

# ICAN<sup>®</sup>

Succeed. In Education. In Career. In Life.

2023-2024

## EARN AS YOU LEARN

Explore Careers in Building Trades



[WWW.ICANSUCCEED.ORG](http://WWW.ICANSUCCEED.ORG)

# Your Future is in Your Hands.



Learn more about a career in the trades.

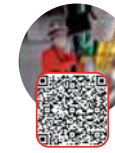
[builtbypros.com](http://builtbypros.com)

## EARN WHILE YOU LEARN IN A REGISTERED APPRENTICESHIP!



### BOILERMAKERS

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5910 East 86th St.  
Kansas City, MO 64148  
515-783-5589  
tom@bml83.org



### INSULATORS

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Des Moines, IA 50309  
515-288-0472  
bolocal74@hotmail.com



### BRICKLAYERS

Contact: Bob Rowland  
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Marshalltown, IA 50158  
641-328-2251  
bob@bac3ia.us



### IRONWORKERS

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### PLUMBERS & STEAMFITTERS

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### CARPENTERS & MILLWRIGHTS

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### LABORERS

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edely@iowalaborers.com



### ROOFERS & WATERPROOFERS

Contact: Dan Ferch  
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Des Moines, IA 50313  
515-244-717  
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### ELECTRICIANS

Contact: Steve Hansen  
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Urbandale, IA 50322  
515-224-4349  
shansen@dmelejatc.org



### OPERATING ENGINEERS

Contact: Ryan Hollinrake  
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Indianola, IA 50125  
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ryanlu234@yahoo.com



### SHEET METAL WORKERS

Contact: Larry Ferriss  
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Des Moines, IA 50313  
515-262-7421  
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### ELEVATOR CONSTRUCTORS

Contact: Chris Shay  
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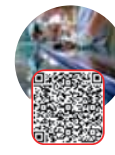
### PAINTERS

Contact: Jason Drummond  
5738 NW 2nd Ave.  
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515-289-0482  
jdrummond@iupatdc81.org



### SPRINKLER FITTERS

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PO Box 789  
Bellevue, NE 68005  
531-203-0398  
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### GLAZIERS

Contact: Jason Drummond  
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515-289-0482  
jdrummond@iupatdc81.org



### PLASTERERS & CEMENT MASONS

Contact: Adam Nevins  
1224 E. Diehl  
Des Moines, IA 50315  
515-266-1668  
anevins@opcma538.org



[WWW.CENTRALIOWABUILDINGTRADES.ORG](http://WWW.CENTRALIOWABUILDINGTRADES.ORG)

# Cedar Rapids & Iowa City Building Trades Council

## Boiler Makers Local 83

Tom Dye  
(515) 783-5589  
tom@bml83.org

## Bricklayers & Allied Craftworkers 3

Contact: Bob Rowland  
(641) 328-2251  
bob@bac3ia.us

## Carpenters Local 308

Contact: John Delany  
(319) 365-9519  
jdelany@carpenterstraininginstitute.org

## Cement Masons Local 561

Contact: Adam Nevins  
(515) 266-1668  
anevins@opcma538.org

## Electricians Local 405

Contact: Jebediah Novak  
(319) 654-9238  
jebediahnovak@crejatc.org

## Glaziers & Glassworkers Local 581

Contact: Brendan Jacobson  
(515) 553-5882  
bjacobson@iupatdc81.org

## Heat & Frost Insulators & Allied Workers Local 81

Contact: Jeremiah Griep  
(309) 283-7470  
aic@local81insulators.com

## Iron Workers Local 89

Contact: Luis Marmolejo  
(319) 365-8675  
lmarmolejo@iwlw89.com

## LiUNA Laborers' Local 43

Contact: Danny Hemminger  
(319) 366-0859

## Millwright Local 2158

Contact: Dan Ketchum  
(563) 332-3595

## Operating Engineer Local 234

Contact: Ryan Hollinrake  
(641) 942-7112

## Painters & Drywall Finishers Local 1178

Contact: Josh Ehrmann  
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jehrmann@iupatdc81.org

## Plumbers & Pipefitters Local 125

Contact: Liam Wilkins  
(319) 362-9259  
liam.wilkins@ua125jatc.com

## Roofers & Waterproofers Local 182

Contact: Brian Cosgrove  
(319) 210-1832  
brian@rooferslocal182.com

## Sheet Metal Workers Local 263

Contact: Mike McCullough  
(319) 553-1389  
mikemccullough@smart263.org

## Sprinklerfitters Local 669 - District 23

Contact: Tony Zakaras  
(531) 203-0398  
tonyzlocal669@gmail.com

## Teamsters Local 238

Contact: Zach Peterson  
(712) 363-3173  
zpeterson@iowalabor.com



www.cricbt.org

# ICAN

Succeed. In Education. In Career. In Life.

Ninety percent of the fastest growing careers require education or training beyond high school. ICAN empowers Iowans to achieve lifelong success through education, training, and informed decision-making.

## Building Trades Career Opportunities

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### Planning Assistance Through ICAN

- ▶ Get one-on-one assistance with planning for high school, education/training, career and financial aid. Schedule an appointment, virtual or in-person, at [ICANSucceed.org/apt](http://ICANSucceed.org/apt).
- ▶ Register online for career planning information through the [ICAN E-Alerts](#) and the [ICAN Tip of the Week](#) video series. Visit [ICANSucceed.org/signup](http://ICANSucceed.org/signup).
- ▶ Review the ICAN Scholarship Database at [www.ICANSucceed.org/scholarships](http://www.ICANSucceed.org/scholarships).

### Follow ICAN



[WWW.ICANSUCCEED.ORG](http://WWW.ICANSUCCEED.ORG)



This guide was funded in part by a grant from the City of Iowa City.

### ICAN Student Success Centers

ICAN offers virtual and in-person advising. Schedule an appointment at [ICANSucceed.org/apt](http://ICANSucceed.org/apt).

- ▶ Ankeny
- ▶ Cedar Falls
- ▶ Davenport
- ▶ Des Moines
- ▶ Coralville
- ▶ Council Bluffs
- ▶ Hiawatha
- ▶ Sioux City

# EXPLORE CAREERS



Explore Careers



Earn As You Learn

## Life After High School

Can you visualize your future? What does life after high school look like? How do you want to spend your time?

