Labor History
- Diversity & Anti-Harrassment



Elective Programming

Post-graduation elective programs help BF200 grads gain more industry skills & experience before employment.

Graduate Service Learning



BF200 grads built this!

ONE Neighborhood Builders affordable, green home project in Providence



Welding Elective



Vennicia Kingston

Stock clerk to business owner

Journeyworker Laborer
LIUNA 271

Vennicia began in the trades as an apprentice Laborer. Her first job was rebuilding the Pawtucket Bridge – a big project that allowed her to complete her apprenticeship and purchase her first home.

Now she has launched her own business, Eagle Eye Construction, specializing in post-construction clean-up.



"Building that bridge helped me build my love for construction...when I got out there being in that dirt and working with those machines...**I started to actually love what I was doing.**"

Byron Santos

Boring job to rewarding career



Apprentice Glazier
IUPAT 1333

Byron was a lab technician before he learned about Building Futures' pre-apprenticeship program. Now he is an apprentice glazier working with glass and aluminum.

"At my old job, it was the monotony that killed me. But now I'm learning every day, I see the difference we're making every day."



"I see my classmates from high school now worrying about how much they owe on college loans, and it's crazy. **As an apprentice, I'm getting paid to learn.**"

Women Are Building Rhode Island

Women are underrepresented in the skilled trades but have long been a part of the tradition and legacy of craftsmanship and excellence in the building trades. Women enjoy outstanding career opportunities in building and construction, including pay equity and job protections. Learn more about women working in construction at <https://womenbuildingri.org>.



"There's pride that comes from knowing that we built something that lasts."

Darche Hood
Journeyworker Insulator
Heat & Frost Insulators Local 6

"The trades are a real option for women out there...I wish that more people knew that this was an option for them. There are so many skilled craftsmen and women in the field. It's an honest living."

"As women, we know we are strong and equal to the work."

Zoe Estrin-Grele
Apprentice HVAC Technician
UA Local 51

"Being a woman in a male-dominated field is hard, but that doesn't mean we shouldn't be trying. These are great careers, even if they're hard, and we deserve to have access to these careers and the lives and benefits that come with them. "





Photo courtesy of the RI Foundation

Find your path



The trades on the following pages offer the finest construction apprenticeship programs in Rhode Island.

Each trade offers excellent wages, health care, and retirement benefits.

Each trade has its own process for accepting new apprentices. Visit their websites, call their offices, and visit www.bfri.org for more info.

Eligibility

- ✓ 18+
- ✓ HS Diploma or GED
- ✓ Drivers License
- ✓ Reliable Transportation
- ✓ Drug Free

Additionally, the Electrical Workers require applicants have a grade C (70) or better in HS Algebra I (or equivalent) and a passing score on a reading comprehension and algebra exam. The Plumbers & Pipefitters require a passing score on a math exam.

Bricklayers & Tile Setters

Bricklayers & Allied Craftsmen Local 3
MA-RI-ME-NH

150 Midway Road, Suite 153
Cranston, RI 02920-5743
(401) 946-9940
Bac1ri@verizon.net
www.bacweb.org



THE WORK

Bricklayers build and restore interior and exterior walls and other structures out of brick, block, and stone. Tile Setters lay and grout ceramic tiles of all types to floors, and interior and exterior walls.

The Bricklayers & Tile Setters' apprenticeships require 6,000 on-the-job hours, which takes about 3 years to complete.

Carpenters

Carpenters Union Local 330

14 Jefferson Park Road
Warwick, RI 02888
(401) 424-1100
www.nectf.org



THE WORK

Carpenters build, repair, and install cabinets, doors, windows, framing, floors, paneling, molding, and drywall used in buildings. They construct forms for pouring concrete, build wooden bridges, piers, and trestles, install tunnel bracing, and drive piles.

The Carpenters' apprenticeship requires 8,000 on-the-job hours, which takes about 4 years to complete.

