

**A Final Report on
Associated Builders and Contractors
Apprenticeship Training:
Flawed and Failing Programs**

A Study by the
Building and Construction Trades Department
AFL-CIO

April 2005

Executive Summary

The construction industry is built upon a foundation of skilled craftsmanship. These skills, primarily supplied through apprenticeship programs, are critical to the supply of skilled workers, the safety of construction sites, and the reliability of our nation's bridges and roads, factories and power plants, and offices and homes.

This report reveals that almost every Associated Builders and Contractors apprenticeship program fails to provide this training to the majority of its apprentices. Of the nation's 80 ABC chapters, only 6 sponsored an apprenticeship program that graduated over half of its apprentices. By contrast, 20 ABC chapters either failed to sponsor a program or failed to enroll apprentices in the program it did sponsor, while another 25 ABC chapters had graduation rates below 25%.

The combined figures for all of the nation's Associated Builders and Contractor's apprenticeship programs reveal a small and ineffectual training program. Local chapters [excluding Hawaii] enrolled 24,663 apprentices in the five years between 1995 and 1999, or 4,933 a year. Moreover, these chapters graduated only 7,154 of these apprentices, leaving the ABC with a nationwide graduation rate of only 29%. That the ABC could graduate only an average of 1,431 apprentices a year during the greatest construction boom of our generation demonstrates nonunion sector's failure to make training a priority, a failure the rest of the construction industry is being forced to bear.

The performance of specific ABC apprenticeship programs illustrates the scope of the problem, and the numbers of young people that are being cheated out of an opportunity to learn the skills needed to become a safe and productive construction worker.

- Only 18 of the 331 apprentices that enrolled in the New Orleans Bayou ABC chapter program between 1995 and 1999 graduated; or only 5%.
- Only 37 of the 515 apprentices that enrolled in the Greater Houston ABC chapter program between 1995 and 1999 graduated; or only 7%.
- Only 178 of the 1,175 apprentices that enrolled in the Arkansas ABC chapter program between 1995 and 1999 graduated; or only 15%.

In addition, a number of ABC chapters have listed individual apprentices as active long after they had been scheduled to graduate. This failure to monitor the progress of apprentices is another example of the problems within these ABC programs.

- Of the 1,479 apprentices that enrolled in the Indiana ABC apprenticeship program between 1995 and 1999, 350 of them [or 23%] were still listed as active in spring 2004.
- Of the 667 apprentices that enrolled in the Ohio Valley ABC apprenticeship program between 1995 and 1999, 233 of them [or 35%] were still listed as active in spring 2004.

Repairing the Apprenticeship System

The conclusions of this report are supported by numerous other studies of the apprenticeship system. [See Appendix One] Even the U.S. Department of Labor's own study, written by the well-respected and independent Westat Group, found that for the class of 1995, multi-employer union programs graduated 59% of their apprentices, while multi-employer nonunion programs like those run by the ABC graduated only 39%. The report's section on craft graduation rates found that union programs graduated 58% of their electrical apprentices who registered between 1995 and 1998, while the nonunion graduated only 26%. For the same period, union programs graduated 52% of their plumbers and 51% of their operating engineers, versus only 29% and 16% for these two crafts in nonunion programs.

The apprenticeship system is at its foundation a contract; contractors are allowed to employ apprentices on public work jobs for less than the prevailing wage in exchange for providing training. This report proves that this system is broken. It is now time for the agencies that oversee the system -- the Office of Apprenticeship Training, Employer and Labor Services as well as the various state apprenticeship councils -- to implement changes. Two initial steps should include an immediate investigation into poor performing programs and the implementation of a requirement to maintain a certain graduation rate by craft.

Concerned construction users should not wait to take action. Numerous contracting bodies, both public and private, now use a form of best value contracting that rewards bidders which have an apprenticeship system. Washington State has gone further and required apprentices to perform 15 percent of all hours worked on most state construction projects. These apprenticeship utilization requirements allow construction users to ensure apprenticeship programs are actually training the next generation of construction workers.

The construction industry is facing the retirement of a large number of skilled workers in the next few years, a crisis that will not be solved by the ABC's small and poorly performing apprenticeship programs. All the major players in the construction industry -- state and federal apprenticeship agencies, large general contractors, major end users, and industry trade associations -- must come together to defend the nation's apprenticeship system so that the construction industry will have the skilled workforce needed to grow and prosper.

Note on Methodology

Much of the information in this report was obtained from a copy of the Registered Apprentice Information System (RAIS) database provided in spring 2004 by the Office of Apprenticeship Training, Employer and Labor Services. (OATELS) All the states administered by OATELS, as well as close to a dozen states that run their own apprenticeship system, use the RAIS system. For other states, the information was obtained from the relevant state apprenticeship agency. As a result, the exact dates covered by the individual ABC chapter reports may differ slightly as a result of the range of information different state agencies were able to provide. Only Hawaii was unable to provide a complete list of ABC apprentices for the 1995 to 2003 period.

Information on the demographic composition of apprentices is taken from all apprentices that enrolled from 1995 to 2003. Graduation rates are calculated from the apprenticeship class of 1995 through 1999, with the status of the apprentices from spring 2004. This is the same method of calculating graduation rates used by the DOL's Office of Apprenticeship, Employer and Labor Services in a study it commissioned from the Westat Group.

Some ABC chapters, including those that do not sponsor a registered apprenticeship program, may offer training classes, either to apprentices enrolled in programs sponsored by individual ABC member companies or to individual workers not involved in apprenticeship. However, providing this related training instruction is not the same as sponsoring an actual apprenticeship program. In addition, the RAIS database does not keep information about providers of related training instruction, so the effectiveness of this type of training cannot be monitored. This is another area where a lack of government oversight may be allowing substandard training to exist.

Organization of the Report

The individual ABC chapters in this report are listed in alphabetical order by state. The index at the end of this report lists the page number of each chapter's individual performance information.

Alabama State ABC

Between 1995 and 2003, 21% of the Alabama ABC's apprentices were minorities, but only 2% were female. In the same period, 15% were veterans.

Alabama ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	14	1%
Asian	4	< 1%
Black	216	18%
Hispanic	13	1%
Not Elsewhere Classified	1	< 1%
White	959	79%
Total	1207	100%

Alabama ABC by Gender

Gender	Number	Percent
Male	1183	98%
Female	24	2%
Total	1207	100%

Alabama ABC by Veteran Status

Status	Number	Percent
Veteran	124	15%
Not a Vet	1083	85%
Total	1207	100%

The Alabama ABC has a low completion rate. Only 14% of Alabama ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 75% cancelled.

Alabama ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	686	75%
Completed	130	14%
Still listed as registered, 2004	95	11%
Total	912	100%

The Alabama ABC has low completion rates across crafts. The highest rate of completion for any craft was 21% for bricklayers. No other craft had a completion rate of greater than 20%.

Alabama ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	112	87	24	1	21%
Carpenter	27	18	4	4	15%
Electrician	452	313	81	58	18%
Glaziers	20	20	0	0	0%
Operating Engineer	23	15	0	8	0%
Pipe Fitter	2	2	0	0	0%
Plumber	67	51	8	8	12%
Sheet Metal Worker	105	90	9	6	9%
HVAC (Installation/Service)	50	40	4	6	8%
Structural-Steel Worker	54	50	0	4	0%
Total	912	686	130	95	14%

North Alabama ABC

Between 1999 and 2003, only 1% of North Alabama ABC's apprentices were women, 10% were minorities, and 6% were veterans. The program enrolled only 96 apprentices in the five year period.

North Alabama ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	3	3%
Asian	0	0%
Black	5	5%
Hispanic	2	2%
Not Elsewhere Classified	0	0%
White	86	90%
Total	96	100%

North Alabama ABC by Gender

Gender	Number	Percent
Male	95	99%
Female	1	1%
Total	96	100%

North Alabama ABC by Veteran Status

Status	Number	Percent
Veteran	6	6%
Not a Vet	90	94%
Total	96	100%

The North Alabama ABC only enrolled three apprentices in the 1995 to 1999 period. All three of these enrolled as electricians in 1999, and all three left the program before graduation, leaving a graduation rate for that year of 0%.

South Alabama ABC
[now called Midgulf ABC]

The South Alabama ABC only enrolled apprentices in 2000 and 2001. In those 2 years, the program enrolled nine apprentices, 7 of whom were white and 2 were black. There were two female apprentices and no veterans enrolled.

All 9 of the apprentices were enrolled as electricians. Of these 9, two have cancelled, none have completed, and seven are still listed as registered.

Alaska ABC

Between, 1999 and 2003, 18% of enrolled Alaska ABC apprentices were minorities, 5% were women, and 9% were veterans.

Alaska ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	34	12%
Asian	3	1%
Black	3	1%
Hispanic	8	3%
Not Elsewhere Classified	1	< 1%
White	224	82%
Total	273	100%

Alaska ABC by Gender

Gender	Number	Percent
Male	258	95%
Female	15	5%
Total	273	100%

Alaska ABC by Veteran Status

Status	Number	Percent
Veteran	26	9%
Not a Vet	247	91%
Total	273	100%

The Alaska ABC has only registered apprentices since 1999. Only 28% of these apprentices that registered in that year had completed their program by 2004, while more than half have cancelled.

Alaska ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	25	53%
Completed	13	28%
Still listed as registered, 2004	9	19%
Total	47	100%

With the exception of pipe fitters, which had a completion rate of 60% --though based on only 3 graduates-- the Alaska ABC program's graduation rates were 33% or lower for all crafts.

Alaska ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	1	0	0	1	0%
Electrician	25	12	7	6	28%
Pipe Fitter	5	2	3	0	60%
Plumber	7	5	0	2	0%
Sheet Metal Worker	6	4	2	0	33%
Heating & Air Conditioning (Installation & Service)	3	2	1	0	33%
Total	47	25	13	9	28%

Arizona Builders Alliance
[A joint program of the Arizona ABC and the Arizona AGC]

Between 1995 and 2003, 37% of enrolled Arizona Builders Alliance apprentices were minorities, 3% were women, and 14% were veterans.

ABA by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	90	14%
Asian	3	0%
Black	15	2%
Hispanic	138	21%
Not Elsewhere Classified	0	0%
White	414	63%
Total	660	100%

ABA by Gender

Gender	Number	Percent
Male	643	97%
Female	17	3%
Total	660	100%

ABA by Veteran Status

Status	Number	Percent
Veteran	94	14%
Not a Vet	566	86%
Total	660	100%

Of the ABA apprentices that enrolled between 1995 and 1999, 49% completed their program by 2004, while 51% cancelled.

ABA Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	194	51%
Completed	185	49%
Still listed as registered, 2004	1	0%
Total	380	100%

The ABA had completion rates below 50% in the crafts of carpenters, plumbers, and pipe fitters.

ABA Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	65	39	26	0	40%
Electrician	260	113	146	1	56%
Pipe Fitter	36	30	6	0	17%
Plumber	13	9	4	0	31%
Sheet Metal Worker	5	2	3	0	60%
Construction and Related Workers	1	1	0	0	0%
Total	380	194	185	1	49%

Arkansas ABC

Between 1995 and 2003, 10% of enrolled Arkansas ABC apprentices were minorities, only 1% were females, and 8% were veterans.

Arkansas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	67	3%
Asian	12	< 1%
Black	120	4%
Hispanic	58	2%
Not Elsewhere Classified	7	< 1%
White	2359	90%
Total	2623	100%

Arkansas ABC by Gender

Gender	Number	Percent
Male	2588	99%
Female	35	1%
Total	2623	100%

Arkansas ABC by Veteran Status

Status	Number	Percent
Veteran	206	8%
Not a Vet	2417	92%
Total	2623	100%

Of the Arkansas ABC apprentices that registered between 1995 and 1999, only 15% completed their program by 2004, while 76% cancelled and 9% were listed as still registered.

