



MARCH 2026 EDITION



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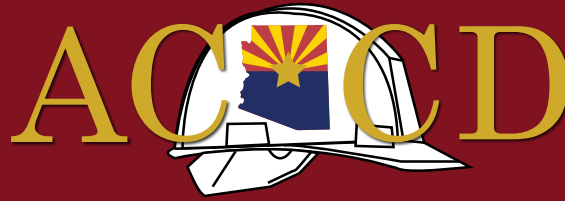


**AZCCD
CONSTRUCTION
CAREER GUIDE**

**ASSOCIATION FOR
CONSTRUCTION CAREER
DEVELOPMENT PRESENTS**

**ARIZONA CONSTRUCTION
CAREER DAYS**

www.azccd.com



Presents

AZ Construction Career Days

Association For Construction Career Development (ACCD)

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Great Impact

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For more than 20 years the Arizona Department of Education has been both a supporter and a sponsor of the Association of Construction Career Development.

Together we have helped forge strong relationships in support of Career and Technical Education opportunities that effectively serve both students and Arizona's construction industry.

I sincerely appreciate the work of AZCCD, look forward to their events, and wish all students the best in pursuing exciting and rewarding careers.

Tom Horn

Superintendent of Public Instruction - Arizona Department of Education



"As the Adjutant General of the Arizona Department of Emergency and Military Affairs, I am honored to host the 2025 Arizona Construction Career Days here at Papago Park Military Reservation. This event is a testament to the power of collaboration between our military, educators, employers, and community partners. By bringing together Arizona's youth and leaders in the construction industry, we are creating a platform for exploration, innovation, and opportunity. These students are the future builders of our state, and it is our privilege to help them discover pathways to success—whether through emerging

technologies, vocational training, internships, higher education, or service in the Arizona National Guard. As someone committed to fostering growth and opportunity, I believe in the importance of investing in Arizona's youth. Events like this not only inspire the next generation but also strengthen the foundation of our communities. Together, we are empowering these young minds to construct a brighter, more prosperous tomorrow. I extend my heartfelt gratitude to our community partners for their unwavering support of the Arizona National Guard and their dedication to shaping the future of our state. Let us continue to work together to inspire, educate, and motivate Arizona's youth to achieve their full potential."

Brigadier General John Conley

Director of Arizona's Department of Emergency and Military Affairs

ARIZONA NATIONAL GUARD MEMBERS

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Welcome to the 2026 Annual Arizona Construction Career Days!

Arizona needs 20,000 new construction workers by 2030 to fuel economic growth. There is no question that a skilled construction workforce is crucial for our state's progress.

For 23 years, the Association of Construction Career Development (ACCD) has hosted the two-day Arizona Construction Career Days event (AZCCD), providing students exposure to rewarding career paths in construction through collaboration with industry partners and sponsors. We're excited to host AZCCD as an opportunity for future leaders to engage, connect, and learn about the industry.

It is my privilege to welcome you to the 2026 Arizona Construction Career Days. Enjoy the meaningful connections you make as you explore diverse career opportunities in construction!

Cindy Casaus
President

Association for Construction Career Development



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. AZCCD goal remains intact to ensure the construction work shortage utilizes its largest resource, our Arizona High School students and our National Guard Veterans.

Our Career Guide offers insight 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."

Rose Ann Canizales-Delozier
Executive Director Association
for Construction Career Development

MISSION STATEMENT
To Support and Promote the Construction
Industry Through Education and Employment

Non-Profit 501(c)3



"It is no mystery that a strong economy in Arizona is predicated on an equally robust, well-educated workforce. Our needs will only continue to grow as demand from future growth and the loss of our senior level employees with key institutional knowledge will create a gap. It is incumbent on the construction aggregate supply industry to support (CTE), career technical training programs, internships and illuminating opportunities in our industry sector. Most of all, we must support critical events such as the Arizona Construction Career Days in order to bridge that gap. The Arizona

Rock Products Association and its members are grateful for the efforts of the AZCCD staff and are honored to be a part of this tremendous annual event."

Steve Trussell
Executive Director of the Arizona Rock Products Association
and Arizona Mining Association



"The Arizona Department of Transportation (ADOT) proudly supports Arizona Construction Career Days (AZCCD), helping students discover well-paying public service construction careers they may not realize are within reach. Workforce development is essential to Arizona's transportation infrastructure, with growing opportunities in road, street and bridge construction.

ADOT's On-the-Job Training Supportive Services are committed to workforce development initiatives, giving students hands-on professional experience supporting the growth and maintenance of Arizona's highway systems and critical infrastructure through programs like the National Summer Transportation Institute, STEM Bridge Builder Program and participation in industry events like AZCCD."

Alexsa Romay
Workforce Development Program Manager

**SPECIAL THANKS TO ALL OF OUR
Volunteers, Sponsors,
Exhibitors and Schools**

**Without you, AZCCD wouldn't be
the success that it is!**

Proclamation

WHEREAS, Careers in the Construction Science Technology Professions Month is an annual month designated nationally in October to increase public awareness and appreciation of the construction sciences and of the entire construction workforce; and

WHEREAS, Arizona's continued growth depends on the expertise of its construction workforce who skillfully builds the spaces within which we live, work, and recreate, and who constructs the various infrastructure systems we rely upon for our health, safety, and quality of life; and

WHEREAS, in recognition of the need to ensure our construction workforce is equipped with the critical skills necessary to face the diverse needs of our 21st-century economy, Arizona's BuilditAZ initiative seeks to double the number of construction and trades apprentices by the end of 2026, with the greater goal of creating more opportunities for more Arizonans to earn industry-recognized credentials; and

WHEREAS, building a ready workforce stands as one of the biggest economic demands and opportunities for Arizona as our state continues to grow and attract high-tech, advanced and sustainable industries, Arizona's Talent Ready AZ Initiative will effectively coordinate agency resources and leadership behind connecting Arizonans to the education and training they need to secure good-paying jobs and fill industry needs; and

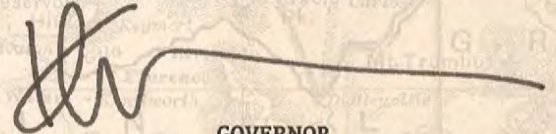
WHEREAS, the construction sciences offer lucrative careers that are essential, gratifying, and open to persons of any and all backgrounds who wish to apply their unique skills and interests to this honorable industry; and

WHEREAS, Arizona proudly recognizes both national and state efforts to introduce construction career pathways to youth and young adults, specifically the work and dedication of the National Center for Construction Education and Research, the Build Your Future Organization, SkillsUSA Inc., the Arizona Department of Education's Career and Technical Education Division, the Arizona Department of Economic Security's Arizona@Work Initiative, Arizona Construction Career Days, Southern Arizona Construction Career Days, Yuma Southwest Contractors Association Career & Trades Experience, the AZ ROC Construction Science Technology Apprenticeship Fair and other similarly missioned organizations.

