



# BEST PRACTICES FOR DEVELOPING CAREER PATHS IN THE CONSTRUCTION INDUSTRY

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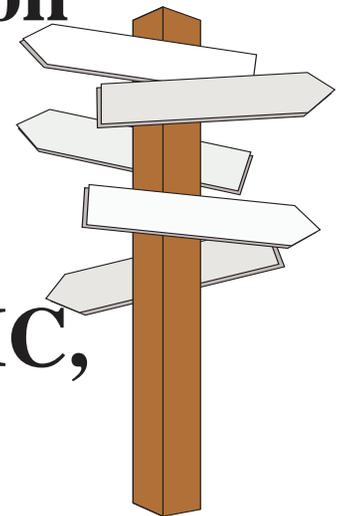
Laborers-AGC

Education & Training Fund



*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 VESATILE 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**
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- It is Best to Gain Experience in *ALL THREE* Industries



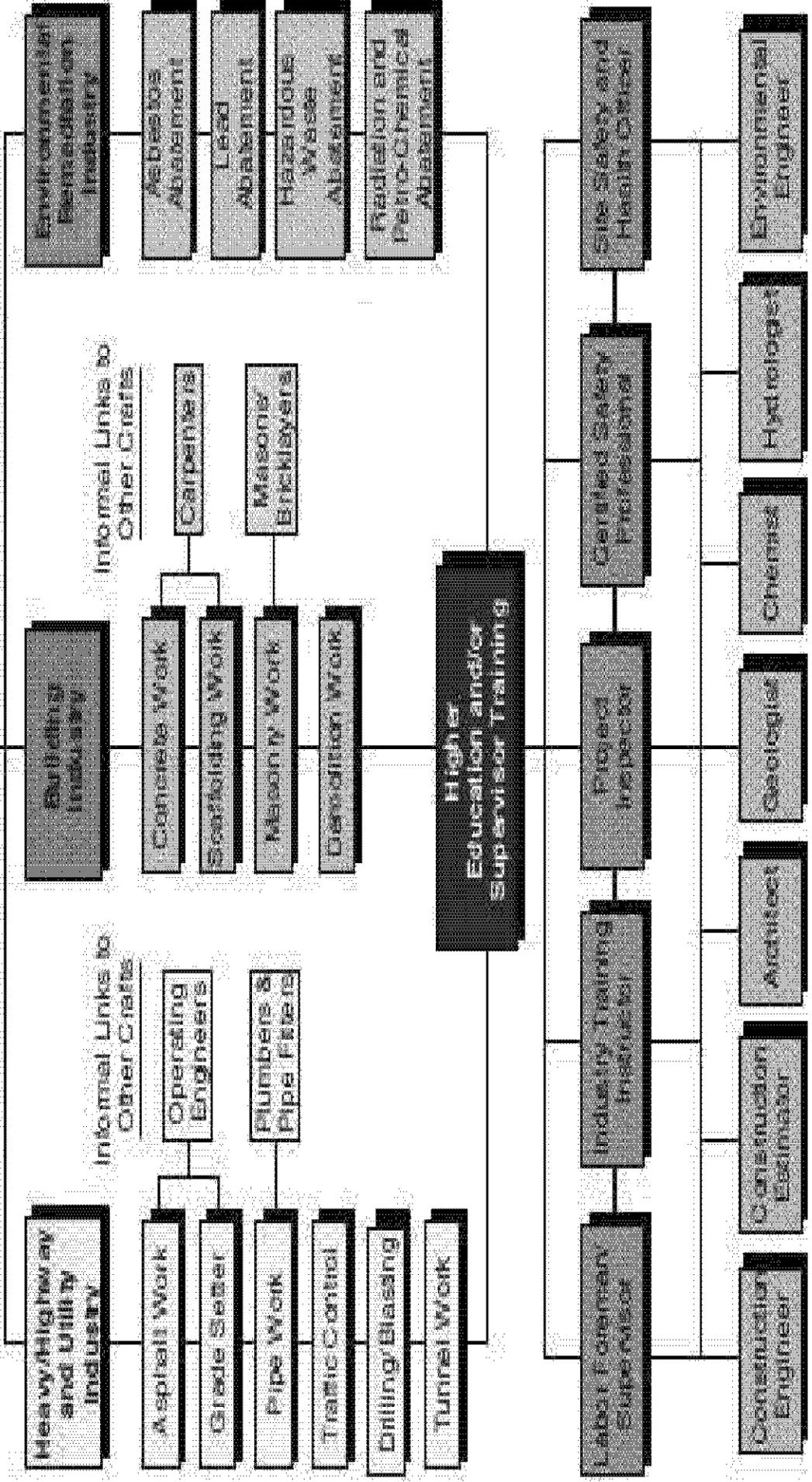
*The Variety of Work Tasks of the CCL  
Leads to Informal Links to Career Paths In:*

- **Other Skilled Construction Crafts**
- **Construction Management**
- **Company Ownership**
- **Labor Union Leadership**
- **Industry Training and Education**
- **Construction Equipment/Materials  
Manufacturing**
- **Higher Education**
  - **Safety Professionals**
  - **Construction Architecture**
  - **Engineering**

Apprentice

Journeyworker

# Construction Craft Laborer



Environmental Health and Safety Industry

Asbestos Abatement

Lead Abatement

Hazardous Waste Abatement

Radiation and Petro-Chemical Abatement

Informal Links to Other Crafts

Carpenters

Masons/Bricklayers

Building Industry

Concrete Work

Scaffolding Work

Masonry Work

Demolition Work

Informal Links to Other Crafts

Operating Engineers

Plumbers & Pipe Fitters

Heavy Highway and Utility Industry

Asphalt Work

Grade Setter

Pipe Work

Traffic Control

Drilling/Blasting

Tunnel Work

## Higher Education and/or Supervisor Training

Labor Foreman Supervisor

Industry Training Instructor

Project Inspector

Certified Safety Professional

Site Safety and Health Officer

Construction Engineer

Construction Estimator

Architect

Geologist

Chemist

Hydrologist

Environmental Engineer

# *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**