For some college is the next step - two to four more years of hitting the books and working toward a degree. For others the idea of another week in a traditional classroom setting, let alone four more years, is what nightmares are made of. And that's ok. There are thousands of different career paths to choose from, and many of them do not involve a college degree.

## Find Your Path

Exploring careers before you select an education or training path enables you to find the best option that fits your career interests and goals. Imagine every high school class and every activity you pursue as a building block for your future, and imagine knowing how those building blocks fit together and which ones are the right fit **BEFORE** you begin your post-high school experiences.

Career planning is an ongoing process – one that benefits from the help and support of others. Think about long-term goals and whether you need to build certain skills, gain experience, or create a financial plan. Not having goals could increase your educational costs and the time you spend in training. Work with your parents, school counselor, and teachers to formalize your path for the future.

## Step 1 - Career Assessments

The key to a long and happy career is finding one that matches your interests and values. Therefore, career planning is simply getting to know yourself. Career assessments can help you:

- ▶ Identify your strengths, values, and areas of interest.
- ▶ Match your results to career pathways or industries.
- ▶ Link career pathways to specific careers and salary expectations.
- ▶ Link careers to education and training requirements.

Assessments identify career pathways or clusters for you to explore through high school coursework and field experiences. Use your four years in high school to explore the pathways highlighted by your career assessment results. Fill your electives with courses that fit your pathway and help you expand your knowledge in your pathway. You may determine something isn't the right fit. You may also find your passion early, and adjust your four-year plan to reflect your chosen career.

## Try It Out - Job Shadows and Internships

Declaring a career intention is a big and often overwhelming decision for students because of the vast array of options offered and the honest fact that many students just don't know what they want to do in the future.

- ▶ Participate in career days and mentoring programs at your school
- ▶ Talk to your school counselor about job shadow opportunities to learn about careers that interest you.
- ▶ Work part-time to gain experience and build skills in your chosen career
- ▶ Participate in extracurricular activities, especially those that offer leadership opportunities
- ▶ Talk to professionals in specific careers to learn more

Use these opportunities and your high school classes to enhance the skills that will make you an ideal job candidate and prospective college student:

- ▶ Communications skills
- ▶ A strong work ethic
- ▶ The ability to work as part of a team
- ▶ Initiative, or the drive to start projects on your own
- ▶ Leadership experience
- ▶ Relevant work experience

## Education is Essential. A Four-Year Degree is Not.

Four years of college isn't for everyone, and the job market isn't set up for everyone to need a four-year degree. In fact, most careers in areas such as advanced manufacturing, health care, transportation and communications utilities, agriculture and forestry, and the building and construction trades require education beyond high school but not a four-year degree. Jobs in these areas make up the largest part of the labor market, accounting for **54% of Iowa's labor market,\*** and **54% of job openings in Iowa.\***

Earn the skills you need through specific career and industry training - from on-the-job training and apprenticeships, to career-focused certificate and degree programs at a community college or career training center.

\* "Education Pays, 2022," Career Outlook, US Bureau of Labor Statistics, May 2023.

# APPRENTICESHIPS: EARN AS YOU LEARN



Explore Careers



Earn As You Learn

## Earn As You Learn

When you choose a career in the construction trades you'll be working, learning, and earning immediately.

The Iowa Building and Construction Trades Registered Apprenticeship Programs are overseen by the U.S. Department of Labor, Bureau of Apprenticeship and Training, and are "Earn and Learn" programs that combine on-the-job training with structured learning at **no cost** to students.

With an apprenticeship program you work full-time and go to classes. You get paid to go to school. You can get a Skilled Job, with Great Benefits and a Lifelong Career. You can make up to **\$75,740 - \$144,440 per year** in wages and benefits.

While individual programs and trades vary, in many cases an apprentice student would spend time with experienced professionals on real job sites working and learning the trade. When not on a job, students are in classes. Both on-site and classroom experience provides a paycheck, and while exact figures vary by profession, the average apprentice makes about half of a journeyman's hourly wage with salary increases every six months, along with health care benefits and the opportunity to enroll in a pension program. Most programs also **guarantee a job** within the union upon completion of the registered apprenticeship program.

Iowa Union Contractors and the workers they employ are the best in the business. An employee of a union contractor in the construction trades has gone through thousands of hours of training as an apprentice to learn his/her skills. That learning experience of three and five years has taught the unionized worker the skills they need to be the best in the business.

In addition to experience, a paycheck, and a job guarantee, many apprentice programs can be applied to an associate's or bachelor's degree. For transfer credit specifics, talk to your local union representative.

## Is Training Beyond High School Worth It?

Does a degree or credential really make that big of a difference? Does furthering your education after high school through a registered apprenticeship program really impact your future opportunities?

According to experts in economics, education, and community development, the answer is, **Yes, it's worth it.** Education and training beyond high school has never been more valuable. Here are a few reasons:

**4%** unemployment rate for college graduates.\*

**98%** more income per hour than people without credentials.\*\*

**74%** say a post high school education/training provides students not only with the skills needed for their first job, but also benefits and skills for their entire career, along with intangible benefits such as the ability to pursue a passion or contribute to society.\*\*

**\$44,356** average annual income of a high school graduate.\*\*\*

**\$73,220** average annual salary of a registered apprenticeship program graduate.\*\*\*\*

Data Source: \*Statista: (<https://www.statista.com/statistics/633660/unemployment-rate-of-recent-graduates-in-the-us/#:~:text=U.S.%20%2D%20unemployment%20rate%20of%20recent%20graduates%20in%202022&text=In%20February%202022%2C%20about%20four,a%20high%20of%2013.3%20percent.>) \*\* "Is College Worth It? Clearly, New Data Say" New York Times (2014); \*\*\* "Education Pays, 2022," Career Outlook, US Bureau of Labor Statistics, May 2023. \*\*\*\* Iowa Building Trades, 2022.



