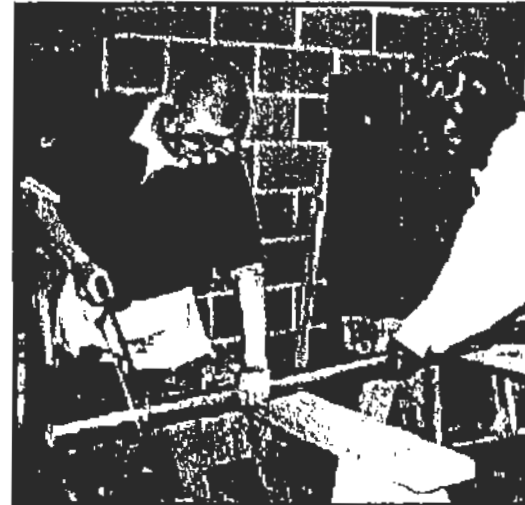
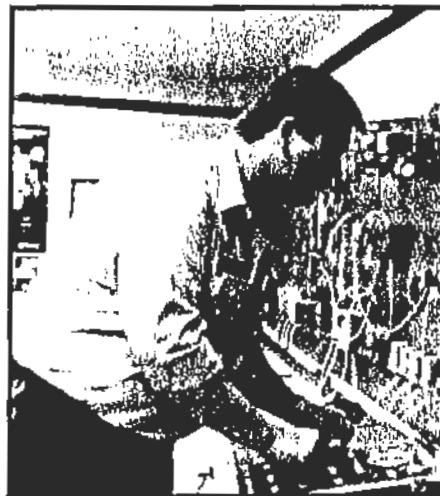
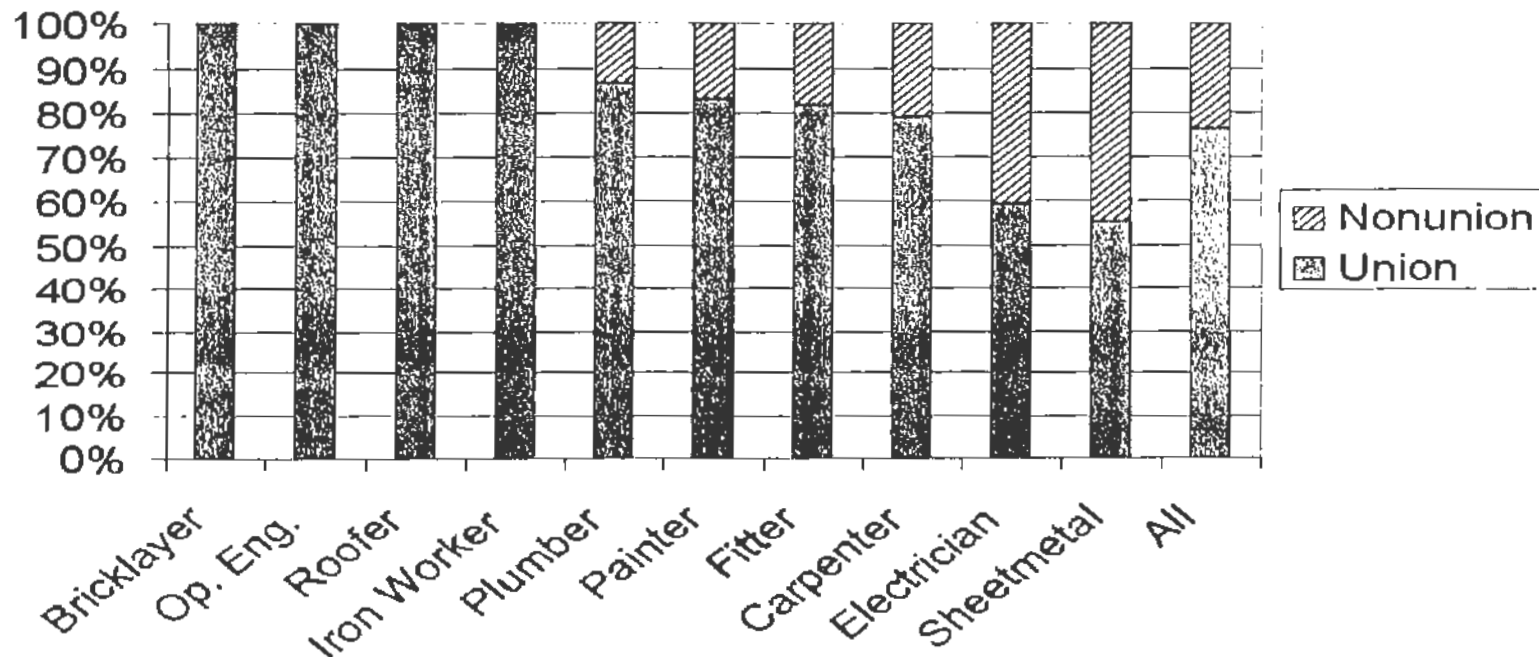

