

# CONSTRUCTION TRADES GUIDEBOOK

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This guidebook distills the most pertinent information for practitioners who work with people who might be interested in joining the trades. To learn more, the full report can be found by [clicking here](#).

# What are the construction trades?

The Construction Trades are a pathway to good jobs with wages that are on par with occupations that require a Bachelor's degree but without years of college or the debt. An ever-growing field in Chicagoland with more than **100,000 trade workers in the region** and almost **11,000 new hires expected annually through 2026**, the trades are seeing a retirement cliff of older workers making space for younger job-seekers who like hands-on, practical work.

The building trades encompass a large number of occupations in construction (see page 14 for a list). There are both union and non-union positions within the trades, with **unions offering higher salaries, steadier employment, and benefits**. With earnings comparable to that of a Bachelor degree holder without the debt, the trades are a cost-efficient and swift route to high-paying work for **practical thinkers that enjoy physical labor**.



# Is this career right for me?

To find out, ask yourself these questions:

- Am I physically fit and strong?
- Do I like working outdoors, even when it is very hot, cold, or wet?
- Do I enjoy getting up early?
- Am I always on time?
- Am I OK at math?
- Am I able to work with many different people?
- Can I pass a drug test, including one that tests for marijuana?
- Do I have a driver's license and access to a vehicle?

**If you said yes to the above statements, you are a good candidate for the construction trades!**

# What does a career in the trades look like?

There are multiple ways to enter the construction trades. Take a look at your options below.

## Entry Requirements

- 18 years old
- Desire to work with hands and do physical labor
- High school diploma or GED
- Driver's license
- Access to own vehicle generally required
- Pass a drug test
- Pass math & mechanical logic test
- Pass an interview covering attitude and, if applicable, previous work experience\*
- Buy or own some tools

\* Previous work experience is helpful, but not required.

A pre-apprenticeship can be helpful for networking and building skills, but is not required. See page 6 for more information.

Some individual trades may have additional entry requirements. Please see page 7 for more information.

## Apprenticeship

- Combination of work and class lasting 3 - 5 years
- Receive benefits and wages starting at 50% of Journeyman's wage (\$17 - \$25 per hour). Wages increase over time.
- Completion rates vary by trade from 50% to 90%.

## Tech or Trade School, or Community College

- Generally up to 3 semesters
- Mostly minimum wage compensation
- Could result in a Basic Certificate, Advanced Certificate, or Associate's Degree
- Commonly welding, plumbing, electrical, carpentry, and masonry

## Informal Mentorship

- Work as a low-wage laborer and learn the trade on job sites
- Length of time varies widely. Many never become highly skilled.
- Mostly minimum wage compensation
- Can be valuable experience before an apprenticeship

## Journeyman

- Salary ranges from \$80,000 to approximately \$100,000 with benefits depending on trade.
- Work can be seasonal.
- May be self-employed, or employed by a large company, small company, or union hall.

## Non-Union Worker

- Salary generally starts at \$30,000 and can go up to approximately \$50,000 - \$80,000, depending on skill level.
- While workers may see higher salaries, average salary is 25% less than workers on the Union Pathway (above)
- Work can be seasonal
- May be self-employed
- In order to be part of a Union, must go into an apprenticeship

Please see the next page for more information about the Non-Union Pathway and the Informal Training Pathway.

Union Pathway

Classroom Pathway

Informal Training Pathway

# How much can I earn in the trades?



Wage and salary are an important consideration in your career choice. **What is considered a "good" wage or salary will vary person to person based on each individual's unique needs and goals.** Before you enter the trades, there are a few things you should know about your earning potential so that you can make the most informed decision possible.

The first thing you should know is that if you choose to pursue the Union Pathway, **your wages will be set by contract.** This means that you won't have to worry about pay cuts while you are part of the union. These wages increase over time.

**You will also be paid during your apprenticeship on the Union Pathway.** Union apprenticeships generally pay between \$17 to \$25 per hour. On page 13, you'll find a table listing the approximate hourly wages for union apprentices by period of service. This table spans two pages, so be sure to check out both parts. Some unions increase apprentice wages every 6 months. Others increase wages every year.