NOW, THEREFORE, I, Katie Hobbs, Governor of the State of Arizona, do hereby proclaim October 2025 as

CAREERS IN THE CONSTRUCTION SCIENCE TECHNOLOGY PROFESSIONS MONTH

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.



GOVERNOR

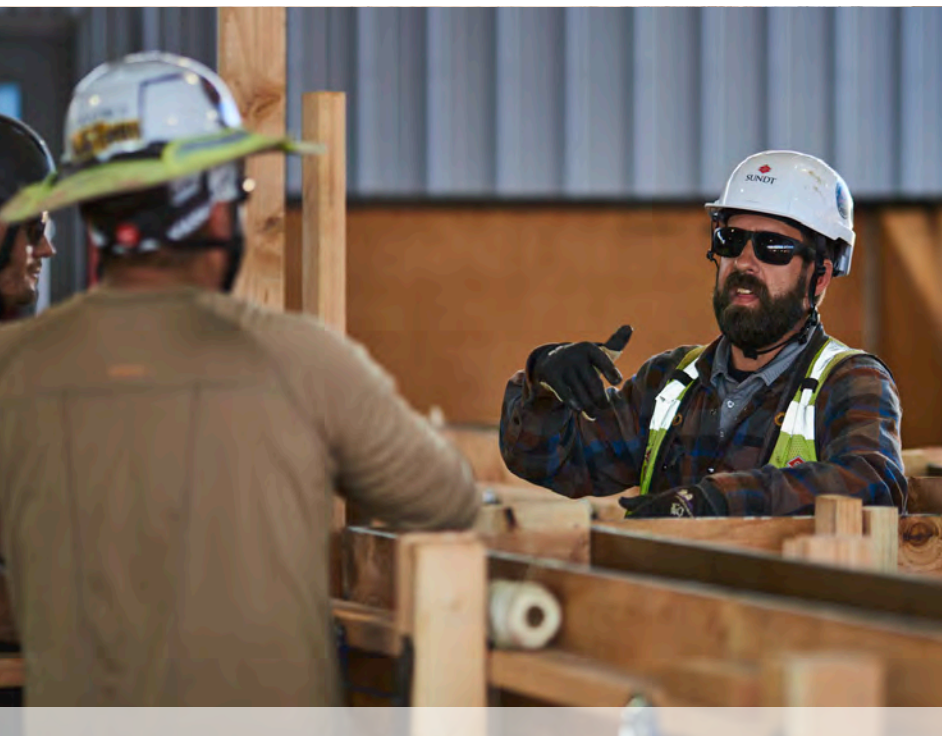
DONE at the Capitol in Phoenix on this eleventh day of September in the year Two Thousand and Twenty-Five, and of the Independence of the United States of America the Two Hundred and Fiftieth.

ATTEST:



SECRETARY OF STATE





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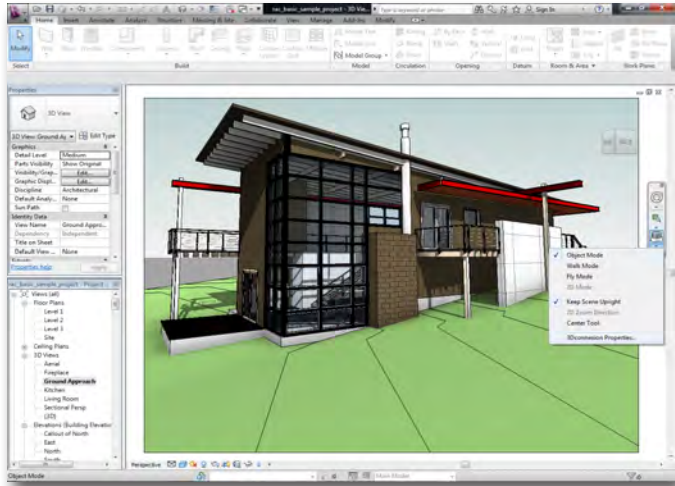


SCAN TO LEARN MORE ABOUT CAREERS IN CONSTRUCTION.

ROC 3068013-B1

Trade Descriptions

This section is a glossary to help give 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 bachelors 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.



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CARPENTER CONTINUED:

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.

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 (CMAA) (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.



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:

Apprenticeship programs combine paid on-the-job training with related classroom instruction. Apprenticeship 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.

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.

HEAVY EQUIPMENT OPERATOR CONTINUED:

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.

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.

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of Southern California & Arizona

HVAC TECHNICIAN:

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, metal doors, sheeting and elevator fronts. Ironworkers perform all types of industrial maintenance as well.

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 towards 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.

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 pipefitting are sometimes considered a single trade, workers generally specialize in one area. 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.



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PLUMBERS AND PIPEFITTERS CONTINUED:

Classroom subjects include drafting and blueprint reading, mathematics, applied physics and chemistry, safety, and local plumbing codes and regulations. On the job, apprentices gain experience, they learn how to work with various types of pipe and how to install different piping systems and plumbing fixtures. Apprenticeships give 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.

QUALITY CONTROL LAB TECH:

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 water proof and / or weather proof buildings, designed material—as a substrate for the roofing materials to be installed on. 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.



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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.



Nearly 9 out of 10 construction firms say they're having trouble hiring workers. Craft professionals are most in-demand, and the hardest positions to fill are carpenters, sheet metal installers, and concrete workers.

--Associated General Contractors of America

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Trade Descriptions - Rock Products Industry

The following positions have daily responsibility for plant operations which may include any of the following: asphalt, aggregates, recycle, 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 and/or 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, hot mix asphalt (HMA), ready mixed concrete (RMC) and recycle plants. The District Operations Manager is responsible for fixed and mobile equipment associated with the operation, employee and community relations, and safety, health and environmental aspects of the facility. The person in this position supervises the facilities salaried and hourly workforce. Their direct reports include Plant Manager, Assistant Plant Manager, and Plant Supervisor.

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.

Trade Descriptions - Rock Products Industry

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 sales 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 report.

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.



JOIN OUR TEAM!



