**Mission Statement**

The Association for Construction Career Development (ACCD) is dedicated to helping you participate and share in Arizona Construction Career Days! We want to thank our community partners and industry leaders for all the support over the years. ACCD goal remains intact to ensure the construction workforce shortage utilizes its largest resource, our Arizona High School students and our National Guard Veterans.

Our Career Guide offers insights into the various educational pathways such as Career and Technical Education (CTE), apprenticeship training, along with two-year and four-year college programs and contractors who are currently looking to hire employees.

Construction is an honorable career path, fostering values of dedication, excellence and pride in workmanship. “For a job well done!”

Prepare yourself to be challenged, excited and inspired by the spirit of Arizona Construction Career Days and our leaders. Together our partnerships will yield the outcome to create the Construction Science Professionals “To Build Tomorrow’s Workforce Today!”

Best of Luck,
Rose Ann Canizales
President
Association for Construction Career Development
Non-Profit 501(c)3

---

**Table of Contents:**

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Descriptions</td>
<td>4</td>
</tr>
<tr>
<td>Joint Technical Education District</td>
<td>22</td>
</tr>
<tr>
<td>Career and Technical Education</td>
<td>24</td>
</tr>
<tr>
<td>Apprenticeship Programs</td>
<td>28</td>
</tr>
<tr>
<td>Arizona Higher Education Programs</td>
<td>30</td>
</tr>
<tr>
<td>Industry Earnings, Demand for Workers</td>
<td>38</td>
</tr>
<tr>
<td>Arizona Trade Associations</td>
<td></td>
</tr>
</tbody>
</table>

**Welcome to a Career in Construction!**

The Association for Construction Career Development (ACCD) is delighted to have you participate and share in Arizona Construction Career Days! We want to thank our community partners and industry leaders for all the support over the years. ACCD goal remains intact to ensure the construction workforce shortage utilizes its largest resource, our Arizona High School students and our National Guard Veterans.

Our Career Guide offers insights into the various educational pathways such as Career and Technical Education (CTE), apprenticeship training, along with two-year and four-year college programs and contractors who are currently looking to hire employees.

Construction is an honorable career path, fostering values of dedication, excellence and pride in workmanship. “For a job well done!”

Prepare yourself to be challenged, excited and inspired by the spirit of Arizona Construction Career Days and our leaders. Together our partnerships will yield the outcome to create the Construction Science Professionals “To Build Tomorrow’s Workforce Today!”

Best of Luck,
Rose Ann Canizales
President
Association for Construction Career Development
Non-Profit 501(c)3

---

**Special Thanks to All of Our Volunteers, Sponsors, Exhibitors and Schools!**

Without you, AZCCD wouldn’t be the success that it is!
This section is a glossary to help you a better understanding of what each trade is. We have not touched on every trade here, but have given you the most widely known trades used everyday in the construction industry.

ARCHITECT: An architect is a person trained in the planning, design and oversight of the construction of buildings. To practice architecture means to offer or render services in connection with the design and construction of a building, or group of buildings and the space within the site surrounding the buildings, that have as their principal purpose human occupancy or use.

Professionally, an architect’s decisions affect public safety, and thus an architect must undergo specialized training consisting of advanced education and an internship for practical experience to earn a license to practice architecture. The practical, technical, and academic requirements for becoming an architect vary by jurisdiction.

Architecture is a business in which technical knowledge, management, and an understanding of business are as important as design. An architect accepts a commission from a client. The commission might involve preparing feasibility reports, building audits, the design of a building or of several buildings, structures, and the spaces among them.

Architects prepare the technical or “working” documents (construction drawings and specifications), usually coordinated with and supplemented by the work of a variety of disciplines [i.e., with varied expertise like mechanical, plumbing, electrical, civil, structural, etc.] Engineers for the building services and that are filed for obtaining permits (development and building permits) that require compliance with building, seismic, and relevant federal and local regulations. These construction drawings and specifications are also used for pricing the work, and for construction.

Education and Training: To become a registered architect in Arizona, students typically will require a high school diploma and a bachelor’s 4 year degree. To work in many other states, a professional 5 year degree or masters is required. After graduation, architects-in-training complete 3 years of internship and must successfully pass their registration exams to become a Registered Architect.

CARPENTER: A carpenter constructs, erects, installs, and repairs structures and fixtures made from wood, metal and other materials. Carpenters are involved in many different kinds of construction, from the building of highways, bridges, houses, schools, hospitals and commercial buildings. Each carpentry task is somewhat different, but most involve the same basic steps. Working from blueprints or instructions from supervisors, carpenters first do the layout—measuring, marking, and arranging materials—in accordance with local building codes. They cut and shape wood, metal, plastic, fiberglass, or drywall using hand and power tools, such as chisels, planes, saws, drills, and sanders. They then join the materials with nails, screws, staples, or adhesives. In the last step, carpenters do a final check of the accuracy of their work with levels, rules, plumb bobs, framing squares, and surveying equipment, and make any necessary adjustments. Some materials come prefabricated, allowing for easier and faster installation. Carpenters do many different carpentry tasks, or they may specialize in one or two. Carpenters who remodel homes and other structures, for example, need a broad range of carpentry skills. As part of a single job, they might frame walls and partitions, put in doors and windows, build stairs, install cabinets and molding, and complete many other tasks. Well-trained carpenters are able to switch from residential building to commercial construction or remodeling work, depending on which offers the best work opportunities.

Trade Descriptions

BUILD YOUR CAREER ON PURPOSE.

Own your future: become an employee-owner at Sundt, ranked one of the nation’s top contractors and voted one of Arizona’s “Best Places to Work.”

• Do hands-on work for competitive pay.
• Solve challenges with cutting-edge technology.
• Receive financial help with continuing education.
• Work for an industry leader.
• Be an employee-owner and invest in your career.

Built on Purpose

SUNDT.COM
CARPENTER (CONT.)

**Education and Training:** Learning to be a carpenter can start in high school. Classes in English, algebra, geometry, physics, mechanical drawing, blueprint reading, and construction tech will prepare students for the further training they will need. After high school, there are a number of different ways to obtain the necessary training. Some people get a job as a carpenter’s helper, assisting more experienced workers. At the same time, the helper might attend a trade or vocational school, or community college to receive further trade-related training and eventually become a carpenter. Some will attend formal apprenticeship programs. These programs combine on-the-job learning with related classroom instruction. Apprentices usually must be at least 18 years old and meet local requirements. Apprenticeship programs usually last 4 years with 2,000 OJL hours and 144 class hours per year.

**CONCRETE FORM BUILDER:** A Concrete Form Builder works for large construction contractors or specialty contractors. They perform tasks, such as constructing wooden job built or patented forms for pouring concrete for tunnels, bridges, sewer construction projects along with building forms for buildings such as hospitals, schools, commercial and industrial buildings. The forms built are used to support the concrete that is going to be poured for walls, columns, slabs, foundations and footings.

**Education and Training:** There are a number of different ways to obtain the necessary training. Some people get a job as a helper or labor, assisting more experienced workers. At the same time, the helper might attend a formal apprenticeship program. This program combines on-the-job learning with related classroom instruction. Apprentices usually must be at least 18 years old and meet local requirements. Apprenticeship programs usually last 2 to 3 years with 2,000 OJL hours and 144 class hours per year.

**CONSTRUCTION MANAGER:** A construction manager is in charge of the overall planning, coordination and control of a project from inception to completion aimed at meeting a client’s requirements in order to produce a functionally and financially viable project that will be completed on time within authorized cost and to the required quality standards. Project management is the process by which a project is brought to a successful conclusion.

The Construction Management Association of America (CMQA) (a primary US construction management certification and advocacy body) says the 120 most common responsibilities of a Construction Manager fall into the following 7 categories: Project Management Planning, Cost Management, Time Management, Quality Management, Contract Administration, Safety Management, and CM Professional Practice which includes specific activities like defining the responsibilities and management structure of the project management team, organizing and leading by implementing project controls, defining roles and responsibilities and developing communication protocols, and identifying elements of project design and construction likely to give rise to disputes and claims.

