



KNEUMAYER

**OPEN
INFORMATION
PACKAGE
FOR JOB APPLICANTS
(NAMIBIA)**

JANUARY 2026



Open Information Package for Job Applicants (Namibia)

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Construction Sector

Introduction to the Construction Sector

QUIZ: Before starting, please complete the introductory quiz on knowledge about the construction sector [HERE](#).

The construction sector plays a **critical role in Namibia's economy and development**. It is responsible for building and maintaining homes, schools, hospitals, roads, commercial buildings, and essential infrastructure that support everyday life and economic growth. Construction work takes place across urban and rural areas and offers **employment opportunities at many different skill levels**.

The sector is **labour-intensive** and provides one of the most accessible entry points into formal employment, particularly for young people and first-time job seekers. At the same time, construction also offers **long-term career paths** for individuals who are willing to learn, gain experience, and develop technical and leadership skills over time.

Construction projects typically involve **many different occupations working together**. These include entry-level workers, skilled artisans such as bricklayers, electricians, plumbers, carpenters, and welders, as well as supervisors and managers who coordinate work on site. Each role is

important, and safe, high-quality construction depends on good teamwork and clear communication between trades.

Work in the construction sector can be **physically demanding** and often takes place outdoors. Strong attention to **health and safety** is essential, as construction sites involve tools, machinery, working at height, and other potential risks. For this reason, the sector values workers who are disciplined, safety-conscious, and reliable.



(CrashCourse, 2018)

<https://www.youtube.com/watch?v=-xbtnz4wdaA>

(VIDEO SUMMARY: This video shows how **civil engineering** underpins everyday life by designing and building the infrastructure that makes towns and cities work. Using the idea of starting a new city on an island, it explains the main branches of civil engineering—**structural and construction engineering** (buildings and bridges), **water supply, transport and roads, city planning, and sanitation/wastewater systems**—and why each is essential for safety, health, and efficient living. It also highlights a few historical breakthroughs (like aqueducts,

roads, modern cement, and sewer systems) to show how engineering solutions evolved to support growing communities.)



The construction sector also offers **clear opportunities for progression**. Many people start as Construction General Workers and, through experience and training, move into semi-skilled roles, skilled trades, and eventually supervisory or management positions. Progression depends on a combination of **practical experience, training, performance, and personal attitude**.

In recent years, the sector has also begun to incorporate **new technologies and practices**, including energy-efficient construction methods, renewable energy installations, and improved building standards. This means that construction careers are not only about physical work but increasingly require **technical knowledge and problem-solving skills**.

This document provides an overview of key occupations within the construction sector. It is designed to help job applicants understand what different roles involve, what skills and attitudes are required, and how careers can develop over time. It should be read together with the **K. Neumeyer aptitude, inclination, and entry-level questionnaires**, which help candidates identify occupations that best match their interests and abilities.

Why Choose Construction?

The construction sector offers **practical, hands-on career opportunities** for people who enjoy working with their hands, seeing real results from their efforts, and contributing to visible outcomes such as buildings and infrastructure. Unlike many other sectors, construction allows individuals to **enter employment without needing high formal qualifications** and to progress through experience, training, and performance.

One of the key advantages of construction is its **clear career pathways**. Many people start at entry level and

move step by step into semi-skilled roles, skilled trades, supervision, and management. Progression is based on **what you can do**, how reliably you work, and your willingness to learn, rather than only on academic results.

Construction skills are also **highly transferable**. Once trained, artisans such as bricklayers, plumbers, electricians, carpenters, and welders can work on different types of projects, in different regions, and sometimes even in other countries. These skills remain in demand as long as buildings and infrastructure are needed.

The sector provides opportunities for **self-employment and entrepreneurship**. Experienced tradespeople can start their own small businesses, work as subcontractors, or take on contract work. This gives construction workers the possibility to increase their income and build long-term financial independence.

Construction is also a sector where **men and women can succeed equally**. Modern construction values skill, safety awareness, teamwork, and attention to detail. With proper training and support, women are increasingly entering skilled trades and supervisory roles.