Electrical Workers

IBEW Local Union #99

JATC Training Facility
40 Western Industrial Drive
Cranston, RI 02921
(401) 946-9908
<https://ibew99.org>



THE WORK

Electrical workers assemble, install, maintain and test electrical equipment and wiring systems in residential, commercial, and industrial settings such as new wiring, power and controls to motors, HVAC, light fixtures, fire alarms, traffic signals, outdoor lighting, process controls, energy management, solar, wind, and energy efficiency, and other equipment.

The Electrical Workers' apprenticeship requires 10,000 on-the-job hours, which takes about 5 years to complete.

Glaziers

International Union of Painters and Allied Trades
District Council 11,
Glaziers Local Union #1333

269 Macklin Street
Cranston, RI 02920
(401) 781-4736
www.iupatdc11.com



THE WORK

Glaziers select, cut, assemble, and install all kinds of glass and plastics; they build and install metal sash and moldings using aluminum or steel framing, and, they apply weather seals and hardware.

The Glaziers' apprenticeship requires 8,000 on-the-job hours, which takes about 4 years to complete.

Heat & Frost Insulators

International Association of Heat & Frost
Insulators and Asbestos Workers Union Local #6

303 Freeport Street
Boston, MA 02122-3513
(617) 436-4666
<https://insulators6.org>



THE WORK

Heat and frost insulators apply insulation materials to pipes, tanks, boilers, ducts, refrigeration equipment, and other surfaces requiring temperature control.

The Insulators' apprenticeship requires 6,400 on-the-job hours, which takes about 4 years to complete.



Rebecca White
Apprentice
IBEW Local 99

"I'm getting to see everything there is from beginning to end.

As the years go on I'll get to learn more details and I'll get to run things and do things on my own."



“

The best thing about apprenticeship is everything I have learned."

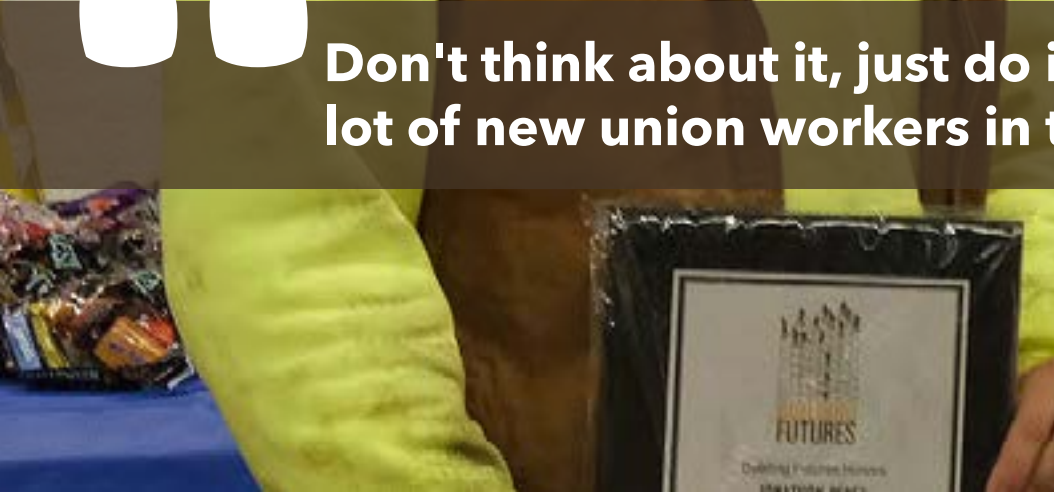
Since speaking with us about her apprenticeship, Rebecca has taken on a new role as an electrical contractor, Rossi. She is now an assistant project manager. Congrats!



Jonathan Perez
Journeyworker
Ironworkers Local 37

"Working with my hands- it just clicked with me.

The benefit is learning new things, driving around the state and taking pride in the bridges I helped build."



