

2025 ANNUAL REPORT

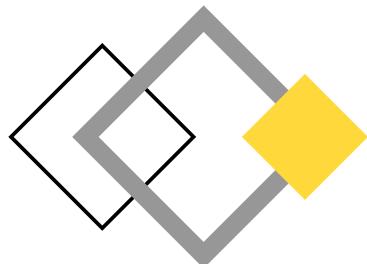
Craft Your Path



TRADEFUTURES

TABLE OF CONTENTS

| | |
|---|----|
| • <i>A Message from Our Executive Director</i> | 3 |
| • <i>2025 By the Numbers</i> | 5 |
| • <i>Our Mission and Vision</i> | 6 |
| • <i>Year in Review: Advancing Our Strategic Priorities</i> | 8 |
| • <i>Looking Ahead</i> | 17 |
| • <i>Our Partners and Supporters</i> | 18 |
| • <i>Appendix of Programs</i> | 20 |



A MESSAGE FROM OUR EXECUTIVE DIRECTOR

In 2025, Ebony Dickerson, a graduate of the Minneapolis Building Strong Communities Apprenticeship Readiness Program in Minneapolis, was selected as a TradesFutures Rising Leader. She, along with a cohort of Apprenticeship Readiness Program graduates, attended the Tradeswomen Build Nations Conference, building the next generation of talent across the construction workforce.

Today, Ebony is the Principal of Solomon Finishers, LLC, a Black woman-owned, union-signatory company, and a proud member of IUPAT District Council 82. She has created a business grounded in excellence, opportunity, and mentorship, while championing pathways for young apprentices and women of color pursuing construction careers.

Stories like Ebony's reflect both the promise and the responsibility of this moment.

Over the past year, TradesFutures reached an important inflection point. Our network has grown to include more than 270 Apprenticeship Readiness Programs nationwide, serving thousands of individuals seeking access to union construction careers. With that growth has come greater clarity about where our work is most needed and where we are uniquely positioned to lead.



Ebony Dickerson

In 2025, we strengthened our foundation by investing in the core systems and operations that support apprenticeship readiness programs day to day, from technical assistance and credentialing to streamlined digital infrastructure. We successfully implemented of our federally funded programs and expanded access in communities across the country. We grew philanthropic and programmatic partnerships through the Families and Workers Fund, Yelp Foundation, and others, enabling deeper investment in program quality, equity, and outcomes.

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

We also advanced key initiatives that extend the reach and influence of our work. This includes assuming stewardship of Tradeswomen Build Nations and advancing the Infrastructure Pathways Project, a national initiative led in partnership with Equal Rights Advocates that helps cities, states, and local building trades councils translate workforce policies tied to major infrastructure investments into real opportunities for workers and communities.

This year also marked the launch of a new strategic plan, shaped by extensive input from programs, partners, board members, and stakeholders across the field. The plan reflects both an honest assessment of where we are and a shared commitment to where we are headed — sharpening our focus on outcomes and positioning TradesFutures to play a stronger role as a national intermediary, convener, and partner in the years ahead.

None of this work happens alone. TradesFutures' impact is built through collaboration with apprenticeship readiness programs, unions, employers, community organizations, funders, and policymakers who share a commitment to expanding equitable access to family-sustaining careers. As we look ahead, we do so with confidence in what this community can accomplish together and gratitude for your partnership in this work.



Marina Zhavoronkova
Executive Director
TradesFutures

2025 BY THE NUMBERS

- **270+ apprenticeship readiness programs** spanning 34 states
- **17 new programs** launched across 9 states
- **540,000+ hours of training** delivered to program participants
- **7,700+ participants** served
- **3X growth in participants** served over the past 5 years
- **24 Train-the-Trainer sessions** delivered nationwide
- **192 instructors** trained to support consistent, high-quality ARP instruction
- **700+ attendees** across monthly community of practice calls

To better understand what supports strong apprenticeship readiness outcomes, TradesFutures conducted its first network-wide survey of Apprenticeship Readiness Programs in 2025. The highlights below reflect perspectives from programs across our network and help inform how we strengthen program quality, support, and continuous improvement.

- **90%** of programs surveyed report that increasing access to construction careers for underrepresented communities is a main reason they established their ARP
- **80%** of programs surveyed have found TradesFutures' support to be either very or somewhat helpful over the past year
- **95%** of programs surveyed are confident in their program's ability to meet its goals next year
- **78%** report strong relationships with their area's Building Trades Council and/or local union affiliates
- **93%** of those surveyed report a goal of growing their placement rates
- **40%** of those surveyed currently engage with TradesFutures on programmatic best practices and/or technical assistance, and **30%** would like to engage more

"2025 was a pivotal year for TradesFutures as we grew our initiatives, expanded ARP programming, and broadened access to the trades to ensure our critical programs deliver real results for the industries and communities that count on us."