**Construction Manager Functions**

The functions of construction project management typically include the following:

1. Specifying project objectives and plans including delineation of scope, budgeting, scheduling, setting performance requirements, and selecting project participants.
2. Maximizing resource efficiency through procurement of labor, materials and equipment.
3. Implementing various operations through proper coordination and control of planning, design, estimating, contracting and construction in the entire process.
4. Developing effective communications and mechanisms for resolving conflicts.

The academic field of construction management encompasses a wide range of topics. These range from general management skills, to management skills specifically related to construction, to technical knowledge of construction methods and practices. There are many schools offering Construction Management programs, including some that offer a Masters and doctoral degree.

The median annual wage for all construction and extraction occupations was $42,280 in May 2015, which was higher than the median annual wage for all occupations of $36,200.

---Build Your Future
www.byf.org
ELECTRICIAN: An electrician installs and maintains all of the electrical and power systems for our homes, businesses, and factories. They install and maintain the wiring and control equipment through which electricity flows. They also install and maintain electrical equipment and machines in factories and a wide range of other businesses. When installing wiring, electricians use hand tools such as conduit benders, screwdrivers, pliers, knives, hacksaws, and wire strippers, as well as power tools such as drills and saws. Later, they use ammeters, ohmmeters, voltmeters, harmonics testers, and other equipment to test connections and ensure the compatibility and safety of components.

Education and training: Apprentice programs combine paid on-the-job training with related classroom instruction. Apprentice programs usually last 4 years. Each year includes at least 144 hours of classroom instruction and 2,000 hours of on-the-job learning. On the job, apprentices work under the supervision of experienced electricians. Before entering an apprenticeship program, all apprentices need a high school diploma or a General Equivalency Diploma (G.E.D.).

ENGINEER: An engineer is a professional practitioner of engineering, concerned with applying scientific knowledge, mathematics and ingenuity to develop solutions for technical and practical problems. Engineers design materials, structures, machines and systems while considering the limitations imposed by practicality, safety and cost. Engineers are grounded in applied sciences, and their work in research and development is distinct from the basic research focus of scientists. The work of engineers forms the link between scientific discoveries and their subsequent applications to human needs.

During the engineering design process, the responsibilities of the engineer may include defining problems, conducting and narrowing research, analyzing criteria, finding and analyzing solutions, and making decisions. Much of an engineer’s time is spent on researching, locating, applying, and transferring information. Engineers must weigh different design choices on their merits and choose the solution that best matches the requirements. Their crucial and unique task is to identify, understand, and interpret the constraints on a design in order to produce a successful result.

As a values-driven electrical partner leveraging PASSION, RELATIONSHIPS, INNOVATION, DEVELOPMENT, and EXCELLENCE we provide unmatched virtual construction services, fabrication services, electrical construction, and electrical service/Job Order Contracting. Whether it’s implementing Lean construction principles or developing and implementing customized mobile applications, we are continually moving forward.

OPEN POSITIONS:
• Safety Professional
• Data Analyst/Programmer
• Estimator
• Project Manager
• Project Engineer
• Journeyman Electrician
• Electrical Worker
• Materials Handler
• Virtual Construction Engineer
• Workforce Development Specialist
• Electrical Service Technician
• Electrical Foreman

JOIN OUR TEAM
Caruso Turley Scott is looking for skilled individuals who are interested in joining our nationwide team.

Experienced Engineering Professionals
If you are looking for a new challenge, consider our collaborative team. We have built an enduring national practice with motivated and dynamic leadership. Your knowledge and contributions will matter here.

Young Engineering Professionals
If you are ready to share your talents and grow, we will nurture your passion, provide diverse opportunity experiences, professional group training and mentoring.

Minimum BS in Civil or Structural Engineering. Full benefits package - some travel opportunities.

AutoCAD/Revit Drafter and Special Structural Inspector opportunities also available.

Apply Here: https://www.ctbax.com/our-company/join-our-team/

APPLY TODAY:
www.corbinselectric.com/join-the-pride

www.azccd.com
HEAVY EQUIPMENT OPERATOR:

Heavy Equipment Operators use machinery to move construction materials, earth, and other heavy materials at construction sites and mines. They operate equipment that clears and grades land to prepare it for construction of roads, buildings, and bridges, as well as airport runways, power generation facilities, dams, levees, and other structures. They use machines to dig trenches for utilities, and hoist heavy construction materials.

Construction equipment operators also operate machinery that spreads asphalt and concrete on roads and other structures. Construction equipment is more technologically advanced than it was in the past. For example, global positioning system (GPS) technology is now used to help with grading and leveling. They operate excavation and loading machines equipped with scoops, shovels, or buckets that dig sand, gravel, earth, or similar materials and load it into trucks or onto conveyors. In addition to operating bulldozers, they operate trench excavators, road graders, and similar equipment. Sometimes, they drive and control industrial trucks or tractors equipped with forklifts or booms for lifting materials or with hitches for pulling trailers.

Education and Training: It is generally accepted that formal training provides more comprehensive skills. Some construction equipment operators train in formal operating engineer apprenticeship programs; because apprentices learn to operate a wider variety of machines than do other beginners, they usually have better job opportunities. Apprenticeship programs consist of 3 years and 5,000 hours, of paid on-the-job learning together with 144 hours of related classroom instruction each year.

HEAVY EQUIPMENT MECHANIC:

Heavy Equipment Mechanics are indispensable in the construction industry. Heavy Equipment Service Technicians and Mechanics repair and maintain engines, hydraulics, transmission, and electrical systems for this equipment. Cranes, bulldozers, loaders, motor graders, back hoes and excavators are all examples of heavy equipment that require such service. They service fuel, brake, and transmission systems to ensure peak performance, safety, and longevity of the equipment. Maintenance checks and comments from equipment operators usually alert technicians to problems. After locating the problem, these technicians rely on their training and experience to use the best possible technique to solve it.

Trade Descriptions Continued

Sunstate Equipment has entry level opportunities with tons of career training and growth potential! All you need is a great attitude, go-getter work ethic, and desire to learn. We’ll provide you with the tools, training, and team support to build a lucrative, long-lasting career in a growing industry. Talk to one of our recruiters today!

- Core Value #1 – People come first!
- Culture of teamwork and integrity
- Apprentice Mechanic Program – includes full set of tools and training
- Start in the yard and work up to dispatch, sales, or management – advance from within
- Openings available from coast to coast

844-899-8066
sunstateequip.com/careers
recruiting@sunstateequip.com

Trafficade Work Zone Services
We’ve got you covered in the Work Zone.

Founded in 1990, Trafficade Service, Inc. is a diversified company that employs over 300 people with 5 operating divisions and 6 branch locations throughout Arizona. The company continues to grow each year and has a mission to be Prompt, Dependable & Friendly while striving to be our stakeholders Partner in the Work Zone.

Call: 833-231-0911
www.trafficade.com

Sunstate Equipment you can depend on.

Aviod college debt – get paid to learn a trade!
SOUTHWEST GAS Proudly Supports Arizona Construction Career Day

Get prepared for the next step towards success.

Estrella Mountain Community College currently offers two natural gas courses: Natural Gas Pipeline Operations and Natural Gas Pipe Joiner.

These courses are designed by industry to meet industry needs. Linking student learning to industry standards and practices ensures that students are fully prepared to enter the workforce as productive employees.

Get started on your future now:
Contact: askadvisor@estrellamountain.edu

SOUTHWEST GAS
swgas.com

BUILD YOUR FUTURE - JOIN OUR TEAM!
Learn more at henselphelps.com
**HEAVY EQUIPMENT MECHANIC (CONT):** With many types of modern equipment, technicians can use diagnostic computers to diagnose components needing adjustment or repair. If necessary, they may partially dismantle affected components to examine parts for damage or excessive wear. Then, using hand-held tools, they repair, replace, clean, and lubricate parts as necessary. In some cases, technicians re-calibrate systems by typing codes into the onboard computer. After reassembling the component and testing it for safety, they put it back into the equipment and return the equipment to the field.

**Education and Training:** High school courses in automobile repair, physics, chemistry, and mathematics provide a strong foundation for a career as a service technician or mechanic. After high school, those interested in heavy equipment repair can choose to attend 2 year programs at community colleges or vocational schools that offer diesel technology or heavy equipment mechanics. High school graduates can also go through formal apprenticeship training. The apprenticeship program consists of 3 years and 6,000 hours, of paid on-the-job learning together with 144 hours of related classroom instruction each year.

