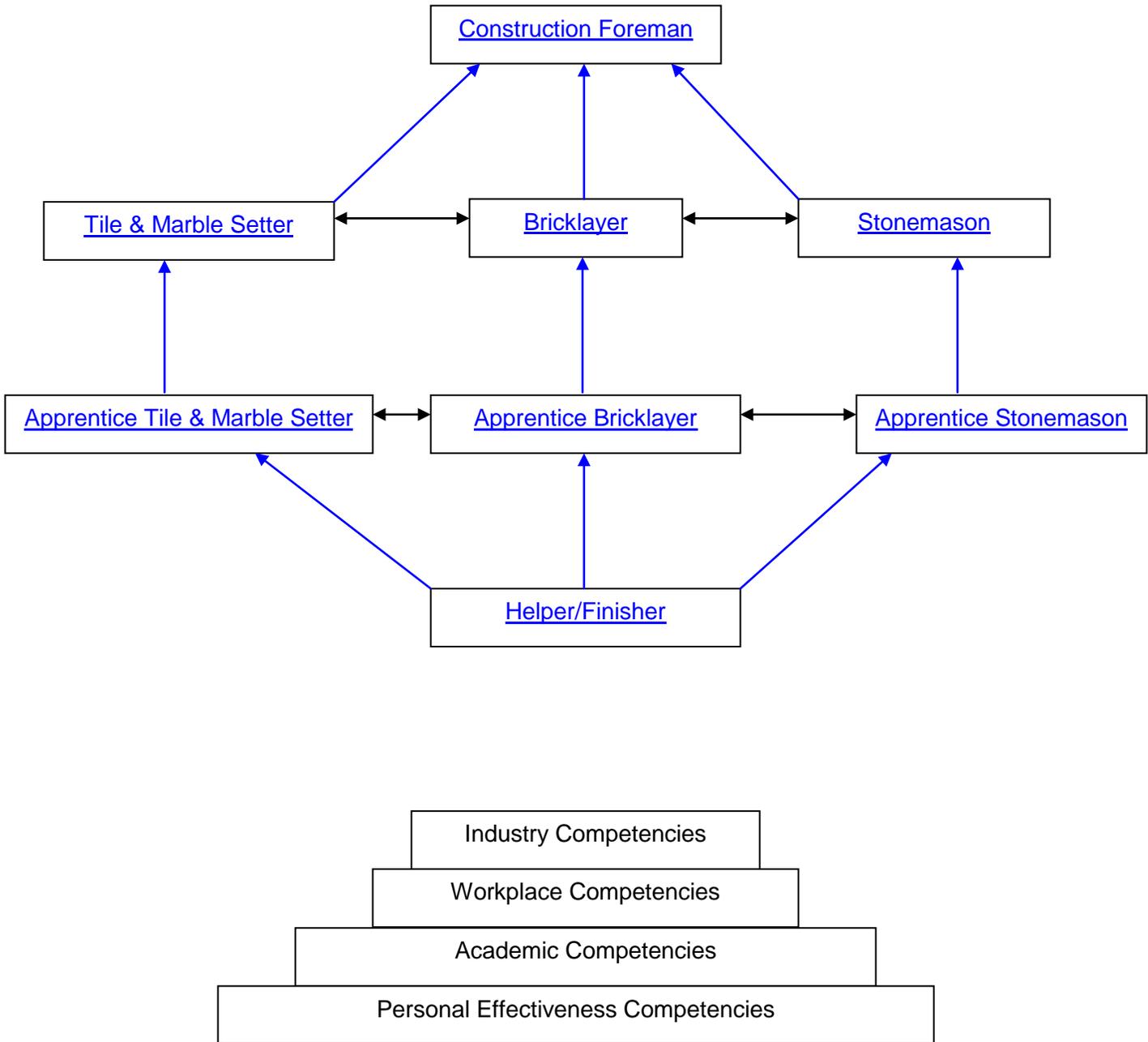


# Sample Career Ladder/Lattice for Construction

Click on a job title to see examples of descriptive information about the job.

Click on a link between job titles to see the critical development experiences needed to move to that job on the pathway.



This is a SAMPLE.

It is intended only as an illustration of a possible career ladder/lattice in the construction industry.