- Sean McGarvey, TradesFutures Board Chair and NABTU President

OUR MISSION AND VISION

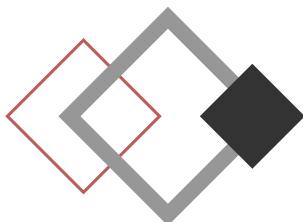
Our Mission

At TradesFutures, we believe everyone deserves the chance to build a secure future. We expand pathways to union apprenticeships and family-sustaining construction careers, remove barriers for underrepresented communities, and champion proven practices that work. Through our award-winning, nationally recognized Multi-Craft Core Curriculum (MC3), expanding network of apprenticeship readiness partners, convening platform, and national leadership in policy and partnerships, we connect people, programs, and communities to create lasting opportunity.

Our Vision

A nation where every person, regardless of background, has a clear pathway into a union construction career. This mission and vision reflect both TradesFutures' roots — stewarding trusted apprenticeship readiness programs nationwide — and our future: helping shape the systems, standards, and partnerships that make equitable access to union careers possible at scale.

In the next section, we reflect on how TradesFutures began implementing this framework in 2025 and lay the groundwork for 2026 and beyond.



Program Spotlight: Placement Best Practices in Austin, TX and Oak Ridge, TN

The Austin Apprenticeship Readiness Program is a multi-craft program operated directly by UA Local 286, serving recent high school graduates and work-ready adults. This program model — rooted within the local union — has supported consistently strong placement outcomes.

Over the past two years, the program has placed approximately 80% of participants into Registered Apprenticeship Programs. Operational since 2020, the Austin ARP has established itself as a network leader in placement, reflecting the strength of its program design and close alignment with apprenticeship opportunities.

In Oak Ridge, the East Tennessee Apprenticeship Readiness Program (ETARP) has developed a program model that supports strong placement outcomes for participants. ETARP is operated by the Cooperative Agreement of Labor and Management (CALM), a partnership between the Knoxville Building Trades Council and signatory employers.

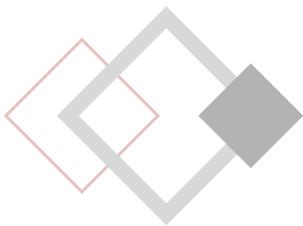
This labor-management partnership has contributed to exceptional placement rates of nearly 71% since 2023, with cohorts placing up to 90% of participants — demonstrating how coordinated relationships between unions and employers can strengthen pathways into Registered Apprenticeship.



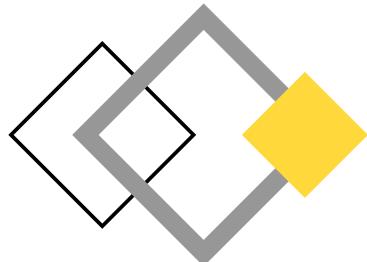
Graduates of The Austin Apprenticeship Readiness Program



Students during an ETARP class



YEAR IN REVIEW: ADVANCING OUR STRATEGIC PRIORITIES



Priority 1: Advance Excellence in Apprenticeship Readiness Programming

TradesFutures is focused on safeguarding the national consistency and quality of apprenticeship readiness programming by supporting programs day to day, strengthening quality assurance, and advancing practices that improve outcomes across the network.

Supporting Program Excellence at Scale: Progress in 2025

In 2025, TradesFutures supported more than 270 Apprenticeship Readiness Programs (ARPs) serving over 7,700 students nationwide through technical assistance, MC3 credentialing, and real-time program support. As the network grew, we streamlined operations and strengthened online systems to improve access to resources while maintaining high standards for quality and consistency.

In Spring 2025, TradesFutures launched the Placement Best Practices Initiative, supported by the Families & Workers Fund, to better understand placement barriers and identify practices tied to stronger outcomes. Alongside early planning to modernize the Multi-Craft Core Curriculum (MC3), this work advances system-level improvement, with findings and next steps to be released in Spring 2026.



