

Revised December 17, 2021

**Appendix A**

CONSTRUCTION DRIVER

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE

## Appendix A

### WORK PROCESS SCHEDULE CONSTRUCTION DRIVER

O\*NET-SOC CODE: 53-3032.00

RAPIDS CODE: 1032

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. QUALIFICATIONS FOR APPRENTICESHIP

Applicants accepted and registered as Apprentices shall meet the following basic qualifications:

1. **WorkKeys Assessments:** Applicant must complete the WorkKeys Assessments; Applied Math, Graphic Literacy, and Workplace Documents, and obtain a National Career Readiness Certificate (NCRC) minimum Score of 4 (Silver NCRC) or better. A copy must be included in their application packet. Tests are timed (55 min. per test) at designated DOL Job Centers or authorized facility \*Career Ready 101 scores will be accepted for individuals not connected to the AK Highway System that do not have WorkKeys testing facilities in their rural community.
2. **Age:** Applicants shall be at least 17 years of age upon submission of the application. They shall be at least 18 years of age upon date of indenture.
3. **Education:** Shall possess sufficient educational knowledge to satisfactorily complete the on-the-job training and related technical instruction. A high school diploma or GED equivalency is required.
4. **Physical:** Shall be physically capable of performing the essential functions of the occupation, with or without reasonable accommodation, without endangering the health and safety of the individual or others.
  - i) Shall complete a Post Offer Health Questionnaire (POHQ) to be reviewed by the Occupational Health Medical Review Officer (**Only if selected into the apprenticeship program.** Approximate cost to applicant is \$40).
  - ii) Shall pass and obtain a medical examiners certificate in accordance with the requirements of the U.S. Department of Transportation, USDOT (**Only if selected into the apprenticeship program.** Approximate cost to applicant is \$110 depending on location).
  - iii) Shall pass a Post-offer Pre-placement Functional Fit Test performed by our affiliate clinic to determine if the person exhibits the abilities to perform the minimum functional demands of the job safely. (**Only if selected into the apprenticeship program.**)
5. **Drug & Alcohol:** Shall obtain and pass drug and alcohol screening (includes UA and Hair Follicle) test in accordance with the USDOT standards and remain in the random screening program. (**Only if selected into the apprenticeship program.** Approximate cost to applicant is \$233 depending on location).
6. **Security Threat Assessment:** Shall be able to obtain and pass a federal background check in accordance with Hazmat Endorsement (HME) Threat Assessment Program (HTAP) and Transportation Worker Identification Credential (TWIC) to obtain those credentials and maintain them in the program.

7. **Driver License:** Shall have a minimum of one (1) year licensed driving experience, and possess a minimum class “D” Alaska driver license for at least thirty (30) days prior to application and maintain that license and any other obtained in the program.
8. **Alaska Resident:** Must be an Alaska resident for 30 days prior to the application period and intend to make Alaska your permanent home.
9. **Clean Driving Record:** Applicant must provide an Alaska Department of Motor Vehicle, Full Individual Driver Record, with application that indicates a clean driving history (Be certain to obtain the correct report from DMV. Approximate cost to applicant is \$10.). Any one of the following list of violations, from date of conviction on a driving record to date of application, will disqualify you as an applicant for the apprenticeship program.
  - A total of 10 points on your driving record in the last two years.
  - A total of three citations in the last three years.
  - A citation for driving while using a wireless phone in the last three years.
  - Two traffic citations, 10 mph over the posted speed limit in a three-year period.
  - Any citation for 15 mph over the speed limit in a five-year period.
  - A suspension or revocation within a five-year period.
  - Any driving under-the-influence conviction within the last five years.
  - Any leaving the scene of injury/property damage/accident, racing, reckless driving, failure to submit to a breath test, or using a vehicle to commit a felony within the last five years.

**Note:** *If accepted into the program, all violations are subject to prospective employer hiring policy discretion prior to offer of employment. Many employers require a minimum 5-year clean driver history.*

## 2. TYPE OF OCCUPATION

- Time-based
  Competency-based
  Hybrid

## 3. TERM OF APPRENTICESHIP

The term of the occupation is approximately three years with an on the job learning (OJL) attainment of 4,000 hours and supplemented by the required hours of related instruction.

## 4. RATIO OF APPRENTICES TO JOURNEYWORKERS

Consistent with proper supervision, training, safety, and continuity of employment throughout the apprenticeship, the ratio of apprentices to journeyworkers employed in each shop, and/or job site shall be as follows:

- 1:1 when there is one (1) Teamster Journeyworker employed
- 1:5 when there are five (5) Journeyworkers employed
- On hiring the sixth (6<sup>th</sup>) Teamster Journeyworker, the employer may hire one (1) additional Apprentice. The ratio shall not exceed 1:5 through the remainder of the job.