**HVAC TECHNICIAN:** Heating, ventilation, air-conditioning, and refrigeration systems are known as HVAC or HVACR. An HVAC system allows building residents to provide a comfortable, climate controlled environment. The installers and mechanics for an HVAC system are called technicians. An HVAC technician will be trained in installation and maintenance, but may specialize in one or the other. HVAC technicians can also choose an equipment specialty, such as commercial refrigeration, hydroponics, or solar panels. HVAC systems consist of hundreds of electrical, electronic, and mechanical parts. Depending upon the day, an HVAC technician may be maintaining a system, diagnosing and repairing problems, or installing and replacing components or entire systems. Depending upon the season, HVAC technicians will perform additional maintenance or upgrades on out of season equipment. For example, in the summer, heating systems will undergo performance checks and regular maintenance to ensure their readiness for the winter.

**Education and Training:** A majority of HVAC technicians receive their training from community colleges, technical or trade schools, or the United States armed forces. Training can take between 6 months to 2 years from each element of study (heating, air-conditioning, refrigeration). Standards for HVAC training are set by three accrediting organizations. These agencies are HVAC Excellence, the National Center for Construction Education and Research (NCCER), and the Partnership for Air Conditioning, Heating, and Refrigeration Accreditation (PHARA). Apprenticeships are another route an HVAC technician can take. An apprenticeship will usually run between 3 and 5 years, and require a qualified mentor. Apprentices need a high school diploma at the least. An apprenticeship will combine hands-on learning of at least 2,000 clock hours per year and 144 clock hours of classroom instruction. After completion, an apprentice will be considered a skilled trade’s worker.

**IRONWORKER:** An ironworker is a tradesman (man or woman) who works in the ironworking industry. Ironworkers erect, or even dismantle, the structural steel framework of pre-engineered metal buildings, single and multi-story buildings, stadiums, arenas, hospitals, towers, wind turbines, and bridges. Ironworkers assemble the structural framework in accordance with engineered drawings. Ironworkers also unload, place and tie reinforcing steel bars (rebar) as well as install post-tensioning systems, both of which give strength to the concrete used in piers, footings, slabs, buildings and bridges. Ironworkers load, unload, place and set machinery and equipment and operate power hoists, forklifts, and aerial lifts. They unload, place and fasten metal decking, safety netting and edge rails to facilitate safe working practices. Ironworkers finish buildings by erecting curtain wall and window wall systems, pre-cast concrete and stone, stairs and handrails, sheeting and elevator fronts.

**MASON:** A mason undergoes comprehensive training, both in the classroom and in the working environment. Hands-on skill is complemented by intimate knowledge of each stone type, its application and best uses, and how to work and fix each stone in place. The mason may be skilled and competent to carry out one or all of the various branches of stonemasonry. In some areas the trend is towards specialization, in other areas toward adaptability. Masons use all types of natural stone: igneous, metamorphic and sedimentary; while some also use artificial stone as well.

**PLUMBERS AND PIPEFITTERS:** Most people are familiar with plumbers who come to their home to unclog a drain or fix a leaking toilet. Plumbers and pipefitters install, maintain, and repair many different types of pipe systems. Some of these systems move water from reservoirs to municipal water treatment plants and then to residential, commercial, and public buildings.

**WHAT DOES YOUR REALITY LOOK LIKE?**

**BUILD YOUR FUTURE ON SOLID GROUND**

**Multiple career paths at NPL**

**Director**

**General Superintendent**

**Superintendent**

**Safety Manager | Crew Supervisor**

**Safety Trainer | Foreman | Project Manager**

**Safety Auditor | Fuser | Coordinator**

**Welder | Drillier | Plumber | Paver**

**Crew Member**

**WE’RE TRANSFORMING AMERICA’S ENERGY INFRASTRUCTURE AND WE NEED YOU**

Energy distribution construction is a dynamic and growing industry with many opportunities for people entering the workforce. You’ll learn valuable skills while earning a solid wage from day one. For those who want to excel, we’ll give you the training you need for advancement. Working for NPL is more than just a job — it’s a career.

Apply online at SOLIDGROUNDCAREERS.COM

RCC # 280044;276400;119197;135538;155400;119198

GoNPL.com
PLUMBERS AND PIPEFITTERS (CONT): Other systems dispose of waste, supply gas to stoves and furnaces, or provide for heating and cooling needs. Pipe systems in power plants carry the steam that powers huge turbines. Pipes also are used in manufacturing plants to move material through the production process. Specialized piping systems are very important in both pharmaceutical and computer-chip manufacturing. Although plumbing and pipelfitting are sometimes considered a single trade, workers generally specialize in one of the areas. Plumbers install and repair the water, waste disposal, drainage, and gas systems in homes and commercial and industrial buildings. Plumbers also install plumbing fixtures—bathtubs, showers, sinks, and toilets—and appliances such as dishwashers, waste disposers, and water heaters. Pipefitters install and repair both high-pressure and low-pressure pipe systems used in manufacturing, in the generation of electricity, and in the heating and cooling of buildings. They also install automatic controls that are increasingly being used to regulate these systems.

Education and Training: Plumbers and pipefitters enter into the occupation in a variety of ways. Most plumbers and pipefitters get their training through apprenticeships or in technical schools and community colleges. Apprenticeships consist of 4 or 5 years of paid on-the-job learning and at least 144 hours of related classroom instruction per year. Classroom subjects include drafting and blueprint reading, mathematics, applied physics and chemistry, safety, and local plumbing codes and regulations. On the job, apprentices first learn basic skills, such as identifying grades and types of pipe, using the tools of the trade, and unloading materials safely. As apprentices gain experience, they learn how to work with various types of pipe and how to install different piping systems and plumbing fixtures.

Apprenticeship gives trainees a thorough knowledge of all aspects of the trade. Although most plumbers and pipefitters are trained through apprenticeships, some still learn their skills informally on the job or by taking classes on their own. Apprenticeship programs generally provide the most comprehensive training available for these jobs.

PLASTERER: A plasterer is a tradesman who works with plaster, such as forming a layer of plaster on an interior wall or plaster decorative moldings on ceilings or walls. The process of creating plasterwork, called plastering, has been used in building construction for centuries.
QUALITY CONTROL LAB TECH:
A Quality Control Lab Technician collects samples of aggregate products from trucks, stockpiles, and conveyor belts. Tests samples for conformance to specifications using appropriate laboratory equipment and in accordance with established standard operating and testing procedures. Inspects stockpiles, pit, plant, load out and customer trucks on a regular basis to ensure product conformance to specifications. Reports results of tests and inspections to the production supervisor, plant manager and customer as directed. Completes and maintains reports and documentation of all testing and inspection performed as required by regulations and customer agreements. Maintains communication with customers, salespersons and production personnel as to the compliance of products and resolution of issues. Complies with all environmental, health, safety & training policies, procedures and requirements.

ROOFER:
A roofer specializes in roof construction, concentrating on the application of materials that waterproof and/or weatherproof buildings. The rafters, beams, and trusses are the frame or skeleton for the roof to be built upon. Naturally, a roofer must not be scared of heights and have good balance as well as carpentry skills. In Australia this type of carpenter is called a roof carpenter and in that country a roofer is someone who puts on the roof cladding (tiles, tin, etc.). In the USA a well trained roofer is called a journeyman. In California, if a journeyman wishes and has three consecutive years working in the field, he is eligible to pass a state test for a contractors license.

TRADESMAN:
A tradesman is a skilled manual worker in a particular trade or craft. Economically and socially, a tradesman’s status is considered between a laborer and a professional, with a high degree of both practical and theoretical knowledge of their trade. In cultures where professional careers are highly prized there can be a shortage of skilled manual workers, leading to lucrative niche markets in the trades. A tradesman begins as an apprentice, but the apprenticeship is carried out partly through working for a tradesman and partly through an accredited trade school for a definite period of time (usually around 4 years), after which he/she is fully qualified.

