U.S. DOL YouthBuild Construction Credential Guide

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U.S. Department of Labor YouthBuild Construction Credential Overview Guide

Purpose: To provide an overview of nationally- and industry-recognized construction credentials commonly used in YouthBuild programs.

The attainment of a degree or credential is one of YouthBuild's Workforce Innovation and Opportunity Act (WIOA) performance measures. Please note that the credential information included in this overview pertains to trainings supported, promoted, or offered by YouthBuild Global to active U.S. Department of Labor (DOL) YouthBuild grantees only.

Other key points:

- This document is not intended to include every credential that meets the WIOA-qualifying definition and even includes the non-qualifying credential Occupational Safety and Health Administration (OSHA) Construction Industry Training for YouthBuild participants starting a career pathway in construction.

- For more details, please read the DOL Employment and Training Administration's Training and Employment Guidance Letter (TEGL) 35-12, Change 1: "Definition and Guidance on Allowable Construction Credentials for YouthBuild Programs;" TEGL 10-16, Change 2: Performance Accountability Guidance for WIOA Core Programs;" and TEGL 14-18: "Increasing Credential, Degree, and Certificate Attainment by Participants of the Public Workforce System."

- YouthBuild Global offers some of these credentials to Construction Trainers at DOL YouthBuild-sponsored train-the-trainer events. In these instances, the DOL Technical Assistance contract may cover the training expenses (excluding travel) by partnering with the credentialing agency to train **active DOL YouthBuild grantees**.

Please note: Grantees should contact their Federal Project Officer (FPO) if they have any questions about construction credentials. Further, grantees must seek prior approval for any travel expenses for in-person events.

Please direct general questions to construction@youthbuild.org.

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Home Builders Institute (HBI)

CREDENTIAL OVERVIEW

The Pre-Apprenticeship Certificate Training (PACT) is based on HBI's National Construction Skill Standards and the National Association of Home Builders (NAHB) National Green Building Standards™. Industry subject matter experts set PACT's skill achievement records, assessments, and curriculum to ensure that every YouthBuild trainee has the knowledge to enter employment within the building industry.

PACT partners and is aligned with:

- HBI's Residential Construction Academy Series™
- National Apartment Association Certified Apartment Maintenance Technician
- National Occupational Competency Testing Institute

Important notes:

- To use PACT, organizations must have a fully executed PACT License Agreement prior to instructor certification training or using PACT and HBI's CTEtechWorks® Learning Management System (LMS). Learn more about HBI licensing.
- Active DOL YouthBuild grantees can obtain a discounted License Agreement. Please see "credential detail cost" below or contact partnerships@hbi.org.
- Learn how HBI integrates a real-world application of Career and Technical Education (CTE) into its residential construction training by visiting HBI's blended learning page.

Credential Detail

TRAINING LENGTH

For Trainees: HBI PACT certifications are offered through the CTEtechWorks® LMS.

Training is proficiency-based and not seat-time-based. Therefore, the following are estimated:

- PACT Core, Unit 1-4: 160 hours
- PACT Green Building, Unit 5: 50 hours (may be done in conjunction with PACT Core)
- PACT Carpentry, Unit 6: 120 hours
- PACT Electrical, Unit 7: 120 hours
- PACT Plumbing, Unit 8: 115 hours
- PACT Masonry, Unit 9: 110 hours

- PACT Landscaping, Unit 10: 110 hours
- PACT Painting & Finishing, Unit 11: 110 hours
- PACT Building Construction Technology, Unit 12: 220 hours
- PACT Weatherization, Unit 13: 120 hours
- PACT HVAC, Unit 14: 480 hours

For Trainers: Training sessions are scheduled at the discretion of HBI and in conjunction with YouthBuild Global and are **only** offered virtually. **Important: To qualify for the PACT Instructor Certification Training, individuals must possess a minimum of five years of construction trades experience.**

- Phase I: Virtual Orientation Session (half day)
- Phase II: Live Instructor-Led Interactive Training Session (one day)
- Phase III: Final Assessment (part of the live instructor-led training session)
- Phase IV: Six Months of Follow-Up Coaching and Access to Professional Development Courses

CERTIFICATION LENGTH

Trainee Certification: Certification does **not** expire for the trainee.

Construction Trainer Certification: At a minimum, to retain PACT Instructor certification, the instructors must train at least one student and award one certificate within the term of a license agreement (one year).

COST

- YouthBuild Global has an agreement with HBI to offer an exclusive licensing discount for active DOL YouthBuild grantees:
  - A First-Year License for active DOL YouthBuild grantees is discounted to $3,750 per site (full cost: $7,500).
  - Renewal License: $2,000
  - Sites that are NOT DOL YouthBuild grantees pay full price for a First-Year License.