Arkansas ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	896	76%
Completed	178	15%
Still listed as Registered, 2004	101	9%
Total	1175	100%

The Arkansas ABC has low completion rates across crafts, with the highest rate of completion being 25% for plumbers. Of the 900 electrical apprentices, 722 dropped out of the program, compared to the 135 who graduated.

Arkansas ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	62	36	6	20	10%
Electrician	900	722	135	43	15%
Pipe Fitter	54	38	5	11	9%
Plumber	126	77	32	17	25%
Sheet Metal Worker	27	21	0	6	0%
Heating & Air Conditioning (Installation & Service)	6	2	0	4	0%
Total	1175	896	178	101	15%

Golden Gate ABC

Between 1995 and 2004, 4% of Golden Gate ABC apprentices were women, and 9% were veterans.

Golden Gate ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	14	1%
Asian	72	6%
Black	117	10%
Hispanic	334	28%
Filippino	26	2%
White	637	53%
Total	1200	100%

Golden Gate ABC by Gender

Gender	Number	Percent
Male	1157	96%
Female	43	4%
Total	1200	100%

Golden Gate ABC by Veteran Status

Status	Number	Percent
Veteran	103	9%
Not a Vet	1097	91%
Total	1200	100%

Of the Golden Gate ABC apprentices that registered between 1995 and 1999, 28% had completed by 2005 and 70% had cancelled.

Golden Gate ABC Overall Completion Rates, 95--99 Enrollees

Status	Number	Percent
Cancelled	393	70%
Completed	160	28%
Still listed as Registered, 2005	9	2%
Total	562	100%

Between 1995 and 1999, the Golden Gate ABC had a low completion rate among all crafts. No crafts had a completion rate greater than 30%.

Golden Gate ABC Completion Rates by Craft, 95--99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Electrician	371	253	111	7	30%
Carpenter	93	72	21	0	23%
Painter	96	67	28	1	29%
Plumber	2	1	0	1	0%
Total	562	393	160	9	28%

Los Angeles Ventura County ABC

Between 1999* and 2004, only 1% of apprentices enrolled in the Los Angeles ABC program were women and 9% were veterans.

Los Angeles ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	16	4%
Black	40	9%
Hispanic	237	53%
Filippino	9	2%
White	139	31%
Total	443	100%

Los Angeles ABC by Gender

Gender	Number	Percent
Male	437	99%
Female	6	1%
Total	443	100%

Los Angeles ABC by Veteran Status

Status	Number	Percent
Veteran	40	9%
Not a Vet	403	91%
Total	443	100%

For apprentices that registered in 1999, only 28% had graduated by 2005.

Los Angeles ABC Overall Completion Rates, 1999 Enrollees*

Status	Number	Percent
Cancelled	68	64%
Completed	30	28%
Still listed as registered, 2005	9	8%
Total	107	100%

In 1999, the Los Angeles ABC only enrolled apprentices in its electrician's program. This program had a completion rate of only 28% for that year.

Los Angeles ABC Completion Rates by Craft, 1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Electrician	107	68	30	9	28%
Total	107	68	30	9	28%

* According to apprenticeship records supplied by the California Department of Labor, the Los Angeles Ventura County ABC chapter only began to register apprentices in 1999.

San Diego Chapter ABC

Between 1995 and 2004, 4% of the enrolled apprentices were female and 20% were veterans.

San Diego ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	23	1%
Asian	68	3%
Black	172	8%
Hispanic	493	24%
Filippino	41	2%
White	1287	62%
Total	2084	100%

San Diego ABC by Gender

Gender	Number	Percent
Male	2008	96%
Female	76	4%
Total	2084	100%

San Diego ABC by Veteran Status

Status	Number	Percent
Veteran	426	20%
Not a Vet	1658	80%
Total	2084	100%

Of the San Diego ABC apprentices that registered between 1995 and 1999, only 26% had completed by 2005 while 60% had cancelled.

San Diego ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	662	60%
Completed	290	26%
Still listed as registered, 2005	176	14%
Total	1106	100%

Between 1995 and 1999, the San Diego ABC had a low completion rate among all crafts. The highest completion rate was electricians at 34%.

San Diego ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Carpenter	66	65	1	0	2%
Construction Equip. Op.	3	3	0	0	0%
Electrician	538	347	182	9	34%
Pipe Fitter/Steamfitter	59	28	5	26	8%
Plumber	223	111	50	62	22%
Sheet Metal Worker	217	108	52	57	24%
Total	1106	662	290	154	26%

Southern California ABC

The Southern California ABC trains few veterans and women. Between 1995 and 2004, 4% of the apprentices were women, and only 9% were veterans.

Southern California ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	18	1%
Asian	62	4%
Black	137	8%
Hispanic	592	34%
Filippino	33	2%
White	885	51%
Total	1727	100%

Southern California ABC by Gender

Gender	Number	Percent
Male	1691	96%
Female	36	4%
Total	1727	100%

Southern California ABC by Veteran Status

Status	Number	Percent
Veteran	214	91%
Not a Vet	1513	9%
Total	1727	100%

Of the Southern California ABC apprentices that registered between 1995 and 1999, only 35% had graduated by 2005, while 62% had cancelled.

Southern California ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	437	62%
Completed	245	35%
Still listed as Registered, 2005	18	3%
Total	700	100%

Between 1995 and 1999, the Southern California ABC had completion rates of 38% and 42% for electricians and plumbers respectively, while the completion rate for the carpenters was 0%.

Southern California ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Electrician	614	377	233	17	38%
Carpenter	26	26	0	0	0%
Plumber	60	34	25	1	42%
Total	700	437	245	18	35%

Central California ABC

According to apprenticeship records supplied by the California Department of Labor, the Central California ABC chapter does not train apprentices as a program sponsor.

Construction Industry Training Council of Colorado
[A joint training program of the Rocky Mountain ABC
and seven other trade associations]

Between 1995 and 2003, 37% of all CITC apprentices were minorities, 3% were women, and 12% were veterans.

CITC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	26	3%
Asian	4	0%
Black	56	6%
Hispanic	254	28%
Not Elsewhere Classified	2	0%
White	566	63%
Total	909	100%

CITC by Gender

Gender	Number	Percent
Male	882	97%
Female	27	3%
Total	909	100%

CITC by Veteran Status

Status	Number	Percent
Veteran	108	12%
Not a Vet	801	88%
Total	909	100%

Only 15% of the CITC apprentices that registered between 1995 and 1999 had completed the program by 2004.

CITC Overall Completion Rates
1995-99 Enrollees

Status	Number	Percent
Cancelled	342	85%
Completed	60	15%
Total	402	100%

The CITC had only one craft—bricklayers—with a completion rate greater than one-third. Every other craft had completion rates of 25% or less.

CITC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Bricklayer	25	16	9	36%
Carpenter	53	41	12	23%
Electrician	125	112	13	10%
Painter	1	1	0	0%
Pipe Fitter	20	15	5	25%
Plumber	121	111	10	8%
Sheet Metal Worker	57	46	11	19%
Total	402	342	60	15%

Western Colorado ABC

Between 1995 and 2003, 32% of the enrolled apprentices in the Western Colorado ABC were minorities, 4% were women, and 12% were veterans.

Western Colorado ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	29	16%
Asian	0	0%
Black	0	0%
Hispanic	28	16%
Not Elsewhere Classified	0	0%
White	118	67%
Total	175	100%

Western Colorado ABC by Gender

Gender	Number	Percent
Male	168	96%
Female	7	4%
Total	175	100%

Western Colorado ABC by Veteran Status

Status	Number	Percent
Veteran	22	12%
Not a Vet	153	88%
Total	175	100%

Only 36% of the Western Colorado ABC apprentices who registered between 1995 and 1999 had completed the program by 2004, while 64% had cancelled.

Western Colorado ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	32	64%
Completed	18	36%
Total	50	100%

The Western Colorado ABC completion rate for structural steel was only 9%.

Western Colorado ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	11	6	5	45%
Electrician	26	15	11	42%
Plumber	1	1	0	0%
Sheet Metal Worker	1	0	1	100%
Structural Steel Worker	11	10	1	9%
Total	50	32	18	36%

Connecticut ABC

According to a December 2002 letter from the Connecticut Department of Labor, the Connecticut ABC chapter does not sponsor a registered apprenticeship program in that state.

Delaware ABC

According to a January 2005 communication with the Delaware State Administrator of the Apprenticeship and Training Section, the Delaware ABC does not sponsor a registered apprenticeship program in that state

Florida First Coast Chapter*

The Florida First Coast ABC trains few women. Between 1995 and 2003, 21% of apprentices were minorities, only 2% were females, and 12% had veteran status.

Florida First Coast ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	11	3%
Black	62	15%
Hispanic	14	3%
Not Elsewhere Classified	0	0%
White	325	79%
Total	414	100%

Florida First Coast ABC by Gender

Gender	Number	Percent
Male	406	98%
Female	8	2%
Total	414	100%

Florida First Coast ABC by Veteran Status

Status	Number	Percent
Veteran	49	12%
Not a Vet	365	88%
Total	414	100%

The Florida First Coast ABC has a low completion rate. Between 1995 and 1999, only 19% of the apprentices that registered between 1995 and 1999 had completed their program by 2004, while 81% had cancelled.

Florida First Coast ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	215	81%
Completed	50	19%
Still listed as Registered, 2004	0	0%
Total	265	100%

The Florida First Coast ABC has low completion rates across crafts. The highest rate of completion for any craft was 42% for pipe fitters. The only other craft to have a completion rate above 0% were electricians.

Florida First Coast ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	35	35	0	0	0%
Electrician	67	62	5	0	7%
Painter	2	2	0	0	0%
Pipe Fitter	106	61	45	0	42%
Plumber	24	24	0	0	0%
Sheet Metal Worker	31	31	0	0	0%
Total	912	686	130	95	14%

* Between 1995 and 2001 apprentices were enrolled under the Florida First Coast ABC. In 2002 and 2003, apprentices were enrolled under the Florida First Coast Construction Education Foundation, a training trust established by the Florida First Coast ABC Chapter.

Central Florida ABC

Between 1995 and 2003, 27% of enrolled Central Florida ABC apprentices were minorities, 2% were women, and 12% were veterans.

Central Florida ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	11	1%
Asian	5	0%
Black	110	10%
Hispanic	180	16%
Not Elsewhere Classified	0	0%
White	826	73%
Total	1132	100%

Central Florida ABC by Gender

Gender	Number	Percent
Male	1110	98%
Female	22	2%
Total	1132	100%

Central Florida ABC by Veteran Status

Status	Number	Percent
Veteran	136	12%
Not a Vet	996	88%
Total	1132	100%

Of the Central Florida ABC apprentices that registered between 1995 and 1999, 19% had completed their programs by 2004, while 78% cancelled.

Central Florida ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	536	78%
Completed	133	19%
Still listed as Registered, 2004	18	3%
Total	687	100%

The Central Florida ABC has low completion rates across crafts, with only pipe fitting having a completion rate above 25%. Of the 60 carpenter apprentices in the program, 58 left before completion.

Central Florida ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	60	58	2	0	3%
Pipe Fitter	280	204	70	6	25%
Plumber	242	186	48	8	20%
Sheet Metal Worker	105	88	13	4	12%
Total	687	536	133	18	19%

Florida East Coast ABC*

Between 1995 and 2003, 61% of all enrolled Florida East Coast apprentices were minorities, 1% were women, and 5% were veterans.

