BEST PRACTICES FOR DEVELOPING CAREER PATHS IN THE CONSTRUCTION INDUSTRY

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A Construction Craft Laborer (CCL) is part of a team working in one of North America’s Largest Industry—CONSTRUCTION

- US Construction Spending Averages 650 billion dollars/year
- Construction Workforce = 6.25 million
- Construction Employers fall into 26 categories (SIC - US Census Bureau)
- CCL are employed in almost every SIC, making them THE MOST DIVERSE AND VERSATILE WORKER
CCL participate in an industry with a very broad career path with numerous career options
CCL Career Path Begins in the “VIRTUAL WORKPLACE”

- Appears to be unstable and unsecure
- Establishes a solid employment history with multiple employers
- Offers several employment options
- Promotes innovation and enhances productivity in the workplace
- Different methods/tactics are used, broadens problem-solving/improves productivity and increases options on the career path
CCL Work Divided into THREE General Categories

- Heavy/Highway and Utility Construction
- Building Construction
- Environmental Remediation

- It is Best to Gain Experience in ALL THREE Industries
The Variety of Work Tasks of the CCL Leads to Informal Links to Career Paths In:

- Other Skilled Construction Crafts
- Construction Management
- Company Ownership
- Labor Union Leadership
- Industry Training and Education
- Construction Equipment/Materials Manufacturing
- Higher Education
  - Safety Professional
  - Construction Architecture
  - Engineering
Currently Those Entering LIUNA Have TWO Entrance Options

- **JOURNEYMAN**
  - Depends on level of skills
  - New Entrant Assessment

- **APPRENTICE**
  - 73 Programs
  - 4,500 Apprentices
  - 18 yrs/Physically Fit
  - HS Diploma/GED
  - Minimum 144 hrs Classroom Training
  - 4,000 On the Job Training
  - Reciprocity Agreement w/National Labor College (BS or Assoc)
BEST PRACTICES/CHALLENGES IN MWTP/BMWTP

- Recruit for the Apprenticeship Program
- Joint Involvement of Local Union, Training Fund and CBO in Recruitment and Screening
- Pattern Program To Simulate Industry
- Plan Job Skills Training to Compliment Actual Jobs in Area
- Emphasize Laborers are the “Gateway” to all areas of the Industry
- Lifelong Learning/Continuous Training