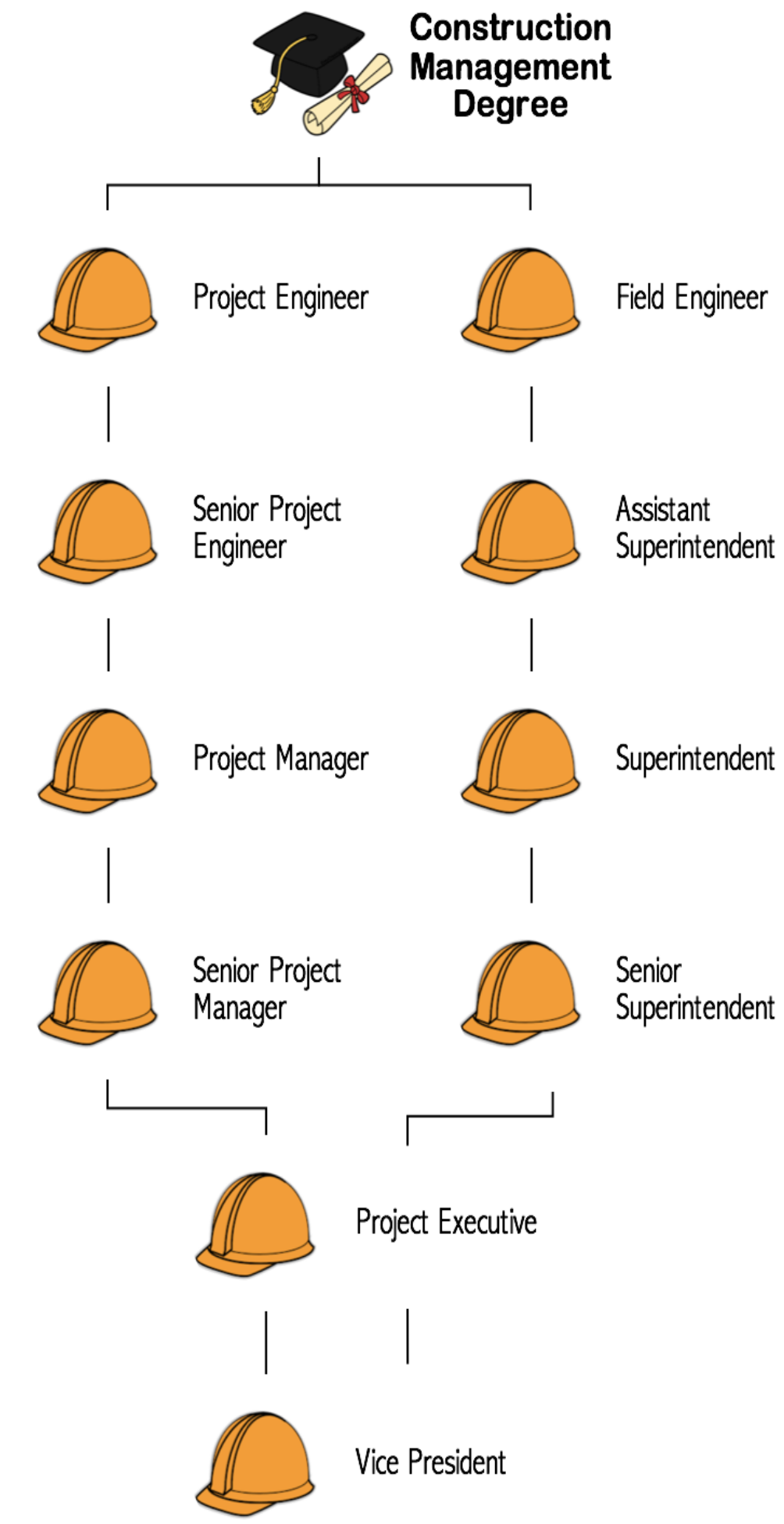


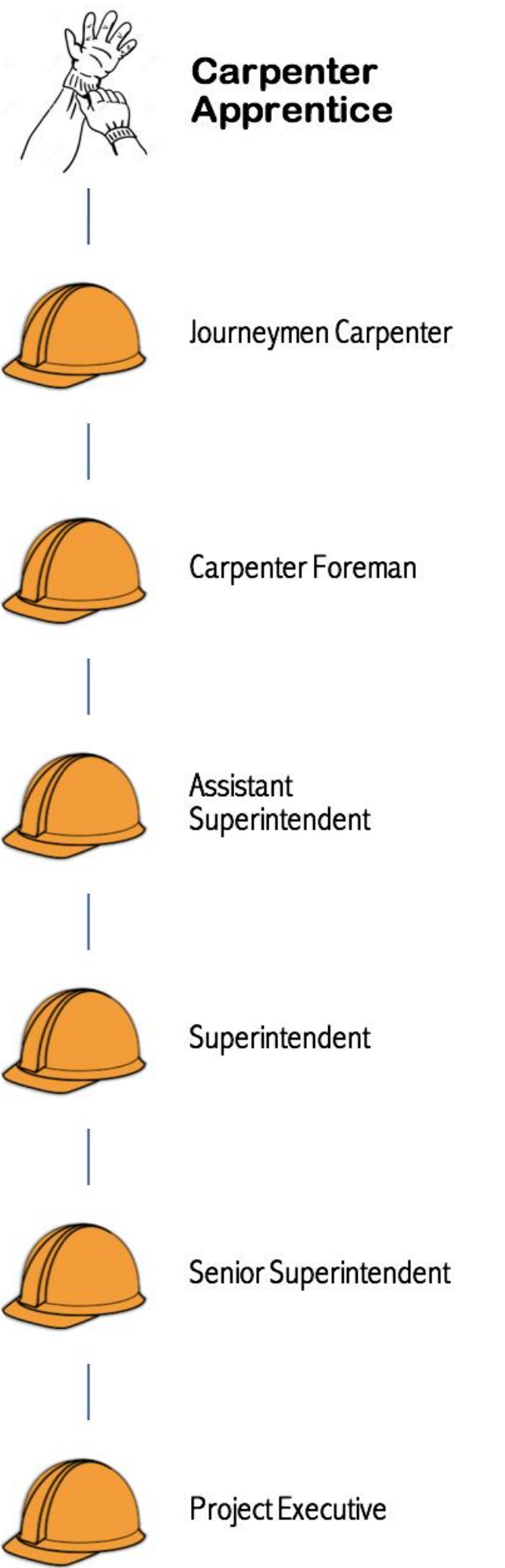
The Impact of Education on Career Growth in the Construction Industry

A construction management degree and an apprenticeship are the two educational routes for a career in the construction industry. There are divisions within the workforce that reflect these educational pathways. Ideally, an alternative education would allow individuals without access to a university education to develop their career from an entry level position. However, if education has a long-term career impact, then limiting factors on education are consequently limiting on career growth. In examining if there is a ceiling on career growth relative to educational backgrounds, both education and experience were identified as key variables. In the case study presented, the education and experience requirements for open positions at a representative construction company were compared. The findings indicated that these variables are correlated, as positions without a degree qualification required more than twice as much experience to compensate for education. There did not appear to be a ceiling for individuals without a degree. However, the rate of career growth is arguably affected by the amount of experience required to substitute a degree. Further research must be done to determine the differences in rates of career growth for individuals within these two educational categories.