Florida East Coast by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	15	<1%
Asian	43	1%
Black	1005	25%
Hispanic	925	23%
Not Elsewhere Classified	3	< 1%
White	2039	51%
Total	4030	100%

Florida East Coast by Gender

Gender	Number	Percent
Male	3973	99%
Female	57	1%
Total	4030	100%

Florida East Coast by Veteran Status

Status	Number	Percent
Veteran	257	6%
Not a Vet	3773	95%
Total	4030	100%

Only 30% of the Florida East Coasts ABC apprentices that registered between 1995 and 1999 had completed the program by 2004.

Florida East Coast Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	921	64%
Completed	495	34%
Still listed as Registered, 2004	21	1%
Total	1437	100%

The highest completion rate was for bricklayers at 48%. The completion rate for electricians was 32%, but 569 apprentices left the program before graduation. Sheet metal apprentices had the lowest completion rate at just 20%.

Florida East Coast ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayers	31	16	15	0	48%
Electrician	815	569	261	15	32%
Line Erector	360	193	167	0	46%
Pipe Fitter	150	80	66	4	44%
Sheet Metal Workers	81	63	16	2	20%
Total	1437	921	495	21	34%

*Apprentices are registered under the Associated Builders and Contractors Institute, a training foundation maintained by the Florida East Coast ABC chapter, and under a separate trust established for training line erectors.

Florida Gulf Coast ABC

Between 1995 and 2003, 27% of enrolled Florida Gulf Coast ABC apprentices were minorities, 2% were women, and 15% were veterans.

Florida Gulf Coast ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	16	1%
Asian	19	1%
Black	206	12%
Hispanic	212	13%
Not Elsewhere Classified	0	0%
White	1243	73%
Total	1696	100%

Florida Gulf Coast ABC by Gender

Gender	Number	Percent
Male	1656	98%
Female	40	2%
Total	1696	100%

Florida Gulf Coast ABC by Veteran Status

Status	Number	Percent
Veteran	249	15%
Not a Vet	1447	85%
Total	1696	100%

Only 32% of the Florida Gulf Coast ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 68% had cancelled.

Florida Gulf Coast ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	727	68%
Completed	338	32%
Total	1065	100%

The Florida Gulf Coast ABC graduated only 26% of its sheet metal apprentices. The program also failed to graduate 490 of its 696 electrical apprentices.

Florida Gulf Coast ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	41	28	13	32%
Electrician	696	490	206	30%
Pipe Fitter	152	91	61	40%
Plumber	68	40	28	41%
Sheet Metal Worker	76	56	20	26%
Refrigeration Mechanics	32	22	10	31%
Total	1065	727	338	32%

Florida Space Coast ABC

Between 1995 and 2001, 14% of Florida Space Coast ABC apprentices were minorities, only 1% were females, and 16% had veteran status.

Space Coast ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	1%
Asian	1	1%
Black	12	10%
Hispanic	3	2%
Not Elsewhere Classified	0	0%
White	108	86%
Total	125	100%

Space Coast ABC by Gender

Gender	Number	Percent
Male	124	99%
Female	1	1%
Total	125	100%

Space Coast ABC by Veteran Status

Status	Number	Percent
Veteran	20	16%
Not a Vet	105	84%
Total	1207	100%

Only 18% of the Florida Space Coast ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 82% had cancelled.

Space Coast ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	55	82%
Completed	12	18%
Total	67	100%

The Florida Space Coast ABC offered training in only one craft—electrical—and the completion rate for that craft was only 18%.

Space Coast ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered	Completion Rate
Electrician	67	55	12	0	18%
Total	67	55	12	0	18%

North Florida ABC

Between 1995 and 1999, only 1% of North Florida ABC's apprentices were women, 23% were minorities, and 11% were veterans. The chapter has not registered any new apprentices since January, 1999.

North Florida ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	1	1%
Black	13	18%
Hispanic	3	4%
Not Elsewhere Classified	0	0%
White	57	77%
Total	74	100%

North Florida ABC by Gender

Gender	Number	Percent
Male	73	99%
Female	1	1%
Total	74	100%

North Florida ABC by Veteran Status

Status	Number	Percent
Veteran	8	11%
Not a Vet	66	89%
Total	74	100%

The North Florida ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 9% had completed the program by 2004.

North Florida ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	64	86%
Completed	7	9%
Still listed as Registered, 2004	3	4%
Total	74	100%

The North Florida ABC had low completion rates across crafts between 1995 and 1999, with three crafts having a 0% completion rate.

North Florida ABC Completion Rates by Craft, 1995 – 1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	6	6	0	0	0%
Carpenter	8	7	1	0	13%
Pipe Fitter	10	7	0	3	0%
Plumber	8	8	0	0	0%
Sheet Metal Worker	25	21	4	0	16%
Heating & Air Conditioning (Installation & Service)	17	15	2	0	12%
Total	74	64	7	0	9%

Georgia ABC

The Department of Labor database of registered apprenticeships does list the ABC of Georgia as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

The chapter's related organization, the Construction Education Foundation of GA, Inc., is not listed as an approved apprenticeship program, and thus enrolled no apprentices in this period.

Hawaii ABC

In response to a request under the Hawaii Uniform Information Practices Act, the Hawaii Department of Labor and Industrial Relations provided the statistics below. This information shows that of the 176 apprentices that left the Hawaii ABC apprenticeship program between 2000 and June 2003, only 22% left as a result of graduation.

- Between 2000 and June 2003, 39 apprentices completed their training in the Hawaii ABC apprenticeship program.
- Between 2000 and June 2003, 137 apprentices dropped out of the Hawaii ABC apprenticeship program.
- As of June 2003, there were 204 apprentices currently enrolled in the Hawaii ABC apprenticeship program. Of these 204 apprentices, only 6 [or 3%] were women and 147 [or 72%] were minorities. The state does not collect information on veteran status.

The Hawaii state apprenticeship agency does not maintain records in a way that would allow the creation of graduation rate similar to the rates compiled for other ABC programs. The first problem is that apprentice records in the state are not computerized but are kept only on paper. In addition, an apprentice who has left a program before graduation has the only copy of his or her paper record moved to a cancelled file, and these paper records are destroyed after several years. As a result, no complete record of enrolled apprentices exists for the Hawaii ABC program, or for any apprenticeship program. This inadequate record keeping system should be changed in order for the agency to properly oversee the state's apprenticeship system.

Northern Illinois ABC*

Between 1995 and 2003, less than 1% of Northern Illinois ABC's apprentices were women, 16% were minorities, and 10% were veterans.

Northern Illinois ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	5	3%
Black	3	2%
Hispanic	21	12%
Not Elsewhere Classified	0	0%
White	148	84%
Total	177	100%

Northern Illinois ABC by Gender

Gender	Number	Percent
Male	176	> 99%
Female	1	< 1%
Total	177	100%

Northern Illinois ABC by Veteran Status

Status	Number	Percent
Veteran	18	10%
Not a Vet	159	90%
Total	177	100%

Of the Northern Illinois apprentices that registered between 1996 and 1999, 41% had cancelled by 2004.

Northern Illinois ABC Overall Completion Rates, 1996-1999 Enrollees

Status	Number	Percent
Cancelled	28	41%
Completed	41	59%
Total	69	100%

The Northern Illinois ABC had a completion rate for plumbers of only 17%. None of the enrolled painter apprentices completed the program.

Northern Illinois ABC Completion Rates by Craft, 1996-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Electrician	60	20	40	67%
Painter	3	3	0	0%
Plumber	6	5	1	17%
Total	69	28	41	59%

* This chapter recently became the Illinois ABC after the Greater Illinois ABC chapter was merged into it. The Greater Illinois ABC did not sponsor a registered apprenticeship program.

Indiana ABC

The Indiana ABC trains few minorities and women. Between 1995 and 2003, less than 2% of apprentices were minorities, less than 1% were females, and only 1% were veterans.

Indiana ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	1	< 1%
Black	38	1.5%
Hispanic	5	< 1%
Not Elsewhere Classified	2	< 1%
White	2461	> 98%
Total	2509	100%

Indiana ABC by Gender

Gender	Number	Percent
Male	2495	> 99%
Female	14	< 1%
Total	2509	100%

Indiana ABC by Veteran Status

Status	Number	Percent
Veteran	26	1%
Not a Vet	2483	99%
Total	2509	100%

Of all the Indiana ABC apprentices that registered between 1995 and 1999, only 24% had completed their program by 2004. In addition, the Indiana ABC does not appear to closely monitor its program since 23% of the apprentice that registered in 1999 and before are still listed as active apprentices in spring 2004, an unlikely number given that the average nonunion apprenticeship program lasts 4 years.

Indiana ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	786	53%
Completed	350	24%
Still listed as Registered, 2004	338	23%
Total	1479	100%

The Indiana ABC had low completion rates in most crafts.

Indiana ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	3	0	0	3	0%
Carpenter	193	94	38	60	20%
Electrician	851	432	225	192	26%
Operating Engineer	20	18	0	2	0%
Pipe Fitter	27	20	3	4	11%
Plumber	93	40	24	28	26%
Roofer	81	69	8	4	10%
Sheet Metal Worker	74	37	21	15	28%
Heating & Air Conditioning	131	74	28	29	21%
Assembler, Metal Building	2	1	1	0	50%
Insulation Worker	4	1	2	1	50%
Total	1479	786	350	338	24%

Iowa ABC

Apprenticeship in Iowa is overseen by the U.S. Department of Labor. Its database does not list the Iowa chapter as sponsoring an approved apprenticeship program. The DOL database also does not list the ABC of Iowa Apprenticeship Trust Fund as sponsoring an approved apprenticeship program

Heart of America ABC [Kansas and Missouri Chapter]

Apprenticeship in Missouri is overseen by the U.S. Department of Labor. The federal database of apprenticeship program sponsors does not list the Heart of America chapter, or the Heart of America Apprenticeship Trust Fund, as sponsoring an apprenticeship program.

Apprenticeship in Kansas is overseen by the Kansas Apprenticeship Council. According to a February 2004 letter from the Council, the Heart of America apprenticeship program enrolled 15 apprentices between 1997 and 2003 on behalf of its employer members. Of the 5 apprentices that enrolled between 1997 and 1999, none have graduated.

Kentucky ABC

Between 1995 and 2003, 7% of Kentucky ABC apprentices were minorities and only 2% were women.

Kentucky ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
Black	30	5%
Hispanic	6	1%
White	553	93%
Other	5	1%
Total	594	100%

Kentucky ABC by Gender

Gender	Number	Percent
Male	585	98%
Female	9	2%
Total	594	100%

Kentucky ABC by Veteran Status

Status	Number	Percent
Veteran	59	10%
Not a Vet	535	90%
Total	594	100%

The Kentucky ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 21% completed the program by 2004.

Kentucky ABC Overall Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	137	58%
Completed	49	21%
Still listed as Registered, 2004	50	21%
Total	236	100%

Consistent with its low overall completion rate, the Kentucky ABC had low completion rates across crafts, with no craft graduating even one-third of its apprentices

Kentucky ABC Completion Rates by Craft, 1995 to 1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	9	7	2	0	22%
Electrician	173	89	46	38	27%
HVAC Technician	1	1	0	0	0%
Operating Engineer	1	1	0	0	0%
Pipe fitter	42	29	1	12	2%
Plumber	1	1	0	0	0%
Roofer	1	1	0	0	0%
Sheet Metal Worker	8	8	0	0	0%
Total	236	137	49	50	21%

Louisiana Pelican ABC

Between 1995 and 2002*, only 2% of Louisiana Pelican ABC apprentices were women and 18% were minorities.