## Sample Career Ladder/Lattice for Construction

<b>Construction Foreman</b>
<b>Job Title</b>
Construction Foreman
<b>Job Level</b>
Management-level (Supervisory)
<b>Job Description</b>
Directly supervise and coordinate activities of tile and marble setters, bricklayers, or stonemasons.
Tasks:
<ol style="list-style-type: none"> <li>1. Locate, measure, and mark site locations and placement of structures and equipment, using measuring and marking equipment.</li> <li>2. Read specifications such as blueprints to determine materials requirements and to plan procedures.</li> <li>3. Estimate material and worker requirements to complete jobs.</li> <li>4. Assign work to employees, based on material and worker requirements of specific jobs.</li> <li>5. Supervise and coordinate the activities of construction or extractive workers.</li> <li>6. Confer with managerial and technical personnel, other departments, and contractors to resolve problems and coordinate activities.</li> <li>7. Coordinate work activities with other construction project activities.</li> <li>8. Examine and inspect work progress, equipment, and construction sites to verify safety and to ensure that specifications are met.</li> <li>9. Record information such as personnel, production, and operational data on specified forms and reports.</li> </ol>
<b>Education</b>
Bachelor's degree may be required.
<b>Workforce Preparation</b>
Training in vocational schools, related on-the-job experience, or an associate's degree required.
<b>Work Experience</b>
Previous work-related skill, knowledge, or experience is necessary, including one or two years of on-the-job or informal training.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$65,000
<b>Employment Outlook</b>
10-20% over the next 10 years, representing average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

<b>Stonemason</b>
<b>Job Title</b>
Stonemason
<b>Job Level</b>
Mid-level (Non-supervisory)
<b>Job Description</b>
Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.  Tasks:  <ol style="list-style-type: none"> <li>1. Lay out wall patterns or foundations, using straight edge, rule, or staked lines.</li> <li>2. Set vertical and horizontal alignment of structures, using plumb bob, gauge line, and level.</li> <li>3. Shape, trim, face and cut marble or stone preparatory to setting, using power saws, cutting equipment, and hand tools.</li> <li>4. Mix mortar or grout and pour or spread mortar or grout on marble slabs, stone, or foundation.</li> <li>5. Set stone or marble in place, according to layout or pattern.</li> <li>6. Remove wedges, fill joints between stones, finish joints between stones, using a trowel, and smooth the mortar to an attractive finish, using a tuck pointer.</li> <li>7. Clean excess mortar or grout from surface of marble, stone, or monument, using sponge, brush, water, or acid.</li> <li>8. Smooth, polish, and bevel surfaces, using hand tools and power tools.</li> <li>9. Lay stone to build shells of chimneys and smokestacks or to line or reline industrial furnaces, kilns, boilers and similar installations.</li> <li>10. Replace broken or missing masonry in walls or floors.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
<b>Work Experience</b>
Previous work-related skill, knowledge, or experience is necessary, specifically completing apprenticeship requirements.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$55,000
<b>Employment Outlook</b>
10-20% over the next 10 years, representing average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Stonemason to Construction Foreman**

Training in vocational schools, related on-the-job experience, or an associate's degree is required for the position of Construction Foreman. Previous work-related skill, knowledge, or experience is necessary, including one or two years of on-the-job or informal training.

1. Inspect work progress and report to project manager.
2. Interpret specifications such as blueprints to determine stone requirements and lay out.
3. Coordinate the activities of other stonemasons.

[Return to Career Ladder/Lattice Graphic](#)

