

Memorandum

TO: Construction Subcommittee Members
FROM: Montana Registered Apprenticeship Program
DATE: 08/06/2026
SUBJECT: Apprenticeship and Pre-Apprenticeship Update – Construction & Plumbing Focus

The 406 Jobs Initiative continues to advance Montana’s workforce development efforts, particularly through expansion of Registered Apprenticeship and Pre-Apprenticeship pathways statewide. As we move through 2026, the Montana Registered Apprenticeship program has enrolled **815 new apprentices** to date, including strong growth in Education and Childcare following the launch of the Teacher Apprenticeship Program. Despite this expansion into new sectors, **Construction Trades still represent over 75% of all new apprentice starts**, with electricians (1,287 active apprentices) and plumbers (883 active apprentices) continuing to anchor statewide apprenticeship participation.

Pre-Apprenticeship Expansion

Pre-apprenticeship remains a central priority within the 406 Jobs Initiative Year One Workplan, with a targeted 50% increase in participation. With support from Career Development Specialists, Montana now recognizes pre-apprenticeship pathways in **more than 20 locations**, including both high schools and employer-sponsored programs. Statewide, **116 active participants** are engaged across all six high-demand industry sectors. Construction and plumbing remain strong contributors, including **four new plumbing pre-apprentices with Williams Plumbing**. Additional active pre-apprenticeship pathways now include Carpentry, Construction Labor, HVAC, Cook, Welding, Automotive Service, CNC Machining, and Agriculture.

Participating Employers & Schools

Current employer sponsors of pre-apprenticeship include:

- Williams Plumbing
- Jackson Contractor Group
- Montana Health Network
- Passages Women’s Center
- Early Childhood Project
- Dick Anderson Construction
- Build Montana
- Sweetgrass Technical Institute

High school–based programs operate in:

- Capitol High School
- Great Falls High School
- Kalispell Student Built Home
- Columbia Falls High School

- Belgrade High School
- Hamilton High School
- Hellgate High School
- Lincoln County High School
- Malta High School
- Trapper Creek Job Corps.

Continued Need for Employer Engagement

As Montana Registered Apprenticeship expands pre-apprenticeship options across the state, **employer participation remains essential** to meeting industry workforce needs. This participation not only supports individuals engaged in career exploration but builds a future pipeline of potential workers for employers. Interested partners are encouraged to contact the Montana Registered Apprenticeship Program to explore sponsorship opportunities and learn more about how to get involved.