Louisiana Pelican ABC by Race/Ethnicity*

Race/Ethnicity	Number	Percent
Minority	34	18%
White	155	82%
Total	189	100%

Louisiana Pelican ABC by Gender*

Gender	Number	Percent
Male	186	98%
Female	3	2%
Total	189	100%

Louisiana Pelican ABC by Veteran Status 1995-99

Status	Number	Percent
Veteran	1	1%
Not a Vet	119	99%
Total	120	100%

The Louisiana Pelican ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 9% had graduated by 2004, while 91% had cancelled.

Louisiana Pelican ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	109	91%
Completed	11	9%
Total	120	100%

The Louisiana Pelican ABC had consistently low completion rates

Louisiana Pelican ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Electric and Home Appliance and Power Tool Repair**	50	50	0	0%
Electrician	66	55	11	17%
Sheet Metal Worker	4	4	0	0%
Total	120	109	11	9%

* The Louisiana Department of Labor did not participate in the RAIS database after 1999. After that, apprenticeship records were maintained by the state. This report combined the two sets of data, however as a result minority data is only for white and minority, and there is no veteran data after 1999.

**This is the OCC code reported by the chapter to the RAIS database. However, it is not typically considered a construction trade

New Orleans Bayou ABC

Between 1995 and 2002*, only 1% of all apprentices in the New Orleans ABC were women, 25% were minorities, and 1% were veterans.

New Orleans Bayou ABC by Race/Ethnicity*

Race/Ethnicity	Number	Percent
Minority	106	25%
White	310	75%
Total	416	100%

New Orleans Bayou ABC by Gender*

Gender	Number	Percent
Male	412	99%
Female	4	1%
Total	416	100%

New Orleans Bayou ABC by Veteran Status 1995-99

Status	Number	Percent
Veteran	4	1%
Not a Vet	327	99%
Total	331	100%

Only 5% of all New Orleans Bayou ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 95% had cancelled.

New Orleans Bayou ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	313	95%
Completed	18	5%
Total	331	100%

The New Orleans Bayou ABC had consistently low completion rates across crafts.

New Orleans Bayou ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Brickmasons	13	13	0	0%
Carpenter	27	27	0	0%
Electrician	200	185	15	8%
Pipe Fitter	35	33	2	6%
Plumber	19	18	1	5%
Roofer	1	1	0	0%
Sheet Metal Worker	32	32	0	0%
Structural Steel Worker	2	2	0	0%
Insulation Worker	2	2	0	0%
Total	331	313	18	5%

* The Louisiana Department of Labor did not participate in the RAIS database after 1999. After that, apprenticeship records were maintained by the state. This report combined the two sets of data, however as a result minority data is only for white and minority, and there is no veteran data after 1999.

Maine ABC

In a June 2003 response to a Freedom of Information Act, the Maine Department of Labor, Bureau of Employment & Training Programs stated that the Maine ABC did not have a registered apprenticeship program in the state.

Eastern Shore Maryland ABC

According to a January 2005 communication from the Maryland State Apprenticeship Division, the Eastern Shore ABC is not currently, and has never been, a registered apprenticeship program sponsor.

Baltimore Metropolitan ABC

The Baltimore Metropolitan ABC trains few women. Between 1990 and 2002, only 1% of its apprentices were female.

Baltimore Metropolitan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	1286	70%
Minority	562	30%
Total	1848	100%

Baltimore Metro ABC by Gender

Gender	Number	Percent
Male	1827	99%
Female	21	1%
Total	1848	100%

Baltimore Metropolitan ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

Only 23% of the apprentices in the Baltimore Metropolitan ABC that registered between 1995 and 1999 had completed their program by 2003, while 63% had cancelled.

Baltimore Metropolitan ABC Overall Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	481	63%
Completed	176	23%
Still listed as registered, 2003	106	14%
Total	763	100%

Baltimore Metropolitan ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Carpenter	65	43	14	8	22%
Electrician	413	258	111	44	27%
HVAC Technician	51	37	8	6	16%
Ironworker	2	1	1	0	50%
Plumber	177	105	28	44	16%
Sheet Metal Worker	50	34	14	2	28%
Sprinkler Fitter	5	3	0	2	0%
Total	763	481	176	106	23%

Chesapeake Maryland ABC

Between 1990 and 2002, 15% of the apprentices enrolled in the Chesapeake ABC were minorities and only 1% were female.

Chesapeake ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	716	85%
Minority	124	15%
Total	840	100%

Chesapeake ABC by Gender

Gender	Number	Percent
Male	833	99%
Female	7	1%
Total	840	100%

Chesapeake ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

Only 38% of apprentices in the Chesapeake ABC that registered between 1995 and 1999 had completed their program by 2003, while 62% had cancelled.

Chesapeake ABC Overall Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	217	60%
Completed	136	38%
Still listed as Registered, 2003	8	2%
Total	361	100%

Chesapeake ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Electrician	324	193	123	8	38%
HVAC Technician	26	15	11	0	42%
Plumber	11	9	2	0	18%
Total	361	217	136	8	38%

**Cumberland Valley Maryland ABC
[Maryland Apprentices]**

The Cumberland Valley ABC trains few minorities and women. Between 1990 and 2002, 10% of the enrolled apprentices were minorities and only 1% were female.

Cumberland Valley ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	811	90%
Minority	86	10%
Total	897	100%

Cumberland Valley ABC by Gender

Gender	Number	Percent
Male	903	98%
Female	18	2%
Total	921	100%

Cumberland Valley ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

Only 31% of the Cumberland Valley ABC apprentices that registered between 1995 and 1999 had completed the program by 2003, while 66% had cancelled.

**Cumberland Valley ABC Overall
Completion Rates, 1995-1999 Enrollees**

Status	Number	Percent
Cancelled	148	66%
Completed	71	31%
Still listed as Registered, 2003	7	3%
Total	226	100%

Cumberland Valley ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Bricklayer	1	1	0	0	0%
Carpenter	18	7	11	0	61%
Electrician	134	93	39	2	29%
HVAC Technician	22	9	13	0	59%
Construction Laborer	6	6	0	0	0%
Plumber	38	24	7	5	18%
Sheet Metal Worker	7	6	1	0	14%
Total	226	148	71	7	31%

*Although the Cumberland Valley ABC is registered in both states, Maryland data is reported to Maryland while the Pennsylvania data is reported to the Department of Labor. This resulted in two irreconcilable data sets, so a separate report was made for the program in each state.

**Cumberland Valley Maryland ABC
[Pennsylvania Apprentices]**

The Cumberland Valley ABC trains few minorities and women. Between 1995 and 2004, less than 4% of enrolled apprentices were minorities, none were females, and 9% were veterans.

Cumberland Valley ABC

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	5	4%
Hispanic	0	0%
Not Elsewhere Classified	0	0%
White	123	96%
Total	128	100%

Cumberland Valley ABC by Gender

Gender	Number	Percent
Male	128	100%
Female	0	0%
Total	128	100%

Cumberland Valley ABC by Veteran Status

Status	Number	Percent
Veteran	12	9%
Not a Vet	116	91%
Total	128	100%

The Cumberland Valley ABC enrolled only one apprentice in 1999 and before in the state of Pennsylvania.

Cumberland Valley ABC

Status	Number	Percent
Cancelled	1	100%
Completed	0	0%
Total	1	100%

Cumberland Valley ABC

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Plumber	1	1	0	0	0%
Total	1	1	0	0	0%

*Although the Cumberland Valley ABC is registered in both states, Maryland data is reported to Maryland while the Pennsylvania data is reported to the Department of Labor. This resulted in two irreconcilable data sets, so a separate report was made for the program in each state

**Metropolitan Washington DC ABC
[Maryland Apprentices]**

Between 1990 and 2002, the Metropolitan Washington ABC enrolled a number of minority apprentices, but only 1% female.

Metropolitan Washington ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	205	58%
Minority	147	42%
Total	352	100%

**Metropolitan Washington ABC
by Gender**

Gender	Number	Percent
Male	350	>99%
Female	2	<1%
Total	352	100%

**Metropolitan Washington ABC
by Veteran Status**

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

The Metropolitan Washington ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 9% had completed the program by 2003, while 72% had cancelled.

**Metropolitan Washington ABC Overall
Completion Rates, 1995-1999 Enrollees**

Status	Number	Percent
Cancelled	79	72%
Completed	10	9%
Still listed as registered, 2003	20	18%
Total	109	100%

Except for Drywall Applicators, the Metro Washington ABC had low completion rates in every craft.

Metropolitan Washington ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Plumber	73	52	1	20	1%
Bricklayer	5	5	0	0	0%
Drywall Applicator	29	20	9	0	31%
Sheet Metal Worker	2	2	0	0	0%
Total	109	79	10	20	10%

Note: These figures only include apprentices registered in Maryland. The DC Metro chapter only submitted standards of apprenticeship in DC in July, 2002, resulting in insufficient data to review.

Massachusetts ABC*

Between 1995 and 2003, only 2% of Massachusetts ABC apprentices were female.

Massachusetts ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	5	<1%
Asian	5	<1%
Black	35	5%
Hispanic	36	5%
Not Elsewhere Classified	196	26%
White	491	64%
Total	768	100%

Massachusetts ABC by Gender

Gender	Number	Percent
Male	754	98%
Female	12	2%
Total	768	100%

Massachusetts ABC by Veteran Status

Status	Number	Percent
Veteran	52	7%
Not a Vet	422	2%
N/A	294	38%
Total	768	100%

Of the Massachusetts ABC apprentices that registered between 1995 and 1999, only 31% had completed their program by 2004, while 69% had cancelled.

Massachusetts ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	279	69%
Completed	123	31%
Suspended	1	< 1%
Total	403	100%

Massachusetts ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Suspended	Completion Rate
Bricklayer	6	5	1	0	20%
Carpenter	14	10	4	0	40%
Electrician	279	193	86	0	31%
Asbestos Workers	10	8	1	1	10%
Pipe Fitter (Steam Fitter)	10	7	3	0	30%
Pipe Fitter	7	4	3	0	43%
Plumber	14	8	6	0	43%
Sheet Metal Worker	13	13	0	0	0%
Ref./Air Cond. Mech.	3	0	3	0	100%
Cement Mason	1	1	0	0	0%
Const. Craft Laborer	3	3	0	0	0%
Roofer	10	8	2	0	20%
Sprinklerfitter	20	13	9	0	45%
Painter	6	2	4	0	67%
Telecomm. Tech.	7	6	1	0	14%
Total	403	279	123	1	31%

*The program is operated in conjunction with the George W. Gould Construction Institute.

Central Michigan ABC

Between 1995 and 2003, only 6% of enrolled Central Michigan apprentices were minorities, 3% were women, and 6% were veterans.

Central Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	3	2%
Asian	1	< 1%
Black	2	1%
Hispanic	6	3%
Not Elsewhere Classified	0	0%
White	177	94%
Total	189	100%

Central Michigan ABC by Gender

Gender	Number	Percent
Male	183	97%
Female	6	3%
Total	189	100%

Central Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	12	6%
Not a Vet	177	94%
Total	189	100%

Of the Central Michigan ABC apprentices that registered between 1995 and 1999, 53% had cancelled by 2004.

Central Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	70	53%
Completed	62	47%
Still listed as registered, 2004	1	< 1%
Total	133	100%

The Central Michigan ABC had a 100% cancellation rate among painters.

Central Michigan ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	5	3	2	0	40%
Electrician	121	60	60	1	50%
Painter	7	7	0	0	0%
Total	133	70	62	1	47%

Southeast Michigan ABC

The Southeastern Michigan ABC trains few women. Between 1995 and 2003, only 2% of all enrolled apprentices were women, 12% were minorities, and 16% were veterans.

