

# Career Ladder - Construction Laborer

## Superintendent

Supervising all trades on projects while demonstrating superior leadership, management and excellent communication across performance.

## General Foreman

Demonstrating expertise in trade, consistent cost and schedule performance; with proven ability to retain, mentor and advance crew members up the "ladder".

## Foreman

Gaining an understanding of the requirements of a supervisory role while successfully leading and mentoring a small crew in pursuit of project goals.

## Pusher/Leadman

Mastering the skills of a trade for a particular craft, working with the tools of the trade and displaying qualities necessary to lead & mentor other crew members.

## Craft Worker

Gaining general heavy civil/marine construction experience through exposure to various trades and tasks.

## Laborer