“

Don't think about it, just do it. We need a lot of new union workers in the trades."



Savit Sayavong
Journeyworker
Industrial Painter
IUPAT 195

"I knew nothing about construction, but I knew I was a good physical laborer so I knew I could get through it. Now I'm a journeyworker industrial painter. It is a lot of setup and rigging, and working with paint on steel."



My advice – work hard. And keep your vision on what you want."



Jerrel Almeida
Journeyworker
Pipefitter
UA Local 51

"When I was put into the apprenticeship I was challenged a lot and that helped me to grow and I knew it was growing me."

I tried college. I went for a few years and it just didn't work for me. There are alternatives out here."



There were times that you do want to quit... and just persevering through – being persistent and consistent – that was big for me."



Iron Workers

International Association of Bridge, Structural,
Ornamental & Reinforcing Iron Workers Union
Local #37

845 Waterman Avenue
East Providence, RI 02914
(401) 438-1111
www.iwlocal37.com



THE WORK

Ironworkers erect, assemble or install fabricated structural metal products, usually large metal beams used in the construction of industrial, commercial, or large residential buildings. Ironworkers erect steel framework on bridges, storage tanks, and overhead crane runways.

The Ironworkers' apprenticeship requires 8,000 on-the-job hours, which takes about 4 years to complete.

Laborers

Laborers International Union Local 271

410 South Main Street
Providence, RI 02903
(508) 544-9830
apprenticeship@nelapp.org
www.nelaborerstraining.org



THE WORK

Laborers place concrete and asphalt for roads, bridges, highways, and buildings; they perform a variety of functions including, underground utility work laying water, sewer, and gas lines; worksite preparation including compacting earth, digging trenches, and site maintenance; demolitions; all phases of environmental remediation; erecting scaffold and trench bracing; and, working with other crafts such as carpenter and mason tending.

The Laborers' apprenticeship requires 6,000 on-the-job hours, which takes about 3 years to complete.

Painters & Tapers

International Union of Painters
and Allied Trades
District Council 11
Painters Local Union #195

269 Macklin Street
Cranston, RI 02920
(401) 467-7010
www.iupatdc11.com



IUPAT 195 OFFERS 3 APPRENTICESHIP PROGRAMS:



**Commercial
Painter**



**Drywall
Finishing
(Taping)**



**Painting and
Industrial Coating
and Lining
Applications**



THE WORK

Painters apply coats of paint, varnish, staining, enamel, or lacquer to decorate and protect interior or exterior surfaces of buildings, bridges, and other structures. **Tapers** apply joint compound and tape to drywall to seal joints producing smooth surfaces on walls and ceilings, plumbing fixtures, and appliances.

The Commercial Painter and Taping apprenticeships require 6,000 on-the-job hours, which takes about 3 years to complete. **The Industrial Painting apprenticeship** requires 8,000 on-the-job hours, which takes about 4 years to complete.

Plumbers & Pipefitters

Plumbers, Pipefitters, Refrigeration
UA Local Union #51

11 Hemingway Drive
East Providence, RI 02915
(401) 943-3033
www.ualocal51.com



UA LOCAL 51 OFFERS 3 APPRENTICESHIP PROGRAMS:



Plumber



Pipefitter



**HVAC
Refrigeration
Service**



THE WORK

Plumbers repair, install, or alter the water, waste disposal, drainage, and gas systems and install plumbing fixtures and appliances. **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. **HVAC** technicians maintain and install heating, ventilation, and air conditioning equipment.

The Plumbers and Pipefitters' apprenticeships require 10,000 on-the-job hours, which takes about 5 years to complete.

Roofers

Roofers & Waterproofers Local Union #33

53 Evans Drive
PO Box 9106
Stoughton, MA 02072
(781) 341-9192
<http://local33careers.com>



THE WORK

Roofers apply roofing material like fiberglass, slate, tile, and cedar or composite material like felt or rubber membrane to ensure buildings are watertight.