A career with Brycon means endless opportunities! As a leading specialty self-perform contractor, we specialize in:

- Cleanroom
- Industrial
- Laboratory
- Manufacturing



CAREERS IN THE ROCK PRODUCTS INDUSTRY



The Arizona rock products industry is a cornerstone of our state's economy and infrastructure. The industry directly employs more than **8,600 Arizonans** and supports the broader construction sector, which relies on these materials to sustain a workforce of over **210,000 people**. In total, the aggregate industry helps sustain more than **25,000 jobs** across the state. Economically, the industry creates a **direct impact of \$4.1 billion annually**, with a **total economic contribution** nearing **\$7.6 billion** when factoring in indirect and induced effects. These numbers represent the essential role our industry plays in building the foundations of Arizona's future. As Arizona continues to grow, the need for locally sourced, high-quality construction materials will only increase. By supporting the aggregate industry, we are investing in a stronger economy, a more resilient infrastructure, and a more sustainable future for generations to come.

COMPETITIVE SALARIES - COMPREHENSIVE BENEFITS - UNLIMITED OPPORTUNITIES

ADVANCED CAREERS

	YEARLY INCOME RANGE
• Safety Management*	\$51,500 - \$231,258
• Environmental Management*	\$64,000 - \$231,258
• Geologist*	\$70,000 - \$150,000
• Engineering*	\$70,000 - \$180,000
• Sales & Marketing*	\$52,000 - \$279,510
• Accounting/Controller*	\$65,520 - \$190,000
• Human Resource Management*	\$69,250 - \$265,000

SKILLS TRADE CAREERS

a. COMMERCIAL CDL DRIVER

• Concrete Ready-Mix Truck Driver	\$48,000 - \$77,168
• Medium Duty Truck Driver	\$31,200 - \$70,000

b. HEAVY EQUIPMENT OPERATOR

• Front End Loader Operator	\$40,000 - \$75,000
• Aggregate Haul Truck Driver	\$45,000 - \$100,000
• Dozer Operator	\$41,600 - \$75,000
• Excavator Operator	\$40,000 - \$75,000

c. PLANT OPERATIONS

	YEARLY INCOME RANGE
• Concrete Batch Plant Operator	\$37,000 - \$91,520
• Asphalt Plant Operator	\$45,000 - \$79,040
• Repair & Maintenance Mechanic	\$40,000 - \$92,664
• Mobile Mechanic	\$45,000 - \$85,488
• Quality Control Manager	\$58,344 - \$159,176
• Plant Manager	\$55,000 - \$234,077
• Laborer	\$29,120 - \$81,120

d. ADMINISTRATIVE CAREERS

• Receptionist	\$30,000 - \$67,250
• AP/Receivable Clerk	\$33,280 - \$75,000
• Office Manager	\$40,000 - \$150,000
• Dispatcher	\$39,000 - \$100,000
• HR Assistant	\$45,000 - \$75,000

*May require a minimum four year undergraduate degree
Factors that influence income include: market conditions, experience level, economic activity, operation size (from >50 to <200, company (23 company participants), level of responsibility, work performance, education level, overtime work wages, and more.

Data provided by the William Seidman Research Institute, W. P. Carey School of Business, Arizona State University (2024).



MORE INFO ON AZROCKPRODUCTS.ORG

BEGIN YOUR THRIVING CAREER TODAY!

Learn more about our internship program!







Haydon's passion for today's youth lies in building the future construction industry workforce.

Haydon's internship program has produced multiple project leaders over the past two decades. We are proud to give them the opportunities to succeed.

HAYDON.COM   

Building a Better Future

Cemex US

Cemex U.S. is one of the largest suppliers of building materials in North America. The Cemex U.S. network includes 10 cement plants, close to 50 strategically located cement terminals, nearly 50 aggregate quarries and more than 280 ready-mix concrete plants. Cemex U.S. employs more than 8,600 people across the nation.

Mission

To create sustainable value by providing industry-leading products and solutions to satisfy the construction needs of our customers around the world.

Core Values

- Ensuring Health & Safety
- Acting with Integrity
- Focusing on Customers
- Working as One Cemex
- Fostering Innovation
- Embracing Diversity

Benefits

At Cemex, we offer an array of benefits that support individuals' well-being now and in the future.

Some benefits include:

- Medical, Vision and Dental
- Company Matched 401(k)
- Paid Vacations and Holidays
- Tuition Assistance
- Paid On-the-job Training
- Life Insurance
- Wellness Program
- Employee Assistance Program

Join us in helping build a better future

Visit our students + graduates page



Talent Development Program

Cemex is building a better future and a foundation for talented entry-level professionals. We are actively seeking applications from students, current graduates and recent alumni.

The Talent Development Professional (TDP) program mentors future leaders through a 12-month intensive, experiential training plan. TDPs will learn all aspects of our business, participate in leadership development sessions, learn continuous improvement methodology, and contribute to several action learning projects.



"The Talent Development Program has given me the opportunity to have a promising career with Cemex."



Benjamin Ketelson

TDP Class of 2021
MTSU BS Concrete Industry Management

Talent Towers & Targeted Degrees



Aggregates

- Mining Engineers
- Geological Sciences
- Industrial Engineers
- Civil Engineering
- Agriculture and More!



Corporate & Support Functions

- Supply Chain
- Industrial Engineers
- HR / Leadership
- Business Management/Finance/Accounting
- Health & Safety and More!



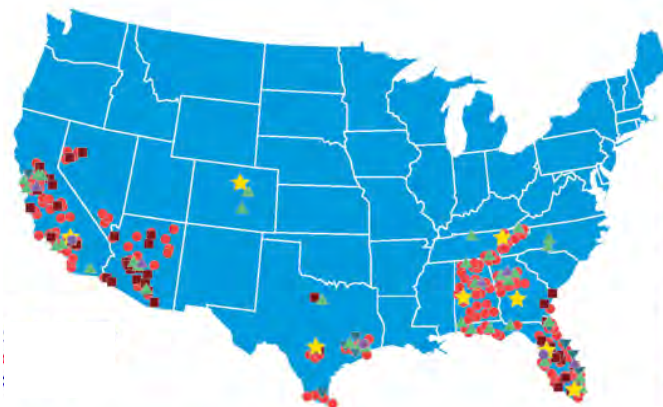
Cement

- Electrical Engineers
- Chemical Engineers
- Mechanical Engineers
- Mining Engineers



Ready-Mix Concrete

- Construction Management
- Concrete Industry Management (CIM)
- Mechanical Engineers
- Business Management, Sales and More!