# Sample Career Ladder/Lattice for Construction

<b>Bricklayer</b>
<b>Job Title</b>
Bricklayer
<b>Job Level</b>
Mid-level (Non-supervisory)
<b>Job Description</b>
<p>Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers, and other structures.</p> <p>Tasks:</p> <ol style="list-style-type: none"> <li>1. Examine brickwork or structure to determine need for repair.</li> <li>2. Measure distance from reference points and mark guidelines to lay out work, using plumb bobs and levels.</li> <li>3. Calculate angles and courses and determine vertical and horizontal alignment of courses.</li> <li>4. Break or cut bricks, tiles, or blocks to size, using trowel edge, hammer, or power saw.</li> <li>5. Mix specified amounts of sand, clay, dirt, or mortar powder with water to form refractory mixtures.</li> <li>6. Apply and smooth mortar or other mixture over work surface.</li> <li>7. Fasten or fuse brick or other building material to structure with wire clamps, anchor holes, torch, or cement.</li> <li>8. Construct corners by fastening in plumb position a corner pole or building a corner pyramid of bricks, and filling in between the corners using a line from corner to corner to guide each course, or layer, of brick.</li> <li>9. Remove excess mortar with trowels and hand tools, and finish mortar joints with jointing tools, for a sealed, uniform appearance.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
<b>Work Experience</b>
Previous work-related skill, knowledge, or experience is necessary, specifically completing apprenticeship requirements.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$60,000
<b>Employment Outlook</b>
10-20% over the next 10 years, representing average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Bricklayer to Construction Foreman**

Training in vocational schools, related on-the-job experience, or an associate's degree is required for the position of Construction Foreman. Previous work-related skill, knowledge, or experience is necessary, including one or two years of on-the-job or informal training.

1. Inspect work progress and report to project manager.
2. Interpret specifications such as blueprints to determine brick requirements.
3. Coordinate the activities of other bricklayers.

[Return to Career Ladder/Lattice Graphic](#)

## Sample Career Ladder/Lattice for Construction

<b>Tile &amp; Marble Setter</b>
<b>Job Title</b>
Tile and Marble Setter
<b>Job Level</b>
Mid-level (Non-supervisory)
<b>Job Description</b>
Apply hard tile, marble, and wood tile to walls, floors, ceilings, and roof decks.  Tasks:  <ol style="list-style-type: none"> <li>1. Level concrete and allow to dry.</li> <li>2. Build underbeds and install anchor bolts, wires and brackets.</li> <li>3. Mix, apply, and spread plaster, concrete, mortar, cement, mastic, glue or other adhesives to form a bed for the tiles, using brush, trowel and screed.</li> <li>4. Measure and mark surfaces to be tiled, following blueprints.</li> <li>5. Determine and implement the best layout to achieve a desired pattern.</li> <li>6. Cut and shape tile to fit around obstacles and into odd spaces and corners, using hand and power cutting tools.</li> <li>7. Align and straighten tile using levels, squares and straightedges.</li> <li>8. Finish and dress the joints and wipe excess grout from between tiles, using damp sponge.</li> <li>9. Apply mortar to tile back, position the tile and press or tap with trowel handle to affix tile to base.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
<b>Work Experience</b>
Previous work-related skill, knowledge, or experience is necessary, specifically completing apprenticeship requirements.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$50,000
<b>Employment Outlook</b>
21-35% over the next 10 years, representing faster than average growth.

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Tile and Marble Setter to Construction Foreman**

Training in vocational schools, related on-the-job experience, or an associate's degree is required for the position of Construction Foreman. Previous work-related skill, knowledge, or experience is necessary, including one or two years of on-the-job or informal training.

1. Inspect work progress and report to project manager.
2. Read specifications such as blueprints to determine tile requirements and lay out tile.
3. Coordinate the activities of other tile setters.

[Return to Career Ladder/Lattice Graphic](#)

## Sample Career Ladder/Lattice for Construction

<b>Apprentice Stonemason</b>
<b>Job Title</b>
Apprentice Stonemason
<b>Job Level</b>
Mid-level (Non-supervisory)
<b>Job Description</b>
Assist in building stone structures, such as piers, walls, and abutments. Assist in laying walks, curbstones, or special types of masonry for vats, tanks, and floors.
Tasks:
<ol style="list-style-type: none"> <li>1. Assist in laying out wall patterns or foundations, using straight edge, rule, or staked lines.</li> <li>2. Assist in setting vertical and horizontal alignment of structures, using plumb bob, gauge line, and level.</li> <li>3. Shape, trim, face and cut marble or stone preparatory to setting, using power saws, cutting equipment, and hand tools.</li> <li>4. Mix mortar or grout and pour or spread mortar or grout on marble slabs, stone, or foundation.</li> <li>5. Assist in setting stone or marble in place, according to layout or pattern.</li> <li>6. Remove wedges, fill joints between stones, finish joints between stones, using a trowel, and smooth the mortar to an attractive finish, using a tuck pointer.</li> <li>7. Clean excess mortar or grout from surface of marble, stone, or monument, using sponge, brush, water, or acid.</li> <li>8. Smooth, polish, and bevel surfaces, using hand tools and power tools.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
Employees need anywhere from six months to two years of training, working as an apprentice with experienced employees on the job.
<b>Work Experience</b>
Some previous work-related skill, knowledge, or experience may be helpful, but usually is not needed.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$35,000
<b>Employment Outlook</b>
10-20% over the next 10 years, representing average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Apprentice Stonemason to Stonemason**

