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Program Outline

Targeting talented men and women from technical high schools, junior colleges and trade schools who are interested in careers supervising the building trades, this rotational training program consists of on the job training within construction operations, augmented by in-house training, classes at local construction educational institutions and mentoring.

After this two-year program, successful participants will be up to speed as builders capable of providing field supervision to the trades and building a client project as a superintendent on their own. The career path going forward from successful program completion allows for personal and professional growth and development through increasingly complex project profiles or specialization in one or another client project sectors (higher education, healthcare, data centers, etc.).



Organization
STRUCTURETONE

Apprenticeship Program



Classification

Apprentices are assistant superintendents in training, classified as non-exempt employees who will receive paid overtime when required to work additional hours in excess of 40 hours per week. Hiring salaries will be in the \$35,000–\$45,000 range. Upon completion of the two-year apprenticeship program, graduation to the lowest level of Superintendent will entail a re-classification to exempt status and a base salary of no less than \$51,000 per year.

Rotations

Apprentices will be provided with a series of learning experiences leading to a full knowledge and understanding of providing field supervision.

- ◆ Document control—CMiC
- ◆ Blue print reading
- ◆ Shop drawings & specs
- ◆ Site logistics & layout
- ◆ Site Supervision
- ◆ Scheduling Trades
- ◆ Supervising Trades
- ◆ Site Safety
- ◆ Job start up
- ◆ Job close out
- ◆ Project Scheduling
- ◆ RFls/RFEs

By focusing exclusively on field operations and project supervision, these future builders will be exposed to projects of various size and will spend the majority of their time in the field assisting superintendents on job sites. Some evening and weekend work will be required. Besides site related tasks, they will be exposed to and trained in Safety, Scheduling, Document Control—CMiC and how to interface appropriately with other internal departments including Purchasing, Project Accounting and Estimating.

