



6747 Southpoint Parkway * Jacksonville, Florida 32216
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February 8, 2024

Dear High School Guidance Counselor/Career and Technical Education (CTE) Directors:

For the past 50 years, the Northeast Florida Builders Association has offered registered apprenticeship training for the construction industry in our local community. We offer employment and training to become journeyman level Carpenters, Electricians, HVAC Technicians, Plumbers, or Sheet Metal Workers.

Apprenticeship training combines **full-time, paid on-the-job training** with evening trades-related instructional classes. All tuition is paid by the sponsoring employer and apprentices receive a **10% raise each year** of the four years in our program.

Apprentices graduate with industry certifications, an average annual wage of \$50,000-\$59,000, four years of hands-on work experience and **no educational debt**. **Apprenticeship programs in the state of Florida are tuition-exempt for apprentices, as their contractor pays their tuition.** Construction is the second largest growing industry with Florida having the 2nd highest projected openings in the nation.

We will begin accepting applications this year on **Friday, March 8th, 2024**. The final deadline for completed applications to be accepted is **Monday, June 10th, 2024**. Applications are accepted at our office **by appointment only**.

I have enclosed the application requirements and some additional information about our program. Please share the application requirements with any senior interested in beginning their career and training upon high school graduation this spring.

For more information, please visit us online at <http://nefbaapprenticeship.org>. Or, call our office at 904-421-0297 to speak with one of our apprenticeship experts.

Sincerely,

Christina Thomas, M.Ed.
Director of Workforce Development
(904) 421-0296
apprenticeship@nefba.com

The NEFBA Apprenticeship Program is registered and approved by the Florida Department of Education, Division of Workforce Education (FL-008730002).



Key Program Highlights

- 10-year growth in enrollment of 245%
- Over \$18M annual direct local economic impact with skilled worker wages
- 5-year increase in youth enrollment of 40%
- 89% annual retention rate
- 100% NCCER industry credential attainment for 2023 graduates
- Over 190 participating employers offering "earn while you learn" on-the-job training



Graduation 2023 with largest class in program history with 77 graduates

Overview of the Apprenticeship Program

For the past 50 years, the Northeast Florida Builders Association (NEFBA) has offered a quality registered apprenticeship program to provide career development in the skilled trades as a pathway to high-wage, high-demand careers in the construction industry.

NEFBA began the program in 1973 in response to the growing need for skilled craft workers in the local area. Currently, NEFBA has 430 registered apprentices working in the fields of Carpentry, Electrical, HVAC,

Plumbing, and Sheet Metal. In May 2023, it graduated the largest class in the program's history with 77 four-year graduates. NEFBA's long-term commitment to serving the workforce development needs is evident in the program's five and ten year growth.

NEFBA's apprenticeship provides an invaluable direct economic impact to one of the largest growing cities in the nation. The average wages earned by NEFBA's apprentices contributes over \$18 million dollars annually back into Jacksonville, Florida's economy. The tuition-free NEFBA program leaves graduates with \$0 in student loan debt. Upon graduation, apprentices are awarded up to 27 credit hours towards an A.S. degree in Industrial Management from the Florida state college system. Apprenticeship is the cornerstone of NEFBA's active workforce development services for the 4th largest HBA in the nation.



High school outreach project with Adkins Electric & Kelley's plumbing at Sandalwood

Three-Year Expansion Goals

The expansive growth of the apprenticeship program is contributed to the strong partnerships NEFBA has with local area high schools. NEFBA's youth enrollment has increased 40% since 2018. In 2022, NEFBA participated in 43 events with high schools and youth organizations. NEFBA provides

free sponsorship of curriculum and registered Preapprenticeships in nine high school construction programs in three counties. NEFBA serves on 10 youth-based advisory boards. These activities are critical in raising awareness of apprenticeship as a career pathway after high school graduation.