WELDER:
A welder (also weldor, which term distinguishes the tradesman from the equipment used to make welds) is a tradesman who specializes in welding materials together. The materials to be joined can be metals (such as steel, aluminum, brass, stainless steel etc.) or varieties of plastic or polymer. Welders typically have to have good dexterity and attention to detail, as well as some technical knowledge about the materials being joined and best practices in the field.

At CEMEX, we recognize that our people are our greatest asset.
Together, we can Build a Better Future!

Learn more at cemexusa.com/careers

These commitments form the backbone of the Underground Way of doing business.
Since finishing our first pipeline project in 1936, we have successfully completed thousands of government, commercial and private sector construction projects throughout the United States.
We continue to lead our industry in safety, quality, customer satisfaction and community service.

Interested in starting your career with an industry leader? Give us a call to become a part of our team!

Local Office
Underground Construction Co., Inc.
ROC# 198192
2502 N. Black Canyon Hwy.
Phoenix, AZ 85009
(480) 681-9000

Corporate Office
Underground Construction Co., Inc.
5145 Industrial Way
Benicia, CA 94510
(707) 746-8800

www.undergroundconstruction.com
The following positions have daily responsibility for plant operations which may include any of the following: asphalt, aggregates, recycled, landfill and ready mix concrete plants.

**MANAGEMENT TRAINEE:** A Management Trainee is an entry level management position typically filled by individuals with limited or no previous supervisor experience or recent college graduates. This position prepares new employee to manage a plant or quarry through the practice of hands on management experience.

**PLANT SUPERVISOR:** A Plant Supervisor monitors hourly production or maintenance employees in a small plant. This position usually requires a minimum of 2 years prior work experience in supervising production employees.

**ASSISTANT PLANT MANAGER:** An Assistant Plant Manager supervises hourly production or maintenance employees in a large plant that runs multiple shifts. This position is just below the plant manager position at a site location. This position requires 3-5 + years of prior supervisory work experience with in depth knowledge of rock and sand operations or/and ready mix concrete (RMC), hot mix asphalt (HMA), recycle or landfill operations.

**PLANT MANAGER:** A Plant Manager implements the production and inventory management strategy for a facility. The Plant Manager oversees the operations associated with aggregate and/or asphalt, ready mix concrete, recycle products. This includes mining, processing, stockpiling, product production, loading, and shipping. They are responsible for fixed and mobile equipment associated with the operation, employee and community relations, and safety, health and environmental aspects of the facility. They also supervise the facilities salaried (Assistant Plant Manager, Plant Supervisor) and hourly workforce.

**DISTRICT OPS MANAGER:** A District Operations manager implements the production strategy for multiple smaller plants usually within close proximity. This position manages the operations associated with aggregate and/or asphalt, ready mix concrete, recycle products. This includes mining, processing, stockpiling, product production, loading, and shipping. They are responsible for fixed and mobile equipment associated with the operation, employee and community relations, and safety, health and environmental aspects of the facility. They also supervise the facilities salaried (Assistant Plant Manager, Plant Supervisor) and hourly workforce.

**AREA OPERATIONS MANAGER:** The Area Operations Manager is responsible for implementation of the operations strategy for a geographic area. They make or significantly influence management decisions in the area of capital budgeting, production planning, manning, and inventory management. This position is responsible for achieving economic profit goals for the area. They typically supervise Plant Managers and in some instances District Operations Managers.

**REGIONAL OPERATIONS MANAGER:** The Regional Operations Manager develops the operations strategy for a large geographic area. The person in this position makes management decisions in the areas of capital budgeting, production planning, manning, and inventory management. They are responsible for achieving the Economic Profit or EBITA goals. They also typically supervise Plant Managers and in some instances District or Area Operations Manager.

**QUALITY CONTROL OR MATERIALS TECHNICIAN:** The Quality Control or Materials Technician performs sampling and tests involving visual and physical inspection to ensure that standards of quality and legal compliance are met in Company products. They examine causes of poor product quality, researches causes of complaints from customers and implements action to correct problems. The person in this position also gathers and examines records of test data. They ensure that testing equipment is in proper working order, perform simple to moderately complex arithmetic calculations, and complete tests reports.

**QUALITY CONTROL:** Quality Control positions have increasing levels of responsibility for the quality control function. Activities may include developing and approving quality specifications to assure manufacture and legal compliance. Quality Control professionals perform visual and physical inspection, sampling, and testing of materials to conform to established standards of quality, appearance, and other requirements of regulatory agencies. They may be responsible for examining causes of poor product quality, determining origin of product, and initiating appropriate corrective action.

**SCALE CLERK/PLANT DISPATCHER:** In a constructive materials environment, the scale clerk/plant dispatcher performs clerical and administrative duties which include: preparing reports, scheduling product delivery, weighing and dispatching trucks, preparing scale tickets and sales orders, handles cash sales, makes deposits, and maintains accounting records.

**CONCRETE:** The world’s most-used construction material, this composite of fine and coarse aggregate is typically lime-based and bonded with fluid cement for use in highways, high-rate dams, canals, bridges and more.
Career Technical Education Districts (CTED)

Career and Technical Education (CTE) programs are offered at local high school districts and through CTEDs across the state. Many local school districts are member districts of the CTEDs that offer a variety of CTE programs that prepare students for entry level careers upon graduation or for other post-secondary opportunities. Below are the list of the 14 CTEDs located across Arizona and contact information for Career and Technical Education at the Arizona Department of Education.

CAVIAT – Coconino Association for Vocations, Industry and Technology
PO Box 3940
Page, Arizona 86040
www.caviat.org

CAVIT – Central Arizona Valley Institute of Technology
1789 West Coolidge Avenue
Coolidge, AZ 85228
www.cavitschools.com

CVIT – Cobre Valley Institute of Technology District
P.O. Box 176
Superior, AZ 85273
www.cvit81.org

CTD – Cochise Technology District
6506 Mills Maerker Rd
Willcox, AZ 85643
www.cochiseted.org

EVIIT – East Valley Institute of Technology
1601 W Main St
Mesa, AZ 85201
www.evit.com

GIFT – Gila Institute for Technology
615 North Stadium Avenue
Thatcher, AZ 85552
www.gift-tech.org

MUTED – Mountain Institute Joint Technical Education District
220 Ruger Road #2
Prescott, AZ 86301
www.mitted.net

NATIVE – Northeast Arizona Technological Institute of Vocational Education
PO Box 176
Kaveh, AZ 86033
www.nativedistrict.org

NAVIT – Northern Arizona Vocation Institute of Technology
951 West Snowflake Boulevard
Snowflake, AZ 85937
www.navitschool.org

Pima County Joint Technical Education District
2855 West Master Pieces Drive
Tucson, AZ 85741
www.pimajted.org

STEDY - Southwest Technical Education District of Yuma
291 S Main St
Yuma, AZ 85364
www.stedyuma.com

VACTE – Valley Academy of Career and Technical Education
830 S. Main St, Suite 2i
Cottonwood, AZ 86326
www.vacte.com

WAVE – Western Arizona Vocational Education District
P.O. Box 7000
Kingman, AZ 86402
www.wavedted.org

West-MEC – Western Maricopa Education Center
5487 North 99th Avenue
Glendale, AZ 85305
www.west-mec.org

Career and Technical Education (CTE) programs prepare students to enter the workforce with the academic and vocational skills needed to compete successfully in the job market. CTE courses typically include competency-based learning.

Our Vision: Ensure a dynamic workforce by fully developing every student’s career and academic potential.


Learning that works for Arizona

To learn how you can get involved contact a CTE program specialist at
(602) 542-5282
http://www.azed.gov/career-technical-education/

Career and Technical Education Districts (CTED)
Career and Technical Education (CTE) and Apprenticeship Programs prepare trainees for jobs that are based on manual or practical activities, traditionally non-academic, and totally related to a specific trade or occupation. CTE can be at secondary or post-secondary level and can interact with the apprenticeship system. Increasingly, CTE can be recognized in terms of recognition of prior learning and partial academic credit towards tertiary education (e.g., at a university) as credit; however, it is rarely considered in its own form to fall under the traditional definition of higher education.

As the labor market becomes more specialized and economies demand higher levels of skill, governments and businesses are increasingly investing in the future of CTE through publicly funded training organizations and subsidized apprenticeship or traineeship initiatives for businesses. At the post-secondary level CTE is typically provided by an institute of technology, or by a local community college.