Southeastern Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	4	2%
Asian	0	0%
Black	13	8%
Hispanic	3	2%
Not Elsewhere Classified	0	0%
White	153	88%
Total	173	100%

Southeastern Michigan ABC by Gender

Gender	Number	Percent
Male	170	98%
Female	3	2%
Total	173	100%

Southeastern Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	38	22%
Not a Vet	135	78%
Total	173	100%

Of the Southeastern Michigan ABC apprentices that enrolled between 1995 and 1999, 48% completed the program by 2004.

Southeastern Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	47	52%
Completed	43	48%
Total	90	100%

The Southeastern Michigan ABC had a low completion rate among its sheet metal workers.

Southeastern Michigan ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	7	3	4	57%
Electrician	61	32	29	48%
Plumber	10	3	7	70%
Sheet Metal Worker	12	9	3	25%
Total	90	47	43	48%

Western Michigan ABC

Between 1995 and 2003, only 1% of all enrolled Western Michigan ABC apprentices were women, 8% were minorities, and 12% were veterans.

Western Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	21	1%
Asian	7	< 1%
Black	72	4%
Hispanic	55	3%
Not Elsewhere Classified	1	0%
White	1829	92%
Total	1985	100%

Western Michigan ABC by Gender

Gender	Number	Percent
Male	1960	99%
Female	25	1%
Total	1985	100%

Western Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	232	12%
Not a Vet	1753	88%
Total	1985	100%

Of the Western Michigan ABC apprentices that registered between 1995 and 1999, only 29% had completed by 2004, while 70% had cancelled.

Western Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	986	70%
Completed	413	29%
Still listed as registered, 2004	16	1%
Total	1415	100%

The Western Michigan ABC has low completion rates overall, with seven of the twelve crafts having a completion rates below 33%.

Western Michigan ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	55	29	26	0	47%
Carpenter	96	60	34	2	35%
Cement Mason	1	1	0	0	0%
Drywall Installer	26	16	10	0	38%
Electrician	758	559	195	4	26%
Pipe Fitter	87	50	35	2	40%
Plumber	209	141	64	4	31%
Not Identified	29	16	13	0	45%
Sheet Metal Worker	90	61	28	1	31%
Heating & Air Conditioning (Installation & Service)	3	0	0	3	0%
Structural-Steel Worker	15	12	3	0	20%
Insulation Worker	46	41	5	0	11%
Total	1415	986	413	16	29%

Saginaw Valley Michigan ABC

The Michigan Saginaw Valley ABC trains few minorities and women. Between 1995 and 2003, 2% of enrolled apprentices were minorities, 3% were females, and 5% were veterans.

MI Saginaw Valley ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	1	1%
Hispanic	1	1%
Not Elsewhere Classified	0	0%
White	117	98%
Total	119	100%

MI Saginaw Valley ABC by Gender

Gender	Number	Percent
Male	116	98%
Female	3	3%
Total	119	100%

MI Saginaw Valley ABC by Veteran Status

Status	Number	Percent
Veteran	6	5%
Not a Vet	113	95%
Total	119	100%

Only 27% of all Michigan Saginaw Valley ABC apprentices that registered between 1995 and 1999 had completed their program by 2004, while 73% had cancelled.

MI Saginaw Valley ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	70	73%
Completed	26	27%
Total	96	100%

The Michigan Saginaw Valley ABC had a 0% completion rate among insulations workers and a 15%, 13%, and 9% completion rate among electricians, carpenters, and sheet metal workers respectively.

MI Saginaw Valley ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	16	14	2	13%
Electrician	20	17	3	15%
Pipe Fitter	21	12	9	43%
Plumber	15	8	7	47%
Sheet Metal Worker	16	13	3	19%
Heating & Air Conditioning (Installation & Service)	4	2	2	50%
Insulation Worker	4	4	0	0%
Total	96	70	26	27%

Northern Michigan ABC

Between 1995 and 2003, only 3% of all enrolled Northern Michigan ABC apprentices were women, 4% were minorities, and 9% were veterans.

Northern Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	2%
Asian	0	0%
Black	0	0%
Hispanic*	2	2%
Not Elsewhere Classified	0	0%
White	110	96%
Total	114	100%

Northern Michigan ABC by Gender

Gender	Number	Percent
Male	111	97%
Female	3	3%
Total	114	100%

Northern Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	10	9%
Not a Vet	104	91%
Total	114	100%

Only 30% of Western Michigan ABC apprentices that registered between 1995 and 1999 had completed their program by 2004, while 70% had cancelled.

Northern Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	43	70%
Completed	18	30%
Total	61	100%

The Northern Michigan ABC has low completion rates in both registered crafts. Neither carpenter nor electrician programs graduated more than 30%.

Western Michigan ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	23	16	7	0	30%
Electrician	38	27	11	0	29%
Total	61	43	18	0	30%

Minnesota ABC

In a June 2003 letter in response to a Freedom of Information Act, the Minnesota Department of Labor and Industry stated that the Minnesota ABC did not sponsor a registered apprenticeship program in the state. Beginning in 2005, the Minnesota ABC Chapter began to sponsor its own apprenticeship program

Mississippi Construction Education Foundation*

Between 1995 and 2003, less than 15% of enrolled Mississippi CEF apprentices were minorities, only 2% were women, and 5% were veterans.

Mississippi CEF by Race/Ethnicity

Race/Ethnicity	Number	Percent
Asian	1	< 1%
Black	50	13%
Hispanic	2	1%
Not Elsewhere Classified	0	0%
White	323	86%
Total	376	100%

Mississippi CEF by Gender

Gender	Number	Percent
Male	370	98%
Female	6	2%
Total	376	100%

Status	Number	Percent
Veteran	19	5%
Not a Vet	357	95%
Total	376	100%

Mississippi CEF Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	38	49%
Completed	38	49%
Still listed as Registered, 2004	1	1%
Total	77	100%

The lowest completion rate amongst the crafts at the Mississippi CEF was 17% for carpenters.

Mississippi CEF Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	6	5	1	0	17%
Electrician	61	29	31	1	51%
Plumber	4	1	3	0	75%
Sheet Metal Worker	6	3	3	0	50%
Total	77	38	38	1	49%

*The CEF was formed in 1996 by the Mississippi state chapters of the ABC and AGC, and has since added seven other trade associations as co-sponsors.

Nebraska ABC

Between 1995 and 2004, less than 11% of enrolled Nebraska ABC apprentices were minorities, only 2% were women, and 27% were veterans.

Nebraska ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	1	1%
Black	23	6%
Hispanic	14	4%
Not Elsewhere Classified	0	0%
White	317	89%
Total	355	100%

Nebraska ABC by Gender

Gender	Number	Percent
Male	347	98%
Female	8	2%
Total	355	100%

Nebraska ABC by Veteran Status

Status	Number	Percent
Veteran	97	27%
Not a Vet	254	73%
Total	355	100%

Of the Nebraska ABC apprentices that registered between 1995 and 1999, 51% cancelled before completion.

Nebraska ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	120	51%
Completed	115	49%
Total	235	100%

Nebraska ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Bricklayer	3	3	0	0%
Carpenter	21	13	8	38%
Electrician	169	91	78	46%
Pipe Fitter	2	0	2	100%
Plumber	35	10	25	71%
Sheet Metal Worker	5	3	2	40%
Total	235	120	115	49%

Sierra Nevada ABC

Between 1995 and 2003, 17% of enrolled Sierra Nevada ABC apprentices were minorities, 4% were women, and 8% were veterans.

Sierra Nevada ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	18	5%
Asian	9	2%
Black	11	3%
Hispanic	26	7%
Not Elsewhere Classified	2	< 1%
White	318	83%
Total	384	100%

Sierra Nevada ABC by Gender

Gender	Number	Percent
Male	369	96%
Female	15	4%
Total	384	100%

Sierra Nevada ABC by Veteran Status

Status	Number	Percent
Veteran	31	8%
Not a Vet	353	92%
Total	384	100%

Only 37% of Sierra Nevada ABC apprentices that registered between 1995 and 1996 completed their program by 2004, while 61% had cancelled.

Sierra Nevada ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	122	61%
Completed	74	37%
Still listed as registered, 2004	5	2%
Total	201	100%

Among the Sierra Nevada ABC apprentices, only 38% of electricians and 31% of plumbers completed their programs between 1995 and 1999.

Sierra Nevada ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	159	93	61	82	38%
Plumber	42	29	13	17	31%
Total	201	122	74	99	37%

Southern Nevada ABC

Between 1995 and 2003, 40% of all enrolled Southern Nevada ABC apprentices were minorities, 7% were women, and 12% were veterans.

Southern Nevada ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	25	3%
Asian	57	7%
Black	106	14%
Hispanic	118	15%
Not Elsewhere Classified	8	1%
White	467	60%
Total	781	100%

Southern Nevada ABC by Gender

Gender	Number	Percent
Male	727	93%
Female	54	7%
Total	781	100%

Southern Nevada ABC by Veteran Status

Status	Number	Percent
Veteran	96	12%
Not a Vet	685	88%
Total	781	100%

Only 27% of all Southern Nevada ABC apprentices that registered between 1995 and 1999 had completed their program by 2004, while 73% had cancelled.

Southern Nevada ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	302	73%
Completed	110	27%
Suspended	2	< 1%
Total	414	100%

The Southern Nevada ABC has low completion rates among carpenters and painters, who had completion rates of 8% and 0%, respectively.

Southern Nevada ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Suspended	Completion Rate
Carpenter	13	12	1	0	8%
Electrician	397	286	109	2	27%
Painter	4	4	0	0	0%
Total	414	302	110	2	27%

New Hampshire/Vermont ABC

In a June 2003 response to a state Freedom of Information request, the New Hampshire Department of Labor, State Apprenticeship Council, stated that the New Hampshire/Vermont ABC did not have a registered apprentice program.

In a June 2003 response to a state Freedom of Information request, the Vermont Department of Employment and Training, Apprenticeship Program, stated that the New Hampshire/Vermont ABC did not have a registered apprentice program.

New Jersey State ABC

There has been only one ABC chapter in New Jersey since 2002, when the Northern New Jersey ABC chapter merged into the New Jersey State ABC Chapter. Neither chapter is listed as sponsoring an apprenticeship program in the Department of Labor's Registered Apprenticeship Information System.

New Mexico ABC

Between 1995 and 2003, 10% of enrolled apprentices were veterans and 2% were females.

New Mexico ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	49	13%
Asian	1	< 1%
Black	6	2%
Hispanic	213	54%
Not Elsewhere Classified	2	1%
White	120	31%
Total	391	100%

New Mexico ABC by Gender

Gender	Number	Percent
Male	377	96%
Female	14	4%
Total	391	100%

New Mexico ABC by Veteran Status

Status	Number	Percent
Veteran	41	10%
Not a Vet	350	90%
Total	391	100%

Of the New Mexico ABC apprentices that registered between 1995 and 1999, only 25% had completed their program by 2004, while 72% had cancelled.

New Mexico ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	158	72%
Completed	55	25%
Still listed as registered, 2004	5	2%
Total	218	100%

The New Mexico ABC has a low completion rate across all crafts. The highest completion rate in New Mexico was 39% for sheet metal workers, while carpenters, electricians, pipe fitters, and plumbers had completion rates of 29%, 14%, 21%, and 25% respectively.

New Mexico ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	56	40	16	0	29%
Electrician	43	36	6	1	14%
Pipe Fitter	14	11	3	0	21%
Plumber	56	39	14	3	25%
Sheet Metal Worker	41	24	16	1	39%
Structural-Steel Worker	8	8	0	0	0%
Total	218	158	55	5	25%

Empire State ABC
[New York]

In a June 2003 response to a Freedom of Information request, the New York Department of Labor, Office of Employability Development/Apprenticeship Training stated that the Empire State ABC did not have a registered apprenticeship training program under its own name or under the name of its educational foundation, the Construction Training Center of New York State.