The Roofers' apprenticeship requires 6,000 on-the-job hours, which takes about 3 years to complete.

Photo credit Roofers Local 33

Sheet Metal Workers

Sheet Metal Workers RI Local Union #17

175 Ridge Street
Providence, RI 02909
(401) 632-0944
www.smw17boston.org



THE WORK

Sheet Metal Workers build and install a wide variety of products by cutting and shaping sheets of steel, aluminum, copper, and other alloys. They fabricate and install heating and cooling components, work in industrial plants and build specialty fabrication.

The Sheet Metal Workers' apprenticeship requires 8,000+ on-the-job hours, which takes about 5 years to complete.

More Trades

International Brotherhood of Boilermakers
Local Union #29
210 Bodwell Street
Avon, MA 02322
(617) 328-8400
www.boilermakerslocal29.org

Boilermakers assemble, erect, and maintain boilers, tanks, pressure vessels, heat exchangers, pollution control systems, furnaces, condensers, and water towers.

Plasters' & Cement Masons'
Local Union #40
22 Amflex Drive
Cranston, RI 02921
(401) 943-1185
www.opcmia.org

Cement masons finish exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages and lots, runways, warehouses, and roads. Plasterers apply plaster, cement or acrylic material to interior and exterior walls and ceilings.

International Union of Elevator Constructors
Local Union #39
65 Frigate Street
Jamestown, RI 02835
(401) 423-2293
www.elevatorinfo.org

Elevator constructors install, replace, service, and maintain elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old construction

Eastern Millwright Local Union #1121
1661 Worcester Road, Suite 302
Framingham, MA 01701
(617) 254-2400
www.easternmillwrights.com/RegionNewEngland.xml

Millwrights install, dismantle, repair, reassemble, and move machinery in factories, power plants, and construction sites.

Sprinkler Fitters and Apprentices of Connecticut,
Rhode Island & Western Massachusetts
Local Union #669 U.A.
PO Box 48, Lebanon, CT 06249
(860) 468-0444
www.sprinklerfitters669.org

Sprinkler fitters install all types of fire protection systems, including the layout and installation of underground fire mains.

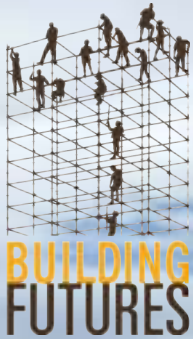


Find Your Path

Learn more about our programs and
how to launch your new career at
www.bfri.org or email: info@bfri.org



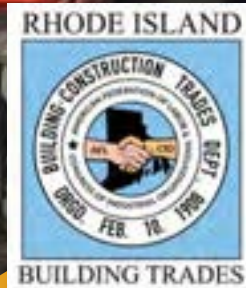
Thank you to all of the Building Futures construction pre-apprenticeship graduates who lent their pictures and voices to this effort, including: Lisa Silvio, John Jorge, Orlando Correa, Sharrieff Muhammad, Santana Cartagena, Vennicia Kingston, Shannon Sampson, Andre Isom, Emmani Correia, Marcos Mendez, Alfred Nunez, Donald Campbell, Marc Tornes, Madeline Pfirrmann, Zachary Aleardi, Zoe Estrin-Grele, Darche Hood, Jonathan Perez, Byron Santos, Sounai Chantavong, Dilainey Abreu-Maria, Miguel Berrios, Darrell LaFrance, Veasna Ngeth, Rebecca White, Andre Isom, Savit Sayavong, Jerrel Almeida, Jackie Chea, Devyn Maher, Orlando Gomes, Mary Brown, Michael Reyes, Santana Vicente, Sebastian Medina, Marvin Lewis, Brittany Young, Sofat Long, Justin Kelley, Franklin Johnson, and many others.



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We are grateful for our partners.



www.buildingtradesri.com