From Insight to Action: Strengthening Standards and Curriculum - What's Next in 2026

In 2026, we will build on this foundation by:

- Advancing clearer, shared standards that strengthen placement and program quality
- Launching our curriculum modernization work and engaging external partners, including the continued development of new modules focused on AI and other industry-specific topics
- Using data and field learning to inform continuous improvement across the network

Priority 2: Build Local and National Networks for Inclusive Recruitment

We are strengthening local and national networks that expand access to union construction careers — working with our existing union, employer, and community partners to foster peer learning, embed apprenticeship readiness into recruitment strategies, and build equity partnerships that connect underrepresented talent to opportunity.

Strengthening Networks that Expand Access: Progress in 2025

In 2025, TradesFutures became the organizational home for TWBN and with continued host sponsorship from North America's Building Trades Unions, convened the 15th annual conference in Chicago and welcomed 6,000 tradeswomen and industry partners for leadership development, skills training, and peer connection.

Building on this work, TradesFutures launched the TWBN Rising Leaders Program with Milwaukee Tool, sponsoring nine Apprenticeship Readiness Program graduates to attend the conference, and continued equity-focused workforce partnerships, including a Southern Company-supported HBCU Internship Program. Together, these efforts strengthen connected networks that support inclusive recruitment, leadership development, and long-term success in the trades.



Program Spotlight: Partnership to Opportunity in Pittsburgh, PA

Through the Department of Labor Cooperative Agreement, TradesFutures supports local Apprenticeship Readiness Programs by strengthening partnerships with community-based organizations. In Pittsburgh, this work deepened collaboration between the Urban League of Greater Pittsburgh and Pittsburgh Gateways' Introduction to the Construction Trades program, including doubling participant stipends from \$25 to \$50 to reduce financial barriers.

Antonio, a Pittsburgh native, completed the program in March 2025 after returning home from 24 years of incarceration. Encouraged by a friend, he enrolled shortly after his return and was accepted into the Laborers Union within months —now using his experience to show how support and opportunity can lead to a new future.

Deepening Partnerships and Shared Recruitment Strategies - What's Next in 2026

In 2026, we will build on this momentum by:

- Strengthen Tradeswomen Build Nations as a national leadership and recruitment platform
- Deepen collaboration among ARPs, unions, employers, and community partners
- Expand shared learning and peer connection to support access and retention

Priority 3: Lead the National Movement for Expanded Access

As TradesFutures enters its next phase, this priority reflects the importance of shaping the broader conversations and systems that influence ARPs and access to union construction careers. 2025 marked an important year of defining TradesFutures' role as a national voice, convener, and partner in policy and workforce development discussions.

Supporting Program Excellence at Scale: Progress in 2025

In 2025, TradesFutures strengthened how Apprenticeship Readiness Programs are supported, recognized, and understood; connecting local program success to broader visibility and influence. We expanded communications tools and technical assistance to support recruitment and community engagement, including a centralized Resources Hub with toolkits and templates, monthly marketing meetings, and hands-on tutorials focused on branding, storytelling, and social media.

At the national level, TradesFutures elevated program leaders and participants through initiatives such as #TradeswomanoftheWeek, ARP Rockstars, and Bright Futures spotlights, while also contributing to national research and policy conversations. This included participation in workforce development forums like EarnCon 2025 and inclusion in a first-of-its-kind Illinois Economic Policy Institute study on pre-apprenticeship outcomes, reinforcing TradesFutures' growing role in linking program-level practice to national learning and influence.



Program Spotlight: Visibility That Drives Results in Houston, Texas

The Houston Gulf Coast Apprenticeship Readiness Program has established itself as a model within the TradesFutures network through its strong marketing and outreach efforts, including coverage by a local news network that increased visibility and expanded its applicant pool. While hundreds of individuals apply to each cohort, the program selects just 25-30 participants through a rigorous screening process, helping ensure strong alignment and readiness.

These practices have contributed to a high placement rate of approximately 70% for participants. The program offers direct entry into seven trades and facilitates pathways into four additional trades, strengthening access to Registered Apprenticeship and long-term career opportunities.

Setting the Stage for National Leadership - What's Next in 2026

In 2026, TradesFutures will begin translating this priority into action by focusing on:

- Clarify TradesFutures' role as a national convener and trusted partner through publications
- Host a June national convening focused on shared learning and best practices
- Shape policy and funding conversations around apprenticeship readiness

Priority 4: Secure Sustainability and Build Operational Infrastructure

We are building the financial strength, staffing capacity, and operational infrastructure required to support TradesFutures' growth and ensure long-term sustainability.