- ★ Cement Plant
- ▲ Cement Terminal
- Admixtures Plant
- ▲ Admixtures Terminal
- Aggregates Quarry
- ▼ Aggregates Terminal/Yard
- Ready Mix Plant

Career and Technical Education (CTE)

Career and Technical Education

Career and Technical Education (CTE) programs are offered at local high school districts and through Career and Technical Education Districts (CTED's) 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. There are 122 Districts offering CTE plus 14 CTEDs located across Arizona.

CTE can be at secondary or post-secondary level and can interact with the apprenticeship system. At the post-secondary level CTE is typically provided by a local community college.

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.

See more information on Career and Technical Education at the Arizona Department of Education:

<https://www.azed.gov/cte>

*“There are approximately
439,000 unfilled construction
jobs in the U.S. as of July 2025”*

- National Association of Home Builders



**CAVIAT –
Coconino Association for
Institute of Technology**
PO Box 3940
Page, Arizona 86040
www.caviat.org

**CAVIT –
Central Arizona Valley
Institute of Technology**
1789 West Coolidge Ave.
Coolidge, AZ 85128
www.cavitschools.com

**CVIT –
Cobre Valley Institute of
Technology District**
P.O. Box 176
Superior, AZ 85173
www.cvit81.org

**CTD –
Cochise Technology District**
6506 E. Mills Maerker Road
Willcox, AZ 85643
www.cochisejted.org

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

**GIFT –
Gila Institute for Technology**
3998 Ball Park Dr
Thatcher, AZ 85552
www.gift-tech.org

**MICTED –
Mountain Institute Career
Technical Education District**
220 Ruger Road #2
Prescott, AZ 86301
www.mijted.net

**NATIVE –
Northeast Arizona
Technological Institute of
Vocational Education**
PO Box 710
Kayenta, AZ 86033
www.nativedistrict.org

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

**PIMAJTED -
Pima County Joint Technical
Education District**
2855 W. Master Pieces Drive
Tucson, AZ 85741
www.pimajted.org

**STEDY - Southwest
Technical Education District
of Yuma**
899 E. Plaza Circle
Suite 1
Yuma, AZ 85365
www.stedycte.com

**VACTE – Valley Academy
of Career and Technical
Education**
3405 E. State Route 89A,
Building B
Cottonwood, AZ 86326
www.vacte.com

**WAVE – Western Arizona
Vocational Education
District**
2505 Hualapai Mtn Rd.
Suite B
Kingman, AZ 86401
www.wavejted.org

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

Construction 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, which may require an additional degree.

PUBLIC TWO-YEAR DEGREE/ CERTIFICATION PROGRAMS

These schools offer building trades and construction management courses where a student can complete a certification program and/or an Associates Degree in certain areas of the construction industry, each vary, research each school for your individual interests.

Arizona Western College
Yuma, AZ
www.azwestern.edu
Certificate, Associate's Degree

Central Arizona College
Coolidge, AZ
www.centralaz.edu
Certificate, Associate's Degree

Coconino Community College
Flagstaff, AZ
www.coconino.edu
Certificate, Associate's Degree

Eastern Arizona College
Thatcher, AZ
www.eac.edu
Certificate, Associate's Degree

Gateway Community College
Phoenix, AZ
www.gatewaycc.edu
Certificate, Associate's Degree

Maricopa Skills Center
Phoenix, AZ
www.maricopa.gov/1372/Training-Education
Certificate

Mesa Community College
Mesa, AZ
www.mesacc.edu
Certificate, Associate's Degree

Mohave Community College
Kingman, AZ
www.mohave.edu
Associate's Degree

Northland Pioneer College
Holbrook, AZ
www.npc.edu
Certificate, Associate's Degree

Phoenix College
Phoenix, AZ
www.phoenixcollege.edu
Certificate, Associate's Degree

Pima Community College
Tucson, AZ
www.pima.edu
Certificate, Associate's Degree

Scottsdale Community College
Scottsdale, AZ
www.scottsdalecc.edu
Certificate, Associate's Degree

Yavapai Community College,
Prescott, AZ
www.yc.edu
Certificate, Associate's Degree

PUBLIC FOUR-YEAR DEGREE PROGRAMS

Arizona State University
Tempe, AZ
<https://www.asu.edu/>
Related Degree Programs:
Civil, Environmental and Sustainable Engineering, Construction Engineering and Construction Management, Architecture, Interior Design

Grand Canyon University
Phoenix AZ
www.gcu.edu
Related Degree Programs:
Environmental, Electrical and Mechanical Engineering, Project Management, Graphic Design

Northern Arizona University
Flagstaff, AZ
www.nau.edu
Related Degree Programs:
Construction Management, Civil, Environmental, Electrical, and Mechanical Engineering, Interior Design

University of Arizona
Tucson, AZ
www.arizona.edu
Related Degree Programs: Civil, Environmental, Electrical, Mining and Mechanical Engineering, Architecture



CTE- Post Secondary Opportunities

Career and Technical Education (CTE) can continue after high school through Apprenticeship Programs that prepare trainees for a specific trade or occupation.

APPRENTICESHIP OPPORTUNITIES AND JOINT APPRENTICESHIP COMMITTEES

Arizona Association of General Contractors

General Contractors
Phoenix, AZ 85007
<https://www.azagc.org/>

Arizona Builders Alliance/ AGC Education

Electrician, Sheet Metal, Carpenter, Form Builder(Construction), Pipe Fitter, Plumber, Sign Erector
Phoenix, AZ
Tucson, AZ
<https://azbuilders.org/>

Arizona Department of Transportation

Operating Engineer
Phoenix, AZ
<https://azdot.gov/home>

Arizona Heat and Frost Insulators and Allied Workers

Insulation Worker
Phoenix, AZ
<https://www.arizonahetandfrostinsulatorsjadc.com/>

Arizona Masonry Council

Masonry
Chandler, AZ
Masonry Machine Operators Apprenticeship Program
Statewide
<https://www.azmasonry.org/>

Arizona Operating Engineers

Operating Engineer
Casa Grande, AZ
<https://www.iuoe428.com/index.php/earn-while-you-learn/>

Arizona Pipe Fitting Trades

Pipefitters, Plumbers, Refrigeration
Phoenix, AZ
<https://azpipetrades.com/>

Arizona Public Service Company

Line Worker, Electrician
Phoenix, AZ
<https://www.aps.com>

Arizona Roofers Industry

Roofer
Phoenix, AZ
<https://azroofingfoundation.org/>

Arizona Sheet Metal

Sheet Metal Worker, HVAC
Phoenix, AZ
<http://www.azsheetmetal.org/index.htm>

ASARCO- IBEW and USWA

Electrician, Boilermaker, Bricklayer, Carpenter, Pipefitter
Kearney, AZ
<https://www.asarco.com/>

