

Oakland County Registered Apprenticeship

GUIDE



WELCOME

1.1	Messages from Leadership	3
1.2	How to Use This Guide	5

INTRODUCTION

2.1	What is Registered Apprenticeship?	7
2.2	How to Become a Registered Apprentice	11
2.3	Pre-Apprenticeship Programs and the Michigan Apprenticeship Readiness Certificate	13
2.4	Questions & Answers	17

CATALOG

3.1	Advanced Manufacturing	21
	CNC Operator	23
	Industrial Machinery Mechanic	24
	Machinist	25
	Maintenance Worker, Machinery	26
	Mechanical Engineering Technician	27
	Mechatronics Technician	28
	Tool & Die Maker	29
	Welder	30
3.2	Construction	31
	Boilermaker	33
	Bricklayer	34
	Cable Splicer	35
	Carpenter	36
	Cement Mason	37
	Construction & Building Inspector	38
	Construction Craft Laborer	39
	Drywall Finisher	40
	Electrician	41
	Elevator Constructor	42
	Floor Layer	43
	Glazier & Glassworker	44
	Heating, Ventilation, & Air Conditioner Installer	45
	Insulation Installer	46
	Insulation Worker	47
	Lineman	48
	Mason	49
	Millwright	50
	Operating Engineer	51
	Painter	52
	Pipefitter	53
	Plasterer	54
	Plumber	55
	Residential Carpenter	56



Roofer & Waterproofer	57
Sheet Metal Worker	58
Signal Technician	59
Sprinkler Fitter	60
Stationary Engineer	61
Structural Iron & Steel Workers	62
Substation Technician	63
Terrazzo Worker & Finisher	64
Tuckpointer	65
3.3 Healthcare	67
Central Sterile Processing Technician	69
Dental Assistant	70
Home Health & Personal Care Aide	71
Medical Assistant	72
Nurse Assistant	73
Paramedic	74
Pharmacy Technician	75
Phlebotomist	76
Registered Nurse	77
Surgical Technologist	78
3.4 Information Technology	79
Computer Network Architect	81
Computer Systems Analyst	82
Network & Computer Systems Administrator	83
Software Developer	84
3.5 Service Professions	85
Automobile Mechanic	87
Bookkeeping, Accounting & Auditing Clerks	88
Butcher	89
Child Care Development Specialist	90
Cook, Restaurant	91
Diesel Mechanic	92
Hotel Clerk	93
Line Clearance Tree Trimmer	94
Social & Human Service Assistant	95
Truck Driver: Heavy & Tractor-Trailer	96
3.6 Emerging Registered Apprenticeships	97
Agricultural Equipment Operator	99
Greenskeeper/Landscape Management Technician	100
K-12 Teacher	101
Paralegal	102
Police Officer	103
Water/Wastewater Treatment Plant & System Operator	104
Workforce Development Specialist	105

AFTERWARD

4.1 Appendix of Partners	107
4.2 Glossary of Key Terms & Names	115
4.3 Acknowledgments	117

A Message from **David Coulter** *Oakland County Executive*

Welcome to the Oakland County Registered Apprenticeship Guide, where on-the-job training is helping residents build fulfilling careers and businesses secure the highly-skilled workforce that is a driving force behind the county's successful economy. Our Workforce Development team has an incredibly effective suite of tools to provide workers and businesses with the resources they need to succeed. Some of those tools are geared specifically toward residents who need help with education, training and wraparound services that break barriers to successful careers. Other programs work with businesses to build the best ways to attract and retain employees, including building Registered Apprenticeship Programs.

But the support Oakland County provides to Registered Apprenticeship Programs is akin to successful match-making – pairing employees who have the passion for a field of work with employers, many of them our labor partners, to deliver training workers need to ensure long-term, successful careers. It's an arrangement that has led to proven results in Oakland County with more than 2,200 Registered Apprentices currently working in everything from construction and manufacturing to healthcare and information technology. These are the jobs that help achieve our goal of building a thriving and inclusive economy, one filled with opportunities for workers to build meaningful careers and foster a business climate that becomes a magnet for companies looking to locate or expand in a place that has a ready pipeline of highly skilled employees to fuel that growth.

While Oakland County puts a premium on higher education, a four-year college degree is not the only pathway to success. Registered Apprenticeships, which often include post-secondary classes, provide workers with certified training, experience and a paycheck while honing their skills. In fact, the average apprentice upon completion of their Registered Apprenticeship makes \$80,000 a year. Certificates of completion awarded to apprentices by the U.S. Department of Labor (DOL) are nationally recognized, opening up even more opportunities across the United States. More than 90 percent of apprentices remain with their employer, with many becoming mentors to new groups of apprentices.

The Oakland County Registered Apprenticeship Guide contains a wealth of information about this initiative that is truly a win-win proposition for Oakland County. Our residents improve their quality of life with good paying jobs. And our businesses have a broader pool of well-trained employees that will allow them to grow and thrive.



A Message from Jennifer Llewellyn

Manager, Workforce Development

Director, Oakland County Michigan Works!

As Registered Apprenticeships continue to grow in popularity across the United States, I am excited to introduce the latest edition of the Oakland County Registered Apprenticeship Guide, packed full of valuable information for apprentice candidates in a broad range of industries across the region. Our steadfast support of Registered Apprenticeship Programs dates back to the early 2000s and is paying off. As of November 2025, there are more than 2,200 apprentices in 83 Registered Apprenticeship Programs across Oakland County, providing workers with rewarding jobs and helping employers build skilled and dedicated teams.

A skilled workforce is critical to the region's long-term success and this commitment to Registered Apprenticeship Programs also supports Oakland County's Oakland80 goal of 80 percent of eligible adults earning a college degree or skills certification by 2030. The Registered Apprenticeship "earn-while-you-learn" model of career development has expanded well beyond the traditional opportunities in the construction and manufacturing industries. Today, there are hundreds, if not thousands, of other careers that can be pursued through Registered Apprenticeship Programs certified by the U.S. Department of Labor (DOL) – Office of Apprenticeship. These include jobs in healthcare, information technology, education, business, government and professional services, among others.

I would be remiss by not acknowledging it takes a village to develop and manage a successful Registered Apprenticeship Program. In addition to the U.S. DOL and the Michigan Department of Labor and Economic Opportunity – State Apprenticeship Expansion team, we work with Oakland County employers, our valued labor partners, community colleges and other training institutions to develop these programs and coordinate the required on-the-job training and classroom instruction. The Workforce Intelligence Network for Southeast Michigan supports employers by jointly developing the standards for many Registered Apprenticeship Programs. Our six Oakland County Michigan Works! centers, Oakland Schools and the four Oakland Schools Technical Campuses provide a pipeline of apprentice candidates. More than \$2 million in federal and state grants for Registered Apprenticeship Programs have made this possible.

Oakland County Michigan Works! also provides eligible apprentices with a range of support services to help eliminate any barriers to participation, including help with books and supplies, uniforms, transportation, childcare and other related needs. With this support, apprentices can successfully complete a Registered Apprenticeship Program with the peace of mind of knowing our team is there to support them with any obstacles that life may throw their way.

The Oakland County Michigan Works! Business Services team has proven success assisting Oakland County employers with securing valuable training funds for apprentices through the Going PRO Talent Fund. Last year, employers were awarded \$2,107,000 to train 602 Registered Apprentices.

Our team looks forward to working with this group of partners to grow and expand Registered Apprenticeship Programs throughout Oakland County well into the future. We are even more excited to share this guide with high school students across Oakland County. We are grateful to the employers, education partners, labor organizations and partners who contributed to this guide. Your partnership and friendship is appreciated!





WELCOME 1.2

How to Use This Guide

*Oakland County Michigan Works! is pleased to share the newly revised Registered Apprenticeship Guide, prepared on behalf of our region's employers, labor organizations and educators. This unique resource provides valuable information about Registered Apprenticeship Programs (RAP) – what they are and how they work – as well as detailed information about Programs in high-demand industries in Oakland County and the surrounding region. This guide is also intended to spread awareness of the Registered Apprenticeship model and its benefits to students, teachers, parents and job seekers. There are **72** occupations highlighted in this edition, more than ever before, including information on the newest approved occupations, such as K-12 Teacher and Registered Nurse.*

Oakland County Michigan Works! created the first Registered Apprenticeship Guide in 2005 to meet the growing workforce needs of area employers and to spread awareness about Registered Apprenticeship Programs and the many opportunities they present. There continues to be a lack of qualified candidates to meet employer demand across the region. Registered Apprenticeship is a great model to address many of these challenges: they allow employers to develop a highly skilled workforce to grow their businesses, optimize staffing and reduce employee turnover.

A number of misconceptions about Registered Apprenticeships remain today. Among the most prevalent: they are only for occupations in the skilled trades, they are inferior to college degrees, and they are identical to internships. Oakland County Michigan Works! and its partners continue to work to change these misconceptions, by increasing awareness about Registered Apprenticeship Programs and providing accurate information on the many opportunities available. A Registered Apprenticeship is an excellent career choice, offering the chance to earn competitive wages while learning on the job and, ultimately, leading to a stackable and transferable credential upon completion of the program.

Summary of Contents:

The Guide's Introduction offers an overview of the Registered Apprenticeship training model, including Pre-Apprenticeship Programs, provides answers to frequently asked questions about Registered Apprenticeships, and provides tips on how to become an apprentice. The Registered Apprenticeship Catalog contains information about **72** apprentice-ready occupations and a snapshot of employer demand in the region. This is not a complete list of apprenticeable occupations, as the U.S. Department of Labor (DOL) allows the Registered Apprenticeship training model to be used for more than **1,200** occupations. This list is not intended to imply that an apprenticeship opportunity is currently available within the region, but to make readers aware of opportunities in in-demand occupations that *may* be available within the region. Occupations in the Guide are grouped into sections based on industry: Advanced Manufacturing, Information Technology, Healthcare, Construction, Service Professions and Emerging Registered Apprenticeships. We end this Guide with an Appendix of Partners, Glossary of Key Terms, and Acknowledgments.

Each apprentice entry in the catalog contains the following information:

Job description:

A description of the general tasks and responsibilities for the occupation.

Alternate Job Titles:

Other common job titles associated with the featured occupation.

Length of Registered Apprenticeship:

The length of the program in years.

Labor market forecast:

The number of job openings expected in Oakland, Macomb and Wayne Counties from 2023 to 2032. These are projections and do not guarantee a job opening. All projections are from the Michigan Center for Data and Analytics, unless otherwise noted.

Median and entry-level wages:

The median and entry-level wages for an occupation, using data for Oakland, Macomb and Wayne Counties. This does not guarantee the wage for a particular occupation. All wage information is from 2024 Lightcast data. The entry-level wage is calculated at 10 percent of the median wage.

Local training providers:

A list of the community colleges, trades schools, and labor unions that provide Related Technical Instruction (RTI) for the apprenticeship program. This is not an exhaustive list, as other training providers may exist in the region. We recommend visiting Pure Michigan Training Connect (mitalent.org/mitc) for more information on training providers.

If you are interested in learning more about Registered Apprenticeship opportunities, or if you want to be an apprentice but are not sure what fields are a good fit for your interests and skills, contact an Oakland County Michigan Works! career advisor, or apprenticeship coordinator/guidance counselor at your school or community college, for more assistance.

Every effort has been made to ensure that the information in this Guide is complete and up to date. Please contact the training provider or union representative for the most current information about the training opportunity. Additionally, the Oakland County Executive and Oakland County Michigan Works! support all of the Registered Apprenticeships that appear in this Guide, but make no endorsement or recommendation for any specific program.



INTRODUCTION 2.1

What is a Registered Apprenticeship?*

Registered Apprenticeship is a training model that has been administrated by the U.S. Department of Labor (DOL) for more than 85 years. It is an employer-led model that offers both paid on-the-job training (OJT) and supplemental classroom education, called Related Technical Instruction (RTI), that can be customized to meet the needs of employers. Registered Apprenticeship Programs promote quality and safety as well as diversity through strong non-discriminatory recruitment practices that ensure access for everyone.

Apprentices who complete a Registered Apprenticeship Program obtain a portable, nationally recognized credential. Programs can be sponsored, or operated, by individual employers, joint employer and labor groups, and/or employer associations.

Registered Apprenticeship Programs are most often thought to be in the skilled trades and manufacturing industries but, in recent years, there has been a rapid expansion and evolution into non-traditional industries like advanced manufacturing, information technology, healthcare, service, education, agriculture and the public sector.

While many partners help to grow Registered Apprenticeship programs across Oakland County, employers are the main, and most important, partners. Companies not only employ apprentices, but they identify the need and ultimately decide to register a program with the U.S. DOL.

The sponsor of the Registered Apprenticeship Program is typically the employer. However, other third-party entities also can act as sponsors on behalf of a group of employers. Examples of group sponsors, also known as intermediaries, are training institutions, labor unions and Michigan Works! agencies. In these situations, the apprentice is employed by the employer partner while the third party manages the administrative side of the apprenticeship program. Whether the employer is the standards holder or the program is under a group sponsorship, the apprentice experience is the same.

A sponsor registers an apprenticeship program by completing documents called the Standards and the Appendix A. Together, the documents outline all elements of the Registered Apprenticeship Program, including:

- Minimum qualifications required to join the program
- Length of the Registered Apprenticeship
- If the sponsor will allow credit for previous experience
- The probationary period
- Ratio of apprentices to mentors
- The wage schedule, including when raises will be given
- Selection procedures the company will follow when hiring apprentices
- The skills to be learned during the OJT, formally called the Work Process Schedule
- The RTI class schedule

After hiring into a Registered Apprenticeship Program, participants will be given a copy of both the Standards and the Appendix A. Additionally, they will be asked to provide basic demographic information, including:

- | | |
|-----------------|-----------------------|
| • Name | • Ethnicity |
| • Date of Birth | • Education Level |
| • Address | • Disability Status |
| • Sex | • Veteran Eligibility |
| • Race | |

This information is added to the U.S. DOL Registered Apprenticeship Partners Information Data System, most often called RAPIDS. Then, the Appendix B: Apprenticeship Agreement is created and signed by the apprentice and a representative from the sponsoring company. If a group sponsor is assisting with the program, a representative from that agency also will sign the Appendix B.

**Some companies and training providers operate non-registered apprenticeship programs. These programs do not have oversight from the U.S. DOL and do not offer a certificate of completion from the U.S. DOL. Oakland County Michigan Works! recommends only Registered Apprenticeship Programs, due to the guaranteed elements and benefits outlined in this guide.*



How Registered Apprenticeship Programs are Structured

Apprenticeship Programs can be structured in one of three ways:

In addition to the overall approach, programs follow different models of training:



Time-Based

Apprentices complete a mandatory number of hours in both OJT and RTI.



Competency-Based

Apprentices move through the OJT at their own pace, demonstrating proficiency and skills throughout the training, while completing the mandatory RTI hours.



Hybrid

Apprentices have a minimum and maximum time frame to learn the required competencies through OJT, while completing the mandatory RTI hours.



Traditional

This model incorporates the completion of OJT and RTI at the same time. Apprentices may attend RTI classes during or after work hours, or on the weekends.



Front-Loaded

This model is when RTI is completed prior to starting the OJT. Apprentices may earn a stipend during the RTI. Many apprenticeship programs within the Skilled Trades Union network are front-loaded.



Segmented

This model features alternating RTI and OJT periods. The apprentice starts with RTI or OJT for a period of time and then switches.

The approach is identified in the Appendix A of the Program.



Let's take a closer look at the five components of Registered Apprenticeship Programs

Industry-Led

U.S. DOL Registered Apprenticeship Programs are industry-led, meaning an actual employer identified the need for the program. Programs are approved and validated by the U.S. DOL.