You will also notice some empty spaces in the table. This doesn't mean that you won't earn any wages! Those empty spaces mark completion of the apprenticeship, at which point you would be considered a journeyman. **Becoming a journeyman also comes with an increase in wages.**



You should also know that **your wage or salary will vary depending on what trade you pursue.** Journeymen in the Union trades generally earn between \$80,000 and \$100,000 per year. On page 14, you will find a table outlining the average entry-level, median (or mid-level), and experienced wage and salary for workers in different construction trades. This data is from 2019 and 2020, and focuses on workers in the Chicago region. The table spans two pages, so make sure you check out both parts. Remember that these are averages, so your experience may vary.

# What are some barriers to working in the trades?

## Access

The trades have historically been dominated by white males who have a friend(s) or family member(s) in the trades. This social network ensures easier access to opportunities for those connected and a barrier for those who are not. Women, Black people, Latinx people, and other people of color are significantly underrepresented in the trades especially in the high-skilled and high-paying occupations. While many of the entry requirements for the trades are objective, apprenticeship interviews can be highly subjective. Additionally, hiring practices are often opaque owing to the fact that most contractors are small and do not meet the size requirements for federal Equal Opportunity laws.\*

## Culture

This training and work environment can be unwelcoming or unfriendly to people who are not of the dominant social group. BIPOC and women may struggle to find a sense of belonging.\*

## Math and Aptitude Tests

Although specific entry requirements vary, many apprenticeship programs require applicants to meet or exceed a particular score on entry math and aptitude tests - generally between a 6th to 10th grade level. The ability to do addition, subtraction, multiplication and division of fractions and decimals is a minimum requirement with some understanding of geometry being helpful. Along with drug tests, this is one of the primary reasons people identify for not pursuing the trades.

## Transportation

Job sites can be scattered across the region and change frequently. Having a reliable vehicle is often essential for travel to the work site. While there are some exceptions, a vehicle is generally required. This can sometimes lead to exclusion of people who cannot afford a car.

## Timing

The trades do not operate on a set calendar like colleges and many other post-secondary programs do. Certain apprenticeships may be closed for years and only open for a short period of time. This is due to unions only taking on as many apprentices as they need for the jobs at hand so their members always have work.

## Drug Tests

While the Chicagoland region has seen the legalization of marijuana, many unions and contractors require workers to pass drug tests. This barrier is one of the primary reasons identified for people not obtaining an apprenticeship.

\*There are organizations and unions working to diversify the trades and remove barriers for potential trade workers. More information about them can be found on page 9 and pages 11-12.

# What else should I know about these pathways?

## Union Pathway

Approximately 40% of Chicagoland construction workers are union which is the most valuable and competitive on-ramp to the Construction Trades. The Union pathway ensures the highest pay with benefits and job security.

## Classroom Pathway

Opinion is divided about the value of this route as many industry leaders believe that work experience is more valuable than class time. There are far fewer non-union jobs in Chicagoland which typically pay much less than union work, and do not include benefits. However, a few union trades have direct relationships with schools so the transition into those may be smooth. Union trades always require an apprenticeship, so going to school will not change that although it may cut down on the length.

## Informal Training Pathway

Finding a mentor or shop and taking a low-wage position, sometimes for several years, is another way to enter the trades. While this is a common, many people on this pathway remain in low-wage and low-skill positions. A formal apprenticeship is generally required for higher-skill and higher paying occupations.

## Pre-Apprenticeships

It is important to note the role of pre-apprenticeships in the trades. While pre-apprenticeship is not required, it can help build skills and experience that make an applicant to an apprenticeship program more competitive. Additionally, pre-apprenticeship programs are often connected to specific trades and can help bridge the social network gap of people who do not have friends or family in the trades.



# What should I know about applying to an apprenticeship?

While there are some general entry criteria you can expect when applying to a union apprenticeship (listed on page 3), each union has a slightly different way of doing things.

On these pages, you'll find some details about various construction trade union apprenticeships. These details include length of the apprenticeship; minimum age of an eligible applicant; whether a high school diploma or GED are required; whether prior experience is required; whether the applicant will be administered an entry test; what the selection criteria are; and any suggested pre-classes.

There are a few symbols used in this chart. A check mark (✓) means yes. An X (✗) means no. A hyphen (—) means that this information is not available; the union should be contacted for this information.

