

UNIONS

International Union of Bricklayers
and Allied Craftworkers

International Brotherhood of Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers and Helpers

United Union of Roofers, Waterproofers
and Allied Workers

International Brotherhood of Electrical Workers

International Association of Heat and Frost Insulators
and Asbestos Workers

International Association of Bridge, Structural,
Ornamental and Reinforcing Iron Workers

International Brotherhood of Teamsters

Sheet Metal Workers' International Association

Operative Plasterers' and Cement Masons' International
Association of the United States and Canada

United Association of Journeymen and Apprentices
of the Plumbing and Pipefitting Industry of the United
States and Canada

International Union of Elevator Constructors

International Union of Painters and Allied Trades

United Brotherhood of Carpenters
and Joiners of America

Laborers International Union of North America

International Union of Operating Engineers

CONTRACTORS

Finishing Contractors Association

International Council of Employers of Bricklayers

Mechanical Contractors Association of America

National Association of Construction
Boilermakers Employers

National Electrical Contractors Association

The Association of Union Contractors

North American Contractors Association

Sheet Metal and Air Conditioning
Contractors National Association

Tennessee Valley Authority

Walt Disney World Company



UNIONS

www.helmetstohardhats.org



**Keeping the
Promise...**
**From One Mission
to Another!**

UNIONS

www.helmetstohardhats.org

Featuring the true life stories of
Elizabeth Leadenham and Ken Wong



**"To care for him
who shall have
borne the battle."**

Lincoln
- Abraham Lincoln

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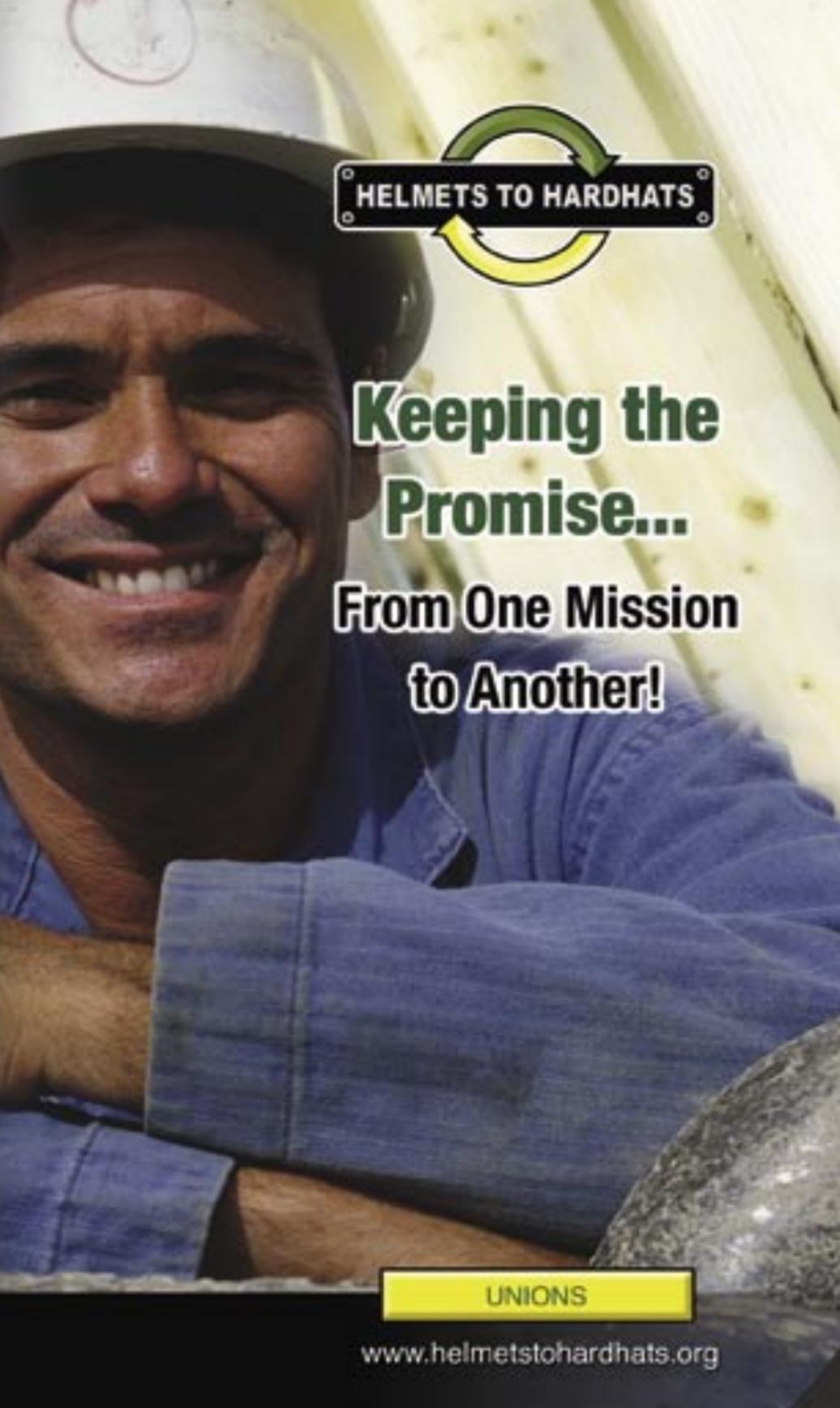