- Certification Training for Construction Trainers Sponsored by DOL YouthBuild:
  - Training expenses may be covered by the DOL Technical Assistance contract.
  - Renewal License: $2,000

- Certification Training for Construction Trainers Initiated by YouthBuild Program:
  - There is a $1,800 fee to certify up to two construction trainers at a YouthBuild program site.
  - Additional trainers may be certified at a rate of $500 each.
  - The training fee includes access to comprehensive professional development course offerings in HBI's CTEtechWorks® learning management system.

OTHER DETAILS

Train-the-Trainer?

- Yes

Offered by YouthBuild Global?

- YouthBuild Global sponsors up to two national HBI trainings per year.

NCCER (National Center for Construction Education and Research)

CREDENTIAL OVERVIEW

NCCER is a not-for-profit 501(c)(3) education foundation created in 1996. It was developed with the support of more than 125 construction CEOs and various association and academic leaders who united to create a standardized training and credentialing program for the industry. NCCER offers curricula for more than 40 craft areas.

Instructor Details:
YouthBuild instructors must first complete the Instructor Certification Training Program (ICTP) to deliver the curriculum "Core: Introduction to Basic Construction Skills" (and other craft modules if qualified).

Instructor Certification Training Program (ICTP): To deliver the NCCER Core Curriculum to trainees, instructors must successfully complete the ICTP and pass all required tests.

Department of Labor YouthBuild Grantee Information:
Once an instructor completes the ICTP training, they can deliver and certify trainees, **upon request by the Construction Trainer at that respective YouthBuild Program,** in both:

- Your Role in the Green Environment: Provides pertinent information concerning the green environment, construction practices and building systems.
- Introduction to Weatherization: Introduces the purpose and benefits of weatherization and how its goals are met by reducing heating and cooling loss and how infiltration points are located.

Credential Detail

TRAINING LENGTH

Trainees: The NCCER Trainee program does not require previous construction training or background. The Core curriculum's estimated completion time is 75 to 100 hours. The length of training is flexible and based on the aptitude and capacity of the trainee and delivery from the Craft Instructor.

Proctors: The Proctor Certification Training Program allows an individual to assist an NCCER Certified Craft Instructor by overseeing the NCCER trainee exams. The Proctor test requires approximately 3 – 4 hours of study. Potential program proctors can purchase the NCCER Module Test Proctor Certification Training Program (Proctor Test Guide), study, and take the Proctor Exam to become certified.

ICTP: YouthBuild construction trainers employed with YouthBuild programs that are currently DOL-funded can become NCCER Craft Instructors through the NCCER Craft Instructor training program with 24 – 30 hours of training time. Craft Instructors with journey-level experience in a specific trade can be additionally certified in their area of skilled expertise, which must currently appear on their resume.

Examples of these areas are:

1) Carpentry
2) Plumbing
3) Masonry
4) Electrical
5) Construction Technology
6) HVAC

CERTIFICATION LENGTH

Trainee Certifications: NCCER Certification for trainees does not expire.

Proctor Certification: Proctor Certification does not expire.

Craft Instructor Certifications: After three years of non-use, the Craft Instructor Certification (and any additional area of skilled expertise certification) expires.

REGISTERED TRAINING PROGRAM: REQUIRED PROVISIONS

- Adequate classroom and hands-on laboratory space
- Adequate computer equipment and space for module testing
- Appropriate equipment and materials for hands-on performance testing
- NCCER curriculum for trainees and instructor teaching resources

COST

Virtual ICTP Construction Trainers Sponsored by DOL TA Contract: Training expenses may be covered by the DOL TA contract.

Virtual Proctor Certification: Prospective program staff can be certified as an NCCER Proctor after purchase of the Proctor guide, preparation for, scheduling and passing the Proctor exam. The Proctor exam can be scheduled by contacting construction@youthbuild.org.

OTHER DETAILS

Train-the-Trainer?

- Yes

Offered by YouthBuild Global?

- Yes

Multi-Craft Core Curriculum (MC3)

CREDENTIAL OVERVIEW

TradesFutures offers its Multi-Craft Core Curriculum (MC3) Train-the-Trainer for Instructors charged with preparing trainees for registered apprenticeship in the building trades. MC3 was created as a comprehensive apprenticeship readiness program curriculum. Learn more here.

Trainees earning this nationally recognized credential are eligible to enter registered apprenticeships sponsored by cooperatively managed labor-management organizations in one of 14 crafts affiliated with TradesFutures.

