

Article 2

Unique  
Issues  
Of  
Apprentices

*Fact...*

“The apprentice is the future life-blood of your union local. “

*Fact...*

“Without them your local has a limited life span.”

With these statements as a given, the next truism is that the apprentice requires an extra degree of care and attention.

---

*Let's review some topics related to apprenticeship and building new long-term members:*

You Want To Grow Your Local.

In the past how has the union local grown? Do you understand where your apprentice has generally come from historically and will these traditional places still hold true or are there new trends to consider?

How To Motivate People To Become New Union Members.

Can you clearly outline the benefits that will make a difference to the prospective apprentice and convince them to join your union instead of a different one down the street?

Be prepared with some of the following...

- Effective marketing material developed and always available,
- The material should be available on your website, at your front door and with all of your organizers and business agents.

Apprentice Retention

You want your apprentices to feel “part of the family”, therefore be prepared to provide ongoing

- Information on the apprenticing program, the various steps required and the rewards of each step,
- Reinforcing literature on the unique benefits and requirements of membership,
- A designated person to keep in touch with the apprentices, to help them through the training process, etc
- On the job site the apprentices should work alongside a respected journeyman mentor
- When employer work reports are filed make sure you have a designated person to work with the apprentice on any issues the employer has outlined. Direct immediate corrective action can save a lot of pain and grief from accumulating to a future time.