



Career Pathways Plan

For those who are looking for information about the trades and wondering what their next step should be.

What We Do

HB&RACC advocates for our industry, assuring home ownership and employment for all on Cape Cod.

Why We Created This Program

Our vision is that all conversations around “what’s next” after high school will strongly take a career in construction into consideration. For some, this may include going to college but for many, this means forgoing college to begin right away in an in-demand, high-paying career track.

Our Goals Upon Students’ Completion

- That the student will embark upon a high-paying, in-demand career with endless growth opportunities.
- Enter a career field with growing demand and a forecasted steady increase in wages
- On-the-job training
- Scholarship opportunities for continued education
- Construction Referrals
- Leadership Development
- Because students would be working for an HBRACC Member Company, students will have access to special opportunities to network with Cape Cod’s most prominent architects, builders, developers, and all facets of industry through HBRACC.

According to a Department of Labor study, individuals who finish apprenticeships earn an average of \$240,000 more in wages over a lifetime than job seekers with similar work experience

Given the growing shortage of skilled craft professionals, estimated to be 1.6 million people in the next few years nationwide, there will be tremendous future job opportunities for a skilled and trained craft professional.

Background

Industry Labor Deficit and Employment Opportunity

The need for skilled labor is not exclusive to the residential construction industry. Like other industries, there is a shortage of qualified workers who possess the necessary skills and basic knowledge of a trade in order to provide an immediate impact for an employer.

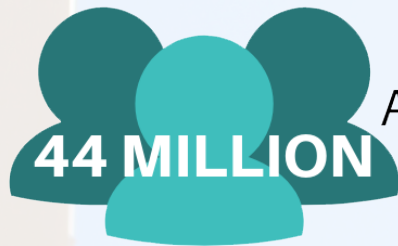
As the average age of carpenters (57) in Massachusetts increases, and more experienced craftsmen reduce their production and ultimately retire, the demand for the next generation of skilled workers is intensifying. The construction industry is the 3rd largest employment sector on Cape Cod and has room for growth.

For years, residential construction has been over-looked and often dismissed as a viable career option for high school graduates. Part of the reason for this is the common misconception (among students and parents alike) of needing a college education to ensure a thriving career.

However, the residential construction industry offers a rewarding career opportunity (with the possibility of rapid career advancement) to students who are serious about entering the profession. Careers in residential construction also align very well with STEM and other traditional curriculum. Understanding the science in energy efficient code requirements, mastering technology used to manufacture building materials, engineering opportunities within construction, and using the math necessary to perform daily building operations provides an excellent career opportunity with promising income potential for students.

To help reduce the labor shortage in the residential construction industry and provide students with promising career opportunities, HBRACC is developing partnerships with conventional high schools across Cape Cod to achieve this mission. Our goal is to assist schools in implementing carpentry trade curriculum for students interested in pursuing a career in the residential construction industry. We aim to be a resource to help schools explore carpentry curriculum options, grant options to fund the curriculum, and coordinate multiple events to connect students with our builder members.

Undergraduate Student Loan Debt



Americans saddled with student loan debt



TRILLION

of outstanding debt across the country

1 IN 4



BORROWERS

are behind on paying back their student loan debt

IN MASSACHUSETTS,

more than

885,500

student borrowers owe more than

\$33.3 BILLION

According to the statistics compiled by the U.S. Department of Education, as of September 2018, the average student loan debt was \$33,310. An interest rate of 6.80% on a 10 year loan term can equate to a monthly loan payment of \$383.33. The cumulative payments will be \$46,000, with \$12,690 paid in interest!

Also, deferring full time wages (and benefits) for 4+ years while accruing thousands of dollars in student loan debt and interest can be a long-term, financial burden on many college graduates. As an alternative, students can begin earning income immediately after high school graduation. This can help them gain a strong financial start in early adulthood!

Average Salaries in the Trades

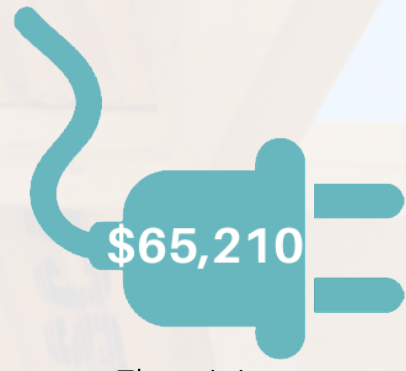
Current average wages on Cape Cod in industry positions:



Project Manager



First-Line Supervisors



Electricians



Designer (Interior, Kitchen, Architectural)