Strengthening the Foundation for Scale: Progress in 2025

In 2025, TradesFutures strengthened the organizational foundation needed to support its expanding role and impact, including continued progress in diversifying and growing its funding base. A major milestone was securing our first major philanthropic grant, alongside additional support from partners such as the Yelp Foundation. These investments improved near-term stability and positioned TradesFutures to cultivate long-term philanthropic and institutional relationships, complemented by modest, consistent revenue from MC3 administration.

At the same time, TradesFutures invested in leadership and operational capacity, adding senior leadership and dedicated program support. In May, Marina assumed the role of Executive Director, providing continuity and clarity at a pivotal moment. Together, these investments reflect a deliberate shift toward building the structure and team needed to operate effectively at national scale. **[Meet the full team here.](#)**



Source:apprenticeshipreadinessfund.org

Program Spotlight: Systems that Scale Access in Los Angeles, CA

The Los Angeles Apprenticeship Readiness Fund (ARF) was launched in 2017 by the Los Angeles and Orange County Building Trades Council to coordinate and operate apprenticeship readiness programming at scale. Today, the ARF oversees 26 Apprenticeship Readiness Programs across Los Angeles County.

By leveraging employer relationships, union partnerships, and supportive local and state policies, ARF has placed more than 1,850 participants into Registered Apprenticeship Programs, demonstrating how coordinated, system-level approaches can expand access to union construction careers.

Building the Systems Needed for Sustainability - What's Next in 2026

In 2026, we will continue to build on this foundation by:

- Growing and diversifying revenue to support long-term sustainability
- Expanding organizational capacity to support national scale
- Strengthening internal systems that enable effective stewardship and accountability

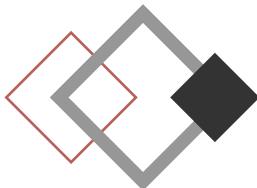
"TradesFutures' inspiring work demonstrates what's possible when training is both worker-centered and aligned with opportunity. The Families and Workers Fund is proud to support their innovative model that equips workers and learners to succeed in family-sustaining construction careers." -
Sarah Mostafa, Program Director, Families and Workers Fund

Financial Snapshot

TradesFutures' financial statements are audited annually by an independent accounting firm. The organization's 2024 audit resulted in no findings, reflecting strong financial controls and sound fiscal management. You can view our 2024 990 [here](#).

In 2025, TradesFutures maintained a balanced operating budget of \$4.5 million. Of this amount, over \$2 million represented restricted funding, primarily supporting programming for 14 Apprenticeship Readiness Programs and partners through the National Urban League.

These resources were stewarded in alignment with organizational priorities to support program quality, sustainability, and long-term impact.



Foundations in Action

Across all four strategic priorities, two foundational capacities underpin our ability to deliver impact at scale: Data & Measurement, and Storytelling & Communications. Together, they ensure our work is both accountable and visible, pairing rigorous outcomes tracking with the lived experiences of participants and programs across our network.

Data & Measurement: Strengthening Accountability and Learning

As TradesFutures' network has grown, so has the importance of capturing more complete and consistent data about participant outcomes. Expanding access to union construction careers requires not only reaching more people, but understanding what happens next — from placement and retention to longer-term career trajectories.

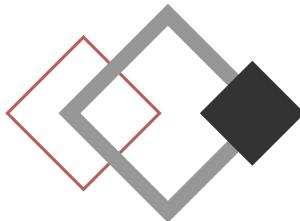
In 2025, we prioritized achieving more expansive outcome tracking across ARPs, with a focus on improving reporting completeness and consistency. Strengthening data systems is essential for identifying patterns, surfacing effective practices, and ensuring resources are directed where they can have the greatest impact.

This work also supports broader field learning. Strong data enables TradesFutures to build the foundation for shared accountability and continuous improvement, enabling programs, unions, and funders to better understand what supports successful transitions into union careers.

Storytelling & Communications: Elevating Voices and Building Connection

Data alone does not tell the full story of opportunity and impact. Equally important is the ability to elevate the voices of participants, instructors, and programs, and to connect individual experiences to the systems that shape workforce pathways.

In 2025, TradesFutures continued to invest in storytelling as a strategic tool, using participant and program stories to highlight what equitable access to union careers looks like in practice. These stories help bring data to life, illustrate the real-world impact of partnerships, and reinforce the importance of inclusive recruitment and support. We are pleased to share some of these stories throughout this report.