Boilermakers JAC

Boilermaker
Page, AZ
<https://www.westernstatesjac.org/>

Central Arizona Project

Heavy Equipment Operator, HVAC, Electrician
Phoenix, AZ
<https://www.cap-az.com/>

Elevators Constructors Local 140

Elevator Constructor
Phoenix, AZ
<https://www.iuec.org/>

Finishing Trades Institute of DC

Painter, Drywaller
Phoenix, AZ
<https://finishingtradesinstituteofaz.org/>

Globe-Miami Joint Apprenticeship & Training

Electrician
Globe, AZ
<https://globe-miamijadc.org/>

Independent Electrical Contractors

Electrician
Tempe, AZ
Tucson, AZ
<https://iecaz.org/>

Ironworkers JAT

Structural Steel and Metal Workers
Phoenix, AZ
<https://www.ironworkers75.org/>

Navopache Electric Cooperative

Electrician
Lakeside, AZ
<https://navopache.org/>

Northern Electrical Contractor Association

Electrician
Flagstaff, AZ
<https://naeca.org/>

Phoenix Bricklaying and Tile Setting JATC

Phoenix, AZ
Phone:(602) 286-9030
Email: jgray1956@outlook.com

Phoenix Electrical JATC

Electrician
Phoenix, AZ
<https://pejadc.org/>

Phoenix Painters & Decorators JATC

Painter, Drywall Finisher
Phoenix, AZ
<https://ifti.edu/>

Phoenix Pipe Fitting JAC

Pipefitting
Phoenix, AZ
<https://pipetrades.org/>

Phoenix Sheet Metal JATC

Sheet Metal, HVAC
Phoenix, AZ
Phone: (602) 275-6511
<http://www.azsheetmetal.org/>

Plasterers & Cement Masons JAC

Cement Mason, Plasterer
Phoenix, AZ
<http://www.opcmia.org/>

(Continues on page 31)

Salt River Project JAC

Electrician, Metal Fabricator
Phoenix, AZ
<https://www.srpnet.com/>

Southwest Carpenters Training Fund

Carpenters
Phoenix, AZ
<https://www.swmsctf.org/>

Tohono O'odham Career Center

Electrician, Carpenter, Plumber,
Asphalt Paving
Sells, AZ
<https://tocc.edu/apprenticeship/>

Tucson Electrical JATC

Electrician
Tucson, AZ
<https://www.tucsonjatc.org/>



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ONE OPPORTUNITY AT A TIME

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Arizona Trade Associations

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.

Alliance of Construction Trades

Tucson, AZ
www.actaz.net

American Subcontractors Association of Arizona

Phoenix, AZ
www.asa-az.org

Arizona Builders' Alliance

Phoenix, AZ
Tucson, AZ
www.azbuilders.org

American Concrete Institute Arizona Chapter

Phoenix, AZ
www.azaci.org

Arizona Contractors Association

Phoenix, AZ
www.azca.com

Arizona Masonry Council

Phoenix, AZ
www.azmasonry.org

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.azagc.org

Associated Minority Contractors of America

Phoenix, AZ
www.amcaaz.com

Ceramic Tile & Stone Association of Arizona

Phoenix, AZ
www.ctsaa.org

Concrete Contractors Association of Arizona

Phoenix, AZ
www.azconcrete.org

Home Builders Association of Central AZ

Phoenix, AZ
www.hbaca.org

National Association of Women in Construction

Phoenix, AZ
www.nawicphoenix.org

National Electrical Contractors Association- Arizona Chapter

Phoenix, AZ
www.azneca.org

National Utility Contractors Association of Arizona

Phoenix, AZ
www.nucaaz.org

Northern Arizona Building Association

Flagstaff, AZ
www.nazba.org

Pool & Tub Alliance

Central Arizona Chapter
Phoenix, AZ
www.phta.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

Most New Jobs by Typical Entry-Level Education: 2024–2034

NO FORMAL EDUCATIONAL CREDENTIAL

OCCUPATION TITLE	NEW JOBS	PERCENT INCREASE	MEDIAN ANNUAL WAGE
Fast food and counter workers	235,000	8.5%	\$37,090
Cast food and counter workers	233,200	6.1%	30,480
Cooks, restaurant	217,000	14.9%	36,830



HIGH SCHOOL DIPLOMA OR EQUIVALENT



OCCUPATION TITLE	NEW JOBS	PERCENT INCREASE	MEDIAN ANNUAL WAGE
Home health aides and personal care aides	739,800	17.0%	\$34,900
Light truck drivers	78,900	7.3%	44,140
Electricians	77,400	9.5%	62,350



BACHELOR'S DEGREE



OCCUPATION TITLE	NEW JOBS	PERCENT INCREASE	MEDIAN ANNUAL WAGE
Software developers	267,700	15.8%	\$133,080
Registered nurses	166,100	4.9%	93,600
General and operations managers	164,000	4.4%	102,950



MASTER'S DEGREE



OCCUPATION TITLE	NEW JOBS	PERCENT INCREASE	MEDIAN ANNUAL WAGE
Nurse practitioners	128,400	40.1%	\$129,210
Substance abuse, behavioral, and mental health counselors	81,000	16.8%	59,190
Physician assistants	33,200	20.4%	133,260

Source: U.S. Bureau of Labor Statistics, Employment Projections program.

EDUCATION & CAREER TRAINING

Educational Benefits

- Federal Tuition Assistance: Up to \$4,500/year
- State Tuition Reimbursement: Up to \$5,250/year
- Student Loan Repayment Program (SLRP): Up to \$50,000
- Montgomery GI Bill: Up to \$481/month (full-time student)
- GI Bill Kicker: \$350/month

Career Training

- Training in 50+ job fields
- Paid on-the-job training
- Transferable skills for civilian careers

Minuteman Scholarship Benefits

- Full tuition & fees (uncapped) OR room and board (up to \$10,000/year) at participating universities
- \$420 monthly stipend (Freshman–Senior)
- \$1,200 annual book stipend (\$600/semester)

nationalguard.com/arizona



LIFESTYLE & SERVICE BENEFITS

Service Opportunities

- Serve your state & country close to home -
- Leadership training & real-world experience -
- Be part of a diverse, inclusive team -

Additional Benefits

- Affordable Healthcare – coverage for you & family
- Life Insurance – up to \$500,000
- Monthly Paycheck – start earning immediately after enlistment
- Home Loan Opportunities (VA Loan)
- Small Business Loan Support
- Retirement – military pension opportunities

WANT TO LEARN MORE?
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AND I LOVE IT!