Length (Years)	Minimum Age	High School or GED Required?	Prior Experience?	Entry Test?	Selection Criteria	Suggested Pre-Classes	
3	18	✓	✗	✓	Entry test score rank	Shop, Math, Drafting	Architectural and Ornamental Ironworkers 63
4	18	✓	✗	✓	Welders take priority	Reading, Math, Science, Blueprint, Mechanical drawing, Welding	Boilermakers Local 1
3	18	✓	Helpful	✓	30 day probation	Drafting, Shop, Math, Anything construction-related	Bricklayer - IUBAC District Council 1
4	17	2 years high school or GED	✗	✓	Meet basic qualifications	Algebra, Geometry, Sketching, Drafting, Science, Woodshop	Carpenter Regional Council
3	17	2 years high school or GED	Woodworking helpful	✗	—	—	Cement Mason 502
3	18	2 years high school or GED	Helpful	✓ And interview	Entry test score rank	—	Ceramic Tile Finisher BAC
4	18	✓	Helpful	✓ And interview	Entry test score rank	Math, Geometry, Shop, Blueprint	Ceramic Tile Layer BAC
2	18	2 years high school or GED	✗	✗	—	Math, Blueprint	Drywall Finisher (Painters District Council 14)
3	18	✓	✗	✓ And interview	Entry test score rank	Shop, Math, Drafting	IBEW 134
4	18	✓	Helpful	✓	Education, experience, and test score	Basic arithmetic, Writing	Elevator Constructor Local 2

3	18	✓	Construction, Glazing, Tools	✓	—	Math	Glazier Local 27
5	18	✓	Helpful	✓	—	Math, Mechanical drawing, Geometry, Computers	Heat and Frost Insulator Local 17
2	18	10th Grade	Helpful	✓ And interview	Indenture process	Safety training	Laborer - LiUNA
3	18	✓	✗	✓ And interview	Entry test and interview score	—	Riggers 136
4	18	✓	Equipment or Labor	✓ And interview	Observation & test score	Shop	Operating Engineer or Technician 150
3	18	✓	Painting or Decorating	—	Interview score	Math, Art, Drafting	Painter/Decorator DC 14
3	18	✓	Painting or Drywall	—	Interview score	Math, Blueprint, Art, Geometry	Painter/Drywall Finisher DC 14
5	17	✓	Motor skills, Equipment	✓	Entry test score minimum	Reading, Algebra, Science, Geometry, Shop	Pipefitters 597
4	18	✓	Helpful	—	—	Math, Mechanical drawing, Science, Shop	Plasterers Local 5
5	18	✓	Tools	✓	Multiple rank	Math, Science, Chemistry, Mechanical drawing, Reading, Industrial arts, Problem solving	Plumbers Local 130
5	18	✓ Or 6 years prior roofing experience	Tools, Drafting	✓	—	Algebra, Geometry, Mechanical drawing, Reading	Roofer and Waterproofer Local 11
5	17	✓	Computers, Drafting	✓	Education, Experience, Math & Language skills	Math, Trigonometry, Blueprint, Computer, Drafting, Shop	Sheet Metal Worker
5	17	✓	Construction, Computer, Electricity	✓	Education, Experience, Math & Language skills	Math, Computer, HVAC	HVAC Service Tech (Local 73)
4	17	✓	Mechanical, Math	✓	Entry test score rank	Math, Drafting, Computer, Blueprint, Shop	Sheet Metal Worker (Local 73)
5	18	✓	Construction, Pipe, Welding	✓ And interview	—	Algebra, Geometry, Mechanical & architect drawing, Shop	Sprinkler Fitter Local 281
3	18	✓	Welding, Blueprint, Shop	✓	Entry test and interview score rank	Math, Reading, Composition	Ironworkers Local 1
5	18	✓ More recommended	Surveying	✓ And interview	—	Algebra, Geometry, Trigonometry, Reading, Communication	Technical Engineer (Plumbers 130)
3	17	✓	✗	✓ And interview	Entry test and interview score rank	—	Tuckpointer (BAC Local 21)
4	18	✓	✗	—	—	Driving	Teamsters Joint Council 25

# Where can I learn more about this career?



[Hire360](#) is a new civic organization aimed at increasing diversity in hiring in the construction industry and apprenticeships. It has strong leadership including CISCOBricklayers, Boilermakers, Carpenters, IUEC, Heat and Frost Insulators, IBEW, Operating Engineers, LiUNA, Pipefitters, Plumbers and Tech Engineers, and Roofers and Waterproofers, as well as several general contractors.