For Stonemason positions, HS Degree or GED may be required. Previous work-related skill, knowledge, or experience is necessary, specifically completing apprenticeship requirements.

1. Lay out work, using straight edge, rule, or staked lines.
2. Align structures using plumb bob, gauge line, and level.
3. Set stone or marble in place.
4. Replace broken or missing masonry in walls or floors.

[Return to Career Ladder/Lattice Graphic](#)

## Sample Career Ladder/Lattice for Construction

<b>Apprentice Bricklayer</b>
<b>Job Title</b>
Apprentice Bricklayer
<b>Job Level</b>
Mid-level (Non-supervisory)
<b>Job Description</b>
Assist in laying and binding building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers, and other structures.
Tasks:
<ol style="list-style-type: none"> <li>1. Assist in measuring distance from reference points and marking guidelines to lay out work, using plumb bobs and levels.</li> <li>2. Break or cut bricks, tiles, or blocks to size, using trowel edge, hammer, or power saw.</li> <li>3. Mix specified amounts of sand, clay, dirt, or mortar powder with water to form refractory mixtures.</li> <li>4. Apply and smooth mortar or other mixture over work surface.</li> <li>5. Assist in fastening or fusing brick or other building material to structure with wire clamps, anchor holes, torch, or cement.</li> <li>6. Assist in constructing corners by fastening in plumb position a corner pole or building a corner pyramid of bricks, and filling in between the corners using a line from corner to corner to guide each course, or layer, of brick.</li> <li>7. Remove excess mortar with trowels and hand tools, and finish mortar joints with jointing tools, for a sealed, uniform appearance.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
Employees need anywhere from six months to two years of training, working as an apprentice with experienced employees on the job.
<b>Work Experience</b>
Some previous work-related skill, knowledge, or experience may be helpful, but usually is not needed.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$40,000
<b>Employment Outlook</b>
10-20% over the next 10 years, representing average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Apprentice Bricklayer to Bricklayer**

For Bricklayer positions, HS Degree or GED may be required. Previous work-related skill, knowledge, or experience is necessary, specifically completing apprenticeship requirements.

1. Lay out work, using plumb bobs and levels.
2. Lay brick or other building material using wire clamps, anchor holes, torch, or cement.
3. Construct corners by building a corner pyramid of bricks.

[Return to Career Ladder/Lattice Graphic](#)

## Sample Career Ladder/Lattice for Construction

<b>Apprentice Tile &amp; Marble Setter</b>
<b>Job Title</b>
Apprentice Tile and Marble Setter
<b>Job Level</b>
Mid-level (Non-supervisory)
<b>Job Description</b>
Assist with setting hard tile, marble, and wood tile on walls, floors, ceilings, and roof decks.  Tasks:  <ol style="list-style-type: none"> <li>1. Assist in measuring and marking surfaces to be tiled, following blueprints.</li> <li>2. Assist in implementing the best layout to achieve a desired pattern.</li> <li>3. Level concrete and allow it to dry.</li> <li>4. Mix, apply, and spread plaster, concrete, mortar, cement, mastic, glue or other adhesives to form a bed for the tiles, using brush, trowel and screed.</li> <li>5. Cut and shape tile to fit around obstacles and into odd spaces and corners, using hand and power cutting tools.</li> <li>6. Align and straighten tile using levels, squares and straightedges.</li> <li>7. Assist in applying mortar to tile back, positioning the tile and pressing or tapping with trowel handle to affix tile to base.</li> <li>8. Finish and dress the joints and wipe excess grout from between tiles, using damp sponge.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
Employees need anywhere from six months to two years of training, working as an apprentice with experienced employees on the job.
<b>Work Experience</b>
Some previous work-related skill, knowledge, or experience may be helpful, but usually is not needed.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$35,000
<b>Employment Outlook</b>
21-35% over the next 10 years, representing faster than average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Apprentice Tile & Marble Setter to Tile & Marble Setter**

For Tile & Marble Setter positions, HS Degree or GED may be required. Previous work-related skill, knowledge, or experience is necessary, specifically completing apprenticeship requirements.

