

CAREER PATHWAYS IN CONSTRUCTION

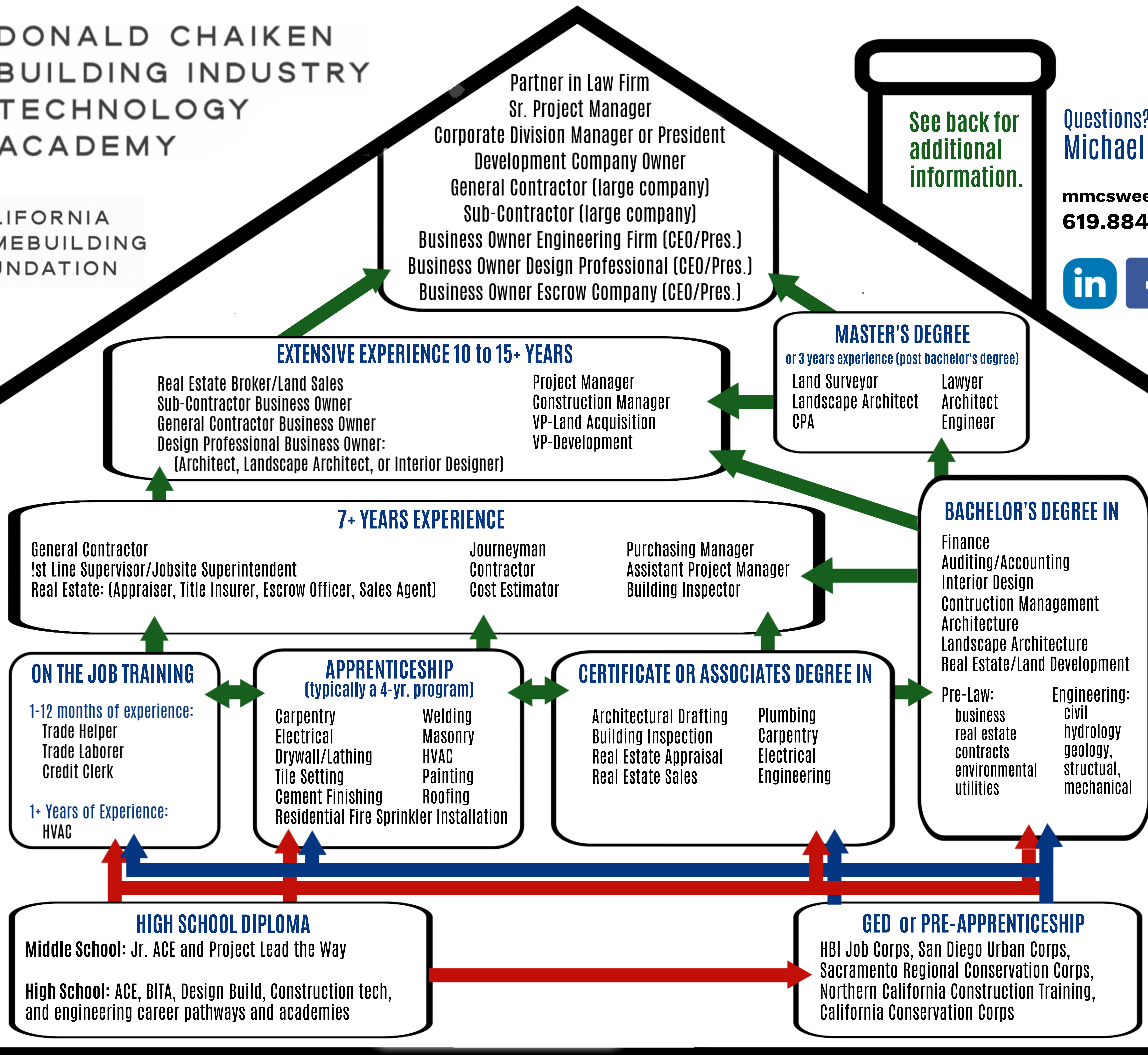

**DONALD CHAIKEN
BUILDING INDUSTRY
TECHNOLOGY
ACADEMY**


**CALIFORNIA
HOMEBUILDING
FOUNDATION**

See back for additional information.

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Career Pathways in Construction

High School Diploma: The basic requirement employers prefer. Coursework during high school can help prepare you for employment in the building industry.

GED or Pre-Apprenticeship: An alternative pathway for those who did not follow the typical 4-year high school track. Pre-apprenticeship certification is basic understanding of building and safety coursework. A GED is not a barrier to entry in the building industry.

On The Job Training: Most companies offer training to unskilled workers. As your skills improve, there is potential for a pay increase. These positions can lead to other training programs or further employer training.

Apprenticeship: Traditionally, a structured 4-year paid training program where you work while attending evening and Saturday classes. Upon completion there is usually a test to acquire *journeyman* status.

Certificate or Associates Degree: Most community colleges offer course work which leads to a certification in a particular vocation. An Associates Degree is a 2-year program which can prepare you for the workforce or qualify towards a bachelor's degree. Not all community colleges offer construction training, check with your local community college for more details.

Bachelor's Degree: A bachelor's degree is typically, a 4-year degree program towards a specific career. There are some degrees that lead to starting positions, (requiring less on the job training) which can lead to a State License or accreditation.

7+ Years' Experience: Many positions do not require a college degree, and some experienced building professionals decide to take a [State Contractor's License](#) (SCL) exam. A typical SCL requires a minimum of 4 years documented experience in a specific field, have sufficient working capital and are required to post a \$25,000 bond with the California State Contractors License Board (CSCLB).

The examination has two parts, qualifying individuals must pass the standard Law and Business examination and must pass a second test covering the specific certification area for which they are applying.

Master's Degree: A Master's degree (not always required), could help in some cases make it easier to obtain a State License. [Lawyers](#), [Engineers](#), [Architects](#), [Landscape Architects](#) and [Land Surveyors](#) all have pre-requisite examinations before entering the field or qualifying for a license examination. To obtain a CPA ([Certified Public Accountant](#)) you must have a bachelor's degree, pass a CPA exam and pass the Professional Ethics for Accountants exam.

Experience 10-15+ Years' Experience: By this stage of your career your options allow you to climb based on your experience. A [project manager](#) or construction manager is the hands-on driver of a particular project, responsible for every facet of the work and coordination of the job flow. Pay range is \$120K-\$165K usually with a bonus plan for meeting milestones and metrics. [VP Land Acquisition](#) is responsible for finding, negotiating, and purchasing the land a developer builds on. Pay range is \$150K-\$195K usually with a bonus plan for meeting milestones and metrics. [VP Development](#) is skilled in land development, entitlements (permissions to build) and the financing of real estate development projects. Pay range is \$150K-\$195K usually with a bonus plan for meeting milestones and metrics. A bonus plan can potentially equal or exceed 100% of salary, although less common.

Sub or General Contractor: A business owner specific to their trade, and oversees an entire project (GC). This step requires a myriad of skills: project management, estimation, trades skills, scheduling, sales, office clerical work, all of which you may have to do yourself. In a business under a million in sales annually, a contractor can earn a 20% margin. The more in gross sales volume and the more efficient you are in all aspects of business, a "small" contractor could earn \$120-400K/annually.