Hire360's program provides test prep classes, outreach to recruit apprentice applicants, support for apprentices, and job preparation and placement assistance. It also pays apprentice fees and costs and refers persons to the United Way to address additional barriers. Hire 360 also provides working capital loans to around 75 minority contractors, which indirectly leads to more minority hiring.



[Chicago Women in Trades](#) provides free basic, introductory construction training. Its Technical Opportunities Program provides introductory training in construction, safety, math, resumes and job readiness to prepare women interested in construction for applications to apprenticeship or jobs, serving between 75 and 100 students per year, most of whom proceed to apprenticeships. Its welding program provides AWS certification in MIG, Stick, and TIG welding.



Check out their report, [You Can Do It! A Women's Guide to the Construction Careers](#).

# More resources

In this section, you'll find more resources to help you determine your next career move.

On page 11, you'll find a list of organizations with pathways to the trades, including City Colleges of Chicago programs, pre-apprenticeship programs, and CTE programs for high schoolers.

On page 13, you'll find a table detailing the **estimated wages that you can earn during a union apprenticeship**. Remember that these are estimates, and not guaranteed. These wages are organized by trade. This table continues onto page 14, so be sure to check out both parts.

On page 14, you'll find a table showing the average **entry, median (or mid-level), and experienced salaries** for different career paths organized by trade. This table continues onto page 15, so be sure to check out both parts.

For more on union apprenticeship wages and construction trade salaries, see page 6.

To see a sample apprenticeship aptitude test, [click here](#).



All text underlined and in blue, [like this](#), are clickable links. Click them to learn more!

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## City Colleges of Chicago programs with union partnerships

- [Electrical Construction Technology, Associate in Applied Science](#) at Richard J. Daley College
  - [Gas Utility Worker Advanced Certificate](#) at Kennedy King College
  - [Highway Construction Careers Training Program](#) at Kennedy King College
- 

## Pre-Apprenticeships

- [ABC's Community Builders](#) program, aimed at providing entry-level skills to construction job seekers in 10 Chicago disadvantaged communities, claims 100 students trained with a 60% employment rate with some students still in process.
- [Technology Center of DuPage](#) provides training in welding, HVAC, and carpentry for 24 DuPage County high schools.
- **Sustainable Options for Urban Living (SOUL)** is a Chicago South Side organization providing training in energy-efficient construction technology.
- [Chicago Urban League](#) has a long history placing workers in construction trades, particularly with private developers, City of Chicago, and IDOT-supported programs. It currently operates 8-week pre-apprenticeship and referral and job placement programs. It maintains close union relationships.
- [Revolution Workshop](#) is a community-based organization providing pre-apprentice training and entry level skills training in various trades including carpentry, electrician, and plumbing. It features a 10-12 week program, with 87% completion and 90% of completions placed. About 100 students have completed since the program began three years ago. It is located on Chicago's West Side.
- **Illinois Works**, beginning in January 2020, set 10% goals for apprenticeships on state public works construction projects, and provided \$25 million for support of pre-apprentice programs operated by community-based organizations. Illinois Works is operated by the State of Illinois.

- [Illinois Department of Transportation Highway Construction Careers Training Program](#) provides a three-month training program in 10 Illinois community colleges. The program is free. Dawson Technical Institute enrolled 261, completed 240, and placed 124 in Fall, 2019. South Suburban College enrolled 348, completed 233, and placed 149 in Summer, 2019.
  - [ConstructionWorks](#), operated by Illinois Tollway and the Chicago Cook Workforce Partnership, uses community-based partners to train participants in basics of various construction trades for apprenticeship or employment, and offers contractors bid credits and limited pay reimbursements for hiring participants.
  - **St. Paul Community Development Ministries**, located on Chicago's South Side, offers a 12-week construction pre-apprentice program and averages around 10 to 15 apprentice placements annually. It has close union relationships.
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## Chicago Public Schools

- [Chicago Builds](#) is a citywide, two-year off-campus construction training program for CPS juniors and seniors interested in pursuing a career in construction after graduating high school.
- [ACE Amandla Charter School](#) is a CPS charter school dedicated to the construction trades.
- CTE programs in carpentry are available at [Chicago Vocational Career Academy](#), [Prosser Career Academy](#), [Simeon Career Academy](#), and [Southside Occupational Academy](#).
- CTE programs in electricity are available at [Prosser Career Academy](#) and [Simeon Career Academy](#).
- CTE programs in HVAC are available at [Prosser Career Academy](#).
- CTE programs in welding are available at [Simeon Career Academy](#).