## Quality Pre-Apprenticeship Program

The Pre-Apprenticeship is a pathway to enter into a Registered Apprenticeship training program, designed to lead to a quality career in a skilled trade. The Labor Center's high quality pre-apprenticeship program:

- ▶ High school students aged 17 or older can enroll prior to graduation.
- ▶ Five weeks of classroom instruction and hands-on training in the evening and Saturdays. Includes approved curriculum and meets standards set by the US Department of Labor.
- ▶ Works in partnership with Registered Apprenticeship programs in construction trades located across Iowa.
- ▶ Helps prepare Iowans to succeed in a Registered Apprenticeship by offering orientation, consultation, direct connections to training, apprenticeship readiness courses, and additional support that continues into the Registered Apprenticeship program.

Certificate of Completion of the Pre-Registered Apprenticeship Program includes

- ▶ An OSHA-10 Certificate
- ▶ First Aid & CPR Training
- ▶ GPRO Green Construction Certification
- ▶ Math refresher and preparation for required apprenticeship entrance exam...
- ▶ Curriculum covering essentials like trades awareness, handling tools, blueprint reading, workplace diversity, financial literacy, time management, and more
- ▶ Hands-on experience in one or more trades to test the student's interests and abilities
- ▶ Introductions to registered apprenticeship training program coordinators and tours of training facilities
- ▶ Application assistance and interview preparation



Visit <https://laborcenter.uiowa.edu/preapprenticeship-program> for information.



## Character Education or "People Skills"

To be successful in the workplace there are additional skills you can build to set yourself apart. Do you treat other people with respect? Can you pull your own weight on a project? Can you take initiative and work independently?

- ▶ **Handshake.** You only get one chance to make a first impression and in the business world part of that first impression is a good handshake. Make sure you know how to give a firm, but gentle handshake.
- ▶ **Eye Contact and Posture.** You can tell a lot about someone before they say a word through non-verbal communication. Make sure you have good posture and are comfortable making eye contact with people while having a conversation. Fidgeting, slouching, and staring at the floor while talking are all distractions that could undermine their true abilities and talents in the workplace.
- ▶ **Public Speaking.** Not everyone is made to be a professional public speaker. However, at some point in our lives, everyone has to talk to a group or present an idea. Work to ensure you have some public speaking abilities. Practice eye contact, breathing, and speaking slowly by reading aloud or practicing speeches in front of a mirror. Consider taking a public speaking class. It will help with communication skills, boost self-confidence, and help you overcome any fear of presenting in front of your peers.

The individual who is articulate, well-groomed, and professional, with the ability to present themselves and their ideas to a group of people can be the one who rises above the competition.

## Money Management

Additional life skills to understand before you head off on your own include:

- ▶ **Balance a checkbook.** Owning and maintaining a checking and savings account is a life skill that lays the foundation for larger financial lessons. Learn with a register or utilize an online budgeting app like [mint.com](https://www.mint.com).
- ▶ **Stick to a budget.** Gain money management skills by creating and sticking to a budget. Start with things like your cell phone or clothing. Ask to participate in family financial discussions so you can see how the monthly family budget works.
- ▶ **Learn how credit works.** You only get one chance to have a clean credit report. Make sure you get off on the right foot when it comes to building and maintaining good credit. If you aren't sure where to start, check out ICAN's videos on money management for students at [ICANSucceed.org/videos](https://www.icansucceed.org/videos) or check with your local bank or credit union to inquire about a teen or family money management course.
- ▶ **Interest rates and loans.** Many individuals fail to understand how interest rates work until after they've had a loan or two. Learn about interest rates, good and bad, and how loans for things like college, cars, and houses work.

## Success Skills - Learn to Manage Your Time

Good time management skills will keep your stress level down throughout high school — and life.

- ▶ **Use it daily.** Immediately write down assignments, projects, due dates, and tests for each subject.
- ▶ **Include everything.** Make sure to include activities, meetings, and practices so you can plan accordingly. Block off study time for upcoming tests.
- ▶ **Create a system.** Color-coding by subject or priority allows you to take in information at a glance. Label items A. Due Tomorrow; B. Items Due this Week; C. Items Due in 2-4 weeks; D. Items Due in a Month.
- ▶ **Plan backward.** Work back from due dates by writing down which parts of large projects you'll take care of each day.
- ▶ **Check it twice.** Look at your list before you leave school to make sure you have everything you need. Cross or check off each assignment when you finish it.
- ▶ **Prioritize.** Do the assignments due tomorrow first. For longer-term projects, try to fit chunks into the time you have available — study for a quiz in the half-hour before dinner, and spend two hours after dinner working on a paper.

**Do you like to build things?  
Do you like to work with your hands?**

**Come join us at Bricklayers & Allied Craftworkers Local 3**



**BAC LOCAL 3 IA**

**bacloca3lowa.org**

Contact Bob Rowland - Training Director - Iowa State Trowel Trades

Email: bob@bac3ia.us Cell: 641-328-2251



## Bricklayers

Bricklayers build walls, partitions, arches, fireplaces, chimneys and other structures from bricks, blocks, structural tile and other pre-made materials. Specialty areas include bricklayers, terrazzo workers, pointers, cleaners and caulkers, stonemasons, tile and marble setters, tile and marble finishers.

### Bricklayers & Allied Craftworkers Apprenticeship Program

Bricklayers and Allied Craftworkers (BAC) Local 3 represent the trowel trades for most of Iowa. Members build many different types of masonry structures along with:

- ▶ Restoring old masonry structures
- ▶ Installing water and vapor barriers
- ▶ Masonry cleaning
- ▶ Creating sidewalks, roads, or patios using brick pavers

### Apprentice Process

- ▶ Applications are accepted year round and are processed in December. Applicants must be 18 years of old with a high school diploma or equivalent.
- ▶ Following an interview with the Joint Apprenticeship Training Committee (JATC) in January, the committee chooses candidates for the pre-apprentice program.
- ▶ The pre-apprentice program is March through April.
- ▶ Upon completion of the pre-apprentice program, assistance is offered in securing a position with a signatory contractor. At this time, the student becomes a first-year apprentice.

### Learn More

BAC 3 IA - Iowa State Trowel Trades - <https://baclocal3ia.org>

Bob Rowland - Apprenticeship Coordinator - (641) 328-2251

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$33.75     | \$50.80            |
| Des Moines   | \$35.00     | \$53.58            |





## Boilermaker

Boilermakers build and repair steam and hot water boilers that are used in a wide variety of commercial and industrial settings.

