



Edward J. Devine IV, *Business Manager/Financial Secretary*

Steve Peters, *President*

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS **IBEW LOCAL UNION 369**

4315 Preston Highway, Suite 102
Louisville, KY 40213

Phone: (502) 368-2568
Toll-Free: (877) IBEW369
Fax: (502)368-1270

February 19, 2026

Dear Chairman Williams and Ranking Member Valazquez:

Registered Apprenticeship programs are the lifeblood of the Building Trade Industries. They provide a mechanism for growing our Craft and at the same time give us the ability to be competitive by creating composite rates by using a mix of Journeyman level workers and apprentices. By using the mixed ratio our contractors have an ability to keep cost low for the customer for which they are providing a service.

It also enables us to project manpower needs for the future. Members who are retiring and anticipated workloads/projects, as those increase we can use the apprenticeship model to fill the gaps and meet those needs and demands of our Industries. Pull back when there is not such a need and increase memberships when we know there will be a need. The problem we have now is meeting all the demand that is out there for the skilled trades. This has been one problem that many Unions with apprenticeships have wrestled with over recent years, Timing. Our apprenticeships have to have the opportunities(JOBS) in order for this model to work. This is one area where Congress could help. Any Projects with Federal or State Funding on those projects, the Govt. could require, put into law (Strengthen Davis Bacon) that those contractors participate in a registered apprenticeship program through the state and the USDOL. This in turn would create more opportunities for us to utilize the apprenticeship model.

Registered Apprenticeship programs are designed to provide a set number of classroom hours as well as hands-on, for instance IBEW apprentices need 8000 **on-the-job training (OJT) hours** as well as 752 classroom hours. There

Remember, it doesn't cost, it pays to be a Union Member!

is no cost to the apprentices selected for our programs. Apprenticeship is an “Earn While You Learn” program and apprentices are paid when they are working on the job and in the classroom. Our apprenticeships have structured pay scales that increase as they advance both hands-on training (OJT) and in the classroom.

Our apprenticeship programs are fully self-funded by our members and our contractors and jointly controlled by a board of trustees made up of management and the union representatives. Many of our apprenticeships have shifted back to a four-year model to be more in line with traditional postsecondary institutions. Apprentices earn a nationally recognized and portable certificate of completion and are also able to get an associate degree in applied science.

The Kentucky building trades have a unique partnership with the Kentucky Department of Education that directly supports our program. The Tech Ready Apprentices for Careers in KY (TRACK) pre-apprenticeship program enables high school students in related career pathways to gain direct entry into our apprenticeship after graduation. Furthermore, legislation was changed in 2018 to allow the Kentucky Education Educational Excellence Scholarship (KEES) funds, that students earn while in high school, to be utilized for Registered Apprenticeship, instead of just colleges and universities. Apprentices are reimbursed for items that support their training such as tools, equipment, uniforms/clothing and travel.

Registered Apprenticeship is a proven and effective approach to training a workforce that the union building trades have been successfully utilizing for decades.

Sincerely,



Edward J. Devine IV

Business Manager and Financial Secretary

IBEW Local 369

Louisville Ky. 40213