Plumbers, Pipefitters, & Steamfitters



Carpenters



Construction Equipment Operators



Painters, Construction, & Maintenance

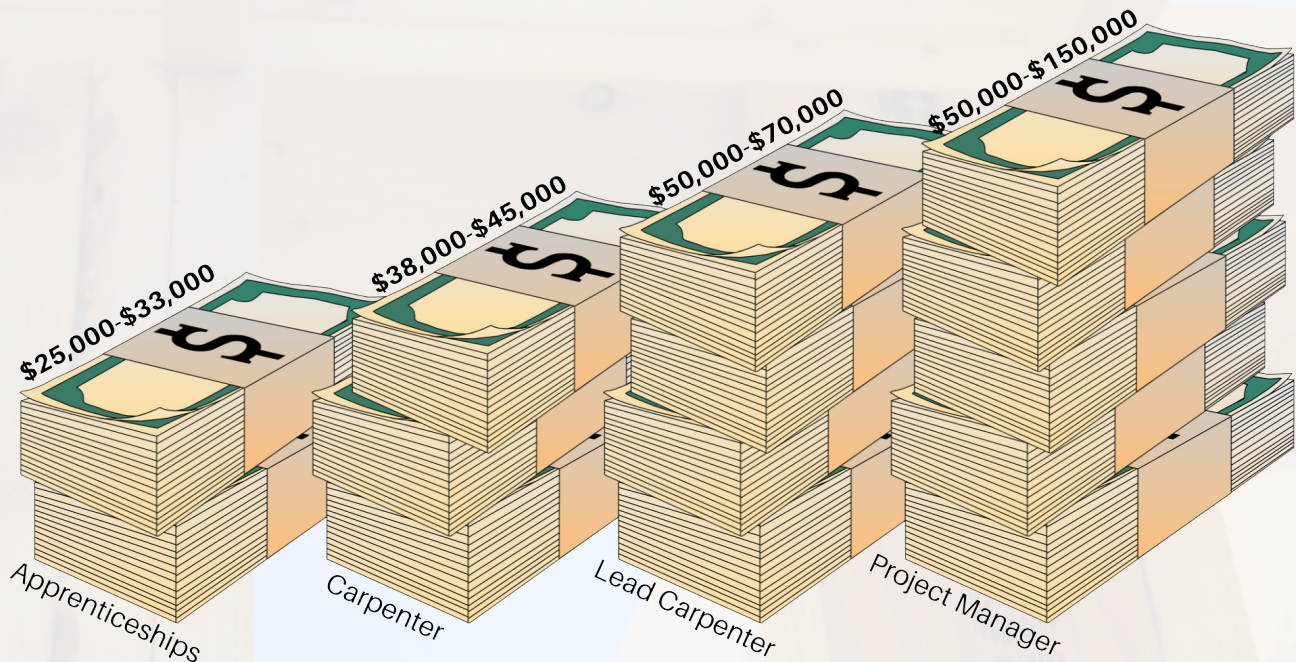


Roofers

Each level of promotion comes with higher income potential.

Career Advancement

Careers in construction are full of opportunity! In fact, of the top 10 jobs at high risk of displacement over the next 10 years, construction isn't one of them. The residential side of construction often offers room for advancement to entry level employees.



Salaries are based on full-time positions

Companies are more competitive now than ever when offering compensation and benefits packages in order to attract and retain good employees. Many of these benefits may include, but are not limited to, bonuses, commission, paid vacation, sick time, paid holidays, healthcare, and vision benefits, 401(k) retirement plans, and more!

Sources: salary.com; HBI; Hanley Wood

Getting Started

Need a Curriculum?

The Home Builder Institute (HBI) is a leading nonprofit provider of construction and building skills training and construction. For more than 50 years HBI has been preparing students for careers in the building and construction industry. Currently, HBI provides skills training and instruction to approximately 8,500 students in over 275 locations across 48 states. The program provides specialized skills training, hands-on experience in real work conditions, and is based on recognizes national skill standards. Adopting HBI curriculum incorporates your students in one of three approved pre-apprentice certification programs that is approved by the U.S. Department of Labor.

Have an Existing Curriculum?

The Commonwealth of Massachusetts Executive Committee of Labor and Workforce Development offers a pre-apprentice certification for approved curriculum. If your school currently has a robust carpentry program, you can partner with HBRACC to apply through the commonwealth to approve your curriculum for a state-approved pre-apprentice certification. Forming a partnership with HBRACC will help create employment opportunities for graduates of your pre-apprentice certification program.

The residential construction industry on Cape Cod offers one of the most sustainable, year-round employment opportunities around. HBRACC is here to support as a partner, here to guide you through the process, and support the students.

For more information, contact HBRACC Executive Director Chris Flanagan.

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Phone: 774-330-3140

More About HBRACC

The Home Builders and Remodelers Association of Cape Cod (HBRACC) is a professional trade association, presently consisting of over 300 company members. We represent the home building industry: builders and remodelers, suppliers, sub-contractors and individuals, and all businesses related to residential construction. **HBRACC is affiliated with the National Association of Home Builders (NAHB) and the Home Builders & Remodelers Association of Massachusetts (HBRAMA).**

Our Mission

What we do is advocate for our industry, assuring home ownership for all on Cape Cod. We are watchdogs and the voice of the industry. We deliver education and training to our members and the general public. We provide networking opportunities and support charities and scholarships.

We support and build the communities in which we live, play, and raise our families.