Arizona Association of General Contractors
Phoenix, AZ 85007
Phone: (602) 274-8222, ext. 220
Email: fingersoll@azbuilders.org
Arizona Builders Alliance/AGC Education
Electrician, Sheet Metal, Carpenter, Form Builder (Construction), Pipe Fitter, Plumber, Sign Erector
Phoenix, AZ
Tucson, AZ
Phone: (602) 274-8222
Email: fingersoll@azbuilders.org

Arizona Department of Transportation
Operating Engineer
Phoenix, AZ
Phone: (480) 440-4834
Email: fingersoll@azdot.gov

Arizona Heat and Frost Insulators and Allied Workers
Insulation Worker
Phoenix, AZ
Phone: (480) 839-1367
Email: LHarmani@azheatandfrostinsulators.com

Arizona Masonry Contractors
Masonry
Phoenix, AZ
Tucson, AZ
Phone: (602) 265-5999
Email: Lisa@masonryoffilre.com

Arizona Operating Engineers
Operating Engineer
Casas Grandes, AZ
Phone: (602) 252-1844
Email: Jay@aoea428.com

Arizona Pipe Fitting Trades
Pipefitters, Plumbers, Refrigeration
Phoenix, AZ
Phone: (602) 269-8213 x 190
Email: danderson@pipetrades.org

Arizona Public Service Company
Line Worker, Electrician
Phoenix, AZ
Phone: (602) 265-2011
Email: Dennis.anthony@aps.com

Arizona Roofers Industry
Roofers
Phoenix, AZ
Phone: (602) 254-7059
Email: Phoenixroofers135@gmail.com

Arizona Sheet Metal
Sheet Metal Worker, HVAC
Phoenix, AZ
Phone: (602) 275-6511
Email: gaapen@azsheetmetal.org

ASARCO-IBEW and USWA
Electrician, Boilermaker, Bricklayer, Carpenter, Pipefitter
Kearney, AZ
Phone: (520) 356-2236
Email: daniel@asarco.com

Boilermakers JAC
Boilermaker
Page, AZ
Phone: (928) 645-0277
Email: ckeising@gmail.com

Central Arizona Project
Heavy Equipment Operator, HVAC, Electrician
Phoenix, AZ
Phone: (623) 869-2684
Email: lvedo@cap-az.com

Elevators Constructors Local 140
Elevator Constructor
Phoenix, AZ
Phone: (512) 284-5762
Email: daranda@gneep.org

Finishing Trades Institute of DC
Painter, Drywall
Phoenix, AZ
Phone: (623) 244-0768
Email: bvollpi@azwomen.org

Globe-Miami Joint Apprenticeship & Training
Electrician
Phoenix, AZ
Phone: (928) 425-8177
Email: chranch@hotmail.com

Independent Electrical Contractors
Electrician
Tempe, AZ
Phone: (602) 200-8883
Email: icaca@iecaca.org
Tucson, AZ
Phone: (520) 795-9473
Email: cathy@iecaca.org

Ironworkers JAT
Structural Steel and Metal Workers
Phoenix, AZ
Phone: (602) 276-8055
Email: alany@ironworkerbenny.net

Navopache Electric Cooperative
Electrician
Lake City, AZ
Phone: (928) 368-5118 x 214
Email: nnlenzen@navopache.org

Northern Electrical Contractor Association
Electrician
Flagstaff, AZ
Phone: (928) 527-8920
Email: info@navopache.org

THE HYLAN GROUP
Hylan West, a division of Hylan, is a full-service, design-build contractor specializing in broadband, communications, intelligent transport systems (ITS), distribution antenna systems (DAS), fiber optic network platforms, wireless solutions, distribution electrical and wet utilities. Hylan West’s experience includes underground construction, specializing in all outside plant construction activities including new technologies such as microtrenching, microfiber blowing, directional drilling, auger and jack bore capabilities. Headquartered in Phoenix, Arizona, Hylan West serves public and private companies, general contractors, renewable energy developers and government agencies in the Northeast and Southwest regions, with Operations in Arizona, California, Colorado and Utah.

Why Choose Us
As part of the Hylan Group we focus on quality and integrity while constantly challenging our capabilities to grow, adapt and diversify. Over the past decades of construction evolution we recognized the need to make changes to our methodology and adapt to an evolving communications industry while maintaining our strength as a reliable support to our electrical & wet utility construction customers.
“I would recommend the Access Your Future program, because you know the company believes in you and plans on investing in you.”

Nash

Our Company. Our Culture. Our Opportunities.

Your Future at RDO Equipment Co.

CTE - Apprenticeship Programs Continued

Phoenix Bricklaying and Tile Setting JATC
Phoenix, AZ
Phone: (602) 286-9030
Email: phbrickjatc@qwest.net

Phoenix Electrical JATC
Electrician
Phoenix, AZ
Phone: (602) 263-8104
Email: shutchison@pejatc.org

Phoenix Painters & Decorators JATC
Painter, Drywall Finisher
Phoenix, AZ
Phone: 602.244.0768

Phoenix Pipe Fitting JAC
Pipefitter
Phoenix, AZ
Phone: (602) 269-8213
Email: pipitpipetrades.org

Phoenix Sheet Metal JAC
Sheet Metal, HVAC
Phoenix, AZ 85034
Phone: (602) 275-6511
Email: info@azsheetmetal.org

Plasterers & Cement Masons JAC
Cement Mason, Plasterer
Phoenix, AZ
Phone: (602) 258-8148
Email: Opcoma394@qwestoffice.net

Salt River Project JAC
Electrician, Metal Fabricator
Phoenix, AZ
Phone: (602) 236-2182
Email: Josh.schwartz@srpnet.com

Southwest Carpenters Training Fund
Carpenters
Phoenix, AZ
Phone: (602) 272-6547
Email john@swetf.org

Tohono O’odham Career Center
Electrician, Carpenter, Plumber, Asphalt Paving
Sells, AZ
Phone: (520) 363-0013
Email: gmiguel@tocc.az.us

Tucson Electrical JATC
Electrician
Tucson, AZ
Phone: (520) 790-4690
Email: kingk@tuconelectricaljatp.org

Employment of construction occupations is projected to grow 10 percent from 2014 to 2024, faster than the average for all occupations, increasing from 6.5 million jobs to 7.2 million jobs.

--Build Your Future

www.byf.org

SAY NO TO STUDENT LOANS
START EARNING MONEY NOW

$1,000 SIGNING BONUS
AFTER 90 DAYS OF EMPLOYMENT

HIRE AND DEVELOP THE BEST
Paid for OSHA 10 certification, mentoring and on-the-job training ensures career growth paths for employees at any level.

GROWING INDUSTRY
Torrent is also in California and expanding into new markets across the country. Where there’s water, there’s a MaxxWell waiting to be installed.

EARN MONEY AVOID LOAN DEBT
Positions are waiting for you right out of High School in with the industry leader in stormwater BMPs.

www.azcccd.com

CTE - Apprenticeship Programs Continued
Construction management engineers apply training and education in innovative technologies to the construction industry. Students in the construction management degree program learn to organize, lead and manage the building process. In addition to the basics of design, project cost estimating, construction methodologies, and contract management, students are equipped with computer, technical and the people skills needed to succeed. Careers are so broadly diversified that no single curriculum prepares the student for universal entry into all fields. Many students go on to careers as project managers, estimators, planners and schedulers for both private and government agencies.