With both demand and growth projections, the NEFBA Apprenticeship program seeks to expand apprenticeship training to 525 apprentices by 2027. Additionally, with a dedicated facility, the association will begin both youth and adult preapprenticeships in 2026 to further the pipeline of individuals in the skilled crafts.

A key element for expansion will be the recruitment of military Veterans in our tri-base area. Veterans can use their GI benefits in the form of a housing allowance to transition them into an apprenticeship career pathway upon completion of their service.



Current Carpentry Lab Facilities 2023

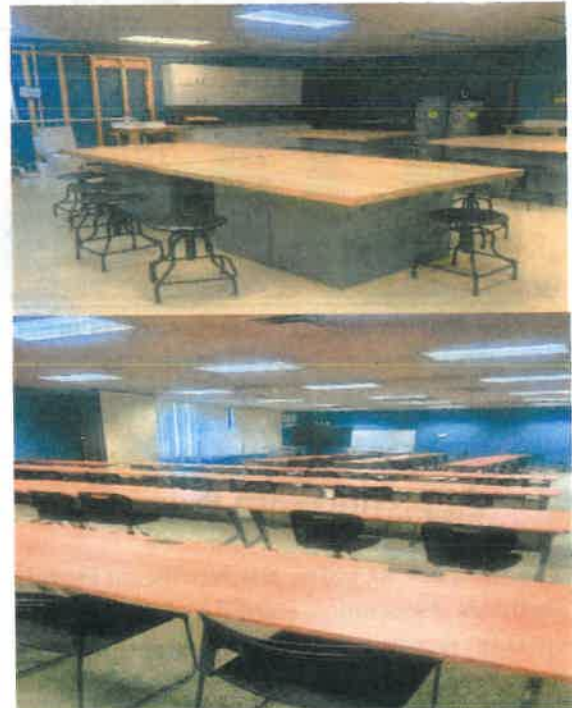
2024 Appropriation Goals

NEFBA's training locations for the Apprenticeship program and youth outreach are in need of renovation and centralization. NEFBA requires the construction of a Workforce Development Center to expand NEFBA's ability to enhance and expand its flagship apprenticeship program's facilities and programming.

Workforce Development Center Specs

- Centralized 35,000 sq ft. training facility in Jacksonville
- 4 dedicated hands-on lab spaces with upgraded equipment
- Large 4,500 sq ft Building Construction lab in partnership with secondary schools and Veterans groups
- 12 classrooms for training
- Ability to offer daytime and evening training for the skilled trades and construction industry

NEFBA administration had the opportunity to tour the state supported training facilities for another large homebuilder in Kentucky. The state of Kentucky supported the project with a \$20M appropriation. It is NEFBA's goal to replicate their facilities to serve the entire Northeast Florida region.



Facilities at Kentucky HBA Training Facility

For more information please visit us at <http://nefbaapprenticeship.org/>





Apprenticeship Program
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Phone (904) 421-0296 Fax (904) 721-3372

Effective: July 1, 2023

FOR CARPENTRY APPRENTICES

THE WAGE PROVISIONS OF SECTION IX, TITLE APPRENTICE WAGE SCHEDULE, PAGE 5 OF THE N.E.F.B.A. Standards of Apprenticeship. (Percentages are based on journeyman rate of **\$23.52** per hour).

PERIOD	PAY SCALE	PERIOD	PAY SCALE
1 ST 6 MONTHS (July – Year 1)	50% - \$12.58	5 TH 6 MONTHS (July – Year 3)	70% - \$17.61
2 ND 6 MONTHS (January – Year 1)	55% - \$13.84	6 TH 6 MONTHS (January – Year 3)	75% - \$18.87
3 RD 6 MONTHS (July – Year 2)	60% - \$15.10	7 TH 6 MONTHS (July – Year 4)	80% - \$20.13
4 TH 6 MONTHS (January – Year 2)	65% - \$16.35	8 TH 6 MONTHS (January – Year 4)	85% - \$21.39

FOR ELECTRICAL APPRENTICES

THE WAGE PROVISIONS OF SECTION IX, TITLE APPRENTICE WAGE SCHEDULE, PAGE 5 OF THE N.E.F.B.A. Standards of Apprenticeship. (Percentages are based on journeyman rate of **\$24.49** per hour).