Paid Job

An apprentice is an employee and earns wages. Starting wages are at least minimum wage and are usually 40-50 percent of the mentor wage. Apprentices receive at least one wage increase, as they gain more experience and skills.

According to the U.S. DOL, apprentices who complete a Registered Apprenticeship Program earn an average salary of approximately **\$80,000** a year (as of May 2025). In addition, persons who complete a Registered Apprenticeship Program earn at least \$300,000 more over their career than those who do not participate in one.

Both the starting wage and pay increase(s) are outlined in the Appendix A.

Structured On-the-Job Learning and Mentorship

OJT is the focal point of Registered Apprenticeships. The majority of the time in a Registered Apprenticeship Program is spent in the OJT, where the apprentice is paired with a mentor, sometimes called a journey person, who is experienced in the job/field and provides support to the apprentice throughout training. Mentors help apprentices develop skills and knowledge required for their chosen career. An apprentice will complete 2,000 hours a year of OJT.

Related Technical Instruction

RTI is the supplemental classroom training in a Registered Apprenticeship Program. RTI can be provided by multiple entities, including, but not limited to, community colleges, labor partner Joint Apprenticeship and Training Committees, trade schools, technology centers, universities, or equipment manufacturers. On rare occasions, the employer receives approval from the U.S. DOL to be the RTI provider. Apprentices will complete at least 144 contact hours (note: not college credit hours) of RTI for every year of the program. While it is not required, most employers pay for the RTI, which eliminates the risk of student debt. Similarly, when accepted into a Registered Apprenticeship Program with a labor partner, the RTI is offered at no cost.

Nationally Recognized Credentials

Individuals who complete a Registered Apprenticeship Program earn a certificate of completion from the U.S. DOL. This certificate is nationally recognized and, while 94 percent of the completers remain employed with the sponsor, there are occasional instances where one may leave for another employment opportunity. In such a situation, their skills are transferable and validated by the certificate.

In summary, Registered Apprenticeships provide many benefits for apprentices, including:

- Industry-led training programs for high-demand occupations that are aligned with industry standards;
- A career path that provides mentorship and employee benefits;
- A new career without student loan debt; and
- A wage received during on-the-job training, which increases as skills and productivity increase.

**\$80,000
a year!**

INTRODUCTION 2.2

How to become a Registered Apprentice

Entering a Registered Apprenticeship program is very similar to landing a job. The first step to becoming an apprentice is determining what sort of apprenticeship you would like to participate in. There are a variety of tools, including this Guide, available to assist in determining what type of Registered Apprenticeship you want to pursue.

If you are a K-12 student, explore classes or extracurricular activities that align with your interest areas. You can also speak with your school counselor, participate in career exploration events such as MiCareerQuest Southeast or Oakland County Manufacturing Day, sign up for Career and Technical Education (CTE) classes, or speak with mentors, family members and/or neighbors.

Current students and non-students alike can meet with a case manager at your local Oakland County Michigan Works! office to assess what apprenticeship careers align with your interests and experience. The Oakland County Michigan Works! Career Assistance Program can also assist with your apprenticeship search, providing guidance in writing or updating your resume, identifying open positions, preparing for an interview, and addressing barriers to education or training.

Other resources include:

- Apprenticeship Coordinator at your local community college
- Oakland80 Career and Education Navigators
- Veterans' Career Advisors stationed at Michigan Works! offices across the state
- Michigan Rehabilitation Services, available to assist individuals in the job/Registered Apprenticeship search who have a disability

From here, there are multiple pathways that lead to a Registered Apprenticeship.



Entering a Registered Apprenticeship through a Registered Apprenticeship Sponsor:

As previously stated, entering a Registered Apprenticeship Program is like finding a job. Just like jobs, openings in Registered Apprenticeship Programs are posted to job boards, like Pure Michigan Talent Connect and employer career pages, as well as the U.S. DOL Apprenticeship Job Finder.¹ Fine tuning your job search, application materials and interview skills will be crucial to success, so do not hesitate to use any resources mentioned to help with applying for the opportunities you choose.

Important notes:

- Incumbent workers are often selected for Registered Apprenticeship Programs before external candidates, so obtaining valuable experience via entry-level opportunities is a good strategy.
- Be sure a job posting states that it is either a Registered Apprenticeship Program or a U.S. DOL Registered Apprenticeship Program.
- If you have a disability, it is important to note, much like regular employment, reasonable accommodations are available in Registered Apprenticeship Programs. In 2019, the U.S. DOL set a goal that seven percent of individuals enrolled in Registered Apprenticeships *should* be individuals with disabilities. Support can be found through Oakland County Michigan Works! and Michigan Rehabilitation Services.²

Entering a Registered Apprenticeship Program through a Training Program:

Labor Unions:

If your occupation(s) of interest are in the skilled trades and represented by a labor organization, consider applying to join the union sponsored program. For these Registered Apprenticeship Programs, the union is the group sponsor, and the employer partners are called Signatory Contractors.

Some labor organizations always accept applications, while others only open the application period a few times a year. Once applicants are accepted into the program and RTI begins, the apprentices will work with the Local or the Joint Apprenticeship and Training Committee (JATC) to locate employment opportunities, which will provide the OJT.

While the prerequisites and overall requirements vary, many labor partners require the following at the time of application:

- Hold a high school diploma or its equivalency
- Be a U.S. citizen or have authorization to work in the U.S.
- Pass a drug screening, often including marijuana
- Have a valid Michigan Driver's License and reliable transportation
- Have taken the ACT WorkKeys Job and Career Assessment*

For more information on the skilled trades, visit MUST Construction Careers at MUSTCareers.org

Training Providers:

You may want to get a head-start on the Registered Apprenticeship Program by enrolling at a trade school or local community college. This training would be self-funded and *may* count towards the training required by the Registered Apprenticeship Program. Both community colleges and trade schools have partnerships with employers, however it is important to note that there is no guarantee that entering training prior to joining a Registered Apprenticeship Program will result in becoming an apprentice. Because of this, it is important to discuss employment possibilities and outcomes of program completers/graduates when researching training providers of interest and, once enrolled, to connect with the career services arm of the training provider. We also suggest working with an Oakland County Michigan Works! career advisor. Refer to *Afterward 4.1: Appendix of Partners*, for more information on local community colleges and trade schools.

¹Apprenticeship.gov/Apprenticeship-Job-Finder

²Michigan.gov/LEO/Bureaus-Agencies/MRS

*NOTE: Locally, the WorkKeys Assessment is provided by the Oakland Community College M-TEC Testing Center. Verify that this is a requirement of the program you are applying for and contact (248) 232-4168 to schedule an appointment. This Assessment may be offered at other community colleges and testing centers.

Pre-Apprenticeship Programs and the Michigan Apprenticeship Readiness Certificate

The U.S. DOL loosely defines Pre-Apprenticeship as “a program or set of strategies that is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program.” Pre-Apprenticeship Programs can be offered by employers, training providers, and/or community organizations. While not required to become a Registered Apprentice, Pre-Apprenticeship training offers a variety of benefits that can increase the likelihood of entering a Registered Apprenticeship Program.

What is a Quality Pre-Apprenticeship Program?

Unlike Registered Apprenticeship, the U.S. DOL does not provide oversight of, or register Pre-Apprenticeship Programs, but instead provides guidelines, found in Training and Employment Notice 23-23³, on what elements comprise a *quality* program. Understanding these elements provides guidance on what to look for when evaluating whether or not to join a Pre-Apprenticeship Program. The six elements are:

1. A training curriculum that is inspired by the skills needed to enter a Registered Apprenticeship Program. The goal of the Pre-Apprenticeship Program is to provide the baseline of knowledge needed to successfully enter the Registered Apprenticeship Program.
2. Hands-on training that simulates real work activities.
3. Includes partnerships with organizations, like Michigan Works! Agencies, that provide career advising and supportive services.
4. Agreements with employers that sponsor Registered Apprenticeship Programs, or participate with a group sponsor, to interview and potentially hire completers of the Pre-Apprenticeship Program.
5. To encourage overall program success and sustainability, programs should maintain a network of community partners – like community colleges, universities, labor partners, trade schools, K-12 schools, and community and faith-based organizations.
6. Assistance that prepares diverse populations to enter Registered Apprenticeship Programs.

As recommended in the previous chapter, it is important to discuss employment and Registered Apprenticeship Program entry possibilities for program completers/ graduates when researching Pre-Apprenticeship programs. While there is no guarantee, quality programs will have interested employer partners lined up to interview program participants.

³dol.gov/agencies/eta/advisories/ten-23-23



Pre-Apprenticeship Programs in Southeast Michigan

Henry Ford College:

- Industrial Readiness

Macomb Community College:

- General Industry
- Manufacturing
- Construction
- Health Care

Oakland Community College:

- Skilled Trades and Advanced Manufacturing
- Construction
- Industrial Readiness

Schoolcraft College

- Manufacturing
- Mechatronics
- Welding

Workforce Development Institute

- Access for All construction trades



The Michigan Apprenticeship Readiness Certificate:

To provide oversight and to recognize quality Pre-Apprenticeship Programs, the State of Michigan's Department of Labor and Economic Opportunity (LEO) has created the Michigan Apprenticeship Readiness Certificate (MARC). According to LEO, "the MARC endorses high-quality Apprenticeship Readiness programs that prepare participants to enter and succeed in Registered Apprenticeship Programs."

The MARC offers two levels of certification. The MARC 1 provides industry related classroom training, similar to RTI described in Chapter 2.1 of this Guide. The MARC 2 provides additional RTI-type training and incorporates OJT, through employer Sponsors, or for those participating in a group Sponsor program partnered on the Pre-Apprenticeship Program.

In order for a Pre-Apprenticeship program to receive the MARC designation, there must be at least one employer that commits to interviewing interested completers of the program. While this does not guarantee that the individual will be hired/selected, it does ensure that the program is industry recognized and offers a pathway to employment.

Participating in a Pre-Apprenticeship Program with the MARC designation potentially reduces the duration of the actual Registered Apprenticeship Program, because the employer *most likely* will offer credit for previous experience.

At the time of publication, Pre-Apprenticeship Programs in Oakland County that have obtained the MARC designation include:

FOR STUDENTS AT OAKLAND SCHOOLS:
MacAllister Machinery (formerly Michigan CAT),
in partnership with the Operating Engineers Local 324 and Oakland Schools Technical Campuses:

- Heavy Equipment Operator
- Heavy Equipment Technician

LiUNA, in partnership with Oakland Schools:
• Construction Craft Laborer

FOR INDIVIDUALS NOT FORMALLY ENGAGED IN THE K-12 SYSTEM:
The Oakland Community College Skilled Trades and Advanced Manufacturing Pre-Apprenticeship Program

We encourage readers to view the up-to-date list of MARC programs, including eligibility criteria and information on how to apply, on the State of Michigan's Department of Labor and Economic Opportunity webpage:

michigan.gov/leo/bureaus-agencies/wd/apprenticeships/marc





INTRODUCTION 2.4

Questions & Answers

Q: What is a Registered Apprenticeship?

A: Registered Apprenticeship is a training model that has been administrated by the U.S. Department of Labor (DOL) for more than 85 years. It is employer-led and offers both paid on-the-job training (OJT) with supplemental classroom education, called Related Technical Instruction (RTI). Registered Apprenticeship Programs promote quality and safety as well as strong non-discriminatory recruitment practices that ensure access for everyone.

Apprentices who complete a Registered Apprenticeship Program obtain a portable, nationally recognized credential. Programs can be sponsored, or operated, by individual employers, joint employer and labor groups, and/or employer associations.

Q: What occupations offer Registered Apprenticeships?

A: The U.S. DOL recognizes more than 1,200 occupations for Registered Apprenticeship. Traditionally, Registered Apprenticeships were used as a training model in the skilled trades and manufacturing fields (e.g., carpenter and machinist), but programs are now available in healthcare, social services, education, law enforcement, childcare development, information technology, energy, telecommunications and others.

Q: What is the difference between a Registered Apprenticeship Program and an Internship?

A: While the terms are often used interchangeably, Registered Apprenticeship Programs and internships are very different. You may be surprised to learn that the U.S. DOL does not have an official definition for internship programs. Regardless, internships tend to be short-term, may be paid or unpaid, may be tied to college credit and/or required for the completion of a degree program, and do not have an official structure or U.S. DOL oversight. In contrast, Registered Apprenticeship Programs are reviewed and approved by the U.S. DOL, have a structured long-term training plan, and are always paid and include wage increase(s).

Q: What is the difference between a Registered Apprenticeship Program and an apprenticeship program?

A: Some employers and training providers offer what they call apprenticeship programs. While these programs provide training, they lack the oversight and credentialing from the U.S. DOL and cannot guarantee the quality training structure of OJT and RTI and the other benefits outlined in this guide. During a job search, please be diligent about whether or not the program is registered.

Q: What type of training takes place in the Registered Apprenticeship Program?

A: Structured On-the-Job Learning and Mentorship: OJT is the focal point of Registered Apprenticeships. The majority of the time in a Registered Apprenticeship Program is spent in OJT. During the OJT, the apprentice is paired with a mentor, sometimes called a journeyperson, who is experienced in the job/field and provides support to the apprentice throughout their training. Mentors help apprentices develop skills and knowledge required for their chosen career. An apprentice will complete 2,000 hours a year of OJT.

Supplemental Education: RTI is the supplemental classroom training in a Registered Apprenticeship Program. RTI can be provided by multiple entities, including but not limited to, community colleges, labor partner joint training institutions, trade schools, technology centers, universities, or equipment manufacturers. On rare occasions, the employer receives approval from the U.S. DOL to be the RTI provider. Apprentices will complete at least 144 contact hours (Note: not college credit hours) of RTI for every year of the Program.

The OJT objectives and RTI course list specific to a Registered Apprenticeship Program can be found in a Program's Appendix A.

Q: How long does a Registered Apprenticeship last?

A: A Registered Apprenticeship can range from one to six years, depending on the occupation. Each year of a Registered Apprenticeship includes 2,000 hours of OJT and at least 144 hours of RTI. The length of the Registered Apprenticeship Program is documented in a Program's Appendix A.

Q: Does an apprentice earn wages?

A: An apprentice is an employee and therefore earns wages, starting at least minimum wage, but typically 40-50 percent of the mentor's wage. Apprentices receive at least one wage increase during the Registered Apprenticeship Program, as they gain more experience and skills.

According to the U.S. DOL, apprentices who complete a Registered Apprenticeship Program earn an average salary of approximately \$80,000 a year (as of May 2025). Additionally, Registered Apprenticeship completers earn at least \$300,000 more over their career than those who do not participate in a Registered Apprenticeship Program.

Both the starting wage and pay increase(s) are outlined in the Appendix A of the Registered Apprenticeship Program.

Q: Who is eligible to become an apprentice?

A: The U.S. DOL requires apprentices to be at least 16 years of age, but most companies require apprentices to be at least 18 years-old. Other requirements, like a high school diploma or its equivalency, driver's license, or passing a drug test, are set by the Employer Sponsor and vary from program to program.

The minimum qualifications are documented in the Standards of the Registered Apprenticeship Program.

Q: Why should I become an apprentice?

A: Apprentices immediately begin working and earning wages.

All of the training and education received is directly related to the apprentice's chosen field.

Apprentices work with a mentor during their OJT, learning directly from an industry leader.

After successfully completing a Registered Apprenticeship Program, apprentices receive a nationally recognized, stackable and transferable Certificate of Completion from the U.S. DOL.

If the Registered Apprenticeship is sponsored by a labor union, the apprentice will also receive a Journeyperson's Card in addition to a U.S. DOL Certificate of Completion.

Apprentices who complete their RTI at a community college may be able to apply those credits toward a degree program.

If you are a veteran, Registered Apprenticeship Programs allow you to access your GI Benefits.

Q: Do apprentices go to college?