Keeping the Promise...
From One Mission to Another!



HELMETS TO HARDHATS

www.helmets-to-hardhats.org



HELMETS TO HARDHATS

**Keeping the
Promise...**
**From One Mission
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UNIONS

www.helmetstohardhats.org



“What our servicemen and women want, more than anything else, is the assurance of satisfactory employment upon their return to civil life. The first task after the war should be the maximum utilization of our human and material resources.”

—President Franklin D. Roosevelt; upon signing the Servicemen’s Re-Adjustment Act of 1944 (known as the “GI Bill”)

Throughout history, from as far back as the Civil War, America has always maintained a solemn promise to its military veterans – those brave men and women who continually sacrifice so much to protect our rights and freedoms. It is the promise of assistance to ensure a successful return to civilian life.

And it is a promise that the building and construction industry takes very seriously.

“We have a huge skilled labor shortage in the construction industry. One of the biggest challenges we face is the shortage of qualified skilled craftsmen to do maintenance work and outage work so that our power plants will run efficiently all of the time in order to meet the growing needs for reliable, low-cost energy.”

—Peyton T. Hairston;
Senior Vice President for Communications,
Tennessee Valley Authority



UNIONS COMING TOGETHER FOR THE G

The Helmets to Hardhats program is a shining example of the heart of American character. The entire construction industry—both management AND labor—has made a steadfast commitment to come together in order to honor the sacrifice, bravery and dedication of our military veterans, and at the same time craft a solution to the industry's skilled labor shortage.

The population of skilled craftsmen in the construction industry is rapidly aging, and those careers are not being filled by younger workers. In today's world, younger people are more apt to eschew the building and construction trades in favor of the lure of positions in the information technology industry, or some other emerging field.

What we are left with is a critical shortage of skilled construction craftspeople. And that is problematic for building and construction trades unions. The ability of the building trades unions and their contractors to gain significant market share for union construction is dependent upon the availability of a steady supply of highly trained, highly skilled, and highly productive workers.

Helmets to Hardhats is a program that is, without a doubt, beneficial to our nation's veterans. It is consistent with our nation's solemn promise to our military personnel that they will receive assistance and opportunity upon their return to civilian life.

GREATER GOOD

In our industry, everybody pulls together for the common good. And you know, years ago our unions had adversarial relationships with our contractors. But we have now come full circle. We work closely with our contractors for the common good of the union construction industry – to get the job done on time, the first time. That’s our motto.

–Bill Hite; General President, United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry of the United States and Canada

Helmet to Hardhats offers great benefits to unions. Our nation is about to embark upon an unprecedented growth in infrastructure construction spending—from highways and bridges, to upgrades in our communications infrastructure, to new power generation facilities. But we need to have the skilled manpower to meet this demand and help union contractors gain market share.

