



# It's the Right Time.

**New Mexico is booming. Be part of the growth.**



demand for skilled Apprentices and Journeymen. Growing from 519-thousand hours in 2004 to nearly 757-thousand man-hours worked in 2007 is just partial evidence that the demand for skilled union workers is rising.

## **Incredible Opportunity.**

One of the biggest challenges facing our growth as a state and a country is a shortage of skilled workers in the building trades. In New Mexico, we are reaching a critical point and need skilled workers to meet building demands.

Current demand for workers has outpaced the supply. To compound this problem, as the current workforce nears retirement, the average age of trade workers is continually rising as fewer people entering into the professions.

With a skilled worker shortfall, great opportunities exist not only for on-site jobs but also office positions like accountants, bookkeepers, human resource and marketing professionals.

"Today, I manage multi-million dollar projects with the support of the dedicated, skilled professionals on the job site."

**CHRISTY** PROJECT MANAGER



## **Build Your Career. Build New Mexico.**

We all have a chance to leave a legacy. What will yours be? For many people in the building and construction trades, their legacy is found in the quality craftsmanship of our state's hospitals, stadiums, office buildings, schools and skylines.

Because the current workforce is nearing retirement, you have some tremendous opportunities to build your career in the trades. The skills and knowledge that training in the construction trades provides can be used for a lifetime and provide job security for a successful and satisfying career.

All it takes to begin your career is a high school diploma and a willingness to learn a trade. If you have those two items, you have a chance to join a union apprenticeship program where you will receive paid on-the-job training, a free education and full medical benefits.

You're not getting a job, but finding a career that is supported by construction contractors and labor unions which partner to build New Mexico's future one project and one person at a time.

# Trade Up Your Future.

## Invest in a career... not just a job.

### A skilled career, not just a job.

All around you, people always seem to be trading up. They are trading up to get a better mobile phone, a newer iPod, a nicer car or truck— the list goes on. Wouldn't it be nice if you could also "trade up" in a career?

Great news! It is easy to trade up from your current job to a career with great benefits. Every person has the opportunity to improve their position in life, and that is what Trade Up is all about.

One of the easiest and highest paying ways to trade up your career is by entering the building and construction trades. Through a sponsored education program called an apprenticeship, you are able to get technical and practical training in a trade. Here is the best part— you get paid for your time on the job and there is no charge for the instruction.

#### Education Costs

College	\$20,000 - \$100,000
Union Apprenticeship	\$0

#### Entry Level Earnings

Starting Pay	\$7.50/hour
Paid Union Apprenticeship	\$13/hour

#### Wages After 4 Years

Entry Level Job	\$12/hour
Journeyman Wage	\$26/hour

### A secure future.

Trade Up to a secure future when you enroll in a union apprenticeship program. Four or five years in length, you are paid for work performed and also for receiving on-site instruction during your apprenticeship. There are regular pay increases as you progress through your apprenticeship. At your training's completion, you receive a Journeyman certificate which provides you with a license to work anywhere in the United States.

### A great living & quality of life.

One of the best ways to Trade Up is to simply earn what you are worth. Winning the respect of others, being in control of your destiny, earning a great wage, receiving full medical benefits and beginning to invest in a retirement package that is unparalleled by other industries are a few ways you can trade up your quality of life through union apprenticeship programs.

### Coveted Benefits.

- Excellent wage rate
- Paid health insurance
- State-of-the-art training
- Guaranteed pension benefits
- Interesting and challenging work environments

"Growing up, I've always enjoyed building things... Now, I get to weld and build things in Albuquerque that will last a lot longer than me."

— TYSON JOURNEYMAN PLUMBER & PIPE FITTER

### Are you right for the trades?

- Do you like working with your hands and your mind?
- Do you like to analyze and try to understand what makes things work?
- Are you concerned that you might not have the temperament, interest, or money for college?
- Would you like to earn a paycheck while you learn?
- Are you looking for a dynamic career rather than just a job?

If you answered "Yes" to these questions, a career is waiting for you in the Building and Construction Trades.



# Get paid as you learn.

## The Union Apprenticeship Program

### Education... On the Job and In the Classroom.

As the central part of the Trade Up program, the Union Apprenticeship program gives you an education both on the job and in the classroom and you get paid as you learn. Each apprentice's training includes nearly 8,000 hours of paid on-the-job learning and 576 hours of classroom instruction.

Upon successful completion of the program, you earn a Journeyman Certificate and as an option in conjunction with many community colleges, a two year associates degree.

