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# **Appendix A**

**WORK PROCESS SCHEDULE**

**AND**

**RELATED INSTRUCTION OUTLINE**

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## Appendix A

### WORK PROCESS SCHEDULE OCCUPATION TITLE: **CONSTRUCTION CRAFT LABORER** O\*NET-SOC CODE: **47-2061.00** RAPIDS CODE: **0661HY**

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. APPRENTICESHIP APPROACH

Time-based                       Competency-based                       Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the apprenticeship is **2-2½** years with an OJL attainment of **4000-5100** hours, supplemented by the minimum required **366** hours of related instruction.

#### 3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: **1** Apprentice to **1** Journeyworker.

#### 4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: **\$17.00**.

##### 2-2 ½ - Year Term:

1 <sup>st</sup>	168-200 hours = <b>\$10.00</b>
2 <sup>nd</sup>	432-500 hours = <b>\$12.00</b>
3 <sup>rd</sup>	450-1100 hours = <b>\$13.50</b>
4 <sup>th</sup>	800-1100 hours = <b>\$14.50</b>
5 <sup>th</sup>	850-1100 hours = <b>\$15.50</b>
6 <sup>th</sup>	850-1100 hours = <b>\$16.50</b>

**End: \$17.00**

#### 5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of **167 Hours**.

#### 6. SELECTION PROCEDURES

**Job Posting:** The job opportunity is posted. This might include, but not limited to, online job boards, workforce development agencies and local educational institutions.



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**Candidate Selection:** Review the applications of all that have applied for the open position. Invite for interview the candidates meeting the minimum requirements for the position.

**Offer Of Employment:** Select candidate, make an offer of employment.



**WORK PROCESS SCHEDULE**

**OCCUPATION TITLE: CONSTRUCTION CRAFT LABORER**  
**O\*NET-SOC CODE: 47-2061.00 RAPIDS CODE: 0661HY**

**OCCUPATIONAL DESCRIPTION:**

Performs any combination of duties involving specialized highway or building construction, environmental restoration, tunnel and shaft construction and demolition projects, utilizing specialized training and knowledge of craft skills and handling of hazardous materials. Clears and prepares sites, right-of-ways, and foundations of cementations and asphaltic products and structures, using hand and power tools such as shovels, rakes, gas and diesel powered cutting and compacting equipment, so the final site conforms exactly to grade, size, and location specifications in blueprints or plans.

**ON-THE-JOB TRAINING:**

The following list of general and specialty tasks represent skills required by Construction Craft Laborer in a high performance industry. In general the skills represent competencies in managing and understanding resources, information, technology, systems, and interpersonal relations.

The following general skills should be mastered by all Construction Craft Laborers.

	<b>APPROXIMATE HOURS</b>	
	<b>Minimum – Maximum</b>	
<b>1) GENERAL SKILLS</b>		
<b>Site/Project Preparation &amp; Maintenance</b>	<b>600</b>	<b>800</b>
Clearing, bucking, and falling		
Transportation, dismantling, and stockpiling of scaffolding and work platforms		
Grading and compaction		
Rigging and signaling for work traditionally performed by construction craft laborers		
<b>Site preparation, clean-up, security</b>	<b>600</b>	<b>800</b>
<b>Tools, Equipment, and Materials</b>		
Tool equipment, and material recognition and preparation		
Hand, electric, gas, pneumatic and power tool/equipment use and maintenance		
<b>Tool, equipment, and material storage and security</b>		
<b>Safety</b>	<b>400</b>	<b>500</b>
Confined space safety		
Flagging, signaling, and traffic safety awareness		
Hazard material recognition		
Trenching and site excavation		
<b>2) Specific Skills</b>		
<b>Apprentices to gain experience in each of the following specific work groups.</b>		
<b>Environmental Remediation</b>	<b>800</b>	<b>1000</b>
Asbestos Abatement		



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Hazardous Waste Abatement		
Lead Abatement		
Petro-Chemical Abatement		
Radiation Remediation		
<b>Building Construction</b>	<b>800</b>	<b>1000</b>
Concrete (Tending, placement, removal)		
Landscaping		
Mason/Plasterer Tending		
<b>Heavy/Highway Construction</b>	<b>800</b>	<b>1000</b>
Asphalt		
Drilling and Blasting		
Pipe laying (work traditionally performed by Construction Craft Laborers)		
Tunnel and Shaft		
<b>TOTAL</b>	<b>4000</b>	<b>5100</b>

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**RELATED INSTRUCTION OUTLINE**  
**OCCUPATION TITLE: CONSTRUCTION CRAFT LABORER**  
**O\*NET-SOC CODE: 47-2061.00 RAPIDS CODE: 0661HY**

**RELATED TECHNICAL INSTRUCTION**

<b><u>CORE CURRICULUM</u></b>	<b><u>APPROXIMATE HOURS</u></b>
Blue print reading	80
Craft orientation	8
First aid/CPR	8
General construction	80
Hazard communication	4
OSHA Safety	<u>32</u>
<b><u>Specific Skills Elective Curriculum</u></b>	
Asphalt	40
Concrete	80
Lead Abatement	<u>34</u>
<b>TOTAL</b>	<b><u>366</u></b>