While construction work can be physically demanding, it also offers **variety and challenge**. No two projects are exactly the same, and workers often develop strong teamwork, problem-solving, and leadership skills. Many people find satisfaction in being able to point to a

completed building or structure and say, *“I helped build that.”*

Choosing construction means choosing a career where **effort, learning, and commitment are rewarded**, and where it is possible to grow from an entry-level worker into a skilled professional or leader over time.

Gender-Inclusive Participation in Construction

The construction sector offers **equal opportunities for women and men**. Modern construction is not only about physical strength; it values **skill, precision, safety awareness, teamwork, communication, and problem-solving**. Women are increasingly working successfully as electricians, plumbers, carpenters, welders, supervisors, and site managers. With the right training, support, and commitment, anyone can build a career in construction. Employers value workers who are reliable, safety-conscious, and willing to learn, regardless of gender. This document encourages all applicants to consider construction as a **viable, respectable, and rewarding career path**.



Is Construction Right for You? – Self-Check

Construction work can be rewarding, but it is not the same as office-based or purely academic work. This self-check will help you reflect honestly on whether the construction sector suits your interests, abilities, and expectations.

Tick the statements that apply to you.

Work style and environment

- ✓ I am comfortable working outdoors in different weather conditions
- ✓ I am willing to do physical work and be active during the day
- ✓ I can start work early and follow a daily site schedule
- ✓ I am prepared to work on different sites, not always in the same place

Attitude and behaviour

- ✓ I am willing to start at entry level and learn on the job
- ✓ I can follow instructions and accept supervision
- ✓ I take safety rules seriously and follow them consistently
- ✓ I am reliable and arrive at work on time

Skills and interests

- ✓ I enjoy practical, hands-on tasks
- ✓ I like working with tools, materials, or equipment
- ✓ I can concentrate and work accurately
- ✓ I am interested in learning a trade or technical skill

Teamwork and communication

- ✓ I can work as part of a team with different people
- ✓ I am willing to communicate clearly and ask questions when unsure
- ✓ I can respect supervisors, colleagues, and site rules

Long-term thinking

- ✓ I am interested in building skills over time
- ✓ I am open to training and upgrading my skills
- ✓ I would like a job that can grow into a career

How to use this self-check

- If you ticked **many of the statements**, construction may be a good fit for you.
- If you ticked **some statements**, construction may still suit you with the right support and training.
- If you ticked **very few statements**, you may want to explore other sectors before applying.

This self-check works best when used together with the **K. Neumeyer aptitude, inclination, and entry-level questionnaires**, which provide more detailed guidance on suitable occupations within the construction sector.

Construction is a skills-based sector. Anyone with the right attitude, training, and commitment can succeed.

Construction Sector – Occupational Profiles

Introduction

It is designed for **free public access** and to sit alongside the **K. Neumeyer aptitude, inclination, and entry-level questionnaires**.

The document is **descriptive, guidance-oriented, and non-regulatory**, helping candidates make informed decisions **before applying for work or training**.

Purpose of This Document

This information package provides a **clear and realistic overview of occupations in the construction sector**. It helps candidates understand:

- What different construction occupations involve
- Where and how people work in each role
- Typical income expectations
- How careers progress from entry level to leadership
- What skills, attitudes, and interests are required
- How occupational levels (Level 1–5) relate to real jobs

It does **not replace qualifications or job advertisements** but supports **career orientation and informed choice**.

Occupational groupings

The main occupational groupings covered in this package are:

Entry and Semi-Skilled Roles

- Construction General Worker
- Steel Fixer / Reinforcement Worker
- Concrete Worker
- Scaffolder

Skilled Trades (Artisan Level)

- Bricklayer / Mason
- Plumber
- Electrician
- Carpenter / Joiner
- Welder / Fabricator

Supervisory and Advanced Roles

- Site Foreman
- Construction Supervisor
- Health & Safety Officer
- Project / Construction Manager

Construction Skills Levels Explained (Level 1–5)

To avoid confusion around frameworks, this package uses a **simplified explanation of skill levels**, aligned with **NQF / HQF principles**, but written for **job applicants**.

Level 1 – Workhand / Entry-Level Worker

Typical roles:

- Construction General Worker
- Site Assistant

What you do:

- Assist skilled workers
- Perform basic manual tasks
- Follow instructions and safety rules

Entry expectations:

- No formal qualification required
- Basic literacy and numeracy helpful
- Willingness to learn

Purpose of this level:

Introduction to construction work and identification of suitable trades.