A: During a Registered Apprenticeship Program, apprentices may take classes at a college or university, but they are typically not formally enrolled in a degree program. These classes may count toward a degree program if an apprentice wishes to continue their education.

Q: Do Equal Employment Opportunity laws apply to Registered Apprenticeship Programs?

A: Yes. Equal Employment Opportunity (EEO) laws apply to Registered Apprenticeship Programs and prohibit specific types of job discrimination against individuals, based on characteristics protected by federal, state, or local laws. All apprentices complete anti-harassment training, which is provided by the Sponsor of the Registered Apprenticeship Program.

Q: What opportunities do Registered Apprenticeship Programs offer for Veterans?

A: Registered Apprenticeship Programs offer all of the same great benefits already covered in this Guide to veterans, plus ease the transition from military service to civilian work, as the structure of earning while you learn is similar to the military. After registering a program with the U.S. DOL, many program Sponsors seek additional approval from the Department of Veteran Affairs, to make their program(s) compatible with the GI Bill®. Once a program is approved by the Department of Veterans Affairs, Registered Apprentices who are veterans qualify for an additional stipend and financial support to cover housing, tuition, books and supplies while participating in the Program. Additionally, “Helmets to Hardhats” is an organization that connects Veterans with Registered Apprenticeship Programs. To learn more, visit: helmetstohardhats.org.

Q: Where can I learn more about Registered Apprenticeships?

A: Please visit the following websites:

The U.S. DOL Office of Apprenticeship:
apprenticeship.gov

The Michigan Department of Labor and Economic Opportunity
State Apprenticeship Expansion:
michigan.gov/leo/bureaus-agencies/wd/apprenticeships

Oakland County Michigan Works!:
oakgov.com/business/business-development/workforce-development/education-training/apprenticeships

**REGISTERED APPRENTICESHIP
CATALOG 3.1**

ADVANCED MANUFACTURING







CNC OPERATOR

JOB DESCRIPTION

CNC Operators operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

JOB TITLES

- CNC Gear Operator
- CNC Lathe Operator
- CNC Machine Operator
- CNC Mill Operator
- CNC Set Up Operator

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College



Length of RAP
1-4 Years



Market Forecast
2023-2032

840 Total Annual Openings



Entry-Level Wage
\$18.76 Hourly
\$39,018.37 Annually



Median Wage
\$27.72 Hourly
\$57,649.86 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



INDUSTRIAL MACHINERY MECHANIC

JOB DESCRIPTION

Industrial Machinery Mechanics repair, install, adjust, and maintain industrial production and processing machinery, as well as pipeline distribution systems. They also install, dismantle, and move machinery and heavy equipment according to machining plans.

JOB TITLES

- Industrial Mechanic
- Loom Fixer
- Loom Technician
- Machine Adjuster
- Machine Mechanic
- Maintenance Technician

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College



Length of RAP
2-4 Years



Market Forecast
2023-2032

690 Total Annual Openings



Entry-Level Wage
\$22.99 Hourly
\$47,816.45 Annually



Median Wage
\$31.69 Hourly
\$65,925.02 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



MACHINIST

JOB DESCRIPTION

Machinists set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Machinists may also fabricate and modify parts to make or repair mechanical instruments, machine tools or maintain industrial machines. Machinists apply knowledge of mechanics, mathematics, metal properties and machining procedures.

JOB TITLES

- Gear Machinist
- Machine Repair Person
- Maintenance Machinist
- Manual Lathe Machinist
- Production Machinist
- Tool Room Machinist

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College
- Washtenaw Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
3-4 Years



Market Forecast
2023-2032
840 Total Annual Openings



Entry-Level Wage
\$18.76 Hourly
\$39,018.37 Annually



Median Wage
\$27.72 Hourly
\$57,649.86 Annually



MAINTENANCE WORKER, MACHINERY

JOB DESCRIPTION

Maintenance Workers lubricate machinery, change parts and perform other routine machinery maintenance.

JOB TITLES

- Lubricator
- Machine Repairer
- Maintainer
- Maintenance Mechanic
- Maintenance Person
- Maintenance Technician
- Oiler
- Overhauler

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
2 Years



Market Forecast
2023-2032

20 Total Annual Openings



Entry-Level Wage
\$21.45 Hourly
\$44,606.89 Annually



Median Wage
\$27.28 Hourly
\$56,734.95 Annually



MECHANICAL ENGINEERING TECHNICIAN

JOB DESCRIPTION

Mechanical Engineering Technicians apply theory and principles of mechanical engineering to modify, develop, test, and adjust machinery and equipment under direction of engineering staff or physical scientists.

JOB TITLES

- Engineering Laboratory Technician
- Engineering Technician
- Mechanical Designer
- Mechanical Technician
- Process Technician
- Research and Development Technician

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College



Length of RAP
4 Years



Market Forecast
2023-2032

410 Total Annual Openings



Entry-Level Wage
\$18.17 Hourly
\$37,791.75 Annually



Median Wage
\$30.80 Hourly
\$64,067.17 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



MECHATRONICS TECHNICIAN

JOB DESCRIPTION

Mechatronics Technicians combine electrical, mechanical and electronic competencies to identify, analyze and solve systems-based problems. A Mechatronics Technician is a skilled individual who combines these competencies to solve systematic problems. At the same time, they use a holistic approach to provide basic solutions. A mechatronics technician must be able to support engineers, modify machines, make minor changes and repair, test, and maintain related equipment.

JOB TITLES

- Avionics Technician
- Control Technician
- Electrical and Instrument Mechanic
- Electrical and Instrument Technician
- Electrical Maintenance Technician
- Field Service Engineer
- Meteorological Equipment Repairer
- Pipeline Electrical & Instrumentation Technician
- Repair Technician

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College
- Washtenaw Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
3-4 Years



Market Forecast
2023-2032

40 Total Annual Openings



Entry-Level Wage
\$18.29 Hourly
\$38,041.77 Annually



Median Wage
\$30.48 Hourly
\$63,398.74 Annually



TOOL & DIE MAKER

JOB DESCRIPTION

Tool and Die Makers set up and operate a variety of computer-controlled and mechanically-controlled machine tools to produce precision metal parts, instruments and tools.

JOB TITLES

- Die Machinist
- Die Repair Technician
- Jig and Fixture Repairer
- Tool and Die Machinist
- Tool Maker
- Tool Repairer
- Trim Die Maker

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College
- Washtenaw Community College



Length of RAP
4 Years



Market Forecast
2023-2032

365 Total Annual Openings



Entry-Level Wage
\$23.00 Hourly
\$47,848.30 Annually



Median Wage
\$35.08 Hourly
\$72,973.05 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



WELDER*

JOB DESCRIPTION

Welders use hand-welding or flame-cutting equipment to weld or join metal components, or to fill holes, indentations or seams of fabricated and metal products.

JOB TITLES

- Brazer
- Fabrication Welder
- Maintenance Welder
- Metal Inert Gas (MIG) Welder
- Solderer
- Tungsten Inert Gas (TIG) Welder
- Welder Fitter

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College
- Washtenaw Community College

TRADE SCHOOL

Southeast Michigan Construction Academy

LABOR UNION PROGRAM(S)

Boilermakers Local 169

**This occupation also falls under Construction.*

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
4 Years



Market Forecast
2023-2032

470 Total Annual Openings



Entry-Level Wage
\$18.75 Hourly
\$38,993.46 Annually



Median Wage
\$24.57 Hourly
\$51,115.51 Annually

**REGISTERED APPRENTICESHIP
CATALOG 3.2**

CONSTRUCTION







BOILERMAKER

JOB DESCRIPTION

Boilermakers construct and repair utility plants, chemical plants, automotive plants, refineries, steel manufacturing facilities, ore processing plants and mine plants.

JOB TITLES

- Boilermaker Pipe Fitter
- Boilermaker Welder
- Boiler Mechanic
- Boiler Repairperson
- Boiler Service Technician

LABOR UNION PROGRAM(S)

Boilermakers Local 169



Length of RAP
3 Years



Market Forecast
2023-2032

45 Total Annual Openings



Entry-Level Wage
\$33.38 Hourly
\$69,439.13 Annually



Median Wage
\$45.82 Hourly
\$95,314.98 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



BRICKLAYER

JOB DESCRIPTION

Bricklayers lay and seal building materials, including brick, tile, concrete block, cinder block, glass block and terracotta block. The materials are sealed with substances used to construct or repair walls, partitions, arches, sewers and other structures.

JOB TITLES

- Block Layer
- Blockmason
- Brickmason
- Chimney Repairer
- Concrete Finisher
- Masonry Installer
- Tender

LABOR UNION PROGRAM(S)

The International Union of Bricklayers & Allied Craftworkers Local 2



Length of RAP
4 Years



Market Forecast
2023-2032

65 Total Annual Openings



Entry-Level Wage
\$17.29 Hourly
\$35,973.24 Annually



Median Wage
\$30.72 Hourly
\$63,899.43 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



CABLE SPLICER

JOB DESCRIPTION

Cable Splicers install or repair cables or wires used in electrical power or distribution systems. They may erect poles and light or heavy duty transmission towers.

JOB TITLES

- Cable Installer-Repairer
- Class Gloving Electrical Lineman
- Electrical Lineworker
- High Voltage Electrician
- Line Erector
- Line Maintainer
- Line Repairer
- Transmission Line Worker

COMMUNITY COLLEGE TRAINING PARTNER(S)

Lansing Community College

LABOR UNION PROGRAM(S)

International Brotherhood of Electrical Workers Local 17



Length of RAP
3-4 Years



Market Forecast
2023-2032

128 Total Annual Openings



Entry-Level Wage
\$25.58 Hourly
\$53,201.93 Annually



Median Wage
\$50.16 Hourly
\$104,338.87 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



CARPENTER

JOB DESCRIPTION

Carpenters, the largest group of building trades workers, are employed in all facets of construction activity. They erect a building's wood frame, including sub-flooring, sheathing, partitions, floor joists, studs and rafters. They install heavy timber, build forms, erect scaffolding and install floor coverings. When a building is ready for trimming, carpenters install molding, wood paneling, cabinets, window sashes, door frames, doors and hardware. They also build stairs and lay floors. In addition, carpenters assemble plywood, wallboard and many other materials.

JOB TITLES

- Bridge Carpenter
- Cabinet Maker
- Carpenter, Interior Systems
- Concrete Carpenter
- Construction Carpenter
- Form Carpenter
- Framer, Maintenance Carpenter
- Piledriver
- Rough Carpenter
- Scaffold Builder

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College

LABOR UNION PROGRAM(S)

Michigan Regional Council of Carpenters & Millwrights
- Carpenters Local 687

TRADE SCHOOL

Southeast Michigan Construction Academy

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
4 Years



Market Forecast
2023-2032

610 Total Annual Openings



Entry-Level Wage
\$21.99 Hourly
\$45,747.33 Annually



Median Wage
\$31.38 Hourly
\$65,264.14 Annually



CEMENT MASON

JOB DESCRIPTION

Cement Masons smooth and finish the exposed concrete surfaces of all types of construction projects. These range from small jobs, including patios, floors, walls, sidewalks or curbs, to work on huge dams, miles of concrete highways, foundations and walls of large buildings, airport runways and missile launching sites.

JOB TITLES

- Cement Finisher
- Concrete Finisher
- Concrete Mason
- Mason

LABOR UNION PROGRAM(S)

- Michigan Operative Plasterers' and Cement Masons Training School 514
- The International Union of Bricklayers & Allied Craftworkers Local 2



Length of RAP
2-3 Years



Market Forecast
2023-2032

130 Total Annual Openings



Entry-Level Wage
\$19.25 Hourly
\$40,049.34 Annually



Median Wage
\$30.03 Hourly
\$62,463.05 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



CONSTRUCTION & BUILDING INSPECTOR

JOB DESCRIPTION

Construction and Building Inspectors inspect structures using engineering skills to determine building soundness and compliance building regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.

JOB TITLES

- Building Code Administrator
- Building Inspector
- Building Official
- Code Enforcement Officer
- Code Inspector
- Combination Building Inspector
- Construction Inspector
- Electrical Inspector
- Plumbing Inspector
- Public Works Inspector

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Oakland Community College
- Washtenaw Community College



Length of RAP
1-3 Years



Market Forecast
2023-2032

185 Total Annual Openings



Entry-Level Wage
\$23.68 Hourly
\$49,262.89 Annually



Median Wage
\$35.17 Hourly
\$73,149.30 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



CONSTRUCTION CRAFT LABORER

JOB DESCRIPTION

Construction Craft Laborers perform physical labor. They may clean and prepare sites, dig trenches, set supports for excavations, erect scaffolding, and clean up waste materials found on construction sites. Their work involves operating hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other instruments.

JOB TITLES

- Bituminous Asphalt Technician
- Construction Laborer
- Drop Crew Laborer
- Equipment Operator
- Form Setter
- Post Framer
- Scaffolding Operator
- Site Work Laborer
- Toolman

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College

LABOR UNION PROGRAM(S)

Laborers' International Union of North America (LIUNA!)
Training of Michigan

TRADE SCHOOL

Southeast Michigan Construction Academy

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
2 Years



Market Forecast
2023-2032

1,145 Total Annual Openings



Entry-Level Wage
\$18.11 Hourly
\$37,676.92 Annually



Median Wage
\$24.83 Hourly
\$51,650.60 Annually



DRYWALL FINISHER

JOB DESCRIPTION

Drywall Finishers apply drywall taping compounds and tape to wall surfaces in preparation for painters, paper hangers, carpenters and tile masons. Drywall finishers use hand and power tools to apply the drywall compounds and tape to the surface.