Spotlight on 2025: Stories of Inclusive Recruitment from Our Network



Brandon Nabbity

Across our network, TradesFutures supports 48 justice-involved and six women-focused Apprenticeship Readiness Programs, empowering 489 justice-involved graduates and 748 female graduates in 2025. Together, these programs demonstrate how targeted partnerships and inclusive pathways can open doors to sustainable, family-supporting careers in the trades.

Graduates of the High Desert Correctional Facility's Apprenticeship Readiness Program in Southern Nevada are building second chances through careers in the trades — gaining skills, stability, and a renewed sense of possibility after incarceration.

For Brandon Nabbity, now a third-year apprentice with UA Local 525, the program provided a foundation for long-term stability. As he prepares to welcome a child, Brandon has been able to purchase a home with his mother and begin planning for the future with his partner — milestones he credits to the confidence and skills gained through the apprenticeship pathway.

Ray Cline, a fifth-year apprentice with UA Local 525 who is on track to become a journeyperson this June, shared how nearing the completion of his apprenticeship has expanded his opportunities. In addition to earning advanced certifications, Ray is planning for his financial future through pension and retirement savings, and has been able to envision a stability he had not previously imagined.



Ray Cline

Spotlight on 2025: Stories of Inclusive Recruitment from Our Network

Women-focused programs across the network are similarly opening new pathways. Davina Bear, an apprentice with IBEW Local 354 and a graduate of the Karen Mayne ARP with Utah Women in Trades, transitioned from childcare into the electrical trade, inspired by her mother's career as an Operating Engineer. She has since been recognized statewide for her dedication and now mentors new ARP graduates.

Jennifer Santana is an apprentice with SMART Local 105 and graduate of HireLAX ARP, Los Angeles, CA. After working in office management and general construction, Jennifer found her passion in the trades through HireLAX. She has quickly gained recognition for her initiative, organization, and commitment to learning in the field.



Davina Bear



Jennifer Santana

LOOKING AHEAD

The work of expanding access to union construction careers is long-term, collective, and urgent. As TradesFutures looks ahead, our focus is clear: translating strong foundations into stronger, more consistent outcomes, while remaining responsive to the needs of programs, partners, and communities across the country.

The priorities outlined in this annual report reflect where TradesFutures is directing its energy in the years ahead. That includes strengthening program quality and placement outcomes, investing in the organizational capacity required for scale, deepening partnerships that expand inclusive recruitment, and stepping into a more visible national leadership role where our experience and network can add value.

Progress will continue to be measured not only by growth, but by what that growth makes possible: improved transitions into apprenticeship, greater retention, and clearer pathways into family-sustaining careers.

This next phase will require partnership. TradesFutures' impact has always been built through collaboration with apprenticeship readiness programs, unions, employers, community organizations, funders, and policymakers. We invite partners and supporters to join us in strengthening the systems that make opportunity durable.

Together, we can continue to build pathways that work, ensuring that more people, regardless of background, have a clear route into the union construction careers that power our communities and our economy.



The TradesFutures team in action.

OUR PARTNERS AND SUPPORTERS

Board of Directors

- **Sean McGarvey** – President, North America's Building Trades Unions
- **Michael Monroe** – Chief of Staff, North America's Building Trades Unions
- **Allison Ziogas** – Head of US Labor Relations, Ørsted
- **Jeff Peoples** – Chairman, President and Chief Executive Officer, Alabama Power Company
- **Brandon Bishop** – Secretary Treasurer, North America's Building Trades Unions
- **Melissa Wells** – Special Assistant to the President, North America's Building Trades Unions & Maryland State Delegate – 40th Legislative District
- **Thomas W. Ensminger, PMP** – Vice President, Union Labor Relations & Fossil / Industrial Projects Day & Zimmermann NPS
- **Rob Branyan** – Vice President of Labor Relations, Boldt

TradesFutures' work is made possible through the commitment and collaboration of a broad network of partners who share a belief in the power of union construction careers to create opportunity, stability, and equity.

We extend our sincere appreciation to the TradesFutures Board of Directors for their leadership, guidance, and stewardship. Their insight and commitment continue to shape the organization's direction and growth at a pivotal moment. We are grateful for the leadership of our Board Chair, Sean McGarvey, whose unwavering commitment to our mission and support of our staff, programs, and participants continues to inspire this work.

We are especially thankful for our foundational partnership with North America's Building Trades Unions (NABTU), whose leadership continues to champion the rights of construction workers and their families from all walks of life; and for the many Building Trades Councils, unions, and training partners who work alongside us to create clear pathways into registered apprenticeships and union careers nationwide.