Level 2 – Semi-Skilled Worker

Typical roles:

- Assistant Bricklayer
- Steel Fixer
- Concrete Worker
- Assistant Plumber

What you do:

- Perform routine tasks independently
- Use tools correctly
- Understand basic drawings
- Work safely with limited supervision

Entry expectations:

- Experience at Level 1
- Short skills training or workplace learning

Purpose of this level:

Preparation for formal trade training or apprenticeship.

Level 3 – Skilled Worker / Artisan

Typical roles:

- Bricklayer
- Plumber
- Electrician
- Carpenter
- Welder

What you do:

- Perform skilled technical work
- Read and interpret drawings
- Ensure quality and safety
- Work independently

Entry expectations:

- Completion of Level 2
- Formal trade training or apprenticeship
- Occupational or trade assessment

Purpose of this level:

Recognised employable artisan status.

Level 4 – Advanced Artisan / Senior Technician

Typical roles:

- Senior Electrician
- Master Plumber
- Specialist Welder

What you do:

- Handle complex tasks
- Solve technical problems
- Guide junior workers

Entry expectations:

- Experience as a qualified artisan
- Advanced technical training

Purpose of this level:

Pathway into supervision or technical specialisation.

Level 5 – Supervisor / Site Leadership

Typical roles:

- Site Foreman
- Construction Supervisor
- Health & Safety Officer

What you do:

- Supervise teams
- Plan and coordinate work
- Ensure quality, safety, and timelines
- Communicate with management

Entry expectations:

- Proven trade experience
- Supervisory or management training
- Strong communication skills

Purpose of this level:

Transition from technical work to leadership and management.

Career Progression Pathway

Typical pathway:

General Worker → Semi-Skilled Worker → Artisan → Senior Artisan → Foreman → Project Manager

Progression depends on:

- Experience
- Training
- Performance
- Attitude and reliability

How This Package Supports Applicants

These occupational profiles package enables candidates to:

- Gain insights into actual roles within the construction industry
- Align their aptitudes and interests with suitable occupations
- Explore potential long-term career pathways
- Enter the sector with well-informed and realistic expectations

Occupational Profiles

1. Construction General Worker (Level 1 – Entry)



What this occupation is about

Construction General Workers support day-to-day activities on construction sites by assisting skilled trades, preparing work areas, and handling materials. This role is the **primary entry point into the construction sector** and provides exposure to different trades, tools, and site practices. It is a foundation role for individuals who wish to progress into semi-skilled work or formal trade training.

Typical tasks

- Carrying and moving construction materials and tools
- Cleaning and preparing work areas
- Assisting bricklayers, plumbers, electricians, carpenters, and other trades
- Mixing concrete, mortar, or other basic materials
- Loading and unloading deliveries
- Following instructions from supervisors and skilled workers
- Applying basic health and safety rules on site

Working environment

- Construction sites, primarily outdoors
- Physically demanding tasks, including lifting, walking, and standing for extended periods
- Exposure to sun, dust, noise, and changing weather conditions
- Working closely with skilled and semi-skilled team members
- Strong focus on safety awareness and discipline

Indicative income – Namibia

- Entry-level / casual worker: **NAD 2,500 – 4,500** per month
(Often paid daily or weekly, depending on employer and project.)

Career progression

Construction General Worker → Semi-Skilled Worker → Trade Training / Apprenticeship → Skilled Artisan

Suitable personal traits

- Physical fitness and stamina
- Willingness to learn and take instructions
- Reliability and punctuality
- Ability to work as part of a team
- Positive attitude towards hard work

Skills self-check

- ✓ Comfortable working outdoors
- ✓ Able to follow instructions and site rules

- ✓ Willing to start at entry level
- ✓ Physically fit for manual tasks
- ✓ Safety-aware and disciplined

A day in the life of a Construction General Worker

“I arrive early for the site briefing and safety talk. I help unload materials, clean work areas, and assist skilled workers with tools and materials. During the day, I mix concrete, carry blocks, and keep the site tidy. Before leaving, I help clean up and prepare for the next day’s work.”