JOB TITLES

- Acoustical Carpenter
- Carpenter
- Ceiling Installer
- Drywall Applicator
- Drywall Hanger
- Drywall Installer
- Exterior Interior Specialist
- Metal Framer

LABOR UNION PROGRAM(S)

International Union of Painters and Allied Trades - District Council 1M



Length of RAP
1-3 Years



Market Forecast
2023-2032

50 Total Annual Openings

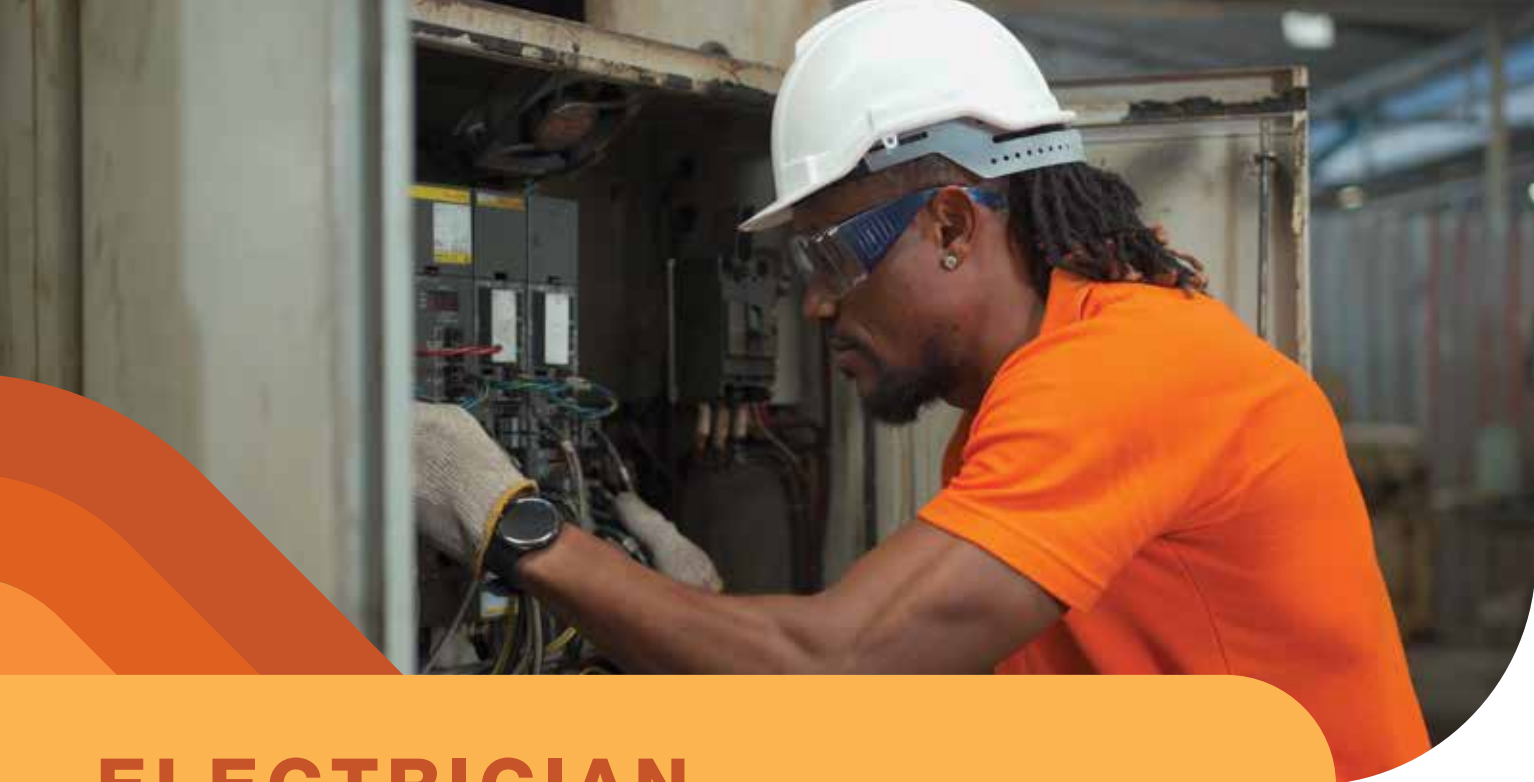


Entry-Level Wage
\$17.33 Hourly
\$36,036.40 Annually



Median Wage
\$27.83 Hourly
\$57,882.93 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



ELECTRICIAN

JOB DESCRIPTION

Electricians lay-out, assemble, install and test electrical fixtures, apparatus and wiring used in electrical systems. They also install and connect electrical machinery, equipment, controls, signal and communication systems, switches, conduits, circuit breakers, wires, lights and other electrical components.

JOB TITLES

- Control Electrician
- Electrical Journey Person
- Industrial Electrician
- Inside Wireman
- Maintenance Electrician
- Wireman

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College

LABOR UNION PROGRAM(S)

International Brotherhood of Electrical Workers Local 58

TRADE SCHOOL

Southeast Michigan Construction Academy

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
4 Years



Market Forecast
2023-2032

1,160 Total Annual Openings



Entry-Level Wage
\$21.71 Hourly
\$45,149.75 Annually



Median Wage
\$38.64 Hourly
\$80,374.12 Annually



ELEVATOR CONSTRUCTOR

JOB DESCRIPTION

Elevator Constructors install, repair and maintain commercial elevators, escalators, moving walks, dumbwaiters, shuttles, temporary elevators, private residence elevators, lifts and various handicap lifts and stair climbers.

JOB TITLES

- Elevator Adjuster
- Elevator Installer
- Elevator Mechanic
- Elevator Service Mechanic
- Elevator Service Technician

LABOR UNION PROGRAM(S)

Elevator Constructors Local 36



Length of RAP
3-4 Years



Market Forecast
2023-2032

21 Total Annual Openings



Entry-Level Wage
\$32.46 Hourly
\$67,507.23 Annually



Median Wage
\$60.02 Hourly
\$124,839.23 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



FLOOR LAYER

JOB DESCRIPTION

Apply blocks, strips, or sheets of shock-absorbing, sound-deadening, or decorative coverings to floors.

JOB TITLES

- Floor Coverings Installer
- Floor Cover Layer
- Flooring Installer
- Flooring Mechanic
- Soft Tile Setter
- Tile Installer
- Vinyl Installer

LABOR UNION PROGRAM(S)

Michigan Regional Council of Carpenters and Millwrights
- Floor Layers Local 1045



Length of RAP
2-3 Years



Market Forecast
2023-2032

40 Total Annual Openings



Entry-Level Wage
\$17.46 Hourly
\$36,311.75 Annually



Median Wage
\$24.85 Hourly
\$51,695.11 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



GLAZIER & GLASSWORKER

JOB DESCRIPTION

Glaziers install glass and aluminum (windows, skylights, entrances, store fronts, curtain walls, shower doors, mirrors, hand rails) in new construction, residential building and remodeling projects.

JOB TITLES

- Commercial Glazier
- Glass Installer
- Glass Technician
- Glazer

LABOR UNION PROGRAM(S)

International Union of Painters and Allied Trades - District Council 1M



Length of RAP
3-4 Years



Market Forecast
2023-2032

40 Total Annual Openings



Entry-Level Wage
\$21.48 Hourly
\$44,680.44 Annually



Median Wage
\$28.91 Hourly
\$60,135.26 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



HEATING, VENTILATION & AIR-CONDITIONER INSTALLER

JOB DESCRIPTION

Heating, Ventilation, and Air Conditioner (HVAC) Installers install or repair heating, central air conditioning, HVAC, and refrigeration systems, including oil burners, hot-air furnaces and heating stoves.

JOB TITLES

- Air Conditioning Technician
- HVAC Installer
- HVAC Service Tech
- HVAC Specialist
- HVAC Tech
- Refrigeration Mechanic
- Refrigeration Tech
- Service Tech

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College

LABOR UNION PROGRAM(S)

Operating Engineers 324

TRADE SCHOOL(S)

Southeast Michigan Construction Academy



Length of RAP
4 Years



Market Forecast
2023-2032

330 Total Annual Openings



Entry-Level Wage
\$20.06 Hourly
\$41,723.59 Annually



Median Wage
\$29.82 Hourly
\$62,030.75 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



INSULATION INSTALLER

JOB DESCRIPTION

Insulation Installers apply insulation and wrap pipes and tanks for heat, frost and condensation in industrial settings (e.g., factories and power plants).

JOB TITLES

- Commercial Insulator
- Heat and Frost Insulator
- Insulation Mechanic
- Insulator
- Insulator Journeyman
- Mechanical Insulator

LABOR UNION PROGRAM(S)

Heat & Frost Insulators Allied Workers Joint Apprentices Training Program Local 25



Length of RAP
2-4 Years



Market Forecast
2023-2032

35 Total Annual Openings

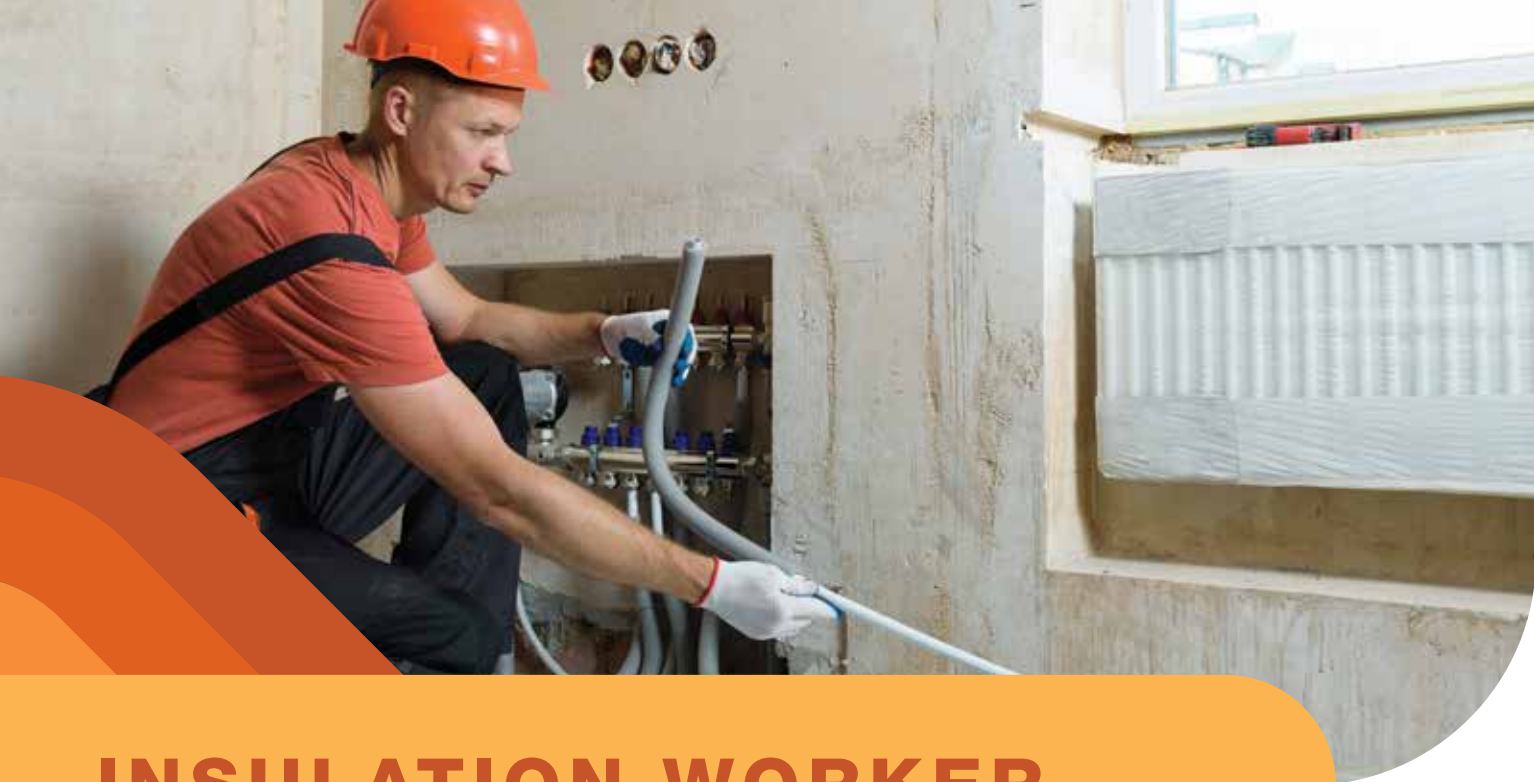


Entry-Level Wage
\$18.66 Hourly
\$38,820.85 Annually



Median Wage
\$26.06 Hourly
\$47,970.81 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



INSULATION WORKER

JOB DESCRIPTION

Insulation Workers apply insulation materials to pipes, ducts or other mechanical systems to help control and maintain temperature.

JOB TITLES

- Commercial Insulator
- Heat and Frost Insulator
- Industrial Insulator
- Insulator Journeyman
- Mechanical Insulator

LABOR UNION PROGRAM(S)

Heat & Frost Insulators Allied Workers Joint Apprentices Training Program Local 25



Length of RAP
2-4 Years



Market Forecast
2023-2032

15 Total Annual Openings



Entry-Level Wage
\$24.89 Hourly
\$51,775.24 Annually



Median Wage
\$31.69 Hourly
\$65,914.76 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



LINEMAN

JOB DESCRIPTION

Linemen install, maintain, and repair electrical wiring, equipment and fixtures. They ensure that work is in accordance with relevant codes. Linemen also install or service street lights, intercom systems or electrical control systems.

JOB TITLES

- Control Electrician
- Crane Electrician
- Electrician
- Industrial Electrician
- Inside Wireman
- Interior Electrician
- Lightning Protection Technician
- Maintenance Electrician
- Marine Electrician
- Production Machinery Electrician
- Protective-Signal Repairer
- Residential Wireman
- Street-Light Servicer
- Wireman

COMMUNITY COLLEGE TRAINING PARTNER(S)

Lansing Community College

LABOR UNION PROGRAM(S)

International Brotherhood of Electrical Workers Local 17



Length of RAP
3-4 Years



Market Forecast
2023-2032

515 Total Annual Openings



Entry-Level Wage
\$21.71 Hourly
\$45,149.75 Annually



Median Wage
\$38.64 Hourly
\$80,374.12 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



MASON

JOB DESCRIPTION

Masons smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads and curbs, using a variety of hand and power tools. They also align forms for sidewalks, curbs, or gutters; patch voids and use saws to cut expansion joints.

JOB TITLES

- Cement Mason
- Concrete Finisher

LABOR UNION PROGRAM(S)

The International Union of Bricklayers & Allied Craftworkers Local 2



Length of RAP
4 Years



Market Forecast
2023-2032

130 Total Annual Openings



Entry-Level Wage
\$19.25 Hourly
\$40,049.34 Annually



Median Wage
\$30.03 Hourly
\$62,463.05 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



MILLWRIGHT

JOB DESCRIPTION

Millwrights are construction mechanics whose skills include moving, leveling, aligning, installing and repairing large machinery. Millwrights also rig, erect and splice belts; clean, lubricate and replace gears; and fabricate, install and repair conveyor systems, turbines, generators and automated systems.

JOB TITLES

- Maintenance Mechanic
- Maintenance Millwright
- Millwright Foreman
- Millwright Instructor
- Precision Millwright

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Schoolcraft College

LABOR UNION PROGRAM(S)

Michigan Regional Council of Carpenters and Millwrights
- Millwrights Local 1102



Length of RAP
4 Years



Market Forecast
2023-2032

160 Total Annual Openings



Entry-Level Wage
\$30.98 Hourly
\$64,429.13 Annually



Median Wage
\$41.42 Hourly
\$86,148.62 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



OPERATING ENGINEER

JOB DESCRIPTION

Operating Engineers operate several types of power construction equipment, including motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, and front-end loaders, to excavate, move and grade earth, erect structures, pour concrete and other hard surface pavement. They may also repair and maintain equipment.

JOB TITLES

- Back Hoe Operator
- Engineering Equipment Operator
- Equipment Operator
- Forklift Operator
- Heavy Equipment Operator
- Hot Mix Asphalt Operator
- Machine Operator
- Motor Grader Operator
- Track Hoe Operator

COMMUNITY COLLEGE TRAINING PARTNER(S)

Lansing Community College

LABOR UNION PROGRAM(S)

Operating Engineers 324



Length of RAP
3 Years



Market Forecast
2023-2032

225 Total Annual Openings



Entry-Level Wage
\$23.23 Hourly
\$48,315.80 Annually



Median Wage
\$31.49 Hourly
\$65,491.45 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PAINTER

JOB DESCRIPTION

Painters prepare the surfaces of buildings and other structures and then apply paint, varnish, enamel, lacquer and similar materials to these surfaces. A painter is adept at handling brushes and other painting tools in order to apply paint thoroughly, uniformly, and rapidly to any type of surface.

JOB TITLES

- Building Trades Painter
- Commercial Painter
- Highway Painter
- House Painter
- Industrial Painter
- Maintenance Painter
- Texturer

LABOR UNION PROGRAM(S)

International Union of Painters Allied Trades - District Council 1M



Length of RAP
3-4 Years



Market Forecast
2023-2032

240 Total Annual Openings



Entry-Level Wage
\$17.66 Hourly
\$36,734.81 Annually



Median Wage
\$27.02 Hourly
\$56,192.22 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PIPEFITTER

JOB DESCRIPTION

Pipefitters install both high and low pressure pipes that carry hot water, steam and other liquids and gases, especially those in industrial and commercial buildings.

JOB TITLES

- HVAC Technician
- Pipe Welder
- Steamfitter

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Mott Community College
- Oakland Community College

LABOR UNION PROGRAM(S)

UA Local 636: Pipefitters, Steamfitters Refrigeration, and Air Conditioning Service



Length of RAP
4-5 years



Market Forecast
2023-2032

490 Total Annual Openings



Entry-Level Wage
\$22.64 Hourly
\$47,093.60 Annually



Median Wage
\$39.79 Hourly
\$82,754.63 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PLASTERER

JOB DESCRIPTION

Plasterers finish interior walls and ceilings by using a one-, two- or three-coat system over interior lathes. They install insulated finish systems, apply stucco to exterior walls and ceilings, and soundproof and fireproof buildings. Plasterers also create specialized molds and often play a major role in renovating historic buildings.