Analysis of Apprenticeship Training in Michigan



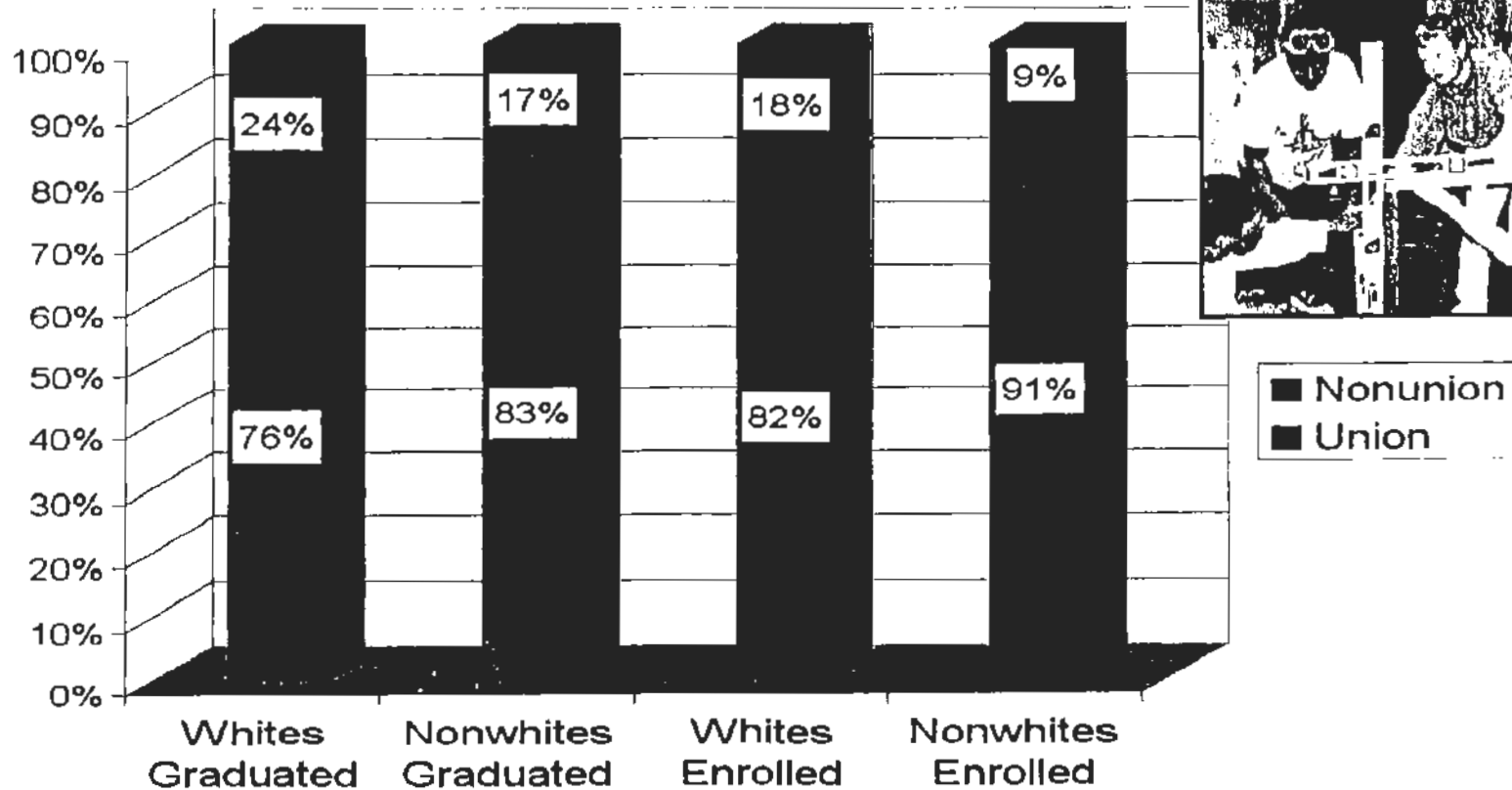
MICHIGAN: Unions Account for 76% of All Graduating Apprentices