Welding. Rigging. Heavy Fabrication. These are a few of the skills you will learn as a Boilermaker apprentice.

Utilizing advanced training techniques and over 100 years of history and experience, they are dedicated to creating highly skilled craftsmen and women to be the Boilermakers of tomorrow.

### Boilermakers National Apprenticeship Program

The Boilermakers National Apprenticeship Program is a four-year, on-the-job training program, consisting of a minimum of the following:

- ▶ 576 classroom hours
- ▶ 6,000 field construction hours
- ▶ All applicants must be at least 18 years of age.
- ▶ Applicants must be high school graduates or provide proof of equivalent education attainment, such as successful completion of a GED. Each applicant must submit a copy of their high school transcript or official report of GED test results if these documents will verify graduation.

### Learn More

View curriculum at [bnap.com](http://bnap.com)

Boilermakers Local 83 - Iowa, Nebraska, Kansas and parts of Missouri

[bml83.org](http://bml83.org) [Click Apprenticeship](#)

Tom Burgess - Apprenticeship Coordinator - (515) 783-5589

| Location | Hourly Wage | Total Wage Package |
|----------|-------------|--------------------|
| Iowa     | \$44.17     | \$76.92            |

## Carpenters

Carpenters construct, erect, install and repair commercial and residential structures and fixtures of wood, plywood and wallboard. They erect framework in buildings, including sub-flooring, partitions and rafters, and install molding, wood paneling, cabinets, windows, doors and hardware as well as building forms for concrete work, building stairs and laying floors.

### Carpenters Apprenticeship Program

Apprentices learn their trade both in the classroom and on the job, all the while, earning a graduated wage and receiving the same great benefits of a journey-level Carpenter.

Carpenter apprentices work right beside Journeypersons on the job, then go to class on a regular schedule to complete their training. Apprentices earn at least 60% of the Journeyman wage scale, and receive 100% of the health care and retirement benefits available.

Carpenters take pride in helping to build the community, and have the potential to earn wages and benefits, including retirement, totaling over \$47 an hour within four years.

### Learn More

Carpenters #106 - Des Moines - [carpenters106.org](http://carpenters106.org)

Anthony Fasano - Apprenticeship Coordinator (515) 265-3467

Carpenters Training Institute - Cedar Rapids

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

John Delany - Apprenticeship Coordinator - (319) 365-9519

| Location                | Hourly Wage     | Total Wage Package |
|-------------------------|-----------------|--------------------|
| Cedar Rapids/ Iowa City | \$27.14-\$31.03 | \$50.55-\$54.48    |
| Des Moines              | \$32.60         | \$51.85            |







## Electricians

Electricians plan, install, troubleshoot, and maintain power, lighting, controls, system automation, communications, climate control and equipment in commercial and industrial facilities, as well as residential dwellings.

**National Joint Apprenticeship Training Programs**  
Apprenticeship opportunities exist in three program areas.

**Inside Wiremen**  
Inside Wiremen perform installation & maintenance for commercial office buildings and all complexes, including data centers, power plants, wind and solar energy systems, retail stores, hospitals, schools and universities, and manufacturing plants.

Program details: The 5-year program includes 8,000 hours of paid On-The-Job Training and 900 hours of related study (classroom & lab). This apprenticeship program offers the apprentice a standard set of wage increases starting at \$16.88 - \$17.58 and currently culminating at a completion wage of \$39.07-\$42.20 per hour.

**Telecommunication Technicians**  
Telecommunication Technicians perform installation and maintenance for all voice, data, video, and security systems in commercial office buildings, complexes, hospitals and industrial facilities.

Program details: The 3-year program includes 6,000 hours of paid On-The-Job Training and 480 hours of Related Study (classroom and lab).

This apprenticeship program offers the apprentice a standard set of six wage increases starting at \$19.37 an hour and currently culminating at a completion wage of \$32.29 an hour.

### Residential Wireman

Residential Wireman are trained to handle the installation, maintenance and integration of various electrical systems for the residential market.

Program details: The 3-year program includes 6,000 hours of paid On-The-Job Training and 480 hours of Related Study (classroom and lab).

This apprenticeship program offers the apprentice a standard set of four wage increases starting at \$17.17 an hour and currently culminating at a completion wage of \$26.41 an hour.

### High School Preparation

High school students interested in becoming an electrician would benefit from taking industrial arts courses in high school.



# Cedar Rapids

## Electrical JATC

Est. 1966

**Your Future Starts Here!**

**Welcome to a Rewarding Future  
In the Electrical Industry**

You bring the motivation & desire and  
we'll provide the following:

- A Career with a Future
- Earn While You Learn
- Excellent Wage Rate
- Paid Health Insurance
- Guaranteed Pension Benefits
- State-of-the-Art Training
- Safer Working Conditions
- Pride and Dignity

Visit: [CREJATC.ORG](http://CREJATC.ORG) to see details about the electrical apprenticeship opportunities; [Journeyman Wireman](#) / [Low-Voltage Technician](#) / [Residential Wireman](#)



### Application Process

- ▶ Must have a high school diploma, GED, or a 2-year associate degree or higher and provide official transcripts.
- ▶ Must provide evidence of successful completion of one full year of high school algebra with a passing grade or one post high school algebra course with a passing grade.
- ▶ To qualify for an interview, the applicant must achieve a passing score on a pre-qualifying exam that tests the applicant on math and reading/comprehension skills.

