INCAP
INDIANA CAREER APPRENTICESHIP PATHWAY

FOR HIGH SCHOOLERS

CONSTRUCTION

APPRENTICESHIP PROGRAM OCCUPATION PROFILE:

CIVIL CONSTRUCTION SPECIALIST

Civil Construction Specialists — recognized by participating industry employers as pre-apprentices — support the planning, coordination, inspection, construction, and maintenance of infrastructure projects. Students gain hands-on experience in active construction environments while working alongside construction professionals. Through work-based learning and industry-aligned training provided by the Indiana Construction Roundtable Foundation (ICRF), they develop foundational skills in construction safety, site operations, quality assurance, project coordination, documentation, and professional communication while learning how infrastructure projects are planned, sequenced, inspected, and completed safely and efficiently.

This occupation is ideal for a student who:

- Enjoys hands-on work and being outdoors in active work environments.
- Is interested in construction, engineering, heavy equipment, logistics, or project coordination.
- Works well with teams and communicates effectively with others.
- Prioritizes safety, quality, and efficient project execution.

What is the average starting hourly wage for this apprenticeship?

The salary varies by employer, but the range for the typical starting wage in the first year is **$10-20/hour**. Apprentices are employees and fall under their employer's policies for benefits, performance reviews, and salary increases.

What do apprentices do during their apprenticeship?

- Participate in active construction projects under the supervision of experienced construction professionals.
- Support construction site operations while following safety requirements, plans, and specifications.
- Assist with inspections, quality assurance activities, and project documentation.
- Interpret construction drawings, blueprints, and other technical documents.
- Support project scheduling, coordination, and construction sequencing activities.
- Work with construction materials, tools, equipment, measurements, and basic construction math.
- Identify and communicate safety concerns, quality issues, and other jobsite challenges.

TYPICAL SCHEDULE

What year in school do students begin this apprenticeship?

11th grade

How long does this apprenticeship last?

Two years

How many days each week do students participate in the apprenticeship?

Summer before 11th grade: Students are required to participate in an 80-hour Construction Foundations Experience.

11th grade: 3 days/week

Summer after 11th grade: Students have the option to work up to full-time during the summer, but it is not required.

12th grade: 3-4 days/week depending on employer

What hours do students work during their apprenticeship?

Employers and apprentices work together to identify individual schedules. However, apprentices should expect to spend full eight-hour days with their employer.

What are some of the skills students learn on the job?

- Construction drawing and blueprint interpretation
- Site operations, construction sequencing, and workflow coordination
- Measurement, estimation, and basic construction math
- Materials, tools, and equipment awareness
- OSHA safety standards, hazard recognition, and jobsite organization
- Inspection, quality assurance, and environmental compliance
- Documentation, reporting, and project recordkeeping
- Digital tools and field documentation technology
- Communication, teamwork, and workplace professionalism
- Problem-solving and adaptability in active construction environments

What classes do students take at their high school to complete this apprenticeship?

Students will not be required to take any construction-specific courses at their high school because all relevant coursework will be taught to pre-apprentices during their time with their employer and/or at the intercompany training center (ICRF). However, students are encouraged to take related classes if available at their school (for example, STEM- or construction-related electives). The only requirement for students is that their school schedule allows them to leave the school building to work at construction sites while still completing the classes they need to graduate.

What credential does a student receive when they complete this apprenticeship?

Through this apprenticeship, students will meet the key requirements for Indiana's new Employment Honors Plus diploma seal: completing at least 650 hours of work-based learning and earning an INCAP credential, which is recognized by the Indiana Department of Education as a Credential of Value. The diploma seal and the INCAP credential are recognized by companies across Indiana as indicators of industry experience, and the INCAP credential may count toward college credit in a related degree program. During the apprenticeship, students will also earn industry-recognized certifications for OSHA 10 and First Aid/CPR. Additional training beyond the INCAP credential may be offered at the request of the employer to support specialized work assignments.

If a student chooses to continue working after their apprenticeship, what jobs are they qualified for?

Because the Civil Construction Specialist occupation is broad in scope, students who complete the program are prepared for a variety of construction-related roles, including:

- Construction Laborer
- Construction Inspector
- Field Operations Technician
- Project Administrator
- Materials Testing Technician
- Equipment Operator
- Utility Construction Support
- Site Logistics Coordinator
- Construction Quality Assurance Support
- Construction Project Coordinator
- Civil Construction Technician
- Estimator
- Surveyor