JOB TITLES

- Applicator
- Artisan Plasterer
- Plaster and Stucco Worker
- Plaster Applicator
- Plasterer Journeyman
- Plastering Contractor

LABOR UNION PROGRAM(S)

Michigan Operative Plasterers' And Cement Masons Training School 514



Length of RAP
2 Years



Market Forecast
2023-2032

42 Total Annual Openings



Entry-Level Wage
\$25.83 Hourly
\$53,723.11 Annually



Median Wage
\$33.67 Hourly
\$70,025.65 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PLUMBER

JOB DESCRIPTION

Plumbers alter, repair, maintain and install plumbing systems, plumbing fixtures and appliances, and water distribution and waste disposal systems. Plumbers also install the medical gas systems in health care facilities.

JOB TITLES

- Backflow Tester
- Commercial Plumber
- Drain Technician
- Gas Fitter
- Medical Gas Installer
- Pipe Welder
- Plumbing Installer
- Residential Plumber
- Service Plumber
- Steamfitter

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Washtenaw Community College

LABOR UNION PROGRAM(S)

UA Local Plumbers 98



Length of RAP
4-5 years



Market Forecast
2023-2032

490 Total Annual Openings



Entry-Level Wage
\$22.64 Hourly
\$47,093.60 Annually



Median Wage
\$39.79 Hourly
\$82,754.63 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



RESIDENTIAL CARPENTER

JOB DESCRIPTION

Residential Carpenters construct, erect, install and repair structures and fixtures made of wood and comparable materials, such as concrete forms; build frameworks, including partitions, joists, studding, and rafters; and construct wood stairways, window and door frames and hardwood floors. They also install cabinets, siding, drywall, and batt or roll insulation.

JOB TITLES

- Cabinet Maker
- Carpenter, Mold
- Carpenter Roofer Specialist
- Concrete Carpenter
- Construction Carpenter
- Form Builder
- Lather
- Maintenance Carpenter
- Rough Carpenter
- Scaffold Builder/Erector

COMMUNITY COLLEGE TRAINING PARTNER(S)

Lansing Community College

LABOR UNION PROGRAM(S)

Michigan Regional Council of Carpenters and Millwrights
- Residential Carpenters Local 1234



Length of RAP
2-4 Years



Market Forecast
2023-2032

610 Total Annual Openings



Entry-Level Wage
\$21.99 Hourly
\$45,747.33 Annually



Median Wage
\$31.38 Hourly
\$65,264.14 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



ROOFER & WATERPROOFER

JOB DESCRIPTION

Roofers and Waterproofers install a wide variety of roofing materials, including hot tar, hot asphalt and modified bitumen or rubber membrane on all types of commercial buildings. These buildings include small stores to huge automotive plants, and range in height from one story to skyscrapers.

JOB TITLES

- Commercial Roofer
- Industrial Roofer
- Metal Roofing Mechanic
- Residential Roofer
- Roof Mechanic
- Roof Service Technician
- Sheet Metal Roofer

LABOR UNION PROGRAM(S)

United Union Roofers and Waterproofers Local 149



Length of RAP
2-4 Years



Market Forecast
2023-2032

90 Total Annual Openings

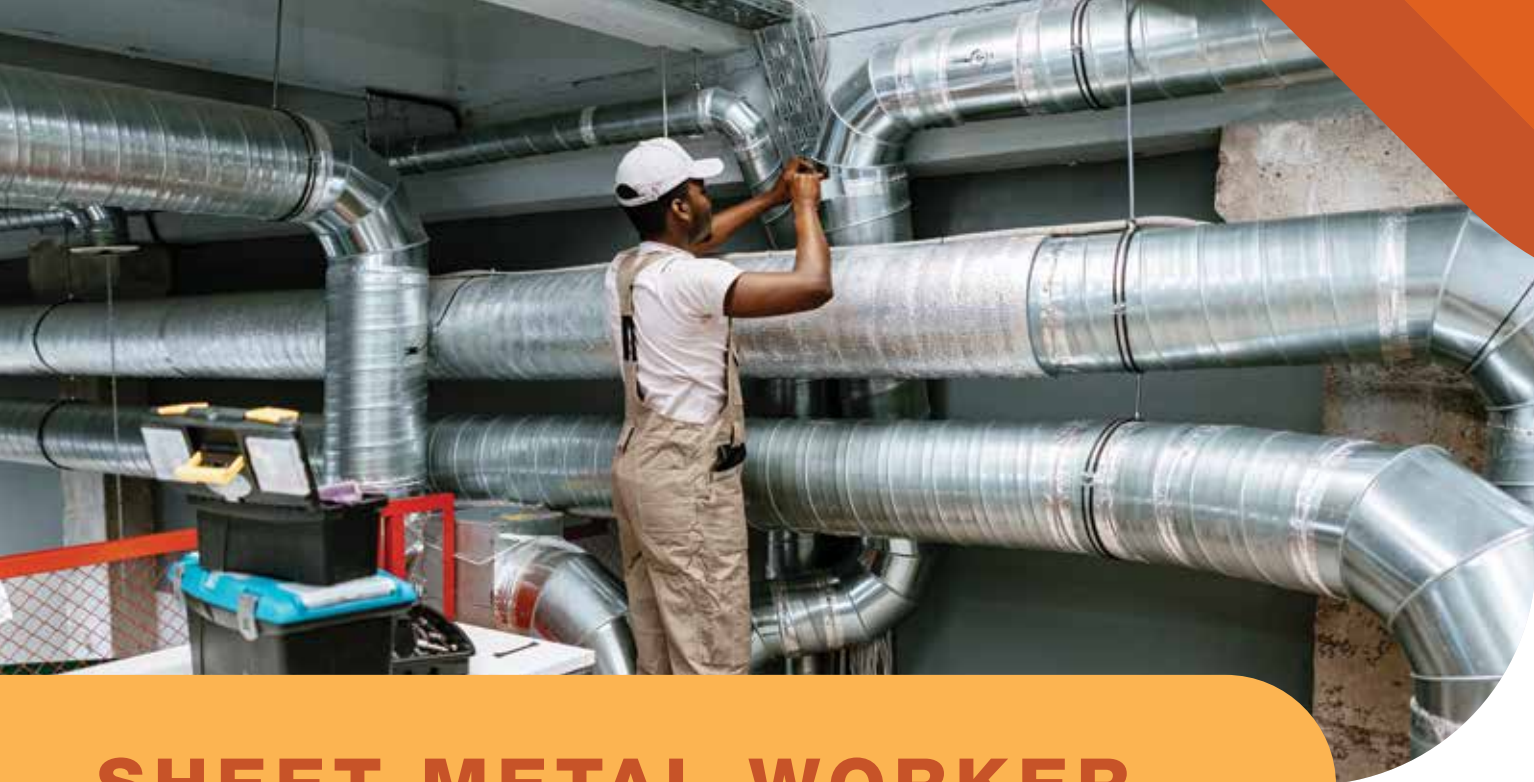


Entry-Level Wage
\$22.91 Hourly
\$47,643.83 Annually



Median Wage
\$29.62 Hourly
\$61,599.70 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



SHEET METAL WORKER

JOB DESCRIPTION

Sheet Metal Workers fabricate and install ducts that are used in ventilating, air conditioning and heating systems. They also fabricate and install roofing and siding, metal decks, gutters, flashings and dust-collecting systems.

JOB TITLES

- Computer Aided Draftsman
- Fabricator
- Fitter
- Layout Man
- Metal Fabricator
- Mill Beam Fitter
- Ship Fitter
- Small Parts Fabricator
- Structural Planner
- Structural Steel Fitter
- Welder

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College

LABOR UNION PROGRAM(S)

- Sheet Metal Air Rail Transportation (SMART) Local 292 Detroit
- Sheet Metal Workers Local 80 Training Center



Length of RAP
4 Years



Market Forecast
2023-2032

145 Total Annual Openings



Entry-Level Wage
\$20.48 Hourly
\$42,605.07 Annually



Median Wage
\$30.28 Hourly
\$62,987.17 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



SIGNAL TECHNICIAN

JOB DESCRIPTION

Signal Technicians install, inspect, test, maintain and repair electric gate crossings, signals, signal equipment, track switches, section line, and intercommunications systems within a railroad system.

JOB TITLES

- Electric-Track-Switch Maintainer
- Railroad Signal Maintainer
- Signal and Communications Maintainer
- Signal Inspector
- Signal Maintenance Technician
- Traffic Signal Electrician
- Train Control Electronic Technician

COMMUNITY COLLEGE TRAINING PARTNER(S)

Lansing Community College

LABOR UNION PROGRAM(S)

International Brotherhood of Electrical Workers Local 17



Length of RAP
3-4 Years



Market Forecast
2023-2032

2 Total Annual Openings



Entry-Level Wage
\$28.23 Hourly
\$58,714.87 Annually



Median Wage
\$40.12 Hourly
\$83,447.88 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



SPRINKLER FITTER

JOB DESCRIPTION

Sprinkler Fitters assemble, install, alter and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. They install heating and cooling equipment and mechanical control systems.

JOB TITLES

- Coppersmith
- Coppersmith, Ship and Boat
- Fire Sprinkler Service Technician
- Pipe Welder
- Utilities Systems Repair Operator

LABOR UNION PROGRAM(S)

Sprinkler Fitters UA Local 704



Length of RAP
4 years



Market Forecast
2023-2032

1,310 Total Annual Openings*



Entry-Level Wage
\$22.64 Hourly
\$47,093.60 Annually



Median Wage
\$39.79 Hourly
\$82,754.63 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.

**Projection is statewide from O*Net*



STATIONARY ENGINEER

JOB DESCRIPTION

Stationary Engineers operate or maintain stationary engines, boilers and other mechanical equipment, including generators, motors and turbines, to provide utilities for buildings or industrial processes.

JOB TITLES

- Auxiliary Operator
- Boiler Operator
- Boiler Technician
- Operating Engineer
- Operator
- Plant Utilities Engineer
- Recovery Boiler Operator
- Stationary Steam Engineer
- Utilities Operator

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College

LABOR UNION PROGRAM(S)

Operating Engineers 324



Length of RAP
3-4 Years



Market Forecast
2023-2032

30 Total Annual Openings



Entry-Level Wage
\$26.35 Hourly
\$54,803.94 Annually



Median Wage
\$39.88 Hourly
\$82,950.81 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



STRUCTURAL IRON & STEEL WORKER

JOB DESCRIPTION

Structural Iron and Steel Workers raise, place and unite iron or steel girders, columns, or other structural members to form completed structures or structural frameworks in the commercial, industrial and residential sectors. Structural workers assemble, erect and install fabricated iron sections. Reinforcing iron workers fabricate and place steel bars in concrete forms. Ornamental workers install metal stairways, cat walks, gratings, curtain walls, doors, gates, and railings. Special building erectors erect pre-engineered buildings. Rigging/machinery movers load, unload, move and set machinery, equipment and material using cranes, derricks or forklifts.

JOB TITLES

- Assembler, Metal Building
- Fitter
- Ironworker
- Steel Fabricator
- Steel Worker
- Structural Ironworker
- Structural Steel/Ironworker
- Structural Steel Worker
- Tank Setter (Petrol Prod)
- Tower Hand

LABOR UNION PROGRAM(S)

Iron Workers Local 25



Length of RAP
3-4 Years



Market Forecast
2023-2032

90 Total Annual Openings



Entry-Level Wage
\$22.99 Hourly
\$47,826.34 Annually



Median Wage
\$35.06 Hourly
\$72,922.94 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



SUBSTATION TECHNICIAN

JOB DESCRIPTION

Substation Technicians inspect, test, repair and maintain electrical equipment in generating stations, substations and in-service relays.

JOB TITLES

- Corrosion-Control Fitter
- Electrical Maintenance Technician
- Electrical Technician
- Electrician, Powerhouse
- Instrument and Control Technician
- Relay Technician
- Substation Electrician
- Substation Wireman

COMMUNITY COLLEGE TRAINING PARTNER(S)

Lansing Community College

LABOR UNION PROGRAM(S)

International Brotherhood of Electrical Workers Local 17



Length of RAP
3-4 Years



Market Forecast
2023-2032

110 Total Annual Openings*



Entry-Level Wage
\$33.36 Hourly
\$69,391.28 Annually



Median Wage
\$52.07 Hourly
\$108,315.05 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.

**Projection is statewide from O*Net*

TERRAZZO WORKER & FINISHER

JOB DESCRIPTION

Terrazzo Workers and Finishers apply a mixture of cement, sand, pigment, or marble chips to floors, stairways and cabinet fixtures, to fashion durable and decorative surfaces.

JOB TITLES

- Terrazzo Finisher
- Terrazzo Grinder
- Terrazzo Installer
- Terrazzo Journeyman
- Terrazzo Tile Setter
- Terrazzo Worker

LABOR UNION PROGRAM(S)

The International Union of Bricklayers & Allied Craftworkers Local 2



Length of RAP
2-4 Years



Market Forecast
2023-2032

<10 Total Annual Openings



Entry-Level Wage
\$18.73 Hourly
\$38,958.40 Annually



Median Wage
\$27.44 Hourly
\$57,075.20 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



TUCK POINTER

JOB DESCRIPTION

Tuckpointers perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and other equipment and instruments. They clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. This job also assists other craft workers.

JOB TITLES

- Bituminous Asphalt Technician
- Construction Laborer/Worker
- Equipment Operator
- Form Setter
- Maintenance Technician
- Pointer, Cleaner, Caulker
- Pool Installer Technician
- Post Framer
- Scaffolding Operator
- Site Work Laborer
- Toolman

LABOR UNION PROGRAM(S)

The International Union of Bricklayers & Allied Craftworkers Local 2



Length of RAP
3-4 Years



Market Forecast
2023-2032

212 Total Annual Openings



Entry-Level Wage
\$18.11 Hourly
\$37,677.83 Annually



Median Wage
\$24.83 Hourly
\$51,651.56 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



**REGISTERED APPRENTICESHIP
CATALOG 3.3**

HEALTHCARE





CENTRAL STERILE PROCESSING TECHNICIAN

JOB DESCRIPTION

Central Sterile Processing Technicians prepare, sterilize, install, and clean laboratory or healthcare equipment. They also perform routine laboratory tasks and operate or inspect equipment.

JOB TITLES

- Central Processing Technician
- Central Service Technician
- Central Sterile Supply Technician
- Certified Registered Central Service Technician
- Instrument Technician
- Medical Equipment Preparer
- Sterile Processing Technician
- Sterile Technician
- Sterilization Technician

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Macomb Community College
- Oakland Community College



Length of RAP
1 Year



Market Forecast
2023-2032

140 Total Annual Openings



Entry-Level Wage
\$19.10 Hourly
\$39,728.50 Annually



Median Wage
\$22.41 Hourly
\$46,614.65 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



DENTAL ASSISTANT

JOB DESCRIPTION

Dental Assistants assist dentists by preparing the patient for treatment, setting up equipment and maintaining dental records.

JOB TITLES

- Certified Dental Assistant
- Oral Surgery Assistant
- Orthodontic Assistant
- Surgical Dental Assistant

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
1 Year



Market Forecast
2023-2032

725 Total Annual Openings



Entry-Level Wage
\$16.94 Hourly
\$35,238.60 Annually



Median Wage
\$22.45 Hourly
\$46,700.32 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



HOME HEALTH & PERSONAL CARE AIDE

JOB DESCRIPTION

Home Health and Personal Care Aides monitor the health of an individual with disabilities or illness and address their needs, such as changing bandages, dressing wounds, or administering medication. Their work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Home Health Aides provide assistance with routine healthcare tasks or activities of daily living, including feeding, bathing, toileting, or movement. They also help with tasks such as preparing meals, light housekeeping and laundry, depending on the patient's abilities.