- When the employer reduces the force at the conclusion of the job, the employer may elect to return to the 1:1 ratio allowed at the beginning of the job.

**5. APPRENTICE WAGE SCHEDULE**

Apprentices are paid a progressively increasing schedule of wages during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction courses. Before an apprentice is advanced to the next segment of training or to journeyworker completion status, the program sponsor will evaluate all progress to determine whether advancement has been earned by satisfactory performance in their on-the-job learning (OJL) and in related instruction courses. In determining whether satisfactory progress has been made, the sponsor shall be guided by the work experience and related instruction records and reports.

Period	Wage Percentage	On-the-Job Hours
1 <sup>st</sup>	60%	0 – 1000 Hours
2 <sup>nd</sup>	70%	1001 – 2000 Hours
3 <sup>rd</sup>	80%	2001 – 3000 Hours
4 <sup>th</sup>	90%	3001 – 4000 Hours

The current Construction Driver journeyworker wage rate is \$34.54\* per hour.

\*The current journey worker wage rates may vary and depend upon the rates contained in the collective bargaining agreement for the particular segment of the construction industry they are working in. The current journeyworker wage rate shall be modified on any prevailing wage project to comply with the applicable wage rate when the prevailing wage is higher than the journeyworker rate specified in the standards.

**6. WORK PROCESS SCHEDULE (See attached Work Process Schedule)**

**7. RELATED INSTRUCTION OUTLINE (See attached Related Instruction Outline)**

**Appendix A**

**WORK PROCESS SCHEDULE  
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During the term of apprenticeship, the Apprentice shall receive such instruction and experience, in all branches of the occupation, as is necessary to develop a practical and versatile worker. Major processes in which Apprentices will be trained (although not necessarily in the order listed) and approximate hours (not necessarily continuous) to be spent in each are as follows:

**LEVEL 1      BASIC DRIVING**

Must possess a Class “A” Commercial Driver’s License (CDL) for vehicles in excess of 26,001 lbs. with all endorsements to include Hazardous Materials and Passenger Bus. Receives on the job training in multiple trucks listed below, in on or off road conditions to include construction sites coping with steep terrain and both controlled and uncontrolled traffic.

The term of the apprenticeship shall be 4,000 hours of on-the-job learning (OJL) learning and supplemented by the required hours of related technical instruction. The apprentice will receive a minimum of 1,200 OJL hours of the Level-1 Core Equipment; 400 OJL hours on any combination of the Level-1 Non-Core Equipment areas; and 2,000 – 2,400 OJL hours on any combination of the Level-2 Advanced Equipment. Up to 400 hours of Level-3 Optional Equipment may be substituted for Level 2 Advanced Equipment hours.

<b>WORK PROCESSES CONSTRUCTION DRIVER</b>		<b>APPROXIMATE HOURS</b>
<b>Level-1 Core Equipment</b>		
A.	Commercial Semi-Tractor	400
B.	Articulating Truck/B-70/Water Tanker (Gator/Buffalo)	800
<b>Level-1 Non-Core Equipment</b>		400
A.	Crew Bus	
B.	Straight Truck	
C.	Flat Bed Truck	
D.	Snow/Tundra Groomer	
<b>Level-2 Advanced Equipment</b>		2,000 – 2,400
A..	Mixer/Ready Mix Truck	
B.	Stringer Truck	
C.	Side Dump Truck	
D.	Semi-Dump, Maxi-Haul	
E.	End Dump Truck/ Pup Trailer	
F.	Equipment Transport Truck or Low Boy	
G.	Water Truck/Water Maxi/Big Barrel	
H.	Fuel and Lube Truck	
I.	Truck-Mounted Crane/Boom	
J.	Roll-on/Hook Truck	
K.	Vacuum Truck	

<b>Level-3 Optional Equipment</b>		400
A.	Loaders	
B.	Tire Repair Truck	
C.	Fork Lifts	
D.	Rolligon/Pump Truck	
<b>Total Hours</b>		<b>4,000</b>

## **Appendix A**

### **RELATED INSTRUCTION OUTLINE CONSTRUCTION DRIVER**

**O\*NET-SOC CODE: 53-3032.00**

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Source: Program Sponsor  
Method: Classroom Study and Practical

Alaska Teamster-Employer Service Training Trust  
Cheri Lipps, Apprenticeship Coordinator  
520 East 34th Avenue, Suite 201  
Anchorage, AK 99503  
Phone: 800-478-4233  
E-mail: [c.lipps@acsalaska.net](mailto:c.lipps@acsalaska.net)  
Website: [www.akteamsterstraining.com](http://www.akteamsterstraining.com)

The related instruction outlines the courses that provide the technical ability that supplements the on-the-job training. It is through the combination of both the on-the-job training and the related technical instruction that the apprentice can reach the skilled level of the occupation. Under a registered apprenticeship, 144 hours of related instruction each year of the apprenticeship is recommended. The following is the suggested course curriculum during the term of apprenticeship.