Skills level alignment

Level 1 (Entry-Level Worker):

- Performs basic construction tasks under supervision
- Assists skilled and semi-skilled workers
- Learns site rules, safety procedures, and basic tools
- Builds foundational experience for progression to Level 2

2. Bricklayer / Mason (Level 3 – Artisan)



What this occupation is about

Bricklayers and Masons construct and repair walls, buildings, and structural elements using bricks, blocks,

stone, and mortar. Their work forms the **structural backbone and visible finish** of many construction projects. Bricklayers work closely with other trades to ensure correct alignment, openings, and finishes in accordance with drawings and specifications.

Typical tasks

- Laying bricks, blocks, and stone to specified lines, levels, and dimensions
- Mixing and applying mortar and other bonding materials
- Reading and interpreting construction drawings and setting-out information
- Constructing walls, partitions, piers, and structural elements
- Installing damp-proof courses, lintels, and reinforcements
- Repairing and maintaining existing masonry structures
- Ensuring quality, alignment, and finish of masonry work

Working environment

- Construction sites, primarily outdoors
- Physically demanding work involving lifting, standing, and repetitive tasks
- Exposure to weather conditions
- Close coordination with plumbers, electricians, and carpenters

- Strong emphasis on accuracy, workmanship, and safety

Indicative income – Namibia

- Semi-skilled / assistant bricklayer: **NAD 5,000 – 7,000** per month
- Qualified bricklayer (artisan level): **NAD 8,000 – 12,000** per month
- Senior bricklayer / foreman / contractor: **NAD 13,000 – 18,000+** per month

(Income varies depending on experience, project size, and responsibility level.)

Career progression

Bricklayer / Mason → Senior Bricklayer → Site Foreman → Construction Supervisor → Project Manager / Contractor

Suitable personal traits

- Good hand–eye coordination and practical thinking
- Attention to detail and accuracy
- Physical stamina and endurance
- Ability to work as part of a team
- Pride in producing quality workmanship

Skills self-check

- ✓ Comfortable working with measurements and levels
- ✓ Able to follow drawings and specifications
- ✓ Physically fit for manual work

- ✓ Works accurately and consistently
- ✓ Safety-conscious at all times

A day in the life of a Bricklayer / Mason

“I start by checking the drawings and setting out my work. I mix mortar, lay bricks to line and level, and check alignment regularly. I coordinate with plumbers and electricians for openings and services. At the end of the day, I clean tools and prepare for the next section of work.”

Skills level alignment

Level 3 (Skilled Artisan):

- Constructs masonry work independently
- Interprets drawings and setting-out information
- Produces quality work to required standards
- Takes responsibility for finished masonry sections

3. Plumber (Construction) (Level 3–4)



What this occupation is about

Plumbers install, test, maintain, and repair water supply, drainage, and sanitation systems in residential, commercial, and industrial buildings. Their work ensures **safe water supply, effective waste removal, hygiene, and compliance with building and health regulations.**

Plumbers work closely with bricklayers, electricians, and site supervisors throughout the construction process.

Typical tasks

- Installing cold and hot water supply systems
- Installing drainage, sewer, and stormwater systems
- Connecting sanitary fixtures such as toilets, basins, showers, and sinks
- Cutting, joining, and fixing pipes using approved methods
- Pressure-testing water systems and checking for leaks
- Reading and interpreting plumbing drawings and layouts
- Identifying faults and carrying out repairs
- Applying health, safety, and environmental standards

Working environment

- Construction sites and completed buildings
- Indoor and outdoor work
- Working in confined spaces such as ducts, ceilings, and trenches
- Physical work involving lifting, bending, and kneeling
- Strong responsibility for hygiene, safety, and quality

Indicative income – Namibia

- Assistant / trainee plumber: **NAD 6,000 – 8,000** per month

- Qualified plumber (artisan level): **NAD 10,000 – 15,000** per month
- Senior plumber / specialist / self-employed: **NAD 18,000 – 25,000+** per month

(Income varies depending on experience, certification, type of work, and employment status.)