### Learn More

Cedar Rapids JATC - [crejatc.org](http://crejatc.org)  
Jebediah Novak - Apprenticeship Coordinator  
(319) 654-9238

Des Moines Electrical Apprenticeship - [dmelejatc.org](http://dmelejatc.org)  
Steve Hansen - Apprenticeship Coordinator  
(515) 224-4349

| Location                   | Hourly Wage | Total Wage Package |
|----------------------------|-------------|--------------------|
| Cedar Rapids/<br>Iowa City | 39.07       | \$55.82            |
| Des Moines                 | \$42.20     | \$60.85            |



# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



## LOCAL UNION 347



### HAVE YOU CONSIDERED WORKING FOR ONE OF THE LEADING EMPLOYERS IN THE ELECTRICAL INDUSTRY?

**Our Inside program offers a variety of 100% tuition free apprenticeship programs. You may choose from the Residential (3 year), Voice Data Video (3 year) or Inside Wireman (5 year) programs. You will receive curriculum training at the Des Moines JATC, a nationally recognized IBEW/NECA Electrical Training Alliance facility. Our full time training staff will give you the knowledge you need to be successful in the electrical industry while being employed by one of the most successful electrical contractors in central Iowa.**

### IMAGINE GRADUATING WITH A JOB, AT THE TOP OF THE PAY SCALE WITH NO STUDENT DEBT, EARNING THE HIGHEST WAGES AND BENEFITS.

- Pension contribution by your employer into your own, self-directed 401K.
- Participation in a National and International pension starting your first hour worked
- Participation in a premier family Health Plan, employer paid, which includes dental, vision, Rx, wellness, death benefits and more.
- Free continuing education through the Des Moines JATC throughout your career as a Journeyman

**At the JATC: contact Steve Hansen [shansen@dmelejatc.org](mailto:shansen@dmelejatc.org) (515-224-4349)**

**At the Union Hall: contact Randy Tucker [rhtucker@ibewlu347.org](mailto:rhtucker@ibewlu347.org) (515-419-4802) or Scott Farnsworth [sfarnsworth@ibewlu347.org](mailto:sfarnsworth@ibewlu347.org) (515-975-9755)**



## Elevator Constructors

Elevator constructors complete installation, service and maintenance of all residential, commercial and industrial elevators, escalators, moving walks or any other form of people-moving and vertical transportation systems. Elevator installers and repairers often work in cramped quarters inside crawl spaces and machine rooms, and may be exposed to heights in elevator shafts.

Employment of elevator installers and repairers is projected to grow 13% from 2014 to 2024, faster than the average for all occupations.

### Elevator Constructors Apprenticeship Program

The International Elevator Constructor Apprenticeship Program is managed by the National Elevator Industry Educational Program (NEIEP.) The NEIEP classroom environment consists of weekly interactive instruction along with online tools, support and quizzes to test accomplishments. In addition to coursework apprentices are responsible for assisting in the installation, maintenance, and repair of passenger and freight elevators, escalators, dumbwaiters, and moving sidewalks under the direction of a Mechanic.

Apprentices are able to earn a living wage from day one and benefits are available to all students.

Interested individuals must apply through an open recruitment process which consists of an application, aptitude test, tool assessment, and an interview. To learn about upcoming recruitment sessions visit [neiep.org/careers](http://neiep.org/careers).

### Learn More

Elevator Constructors Local Union #33 - Des Moines - [iuec33.com](http://iuec33.com)  
Chris Shay - Business Manager - (515) 262-0120

| Location   | Hourly Wage       | Total Wage Package |
|------------|-------------------|--------------------|
| Des Moines | \$28.42 - \$58.14 | \$66.77 - \$94.48  |

## Glaziers, Architectural Metal & Glassworkers

A glazier fabricates, selects, cuts, installs, replaces, and removes residential, commercial and artistic glass, aluminum storefront frames and entrances, glass handrails, and balustrades, shower enclosures, curtain wall framing, terra-cotta/panel systems and entire building facades along with the window systems. Residential jobs may consist of mirror and residential window installation.

The IUPAT represents men and women in North America who work in the finishing trades of commercial and industrial painting, drywall finishing, glazing, floor covering, sign, and trade show/convention display.

### Glaziers Apprenticeship Program

The Glaziers Apprenticeship Program is a four-year program, consisting of a minimum of 576 classroom hours/144 classroom hours per year and 7,200 on the job training hours/1800 per year.

Applicants must be at least 18 years of age and possess a high school graduate diploma or provide proof of equivalent education attainment, such as successful completion of a GED. Each applicant must submit a copy of their high school transcript or official report of GED test results if these documents will verify graduation.

A new apprentice will start at 60% of the Journey Person hourly wage and will receive a standard set of eight wage increases over the span of the four-year program. During the course of the apprenticeship, an apprentice will receive instruction in trade-specific and safety courses.

### Learn More

Glaziers & Glassworkers Local 581 - Quad Cities/Cedar Rapids  
[iupatdc81.org](http://iupatdc81.org)  
Justine Goulder - Apprenticeship Coordinator - (309) 788-8080

Glaziers, Architectural Metal & Glassworkers Local 1075 - Des Moines  
[iupatdc81.org](http://iupatdc81.org)  
Jason Drummond - Apprenticeship Coordinator - (515) 289-0482

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$29.62     | \$50.48            |
| Des Moines   | \$32.05     | \$54.03            |





## Insulators

Insulators install insulation in both industrial and commercial mechanical systems, such as piping, boilers, duct work, storage tanks and equipment for the purpose of energy savings and burn protection, and to control system heat transfer and condensation.

**Insulation Industry International Apprenticeship & Training Program**  
The Joint Apprenticeship Training Committee (JATC), in partnership with the International Association of Heat and Frost Insulators and Allied Workers Union, provides state-of-the-art training which produces the highest-skilled and best-trained workers in the industry.

### Apprentice Program Details

- ▶ Four year program
- ▶ A minimum of 576 hours of classroom instructions
- ▶ A minimum of 144 hours of classroom instruction per year
- ▶ A minimum of 1,600 hours of on-the-job training per year
- ▶ Apply online at [insulators74.org/apprenticeship](http://insulators74.org/apprenticeship)

### Learn More

Heat & Frost Insulators & Allied Workers Local 81 - Cedar Rapids  
[local81insulators.com](http://local81insulators.com)

Jeremiah Griep - Apprenticeship Coordinator - (309) 283-7470

Insulators Workers #81 JATC - Quad Cities - [insulators.org](http://insulators.org)

Jeremiah Griep - Apprenticeship Coordinator - (309) 283-7470

Insulators #74 - Des Moines - [insulators74.org](http://insulators74.org)

Jeremy Heimbaugh - Apprenticeship Coordinator - (515) 202-6903

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$32.96     | \$55.81            |
| Des Moines   | \$29.77     | \$49.66            |
| Quad Cities  | \$32.96     | \$55.81            |

## Ironworkers

The trade of ironwork involves working both at great heights and underground, indoors and outdoors, in summer heat and the cold of winter.

