

Berry notes that M.A.P.P. doesn't just teach hard skills like math and how to safely handle a power tool. They train the whole person. Alongside ladders and blueprints, students are learning soft skills like discipline and professionalism, taking a page from the IBEW's Code of Excellence.

"Simply put, it's about maintaining your sense of professionalism at all times. We have rules that go from attendance, to appearance, to hygiene," Berry said.

M.A.P.P. also has Project Phoenix, its sister program that provides an on-the-job component that mimics a typical construction day, beginning at 7 a.m. and going until 3:30 p.m. Students go five days a week, from June until the end of the year, Berry said.

"It instills a sense of discipline that they may not have had prior to enrolling with us," Berry said. "As we all know, construction isn't for everyone, so Project Phoenix doubles as a filter to see who is actually cut from the duck cloth of a union construction worker."

And, like a union apprentice, the students earn while they learn. M.A.P.P. provides a stipend of \$12 an hour.

Berry is also working with Local 86 to offer M.A.P.P. participants affordable access to the Electric Prep online training course which helps them prepare for their assessment test.

"It's a pretty easy lift for us, and Electric Prep is a great program," Bader said. "Anything we can do to help M.A.P.P."

What makes M.A.P.P. really stand out, though, is how it takes the curriculum one step further. Its leaders also teach self-love, a beneficial concept for everyone, but one particularly important for a group that's been denied opportunity and discriminated against. It's especially important for young people entering an industry where many of their coworkers won't look like them.