JOB TITLES

- Caregiver
- Care Provider
- Direct Care Worker
- Home Care Aide
- Medication Aide
- Personal Care Assistant (PCA)
- Resident Care Assistant (RCA)

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
1 Year



Market Forecast
2023-2032

7,077 Total Annual Openings



Entry-Level Wage
\$11.67 Hourly
\$24,270.16 Annually



Median Wage
\$15.74 Hourly
\$32,735.44 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



MEDICAL ASSISTANT

JOB DESCRIPTION

Medical Assistants perform administrative and specific clinical duties under the direction of a physician. Administrative duties include scheduling appointments, maintaining medical records, and billing and coding for insurance purposes. Clinical duties include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by a physician.

JOB TITLES

- Certified Medical Assistant
- Doctor's Assistant
- Registered Medical Assistant

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Oakland Community College
- Schoolcraft College



Length of RAP
2 Years



Market Forecast
2023-2032

1,595 Total Annual Openings



Entry-Level Wage
\$17.15 Hourly
\$35,677.95 Annually



Median Wage
\$18.83 Hourly
\$39,170.96 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



NURSE ASSISTANT

JOB DESCRIPTION

Nurse Assistants provide or assist with basic care or support under the direction of onsite licensed nursing staff. They perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. Nurse Assistants also administer medication and perform other health-related tasks.

JOB TITLES

- Certified Medication Aide (CMA)
- Certified Nurse Aide (CNA)
- Licensed Nursing Assistant (LNA)
- Nurse Assistant
- Nursing Aide
- Nursing Attendant
- Patient Care Assistant (PCA)
- State Tested Nursing Assistant (STNA)

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Macomb Community College
- Oakland Community College



Length of RAP
1-3 Years



Market Forecast
2023-2032

478 Total Annual Openings



Entry-Level Wage
\$17.58 Hourly
\$36,556.91 Annually



Median Wage
\$19.05 Hourly
\$39,616.99 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PARAMEDIC

JOB DESCRIPTION

Paramedics assess injuries, administer emergency medical care and extricate trapped individuals. They also transport injured or sick persons to medical facilities.

JOB TITLES

First Responder

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College
- Oakland Community College



Length of RAP
2 Years



Market Forecast
2023-2032

150 Total Annual Openings*



Entry-Level Wage
\$19.97 Hourly
\$41,536.69 Annually



Median Wage
\$25.53 Hourly
\$53,102.65 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.

*Projection is statewide from O*Net



PHARMACY TECHNICIAN

JOB DESCRIPTION

Pharmacy Technicians prepare medications under the direction of a pharmacist. These technicians mix, count out, label and record amounts and dosages of medications.

JOB TITLES

- Certified Pharmacy Technician
- Compounding Technician
- Registered Pharmacy Technician

COMMUNITY COLLEGE TRAINING PARTNER(S)

Macomb Community College



Length of RAP
1 Year



Market Forecast
2023-2032

575 Total Annual Openings



Entry-Level Wage
\$16.65 Hourly
\$34,639.89 Annually



Median Wage
\$19.25 Hourly
\$40,040.87 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PHLEBOTOMIST

JOB DESCRIPTION

Phlebotomists draw blood for tests, transfusions, donations, or research. They also explain the procedure to patients and assist in the recovery of patients who have negative reactions.

JOB TITLES

- Lab Liaison Technician
- Mobile Examiner
- Patient Service Technician
- Phlebotomy Technician
- Registered Phlebotomist

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Macomb Community College
- Oakland Community College



Length of RAP
1 Year



Market Forecast
2023-2032

110 Total Annual Openings



Entry-Level Wage
\$18.38 Hourly
\$38,227.50 Annually



Median Wage
\$21.13 Hourly
\$43,945.07 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



REGISTERED NURSE

JOB DESCRIPTION

Registered Nurses assess patient health needs, develop and implement care plans, and maintain medical records. They administer nursing care to ill, injured, convalescent, or disabled patients and advise patients on health maintenance and disease prevention; provide case management.

JOB TITLES

- Certified Operating Room Nurse
- Charge Nurse
- Oncology Registered Nurse
- Psychiatric Registered Nurse

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
2 Years



Market Forecast
2023-2032
2,235 Total Annual Openings



Entry-Level Wage
\$35.04 Hourly
\$72,877.26 Annually



Median Wage
\$43.27 Hourly
\$90,007.92 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



SURGICAL TECHNOLOGIST

JOB DESCRIPTION

Surgical Technologists assist in operations under the supervision of surgical personnel. They help set up operating rooms; prepare and transport patients for surgery; adjust lights and equipment; pass instruments and other supplies to surgeons; hold retractors; cut sutures; and help count medical supplies.

JOB TITLES

- Certified Surgical Technologist
- Operating Room Surgical Technician (OR ST)
- Operating Room Technologist
- Surgical Scrub Technologist (Surgical Scrub Tech)

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
1 Year



Market Forecast
2023-2032

95 Total Annual Openings



Entry-Level Wage
\$21.80 Hourly
\$45,341.35 Annually



Median Wage
\$31.02 Hourly
\$64,511.32 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.

**REGISTERED APPRENTICESHIP
CATALOG 3.4**

INFORMATION TECHNOLOGY





COMPUTER NETWORK ARCHITECT

JOB DESCRIPTION

Computer Network Architects design and implement computer and information networks, including local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. They perform network modeling, analysis and planning, including analysis of capacity needs for network infrastructures. Computer Network Architects also design network and computer security measures, as well as research, and recommend network and data communications hardware and software.

JOB TITLES

- Computer Network Technologist
- Network Analyst
- Network Consultant
- Networking Systems Engineer
- Network Systems Consultant
- Solutions Architect
- System Programmer
- Systems Engineer
- Wide Area Network (WAN) Engineer
- Wireless Network Engineer

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College
- Oakland Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
2 Years



Market Forecast
2023-2032

54 Total Annual Openings



Entry-Level Wage
\$38.67 Hourly
\$80,424.94 Annually



Median Wage
\$62.24 Hourly
\$129,457.37 Annually



COMPUTER SYSTEMS ANALYST

JOB DESCRIPTION

Computer Systems Analysts analyze science, engineering, business and other data processing problems to implement and improve computer systems. They analyze user requirements, procedures and problems to automate or improve existing systems and review computer system capabilities, workflow and scheduling limitations. Computer Systems Analysts also analyze or recommend commercially available software.

JOB TITLES

- Applications Analyst
- Business Systems Analyst
- Computer Analyst
- Computer Systems Consultant
- Information Systems Analyst (ISA)
- Information Technology (IT) Analyst
- Information Technology (IT) Systems Analyst
- Programmer Analyst

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College
- Washtenaw Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
1 Year



Market Forecast
2023-2032

1,050 Total Annual Openings*



Entry-Level Wage
\$31.94 Hourly
\$66,435.55 Annually



Median Wage
\$50.64 Hourly
\$105,321.83 Annually

**Projection is statewide from O*Net*



NETWORK & COMPUTER SYSTEMS ADMINISTRATOR

JOB DESCRIPTION

Network and Computer Systems Administrators install, configure and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. They monitor networks to ensure network availability to all system users and may perform necessary maintenance to support network availability. They monitor and test web site performance to ensure web sites operate correctly and without interruption and may also assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. They also supervise computer user support specialists and computer network support specialists and administer network security measures.

JOB TITLES

- Information Analyst
- Information Technology (IT) Specialist
- Local Area Network (LAN) Administrator
- Local Area Network (LAN) Specialist
- Network Administrator
- Network Coordinator
- Network Manager
- Systems Administrator

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Oakland Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
1 Year



Market Forecast
2023-2032

390 Total Annual Openings*



Entry-Level Wage
\$31.07 Hourly
\$64,624.44 Annually



Median Wage
\$47.23 Hourly
\$98,228.56 Annually

**Projection is statewide from O*Net*



SOFTWARE DEVELOPER

JOB DESCRIPTION

Software Developers research, design and develop computer and network software or specialized utility programs. They analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering and mathematical analysis. They update software or enhance existing software capabilities. Software Developers work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. They may also maintain databases within an application area, working individually or coordinating database development as part of a team.

JOB TITLES

- Application Developer
- Application Integration Engineer
- Development Operations (DevOps) Engineer
- Infrastructure Engineer
- Software Architect
- Software Development Engineer
- Systems Engineer

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Oakland Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
1-2 Years



Market Forecast
2023-2032

3,360 Total Annual Openings*



Entry-Level Wage
\$38.40 Hourly
\$79,881.30 Annually



Median Wage
\$60.24 Hourly
\$125,291.53 Annually

*Projection is statewide from O*Net

**REGISTERED APPRENTICESHIP
CATALOG 3.5**

SERVICE PROFESSIONS





AUTOMOBILE MECHANIC

JOB DESCRIPTION

Automobile Mechanics diagnose, repair and overhaul automobiles, buses, trucks and other vehicles.

JOB TITLES

- Automotive Drivability Technician
- Automotive Mechanic
- Automotive Service Technician
- Diagnostic Technician
- Heavy Line Technician
- Mechanic

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Macomb Community College
- Mott Community College
- Oakland Community College



Length of RAP
1-4 Years



Market Forecast
2023-2032

790 Total Annual Openings



Entry-Level Wage
\$15.33 Hourly
\$31,893.02 Annually



Median Wage
\$24.45 Hourly
\$50,861.38 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



BOOKKEEPING, ACCOUNTING, & AUDITING CLERKS

JOB DESCRIPTION

Bookkeeping, Accounting and Auditing Clerks compute, classify and record numerical data to keep financial records. They perform routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. They also check the accuracy of figures, calculations and postings that pertain to business transactions.

JOB TITLES

- Accounting Assistant
- Accounting Clerk
- Accounting Specialist
- Accounting Technician
- Accounts Payable Clerk
- Accounts Payable Specialist
- Accounts Receivable Clerk

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
2 Years



Market Forecast
2023-2032

1,430 Total Annual Openings



Entry-Level Wage
\$27.44 Hourly
\$57,083.52 Annually



Median Wage
\$38.99 Hourly
\$81,089.68 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



BUTCHER

JOB DESCRIPTION

Butchers cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.

JOB TITLES

- Meat Clerk
- Meat Cutter
- Meat Specialist
- Meat Wrapper

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Mott Community College
- Oakland Community College



Length of RAP
3 Years



Market Forecast
2023-2032

165 Total Annual Openings



Entry-Level Wage
\$13.92 Hourly
\$28,955.56 Annually



Median Wage
\$18.24 Hourly
\$37,946.77 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



CHILD CARE DEVELOPMENT SPECIALIST

JOB DESCRIPTION

Child Care Development Specialists attend to children at schools, businesses, private households and child care institutions. They perform a variety of tasks, including dressing, feeding, bathing and overseeing play.

JOB TITLES

- Caregiver
- Child Care Educator
- Child Caregiver
- Child Care Provider
- Child Care Worker
- Early Childhood Educator
- Infant Teacher
- Toddler Teacher

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Mott Community College
- Oakland Community College



Length of RAP
2 Years



Market Forecast
2023-2032

1,505 Total Annual Openings



Entry-Level Wage
\$11.36 Hourly
\$23,637.72 Annually



Median Wage
\$14.18 Hourly
\$29,486.66 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



COOK, RESTAURANT

JOB DESCRIPTION

Cooks prepare, season and cook soups, meats, vegetables, desserts and other foodstuffs for consumption in eating establishments; read menus to estimate food requirements and order food from suppliers; adjust thermostat controls to regulate temperature of ovens, broilers, grills, roasters and steam kettles; measure and mix ingredients according to recipe, using a variety of kitchen utensils and equipment, including blenders, mixers, grinders, slicers and tenderizers to prepare soups, salads, gravies, desserts, sauces and casseroles; bake, roast, broil and steam meats, fish, vegetables and other foods; add seasoning to foods during mixing or cooking, according to personal judgment and experience.

JOB TITLES

- Banquet Cook
- Breakfast Cook
- Fry Cook
- Grill Cook
- Line Cook
- Prep Cook
- Saucier

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Mott Community College
- Oakland Community College

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



Length of RAP
1-2 Years



Market Forecast
2023-2032

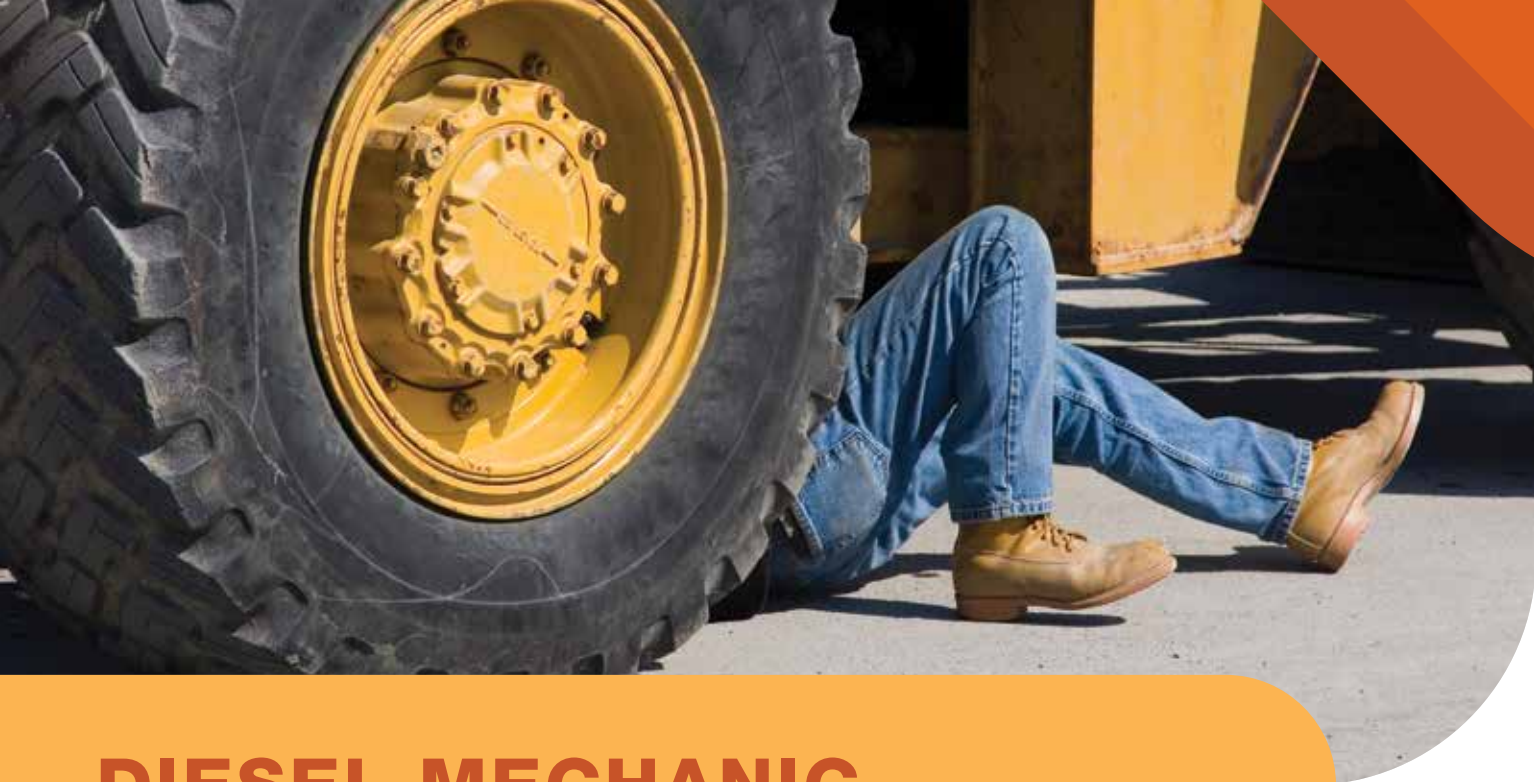
2,615 Total Annual Openings



Entry-Level Wage
\$14.15 Hourly
\$29,436.89 Annually



Median Wage
\$18.17 Hourly
\$37,789.09 Annually



DIESEL MECHANIC

JOB DESCRIPTION

Diesel Mechanics diagnose, adjust, repair or overhaul trucks, buses, and all types of diesel engines. These mechanics work primarily on automobile diesel engines.