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empirecat.com/thinkbig

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www.azccd.com

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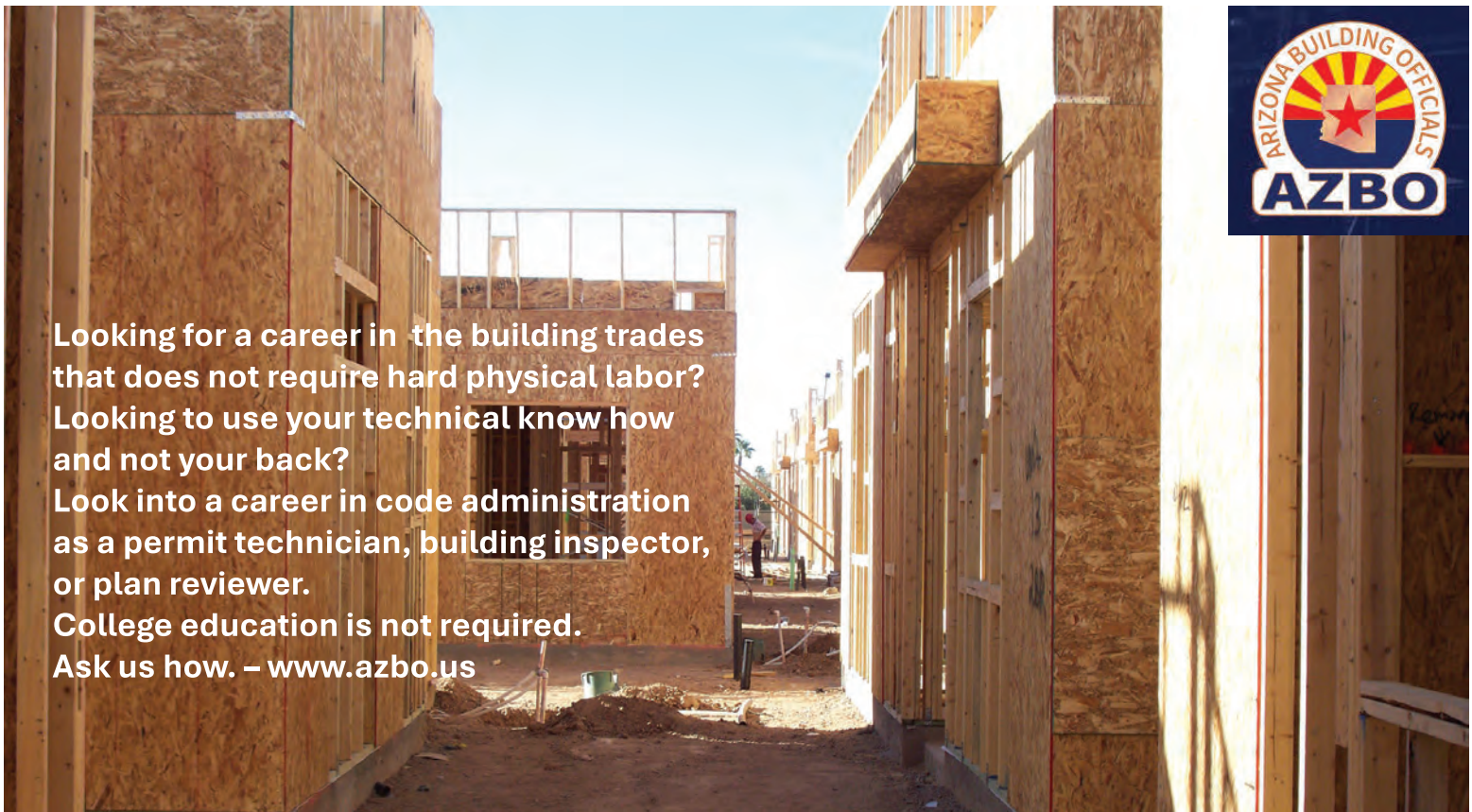


in all we do.



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ROC#: Class B-01 - 310080 | Hensel Phelps is an equal opportunity employer and contractor. All qualified applicants will receive consideration for employment without regard to their protected veteran status, nor will they be discriminated against on the basis of disability. EOE AA M/F/Vet/Disability

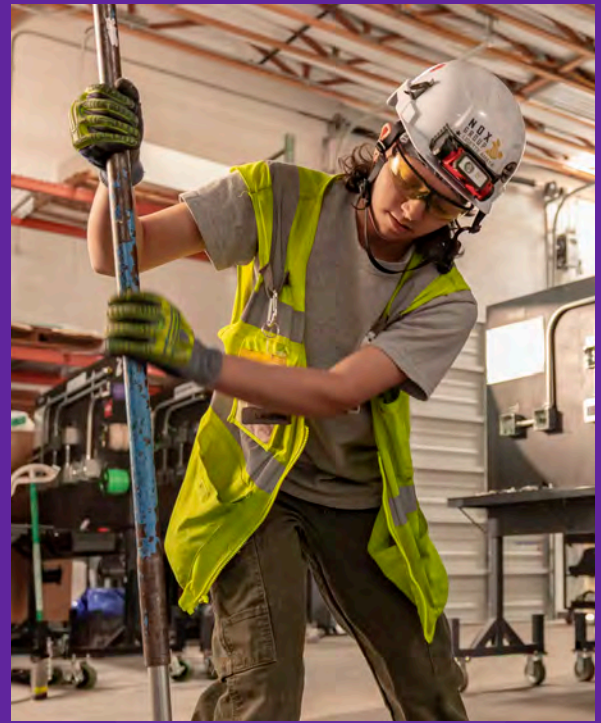


Looking for a career in the building trades that does not require hard physical labor?
Looking to use your technical know how and not your back?
Look into a career in code administration as a permit technician, building inspector, or plan reviewer.
College education is not required.
Ask us how. – www.azbo.us

Explore Trade Opportunities at Grand Canyon University

Built with Industry. Get Ready to Rise.

Grand Canyon University (GCU) offers trade-focused pathways that blend classroom learning with hands-on training. Build the technical skills you need for your trade or apprenticeship through an undergraduate certificate or an industry-funded pathway.



UNDERGRADUATE CERTIFICATES

CNC Machinist Certificate

Courses are designed to prepare you for a career in precision manufacturing, machining components for industries including aerospace, defense, medical devices, semiconductors and more.

Certificate for Electricians

Courses help you build knowledge in electrical theory, safety and installation practices, positioning you for a career in electrical work.

