



Construction Laborers

Purpose

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers.

Education and Experience

No formal educational credential
Short-term on-the-job training

Additional Eligibility Qualifications

Must pass all background checks, drug tests and pre-employment checks.

Knowledge

Building and Construction

- Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.

Mechanical

- Knowledge of machines and tools, including their designs, uses, repair, and maintenance.

Administration and Management

- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

Public Safety and Security

- Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Mathematics

- Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

Customer and Personal Service

- Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Education and Training

- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

English Language

- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Skills

Basic Skills

Active Learning Understanding the implications of new information for both current and future problem-solving and decision-making.

Active Listening Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Learning Strategies Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.

Mathematics Using mathematics to solve problems.

Monitoring Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Reading Comprehension Understanding written sentences and paragraphs in work related documents.

Science Using scientific rules and methods to solve problems.

Speaking Talking to others to convey information effectively.

Writing Communicating effectively in writing as appropriate for the needs of the audience.

Social Skills

Coordination Adjusting actions in relation to others' actions.

Instructing Teaching others how to do something.

Negotiation Bringing others together and trying to reconcile differences.

Persuasion Persuading others to change their minds or behavior.

Service Orientation Actively looking for ways to help people.

Social Perceptiveness Being aware of others' reactions and understanding why they react as they do.

Complex Problem Solving Skills

Complex Problem Solving Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Technical Skills

Equipment Maintenance Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.

Equipment Selection Determining the kind of tools and equipment needed to do a job.

Installation Installing equipment, machines, wiring, or programs to meet specifications.

Operation Monitoring Watching gauges, dials, or other indicators to make sure a machine is working properly.

Operation and Control Controlling operations of equipment or systems.

Operations Analysis Analyzing needs and product requirements to create a design.

Programming Writing computer programs for various purposes.

Quality Control Analysis Conducting tests and inspections of products, services, or processes to evaluate quality or performance.

Repairing Repairing machines or systems using the needed tools.

Technology Design Generating or adapting equipment and technology to serve user needs.

Troubleshooting Determining causes of operating errors and deciding what to do about it.

Systems Skills

Judgment and Decision Making Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Systems Analysis Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.

Systems Evaluation Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.

Resource Management Skills

Management of Financial Resources Determining how money will be spent to get the work done, and accounting for these expenditures.

Management of Material Resources Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.

Management of Personnel Resources Motivating, developing, and directing people as they work, identifying the best people for the job.

Time Management Managing one's own time and the time of others.

Desktop Computer Skills

Spreadsheets Using a computer application to enter, manipulate, and format text and numerical data; insert, delete, and manipulate cells, rows, and columns; and create and save worksheets, charts, and graphs.

Presentations Using a computer application to create, manipulate, edit, and show virtual slide presentations.

Internet Navigating the Internet to find information, including the ability to open and configure standard browsers; use searches, hypertext references, and transfer protocols; and send and retrieve electronic mail (e-mail).

Navigation Using scroll bars, a mouse, and dialog boxes to work within the computer's operating system. Being able to access and switch between applications and files of interest.

Word Processing Using a computer application to type text, insert pictures, format, edit, print, save, and retrieve word processing documents

Graphics Working with pictures in graphics programs or other applications, including creating simple graphics, manipulating the appearance, and inserting graphics into other programs.

Databases Using a computer application to manage large amounts of information, including creating and editing simple databases, inputting data, retrieving specific records, and creating reports to communicate the information.

Work Context

Body Positioning

Requires bending or twisting

Requires walking and running

Requires kneeling, crouching, stooping or crawling

Requires repetitive movement

Requires standing

Requires using hands to handle, control, or feel objects, tools or controls

Communication

Requires contact with others (face-to-face, by telephone, or otherwise)

Requires face-to-face discussions with individuals or teams
Requires telephone conversations

Environment

Requires working in cramped work spaces and getting into awkward positions
Includes exposure to contaminants
Requires working in extremely bright or inadequate lighting conditions
Requires working in very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures
Includes exposure to sounds and noise levels that are distracting or uncomfortable

Impact of Decisions

Opportunity to make decisions without supervision
Requires making decisions that impact the results of co-workers, clients or the company
Requires making decisions that affect other people, the financial resources, and/or the image and reputation of the organization

Job Hazards

Requires exposure to hazardous conditions
Requires exposure to high places
Requires exposure to hazardous equipment

Level of Challenge

Freedom to determine tasks, priorities, and goals
Requires being exact or highly accurate

Pace and Scheduling

Requires meeting strict deadlines

Personal Interaction

Requires work with others in a group or team
Requires coordinating or leading others in accomplishing work activities

Responsibility for Others

Includes responsibility for work outcomes and results
Includes responsibility for the health and safety of others

