Building Union Diversity (BUD) Construction Training Program

The St. Louis Building and Construction Trades Council (BCTC) and the Building Union Diversity Program BUD) has assembled a team of more than eight (8) cooperating joint labor-management construction training programs (known as JATCs) to implement and manage a construction skills pre-apprenticeship training program. The BUD Program, now entering its 6th year, is launching careers in construction for previously un- and under-employed individuals from across the St. Louis region, with a particular focus on women and minorities.

Collectively, this group of U.S. Department of Labor (US-DOL) approved apprenticeship training programs, works with area Workforce Development Boards (WDBs) and non-profit job training organizations serving the un- and under-employed to identify candidates interested in pursuing careers in the construction industry. Once identified, assessed and assisted in obtaining basic job readiness and basic skills competencies required by the trades, candidates are enrolled in pre-apprenticeship training offered by BUD program partners for an intensive five (5) week-long skills training program.

BUD offers enrollees a comprehensive introduction to construction employment and careers and provides relevant national skills certification training, with a particular focus on job safety. Once participants have successfully completed training, they are enrolled in the BUD employer/contractor database. The database serves as a pool of pre-qualified workers at various skill levels and proficiencies and is used by the construction owners and others in supporting the workforce inclusion goals that they are expected to meet and/or exceed, particularly in public supported construction projects.

The BUD team includes core construction trades and their experienced JATCs with long histories of successful training and employment in middle-skills jobs in construction that offer excellent wages and benefits and career advancement. This team oversees the management, training, data collection, assessment, and certified skill training and evaluation components of the program.

The BUD Program team is committed to work with partnering owners and only offers training when entry-level jobs are available. Through its collaboration with contractors, WDBs, soft skill training providers, and other stakeholders, BUD is able to provide job and personal support services that offer participants and placed graduates the best possible chance for success. BUD also tracks that graduate success. This success is exemplified in its 87% placement rate during the first four years of the program.

The BCTC program team includes, among others:

- Brick Layers Joint Apprenticeship Training Program
- Carpenters Joint Apprenticeship Program
- Construction Craft Laborers Joint Apprenticeship Training Program
- International Brotherhood of Electrical Workers (IBEW) Local 1 Joint Apprenticeship Training Program
- Iron Workers Joint Apprenticeship Training Program
- Operating Engineers Local 513 Joint Apprenticeship Training Program
- Plumbers & Pipefitters Joint Apprenticeship Training Program
- Sheet Metal Workers Joint Apprenticeship Training Program
- Cement Masons Joint Apprenticeship Training Program
- Floor Layers Joint Apprenticeship Program

BUD Entry Requirements

- At least a High School degree or equivalent
- At least 18 years old
- Lift 30 lbs.
- Pass Drug Test
- Demonstrate Manual Dexterity
- Score at least a 5 on WorkKeys Math and Workplace Documents
- By end of program will need transportation

BUD Process Flow

- Recruit
- Interview
- Orientation Week (OSHA 10, Financial Literacy, Construction History, Construction Lingo/Ethics, Drug Testing)
- Visit Trade Apprentice Training Centers (4 Weeks)
- Graduation/Job Fair
- Placement

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