INDUSTRY-FUNDED PATHWAYS

Manufacturing Specialist Intensive (MSI)

This one-semester pathway, in partnership with TSMC, is designed to train you for high-tech semiconductor roles. You will be taught hands-on skills operating automated systems and supporting critical clean room production.

Pre-Apprentice Construction General Pathway

Sponsored by McCarthy, this two-semester pathway helps prepare you for entry into skilled trade apprenticeships — including electrical, civil, mechanical and plumbing — while earning college credit.

**CNC
LEARN MORE**



**ELECTRICIANS
LEARN MORE**



GCU
**CENTER FOR WORKFORCE
DEVELOPMENT**

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STARTS
HERE.



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EMPLOYER

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AZ-194430; ROC261874 | Class A General;
UT-944049-5501; UT-7547937-5551 | Class E100;
NV-0071748; NV-0051240 | Class A General; ID-U2 0148818;
CA-972820 | Class A General; NM-373518 | Class GA98

www.pavementpreservationgroup.com

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FUTURE



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more about
a career in
**CONSTRUCTION
MANAGEMENT!**



www.whiting-turner.com

BETTER BUILT ARIZONA

ABOUT BETTER BUILT ARIZONA

CONSTRUCTION BUILDS THE WORLD

Better Built Arizona is a partnership of Arizona's best interior and exterior wall & ceiling contractors.

Working with a Better Built Arizona contractor means working with the best.

Each Better Built Arizona contractor provides competitive high-earning wages, health insurance and retirement benefits, continuing education and training, and the proper care and attention for you to get your job done safely.



BETTER BUILT ARIZONA

MEMBERSHIP BRINGS VALUE

Hiring with a Better Built Arizona contractor comes with guarantees! If those guarantees aren't satisfied, you can have confidence knowing your benefits are represented and defended. You will be paid on time, you will be in a safe working environment, and you will have a voice.



SAFETY FIRST



ON THE JOB TRAINING



THE RIGHT TOOLS





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Industry Earnings

Earnings in construction are higher than the average for all industries. 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. Earnings also vary by the worker's education and experience, type of work, complexity of the construction project, and geographic location.

Average earnings of workers in construction

<u>Industry</u>	<u>Annual Salary</u>
<i>Boilermaker</i>	\$66,252
<i>Carpenter: Commerical</i>	\$60,320
<i>Carpenter: Industrial</i>	\$61,071
<i>Concrete Finisher</i>	\$58,046
<i>Construction Site Safety Technician</i>	\$70,986
<i>Drywall Installer</i>	\$54,773
<i>Electrician: Commercial</i>	\$65,398
<i>Electrician: Industrial</i>	\$59,304
<i>Electronic Systems Technician</i>	\$72,179
<i>Framer</i>	\$52,495
<i>Heavy Equipment Operator</i>	\$62,910
<i>Highway Worker</i>	\$49,920
<i>HVAC Technician</i>	\$65,231
<i>Industrial Coating Applicator</i>	\$60,523
<i>Industrial Maintenance Mechanic</i>	\$66,284
<i>Instrumentation Fitter</i>	\$65,475
<i>Instrumentation Technician</i>	\$78,320
<i>Insulation Mechanic</i>	\$57,384
<i>Ironworker</i>	\$63,680
<i>Mason</i>	\$57,646
<i>Millwright</i>	\$68,640

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Industry Earnings

Wages of construction workers often are affected when poor weather prevents them from working. Traditionally, winter is the slack period for construction activity, but there is a trend toward more year-round construction, even in colder areas. Wages shown below are from survey data that was provided by 139 voluntary organizations representing 337,371 employees from the industrial, commercial and residential construction industries.

Average earnings of workers in construction

<u>Industry</u>	<u>Annual Salary</u>
<i>Mobile Crane Operator</i>	\$73,285
<i>Painter</i>	\$53,040
<i>Pipefitter</i>	\$67,824
<i>Plumber</i>	\$73,320
<i>Power Line Worker</i>	\$85,072
<i>Project Manager</i>	\$98,965
<i>Project Supervisor</i>	\$90,299
<i>Rigger</i>	\$68,170
<i>Roofer</i>	\$59,131
<i>Scaffold Builder</i>	\$58,834
<i>Sheet Metal Worker</i>	\$61,776
<i>Signal Person</i>	\$53,618
<i>Solar Photovoltaic Installer</i>	\$53,783
<i>Sprinkler Fitter</i>	\$59,288
<i>Surveyor</i>	\$70,880
<i>Tower Crane Operator</i>	\$77,792
<i>Welder: Combo</i>	\$73,531
<i>Welder: Structural/ Fabricator</i>	\$62,446
<i>Welder: Pipe</i>	\$70,482



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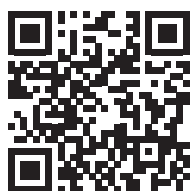
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Demand for Construction Science Professionals

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.

<i>Boilermaker: 6,740</i>	<i>Mason: 20,246</i>
<i>Carpenter: 46,020</i>	<i>Millwright: 4,153</i>
<i>Craft Laborer: 54,704</i>	<i>Mobile Crane/ Tower Crane: 2,073</i>
<i>Electrician: 17,122</i>	<i>Painter: 12,366</i>
<i>Glazier: 4,173</i>	<i>Pipefitter: 11,094</i>
<i>HVAC Technician: 9,670</i>	<i>Plumber: 6,397</i>
<i>Heavy Equipment Operator: 13,171</i>	<i>Power Line Worker: 2,108</i>
<i>Instrument Technician: 3,632</i>	<i>Roofer: 14,521</i>
<i>Insulator: 11,545</i>	<i>Sheet Metal Worker: 7,444</i>
<i>Ironworker: 15,825</i>	<i>Welder: 4,081</i>

For the third consecutive year, global employers report the biggest talent shortages in

- 1 Skilled Trade Workers
- 2 Engineers
- 3 Technicians
- 4 Sales Representatives
- 5 Accounting & Finance Staff
- 6 Management /Executives
- 7 Sales Managers
- 8 IT Staff
- 9 Office Support Staff
- 10 Drivers