The goal of MC3 is to provide trainees with a basic working knowledge of the construction industry so they can make informed choices regarding the specific trade they would like to pursue. In the train-the-trainer class, the instructors will familiarize themselves with the 120-hour Core Curriculum, practice teaching construction concepts, and develop strategies for delivery of the curriculum in conjunction with local building trades councils.

Instructor Details:
An instructor must have prior approval from the local building trades council to enroll in the MC3 training. Find a Building Trades Council near you.

Credential Detail

TRAINING LENGTH

YouthBuild Trainees: The MC3 training length for YouthBuild trainees is approximately 120 hours, and trainees will receive the MC3 certification upon completion.

Construction Trainers to Become MC3 Instructors: Each of the virtual trainings is conducted over two days, approximately three hours each day, and an additional 2 – 4 hours for small group and individual work before joining the virtual training.

CERTIFICATION LENGTH

Instructor Certification: Does not expire.

Trainee Certification: Does not expire.

COST

YouthBuild Trainee Certificates: A $100-per-student certificate fee grants unlimited access to the student online platform.

Virtual Certification Training for Construction Trainers: There is no cost to enroll in the virtual MC3 instructor training. Please reach out to contact@tradesfutures.org to learn more about upcoming courses and assistance with enrolling an instructor into an upcoming train-the-trainer.

OTHER DETAILS

Train-the-Trainer?

- Yes

Offered by YouthBuild Global?

- No

Occupational Safety and Health Administration (OSHA) — Outreach Training Program (Construction Industry)

CREDENTIAL OVERVIEW

The OSHA #510 and #500 courses are designed to authorize individuals who hold the required experience and prerequisites to deliver the OSHA 10- and 30-hour Construction Industry training. The #510 course covers Federal OSHA policies, procedures, and standards, as well as construction safety and health principles. It is the prerequisite to the OSHA #500 Outreach Trainer for the Construction Industry.

YouthBuild construction trainers must complete or have successfully completed the OSHA #510 Occupational Safety and Health Standards for Construction within the last seven years and have five years of safety and health work experience in the construction industry. The trainer can also use a degree in occupational safety and health, a Certified Safety Professional (CSP) or a Certified Industrial Hygienist (CIH) designation to substitute for two (2) years of work-related experience.

Topics include the scope and application of the OSHA Construction standards. Special emphasis is placed on those areas that are the most hazardous, using OSHA standards as a guide. Construction trainers will learn to apply the appropriate Federal OSHA standard to hazards in the construction industry.

Additional Information:

- Upon successful completion, construction trainers will receive a Certificate of Completion.
- A transcript of record is available upon request through the Division of Workforce & Economic Development at Volunteer State Community College.
- Continuing Education Units (CEU) = 3.0 (30 contact hours)

Credential Detail

TRAINING LENGTH

OSHA #510: There is no prerequisite to attend the #510 course. You must take this course or have successfully completed this course within the last seven years to take the OSHA Construction Industry Outreach Trainer Course #500. The training is conducted over four

days for eight hours per day. Upon completion, constructions trainers will become eligible to advance to the OSHA #500 course.

OSHA #500: The Construction Trainer Authorization for OSHA Construction Industry Outreach Trainer #500 Course is conducted over four days for eight hours per day.

AUTHORIZATION LENGTH

Requirement Update: To remain current on relevant OSHA matters and ensure quality training, OSHA Authorized construction trainers must complete the OSHA #502 Update for Construction Industry Outreach Trainers course every four years prior to the expiration date listed on card.

The OSHA #500 Trainer Course in Occupational Safety and Health Standards for Construction Industry may also be used to maintain a trainer's authorized status. If a trainer's authorization has expired, they will be unable to conduct OSHA Outreach Training Program classes and issue student course completion cards.

COST

Virtual Training for Construction Trainers Sponsored by DOL Technical Assistance (TA) Contract: Training expenses for OSHA #510 and #500 Construction Industry OSHA Outreach Training (for construction trainers) may be covered by the DOL TA contract.

Virtual Trainings for Construction Trainers Initiated by YouthBuild Program: The training fee is $799 for each instructor for each #510 or #500 course, paid to an authorized OSHA Training Institute Education Center.

Please contact construction@youthbuild.org with questions or to learn more.

OTHER DETAILS

Train-the-Trainer?

- Yes

Offered by YouthBuild Global?

- DOL YouthBuild sponsors up to two trainings per year. DOL YouthBuild partners with Volunteer State Community College, an authorized OSHA Training Institute Education Center, to provide the training.