The apprenticeship gives both practical training on a job in a shop or lab, and technical training in the classroom that is certified by the United States Department of Labor as well as each of the respective trade unions. Trade Up apprenticeships are available at locations throughout New Mexico and Western Texas.

### A Co-worker and a Mentor.

Your on-the-job training is conducted by a seasoned professional, a certified Journeyman, who has completed the same apprenticeship program you are now in. As you work on site and receive on-site instruction from your mentor, you'll be paid for the hours you work and you learn.

As you progress in your apprenticeship, your pay will also increase on a regular basis, and upon completion of the program you will have doubled your starting pay.

**CHRIS** APPRENTICE ELECTRICIAN

**CLARENCE** JOURNEYMAN ELECTRICIAN



### 4 Years to a Great Career.

**Year #1 "Starting Out"** Focusing on safety and the tools of your trade, your paid, on-the-job training is conducted alongside a Journeyman mentor guiding your professional growth and on-site instruction. Evening classes are attended once or more a week. Based on your mastery of skills, your hourly rate is increased every six months.

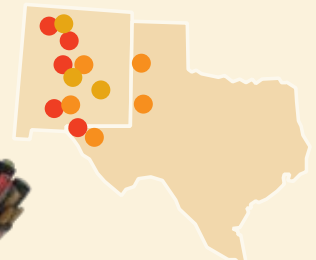
**Year #2 "Gaining Experience"** Exposing you to many different aspects of your specific trade, the emphasis will be "hands-on" learning. Classroom instruction and study will familiarize you with the "Why's" and "How's" of your trade. Specially trained instructors will provide you with theory as well as translate that theory into practical experiences for you.

**Year #3 "Increased Responsibilities"** Increased responsibility in the classroom as well as on the job bring increased independent study with less direction from your journeyman and job supervisors.

**Year #4 "Journeyman Status"** By the end of this year, you'll have attained Journeyman status. The more difficult jobs become easier. You will complete your work assignments with little more than routine checks, be able to read and understand complex blueprints and specifications, and your earnings will have nearly doubled from the time you started. Your Journeyman certificate can also provide you an opportunity to work in your trade anywhere in the world.

### Training Locations

- Plumbing & Pipe Fitting
- Electrical
- Sheet Metal



# Start your plan today.

## Planning toward a career in the trades.

### Stay in School.

Having a high school diploma speaks volumes to those who review apprenticeship applications. To have a solid career in the trades you don't need to be perfect— you just need to be committed to a task. Nothing speaks louder about your commitment than a high school diploma.

### Explore Trade Opportunities.

While you are in school, explore the trades— either through elective classes, or by taking a class at a community college to learn more. One of the best ways you can investigate the trades is by becoming a member at TradeUpNM.com, where you can explore trade professions in New Mexico, including plumbing and pipe fitting, electrical, sheet metal industries and their related fields.

## Trade Occupations:

- Plumbers and Pipe Fitters
- Electricians
- Heating, Ventilation & Air Conditioning Mechanics
- Sheet Metal Workers
- Welders

"I am now in the certified apprenticeship program. They gave me a job, paid for my education and gave me the training I needed to be successful."

— CHRIS APPRENTICE SHEET METAL WORKER

### What courses should you take?

In New Mexico, middle school and high school students are required to complete a "Next Step Plan" each year. You develop your Next Step Plan with your parents or guardian and your school counselor to help you plan for your educational future. To prepare to meet the entry requirements of an apprenticeship program, you should take these courses:

- English
- Mathematics: Algebra I, Geometry, Algebraic Models (Algebra II is optional)
- Lab Sciences
- History, Economics, Health/Physical Education, Practical Arts/Fine Arts

You also have the option to take a variety of electives as a part of your graduation requirements. If your school or school district offers vocational courses (i.e. wood shop, metal shop, automotive), these classes will provide a good introduction to some of the basic skills and approaches you'll learn once enrolled in a certified union apprenticeship program. If you don't have opportunities to take vocational coursework, just focus on graduating. We'll teach you what you need to know once you graduate.

### Looking for a challenge?

For students who have decided to pursue a career in the building trades and are looking for a greater challenge in their high school studies, there are a number of additional resources available to help their growth. New Mexico's Governor's Workforce Coordination and Oversight Committee has created an Engineering, Construction, and Manufacturing Cluster to provide you with additional educational opportunities. The New Mexico Public Education Department also has a High School Program of Study which allows select students to pursue trades-related training. Visit our website, [tradeupnm.com](http://tradeupnm.com), or ask your guidance counselor about these and other opportunities.

[TradeUpNM.com](http://TradeUpNM.com)