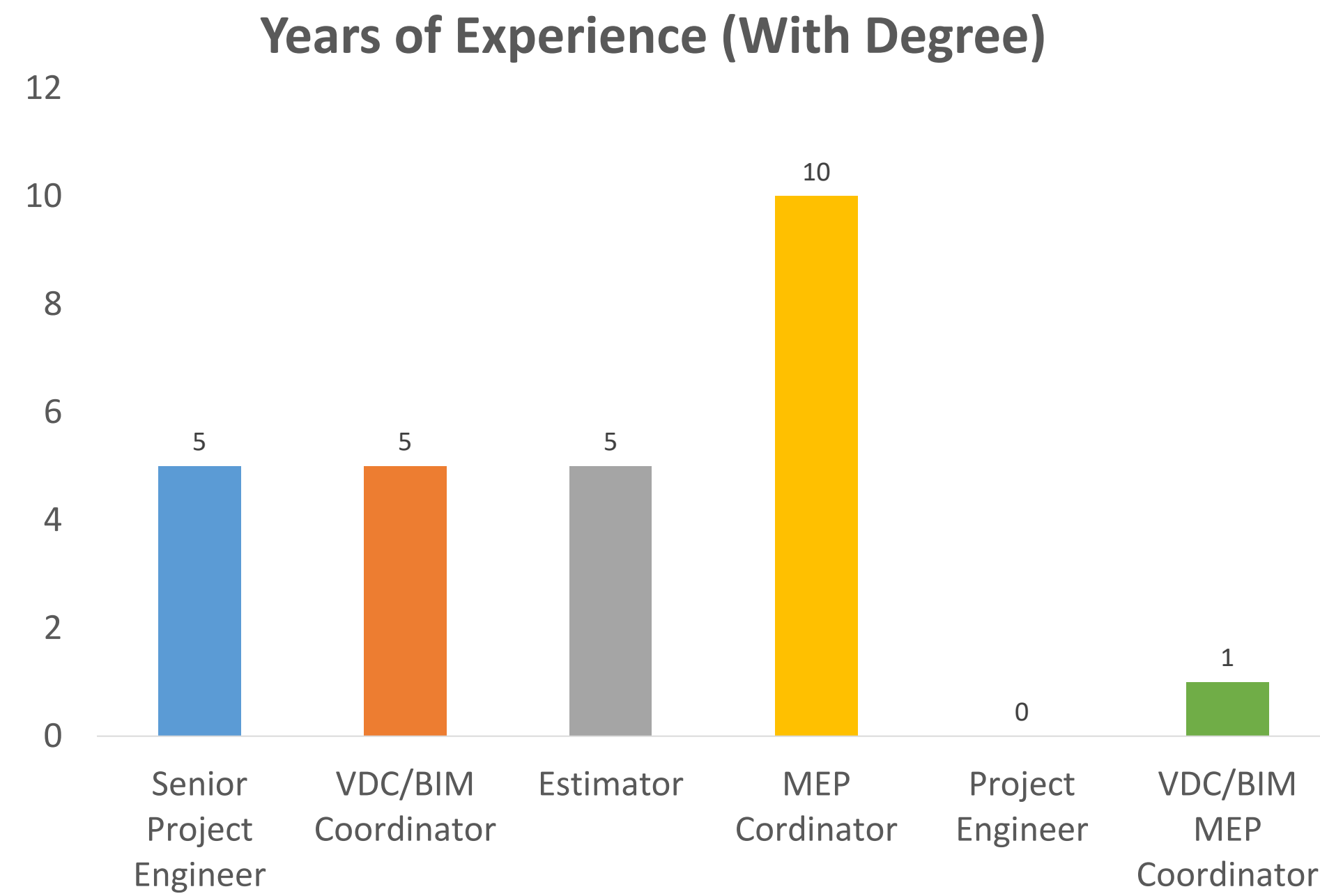
Keywords: Education, Career Mobility, Apprenticeship, Experience, Career Growth