OUR PARTNERS AND SUPPORTERS



We are deeply grateful to our funders, whose investment and trust enable us to strengthen apprenticeship readiness programs, expand access for underrepresented communities, and build the systems needed for long-term impact.

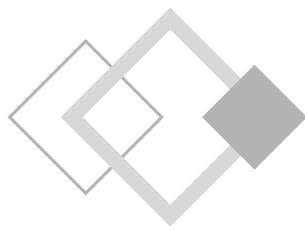
Your support fuels both the day-to-day work and the long-term vision reflected in this report.

Our impact would not be possible without the dedication of Apprenticeship Readiness Programs (ARPs) and the instructors, staff, and community-based organizations who deliver training, mentorship, and support on the ground every day. We are grateful for your leadership, innovation, and ongoing collaboration.

Finally, we thank the community organizations, equity partners, employers, and public agencies who contribute to this shared effort — helping ensure that access to union construction careers is inclusive, responsive, and rooted in local needs.

We are honored to work alongside each of you and look forward to continuing this shared work in the years ahead.

APPENDIX OF PROGRAMS



Alaska

- Yukon Koyukuk School District YouthBuild

Arizona

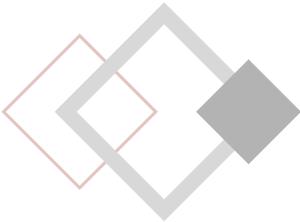
- Trades Build Futures – Phoenix
- Trades Build Futures – Tucson / Las Artes
- Trades Build Futures – Gila River

California

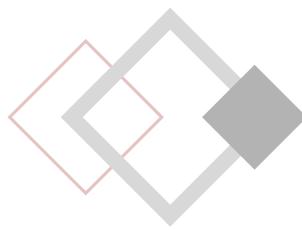
- Green Energy Training Services / Rising Sun Energy Center
- Contra Costa Adult School
- Cypress Mandela
- San Leandro Unified School District – Lincoln High School
- Livermore Valley Joint Unified School District
- Laney Community College
- Castlemont High School
- Del Valle High School
- California Department of Corrections and Rehabilitation
- Central California Women's Facility
- Folsom State Prison
- San Quentin Rehabilitation Center
- Folsom Women's Facility
- OH Close Youth Correctional Facility
- Richard J. Donovan Correctional Facility
- Ventura Youth Correctional Facility
- California Institution for Men
- California Institution for Women
- Contra Costa Office of Education – Juvenile Probation
- FutureBuild Academy
- RichmondBuild Academy
- Tri-Valley Regional Occupation Program

APPENDIX OF PROGRAMS

- Los Medanos Community College
- Briones Youth Academy – Mt. McKinley School
- Kennedy High School
- ValleyBuild Fresno, Madera, Kings and Tulare BCTC MC3
- Hoover High School
- DeWolf High School
- Fresno High School
- Duncan High School
- Sunnyside High School
- Humboldt Apprenticeship Readiness Program (Humboldt Del Norte BCTC- CalPoly-Humboldt University Partnership)
- ValleyBuild Kern, Inyo & Mono BCTC MC3
- Antelope Valley College
- Antelope Valley YouthBuild
- Anti-Recidivism Coalition
- Career Expansions
- Compton YB
- Flintridge Center
- Friedman Occupational Center
- LA Mission College
- Los Angeles Unified School District LA Tech Center
- Long Beach City College
- Maxine Waters Prep Program
- Rancho Santiago Community College
- Santa Ana College
- Santa Ana Unified School District
- Southwest College/Hire LAX
- Women in Non-Traditional Employment Roles
- ACE/RUTH YouthBuild - Canoga Park
- LAUSD North Hollywood High School
- CA Jobs Challenge
- LAUSD Richard N. Slawson Occupational Center
- Five Keys - Los Angeles
- Coalition for Responsible Community Development
- LAUSD West Valley Occupational Center
- Fenner Canyon Conservation Camp
- Mission Valley Regional Occupation Program