Arizona Higher Education Programs

Northern Arizona University’s School of Sustainable Engineering and the Built Environment
Arizona State University’s Del E. Webb School of Construction Management
Arizona State University’s Civil & Environmental and Sustainable Engineering
Tempe, AZ
Degree Programs: Civil, Environmental and Sustainable Engineering, Construction Engineering and Construction Management. Each of these programs offers a Bachelor of Science, a 4+1 Accelerated Masters Degree, Master’s Degree and a Ph.D.

www.ssebe.engineering.asu.edu

Northern Arizona University’s Construction Management
Flagstaff, AZ
Offers a Bachelor of Science as well as a Minor in Construction Management. Also offers a web-based Master’s Degree in Construction Management.

www.nau.edu/cefns/engineering/

University of Arizona’s College of Engineering
Flagstaff, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

http://www.engineering.arizona.edu

Arizona State University’s Del E. Webb School of Construction Management
Arizona State University’s Civil & Environmental and Sustainable Engineering
Tempe, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.engineering.arizona.edu

Arizona State University’s School of Sustainable Engineering and the Built Environment
Arizona State University’s Del E. Webb School of Construction Management
Arizona State University’s Civil & Environmental and Sustainable Engineering
Tempe, AZ
Degree Programs: Civil, Environmental and Sustainable Engineering, Construction Engineering and Construction Management. Each of these programs offers a Bachelor of Science, a 4+1 Accelerated Masters Degree, Master’s Degree and a Ph.D.

www.ssebe.engineering.asu.edu

Northern Arizona University’s Construction Management
Flagstaff, AZ
Offers a Bachelor of Science as well as a Minor in Construction Management. Also offers a web-based Master’s Degree in Construction Management.

www.nau.edu/cefns/engineering/construction-management

Gateway Community College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.gatewaycc.edu

Mesa Community College
Mesa, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.mesacc.edu

Phoenix College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.phoenixcollege.edu

Northland Pioneer College
Holbrook, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.npc.edu

Pima Community College
Tucson, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.pima.edu

Yavapai Community College
Prescott, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.yc.edu

Arizona Western College
Yuma, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.azwestern.edu

Central Arizona College
Coolidge, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.centralaz.edu

Coconino Community College
Flagstaff, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.coconino.edu

Eastern Arizona College
ThATCHER, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.eac.edu

Gateway Community College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.gatewaycc.edu

Mesa Community College
Mesa, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.mesacc.edu

Phoenix College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.phoenixcollege.edu

Northland Pioneer College
Holbrook, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.npc.edu

Pima Community College
Tucson, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.pima.edu

Yavapai Community College
Prescott, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.yc.edu

Arizona Western College
Yuma, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.azwestern.edu

Central Arizona College
Coolidge, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.centralaz.edu

Coconino Community College
Flagstaff, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.coconino.edu

Eastern Arizona College
ThATCHER, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.eac.edu

Gateway Community College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.gatewaycc.edu

Mesa Community College
Mesa, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.mesacc.edu

Phoenix College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.phoenixcollege.edu

Northland Pioneer College
Holbrook, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.npc.edu

Pima Community College
Tucson, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.pima.edu

Yavapai Community College
Prescott, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.yc.edu

Arizona Western College
Yuma, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.azwestern.edu

Central Arizona College
Coolidge, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.centralaz.edu

Coconino Community College
Flagstaff, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.coconino.edu

Eastern Arizona College
ThATCHER, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.eac.edu

Gateway Community College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.gatewaycc.edu

Mesa Community College
Mesa, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.mesacc.edu

Phoenix College
Phoenix, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.phoenixcollege.edu

Northland Pioneer College
Holbrook, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.npc.edu

Pima Community College
Tucson, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.pima.edu

Yavapai Community College
Prescott, AZ
Degree Programs: Civil, Environmental, Electrical, and Mechanical Engineering. Each of these programs offers a Bachelor of Science, and a Master’s Degree.

www.yc.edu
Industry Earnings

Earnings in construction are higher than the average for all industries. In 2017, production or non-supervisory workers in construction averaged $24.23 an hour, or about $50,400 a year. In general, the construction trades workers needing more education and training, such as electricians and plumbers, get paid more than construction trades workers requiring less education and training, including laborers and helpers.

Average earnings of non-supervisory workers in construction, May 2017

<table>
<thead>
<tr>
<th>Industry</th>
<th>Hourly</th>
<th>Yearly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>$24.23</td>
<td>$50,400</td>
</tr>
<tr>
<td>Boilermakers</td>
<td>$30.81</td>
<td>$64,080</td>
</tr>
<tr>
<td>Brickmasons, Blockmasons, and Stonemasons</td>
<td>$30.61</td>
<td>$63,670</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$23.73</td>
<td>$49,350</td>
</tr>
<tr>
<td>Carpet, Floor, and Tile Installers and Finishers</td>
<td>$24.85</td>
<td>$51,680</td>
</tr>
<tr>
<td>Cement Masons and Concrete Finishers</td>
<td>$24.04</td>
<td>$49,990</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>$18.82</td>
<td>$39,150</td>
</tr>
<tr>
<td>Construction Equipment Operators</td>
<td>$28.00</td>
<td>$58,240</td>
</tr>
<tr>
<td>Drafters</td>
<td>$26.43</td>
<td>$54,970</td>
</tr>
<tr>
<td>Drywall and Ceiling Tile Installers</td>
<td>$23.28</td>
<td>$48,430</td>
</tr>
<tr>
<td>Drywall Tapers</td>
<td>$28.03</td>
<td>$58,310</td>
</tr>
<tr>
<td>Electricians</td>
<td>$27.07</td>
<td>$56,310</td>
</tr>
<tr>
<td>Engineering Technicians</td>
<td>$31.73</td>
<td>$60,000</td>
</tr>
<tr>
<td>Glaziers</td>
<td>$23.45</td>
<td>$48,780</td>
</tr>
<tr>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$25.04</td>
<td>$52,080</td>
</tr>
</tbody>
</table>

Average earnings of non-supervisory workers in construction, 2017

<table>
<thead>
<tr>
<th>Industry</th>
<th>Hourly</th>
<th>Yearly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hazardous Materials Removal Workers</td>
<td>$25.85</td>
<td>$53,760</td>
</tr>
<tr>
<td>Helpers, Construction Trades</td>
<td>$17.34</td>
<td>$36,060</td>
</tr>
<tr>
<td>Insulation Workers</td>
<td>$24.12</td>
<td>$50,170</td>
</tr>
<tr>
<td>Line Installers and Repairers</td>
<td>$34.76</td>
<td>$72,300</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$19.37</td>
<td>$40,300</td>
</tr>
<tr>
<td>Painters and Paperhangers</td>
<td>$19.97</td>
<td>$41,530</td>
</tr>
<tr>
<td>Paving and Surfacing Equipment Operators</td>
<td>$20.78</td>
<td>$43,220</td>
</tr>
<tr>
<td>Pile-Driven Operators</td>
<td>$33.81</td>
<td>$70,320</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$28.65</td>
<td>$59,590</td>
</tr>
<tr>
<td>Plasterers and Stucco Masons</td>
<td>$24.51</td>
<td>$49,370</td>
</tr>
<tr>
<td>Reinforcing Iron and Rebar Workers</td>
<td>$29.22</td>
<td>$60,780</td>
</tr>
<tr>
<td>Roofers</td>
<td>$20.80</td>
<td>$43,260</td>
</tr>
<tr>
<td>Sheet Metal Workers</td>
<td>$24.19</td>
<td>$50,310</td>
</tr>
<tr>
<td>Structural Iron and Steel Workers</td>
<td>$25.94</td>
<td>$53,950</td>
</tr>
</tbody>
</table>


Graphic Ideals is your source for:
- Full Reprographics and Printing Services
- Presentation and Meeting Boards
- Brochures and Informational Materials
- Marketing and Promotional Items
- Tradeshow and Exhibit Printing

(602) 381-8080
info@graphicideals.com
www.graphicideals.com

Graphic Ideals is a certified SBE/DBE firm.

Your brand, your style, your choice. Ask us how.
@greatimpactinc • 480-777-2226 • greatimpactinc.com

www.azccd.com
At Rosendin, we seek to provide an environment where people feel part of something special, a place they can grow and achieve their goals; an atmosphere that shows that we care about each person as an individual.

Because your success is our success.
Call our local Tempe office at 480-921-4022.

CORE Ready Mix ensures our clients receive the highest quality materials delivered on time when they need them!

NOW HIRING!
480.686.9347  wallcon.team

WE OFFER:
- 401K
- Competitive Pay
- Insurance
- Growth
- Opportunities
- Vacations
- Great Culture

Wallcon maintains a fun and collaborative culture while emphasizing safety and growth as it strives to make every day enjoyable for employees and clients.