#### **YEAR ONE - TOTAL 431 HOURS**

##### **CONSTRUCTION DRIVER RELATED INSTRUCTION**

This program is based upon a related instruction curriculum of approximately 431 hours of technical instruction during the first year. This includes 265 hours of basic CDL driver training which meets the Federal Motor Carrier Safety Administration (FMCSA) Entry Level Driver Training (ELDT) standards. The apprentice would be assigned approximately 82 hours of additional related instruction in industry specific construction hazard and safety technical instruction. The apprentice will complete approximately 84 hours of additional related instruction during the term of apprenticeship on other specific construction equipment as shown below.

##### **BASIC DRIVER TRAINING**

**265 HOURS**

Related instruction would conform to the Federal Motor Carrier Safety Administration (FMCSA) Entry Level Driver Training (ELDT) standards. Program would include 126 hours of classroom/lab and 139 hours of vehicle training.

##### **BASIC OPERATION**

- Orientation to Trucking
- Control Systems/Dashboards
- Pre- and Post-Trip Inspections
- Basic Control
- Shifting/Operating Transmissions
- Backing and Docking
- Coupling and Uncoupling

### **SAFE OPERATING PROCEDURES**

- Visual Search
- Communication
- Distracted Driving
- Speed Management
- Space Management
- Night Operations
- Extreme Driving Conditions

### **ADVANCED OPERATING PRACTICES**

- Hazard Perception
- Skid Control and Recovery, Jackknifing, and Other Emergencies
- Railroad-Highway Grade Crossings

### **VEHICLE SYSTEMS AND REPORTING MALFUNCTIONS**

- Identification and Diagnosis of Malfunctions
- Roadside Inspections
- Maintenance

### **NON-DRIVING ACTIVITIES**

- Handle and Documenting Cargo
- Environmental Compliance Issues
- Hours of Service Requirements
- Fatigue and Wellness Awareness
- Post-Crash Procedures
- External Communications
- Whistleblower/Coercion
- Trip Planning
- Drugs/Alcohol
- Medical Requirements

### **GENERAL, HEALTH, AND SAFETY**

- Hazardous Materials Endorsement
- DOT 49 CFR 172.704 Transportation Awareness for HazMat
- First Aid/CPR
- Forklift



<b>OTHER SPECIFIC INDUSTRY SPECIALIZED TRAINING</b>	<b>82 HOURS</b>
Introduction to the Construction/Pipeline Industry	(10 hours)
OSHA Safety, Construction/General Industry	(30 hours)
Mine Safety and Health Administration (MSHA)	(10 hours)
North Slope Training Cooperative (NSTC)	(8 hours)
North Slope Training Cooperative (NSTC) Driving Alaska	(8 hours)
ATSSA Flagger/Pilot Car Program	(4 hours)
Load Securement: Tie Down, Chains and Binders	(8 hours)

<b>OTHER SPECIFIC CONSTRUCTION EQUIPMENT</b>	<b>84 HOURS</b>
Side Dump Trailer	(8 hours)
Mixer/Ready Mix Basic	(8 hours)
B-70	(8 hours)
Water Truck	(8 hours)
Articulating Truck	(8 hours)
Qualified Rigger/Signalperson	(16 hours)
Crew Bus	(8 hours)
Truck, Stringer Trailer	(12 hours)
Truck, Low-Boy Trailer	(8 hours)

**YEAR TWO - TOTAL 92 HOURS**

This year will provide required refresher or recertification courses.

Hazardous Waste Operations and Emergency Response (HAZWOPER)	(40 hours)
Mine Safety and Health Administration (MSHA) Refresher	(8 hours)
Tractor-Trailer Driver Refresher	(20 hours)
Truck Mounted Crane/Boom	(24 hours)

**YEAR THREE - TOTAL 56 HOURS**

This year will provide required refresher or recertification courses.

Hazardous Waste Operations and Emergency Response (HAZWOPER) (Annual Refresher)	(8 hours)
Mine Safety and Health Administration (MSHA) Refresher	(8 hours)
DOT 49 CFR 172.704 Transportation Awareness for HazMat	(4 hours)
First Aid/CPR	(8 hours)
Forklift	(8 hours)
Tractor-Trailer Driver Refresher	(20 hours)