Installation, Maintenance, and Repair Worker Pre-Apprentices
High school diploma or equivalent
$11-$23 per hour; $24k-$49k per year

Pipelayer, Plumber, Pipefitter, and Steamfitter Pre-Apprentices
High school diploma or equivalent
$14-$26 per hour; $29k-$53K per year

First-Line Supervisors of Construction Trades Workers
High school diploma or equivalent + Registered Apprenticeship
$22-$62 per hour; $46k-$128k per year

Construction Managers
Associate’s or Bachelor’s degree
$18-$76 per hour; $37k-$158k per year

Plumbers, Pipefitters, and Steamfitters Pre-Apprentices
High school diploma or equivalent
$14-$55 per hour; $36k-$115k per year

Electrician Pre-Apprentices
High school diploma or equivalent
$12-$25 per hour; $24k-$53K per year

Carpenter Pre-Apprentices
No formal education
$13-$29 per hour; $27k-$61k per year

Electricians
Registered Apprenticeship
$16-$52 per hour; $34k-$108k per year

Carpenters
Registered Apprenticeship
$14-$47 per hour; $30k-$97k per year

Plumbers, Pipefitters, and Steamfitters
Registered Apprenticeship
$17-$55 per hour; $36k-$115k per year

Refrigeration and AC Mechanics
Registered Apprenticeship
$18-$41 per hour; $37k-$85K per year

Refrigeration and AC Mechanics
High school diploma or equivalent
$11-$23 per hour; $24k-$49k per year

Infrastructure Craft Laborers Pre-Apprenticeship
No formal education required

High-growth occupations (anticipated growth of 7% or more, based on 10-year projections, 2020-2030)

Data source: Massachusetts Emsi and O*NET data
Construction Career Pathways: Refrigeration and AC Mechanics; Plumbers, Pipefitters, and Steamfitters; Electricians; and Carpenters

This document includes four sample career pathways for construction in the Commonwealth of Massachusetts, which highlight both apprenticeship opportunities and high-growth occupations. These pathways are based on labor market data, priority occupations and pathways in the Regional Labor Market Blueprints (www.mass.gov/service-details/view-your-regions-blueprint), and career and technical education Innovation Pathways (www.doe.mass.edu/ccte/innovation-pathways/).

These career pathways are meant to serve as external visuals, to be used to show students, job seekers, and incumbent workers how they might enter and advance in this industry. Users can learn more about available apprenticeships at www.mass.gov/topics/apprenticeships and other education and training programs at jobquest.dcs.eol.mass.gov/jobquest/Training.aspx.

There are multiple on- and off-ramps available to students, job seekers, and incumbent workers. Although the visuals depict a linear pathway of how one might advance from entry-level to senior positions, there are opportunities for direct entry into these positions through apprenticeships, other education and training programs, and lateral transfers from other industries.

This tool can be used by all partners for their individual audiences. Partners, including workforce development teams, adult education providers, technical schools, school districts, colleges, other service providers—and most importantly, employers—can provide valuable intelligence to continue to update and validate this pathway information over time.