Ironworkers erect structural steel, install reinforcing steel, metal floor and roof decking, and assemble and install decorative curtain wall. They also move heavy machinery and assemble pre-engineered buildings.

### Apprenticeship Program

Ironworkers build skylines and reinforce roadways, floors, and walls with precision and craftsmanship. The skills necessary for success are taught through hands-on techniques and certifications.

Applications are accepted the first two full weeks in June of every year in person. Des Moines - 1501 E Aurora Ave and Cedar Rapids - 1112 29th Ave SW. Pre-apprenticeship employment is offered as a probationary member to those who qualify and apply outside of the apprenticeship time lines. Apprentice program covers:

- ▶ OSHA 30 certificate
- ▶ Become certified riggers and signalers
- ▶ Ironworkers/AWS National Welding Certification

### Learn More

Ironworkers Local 89 - Cedar Rapids - [iwlu89.com](http://iwlu89.com)

Luis Marmolejo - Apprenticeship Coordinator - (319) 365-8675

Ironworkers #67 - Des Moines - [ironworkerslocal67.com/careers/apprenticeship-training](http://ironworkerslocal67.com/careers/apprenticeship-training)

Joe Durby - Apprenticeship Coordinator - (515) 262-9366

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$31.81     | \$55.44            |
| Des Moines   | \$34.05     | \$57.23            |





## Laborers

Work by laborers can include a variety of tasks. Laborers are employed by contractors for purposes of tending and assisting other trades in their job site role.

### LIUNA Registered Apprenticeship Program

The Laborers' International Union of North America provides skilled training in the core construction skills, providing a foundation of safety and productivity across all industry sectors. These include:

- ▶ Blue Print Reading
- ▶ Confined Space Awareness
- ▶ Craft Orientation
- ▶ General Construction/Hazard Construction/Fall Protection
- ▶ OSHA Safety and Health/ First Aid/CPR
- ▶ Scaffold User/Flagger

Upon core construction skill completion, training areas of concentration include:

- ▶ Building Construction
- ▶ Heavy/Highway and Utility Construction
- ▶ Masonry
- ▶ Demolition and Deconstruction
- ▶ Pipelines and Tunneling
- ▶ Environmental Remediation & Landscaping

### Learn More

Iowa Laborers Training Fund - [www.iowalaborers.com](http://www.iowalaborers.com)

Laborers Local #43 - Cedar Rapids - [local43.org](http://local43.org)

Laborers #177 - Des Moines - [laborers177.com](http://laborers177.com)

Ed Ely - Training Director - (515) 270-6965

Dan Ness - Training Instructor - (319) 721-0431

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$27.08     | \$44.72            |
| Des Moines   | \$27.82     | \$43.84            |

# Turn Your Construction Job into a Construction Career

Iowa Laborers' Education and Training Fund trains the apprentices and members of Iowa Laborers' locals 177, 43, and 538 with a particular set of diverse skills that they use on the job whether that job be new construction, remodel, or demolition.

A variety of tasks are made up their work day including

- Asphalt
- Black Top
- Sewers
- Bridges
- Heavy and Highway Construction
- Pipeline
- Concrete Paving
- Placement
- Curb and Gutter
- Erecting Scaffolding
- Flagging and Controlling Traffic
- Job Site Clean-Up
- Material Handling
- Stocking Jobs with Materials
- Rigging and Signaling
- Concrete Cutting
- Earth Compaction
- Pavement Breaking
- Landscaping
- Operation of Cutting Torches
- Sandblasting
- Specializing in Heavy and Detailed Demolition
- Environmental Remediation  
(Removal of Asbestos, lead mold and hazardous waste) which requires more in depth specialized training in the Process of Removal, Set up of containment and use of Personal Protection Equipment.



Iowa Laborers' Education and Training Fund  
1707 N 14th St  
Indianola, IA 50125



## Linemen

As a lineman, you'll be involved in the construction and maintenance of overhead and underground power lines. You'll learn the skills needed to work on substations and switchyards, as well as distribution and transmission circuits up to 500,000 volts.

**Missouri Valley Line Constructors Apprenticeship & Training**  
Apprenticeship opportunities exist in three program areas.

- ▶ Lineman Program
- ▶ Traffic Signal Technician Program
- ▶ Substation Technician Program

### Lineman

Linemen build and maintain electrical power systems. They do all the work from the point of generation (power plants) all the way to the customer's meter. The lines may be on overhead structures (up to 300') or in underground vaults or trenches. They may be in rural and metropolitan areas.

### Traffic Signal Technician

A traffic signal technician possesses the skills and knowledge to do everything from erecting structures to developing special circuits and/or sequencers to enhance signal operations, installing control devices to working with computerized communication cables.

### Substation Technician

Substation technicians play a vital role in ensuring that businesses, institutions and homeowners have the electrical power needed to maintain their operations.

### Learn More

Missouri Valley Line Constructors JATC - Des Moines - [mvalleyjatc.org](http://mvalleyjatc.org)  
Wes Roberson - Apprenticeship Coordinator (515) 961-5062

| Career                    | Hourly Wage       | Nearest Location |
|---------------------------|-------------------|------------------|
| Lineman                   | \$30.12 - \$50.20 | Des Moines, IA   |
| Traffic Signal Technician | \$21.95 - \$36.59 | Omaha, NE        |
| Substation Technician     | \$30.12 - \$50.20 | Des Moines, IA   |

## Millwrights

Millwrights are elite construction professionals who have exceptional skills to work primarily with machinery and equipment requiring precision. Millwrights install, maintain, diagnose, and repair equipment such as compressors, pumps, conveyors, gas and steam turbines, monorails, and extruders.

