

## IUOE Apprenticeship

The Operating Engineers offer three- to four-year apprenticeships with classes in related instruction and field training on actual equipment used in the trade.

Classes are given at world-class training sites across the United States and Canada. This, along with on-the-job training, allows you to learn and develop excellent skills at a rapid pace, preparing you for an exciting future in the IUOE.

Benefits include:

- Retirement plans to supplement Social Security
- Hospitalization and Medical Plans
- Upgrade Training
- Superior Journey-Level Wages



'I like the benefits and wages apprenticeship offers and the fact that I personally had a hand in building a structure that takes on a life of its own. It provides me with a life-long career, not just a job.'

- Rebecca Rothlein  
IUOE Apprentice



## International Union of Operating Engineers

The International Union of Operating Engineers (IUOE) represents over 410,000 working men and women in North America. They operate heavy construction equipment essential in building both nations; they also operate and maintain commercial complexes and buildings, such as schools, hospitals, offices, power plants and sports arenas. The IUOE is headquartered in Washington, DC, with over 135 local unions throughout the United States and Canada.



**International Union  
of Operating Engineers**

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# Women & Apprenticeship...

## A Winning Partnership!



## What Is Apprenticeship?

Apprenticeship is a combination of on-the-job training and related classroom instruction in which paid employees learn the practical and theoretical aspects of a highly skilled occupation. Apprenticeship is industry-based career training, meaning the industry determines the skills its employees will need and trains people to achieve that relevant knowledge.

Apprentices work for actual employers under the supervision of skilled workers known as journeypersons. Apprenticeships usually range from three to four years, depending on the skills and technical knowledge required in an occupation.

Apprentice wages are paid on a predetermined schedule that progressively increases during the term of apprenticeship. Increases occur with satisfactory progress in both related instruction and on-the-job training until wages reach the journeyman level. **Journey level wages average 35% higher than comparable non-union wages and provide a retirement and health care package unmatched by the non-union sector.**

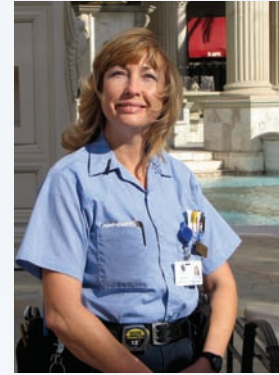
An apprentice who successfully completes a registered apprenticeship program will receive a Certificate of Completion from the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship, or a federally-approved State Apprenticeship Agency. Some registered programs also have dual accreditation through post-secondary institutions which apply credit for apprenticeship completion toward an Associate Degree.



## Why Apprenticeship?

In today's economy, most families have both spouses working to survive financially. By exploring a registered apprenticeship in the Operating Engineers, you have the opportunity to build a solid foundation that will lead to a satisfying career. You will be offered a challenge with good pay and benefits while you learn your craft.

Apprenticeship offers you a chance to excel beyond what you think you can do. A career in a non-traditional field like construction and the Operating Engineers will give you a chance to earn while you learn a hands-on trade that will benefit you and your family. **It Could Be For You... And the Pay is Often Better!** Opportunities are virtually unlimited when it comes to career choices with the Operating Engineers.



## Who Sponsors Apprenticeship?

Apprenticeship programs are sponsored and operated on a voluntary basis by partnerships between employers and labor unions, employers or employer associations. Sponsors oversee every aspect of these programs, from planning to actual administration.

Apprenticeship programs are registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship or a federally-approved State Apprenticeship Agency. Industry program sponsors determine job training standards, related instruction, wages, safety and health conditions according to federal guidelines and industry needs.

## What Are The Qualifications?

Each registered apprenticeship program sponsor establishes the minimum, job-related qualifications for entry into a program. Qualifications usually cover at least three areas:

- Education
- Aptitude
- Physical ability to perform essential occupational functions with/without reasonable accommodations.

Many programs require solid math and science skills.

All applicants and apprentices are treated equally throughout the recruitment, selection, employment and training process without regard to race, religion, sex or national origin.