JOB TITLES

- Bus Mechanic
- Diesel Technician
- Fleet Mechanic
- General Repair Mechanic
- Heavy Truck Mechanic
- Service Technician
- Trailer Mechanic
- Transit Mechanic
- Truck Mechanic

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College

LABOR UNION PROGRAM(S)

Operating Engineers 324



Length of RAP
4 Years



Market Forecast
2023-2032

275 Total Annual Openings



Entry-Level Wage
\$22.32 Hourly
\$46,418.76 Annually



Median Wage
\$29.20 Hourly
\$60,742.89 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



HOTEL CLERK

JOB DESCRIPTION

Hotel Clerks accommodate hotel, motel and resort patrons, by registering and assigning rooms to guests, issuing room keys or cards, transmitting and receiving messages, keeping records of occupied rooms and guests’ accounts, making and confirming reservations, and collecting statement payments from departing guests.

JOB TITLES

- Desk Clerk
- Front Desk Agent
- Front Desk Clerk
- Guest Service Representative
- Night Auditor

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
2 Years



Market Forecast
2023-2032
295 Total Annual Openings



Entry-Level Wage
\$14.04 Hourly
\$29,207.53 Annually



Median Wage
\$16.42 Hourly
\$34,151.77 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



LINE CLEARANCE TREE TRIMMER

JOB DESCRIPTION

Tree Trimmers, using sophisticated climbing and rigging techniques, cut away dead or excess branches from trees or shrubs to maintain right-of-way for roads and sidewalks. Tree Trimmers also improve the appearance, health and value of trees by treating trees or shrubs using handsaws, hand pruners, clippers and power pruners. Tree Trimmers work off the ground in a tree canopy and may use truck-mounted lifts.

JOB TITLES

- Arborist
- Climber
- Grounds Worker
- Laborer
- Plant Health Care Technician
- Tree Climber
- Tree Trimmer

LABOR UNION PROGRAMS

International Brotherhood of Electrical Workers Local 17



Length of RAP
2 Years



Market Forecast
2023-2032

65 Total Annual Openings



Entry-Level Wage
\$18.38 Hourly
\$38,239.81 Annually



Median Wage
\$23.25 Hourly
\$48,368.14 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



SOCIAL & HUMAN SERVICE ASSISTANT

JOB DESCRIPTION

Social and Human Service Assistants assist other social and human service providers by supplying client services in a wide variety of fields, including psychology, rehabilitation, and social work for families. They assist clients in identifying and obtaining available benefits and social services. They also assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.

JOB TITLES

- Addictions Counselor Assistant
- Advocate
- Clinical Assistant
- Residential Care Assistant
- Social Services Aide
- Social Work Associate

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Lansing Community College
- Oakland Community College



Length of RAP
1-2 Years



Market Forecast
2023-2032

470 Total Annual Openings



Entry-Level Wage
\$14.98 Hourly
\$31,163.73 Annually



Median Wage
\$20.16 Hourly
\$41,940.62 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



TRUCK DRIVER: HEAVY & TRACTOR-TRAILER

JOB DESCRIPTION

Heavy Truck and Tractor-Trailer Drivers drive a tractor-trailer combination or a truck, with a capacity of at least 26,001 pounds Gross Vehicle Weight (GVW). They may be required to unload trucks and will need a commercial drivers' license. This job includes tow truck drivers.

JOB TITLES

- Commercial Driver's License Driver (CDL) Driver
- Line Haul Driver
- Log Truck Driver
- Over the Road (OTR) Driver
- Production Truck Driver
- Semi Truck Driver
- Tractor Trailer Driver

COMMUNITY COLLEGE TRAINING PARTNER(S)

Henry Ford College



Length of RAP
1 Year



Market Forecast
2023-2032
2,310 Total Annual Openings



Entry-Level Wage
\$18.41 Hourly
\$38,298.16 Annually



Median Wage
\$26.97 Hourly
\$56,094.65 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.

**REGISTERED APPRENTICESHIP
CATALOG 3.6**

**EMERGING
REGISTERED
APPRENTICESHIPS**







AGRICULTURAL EQUIPMENT OPERATOR

JOB DESCRIPTION

Agricultural Equipment Operators control equipment to support activities, including tilling soil, planting, cultivating and harvesting crops, feeding and herding livestock, removing animal waste, performing crop baling or hay bucking. They operate stationary equipment to perform such post-harvest tasks as husking, shelling, threshing and ginning.

JOB TITLES

- Baler Operator
- Cutter Operator
- Farm Worker
- Hay Baler
- Loader Operator
- Packing Tractor Machine Operator
- Rake Operator
- Sprayer
- Windrower Operator

TRAINING PROGRAMS

Check with local employers regarding RAPs.



Length of RAP
1 Year



Market Forecast
2023-2032

35 Total Annual Openings



Entry-Level Wage
\$10.33 Hourly
\$21,488.48 Annually



Median Wage
\$17.49 Hourly
\$36,378.54 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



GREENSKEEPER/LANDSCAPE MANAGEMENT TECHNICIAN

JOB DESCRIPTION

Greenskeepers and Landscape Management Technicians maintain grounds of property, using hand, power tools or equipment. Workers perform a variety of tasks, which may include laying sod, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of segmental wall units.

JOB TITLES

- Gardener
- Groundskeeper
- Grounds/Outside Maintenance Worker
- Grounds Specialist
- Grounds Worker
- Landscape Gardener
- Landscape Management Technician
- Landscape Specialist

TRAINING PROGRAMS

Check with local employers regarding RAPs.



Length of RAP
1-4 years



Market Forecast
2023-2032

1,605 Total Annual Openings



Entry-Level Wage
\$15.22 Hourly
\$31,654.71 Annually



Median Wage
\$18.71 Hourly
\$38,910.05 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



K-12 TEACHER

JOB DESCRIPTION

K-12 Teachers plan, direct, or coordinate the academic, administrative and auxiliary activities of kindergarten, elementary and secondary schools.

JOB TITLES

- Classroom Teacher
- Educator
- Instructor

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Oakland Community College



Length of RAP
1-3 Years



Market Forecast
2023-2032

Kindergarten: 40
Elementary: 1,005
Middle: 270
Secondary: 495
Total Annual Openings



Entry-Level Wage
\$14.49 Hourly
\$30,134.62 Annually



Median Wage
\$23.98 Hourly
\$49,868.62 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



PARALEGAL

JOB DESCRIPTION

Paralegals assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. They conduct research to support a legal proceeding, formulate a defense, or initiate legal action.

JOB TITLES

- Law Associate
- Legal Analyst
- Legal Assistant
- Legal Clerk
- Legal Processing Assistant
- Paralegal Specialist

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Henry Ford College
- Macomb Community College
- Oakland Community College



Length of RAP
3 Years



Market Forecast
2023-2032

405 Total Annual Openings



Entry-Level Wage
\$22.41 Hourly
\$46,623.00 Annually



Median Wage
\$31.51 Hourly
\$65,542.96 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



POLICE OFFICER

JOB DESCRIPTION

Police Officers maintain order and protect life and property by enforcing laws and ordinances. They perform a combination of the following duties: patrol a specific area, direct traffic, issue traffic summonses, investigate accidents, apprehend and arrest suspects, or serve legal processes of courts. This job includes police officers who work at educational institutions.

JOB TITLES

- Deputy
- Law Enforcement Officer
- Patrol Deputy
- Patrol Officer
- Public Safety Officer
- State Trooper

COMMUNITY COLLEGE TRAINING PARTNER(S)

Oakland Community College



Length of RAP
2 Years



Market Forecast
2023-2032
560 Total Annual Openings



Entry-Level Wage
\$27.44 Hourly
\$57,065.92 Annually



Median Wage
\$38.27 Hourly
\$79,607.63 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



WATER/WASTEWATER TREATMENT PLANT & SYSTEM OPERATOR

JOB DESCRIPTION

Water and Wastewater Treatment Plant and System Operators operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.

JOB TITLES

- Plant Operator
- Process Operator
- Relief Operator
- Wastewater Operator
- Wastewater Technician
- Water Control Dispatcher
- Water Plant Operator
- Water Treatment Plant Operator

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Lansing Community College
- Macomb Community College



Length of RAP
1-3 Years



Market Forecast
2023-2032

75 Total Annual Openings



Entry-Level Wage
\$22.24 Hourly
\$46,253.35 Annually



Median Wage
\$29.88 Hourly
\$62,152.94 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



WORKFORCE DEVELOPMENT SPECIALIST

JOB DESCRIPTION

Workforce Development Specialists design or conduct work-related training and development programs to improve individual skills or organizational performance. They may analyze organizational training needs or evaluate training effectiveness.

JOB TITLES

- Apprenticeship and Training Representative
- Corporate Trainer
- Job Training Specialist
- Leadership Development Specialist
- Learning and Development Consultant
- Training and Development Specialist
- Training Specialist
- Workforce Development Analyst

COMMUNITY COLLEGE TRAINING PARTNER(S)

- Macomb Community College
- Oakland Community College



Length of RAP
1 Year



Market Forecast
2023-2032
395 Total Annual Openings



Entry-Level Wage
\$19.29 Hourly
\$40,116.32 Annually



Median Wage
\$33.10 Hourly
\$68,855.85 Annually

Address and contact information for Trade School/Labor Union Programs and Community College Training Partners can be found in the Appendix of Partners in this guide.



AFTERWARD 4.1

Appendix of Partners

Community Colleges

Henry Ford College
5101 Evergreen Road
Dearborn, MI 48128

Dr. Patricia Chatman, *Dean*
pchatman@hfcc.edu
(313) 317-6603

PRE-APPRENTICESHIP PROGRAM(S)
Industrial Readiness

LEARN MORE:
[hfcc.edu/programs/
trade-apprentice](http://hfcc.edu/programs/trade-apprentice)

Lansing Community College
600 N Grand Avenue
Lansing, MI 48933

Will Emerson, Ph.D.
*Health and Human Services
Apprenticeships and External
Partnerships, Director*
lcc-apprenticeships@lcc.edu
(517) 483-1041

Kelsey Lorichon
*Apprenticeship Specialist -
Technical Careers*
lorichok@star.lcc.edu
(517) 483-1548

LEARN MORE:
[lcc.edu/techcareers/
apprenticeships.html](http://lcc.edu/techcareers/apprenticeships.html)

Macomb Community College
14500 12 Mile Road
Warren, MI 48088

Vikki Gordon, EdD
Apprentice Coordinator/Professor: Skilled Trades
gordonv@macomb.edu | (586) 445-7519

Amy Jury
*Director of Apprenticeships and Business
Partnerships: Health and Public Services*
jurya707@macomb.edu

Scott Wyckoff
*Apprenticeship Navigator: Business and
Information Technology*
wyckoffs960@macomb.edu

Eric Klein
*Apprenticeship Coordinator: Business and
Information Technology*
kleine552@macomb.edu

PRE-APPRENTICESHIP PROGRAM(S)

- General Industry
- Manufacturing
- Construction
- Health Care

LEARN MORE:
[Macomb.edu/programs-courses/
apprenticeships/index.html](http://Macomb.edu/programs-courses/apprenticeships/index.html)

Mott Community College
1401 E Court Street
Flint, MI 48503

Lynne Hatton
Apprenticeship Coordinator
lynne.hatton@mcc.edu
(810) 762-0224

LEARN MORE:
mcc.edu/apprentice/index.shtml

Oakland Community College

2900 Featherstone Road
Auburn Hills, MI 48326

Andrea Miller

Apprenticeship Manager

apprenticeship@oaklandcc.edu
(248) 232-4283

PRE-APPRENTICESHIP PROGRAM(S)

- Skilled Trades and Advanced Manufacturing
- Construction
- Industrial Readiness

LEARN MORE:

oaklandcc.edu/career-services/apprenticeship/

Schoolcraft College

18600 Haggerty Road
Livonia, MI 48152

Pamela Linton

Apprentice Coordinator

apprenticeship@schoolcraft.edu
(734) 462-4400

PRE-APPRENTICESHIP PROGRAM(S)

- Manufacturing
- Mechatronics
- Welding

LEARN MORE:

schoolcraft.edu/academics/apprenticeships/

Washtenaw Community College

4800 E Huron River Drive
Ann Arbor, MI 48105

Paul Thomas

Apprenticeship Coordinator

Pthomas16@wccnet.edu
(734) 477-8903

LEARN MORE:

wccnet.edu/business/workforce-development/apprenticeships/

Trade School

Southeast Michigan Construction Academy

36250 Van Dyke Avenue
Sterling Heights, MI 48312

CONTACT(S)

Marissa Downs

Director of Education

mdowns@abcsemi.org
(248) 298-3600

LEARN MORE:

semcaschool.org/

Labor Unions

America Line Builders Apprenticeship Training Center

APPLY AT: albat.org/apprentice/

Application Period: Only as needed

LOCAL

International Brotherhood of
Electrical Workers Local 17
17000 W. 12 Mile Road
Southfield, MI 48076

(248) 423-4540
Fax: (248) 423-9277
ibewlocal17.org

Boilermakers Local 169 1755 Fairlane Drive | Allen Park, MI 48101

Michael Card, *Business Manager*
lynn@boilermakerslocal169.com
(313) 584-8520

APPLY AT: glabap.com/application/

Application Period: Year-round

Heat & Frost Insulators and Allied Workers Joint Apprentice Training Program Local 25 21353 Bridge Street | Southfield, MI 48033

Martin Allen, *Apprentice Coordinator*
local25JATC@gmail.com
(248) 352-1850

APPLY AT: form.jotform.com/210215517587051

Application Period: Year-round

LOCAL

Heat and Frost Insulators Local 25

Bob Wright, *Business Manager*
bwrightlocal25@gmail.com
(248) 352-1850

International Union of Painters and Allied Trades - District Council 1M

14587 Barber Avenue | Warren, MI 48088

Shawn O'Neill, *Director of Training*

dot@iupatdc1m.org

(586) 552-4481

Tony Parker, *Business Representative*

tparker@iupatdc1m.org

(586) 552-4474

APPLY AT: iupatdc1michigan.org

Application Period: Year-round

Iron Workers Local 25 Training Center 50490 W. Pontiac Trail | Wixom, MI 48393

Brad Pierce, *Outreach Representative*

brad.pierce@ironworkers25.org

(248) 938-7955

Chad Cox, *Training Coordinator*

chad.cox@iw25tc.org

(248) 960-2130

Mike Randick, *Business Manager*

Dennis Aguirre, *President*

(248) 344-9494

ironworkers25.org/contact

APPLY AT: ironworkers25.org

Application Period: Year-round

LOCAL

Iron Workers Local 25

P.O. Box 965 - 25150 Trans X Drive

Novi, MI 48376

Mike Randick, *Business Manager*

Dennis Aguirre, *President*

(248) 344-9494

ironworkers25.org/contact

Laborers' International Union of North America (LiUNA!) Training of Michigan
11155 Beardslee Road
Perry, MI 48872