# Estimated Union Apprenticeship Wages

Union	Year 1, months:		Year 2, months:		Year 3, months:		Year 4, months:		Year 5, months:	
	1-6	7-12	1-6	7-12	1-6	7-12	1-6	7-12	1-6	7-12
Carpenters	\$19.42		\$24.27		\$31.55		\$38.84			
Heat and Frost Insulators	\$19.42		\$24.27		\$31.55		\$38.84			
Electricians	\$21.00	\$23.62	\$26.25	\$28.87	\$31.50	\$34.12	\$36.75	\$39.37	\$42.00	\$47.25
Bridge, Structural, and Reinforcing Ironworkers	\$28.40	\$33.13	\$35.50	\$37.86	\$40.23	\$42.60				
Millwrights	\$24.28	\$31.56	\$33.99	\$36.41	\$38.84	\$41.27	\$43.70	\$46.12		
Operating Engineers	\$22.50		\$28.15		\$32.50	\$34.65	\$36.80	\$39.00		
Plasterers	\$22.25	\$24.48	\$26.70	\$28.93	\$31.15	\$33.38	\$35.60	\$37.83		
Cement Masons	\$32.37		\$37.00		\$41.62					
Plumbers	\$17.35	\$18.85	\$22.45		\$25.50		\$33.65		\$38.25	\$43.35
Pipefitters	\$19.40		\$26.68		\$31.53		\$37.83			
Riggers	\$29.40		\$33.60		\$37.80					
Bricklayers and Stonemasons	\$23.44	\$28.13	\$32.82	\$37.50	\$42.19	\$44.54				
Ceramic Tile Finishers	\$20.28	\$24.34	\$26.36	\$28.39	\$30.42	\$32.45	\$34.48	\$36.50		
Ceramic Tile Layers	\$23.75	\$28.50	\$30.88	\$33.25	\$35.63	\$38.00	\$40.38	\$42.75		
Marble Finishers	\$17.58	\$21.97	\$26.36	\$30.76						
Plasterers	\$23.38	\$28.05	\$32.73	\$37.40	\$42.08	\$44.41				
Pointers, Cleaners, and Caulkers	\$23.25	\$27.90	\$32.55	\$37.20	\$41.85	\$44.18				
Welder	\$24.61	\$29.53	\$34.45	\$39.38	\$44.30	\$46.77				
Terrazzo Finishers	\$21.27	\$25.52	\$29.78	\$34.03	\$38.29					
Terrazzo Workers	\$23.19	\$27.83	\$32.47	\$37.10	\$41.74	\$44.06				
Boilermakers	\$29.30	\$34.18	\$36.62	\$29.06	\$41.51	\$43.95				
Laborers	\$25.63	\$29.90	\$34.18	\$38.45						
Painters	\$24.15	\$26.56	\$31.39	\$36.23	\$41.05	\$43.47				

Union	Year 1, months:		Year 2, months:		Year 3, months:		Year 4, months:		Year 5, months:	
	1-6	7-12	1-6	7-12	1-6	7-12	1-6	7-12	1-6	7-12
Glaziers	\$22.43	\$24.66	\$29.15	\$33.64	\$38.12	\$42.60				
Sheet Metal, Air, Rail, Transportation	\$16.62	\$18.70	\$20.78	\$22.86	\$26.10	\$28.28	\$30.45	\$32.63		
Sheet Metal Workers	\$19.21	\$21.60	\$24.01	\$26.41	\$28.81	\$31.21	\$33.61	\$36.02	\$38.42	\$40.82
Roofers	\$20.07	\$22.30	\$26.76	\$28.99	\$31.22	\$35.68				
Sprinkler Fitters	\$19.18	\$23.97	\$26.37		\$31.16		\$35.96		\$40.76	
Teamsters	\$23.56		\$27.49		\$31.42		\$35.34			

