



Will fetching coffee or learning one aspect of construction really give you a leg up on the competition?

Internships with big builders don't provide the exposure or practical experience you need to set your career on the path to success. RAAM Construction is a leading multifamily commercial contractor in Southern California specializing in projects up to \$45 million.

We have a limited number of spots available for our immersive Apprenticeship Program that provides hands-on experience in the bidding process, managing self-performed trades and more. The Apprenticeship Program is separated into three phases - pre-construction, construction and office operations. **Applicants must currently be enrolled in college/university or recently graduated with a degree (B.S. minimum).**

You will emerge from RAAM's four-month, competitively paid program with certificates of completion, real-world experience and a clear vision for the type of work you want to do. You can't land your dream job without knowing what you love to do.

We guarantee handing out coffee or ordering windows isn't going to get you there.

Don't pigeonhole yourself, come get your hands dirty with us. Spots are limited, so reach out to us today.

Learn more about each phase of RAAM's Apprenticeship Program below or give Richard A. Lara Jr. a call at (909) 833-5190 or email him at ralarajr@raamconstruction.com

PHASE I: PRE-CONSTRUCTION

This level of the Apprenticeship Program will allow the participant to gain experience communicating and coordinating with the Owner and Design Team through the design and bidding phase of the project. Through the Pre-Construction Phase of a project, the apprentice will work closely with the RAAM Team to produce a detailed **Cost Estimate**, along with **Project Qualifications** based on the subcontractor proposals obtained in the **Bidding Process**. Overall, the Pre-Construction Level of the Apprenticeship Program will allow the participant to gain experience and knowledge on the following:

- Blueprint reading skills from Architectural, Structural, Civil, Mechanical, Electrical, Plumbing, and Landscape plans through **Plan Reviews**
- Prepare and issue bid instructions to Subcontractors, along with coordination efforts to obtain proposals through **Procure Bid Management**
- Participate with the review of potential design conflicts, value engineering practices, coordination of construction means & methods, and budgetary cost impacts through **Pre-Construction Meetings** with the Developers and the Design Team
- Learn about the various construction contracts such as lump-sum, time & material, costplus and guaranteed max price contracts through participating in **Contracting Procedures**

PHASE II: CONSTRUCTION

This level of the Apprenticeship Program will allow the participant to gain experience in mobilizing projects, coordination with the various subcontractors, and coordination of all construction activity. Through the Construction Phase of a project, the apprentice will work closely with the Project Superintendent and RAAM Team as the project progresses from **Mobilization** to **Closeout**, depending on the project's schedule and apprentice time frame. Overall, the Construction Level of the Apprenticeship Program will allow the participant to gain experience and knowledge on the following:

- Assist with the coordination of work for our Self-Performed Trades, including excavation, grading, framing, drywall, and painting
- Coordinate and, on occasion, lead Weekly Foreman's Meetings to help maintain sufficient progress on the project
- Attend and participate in the weekly OAC Meetings among RAAM Team, Ownership and Architects
- Through using Procure and other software, coordinate and communicate with the Project Team via RFIs, Submittals, Lookahead Schedules, Daily Logs, Quality Control, Change Orders and Punch Lists

PHASE III: OFFICE OPERATIONS

This level of the Apprenticeship Program will allow the participant to gain experience in project financing, subcontractor contracts and invoices, and – when applicable – prevailing wage coordination. Specific to RAAM Construction, all financing and subcontractor buyout is performed at our main office rather than on-site. We believe that with our Field Operations team focusing on the construction of the project and our Office Operations team focusing on the project financing and subcontractor buyout, our projects can operate smoothly and efficiently compared to others. Overall, the Office & Finance Operations Level of the Apprenticeship Program will allow the participant to gain experience and knowledge on the following:

- Prepare and present **Payment Applications** and **Draw Requests** for multiple projects
- Participate in the coordination and discussions of **Awarding Subcontracts**
- Review subcontractor's proposals and insurances to create and issues subcontractors as part of the **Subcontractor Buyout** for various projects
- Review **Subcontractor & Vendor Invoices** and provide recommendations for payment
- Coordinate with the Field Team to prepare and issue **Change Order Requests** and **Change Orders**
- Verify **Subcontractor Payment Applications** for percent completion
- (When Applicable) Coordinate with the Field Team to ensure projects are fully compliant with **Prevailing Wage Requirements**