

**The Work Experience of
Post-Graduate Pre-Apprentices**

**Four-Month Student Employment Patterns:
April 26, 1996 through August 31, 1996**

**A Report to the
New York Pre-Apprentice Environmental Worker Training Program**

Consortium Members:

New York District Council of Carpenters Labor Technical College
New York City Environmental Justice Alliance
Hunter College Center for Occupational & Environmental Health
El Puente
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Student Employment Patterns: April 26, 1996 through August 31, 1996

The following tables summarize employment patterns for 1996 graduates of the New York/New Jersey Pre-Apprentice Environmental Worker Training Program (PETP). The data is based upon interviews with program graduates and their employers

Number of Students:

PETP was able to determine employment patterns of 15 students. A total of 17 students graduated. One is unavailable for work. One student is unavailable for work. A second student moved immediately before graduation and his whereabouts are unknown.

Employment Pattern Summary:

1. Employer SIC Code

Over the approximately four months of employment between 4/26/96 and 8/31/96, the 15 students worked in a total of 19 employers. Their Standard Industrial Codes (SIC) are as follows:

<u>SIC Code</u>	<u>Description</u>	<u>Number of Employers</u>
1751	Carpentry Work Contractors	11
8711	Environmental Consultants	4
1799	Asbestos Removal Contractor	1
7382	Security Systems Services	1
9531	Housing Authority	1
	Parks Department	<u>1</u>
Total:		19

2. Union Status

Of the 19 employers that have hired PETP graduates, 14 (74%) have employees in the job titles worked by program graduates organized in a trade union.

Of the 15 program graduates, seven (47%) are in a construction trade union. Six (40%) are enrolled in a trade union apprentice program.

3. Wages

Students earned an average of \$11.13 per hour during time worked since graduation. The minimum average wage was \$8.00 per hour, while the maximum was \$15.00 per hour.

4. Job Titles Worked by Graduates

PETP graduates were employed in 10 distinct titles in the first four months following graduation. The titles are listed below. The total number of hours worked between April 26 and August 31, 1996 were calculated to determine the rankings of the titles. The higher the ranking, the more total number of hours graduates worked in the given title. Also noted is whether PETP graduates were represented by a union in the title.

<u>Title</u>	<u>Rank by Hrs. Worked</u>	<u>Union?</u>
Carpenter Apprentice	1	Yes
Lead Inspector	2	No
Hazardous Waste Operations	3	Yes
Dock Builder	4	Yes
Security Guard	5	No
Millwright	6	Yes
Administrative/Clerical	7	No
Carpenter's Helper	8	No
Site Technician	9	Yes
Filter Plant Operator	10	No

5. Percent Employment of PETP Graduates

Most students prior to entering the Pre-Apprentice Environmental Worker Training Program had been either unemployed or never employed. In the six months preceding the training program, students were out of work an average of 3.67 months. The pattern for the students that ultimately graduated was as follows:

Pre-Graduation Employment (Months out of Previous Six Employed)

<u>Months Employed</u>	<u>Number of Students</u>	<u>Percent of Students</u>
0	7	46.7%
1	1	6.7%
2	1	6.7%
3	2	13.3%
4	1	6.7%
5	3	20.0%
6	0	0.0%

Post-graduation employment patterns were determined for the 15 graduates. The percent of time worked by graduates was calculated at the total number of days worked divided by the total number of days between graduation and the end of August, 1996. This figure is equivalent to the percent full-time equivalent employment. Graduates averaged 78% of full-time work in the four months following graduation. The maximum was 100%

employment (achieved by 20% of program graduates). The minimum was 31% employment. Full (100%) employment is extremely rare for any worker in the construction industry or in environmental sampling. These rates of employment exceed those of average first-year apprentices and among environmental inspectors and samplers. The patterns are as follows:

Post-Graduation Employment Rates
(% Full-Time Equivalent, 4/26 - 8/31/96)

<u>%FTE</u>	<u>Number of Grads</u>	<u>Percent of Graduates</u>
81-100%	7	46.7%
61- 80%	5	33.3
41- 60%	2	13.3
21- 40%	1	6.7
0- 20%	0	0.0

The more than three-quarter employment experienced by PETP graduates reflects a very high success rate in job placement.

Individual Student Work Experience

The following two pages list job placements for each of the 15 program graduates.

1996 NIEHS Graduating Pre-Apprentices: Employment Through 8/31/96

Student	% Full-Time Equivalent Employment	Start Date	Primary Job Title	Environ. Job Title	Hourly Wage	Company Name
Alan S	93 %	4/22/96	Carpenter Apprentice	None	\$11.19	A&M Wallboard
		7/31/96	Carpenter Apprentice	None	\$11.19	Sweeney and Harkin
		8/13/96	Carpenter Apprentice	None	\$ 19	A&M Wallboard
Alexis R	80 %	5/6/96	Lead Inspector	Lead Inspector	\$10.00	ATC Environmental
		5/1/96	Carpenter Apprentice	None	\$8.75	John Langenbacher
Anthony H	47 %	6/15/96	Carpenter's Helper	None		Self-Employed in Carpentry/Constr
		4/19/96	Carpenter Apprentice	None	\$11.19	Total Office Planning, Inc
Basil B	100 %	4/24/96	Carpenter Apprentice	None	\$11.19	Highrise Carpentry aka Componen
		4/22/96	Carpenter Apprentice	Lead Handler	\$11.19	Erector Specialist, Inc
Charles B	100 %	6/10/96	Carpenter Apprentice	None	\$11.19	Angela Construction
		5/6/96	Site Technician	Site Sampling	\$10.00	ATC Environmental
Christopher D	51 %	7/8/96	Administrative/Clerical Assist	None	\$10.00	NYC Housing Authority
		5/21/96	Hazardous Waste Operations	Hazardous Waste Operation	\$15.00	S&E Services, Inc.
Curtis Y	80 %					
Darshan C	92 %	5/6/96	Lead Inspector	Lead Inspector	\$10.00	ATC Environmental
Diana C	91 %					

Student	% Full-Time Equivalent Employment	Start Date	Primary Job Title	Environ. Job Title	Hourly Wage	Company Name
Harol G	65 %	5/6/96	Lead Inspector	Lead Inspector	\$10 00	ATC Environmental
		7/7/96	Lead Inspector	Lead Inspector	\$10 00	PRO-TECT
Jason W	95 %	6/10/96	Millwright	Hazardous Waste Operation	\$14 51	Valwood Inc
Kengie E	80 %	5/1/96	Carpenter Apprentice	None	\$11.19	John Langenbacher
		6/2/96	Security Guard	None	\$8 00	Modell's Warehouse
Kervin C	100 %	5/21/96	Hazardous Waste Operations	Hazardous Waste Operation	\$15 00	S&E Services, Inc.
		4/7/96	Dock Builder	Hazardous Waste Operation	\$13 43	Perrini O&G
Patrick M	66 %	6/1/96	Dock Builder	Hazardous Waste Operation	\$14 34	Century Maxim
		7/1/96	Security Guard	None	\$10.00	Modell's Warehouse
Shannon D	31 %	8/1/96	Hazardous Waste Operations	Hazardous Waste Operation	\$10 00	Radiac Research Group
		8/1/96	Security Guard	None	\$8 00	Modell's Warehouse
		5/6/96	Lead Inspector	Lead Inspector	\$10 00	ATC Environmental
		6/1/96	Lead Inspector	Lead Inspector	\$10 00	ATC Environmental
		7/1/96	Filter Plant Operator	Hazardous Waste Awareness	\$9 52	NYC Parks Department