PERIOD	PAY SCALE	PERIOD	PAY SCALE
1 ST 6 MONTHS (July – Year 1)	50% - \$13.16	5 TH 6 MONTHS (July – Year 3)	70% - \$18.41
2 ND 6 MONTHS (January – Year 1)	55% - \$14.47	6 TH 6 MONTHS (January – Year 3)	75% - \$19.73
3 RD 6 MONTHS (July – Year 2)	60% - \$15.79	7 TH 6 MONTHS (July – Year 4)	80% - \$21.05
4 TH 6 MONTHS (January – Year 2)	65% - \$17.10	8 TH 6 MONTHS (January – Year 4)	85% - \$22.36

FOR HVAC APPRENTICES

THE WAGE PROVISIONS OF SECTION IX, TITLE APPRENTICE WAGE SCHEDULE, PAGE 5 OF THE N.E.F.B.A. Standards of Apprenticeship. (Percentages are based on journeyman rate of **\$28.64** per hour).

PERIOD	PAY SCALE	PERIOD	PAY SCALE
1 ST 6 MONTHS (July – Year 1)	50% - \$14.32	5 TH 6 MONTHS (July – Year 3)	70% - \$20.04
2 ND 6 MONTHS (January – Year 1)	55% - \$15.75	6 TH 6 MONTHS (January – Year 3)	75% - \$21.48
3 RD 6 MONTHS (July – Year 2)	60% - \$17.18	7 TH 6 MONTHS (July – Year 4)	80% - \$22.91
4 TH 6 MONTHS (January – Year 2)	65% - \$18.62	8 TH 6 MONTHS (January – Year 4)	85% - \$24.34

FOR PLUMBING APPRENTICES

THE WAGE PROVISIONS OF SECTION IX, TITLE APPRENTICE WAGE SCHEDULE, PAGE 5 OF THE N.E.F.B.A. Standards of Apprenticeship. (Percentages are based on journeyman rate of **\$28.29** per hour).

PERIOD	PAY SCALE	PERIOD	PAY SCALE
1 ST 6 MONTHS (July – Year 1)	50% - \$14.15	5 TH 6 MONTHS (July – Year 3)	70% - \$19.80
2 ND 6 MONTHS (January – Year 1)	55% - \$15.56	6 TH 6 MONTHS (January – Year 3)	75% - \$21.22
3 RD 6 MONTHS (July – Year 2)	60% - \$16.97	7 TH 6 MONTHS (July – Year 4)	80% - \$22.63
4 TH 6 MONTHS (January – Year 2)	65% - \$18.39	8 TH 6 MONTHS (January – Year 4)	85% - \$24.05

FOR SHEET METAL APPRENTICES

THE WAGE PROVISIONS OF SECTION IX, TITLE APPRENTICE WAGE SCHEDULE, PAGE 5 OF THE N.E.F.B.A. Standards of Apprenticeship. (Percentages are based on journeyman rate of **\$28.29** per hour).

PERIOD	PAY SCALE	PERIOD	PAY SCALE
1 ST 6 MONTHS (July – Year 1)	50% - \$14.28	5 TH 6 MONTHS (July – Year 3)	70% - \$19.99
2 ND 6 MONTHS (January – Year 1)	55% - \$15.71	6 TH 6 MONTHS (January – Year 3)	75% - \$21.42
3 RD 6 MONTHS (July – Year 2)	60% - \$17.14	7 TH 6 MONTHS (July – Year 4)	80% - \$22.85
4 TH 6 MONTHS (January – Year 2)	65% - \$18.56	8 TH 6 MONTHS (January – Year 4)	85% - \$24.28