## Average Construction Trade Salaries

Trade	Entry		Median		Experienced	
	Wage	Salary	Wage	Salary	Wage	Salary
Elevator Installers and Repairers	\$31.70	\$65,928	\$50.66	\$105,364	\$53.67	\$111,635
First-Line Supervisors	\$28.23	\$58,724	\$43.87	\$91,246	\$49.40	\$102,745
Insulation Workers, Floor, Ceiling, and Wall	\$35.92	\$74,723	\$46.18	\$96,046	\$48.70	\$101,295
Reinforcing Iron and Rebar Workers	\$43.70	\$90,894	\$46.98	\$97,716	\$48.58	\$101,038
Plumbers, Pipefitters, and Steamfitters	\$22.92	\$47,667	\$42.08	\$87,526	\$48.11	\$100,075
Boilermakers	\$31.28	\$65,063	\$43.72	\$90,940	\$47.72	\$99,260
Operating Engineers and Other Construction Equipment Operators	\$29.54	\$61,445	\$43.80	\$91,109	\$47.48	\$98,755
Structural Iron and Steel Workers	\$28.29	\$58,839	\$42.91	\$89,245	\$45.67	\$94,997
Electricians	\$25.68	\$53,416	\$41.82	\$86,982	\$45.53	\$94,707
Sheet Metal Workers	\$21.03	\$43,742	\$42.53	\$88,455	\$45.02	\$93,635
Tapers	\$28.49	\$59,249	\$43.15	\$89,742	\$45.00	\$93,595
Pile-Driver Operators	\$35.12	\$73,053	\$43.75	\$90,993	\$44.59	\$92,750
Plasterers and Stucco Masons	\$32.06	\$66,685	\$42.50	\$88,396	\$43.99	\$91,501
Carpenters	\$17.40	\$36,197	\$40.32	\$83,876	\$43.33	\$90,135



Trade	Entry		Median		Experienced	
	Wage	Salary	Wage	Salary	Wage	Salary
Construction and Extraction Occupations	\$18.63	\$38,752	\$38.59	\$80,273	\$43.00	\$89,431
Cement Masons and Concrete Finishers	\$19.68	\$40,928	\$40.10	\$83,407	\$42.23	\$87,840
Brickmasons and Blockmasons	\$19.97	\$41,529	\$39.75	\$82,673	\$41.97	\$87,292
Glaziers	\$20.11	\$41,820	\$36.49	\$75,890	\$41.33	\$85,962
Construction Laborers	\$16.01	\$33,294	\$35.94	\$74,755	\$40.14	\$83,492
Roofers	\$18.86	\$39,226	\$33.74	\$70,175	\$40.04	\$83,284
Construction and Building Inspectors	\$18.71	\$38,927	\$32.53	\$67,664	\$40.02	\$83,240
Pipelayers	\$28.88	\$60,071	\$34.83	\$72,454	\$38.06	\$79,172
Paving, Surfacing, and Tamping Equipment Operators	\$17.14	\$35,648	\$32.14	\$66,851	\$36.36	\$75,634
Drywall and Ceiling Tile Installers	\$16.57	\$34,457	\$19.45	\$40,448	\$34.45	\$71,652
Painters, Construction and Maintenance	\$12.82	\$26,674	\$25.31	\$52,647	\$33.22	\$69,091
Helpers, Construction Trades, All Other	\$11.07	\$23,029	\$18.43	\$38,332	\$31.68	\$65,902
Fence Erectors	\$16.28	\$33,856	\$22.09	\$45,948	\$30.01	\$62,415
Tile and Marble Setters	\$13.70	\$28,497	\$22.73	\$47,271	\$29.96	\$62,311
Floor Layers, Except Carpet, Wood, Tiles	\$12.62	\$26,242	\$20.16	\$41,936	\$27.35	\$56,878
Helpers -- Roofers	\$17.15	\$35,663	\$21.99	\$45,730	\$25.71	\$53,478
Carpet Installers	\$9.13	\$18,988	\$16.62	\$34,562	\$25.54	\$53,116
Helpers -- Pipelayers, Plumbers, Steamfitters	\$12.91	\$26,862	\$16.99	\$35,335	\$20.98	\$43,645
Helpers -- Brick, Block, Stone, Tile, Marble	\$14.49	\$30,132	\$18.64	\$38,766	\$20.79	\$43,239
Helpers -- Carpenters	\$9.32	\$19,379	\$11.22	\$23,343	\$20.01	\$41,616
Helpers -- Electricians	\$11.79	\$24,525	\$14.28	\$29,702	\$17.49	\$36,388
Terrazzo Workers and Finishers	N/A	N/A	N/A	N/A	N/A	N/A
Stonemasons	N/A	N/A	N/A	N/A	N/A	N/A
Average	\$18.63	\$38,752	\$38.59	\$80,273	\$43.00	\$89,431