Wallcon was founded in 2008, focusing on production slabs for production homebuilders. Wallcon has since established itself as one of the largest residential contractors in Arizona, expanding services to include construction disposal, rough & final grading, bedding & shading, R&R and pavers. We are honored to serve many of Arizona’s finest homebuilders. Our reputation is built on professionalism and quality service. The business philosophy is to provide the industry’s leading level of service and work quality to ensure repeat business. Wallcon takes care of their employees who, in turn, take care of our customers.

480.686.9347 • wallcon.team • ROC# 158033

When you join the CORE Ready Mix family, It’s a career, not just a job – with the ability for growth and opportunities to develop personally and professionally.

CORE Ready Mix was started in 2015 to serve the growing needs of the Valley’s concrete delivery business. We are currently serving a rapidly growing client base providing concrete to over a hundred clients each year with an emphasis on concrete, slurry, and shotcrete.

Our #1 priority is to provide a safe working environment for our employees and customers in all areas of our business, from the plant to our drivers to delivery at the job site. We pride ourselves on our commitment to safety and a have full-time safety director in the field. We have on-going safety training for all employees and host a company-wide Safety Week twice a year.

480-887-4922  corereadymix.com

APPLY AT
### Demand for Construction Science Professionals

The demand for construction science professionals is growing in Arizona. Construction trades are dependent on one another to complete specific parts of a project—especially on large projects—so a lack of workers in one trade can delay or stop the work of another trade.

#### Construction Science Professionals Needed in Arizona Through 2019

<table>
<thead>
<tr>
<th>Professional</th>
<th>Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boilermaker</td>
<td>190</td>
</tr>
<tr>
<td>Boilermaker Welder</td>
<td>213</td>
</tr>
<tr>
<td>Bricklayer / Blockmason</td>
<td>5,719</td>
</tr>
<tr>
<td>Carpenter</td>
<td>29,295</td>
</tr>
<tr>
<td>Concrete Finisher / Cement Mason</td>
<td>3,377</td>
</tr>
<tr>
<td>Electrician</td>
<td>6,154</td>
</tr>
<tr>
<td>Elevator Installer and Repairer</td>
<td>221</td>
</tr>
<tr>
<td>Glazier / Glass</td>
<td>1,340</td>
</tr>
<tr>
<td>HVAC/Refrigeration Mechanic</td>
<td>1,124</td>
</tr>
<tr>
<td>Instrumentation Technician</td>
<td>809</td>
</tr>
<tr>
<td>Insulator</td>
<td>2,199</td>
</tr>
<tr>
<td>Ironworker</td>
<td>6,083</td>
</tr>
<tr>
<td>Laborer</td>
<td>26,798</td>
</tr>
<tr>
<td>Lineman</td>
<td>120</td>
</tr>
<tr>
<td>Millwright</td>
<td>2,008</td>
</tr>
<tr>
<td>Heavy Equipment Operator</td>
<td>7,539</td>
</tr>
<tr>
<td>Painter</td>
<td>4,182</td>
</tr>
<tr>
<td>Pipefitter</td>
<td>9,689</td>
</tr>
<tr>
<td>Pipelayer (Under Ground)</td>
<td>1,061</td>
</tr>
<tr>
<td>Plasterer / Stucco Mason</td>
<td>1,325</td>
</tr>
<tr>
<td>Plumber</td>
<td>1,950</td>
</tr>
<tr>
<td>Roofer</td>
<td>2,234</td>
</tr>
<tr>
<td>Sheet Metal Worker</td>
<td>3,201</td>
</tr>
</tbody>
</table>

*Source: Build Your Future, www.byf.org*

---

For the third consecutive year, global employers report the biggest talent shortages in Skilled Trades. Engineers are second on the list for the third year in a row. Increasing demand pushes technicians to number three.

### Become a journey-level electrician during 4 years of college accredited training:

- **Earn while you learn starting at $16.25 plus benefits.**
- **Be eligible for an associates degree at graduation, free of college debt.**
- **Entry level wages for graduates start at $60,000 annually.**
- **Learn the science of the trade during evening college classes.**
- **Employer provides excellent health and retirement benefits.**

To submit an application, visit [www.pejatc.org](http://www.pejatc.org)
Arizona’s population is growing, and with that we can expect plenty of job growth. Those new employees need offices, hospitals, schools, roads, and homes. All of those buildings demand construction science professionals.

Students who go through the four-week program are all but guaranteed a job paying $16 an hour or more immediately, with the possibility of commanding $80,000 or more in annual income after five years without taking on any student debt. —Fortune Magazine

TOGETHER, WE WILL BUILD GREAT THINGS.

Lead the next generation of extraordinary builders.

Do your best work. Make your mark. Build your career.

mccarthy.com/careers
855.41.BUILD

Demand for Construction Science Professionals and Average Annual Income, 2017

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Expected Growth by 2026</th>
<th>Average Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Trade Workers</td>
<td>+7.4%</td>
<td>$37,690</td>
</tr>
<tr>
<td>Carpenter Helpers</td>
<td>+12.8%</td>
<td>$29,860</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>+12.1%</td>
<td>$34,530</td>
</tr>
<tr>
<td>Construction Managers</td>
<td>+11.1%</td>
<td>$91,370</td>
</tr>
<tr>
<td>First-Line Supervisors of Construction Trades</td>
<td>+12.6%</td>
<td>$64,070</td>
</tr>
<tr>
<td>Building Inspectors</td>
<td>+10.0%</td>
<td>$59,090</td>
</tr>
<tr>
<td>Cost Estimators</td>
<td>+10.5%</td>
<td>$63,110</td>
</tr>
<tr>
<td>Equipment Operators</td>
<td>+12.3%</td>
<td>$47,040</td>
</tr>
<tr>
<td>Iron and Steel Workers</td>
<td>+12.8%</td>
<td>$52,610</td>
</tr>
<tr>
<td>Painters</td>
<td>+5.7%</td>
<td>$37,960</td>
</tr>
</tbody>
</table>

A trade association, also known as an industry trade group, is an organization founded and funded by businesses that operate in a specific industry. An industry trade association participates in public relations activities such as advertising, education, political donations, lobbying and publishing, but its main focus is collaboration between companies, or standardization. Associations may offer other services, such as producing conferences, networking or charitable events or offering classes or educational materials.

Many associations are non-profit organizations governed by bylaws and directed by officers who are also members.

There are approximately 200,000 unfilled construction jobs in the U.S.
--National Association of Homebuilders

### Arizona Trade Associations

- **Air Conditioning Contractors of America Arizona Chapter**
  Phoenix, AZ
  www.acca-az.org

- **Alliance of Construction Trades**
  Tucson, AZ
  www.acctaz.net

- **American Subcontractors Association of Arizona**
  Phoenix, AZ
  www.asa-az.org

- **Association of Pool & Spa Professionals**
  Central Arizona Chapter
  Phoenix, AZ
  Phone: 480.545.2613

- **Arizona Builders’ Alliance**
  Phoenix, AZ
  Tucson, AZ
  www.azbuilders.org

- **Arizona Concrete Contractors Association**
  Phoenix, AZ
  www.acca-az.org

- **American Concrete Institute Arizona Chapter - Phoenix, AZ**
  www.azaci.org

- **Arizona Contractors Association**
  Phoenix, AZ
  www.azcca.com

- **Arizona General Contractors Association**
  Phoenix, AZ
  www.agc.org

- **Arizona Masonry Guild**
  Phoenix, AZ
  www.masonryforlife.com

- **Arizona Rock Products Association**
  Phoenix, AZ
  www.azrockproducts.org

- **Arizona Roofing Contractors Association**
  Phoenix, AZ
  www.azroofing.org

- **AZ Chapter Associated General Contractors**
  Phoenix, AZ
  www.agc.org

- **Associated Minority Contractors of America**
  Phoenix, AZ
  www.amcaaz.com

- **Ceramic Tile & Stone Association of Arizona**
  Phoenix, AZ
  www.ctsazonline.com

- **Home Builders Association of Central AZ**
  Phoenix, AZ
  www.hbaaz.org

- **National Association of Women in Construction**
  Phoenix, AZ
  www.nawicphoenix.org

- **National Electrical Contractors Association- Arizona Chapter**
  Phoenix, AZ
  www.necca.org

- **National Utility Contractors Association of Arizona**
  Phoenix, AZ
  www.nucaaz.org

- **Northern Arizona Building Association**
  Flagstaff, AZ
  www.nazba.org

- **Sheet Metal & Air Conditioning Contractors’ Association - AZ Chapter**
  Phoenix, AZ
  www.smacna-az.org

- **Structural Engineers Association of Arizona**
  Phoenix, AZ
  www.seaoa.org

- **Southern Arizona Home Builders Association**
  Tucson, AZ
  www.sahba.org

- **Yavapai County Contractors Association**
  Prescott, AZ
  www.ycca.org
We want to thank you for your continued support

WITHOUT YOU, AZCCD WOULDN'T BE A SUCCESS!

