

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



VETERANS

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**Keeping the
Promise...**

**From One Mission
to Another!**

VETERANS

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

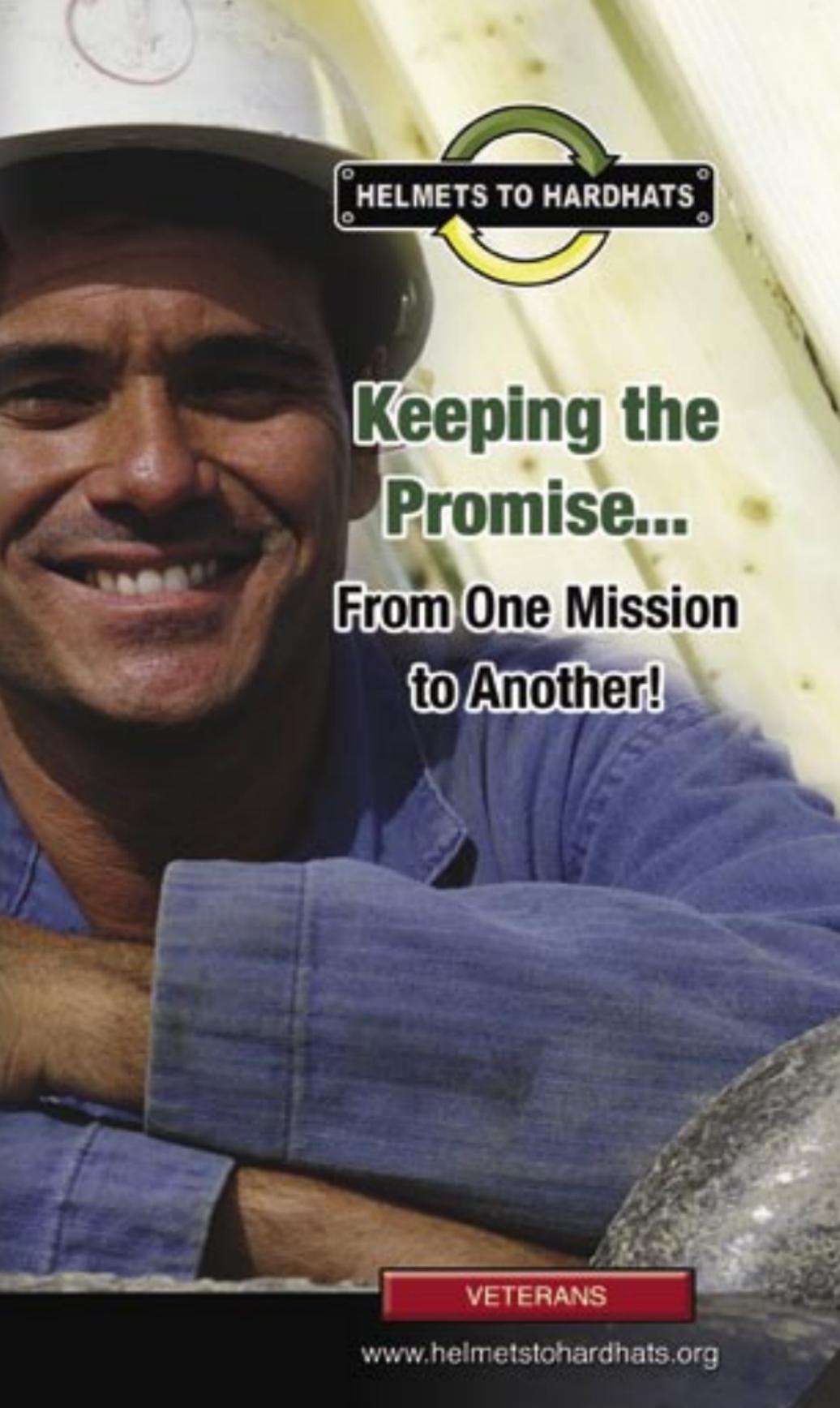
Register Online at www.helmetstohardhats.org, or call toll-free 866-741-6210

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



HELMETS TO HARDHATS

www.helmets-to-hardhats.org



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VETERANS

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



A REWARDING CAREER WITH VALUE AND

Many American military personnel are familiar with the “Soldier’s Creed” which, in part, states:

I am an American Soldier
I am a Warrior and a member of a Team
I serve the people of the United States and live the Army values
I will always place the mission first
I will never accept defeat
I will never quit

These are the values of the military. And they are also the values of the skilled trades in the construction industry.

The Helmets to Hardhats program represents a firm commitment by contractors and unions in the construction industry to the long-standing promise that America has always maintained for its returning military veterans – a promise that includes secure employment and a secure future.

But it is also a program that recognizes that many veterans view their military careers as more than just a job. It was about living a set of values, and being a part of a unique brotherhood that existed for a greater good. And they want to experience the satisfaction of living those values, and a commitment to mission, in their post-military careers.

The Helmets to Hardhats program offers a pathway to a career in the construction industry that evokes the values that many military veterans hold dear, along with pay and benefit structures – like health care and pensions – that offer a secure life for veterans and their families.

ND INTEGRITY

And its easy to join. Military veterans can fill out an application and a profile online (www.helmetstohardhats.org) from anywhere in the world. Each applicant will then be personally contacted by a representative from Helmets to Hardhats who will match him/her with an appropriate apprenticeship training program.

“I’ve spoken to a number of the participants in the Helmets to Hardhats program...and they’re thrilled! They just think it’s a great fit. I don’t think I have ever had anyone I’ve talked to who has expressed any dissatisfaction. They just love it.”

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

Helmets to Hardhats sends a loud, clear message to our nation’s veterans that they can have a plentiful, lucrative and personally fulfilling post-military career in the skilled construction trades.



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



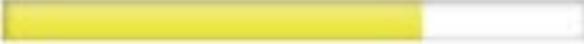
“Our obligation is to those brave men and women who are defending this country—the home of the free and the brave.”

–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

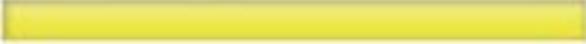
The American military is widely considered to be the best trained and highly skilled military in the world. The values and skills that are instilled in American military personnel are highly sought for a civilian industry that is heavily reliant upon teamwork, discipline and a firm commitment to mission.

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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