Career progression

Plumber → Senior Plumber → Site Supervisor →
Construction Manager → Contractor / Business Owner

Suitable personal traits

- Logical and practical thinking
- Attention to detail
- Responsibility and reliability
- Willingness to work in varied environments
- Good problem-solving ability

Skills self-check

- ✓ Comfortable working with tools and measurements
- ✓ Able to follow drawings and technical instructions
- ✓ Willing to work in confined or dirty environments
- ✓ Understands the importance of hygiene and safety
- ✓ Can diagnose and solve practical problems

A day in the life of a Plumber

“I begin by checking the drawings and planning pipe routes. I install water and drainage pipes, connect fixtures, and test the system for leaks. During the day, I coordinate

with other trades to avoid clashes. Before leaving, I clean the work area and prepare materials for the next task.”

Skills level alignment

Level 3–4:

- **Level 3:** Installs plumbing systems independently and ensures compliance with drawings
- **Level 4:** Handles complex installations, fault-finding, and guides junior plumbers

4. Electrician (Construction) (Level 3–4)



What this occupation is about

Electricians install, test, and maintain electrical systems in residential, commercial, and industrial buildings. Their work ensures that electrical installations are **safe, reliable, energy-efficient, and compliant with applicable standards and regulations**. Electricians work throughout all stages of construction and coordinate closely with other trades.

Typical tasks

- Installing electrical cables, conduits, trunking, and fittings

- Connecting and wiring distribution boards, switches, sockets, and lighting systems
- Testing electrical installations for safety and functionality
- Identifying and correcting faults and non-compliant installations
- Reading and interpreting electrical drawings and schematics
- Applying electrical safety standards and procedures
- Coordinating electrical work with other construction trades

Working environment

- Construction sites and completed buildings
- Indoor and outdoor work depending on the project stage
- Working in confined spaces such as ceilings, ducts, and service shafts
- High level of responsibility due to electrical safety risks
- Strict compliance with safety regulations and procedures

Indicative income – Namibia

- Trainee / assistant electrician: **NAD 6,500 – 8,500** per month
- Qualified electrician (artisan level): **NAD 12,000 – 18,000** per month

- Specialist electrician (solar, industrial, automation):
NAD 20,000 – 30,000+ per month

(Income varies depending on experience, specialisation, and employment status.)

Career progression

Electrician → Senior Electrician → Site Supervisor → Project Manager → Electrical Contractor / Business Owner

Suitable personal traits

- Strong technical interest and problem-solving ability
- High level of accuracy and attention to detail
- Strong sense of responsibility and safety awareness
- Ability to concentrate for extended periods
- Willingness to keep skills updated as technology evolves

Skills self-check

- ✓ Comfortable working with numbers, measurements, and diagrams
- ✓ Able to concentrate and work accurately under pressure
- ✓ Understands and follows strict safety procedures
- ✓ Responsible and reliable in high-risk environments

A day in the life of an Electrician

“I start the day by reviewing electrical drawings and attending the site safety briefing. I install cables, connect fittings, and test circuits to ensure everything works safely. During the day, I coordinate with other trades to avoid

clashes. Before leaving, I test installations again and tidy my work area.”

Skills level alignment

Level 3 (Skilled Artisan):

- Installs and tests electrical systems independently
- Interprets drawings and specifications
- Ensures compliance with safety and quality standards
- Takes responsibility for completed work

Level 4 (Advanced Artisan / Specialist):

- Handles complex or specialised electrical systems
- Conducts fault-finding and corrective work
- Guides junior electricians and apprentices
- Supports supervision and quality control

5. Carpenter / Joiner (Level 3)



What this occupation is about

Carpenters and Joiners work with timber and timber-based products to construct, install, and repair building

components. Their work supports both **structural and finishing stages** of construction projects, including formwork, roofing, doors, windows, ceilings, and built-in fittings.

Typical tasks

- Measuring, marking, and cutting timber accurately
- Constructing and installing formwork for concrete works
- Installing doors, windows, frames, and ceilings
- Assembling and fixing roof structures
- Installing skirting, cupboards, and basic joinery
- Using hand tools and power tools safely
- Reading and interpreting construction drawings

Working environment

- Construction sites and workshops
- Indoor and outdoor work depending on the task
- Physical work involving lifting, standing, and working at height
- Close coordination with bricklayers, plumbers, and electricians
- Strong focus on safety, accuracy, and quality workmanship

Indicative income – Namibia

- Semi-skilled assistant: **NAD 5,500 – 7,500** per month
- Qualified carpenter / joiner: **NAD 9,000 – 14,000** per month

- Senior carpenter / foreman / contractor: **NAD 16,000 – 22,000+** per month

(Income depends on experience, project type, and whether self-employed or company-employed.)