ABC of Carolinas*

Between 1998 and 2003, about 27% of enrolled apprentices in the Carolinas ABC were minorities, 4% were female, and 4% were veterans.**

ABC of the Carolinas by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	9	1%
Asian	11	1%
Black	191	21%
Hispanic	30	3%
Not Elsewhere Classified	0	< 1%
White	650	73%
Total	892	100%

ABC of the Carolinas by Sex

Sex	Number	Percent
Male	860	96%
Female	32	4%
Total	892	100%

ABC of the Carolinas by Veteran Status**

Status	Number	Percent
Veteran	5	4%
Not a Vet	133	96%
Total	138	100%

The ABC of the Carolinas has a low completion rate. Of the ABC of the Carolinas apprentices that registered between 1998 and 1999, only 3% completed the program, while 97% cancelled.

ABC of the Carolinas Overall Completion Rates, 98-99 Enrollees

Status	Number	Percent
Cancelled	502	97%
Completed	13	3%
Total	515	100%

The ABC of the Carolinas has low completion rates across crafts.

ABC of the Carolinas Completion Rates by Craft, '98-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Electrician	508	495	13	3%
Pipe Fitter	1	1	0	0%
Sheet Metal Worker	4	4	0	0%
Heating & Air Conditioning (Installation & Service)	2	2	0	0%
Total	515	502	13	3%

* This is a combination of data from both North Carolina, which is a SAC state, and South Carolina, which participates in that RAIS database. The ABC of the Carolinas was established in 1998, and its apprenticeship program is run by the Construction Education Foundation; an affiliate of the ABC and the Carolina Electrical Contractors Association (CECA).

** Veteran data was only available in South Carolina

Western Oklahoma ABC

The Western Oklahoma ABC trained few women between 1995 and 2003. Less than 1% of the enrolled apprentices were female, about 20% were minorities, and 14% were veterans.

Western Oklahoma ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	22	9%
Asian	1	< 1%
Black	14	6%
Hispanic	9	4%
Not Elsewhere Classified	1	< 1%
White	185	80%
Total	232	100%

Western Oklahoma ABC by Gender

Gender	Number	Percent
Male	229	99%
Female	3	< 1%
Total	232	100%

Western Oklahoma ABC by Veteran Status

Status	Number	Percent
Veteran	32	14%
Not a Vet	200	86%
Total	232	100%

Only 6% of the Western Oklahoma ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 94% had cancelled.

Western Oklahoma ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	218	94%
Completed	14	6%
Total	232	100%

Between 1995 and 1999, half of the crafts in which the Western Oklahoma ABC had enrolled apprentices had completion rates of 0%, while pipefitters, carpenters, and electricians had completion rates of only 3%, 6%, and 8%, respectively.

Western Oklahoma ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	35	33	2	6%
Electrician	132	121	11	8%
Pipe Fitter	35	34	1	3%
Plasterer	10	10	0	0%
Roofer	1	1	0	0%
Sheet Metal Worker	19	19	0	0%
Total	232	218	14	6%

Central Ohio ABC

Between 1995 and 2003, 12% of enrolled Central Ohio ABC apprentices were minorities, 3% were women, and 13% were veterans.

Central Ohio ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	6	< 1%
Asian	12	1%
Black	76	8%
Hispanic	10	1%
Not Elsewhere Classified	5	< 1%
White	825	88%
Total	934	100%

Central Ohio ABC by Gender

Gender	Number	Percent
Male	906	97%
Female	28	3%
Total	934	100%

Central Ohio ABC by Veteran Status

Status	Number	Percent
Veteran	118	13%
Not a Vet	816	87%
Total	934	100%

Of the Central Ohio ABC apprentices that registered between 1995 and 1999, 24% had completed their program by 2004, while 70% cancelled.

Central Ohio ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	345	70%
Completed	119	24%
Still listed as registered, 2004	29	6%
Total	493	100%

The Central Ohio ABC has low completion rates across crafts. In only one craft did the program graduate more than one third of its apprentices.

Central Ohio ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	34	29	5	0	15%
Electrician	335	207	104	24	31%
Millwright	11	6	5	0	45%
Pipe Fitter	45	39	3	3	7%
Plasterer	16	14	2	0	13%
Plumber	1	1	0	0	0%
Roofer	10	10	0	0	0%
Sheet Metal Worker	2	2	0	0	0%
Heating & Air Conditioning (Installation & Service)	21	19	0	2	0%
Insulation Worker	18	18	0	0	0%
Total	493	345	119	29	24%

Northern Ohio ABC

Between 1995 and 2003, less than 10% of enrolled Northern Ohio ABC apprentices were minorities, 2% were women, and 6% were veterans.

Northern Ohio ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	1	< 1%
Black	25	4%
Hispanic	6	1%
Not Elsewhere Classified	0	0%
White	636	95%
Total	670	100%

Northern Ohio ABC by Gender

Gender	Number	Percent
Male	656	98%
Female	14	2%
Total	670	100%

Northern Ohio ABC by Veteran Status

Status	Number	Percent
Veteran	37	6%
Not a Vet	633	94%
Total	670	100%

Of the Northern Ohio ABC apprentices that registered between 1995 and 1999, 57% completed their program by 2004, while 43% had cancelled.

Northern Ohio ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	136	43%
Completed	182	57%
Still listed as registered, 2004	1	< 1%
Total	319	100%

Northern Ohio ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	17	11	6	0	35%
Electrician	239	88	150	1	63%
Pipe Fitter	2	1	1	0	50%
Plumber	42	24	18	0	43%
Roofer	2	2	0	0	0%
HVAC (Installation & Service)	15	8	7	0	47%
Bricklayer	1	1	0	0	0%
Assembler, Metal Build.	1	1	0	0	0%
Total	319	136	182	1	57%

Ohio Valley ABC

Between 1995 and 2003, less than 10% of enrolled Ohio Valley ABC apprentices were minorities, 3% were women, and 9% were veterans.

Ohio Valley ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	3	< 1%
Black	100	8%
Hispanic	7	1%
Not Elsewhere Classified	2	< 1%
White	1156	91%
Total	1270	100%

Ohio Valley ABC by Gender

Gender	Number	Percent
Male	1237	97%
Female	33	3%
Total	1270	100%

Ohio Valley ABC by Veteran Status

Status	Number	Percent
Veteran	109	9%
Not a Vet	1161	91%
Total	1270	100%

Only 30% of Ohio Valley ABC apprentices that registered between 1995 and 1999 had completed by 2004, while 35% had cancelled, and 35% were still listed as active.

Ohio Valley ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	234	35%
Completed	199	30%
Still listed as registered, 2004	233	35%
Suspended	1	<1%
Total	667	100%

Ohio Valley ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as Registered, 2004	Completion Rate
Carpenter	42	16	10	16	24%
Electrician	463	149	152	162	33%
Pipe Fitter	16	8	0	8	0%
Plumber	27	8	10	9	37%
Sheet Metal Worker	68	26	19	23	28%
HVAC (Installation & Service)	47	24	8	15	17%
Not Identifiable	2	1	0	1	0%
Bricklayer	2	2	0	0	0%
Total	667	234	199	233	30%

Pacific Northwest ABC [Oregon]

Between 1995 and 2003, 9% of the Pacific Northwest ABC apprentices were minority and 3% were female. Veteran status was unavailable.

Pacific Northwest ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	34	2%
Asian	36	2%
Black	38	2%
Hispanic	68	3%
Not Elsewhere Classified	0	0%
White	1946	92%
Total	2122	100%

Pacific Northwest ABC by Gender

Gender	Number	Percent
Male	2057	97%
Female	65	3%
Total	2122	100%

Pacific Northwest ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	N/A
Not a Vet	N/A	N/A
Total	N/A	N/A

Of the Pacific Northwest ABC apprentices that registered between 1995 and 1999, only 39% completed the program by 2004, while 60% cancelled.

Pacific Northwest ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	881	60%
Completed	582	39%
Still listed as Registered, 2004	12	1%
Total	1475	100%

Pacific Northwest ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as Registered, 2004	Completion Rate
Env. Con. Serv. Install	87	52	31	4	36%
Ltd. Energy Tech A	581	358	216	7	37%
Ltd. Energy Tech B	63	28	35	0	56%
Plumber	350	159	190	1	54%
Restrict Energy Tech.	9	3	6	0	67%
RET Data Telecomm.	46	31	15	0	33%
RET Fire Alarm	4	3	1	0	25%
RET HVAC	1	1	0	0	0%
RET Instrument	2	1	1	0	50%
RET Protect Signal	1	0	1	0	100%
Sheet Metal Worker	270	201	69	0	26%
Sprinkler Fitter	57	40	17	0	30%
Youth Energy Elec.	4	4	0	0	0%
Total	1475	881	582	12	39%

Central Pennsylvania ABC

The Central Pennsylvania ABC trains few minorities and women. Between 1995 and 2003, less than 4% of enrolled apprentices were minorities, less than 1% were females, and only 6% were veterans.

Central Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	< 1%
Asian	2	1%
Black	3	1%
Hispanic	1	< 1%
Not Elsewhere Classified	0	0%
White	194	97%
Total	201	100%

Central Pennsylvania ABC by Gender

Gender	Number	Percent
Male	200	> 99%
Female	1	< 1%
Total	201	100%

Central Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	12	6%
Not a Vet	189	94%
Total	201	100%

Only 13% of Central Pennsylvania ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 81% had cancelled.

Central Pennsylvania ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	63	81%
Completed	10	13%
Still listed as registered, 2004	5	6%
Total	78	100%

The Central Pennsylvania ABC has low completion rates across crafts. Its highest completion rate was 23% among electricians, followed by a 9% completion rate among plumbers. All of the other crafts had no completions among their apprentices.

Central Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	3	3	0	0	0%
Carpenter	6	6	0	0	0%
Electrician	39	25	9	5	23%
Pipe Fitter	2	2	0	0	0%
Plumber	11	10	1	0	9%
Sheet Metal Worker	4	4	0	0	0%
Structural Steel Worker	13	13	0	0	0%
Total	78	63	10	5	13%

Eastern Pennsylvania ABC

Between 1995 and 2003, 7% of enrolled Eastern Pennsylvania ABC apprentices were minorities, 2% were women, and 45% were veterans.

Eastern Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	2	1%
Black	8	3%
Hispanic	11	3%
Not Elsewhere Classified	0	0%
White	297	93%
Total	318	100%

Eastern Pennsylvania ABC by Gender

Gender	Number	Percent
Male	312	98%
Female	6	2%
Total	318	100%

Eastern Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	143	45%
Not a Vet	175	55%
Total	318	100%

Of the Eastern Pennsylvania ABC apprentices that registered between 1995 and 1999, 55% had completed by 2004, while 37% had cancelled.

Eastern Pennsylvania Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	40	37%
Completed	59	55%
Still listed as registered, 2004	8	8%
Total	107	100%

Eastern Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	106	40	59	7	56%
Communication Equipment Installation & Repair	1	0	0	1	0%
Total	107	40	59	8	55%

Keystone Pennsylvania ABC

The Pennsylvania Keystone Chapter ABC trains few minorities and women. Between 1995 and 2003, only 6% of enrolled apprentices were minorities, less than 1% were women, and 6% were veterans.

Pennsylvania Keystone ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	< 1%
Asian	4	< 1%
Black	24	3%
Hispanic	24	3%
Not Elsewhere Classified	3	< 1%
White	866	94%
Total	923	100%

Pennsylvania Keystone ABC by Gender

Gender	Number	Percent
Male	916	99%
Female	7	1%
Total	923	100%

Pennsylvania Keystone ABC by Veteran Status

Status	Number	Percent
Veteran	45	5%
Not a Vet	878	95%
Total	923	100%

Of the Pennsylvania Keystone Chapter ABC apprentices that registered between 1995 and 1999, 52% had completed by 2004, while 41% had cancelled.