Work Attire

Requires wearing common protective or safety equipment

Work Setting

Requires working in an open vehicle or equipment
Requires working indoors in non-controlled environmental conditions
Requires working outdoors, exposed to all weather conditions
Job tasks are performed in close physical proximity to other people
Requires working in a closed vehicle or equipment

Tasks

Control traffic passing near, in, or around work zones.
Clean or prepare construction sites to eliminate possible hazards.
Signal equipment operators to facilitate alignment, movement, or adjustment of machinery, equipment, or materials.
Read plans, instructions, or specifications to determine work activities.
Load, unload, or identify building materials, machinery, or tools, distributing them to the appropriate locations, according to project plans or specifications.
Measure, mark, or record openings or distances to layout areas where construction work will be performed.
Dig ditches or trenches, backfill excavations, or compact and level earth to grade specifications, using picks, shovels, pneumatic tampers, or rakes.
Mix, pour, or spread concrete, using portable cement mixers.
Tend pumps, compressors, or generators to provide power for tools, machinery, or equipment or to heat or move materials.
Erect or dismantle scaffolding, shoring, braces, traffic barricades, ramps, or other temporary structures.
Provide assistance to craft workers, such as carpenters, plasterers, or masons.
Lubricate, clean, or repair machinery, equipment, or tools.
Position or dismantle forms for pouring concrete, using saws, hammers, nails, or bolts.
Smooth or finish freshly poured cement or concrete, using floats, trowels, screeds, or powered cement finishing tools.
Operate jackhammers or drills to break up concrete or pavement.

Activities

Communicating with Supervisors, Peers, or Subordinates

Signal equipment operators to indicate proper equipment positioning.

Performing General Physical Activities

Assist skilled construction or extraction personnel.
Clean equipment or facilities.
Clean surfaces in preparation for work activities.
Clean work sites.
Compact materials to create level bases.
Dig holes or trenches.
Finish concrete surfaces.
Load or unload materials used in construction or extraction.
Mix substances or compounds needed for work activities.
Move construction or extraction materials to locations where they are needed.
Pour materials into or on designated areas.
Protect structures or surfaces near work areas to avoid damage.
Remove worn, damaged or outdated materials from work areas.
Spread concrete or other aggregate mixtures.

Handling and Moving Objects

Apply paint to surfaces.
Apply sealants or other protective coatings.
Assemble temporary equipment or structures.
Direct vehicle traffic.
Dismantle equipment or temporary structures.
Install green structural components, equipment or systems.
Install insulation in equipment or structures.
Install masonry materials.
Install plumbing or piping.
Mark reference points on construction materials.
Position construction forms or molds.
Position structural components.
Prepare explosives for detonation.
Prepare hazardous waste for processing or disposal.
Smooth surfaces with abrasive materials or tools.

Inspecting Equipment, Structures, or Material

Test air quality at work sites.

Operating Vehicles, Mechanized Devices, or Equipment

Getting Information

Review blueprints or specifications to determine work requirements.

Monitor Processes, Materials, or Surroundings

Making Decisions and Solving Problems

Controlling Machines and Processes

Break up rock, asphalt, or concrete.
Operate heavy-duty construction or installation equipment.
Operate pumps or compressors.

Identifying Objects, Actions, and Events

Repairing and Maintaining Mechanical Equipment

Maintain construction tools or equipment.

Judging the Qualities of Things, Services, or People

Organizing, Planning, and Prioritizing Work

Updating and Using Relevant Knowledge

Processing Information

Thinking Creatively

Evaluating Information to Determine Compliance with Standards

Tools and Technology

Tools

Blow torch

- Liquid propane torches
- Oxygen/acetylene torches
- Torches

Forklifts

- Forklifts
- Masonry forklifts
- Rough terrain forklifts

Levels

- Carpenters' levels
- Laser levels
- Levels
- Spirit levels
- Water levels

Manlift or personnel lift

- Bosun chairs
- Manlifts
- Swing chairs
- Swing stages

Power saws

- Asphalt saws
- Chain saws
- Circular saws
- Concrete saws
- Cutoff saws

Technology

Computer aided design CAD software

- Autodesk Revit

Operating system software

Project management software

Oracle Primavera Enterprise Project Portfolio Management

Affirmative Action Plan/Equal Employment Opportunity (AAP/EEO) Statement

Baldi Bros Inc. provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Baldi Bros Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Baldi Bros Inc. expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Baldi Bros. Inc.'s employees to perform their job duties may result in discipline up to and including discharge.

Signature of Employee _____ Date _____

Printed Name of

Employee _____

Signature of Employer

_____ Date _____

Printed Name of Employer

This job description is not designed to cover or contain an exhaustive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities and activities may change or new ones may be assigned at any time with or without notice.