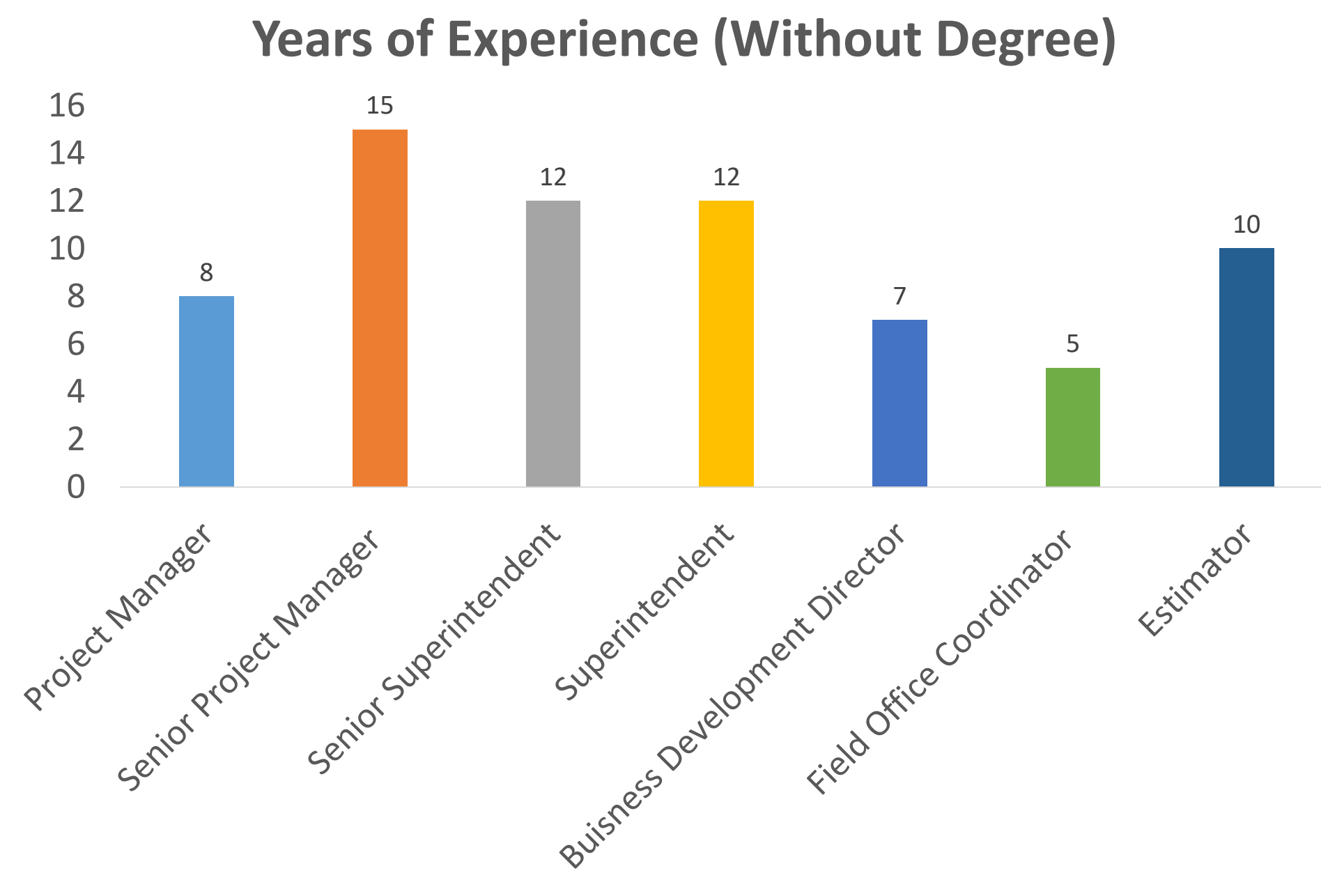
Common career paths for Project & Field Engineer with four-year degree