1. Measure and mark surfaces to be tiles.
2. Lay out tile, marble or stone according to a pattern.
3. Set stone, marble or tile by applying mortar and affixing it to the surface.
4. Replace broken or missing tile or marble.

[Return to Career Ladder/Lattice Graphic](#)

## Sample Career Ladder/Lattice for Construction

<b>Helper/Finisher</b>
<b>Job Title</b>
Helper/Finisher
<b>Job Level</b>
Entry-level (Non-supervisory)
<b>Job Description</b>
<p>Help bricklayers, stonemasons, or tile and marble setters by performing duties involving lesser skill such as supplying or holding materials or tools, and cleaning work area and equipment.</p> <p>Tasks:</p> <ol style="list-style-type: none"> <li>1. Erect scaffolding or other installation structures.</li> <li>2. Clean installation surfaces, equipment, tools, work sites, and storage areas, using water, chemical solutions, oxygen lances, or polishing machines.</li> <li>3. Cut materials to specified sizes for installation, using power saws or tile cutters.</li> <li>4. Mix mortar, plaster, and grout, manually or using machines, according to standard formulas.</li> <li>5. Provide assistance in the preparation, installation, repair, and/or rebuilding of tile, brick, or stone surfaces.</li> <li>6. Remove damaged tile, brick, or mortar, and clean and prepare surfaces, using pliers, hammers, chisels, drills, wire brushes, and metal wire anchors.</li> <li>7. Apply caulk, sealants, or other agents to installed surfaces.</li> <li>8. Apply grout between joints of bricks or tiles, using grouting trowels.</li> <li>9. Remove excess grout and residue from tile or brick joints, using sponges or trowels.</li> <li>10. Arrange and store materials, machines, tools, and equipment.</li> </ol>
<b>Education</b>
HS Degree or GED may be required.
<b>Workforce Preparation</b>
Employees may need a few days of training usually conducted on the job by an experienced worker.
<b>Work Experience</b>
No previous work-related skill, knowledge, or experience is needed.
<b>Licensure/Certification</b>
None required
<b>Salary</b>
\$25,000
<b>Employment Outlook</b>
10-20% over the next 10 years, representing average growth.

[Return to Career Ladder/Lattice Graphic](#)

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## Sample Career Ladder/Lattice for Construction

### **Critical Development Experiences: From Helper/Finisher to Apprentice Stonemason**

For Apprentice Stonemason positions, HS Degree or GED may be required. Employees need anywhere from six months to two years of training, working as an apprentice with experienced employees on the job.

1. Level concrete.
2. Create an initial lay out for stone based on a pattern.
3. Set stone by applying mortar and affixing it to a surface, with help in positioning.
4. Assist in replacing broken or missing stone.

### **Critical Development Experiences: From Helper/Finisher to Apprentice Bricklayer**

For Apprentice Bricklayer positions, HS Degree or GED may be required. Employees need anywhere from six months to two years of training, working as an apprentice with experienced employees on the job.

1. Level concrete.
2. Lay brick to build chimneys or other structures with help in positioning.
3. Assist in replacing broken or missing brick.

### **Critical Development Experiences: From Helper/Finisher to Apprentice Tile & Marble Setter**

For Apprentice Stonemason positions, HS Degree or GED may be required. Employees need anywhere from six months to two years of training, working as an apprentice with experienced employees on the job.

1. Level concrete.
2. Create an initial lay out for tile or marble based on a pattern.
3. Set marble or tile by applying mortar and affixing it to a surface, with help in positioning.
4. Assist in replacing broken or missing tile or marble.

[Return to Career Ladder/Lattice Graphic](#)