Skilled Trades

engineers are second on the list for the third year in a row

increasing demand pushes technicians to number three



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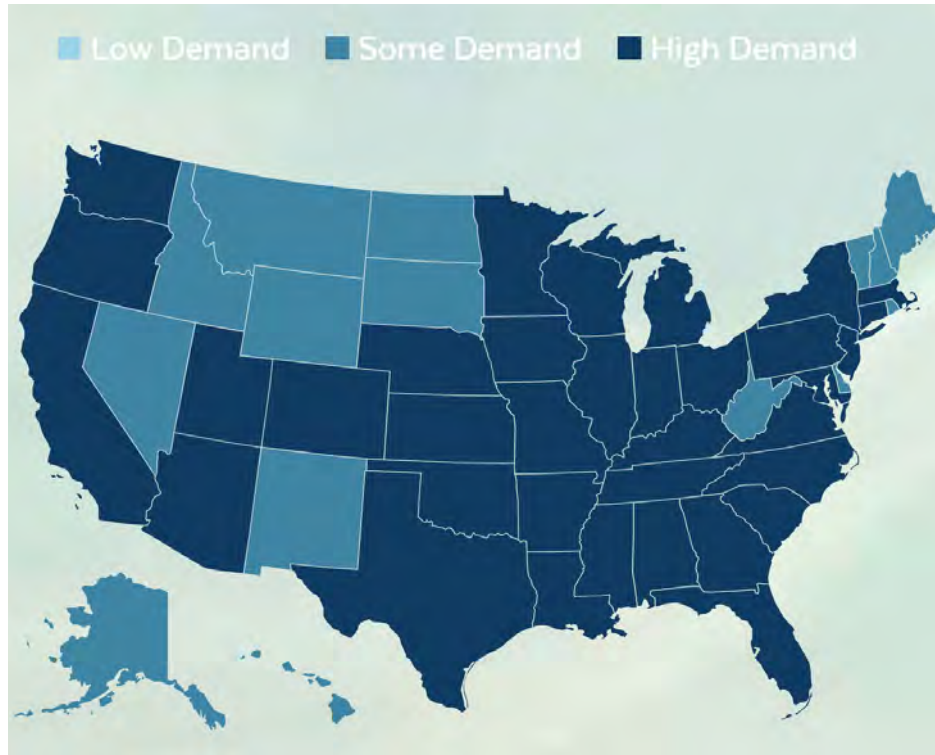
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Demand for Construction Science Professionals (Cont)

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.

Map courtesy of Construction Labor Market Analyzer, www.myCLMA.com



There are abundant jobs available in all crafts across the United States, with Craft Laborers continuing to be the number one in-demand craft (Table 1).¹

Craft	Demand	Craft	Demand
Craft Laborer	2,449,419	Electrician	624,900
Carpenter	1,547,824	Boilermaker	544,095
Mason	868,324	Roofer	368,647
Heavy Equipment Operator	661,439	Pipefitter	328,855
Ironworker	655,402	Painter	323,336

Table 1. Ten most in-demand crafts in the United States

¹ Data from Bureau of Labor Statistics; St. Louis Fed fred.stlouisfed.org. Retrieved May 22, 2024, from <https://www.statista.com/statistics/187412/number-of-employees-in-us-construction/>

² <https://fmicorp.com/insights/construction-outlook/2024-north-american-engineering-and-construction-overview-second-quarter>

³ <https://www.bls.gov/ooh/construction-and-extraction/home.htm>

⁴ <https://www.abc.org/News-Media/News-Releases/abc-2024-construction-workforce-shortage-tops-half-a-million>

⁵ Data provided by the Construction Labor Market Analyzer® www.myCLMA.com. Retrieved May 22, 2024, from <https://www.byf.org/explore/demand-map/>

* Table 1 courtesy of NCCER



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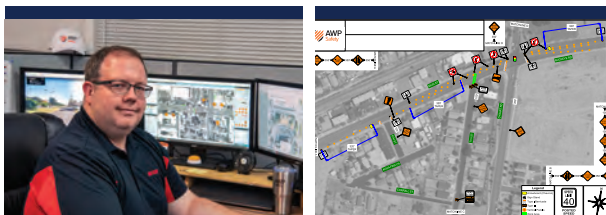
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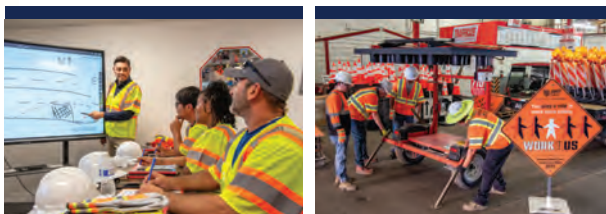
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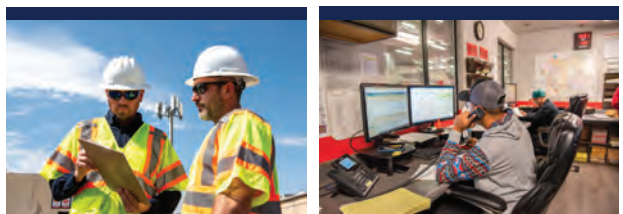
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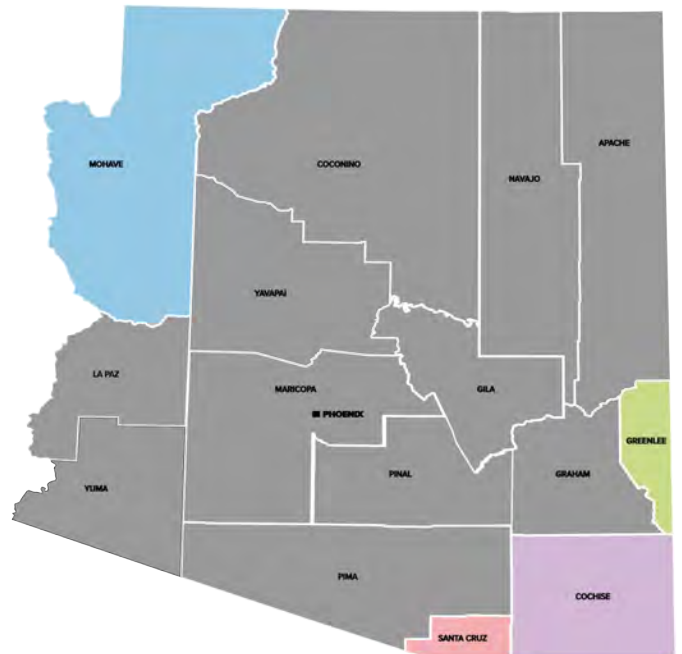
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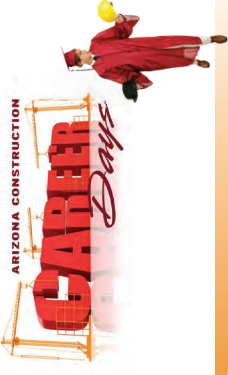
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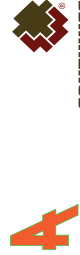


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