Tyrese West, *Apprenticeship Coordinator*
twest@lt-mi.org | (517) 625-6813

HOW TO APPLY:

For more information on how to apply, contact Local 1076
(contact listed below)

LOCAL

Michigan Construction Laborers' Local 1076
760 Joslyn Avenue | Pontiac, MI 48340

Nicholas DeFauw, *Business Manager*
(248) 334-0509
constructionlaborers1076.org

Michigan Operative Plasterers' and Cement Masons Training School 514
2630 S. Grand Traverse | Flint, MI 48530

Lance Ryan, *Plastering*
Markus Martin, *Cement Masons*
contact@micementplasterertraining.com
(810) 820-9866

APPLY AT: micementplasterertraining.com/apply

Application Period: Year-round

LOCAL

Michigan Operative Plasterers' and
Cement Masons Local 514
1154 Lincoln Avenue
Madison Heights, MI 48071

Henry Williams, *Business Manager*
info@opcmiami.org
(248) 548-0800

Metro Detroit Electrical Industry Training Center
2277 E. 11 Mile Road, Suite 1
Warren, MI 48092

Joseph Scott, *Training Director*
(586) 751-6600

APPLY AT: detroiteitc.org/apply/

Application Period: One week a year, dates vary and are posted to the website

LOCAL

International Brotherhood of Electrical
Workers Local 58
1358 Abbott Street | Detroit, MI 48226

Justin Steenbergh, *Business Representative*
justin.steenbergh@ibew58.org
(313) 963-2130, Ext. 3018

Michigan Statewide Carpenters & Millwrights Joint Apprenticeship Training Fund/Detroit Union Carpenters and Millwrights Skilled Training Center
11687 American Street | Detroit, MI 48204

Andrew Showers, *Statewide Director of Training*
ashowers@buildmifuture.com
(248) 541-2740

APPLY AT: buildmifuture.com
Application Period: Year-round

LOCALS

Michigan Regional Council of Carpenters and Millwrights - Carpenters Local 687
Andrew Showers, *Statewide Director of Training*
ashowers@buildmifuture.com

Michigan Regional Council of Carpenters and Millwrights - Millwrights Local 1102
Gene Robinson, *Millwright Training Coordinator & Instructor*
grobinson@buildmifuture.com

Michigan Regional Council of Carpenters and Millwrights - Floor Layers Local 1045
Steve McCool, *Outreach Specialist*
steve.mccool@hammer9.com

Michigan Regional Council of Carpenters and Millwrights - Residential Carpenters Local 1234
Jason Ruffles, *Carpenter Training Coordinator*
jruffles@buildmifuture.com

23401 Mound Road, Suite 101 | Warren, MI 48091

Michigan Trowel Trades Apprenticeship and Training
3321 Remy Drive | Lansing, MI 48906

Tamma Dennis, *Administrative Assistant*
tamma.dennis@michiganbricklayers.org
(517) 886-2221

APPLY AT: apply.appion.network/Start/bac2
Application Period: Year-round

LOCAL

Michigan Trowel Trades/The International Union of Bricklayers & Allied Craftworkers Local 2
21031 Ryan Road | Warren, MI 48091

Nate Nester, *Apprentice Coordinator*
nate.nestor@bricklayers.org
(313) 467-5382

Operating Engineers Local 324
275 E. Highland Road
Howell, MI 48843

John Hartwell
Career and Outreach Coordinator
JATF@iuoe324.org
(517) 546-9610

APPLY AT: oe324.org/application/
Application Period: Only as needed

Pipefitting Industry Training Center 636
636 Executive Drive
Troy, MI 48083

APPLY AT: pipefitters636tc.org/page-9/

LOCAL

UA Local 636: Pipefitters, Steamfitters Refrigeration, and Air Conditioning Service
30100 Northwestern Highway
Farmington Hills, MI 48334

Plumbers 98 and MCA Detroit Training Center
1911 Ring Drive
Troy, MI 48083

Ryan Lyle, *Director of Training*
ryan.lyle@ualocal98jatc.org
(248) 585-1435

APPLY AT: plumbers98tc.org/apprenticeship

LOCAL

UA Local Plumbers 98
555 Horace Brown Drive
Madison Heights, MI 48071

Gary Glaser, *Business Manager*
gglaser98@ualocal98.org
(313) 580-0148

**Southeastern Michigan Roofing
Contractors Association JATC**
10621 Capital | Oak Park, MI 48237

Thomas Jaranowski, *Instructor*
tjaranowski@detroitroofers.org
(248) 543-3847

HOW TO APPLY: Contact the Local 149 for more information
*Application Period: Year-round, but applications are only accepted from
individuals who have been working with a contractor for 5+ months.*

LOCAL

United Union Roofers and Waterproofers Local 149
1640 Porter Street | Detroit, MI 48216

Jonathan Crosby, *Business Agent*
jcrosby@rooferslocal149.com
(313) 961-6093

**Sheet Metal Air Rail Transportation
(SMART) Local 292 Detroit**
64 Park Street
Troy, MI 48083

Dave Pistotti, *Training Coordinator*
dpistotti@smwl292jatc.org
(313) 623-9390

HOW TO APPLY: In person, when openings are posted
When to Apply: Only as needed

**Sheet Metal Workers
Local 80 Training Center**
32700 Dequindre Road
Warren, MI 48092

Samuel A. Velez, *Instructor*
info@SMW80JAC.org
(586) 979-5190

HOW TO APPLY: Apply in person at the Training Center in
Warren. Call (586) 979-5190 to schedule an appointment.
Application Period: Year-round

LOCAL

Sheet Metal Worker's Local 80
17100 W. 12 Mile Road
Southfield, MI 48076

(248) 557-7575





Sprinkler Fitters Local 704 Training Center

**32500 W. Eight Mile Road
Farmington, MI 48336**

Kevin Hill, *Training Director*
khill38704@gmail.com
(248) 473-8259

APPLY AT: sprinklerfitters704.org/training.aspx?zone=training&pID=11282

Application Period: Open from January 1 - September 30

LOCAL

Sprinkler Fitters UA Local 704
23475 Northwestern Highway
Southfield, MI 48075

(248) 474-7553
sprinklerfitters704.org/contact.aspx

The National Elevator Industry Educational Program (NEIEP)

Jordan Miller, *Area Coordinator*
jlmiller@neiep.org

APPLY AT: neiep.org

Application Period: Once every two to three years, depending on market demand. Check www.neiep.org for more information

LOCAL

Elevator Constructors Local 36
1640 Porter Street | Detroit, MI 48216
(313) 961-0717

Mike Walker, *Business Manager*
local36@iuec36.org

Community Partners

Helmets to Hardhats

helmetstohardhats.org/

Michigan Rehabilitation Services

michigan.gov/leo/bureaus-agencies/mrs/individuals

MUST Construction Careers

mustcareers.org/

Oakland80

oakgov.com/oakland80

Oakland County Michigan Works!

oaklandcountymiworks.com

NOVI

31186 Beck Road
Novi, MI 48377

(248) 926-1820

OAK PARK

22180 Parklawn Street
Oak Park, MI 48237

(248) 691-8437

PONTIAC

1850 N. Perry Street
Pontiac, MI 48340

(248) 276-1777

SOUTHFIELD

21415 Civic Center Drive, Suite 116
Southfield, MI 48076

(248) 796-4580

TROY

550 Stephenson Highway, Suite 400
Troy, MI 48083

(248) 823-5101

WATERFORD

7500 Highland Road
Waterford, MI 48327

(248) 617-3600

Veterans' Services

michigan.gov/leo/bureaus-agencies/wd/panel-veterans/about-veterans-employment-services

Workforce Development Institute (WDI)

miwdi.org/

PRE-APPRENTICESHIP PROGRAM

Access for All

AFTERWARD 4.2

Glossary of Key Terms & Names

CAREER ASSISTANCE PROGRAM:

A key Oakland County Michigan Works! program that offers job seekers assistance with resume writing, job search strategies, interview preparation and career coaching.

GROUP SPONSOR:

An organization with the capacity, expertise and network to help businesses successfully create, launch, manage and expand Registered Apprenticeship Programs. The Group Sponsor registers apprenticeship programs with the U.S. DOL and holds the Standards on behalf of one or more employers, who in turn employ the apprentices.

INCUMBENT WORKER:

An individual currently employed by an organization.

INTERMEDIARY:

See Group Sponsor

JOINT APPRENTICESHIP AND TRAINING COMMITTEE (JATC):

A JATC represents a partnership between a labor organization and an employer or an employer group. Individuals apply for an apprenticeship through the JATC for a given occupation.

JOURNEYPERSON:

See Mentor.

MENTOR:

A skilled tradesperson who has completed a Registered Apprenticeship Program and/or has the expertise to work independently in their trade and provides training and supervision to apprentices.

MICHIGAN APPRENTICESHIP READINESS CERTIFICATE (MARC):

An endorsement of high-quality Pre-Apprenticeship programs that prepare participants to enter and succeed in Registered Apprenticeship Programs.

MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY (LEO):

This department administers workforce development programs for the state of Michigan.

MICHIGAN WORKS! AGENCIES (MWA):

These are the geographic areas throughout the state, charged with administering and operating workforce development programs. The following MWAs have been designated in the Detroit Metropolitan Statistical Area, defined by the U.S. Department of Commerce: Southeast Michigan Community Alliance (SEMCA), which includes Wayne County (excluding Detroit) and Monroe County; the Detroit Employment Solutions Corporation; the Oakland County Michigan Works! Agency; the Macomb/St. Clair Workforce Development Board; the Genesee Shiawassee Thumb (GST) Michigan Works! Agency and Michigan Works! Southeast.

OAKLAND COUNTY MICHIGAN WORKS!:

One-stop centers located throughout the County that offer job seekers and employers a range of workforce development programs and services. They are located in Novi, Oak Park, Pontiac, Southfield, Troy and Waterford.

OAKLAND80:

An Oakland County initiative designed to assist residents in securing a degree or credential beyond high school. Its goal is for 80 percent of Oakland County working-age adults to have a post-secondary degree or credential by the year 2030.

OAKLAND COUNTY WORKFORCE DEVELOPMENT DIVISION:

A Division of Oakland County government, which administers workforce development programs for the Oakland County Michigan Works! Agency, under the joint purview of the Oakland County Workforce Development Board and the Oakland County Executive.

ON-THE-JOB TRAINING (OJT):

A hands-on method of teaching employees the duties, knowledge and skills needed to perform a specific job while they are actively working and getting paid. Apprentices will complete 2,000 hours a year of OJT while active in a Registered Apprenticeship Program. OJT is sometimes called On-the-Job Learning, or OJL.

PRE-APPRENTICESHIP:

A program that prepares individuals to enter a Registered Apprenticeship Program by providing foundational skills, training, and often a connection to employers.

PURE MICHIGAN TALENT CONNECT (PMTc):

The state's system for connecting employers and job seekers, PMTC is an online talent marketplace for Michigan's job seekers to connect to job, education and training opportunities. Michigan employers are connected to qualified talent, programs, and resources to develop and recruit talent.

RAPIDS:

The Registered Apprenticeship Partners Information Data System is the U.S. Department of Labor's database, used by sponsors to formally enroll apprentices into Registered Apprenticeship Programs.

REGISTERED APPRENTICESHIP:

A training model that is administered by the U.S. Department of Labor (U.S. DOL). It is employer-led and includes both paid OJT and RTI. Apprentices who complete a Registered Apprenticeship Program obtain a portable, nationally recognized credential.

RELATED TECHNICAL INSTRUCTION (RTI):

RTI is a supplement to OJT training and teaches theoretical knowledge and technical skills that help apprentices learn the skills needed to perform their jobs. Apprentices will complete 144 hours of RTI for each year they are active in the Registered Apprenticeship Program.

SPONSOR:

Any employer, association, committee, or organization that operates a Registered Apprenticeship Program.

WORK PROCESS SCHEDULE:

The skills to be learned during On-the-Job (OJT) training activities as part of the Registered Apprenticeship.

U.S. DEPARTMENT OF LABOR (U.S. DOL) – OFFICE OF APPRENTICESHIP (OA):

The Federal agency that administers workforce development programs, among many responsibilities. The Office of Apprenticeship is part of the U.S. DOL. The U.S. DOL is a federal organization responsible for the welfare of workers, job seekers and retirees; its focus is to improve working conditions, advance opportunities for profitable employment, and oversee the rights and benefits of workers. The Office of Apprenticeship (OA) is an office of the U.S. DOL that approves occupations for use with the Registered Apprenticeship model, works with Sponsors to register apprenticeship programs, and awards successful apprenticeship completers a Certificate of Completion.

AFTERWARD 4.3

Acknowledgments

Oakland County Executive David Coulter and Jennifer Llewellyn, Manager, Oakland County Workforce Development, acknowledge and thank the following individuals and entities for their contributions to this edition of the Registered Apprenticeship Guide:

The U.S. Department of Labor's Office of Apprenticeship

Tiffanie Clawson, *State Director*

Labor and Economic Opportunity – State of Michigan

Susan Corbin, *Director*

Michigan Center for Data and Analytics

Dr. Scott Powell, *Chief Data Officer, State of Michigan*

Michigan Department of Labor and Economic Opportunity – Employment and Training

Stephanie Beckhorn, *Director, Office of Employment and Training*

Michigan Department of Labor and Economic Opportunity – State Apprenticeship Expansion

Scott Jedeke, *State Administrative Manager, Apprenticeship Expansion*

The Michigan Economic Development Corporation

Management and Unions Serving Together/ MUST Construction Careers

Cheryl Sanford, *Director of Workforce Planning*

The Oakland County Workforce Development Board

Oakland County Leadership

David Coulter, *Oakland County Executive*

Walt Herzig, *Chief Deputy County Executive*

Sean Carlson, *Deputy County Executive*

Oakland Schools

Dr. Kenneth Gutman, *Superintendent*

Jarrad Grandy, *Executive Director Student Services*

Workforce Intelligence Network for Southeast Michigan

Oakland County Board of Commissioners

Oakland County Apprenticeship Taskforce (OCAT)

PREPARED BY:

The Oakland County Workforce Development Division/Oakland County Michigan Works!

Jennifer Llewellyn, *Manager*

Elizabeth Rivard-Weston, *Apprenticeship Success Coordinator*

Danielle Bachman, *Program Coordinator*

John Almstadt, *Program Coordinator*

The Oakland County Workforce Development Marketing & Communications Team

Joe St. Henry, *Editor*

Sara Wills, *Contributor*

Aria Dwoskin, *Intern*

Danielle Gravelle, *Graphic Designer*

FUNDED BY:

The Michigan Department of Labor and Economic Opportunity – Workforce Development – State Apprenticeship Expansion Policy Issuance 25-26 MWA Apprenticeship Success Coordinators (ASCs) and MWA Registered Apprenticeship Program (RAP) Group Sponsor and Intermediary Functions and Policy Issuance 24-28 Michigan Regional Outreach, Awareness, and Recognition (MiROAR) Grants, Oakland County Executive, and the Oakland County Workforce Development Board

Auxiliary aids and services are available upon request to individuals with disabilities.

Oakland County is an Equal Employment Opportunity Employer/Program. A proud partner of the American Job Center network.

Every attempt has been made to ensure the information presented in this guide is accurate and up to date as of November 2025. Questions about this publication should be directed to the Oakland County Workforce Development Division:

Oakland County Workforce Development

Executive Office Building 41W
2100 Pontiac Lake Road
Waterford, Michigan 48328

oaklandcountymiworks@oakgov.com
(248) 858-5520

SOURCES:

- *Michigan Center for Data and Analytics (2025)*
- *Workforce Intelligence Network (2025)*
- *Lightcast (2025)*
- *O*NET OnLine (2025)*
- *Oakland County Apprenticeship Task Force (2025)*



OaklandCountyMiWorks.com