Pennsylvania Keystone ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	201	41%
Completed	260	52%
Still listed as registered, 2004	35	7%
Total	496	100%

The Pennsylvania Keystone ABC completion rates for bricklayers, painters, pipe fitters, insulation workers, and operating engineers were 39%, 27%, 14%, 0%, and 0%, respectively.

Pennsylvania Keystone ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	31	17	12	2	39%
Carpenter	85	32	49	4	58%
Electrician	234	95	120	19	51%
Operating Engineers	1	0	0	1	0%
Painter	11	7	3	1	27%
Pipe Fitter	7	6	1	0	14%
Plumber	70	27	41	2	59%
Roofer	2	0	2	0	100%
Sheet Metal Worker	32	11	18	3	56%
Refrigeration Mechanics	22	5	14	3	64%
Insulation Worker	1	1	0	0	0%
Total	496	201	260	35	52%

Southeast Pennsylvania ABC

Between 1995 and 2003, 0% of the Southeast Pennsylvania ABC apprentices were women, 8% were minorities, and 7% were veterans.

Southeast Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	8	6%
Hispanic	2	1%
Not Elsewhere Classified	1	1%
White	124	92%
Total	135	100%

Southeast Pennsylvania ABC by Gender

Gender	Number	Percent
Male	135	100%
Female	0	0%
Total	135	100%

Southeast Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	10	7%
Not a Vet	125	93%
Total	135	100%

Only 33% of Southeast Pennsylvania ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 34% had cancelled.

Southeast Pennsylvania ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	27	34%
Completed	26	33%
Still listed as Registered, 2004	26	33%
Total	79	100%

The Southeast Pennsylvania ABC had low completion rates among bricklayers, refrigeration mechanics, and plumbers.

Southeast Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	2	2	0	0	0%
Carpenter	25	5	12	8	48%
Electrician	27	13	9	5	33%
Pipe Fitter	8	1	3	4	38%
Plumber	15	5	2	8	13%
Refrigeration Mechanics	2	1	0	1	0%
Total	79	27	26	26	33%

Western Pennsylvania ABC

The Western Pennsylvania ABC trains few minorities and women. Between 1995 and 2003, 3% of the apprentices were minorities, 0% were women, and 6% were veterans.

Western Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	< 1%
Asian	0	0%
Black	3	2%
Hispanic	0	0%
Not Elsewhere Classified	0	0%
White	136	97%
Total	140	100%

Western Pennsylvania ABC by Gender

Gender	Number	Percent
Male	140	100%
Female	0	0%
Total	140	100%

Western Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	8	6%
Not a Vet	132	94%
Total	140	100%

For apprentices that registered between 1995 and 1999 in the Western Pennsylvania ABC apprenticeship program, 57% had completed by 2004 while 38% had cancelled.

Western Pennsylvania ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	27	38%
Completed	41	57%
Still listed as registered, 2004	4	6%
Total	72	100%

Between 1995 and 1999, the Western Pennsylvania ABC had a low completion rate among its pipe fitters, who completed their program at a rate of only 23%.

Western Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	5	2	3	0	60%
Electrician	32	10	21	1	66%
Pipe Fitter	13	8	3	2	23%
Sheet Metal Worker	22	7	14	1	64%
Total	72	27	41	4	57%

Rhode Island ABC

In a June 2003 response to a Freedom of Information request, the Rhode Island Department of Labor, Division of Professional Regulation—Apprenticeship Training stated that the Rhode Island ABC did not have a registered apprenticeship training program under its own name or under the Rhode Island Construction Training Academy, the chapter's training arm.

East Tennessee ABC

The Department of Labor database of registered apprenticeships does list the ABC of East Tennessee as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

Mid Tennessee ABC

The Department of Labor database of registered apprenticeships does not list the ABC of Mid Tennessee as an approved apprenticeship sponsor. However, the database does list an "Associated Builders," which was located in the same city as the Mid-Tennessee ABC chapter. However, according to that database this program the "Associated Builders" program did not enroll any apprentices between 1995 and 2003.

Western Tennessee ABC Chapter

The Western Tennessee ABC trains few women. Between 1995 and 2003, 4% of the enrolled apprentices were women, 22% were minorities, and 9% were veterans.

Western Tennessee ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	1	1%
Black	34	20%
Hispanic	1	1%
Not Elsewhere Classified	0	0%
White	133	79%
Total	169	100%

Western Tennessee ABC by Gender

Gender	Number	Percent
Male	163	96%
Female	6	4%
Total	169	100%

Western Tennessee ABC by Veteran Status

Status	Number	Percent
Veteran	153	91%
Not a Vet	16	9%
Total	140	100%

Only 16% of the Western Tennessee ABC apprentices that registered between 1995 and 1999 had completed by 2004, while 78% had cancelled.

Western Tennessee ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	107	78%
Completed	22	16%
Still listed as registered, 2004	8	7%
Total	137	100%

Between 1995 and 1999, the Western Tennessee ABC had a low completion rate among all crafts.

Western Tennessee ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	127	101	22	4	17%
Painter	3	3	0	0	0%
Pipe Fitter	7	3	0	4	0%
Total	137	107	22	8	16%

Central Texas ABC

Between 1995 and 2003, 49% of all enrolled Central Texas ABC apprentices were minorities, but only 2% were women, and 9% were veterans.

Central Texas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	0%
Asian	12	3%
Black	44	9%
Hispanic	171	37%
Not Elsewhere Classified	1	0%
White	239	51%
Total	468	100%

Central Texas ABC by Gender

Gender	Number	Percent
Male	459	98%
Female	9	2%
Total	468	100%

Central Texas ABC by Veteran Status

Status	Number	Percent
Veteran	43	9%
Not a Vet	425	91%
Total	468	100%

Only 14% of Central Texas ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 85% had cancelled.

Central Texas ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	268	85%
Completed	45	14%
Still listed as Registered, 2004	1	0%
Total	314	100%

The Central Texas ABC had consistently low completion rates across crafts, with only pipe fitters having a completion rate above 20%.

Central Texas ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	20	20	0	0	0%
Carpenter	20	18	2	0	10%
Electrician	103	84	19	0	18%
Drywall Installers	35	33	2	0	6%
Pipe Fitter	38	28	10	0	26%
Plumber	53	47	5	1	9%
Sheet Metal Worker	36	29	7	0	19%
Insulation Worker	9	9	0	0	0%
Total	314	268	45	1	14%

Greater Houston ABC

Between 1995 and 2003, only 2% of enrolled Greater Houston ABC apprentices were women, 51% were minorities, and 5% were veterans.

Greater Houston ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	7	1%
Asian	2	< 1%
Black	77	11%
Hispanic	257	38%
Not Elsewhere Classified	0	0%
White	333	49%
Total	676	100%

Greater Houston ABC by Gender

Gender	Number	Percent
Male	662	98%
Female	14	2%
Total	676	100%

Greater Houston ABC by Veteran Status

Status	Number	Percent
Veteran	34	5%
Not a Vet	642	95%
Total	676	100%

Only 7% of the Greater Houston ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 93% had cancelled.

Greater Houston ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	478	93%
Completed	37	7%
Total	515	100%

The Greater Houston ABC had low completion rates across crafts.

Greater Houston ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	2	2	0	0%
Electrician	45	44	1	2%
Drywall Installers	63	58	5	8%
Pipe Fitter	78	68	10	13%
Plumber	108	98	10	9%
Sheet Metal Worker	128	117	11	9%
Welders and Cutters	10	10	0	0%
Heating & Air Conditioning (Installation & Service)	62	62	0	0%
Structural Steel Worker	4	4	0	0%
Insulation Worker	15	15	0	0%
Total	515	478	37	7%

North Texas ABC
Program sponsored by the Construction Education Foundation
[Co-sponsored by the local chapters of the AGC and the ASA]

The North Texas ABC trains few women. Between 1995 and 2003, less than 2% of enrolled apprentices were women and less than 10% were veterans.

North Texas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	6	1%
Black	52	10%
Hispanic	173	32%
Not Elsewhere Classified	0	0%
White	303	57%
Total	536	100%

North Texas ABC by Gender

Gender	Number	Percent
Male	529	99%
Female	7	1%
Total	536	100%

North Texas ABC by Veteran Status

Status	Number	Percent
Veteran	51	10%
Not a Vet	485	90%
Total	536	100%

Only 15% of the North Texas ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 83% had cancelled.

**North Texas ABC Overall
Completion Rates, 1995-99 Enrollees**

Status	Number	Percent
Cancelled	241	83%
Completed	44	15%
Still listed as registered, 2004	7	2%
Total	292	100%

The North Texas ABC has low completion rates across crafts. Only two crafts—electricians and pipe fitters—had a completion rate above 18%.

North Texas ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	2	2	0	0	0%
Electrician	90	69	16	5	18%
Welders & Cutters	2	2	0	0	0%
Pipe Fitter	52	35	17	0	33%
Plumber	123	112	9	2	7%
Sheet Metal Worker	19	17	2	0	11%
Structural Steel Worker	4	4	0	0	0%
Total	292	241	44	7	15%

South Texas ABC

The South Texas ABC trains few women. Between 1995 and 2003, only 2% of enrolled apprentices were women, 61% were minorities, and 8% were veterans.

South Texas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	10	1%
Asian	3	< 1%
Black	25	2%
Hispanic	647	57%
Not Elsewhere Classified	1	< 1%
White	441	39%
Total	1127	100%

South Texas ABC by Gender

Gender	Number	Percent
Male	1105	98%
Female	22	2%
Total	1127	100%

South Texas ABC by Veteran Status

Status	Number	Percent
Veteran	84	8%
Not a Vet	1043	92%
Total	1127	100%

Of the South Texas ABC apprentices that registered between 1995 and 1999, only 35% had completed their program by 2004, while 65% had cancelled.

South Texas ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	358	65%
Completed	191	35%
Total	549	100%

The South Texas ABC has a low completion rate among its largest craft –electricians— with only 62 of the 235 apprentices [or 26%] completing the program.

South Texas ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	86	47	39	45%
Electrician	235	173	62	26%
Pipe Fitter	18	8	10	56%
Plumber	114	72	42	37%
Sheet Metal Worker	63	37	26	41%
Heating & Air Conditioning (Installation & Service)	33	21	12	36%
Total	549	358	191	35%

Texas Coastal Bend ABC

The Texas Coastal Bend ABC trains few women. Between 1995 and 2003, less than 1% of enrolled apprentices were women and 14% were veterans.

Texas Coastal Bend ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	6	2%
Hispanic	184	66%
Not Elsewhere Classified	0	0%
White	87	31%
Total	277	100%

Texas Coastal Bend ABC by Gender

Gender	Number	Percent
Male	276	99%
Female	1	< 1%
Total	277	100%

Texas Coastal Bend ABC by Veteran Status

Status	Number	Percent
Veteran	39	14%
Not a Vet	238	86%
Total	277	100%

Of the Texas Coastal Bend ABC apprentices that registered between 1995 and 1999, only 18% completed their program by 2004, while 81% had cancelled.

Texas Coastal Bend ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	125	81%
Completed	28	18%
Still listed as registered, 2004	1	1%
Total	154	100%

The Texas Coastal Bend ABC has low completion rates across both its enrolled crafts.

Texas Coastal Bend ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	101	80	21	0	21%
Insulation Worker	53	45	7	1	13%
Total	154	125	28	1	18%

Southeast Texas ABC

The Department of Labor database of registered apprenticeships does not list the ABC of Southeast Texas as an approved apprenticeship sponsor.