Steering Committee Members and Leadership
Rose Ann Canizales-ACCD President – Great Impact, Inc.
Sabrina Lechuga-ACCD Treasurer – Bel-Aire Mechanical
Sheila Hall-ACCD Secretary – Caruso Turley Scott Structural Engineers
Carl Edmiston-ACCD Board Member – Graphic Ideals
Hugh Wolf-AZCCD Steering Committee – Habitat for Humanity
Jeff Fleetham-AZCCD Steering Committee – Director, Arizona Registrar of Contractors
J im Knupp-AZCCD Steering Committee - Chief of Operations, Arizona Registrar of Contractors
Jamie Miller-AZCCD Steering Committee – Program Specialist Industrial Technologies, AZ Dept of Education
Steve Navis-AZCCD Steering Committee – ADOT On The Job Training Workforce Development Program Manager
LTC Frederick Edquid Arizona Army National Guard
Maj John Gutierrez Arizona Army National Guard
LTC Mark Arizona Army National Guard
Dee Garrett-AZCCD Volunteer Chair – Mortenson Construction
Chase Fansworth-AZCCD Volunteer Chair – Mortenson Construction
Carmen Wyckoff-AZCCD Career Guide Developer - DLR Group Architects and Engineers
Aimee Olmedo-AZCCD Steering Committee – Rosendin Electric
Larry Wright-AZCCD Steering Committee – Hensel Phelps
Samantha Miller-AZCCD Steering Committee - Mortenson
Dave Nelson-AZCCD Steering Committee - Federal Highways Administrator (Retired)
Luann Nelson-AZCCD Steering Committee - (Retired)
Nicole Massarand-AZCCD Steering Committee VIP Chair – AZ Rock Products Association
Angela Renneman-AZCCD Steering Committee - Cemex

Sponsors and Exhibitors
3-G Construction
ADOT
Ames Construction
Arizona Builders Alliance (ABA)
AGC Education Fund
Associated Minority Contractors of Arizona
AZ Army National Guard
AZ Builders Alliance/ Young Builders Council
AZ Building Officials (AZBO)
AZ Dept of Education
AZ Materials
AZ Neca
AZ Operating Engineers
AZ Pipelines
AZ Pipe Trades Apprenticeship
AZ Registrar of Contractors
AZ Rock Products Association
Bel-Aire Mechanical
Brahma Group
Buesing
Cactus Asphalt
Calportland
Caruso Turley Scott
Cemex
Chasse Building Team
Corbin Electric
Coreslab
DCS Contracting
Del E. Webb School of Construction
DLR Group Inc
Dovetail Design
3-G Construction
Sonic Electric
Gateway Community College
Graphic Ideals
Great Impact
Hanson Aggregates
Haydon Building Corp
Heath Consultants, Inc.
Hensel Phelps
Holder Construction
Hunter Contracting
Hylan West, Inc.
IEC of Arizona
Ironworkers Local 847 Apprenticeship
ISEC
Jeff Fleetham
J enco Inc
Laberors Training & Retraining Trust Fund
McCarthy Building Companies
Milwaukee Tools
Mortenson
NASCLA
NAU Construction
Management Program
Modular Power Solutions
NAWIC-Phoenix Chapter 98
NCCER
Niels Fugal Sons
NPL/Centuri Construction Group
Okland Construction
Phoenix Job Corp
RAD
RDO Equipment
Rosendin Electric
Rummel Construction
Ryan Company
Shadow Ridge High School
Simpson Strong-Tie
Sons of American Legion Sq.27
Southwest Gas
Sunset Construction
Sunland Asphalt
Sunstate Equipment
Suntec Concrete
TD Industries
Torrent Resources
Trafficade
Tyrrell Coaching Solutions
Underground Construction
Vulcan Materials
Wallcon
Wilson Electric
WWCCA
Thank you to participating Schools

106 Schools / 3608 Students / 10 Counties
(18) $200 Transportation Assistance Grants

A+ Academy Tempe
Alhambra High School
American Leadership Academy
Apache Junction High School
Apollo High School
Arcadia High School
Aurora Day School
Bagdad High School
Barr Goldwater High School
Buckeye Union High School
Cactus HS Adult Transition Ctr
Cactus Shadows High School
Camelback High School
Canyon View High School
Casa Grande High School
Casteel High School
Centennial High School
Chandler High School
Chief Hill High School
Coconino High School
Compadre Academy HS
Copper Canyon High School
Coronado High School
Cortez High School
Deer Valley High School
Desert Edge High School
Desert Ridge High School
Desert Vista High School
Desiderata High School
Dobson High School
Duncan High School
Dysart High School
East Valley Academy
EVIT-Mesa
Flagstaff High School
Florence High School
Ganado High School
Gila Bend High School
Gilbert High School
Glendale High School
Hamilton High School
Hope High School
Horizon High School
Ironwood High School
JAG Works-Peoria
Joseph City High School
Marcos de Niza High School
Maricopa High School
Maryvale High School
Mesa High School
Mesquite High School
Mingus Union High School
Morgion High School
Monument Valley High School
Mountain Pointe High School
Mt. Turnbull Academy
New Directions Alternative HS
Next Step
NFL Yet
Northern Academy
Ombudsman Charter Metro
Paradise Valley High School
Peoria High School
Phoenix West ACES
Poston Butte High School
Raymond S. Kellis High School
Red Mountain High School
Roadrunner High School
San Carlos High School
San Tan Hills High School
Shadow Ridge High School
Show Low High School
Sierra Linda High School
Skyline High School
Snowflake High School
South Leadership Academy
South Mountain High School
Summit High School
Sun Valley High School
Sundown Mountain Alternative
Sunrise Mountain High School
Sunshine Acres
Sweetwater Community School
Tempe High School
Thatcher High School
The ACES-Gilbert
The ACES-Peoria
The ACES-Phoenix
The ACES-Tempe
Thunderbird Adventist Academy
Tolleson High School
Valley Academy for CTE
Valley of the Sun YMCA
Valley Vista High School
Vista Peak High School
West Mec Southwest Campus
West Pointe High School
West-MEC
West-Mec Glendale
Westview High School
Westwood High School
Wickenburg High School
Willow Canyon High School
Winslow High School
Youngker High School
Yuma High School

Business Engagement and Compliance

Does your business need assistance?
We can help.

ADOT’s Business Engagement and Compliance Office (BECO) is ready to help. Call 602-712-7761 to make an appointment today in our DBE/Small Business Resource Center.

We offer a variety of services:

- OIT / Workforce Development
- Help finding DBEs
- One-on-one Technical Assistance—Help with bonding, bidding, estimating
- DBE Certification and DBE Renewal Assistance
- Monthly Payment Reporting for Primes and Subs
- Contract Compliance—Answers to your questions
- Technology—Help with ADOT’s online systems
- Business Development Program—a program to help you strategically grow your business

YOU’VE GOT QUESTIONS… WE’VE GOT ANSWERS

Get AZ UTRACS Registered at www.azutracs.com
Visit www.azdot.gov/businesscoach

ADOT Business Engagement and Compliance
1801 W Jefferson Street, Ste. 101, Phoenix, AZ 85007 (602) 712-7761

Visit www.azcd.com
BUILDING A STRONG NATION AND COMMUNITY

Unbeatable Benefits:
- Student Loan Repayment
- Federal Tuition Assistance
- Montgomery GI Bill
- Affordable Healthcare
- Monthly Paycheck
- Career Training in 50+ Fields

Text GUARD to 462769  Facebook  Instagram  @AZNGTEAM

ARIZONA ARMY NATIONAL GUARD ★
1-800-GO-GUARD ★ nationalguard.com