APPENDIX OF PROGRAMS



- NorthBay Trades Introduction Program
- Mid Valley MC3 – UA Local 228
- Tri-Counties Apprenticeship Preparation
- Santa Cruz County Office of Education
- Cabrillo Community College
- [CTWII] Vallejo High School
- Corning Union High School
- Los Rios Community College
- Consumnes River College
- Luther Burbank HS
- People Working Together
- Sacramento to Training and Employment Agency
- Highlands Community Charter and Technical Schools
- Arroyo Valley High School
- Life Lifters International
- Victor Valley College
- CET Colton
- San Bernardino Community College District
- Cajon High School
- College of the Desert
- Able-Disabled YouthBuild (Able2Work)
- San Diego Building Trades MC3 – Vista USD, Southwestern College, San Diego College of Continuing Ed, Imperial Valley Collge
- Sistas with Tools MC3
- Success Centers
- CityBuild
- YouthBuild San Joaquin
- San Joaquin Building Futures Academy/YouthBuild
- Merced County Office of Education
- San Mateo Trades Introduction Program
- Aragon High School
- Working Partnerships USA (WPUSA)
- Tuolumne County Collaborative Works (TCCW)
- [ValleyBuild] Stanislaus and Merced Counties
- San Luis Obispo Office of Education
- Youth Apprenticeship Readiness Accelerator (YARA)

APPENDIX OF PROGRAMS

Colorado

- Colorado School District 51 – Grand Junction
- Second Chance Center
- Colorado Building Trades Apprenticeship Readiness Program
- Sheridan High School

Connecticut

- CT DOC/Building Trades Pre-Release Training Pilot
- Naugatuck High School
- Torrington High School
- Connecticut Department of Corrections

Maryland

- Baltimore County Public Schools
- Raising the Bar

Florida

- Hillsborough County Public Schools
- Tampa Ironworkers Local 397 Pre-Apprenticeship Program
- Zephyrhills Christian Academy

Georgia

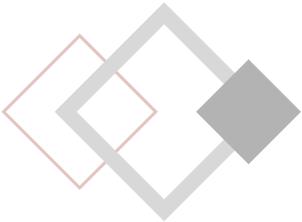
- Future Seekers Georgia Building Trades Academy
- Georgia Building Trades Academy (GABTA) Youth Build

Iowa

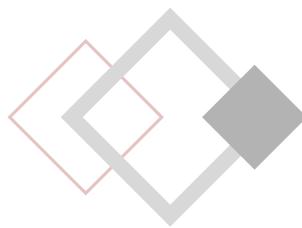
- University of Iowa Labor Center Quality Pre-Apprenticeship Program
- Forest Avenue Outreach - Pathways to Building Trades
- Central Campus, Des Moines Public Schools -Skilled Trades Academy
- Southeast Polk High
- Fort Dodge MC3
- Sioux City Schools
- Ottumwa Community School District

Illinois

- Lanphier High School
- PORTA High School Industrial Tech
- Hononegah Community High School



APPENDIX OF PROGRAMS



- Springfield Southeast High School
- Illinois Central College – HIRE360
- HIRE360
- Chicago Women in the Trades
- St. Paul Ministries
- Decatur Public Schools
- Workforce Investment Solutions – HIRE360
- Richland Community College – Illinois Works
- Parkland Community College – Highway Construction Careers Training
- East Central IL BCTC ARP
- Goodwill of Northern Illinois – HIRE360
- Teens Against Killing Everywhere
- Lewis and Clark Community College - HIRE360
- Southwestern Illinois College - HIRE360
- Tri-County Urban League Climate Works Program
- Career Pathways of Southern IL – Urban League of Metro St. Louis
- Peoria Public Schools
- Springfield Southeast Highschool

Indiana

- Indiana Plan

Louisiana

- Belle Chasse High School
- New Orleans Career Center
- CPWR Environmental Careers Worker Training Program – NOLA Trades
- Louisiana Green Corps

Massachusetts

- Building Pathways Boston
- Building Pathways South

Maine

- Nokomis Regional High School
- Brewer High School

APPENDIX OF PROGRAMS

Michigan

- Corunna High School
- Genesee Career Institute
- GST Michigan Works! American Job
- Fenton High School Pilot Program
- Linden High School Pilot Program
- Service. Employment. Redevelopment Metro YouthBuild
- Randolph Career Technical Center
- Dakota High School
- Workforce Development Institute – Access for All
- Women in Skilled Trades
- Detroit Training Institute
- Ypsilanti Community High School
- Barton Malow Holdings
- Mott Community College YouthBuild
- Michigan Women in Trades

Minnesota

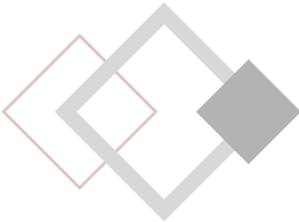
- Green New Deal Housing
- Building Strong Communities
- GAP School – The Change Inc
- Ujamaa Place
- Goodwill-Easter Seals YouthBuild
- Goodwill-Easter Seals Adult Program