MidCoast Texas ABC

The Department of Labor database of registered apprenticeships does list the MidCoast ABC as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

Gulf Coast Texas ABC

The Department of Labor database of registered apprenticeships does list the Gulf Coast ABC as an approved apprenticeship sponsor. However, according to that database the program enrolled only one apprentice between 1995 and 2003.

Utah ABC

The Department of Labor database of registered apprenticeships does list the ABC of Utah as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

Virginia ABC

In a July 2003 letter in response to a Freedom of Information Act request, the Virginia Department of Labor and Industry stated that the Virginia ABC had won approval for an apprenticeship program in 1987, but that program had been cancelled since 1999.

Construction Industry Training Council
[sponsored by the Western Washington ABC and
six other organizations]

Between 1995 and 2003, 13% of CITC's apprentices were minorities and only 6% were females.

CITC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	10	2%
Asian	23	4%
Black	36	6%
Hispanic	10	4%
Not Elsewhere Classified	72	13%
White	396	71%
Total	555	100%

CITC by Gender

Gender	Number	Percent
Male	524	94%
Female	31	6%
Total	555	100%

CITC by Veteran Status

Status	Number	Percent
Veteran	N/A	N/A
Not a Vet	N/A	N/A
Total	N/A	N/A

Only 26% of CITC's apprentices that registered between 1995 and 1999 had completed their program by 2004, while 71% had cancelled.

CITC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	163	71%
Completed	59	26%
Still listed as registered, 2004	8	3%
Total	230	100%

The CITC has low completion rates across crafts. The highest rate for any craft was 35% for sheet metal workers. The other crafts had completion rates below 30%, with a 0% rate for plumbers.

CITC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	85	57	24	4	28%
Electrician	115	82	29	4	25%
Plumber	13	13	0	0	0%
Sheet Metal Worker	17	11	6	0	35%
Total	230	163	59	8	26%

**Inland Pacific ABC*
[Washington State]**

The Inland Pacific ABC trains few minorities and women. Between 1995 and 2003, 6% of enrolled apprentices were minorities, and only 2% were females.

Inland Pacific ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	5	1%
Asian	0	0%
Black	2	< 1%
Hispanic	8	2%
Not Elsewhere Classified	9	2%
White	390	94%
Total	414	100%

Inland Pacific ABC by Gender

Gender	Number	Percent
Male	404	98%
Female	10	2%
Total	414	100%

**Inland Pacific ABC
by Veteran Status**

Status	Number	Percent
Veteran	N/A	N/A
Not a Vet	N/A	N/A
Total	N/A	N/A

Of the Inland Pacific ABC apprentices that registered between 1995 and 1999, only 17% had completed their program by 2004, while 83% had cancelled.

**Inland Pacific ABC Overall
Completion Rates, 1995-99 Enrollees**

Status	Number	Percent
Cancelled	237	83%
Completed	50	17%
Still listed as registered, 2004	0	0%
Total	287	100%

The Inland Pacific ABC has low completion rates across crafts.

Inland Pacific ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	119	85	34	0	29%
Taper (drywall)	6	6	0	0	0%
Plumber	74	65	9	0	12%
Sheet Metal Worker	85	78	7	0	8%
Painter	1	1	0	0	0%
Total	285	237	50	0	17%

*In 2004, the Washington State Apprenticeship and Training Council cancelled permission for the Inland Pacific ABC chapter to offer apprenticeship programs because it had failed "to ensure proper training."

West Virginia ABC

The West Virginia ABC trains few women and minorities. Between 1995 and 2003, 9% of the apprentices were women, 7% were minorities, and 9% were veterans.

West Virginia ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
Black	3	5%
Hispanic	1	2%
White	62	94%
Total	66	100%

West Virginia ABC by Gender

Gender	Number	Percent
Male	60	91%
Female	6	9%
Total	66	100%

West Virginia ABC by Veteran Status

Status	Number	Percent
Veteran	6	9%
Not a Vet	60	91%
Total	66	100%

Of the 8 apprentices that registered between 1995 and 1999 for the West Virginia ABC apprenticeship program, 6 had completed by 2004.

West Virginia ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	2	25%
Completed	6	75%
Total	8	100%

However, graduation rates declined significantly once the program began to accept a larger number of apprentices. Of the 38 apprentices that entered the program in 2000, 30 left before completing the program while 5 graduated and 3 are still listed as active. This would leave the program with a 70% cancellation rate for 1995 to 2000, and a graduation rate no higher than 30%.

West Virginia ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	2	0	2	0	100%
Construction Craft Labor	4	2	2	0	50%
Structural Steel Worker	2	0	2	0	100%
Total	8	2	6	0	75%

Wisconsin ABC

The Wisconsin ABC trains few minorities, women, and veterans. Between 1995 and 2003, less than 5% of enrolled apprentices were minorities, only 1% were females, and 3% had veteran status.

Wisconsin ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	15	< 1%
Asian	15	< 1%
Black	20	< 1%
Hispanic	34	1%
Hawaiian/Pacific Islander	1	< 1%
White	2911	98%
Total	2961	100%

Wisconsin ABC by Gender

Gender	Number	Percent
Male	2923	99%
Female	38	1%
Total	2961	100%

Wisconsin ABC by Veteran Status

Status	Number	Percent
Veteran	93	3%
Not a Vet	2548	86%
N/A	320	11%
Total	2961	100%

Of the Wisconsin ABC apprentices that registered between 1999 and 1995, 39% had cancelled their training by 2004, while 57% had graduated.

Wisconsin ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	609	39%
Completed	884	57%
Still listed as registered, 2004	69	4%
Total	1562	100%

Wisconsin ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	22	9	13	0	59%
Carpenter	165	66	98	1	59%
Electrician	805	310	453	42	56%
Glaziers	9	4	5	0	56%
Pile Driver	2	2	0	0	0%
Pipe Fitter	118	46	71	1	60%
Plumber	223	69	133	21	60%
Sheet Metal Worker	115	50	63	2	55%
HVAC (Install & Service)	1	1	0	0	0%
Roofer	13	11	2	0	15%
Painter & Decorator	20	8	12	0	60%
Sprinklerfitter	27	14	11	2	41%
Steamfitter	42	19	23	0	55%
Total	1562	609	884	69	57%

**Appendix One:
List of Apprenticeship Studies**

A Preliminary Report on Associated Builders and Contractors Training: Flawed and Failing Initiative, by the Building and Construction Trades Department

Construction Apprenticeship and Training in Pennsylvania, by David Bradley and Stephen Herzenberg

Apprentice Training in Kentucky, a Comparison of Union and Non-Union Programs in the Building Trades, by William J. Londrigan and Joseph Wise, III

Building Trades Apprenticeship Training in West Virginia, A Comparison of Union and Non-Union Trades Programs in the 1990's, by Sara Etherton, Stephen Cook and Robert Massey, Jr.

Apprenticeship Utilization in Washington State Programs in the Building and Construction Trades, Washington State Construction and Building Trades Council

Analysis of Construction Industry Apprenticeship Programs in Indiana, Jeff Vincent, Indiana University Institute for the Study of Labor in Society

Apprenticeship Training in the U.S. Construction Industry, Cihan Bilginsoy, University of Utah, Department of Economics

The Status of Registered Apprenticeship: An Analysis Using Data from the Registered Apprenticeship Information System Frank J Bennici, Westat, prepared for the DOL Office of Apprenticeship Training, Employer and Labor Services

Delivering Skills: Apprenticeship Program Sponsorship and Transition from Training, Cihan Biliginsoy, University of Utah,

Construction Apprenticeship Training in California, University of California Los Angeles, Institute for Labor and Employment [draft in progress]

ABC Chapter Index

Alabama State ABC.....	Page 4
North Alabama ABC.....	Page 5
South Alabama ABC (Now called MidGulf).....	Page 6
Alaska ABC.....	Page 7
Arizona Builders Alliance [A joint program of the Arizona ABC and Arizona AGC].....	Page 8
Arkansas ABC.....	Page 9
Golden Gate ABC.....	Page 10
Los Angeles Venture County ABC.....	Page 11
San Diego Chapter ABC.....	Page 12
Southern California ABC.....	Page 13
Central California ABC.....	Page 14
Construction Industry Training Council of Colorado [A joint program of the Rocky Mountain ABC and seven other trade associations].....	Page 15
Western Colorado ABC.....	Page 16
Connecticut ABC.....	Page 17
Delaware ABC.....	Page 17
Florida First Coast Chapter.....	Page 18
Central Florida ABC.....	Page 19
Florida East Coast ABC.....	Page 20
Florida Gulf Coast ABC.....	Page 21
Florida Space Coast ABC.....	Page 22
North Florida ABC.....	Page 23
Georgia ABC.....	Page 24
Hawaii ABC.....	Page 24
Northern Illinois ABC.....	Page 25
Indiana ABC.....	Page 26
Iowa ABC.....	Page 27
Heart of America ABC [Kansas and Missouri Chapter].....	Page 27
Kentucky ABC.....	Page 28
Louisiana Pelican ABC.....	Page 29
New Orleans Bayou ABC.....	Page 30
Maine ABC.....	Page 31
Eastern Shore Maryland ABC.....	Page 31
Baltimore Metropolitan ABC.....	Page 32
Chesapeake Maryland ABC.....	Page 33
Cumberland Valley Maryland ABC [Maryland Apprentices].....	Page 34
Cumberland Valley Maryland ABC [Pennsylvania Apprentices].....	Page 35
Metropolitan Washington DC ABC [Maryland Apprentices].....	Page 36
Massachusetts ABC.....	Page 37
Central Michigan ABC.....	Page 38
Southeast Michigan ABC.....	Page 39
Western Michigan ABC.....	Page 40
Saginaw Valley Michigan ABC.....	Page 41
Northern Michigan ABC.....	Page 43
Minnesota ABC.....	Page 43
Mississippi Construction Education Foundation [Joint program of the state ABC, AGC and seven other trade associations].....	Page 44
Nebraska ABC.....	Page 45

Sierra Nevada ABC.....	Page 46
Southern Nevada ABC.....	Page 47
New Hampshire/Vermont ABC.....	Page 48
New Jersey State ABC.....	Page 48
New Mexico ABC.....	Page 49
Empire State ABC [New York].....	Page 50
ABC of Carolinas.....	Page 51
Western Oklahoma ABC.....	Page 52
Central Ohio ABC.....	Page 53
Northern Ohio ABC.....	Page 54
Ohio Valley ABC.....	Page 55
Pacific Northwest ABC [Oregon].....	Page 56
Central Pennsylvania ABC.....	Page 57
Eastern Pennsylvania ABC.....	Page 58
Keystone Pennsylvania ABC.....	Page 59
Southeast Pennsylvania ABC.....	Page 60
Western Pennsylvania ABC.....	Page 61
Rhode Island ABC.....	Page 62
East Tennessee ABC.....	Page 62
Mid Tennessee ABC.....	Page 62
Western Tennessee ABC Chapter.....	Page 63
Central Texas ABC.....	Page 64
Greater Houston ABC.....	Page 65
North Texas ABC Program sponsored by the Construction Education Foundation [Co-sponsored with local chapters of the AGC and the ASA].....	Page 66
South Texas ABC.....	Page 67
Texas Coastal Bend ABC.....	Page 68
Southeast Texas ABC.....	Page 69
Midcoast Texas ABC.....	Page 69
Gulf Coast Texas ABC.....	Page 69
Utah ABC.....	Page 69
Virginia ABC.....	Page 69
Construction Industry Training Council [Sponsored by the Western Washington ABC and six other organizations].....	Page 70
Inland Pacific ABC [Washington State].....	Page 71
West Virginia ABC.....	Page 72
Wisconsin ABC.....	Page 73