The Helmets to Hardhats program is a solution to this critical problem.



HELMETS TO HARDHATS
MATCHING TODAY'S MILITARY
WITH TOMORROW'S
CONSTRUCTION INDUSTRY



“When people leave the military, I believe we have an obligation to give them a good opportunity for a secure life through a good civilian career.”

– Vice Admiral James Card (Ret.)
National Spokesman, Helmets to Hardhats



“These folks served our country... they fought for our country and no one deserves a better opportunity for a career in the construction industry than they do.”

–Iz Cakrane; Vice President for Labor Relations,
Washington Group International



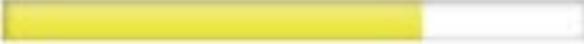
“Our obligation is to those brave men and women who are defending this country—the home of the free and the brave.”

–Dana Brigham; General President,
International Union of Elevator Constructors

Helmets to Hardhats is a national, federally-funded program that exists to connect National Guard, Reserve and transitioning active-duty military members with quality career training and employment opportunities within the building and construction industry.

The program is sponsored by the fifteen unions of the building and construction trades, along with construction industry employer associations.





The program is designed to ease the difficult passage back into civilian life for military families, providing lucrative career opportunities and economic security to those who have earned the promise of a nation for their years of dedicated service.

Helmets to Hardhats collects nationwide career opportunities within the building and construction industry and matches that data to former military personnel interested in such a career. Interested candidates can access information about careers and apprenticeships, and fill out a formal application and profile, via the Internet (www.helmetstohardhats.org) from anywhere in the world.



“By supporting the Helmets to Hardhats program, we are helping our returning veterans find high-quality careers. This program puts our veterans at the top of the list to enter qualified apprenticeship programs in fifteen trades and eight contractor associations. This is a great partnership between the building trades and our armed forces and veterans.”

—California Governor Arnold Schwarzenegger





FROM ONE MISSION TO ANOTHER

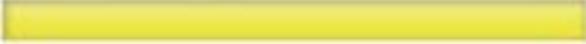
The American military is widely considered to be the best trained and highly skilled military in the world. The values and skills that are instilled in American military personnel are highly sought for a civilian industry that is heavily reliant upon teamwork, discipline and a firm commitment to mission.

These attributes are incredibly important as the United States embarks upon an unprecedented projected construction boom over the next 20-30 years. And given the fact that severe manpower shortages are being predicted for many of the skilled trades in that same time frame, lucrative career opportunities will be in abundance.

“We’re offering a chance to be a part of another critical mission – to re-construct America into a 21st century economic power. And at the same time we will be providing a good career with excellent wages, good benefits – like health care and a pension – and a real chance to succeed into the future...and hey, isn’t that the ‘American Dream?’”

**–Bill Hite; General President,
United Association of Journeymen and Apprentices
of the Plumbing & Pipe Fitting Industry of the United
States and Canada**