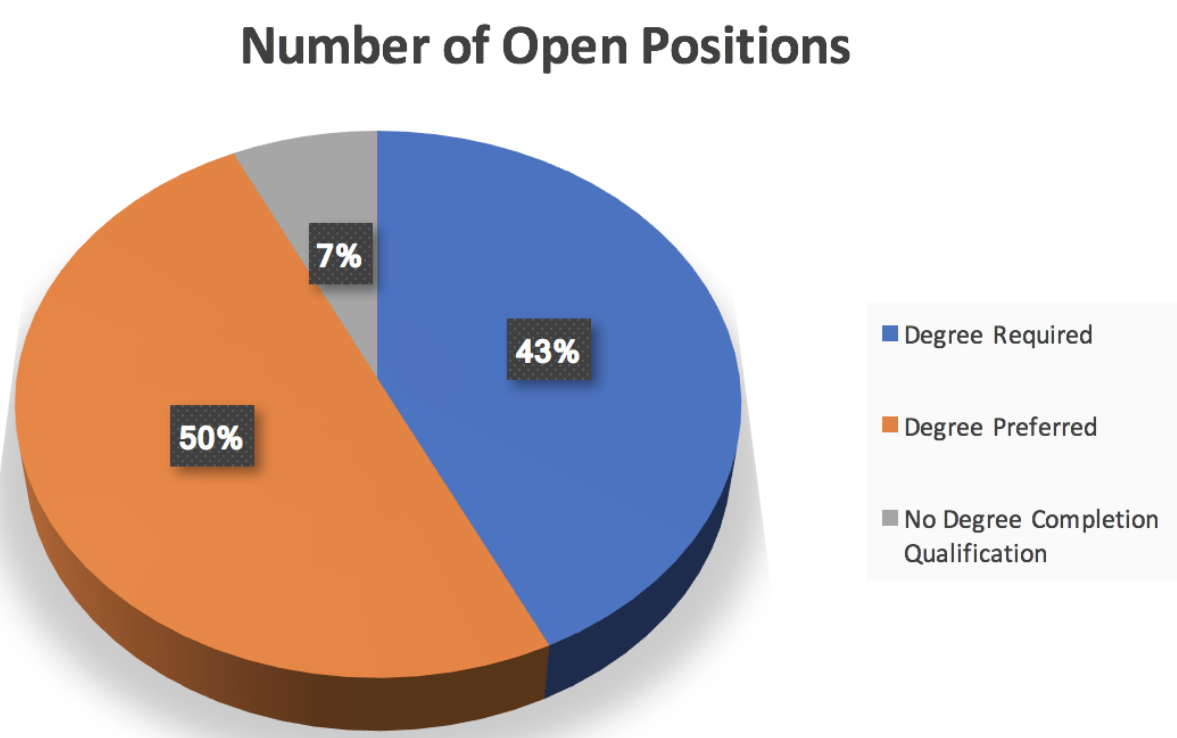
Common career path for Carpentry



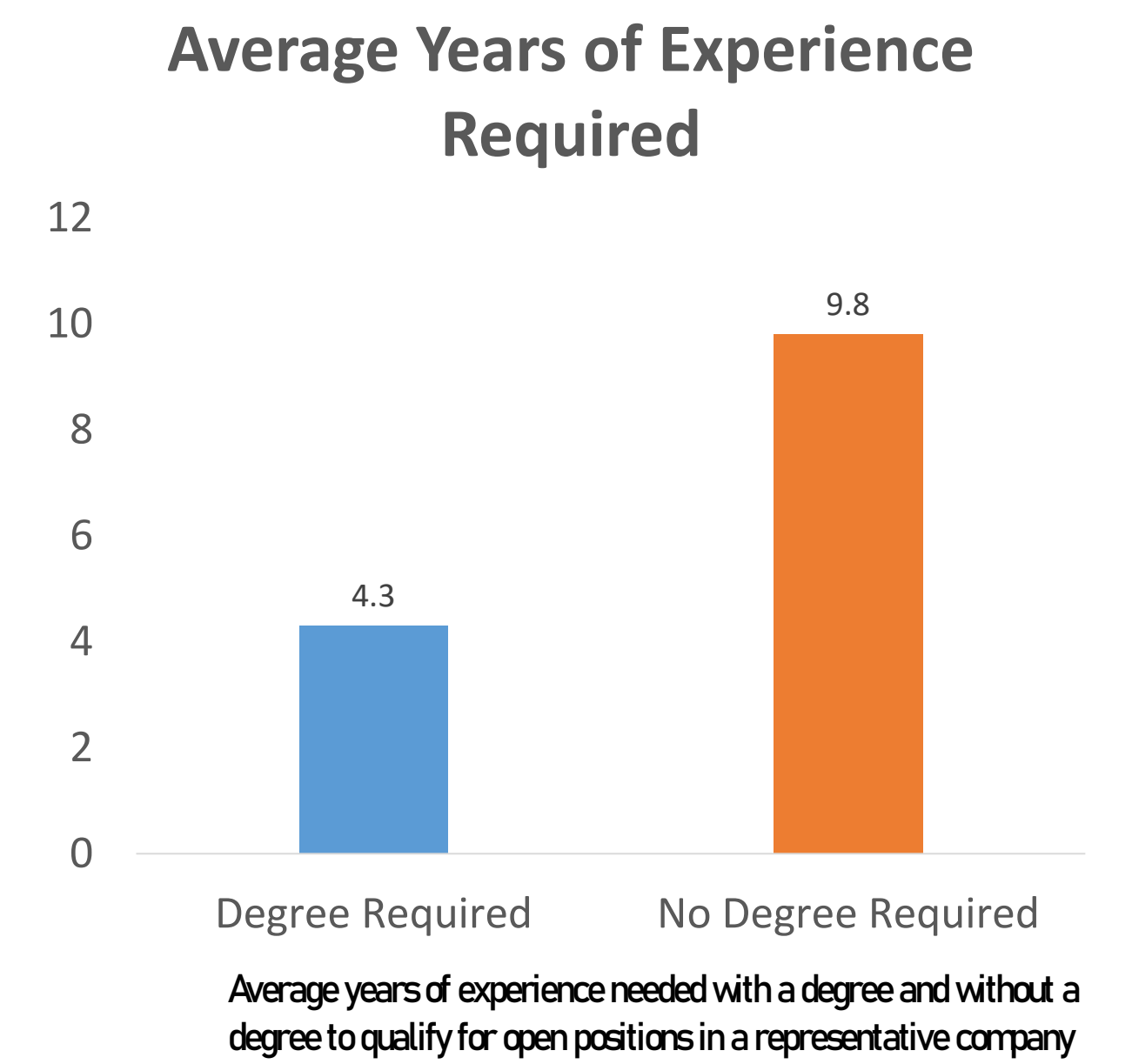
Experience requirements for open positions that require a four-year degree within a representative construction company



Experience requirements for open positions that do not require a four-year degree within a representative construction company



Percent of open positions that require and do not require a four-year degree for a representative construction company



Average years of experience needed with a degree and without a degree to qualify for open positions in a representative company

“I view my career as being untapped. I do however think that if I had a degree, that my progression to becoming a superintendent or anything higher would have happened at a more rapid rate.” – Superintendent for a representative construction company

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