

# Skilled Trades Apprenticeship in Rural New Mexico

Presenter: Joan Baker



# Who is UA Local 412



UA Local 412 is a Local Union Representing: Plumbers, Pipefitters, Welders, and HVAC Technicians. In Affiliation with the Southwest Piping Institute, which serves as our Registered Apprenticeship Program.



- Our membership is just over 2000 Strong
- There are 54 Signatory Contractors who use our Labor
- Just reached over 450 apprentices
- Have 4 training locations around New Mexico



20% of our Apprentices are located outside of the Metro Area.  
We have the highest rural enrollment of apprentices.



## Local 412 Efforts in Rural New Mexico

- Take the training to them, 38ft Mobile Classroom for training in Rural & Tribal Communities in Northern NM- Lunched October of 2023.
- Partnerships with Navajo Tech, Zuni Pueblo, Northern NM College, and NM Economic Development

# Challenges in Rural New Mexico for Apprenticeship



1. Access
2. Funding
3. Available work
4. Enforcement

# Challenges in Rural New Mexico for Apprenticeship



## Access

- Most Registered Apprenticeships are in Albuquerque
- We have identified 5 of the active apprenticeships that go outside of the metro region.
- To the best of our calculations: 9% of registered apprentices are in rural New Mexico.

To Address this issue we must look at the root causes

# Funding

## Challenges in Rural New Mexico for Apprenticeship



State  
Funds



95%+ of funding

# Funding

## Legislative Recommendations

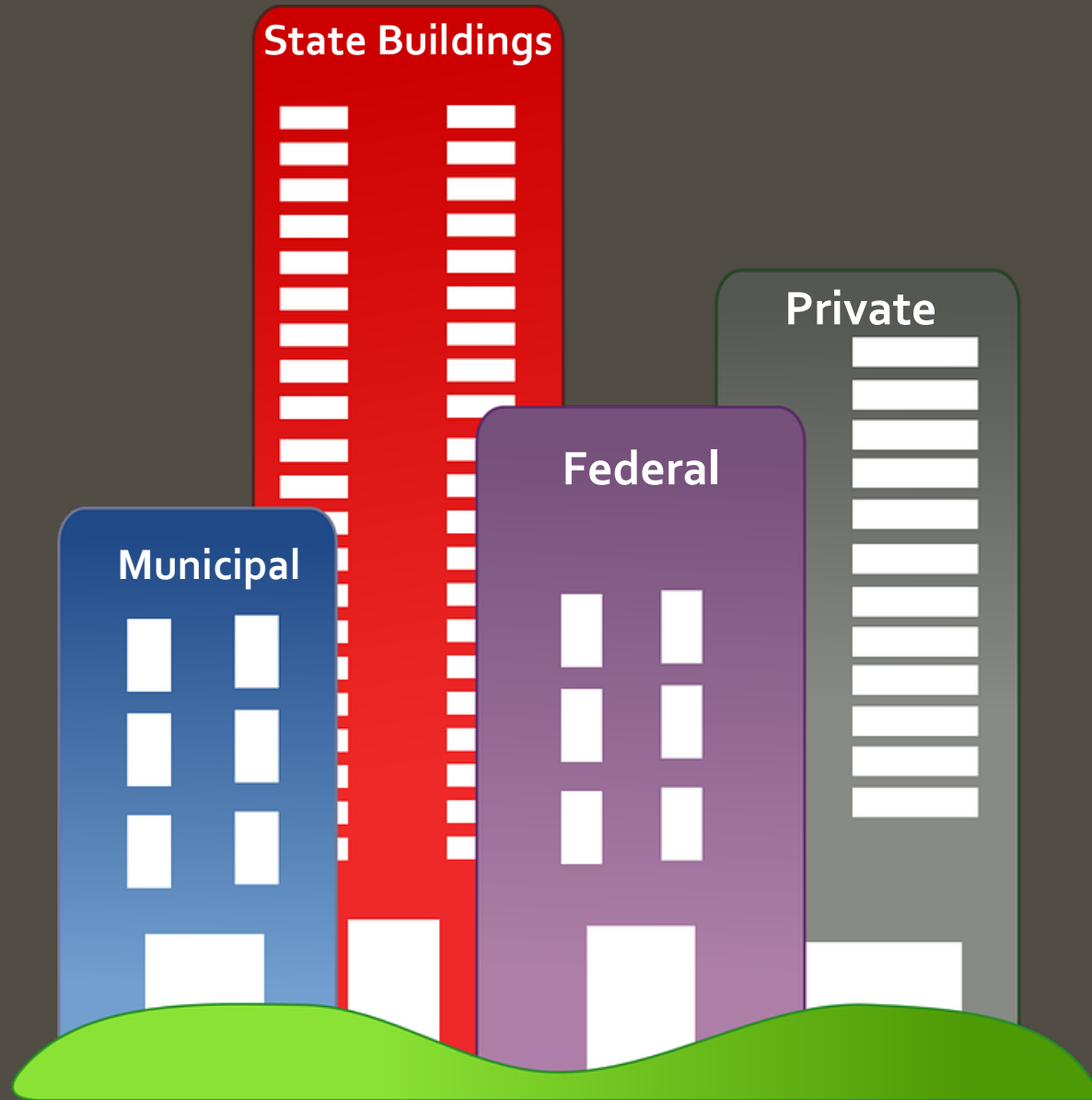


1. Increase AAA Funds from \$600,000 interagency transfer to dedicated funding of no less than 3M or \$6.60 per apprentice per hour.
2. Remove Highway Contractors' exemption from Paying into PWAT.
  - 14% of all Capitol Outlay is used for roads
  - Billions are coming in through the BIL for Roads

Dollar for dollar, no workforce training method packs as much punch as apprenticeship. On average, employers realize an average return on investment of \$1.47 for every \$1 invested. Additionally, every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits. – US Dept of Commerce

# Available Work

Challenges in  
Rural New  
Mexico for  
Apprenticeship





# Legislative Recommendations



# Available Work

1. Address issues in State Procurement Law
  - Lowest Bidder
  - Ensure state projects, capitol outlay require workforce development (i.e. Registered Apprenticeship)
  - Encourage Municipalities to use Project Labor Agreement, Community Benefits Agreements or Responsible Contractor Language with use of capitol outlay funds

CHIPS ACT, BIL and Inflation Reduction Act all require Registered Apprenticeship

1.2 Billion in Capitol Outlay in FY24

# Challenges in Rural New Mexico for Apprenticeship



## Enforcement

- Unlicensed contracting is an epidemic in New Mexico in the Building trades and most common in the Rural Areas.
- Under-licensed or misclassified skilled trades work is rampant in NM.
- Costing the State Budget Millions!
- Costing Jobs
- Creating a race to the bottom

## Legislative Recommendations



# Enforcement

1. Provide CID and other AHJ proper Budgets for enforcement
2. Launch Public Service Announcements to inform consumers and smaller municipalities on dangers of using unlicensed work, how to protect themselves and how to find out if a person is licensed.
3. Increase fines and punishments for doing unlicensed or under licensed misclassified work

# Questions

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