RECOGNIZING MILITARY VALUES, SKILLS AND SERVICE

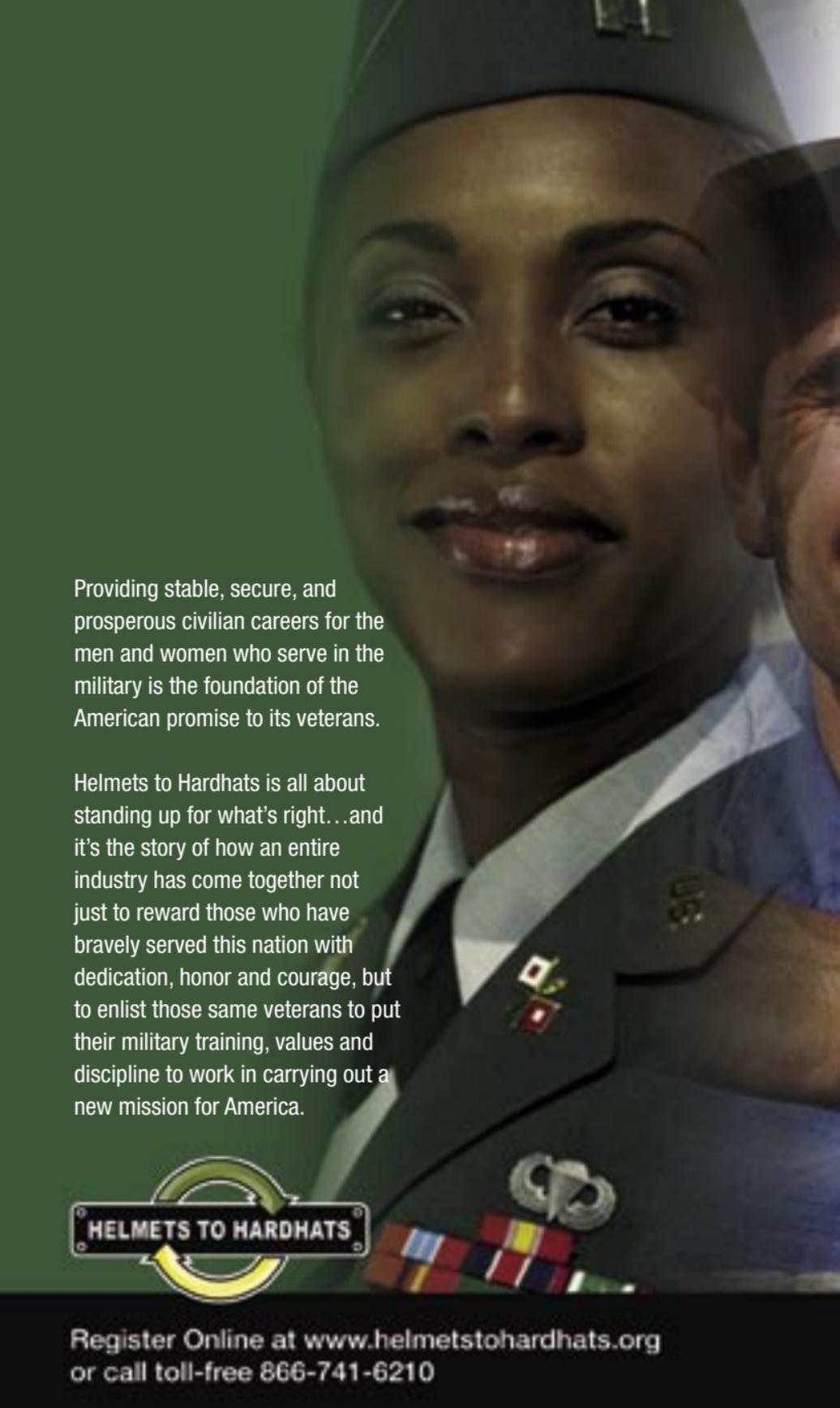
With the implementation of dozens of Statewide Direct Entry programs, Helmets to Hardhats candidates are able to settle into quality construction careers soon after applying for them. Once a state proclamation has been signed – and over 20 states have already done so – all Joint Apprenticeship Training Councils and Local Unions in the state can accept current and former military personnel into their training programs on a prioritized basis, as well as providing credit for military training and experience.

Interested military candidates need only to log on to the Helmets to Hardhats web site at www.helmetstohardhats.org and follow the instructions for filing an online application and profile. All candidates will then be contacted by a representative from the Helmets to Hardhats program who will begin the process of matching them with an appropriate apprenticeship training program in a location and the field of interest expressed through the applicant's profile. Prior experience with a particular craft or trade is not necessary.

**“Helmets to Hardhats
definitely helped me find
a career. Plus it comes with great
pay, great benefits and great people! ”**

**–Ken Wong,
United States Marines
Metallic Lathers Local 46 - New York City**





Providing stable, secure, and prosperous civilian careers for the men and women who serve in the military is the foundation of the American promise to its veterans.

Helmets to Hardhats is all about standing up for what's right...and it's the story of how an entire industry has come together not just to reward those who have bravely served this nation with dedication, honor and courage, but to enlist those same veterans to put their military training, values and discipline to work in carrying out a new mission for America.



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