

with exposure to all the different trades.

M.A.P.P. works with the Rochester

Building and Construction Trades

Labor Council to provide pre-

apprenticeship programs to historically marginalized communities in the Rochester area. Participants receive training and certification in First Aid and CPR as well as the standard 10-hour safety training from the Occupational Safety and Health Administration, and 80 hours of construction-related math. They also get hands-on experience, from using power tools to climbing ladders. Those who complete the program and meet the minimum requirements are given direct entry into their program of interest.

"One of the things M.A.P.P. does well is it gives the participants exposure to all the trades. That way, the students can pick which is the best fit for them," said Local 86 Business Manager Michael Bader.

"And that exposure, and the training that M.A.P.P. provides, helps those students secure jobs that provide a living wage and can end the cycle of go-nowhere, minimum-wage jobs."

At one time, the city of Rochester, located on Lake Ontario and roughly equidistant between Buffalo and Syracuse, was home to major corporations including Bausch & Lomb, Kodak and Xerox. Those companies provided good-paying jobs, but they've all left. Now, the jobs come from call centers, temp agencies and nonunion construction jobs, Berry said.

"That 'Big Three' economy has long since left us," Berry said.

"Consequently, the inner city of Rochester has seen a plunge in residents' opportunities to earn a living wage, making poverty the overwhelming norm."

Enter M.A.P.P. At a time when the average age of a construction worker is inching closer to retirement and unions are looking for new pools of talent, Berry and his team are there, training the next generation. And as unions like the **IBEW take concrete steps toward being more diverse and inclusive**, M.A.P.P.'s work with people of color becomes even more important.