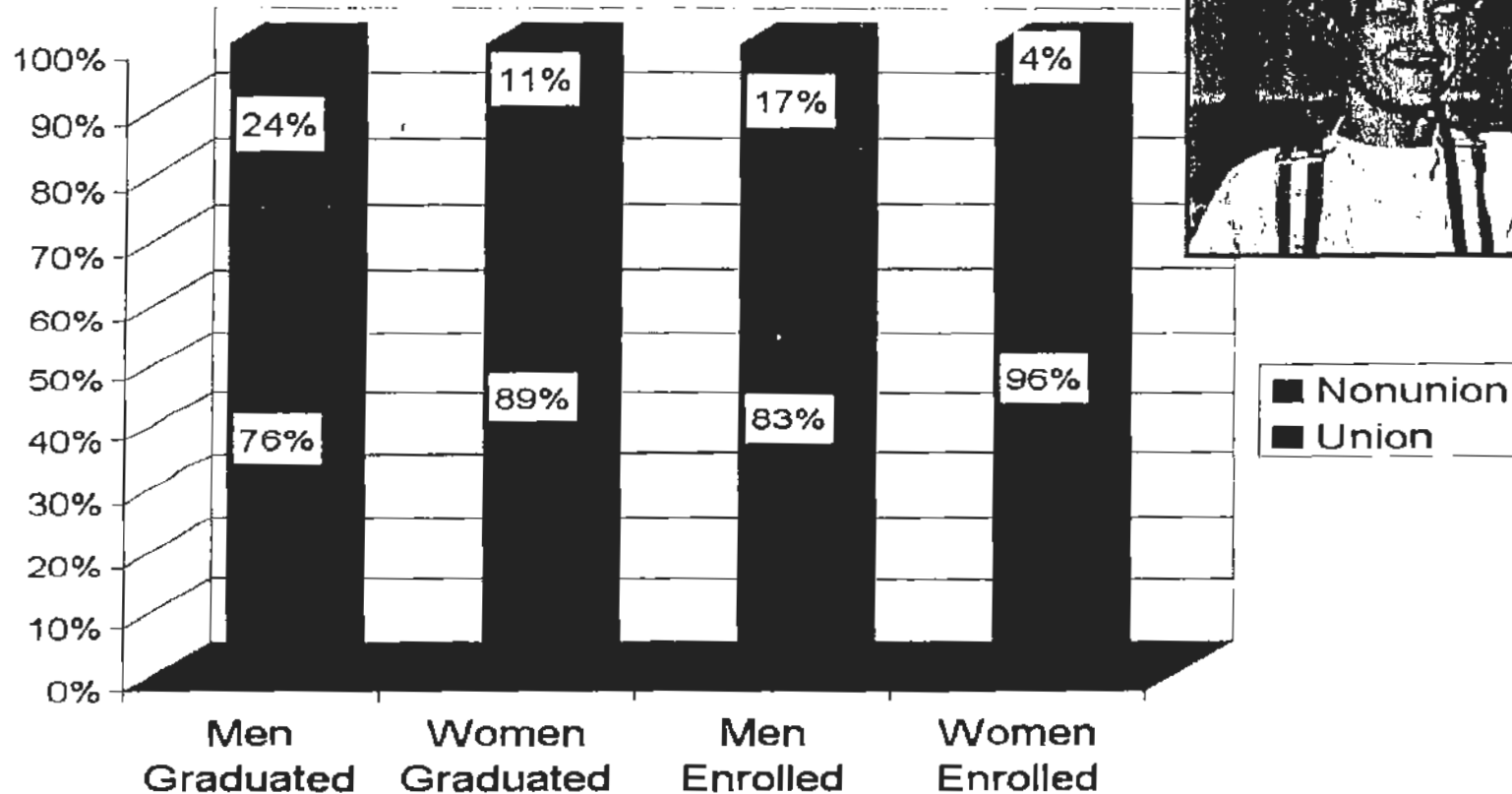
Percent of All Graduating Apprentices from the 1989-91 Michigan Classes by Union and Nonunion Programs



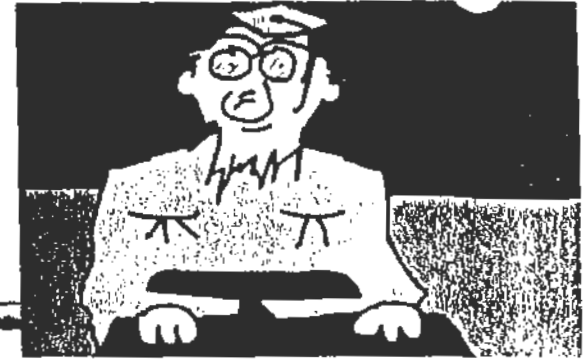
MICHIGAN: Merit Shop Graduates and Enrolls a Disproportionately Small Percentage of Minorities



MICHIGAN: Merit Shop Graduates and Enrolls a Disproportionately Small Percentage of Women



Conclusions



- *Designed to Induce a High-Skill, High-Wage Growth Path*
- *Critics Claim Laws Are Costly and Racist*
- *But All Workers Have Benefited from PW Laws*
 - *Wages, Health Insurance, Retirement*
- *And Construction Costs Have Not Suffered*
- *Key Reason: PW Laws Promote Training and Higher Construction Productivity*