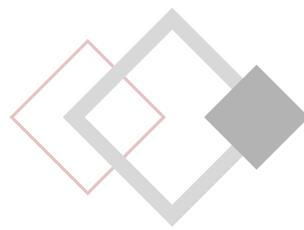
Missouri

- Kansas City Apprentice Ready Program
- Springfield Apprentice Ready Program
- Mid-MO Apprentice Ready Program
- St. Louis Building Union Diversity Program
- St. Mary's South Side Catholic High School

Montana

- Great Falls College





North Carolina

- North Carolina A. Philip Randolph Institute

North Dakota

- Dakota Prairie ARP – Nueta Hidatsa Sahnish College

New Mexico

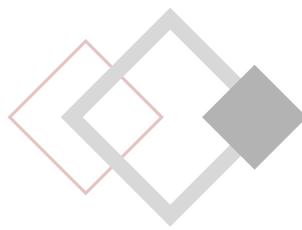
- Grants Cibola County Schools
- Taos High School
- Questa High School
- UA Local 412 ARP
- Archer Academy of Accelerated Learning – Albuquerque
- Pecos High School
- Bernalillo High School
- Northeastern New Mexico College and Career Consortium
- Mesa Vista High School – Intro to Trades
- University of New Mexico – Taos
- Northern New Mexico Branch Community College
- Los Alamos High School
- Coronado High School – Jemez Mountain School District
- Espanola Valley High School
- Escalante High School
- Integrated Education & Training MC3

Nevada

- Washoe YouthBuild – Children's Cabinet
- Northern Nevada Literacy Council
- Lyon County School District
- Washoe County School District

New York

- Buffalo Educational Opportunity Center – University at Buffalo
- Syracuse Build – Pathways to Apprenticeship
- Syracuse City Schools (Nottingham, Fowler, Corcoran Highschool)
- Oswego Build & Pathways
- Build n Beyond Capital District
- Mohawk Valley Build
- Upstate Union Pathways - Center for Employment Opportunities



- The Edward J. Malloy Initiative for Construction Skills
- Build n Beyond Hudson Valley
- Training Rochester Adults in Construction Skills
- Tompkins Build – Ithaca Area Economic Development

Ohio

- Building Futures of Southwest Ohio
- Cleveland Builds
- Columbus Building Futures
- Dayton-Miami Building Futures
- Toledo Public Schools
- UA Local 168 Marietta

Oklahoma

- Oklahoma City Apprenticeship Readiness Programs (Goodwill Central Oklahoma)

Oregon

- Baker School District
- Oregon Coast Community College
- Southern Oregon Builds Pre-Apprenticeship

Pennsylvania

- Loysville Youth Development School
- Mid-Atlantic Region] Women in Non-Traditional Careers
- Bucks County Community College
- Mid-Atlantic Region Vocational Internship Partnership Program
- Pittsburgh Gateways Corporation
- Re-Imagine Re-Entry
- Johnson-Shaw Foundation Pre-Apprenticeship Program

Rhode Island

- Building Futures Rhode Island
- Providence Career and Technical Academy
- Community College of Rhode Island

Tennessee

- Chattanooga ARP
- Music City Construction Careers
- East Tennessee Apprenticeship Readiness Program
- Knoxville RESET
- Midsouth Construction Careers (Memphis ARP)

Texas

- Austin UA Local 286
- Workforce Solutions Heart of Texas (Waco MC3)
- Del Valle Independent School District
- Workforce Investment Solutions Borderplex (El Paso MC3)
- Houston Gulf Coast ARP (Gulf Coast Built Rite Partnership)
- San Antonio MC3
- Texas Climate Jobs – Austin, Houston, Dallas/Fort Worth

Utah

- Utah Women in the Trades

Washington

- Pre-Employment Preparation Program
- Palmer Pathways

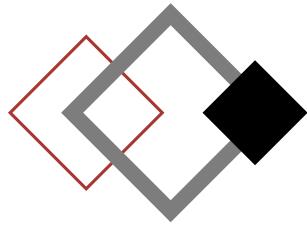
Wisconsin

- WRTP / BIG STEP
- Milwaukee Academy of Science
- Boys and Girls Club of Dane County – High School Program
- Destination Career Academy

West Virginia

- Human Development Foundation - Youth Build
- WV Schools of Diversion and Transition

Visit tradesfutures.org/about/apprenticeship-arp-map for the full list of Apprenticeship Readiness Programs websites, addresses and contact information.



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