### Millwright Apprenticeship Training Program

Millwrights and Technical Engineers receive training in:

- ▶ Use of tools
- ▶ Layout
- ▶ Experience with machinery
- ▶ Experience involving engineering principals, optical instruments, and related information with blueprints
- ▶ Maintenance of machinery and equipment
- ▶ Welding

### Apprentice Requirements

- ▶ Must be at least 18 years of age
- ▶ Must have high school diploma
- ▶ Must submit a copy of birth certificate
- ▶ Must have an interest and aptitude for the craft
- ▶ Must have a good aptitude for mathematics

### Learn More

Millwright Local 2158 - Cedar Rapids/East Moline - [millw2158.com/apprenticeships](http://millw2158.com/apprenticeships)

Dan Ketchum - Apprenticeship Coordinator (563) 332-3595

Millwright Local 1463 - Des Moines

Anthony Fasano - Apprenticeship Coordinator (515) 265-3467

| Location                     | Hourly Wage | Total Wage Package |
|------------------------------|-------------|--------------------|
| Cedar Rapids/<br>East Moline | \$33.70     | \$61.33            |
| Des Moines                   | \$34.03     | \$55.17            |





## Operating Engineers

Operating Engineers operate and maintain heavy construction equipment such as cranes, backhoes, loaders, scrapers and bulldozers for use in the construction of buildings, factories, roads, dams, power plants and bridges.

### Operating Engineers Apprenticeship Program

Operating Engineers are masters of a variety of equipment. A broad range of skills keeps IUOE members employable, since employers' needs vary from project to project.

The training program is operated on a 280 acre site southeast of Indianola, Iowa, which provides classroom and hands-on training.

- ▶ Apprentices participate in a three-year (6,000 hrs.) program of training — consisting of 192 hours of correspondent training, 240 hours of classroom instruction, and the balance in on-the-job hands on training.
- ▶ Entrance into the Apprenticeship Program requires completion of forty hours of pre-apprenticeship training at the training facility.
- ▶ Applications are available online at [www.local234.com/apprenticeship-training](http://www.local234.com/apprenticeship-training) (Local 234) [www.asiplocal150.org](http://www.asiplocal150.org) (Local 150)

### Learn More

Operating Engineering Local 234 - Cedar Rapids & Des Moines [local234.com](http://local234.com)

Ryan Hollinrake - Apprenticeship Coordinator (641) 942-7112

| Location     | Hourly Wage       | Total Wage Package |
|--------------|-------------------|--------------------|
| Cedar Rapids | \$30.04 - \$36.65 | \$48.49 - \$55.10  |
| Des Moines   | \$29.78 - \$34.65 | \$49.23 - \$54.10  |

## Painters & Drywall Finishers

Residential, industrial and commercial painters prepare surfaces and apply paint to walls and moldings, indoors and out. Industrial work may include bridges, tanks, powerhouses, sandblasting and spray painting. Commercial work can involve painting/brush and roll, and wall covering.

### Painters & Allied Trades Apprenticeship Program

The apprenticeship term is four years of classroom training for a minimum of 144 hours per year, one day per week. In addition, apprentices work 6,400 hours of on-the-job training. Classroom instruction covers:

- ▶ Work preparation/Tools and materials/ Equipment/Safety
- ▶ Woodworking
- ▶ Blue Print Reading
- ▶ Wallcoverings
- ▶ Spray Painting/Sandblasting
- ▶ Decorative Finishes

Applications accepted year-round. An apprentice's starting wage package starts at 50% of Journeyworker wages, with incremental increases throughout the apprenticeship. An apprentice receives benefits such as health insurance and a pension.

### Learn More

Painters & Drywall Finishers Local 1178 - Cedar Rapids - [iupatdc81.org](http://iupatdc81.org)  
 Josh Ehrmann - Coordinator - (309) 737-4434

Painters & Allied Trades #246 - Des Moines - <https://centraliowabuildingtrades.org/affiliated-local-unions/local-union-details/international-union-of-painters-and-allied-trades-local-246>  
 Jason Drummand - Instructor/Coordinator - (515) 210-6377

Painters Local 1178 - Quad Cities - [iupatdc81.org](http://iupatdc81.org)  
 Howard Baker - Apprenticeship Coordinator - (515) 322-5009

| Location               | Hourly Wage | Total Wage Package |
|------------------------|-------------|--------------------|
| Cedar Rapids           | \$28.30     | \$39.23            |
| Des Moines             | \$29.43     | \$44.81            |
| Quad Cities Painters   | \$30.00     | \$49.14            |
| Quad Cities Drywallers | \$30.00     | \$49.14            |





## Plumbers & Steamfitters

Plumbers design, install and maintain sanitary, storm, water supply and gas service lines, plumbing fixtures and mechanical equipment. Steamfitters install and service pipes and measuring devices in water and steam-pressure systems, air-conditioning and refrigeration systems, and power and fuel facilities.

### Plumbers & Steamfitters Apprenticeship Program

Apprentices will work for one signatory contractor 40 plus hours per week and attend school six weeks per year. While attending plumbing classes apprentices will be educated on installation, service, and repair of water, gas, sewer, and drainage systems. After completing these classes each apprentice will have the knowledge to complete the state of Iowa plumbing exam. There is also a 40 hour backflow class.

Applications are available online at [ua33jadc.org/training](http://ua33jadc.org/training).

### Learn More

Plumbers & Pipefitters Local 125 - Cedar Rapids - [ua125jadc.com](http://ua125jadc.com)  
Liam Wilkins - Apprenticeship Coordinator - (319) 362-9259

Plumbers, Steamfitters & HVAC Technicians #33 - Des Moines - [ua33jadc.org](http://ua33jadc.org)  
Jerry Lindquist - Apprenticeship Coordinator - (515) 244-1346

Plumbers & Pipefitters #25 JATC - Quad Cities - [ua.org](http://ua.org)  
Chuck McKnight - Apprenticeship Coordinator - (309) 788-4159

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$41.24     | \$61.77            |
| Des Moines   | \$41.70     | \$64.60            |
| Quad Cities  | \$41.70     | \$67.22            |

# Plumbers & Pipefitters Local 125 of Eastern Iowa



**1839 16th Ave. SW**  
**Cedar Rapids, Iowa 52404**  
**319-365-0413**  
**Ualocal125.org**

## Teamsters

The Teamsters Union is North America's strongest and most diverse labor union. There are nearly 1,900 Teamster affiliates throughout the United States, Canada, and Puerto Rico. Teamsters stand ready to organize workers who want to bargain collectively. The Teamsters Union also performs vital tasks in such areas as pension management, safety and health, community outreach, governmental affairs and communications. For more than a century the Teamsters have been a public voice for the rights and aspirations of working men and women and a key player in securing them. Hourly wages and benefits varies by industry.

### Learn More

Teamsters Local 238 - Cedar Rapids - [teamsters238.com](http://teamsters238.com)  
Zach Peterson - Representative - (712) 363-3173

Teamsters Local 371 - Quad Cities - [teamsterslocal371.com](http://teamsterslocal371.com)  
Andrew Hoshstetler - Representative - (309) 787-4456

Teamsters Local #554 - Omaha, NE - [local554.org](http://local554.org)  
(402) 331-0550





## Plasterers & Cement Masons

Plasterers mix and apply coats of standard and decorative plasters, inside and out. Cement masons smooth/finish exposed concrete surfaces on walls, floors, steps, sidewalks, driveways and roads.

### OPCMIA NPIJATF Job Corps

If you're still in high school or a recent graduate with no experience in the building trades, the OPCMIA's partnership with the federal government's Job Corps program, the National Plastering Industry's Joint Apprenticeship Trust Fund (NPIJATF), enables you to join a pre-apprenticeship program that will give you a leg up in entering the craft.

### OPCMIA International Training Fund's Apprenticeship Program

Applying plaster and placing and finishing concrete are highly-skilled crafts requiring career-long training, from apprenticeships for workers entering the trade to upgrading and safety courses that keep journeypeople at the top of their profession. The OPCMIA International Training Fund (ITF) provides training and apprenticeship programs to maintain the time-honored traditions of the craft while advancing with cutting edge technology.

### Learn More

Cement Masons #561 - Robins - [cricbt.org](http://cricbt.org)  
Adam Nevins - Apprenticeship Coordinator (515) 266-1668

Plasterers & Cement Masons #21 - Des Moines - [opcmia.org](http://opcmia.org)  
Adam Nevins - Apprenticeship Coordinator (515) 266-1668

| Location     | Hourly Wage | Total Wage Package |
|--------------|-------------|--------------------|
| Cedar Rapids | \$32.09     | \$51.50            |
| Des Moines   | \$29.94     | \$49.29            |

## Roofers & Waterproofers

Install roofs on structures with a variety of materials, including shingles, slate and tile, hot tar, rubber, plastics and composites.

### Roofer & Waterproofer Apprenticeship Training Program

The apprenticeship training is directed by a committee of employers and the union, working together to insure all workers are fully trained in all aspects of the trade.

Apprentices spend a minimum of 144 hours of classroom training each year for three years, and 4800 hours of on-the-job training with a mentor during the apprenticeship term.

Safety training includes but is not limited to OSHA 10, OSHA 30, rigging, signaling, and hazardous communications.

### Learn More

Roofers #142 - Des Moines - [rooferslocal142.com](http://rooferslocal142.com)  
Dan Ferch - Apprenticeship Coordinator - (515) 779-9550

Roofers & Waterproofers Local 182 - Marion - [rooferslocal182.com](http://rooferslocal182.com)  
Mike Klaman - (319) 310- 9186

| Location            | Hourly Wage | Total Wage Package |
|---------------------|-------------|--------------------|
| Marion/Cedar Rapids | \$28.28     | \$45.68            |
| Des Moines          | \$30.50     | \$45.28            |





## Sheet Metal Workers

The sheet metal industry is the only trade that designs, manufactures, and installs its own products. Skilled craftspeople take ordinary types of flat metal and make them into specialized metal products. Members of the trade are proud of its special distinction: They not only build - they create.

Sheet Metal Workers build products from sheets of steel, aluminum, copper and other metals, and install the finished products. They are responsible for heating, air conditioning and ventilation of commercial buildings and homes. They also design and fabricate fascia, flashing, awnings, gutters and metal roofs, as well as kitchen equipment and exhaust systems.

### Sheet Metal Workers Apprenticeship Program

The apprenticeship is a five-year program that includes classroom training while working full-time with an industry professional. Once accepted into the Apprenticeship, an individual is guaranteed career placement within the industry.

#### Acceptance Process

- ▶ Submit an application complete with birth certificate, high school transcripts or GED equivalency.
- ▶ Take the National Careers Readiness Certificate exam. You must receive a minimum score of Silver to be eligible for an interview.
- ▶ There is a pre-apprenticeship program option as well.

#### Learn More

Sheet Metal Workers Local 263 - Cedar Rapids - [smart263.org](http://smart263.org)  
Mike McCullough - Apprenticeship Coordinator - (319) 533-1389

Sheet Metal Workers #45 - Des Moines - [smw45.com](http://smw45.com)  
Larry Ferriss - Apprenticeship Coordinator - (515) 262-7421

| Location                   | Hourly Wage | Total Wage Package |
|----------------------------|-------------|--------------------|
| Cedar Rapids/<br>Iowa City | \$38.73     | \$61.80            |
| Des Moines                 | \$39.23     | \$62.51            |

## Sprinkler Fitters

Sprinkler fitting consists of installing, testing, inspecting, and certifying of automatic fire suppression systems in all types of structures. Sprinkler systems installed by sprinkler fitters can include the underground supply as well as integrated overhead piping systems and standpipes.

### Sprinkler Fitters Apprenticeship Program

The JATC program is a five-year program with on the job training and a 19 course correspondence through a nationally recognized college. Following a six-month probationary period, apprentices become members of Local 669.

Every six months of the program students have a progress review in both on-the-job applications and training courses. Satisfactory progression means advancement to the next classification and a wage increase.

#### Training Program Qualifications

- ▶ Must be at least 18 years old
- ▶ Must have High School Diploma or GED
- ▶ Must be physically fit to do the work of the trade
- ▶ Must be able to pass appropriate drug test and medical exam

#### Learn More

Sprinklerfitters Local 669 Dis. 23 - Omaha, NE - [sprinklerfitters669.org](http://sprinklerfitters669.org)  
Tony Zakaras - Representative - (531) 203-0398

| Location | Hourly Wage | Total Wage Package |
|----------|-------------|--------------------|
| Iowa     | \$41.15     | \$66.40            |



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