Career progression

Carpenter / Joiner → Senior Carpenter → Site Foreman → Construction Supervisor → Contractor / Business Owner

Suitable personal traits

- Good spatial awareness and practical thinking
- Attention to detail and accuracy
- Physical stamina and hand–eye coordination
- Ability to work independently and as part of a team
- Willingness to learn new construction methods

Skills self-check

- ✓ Comfortable working with measurements and drawings
- ✓ Able to use hand and power tools responsibly
- ✓ Can work accurately under time pressure
- ✓ Comfortable working at height when required
- ✓ Safety-conscious and quality-focused

A day in the life of a Carpenter / Joiner

“My day starts with checking the drawings and measuring materials. I cut and assemble timber for formwork or install doors and ceilings. I coordinate with other trades to ensure correct alignment and finish. At the end of the day, I clean my tools and prepare materials for the next task.”

Skills level alignment

Level 3 (Skilled Artisan):

- Works independently
- Produces quality workmanship
- Interprets drawings
- Takes responsibility for completed work

6. Welder / Fabricator (Level 3)



What this occupation is about

Welders and Fabricators join, cut, shape, and assemble metal components used in construction projects. Their work supports **structural steelwork, building frames, supports, brackets, gates, staircases, and other metal elements**, both on-site and in workshops. Welders play a critical role in ensuring **strength, safety, and durability** of structures.

Typical tasks

- Weld metal components using arc, MIG, or TIG welding processes

- Cut and shape steel using grinders, gas cutting, or plasma cutting equipment
- Assemble metal structures according to drawings and specifications
- Read and interpret fabrication and construction drawings
- Inspect welds for quality, strength, and defects
- Maintain welding equipment and tools
- Apply safety procedures related to heat, sparks, fumes, and electricity

Working environment

- Construction sites and fabrication workshops
- Indoor and outdoor work depending on the project
- Exposure to heat, sparks, noise, and fumes
- Physically demanding work, often in awkward positions
- High emphasis on occupational health and safety

Indicative income – Namibia

- Entry-level / assistant welder: **NAD 6,000 – 8,000** per month
- Qualified welder / fabricator: **NAD 10,000 – 15,000** per month
- Certified specialist / senior welder / fabrication supervisor: **NAD 18,000 – 25,000+** per month

(Income depends on certification level, experience, type of welding, and whether employed or self-employed.)

Career progression

Welder / Fabricator → Senior Welder → Fabrication
Supervisor → Workshop Manager → Contractor / Business
Owner

Suitable personal traits

- High concentration and attention to detail
- Good hand–eye coordination
- Strong safety awareness
- Physical endurance and patience
- Ability to work independently and under pressure

Skills self-check

- ✓ Comfortable working with heat, sparks, and noise
- ✓ Able to follow drawings and technical instructions
- ✓ Works accurately and consistently
- ✓ Understands and follows safety procedures
- ✓ Willing to upgrade skills and certifications

A day in the life of a Welder / Fabricator

“I start by checking the drawings and preparing materials. I cut and weld steel components, check the quality of my welds, and make adjustments where needed. Safety is critical throughout the day. Before leaving, I clean my workspace and maintain my equipment.”

Skills level alignment

Level 3 (Skilled Artisan):

- Performs skilled welding tasks independently

- Produces structurally sound and compliant welds
- Interprets technical drawings
- Takes responsibility for quality and safety of work

7. Steel Fixer / Reinforcement Worker (Level 2–3)

What this occupation is about

Steel Fixers, also known as Reinforcement Workers, prepare and install steel reinforcement used in concrete structures. Their work ensures that buildings, bridges, slabs, columns, and foundations have the **strength and stability** required to carry loads safely. Steel Fixers work closely with formwork teams and concrete workers.



Typical tasks

- Cutting, bending, and shaping steel reinforcement bars
- Placing and tying reinforcement in accordance with drawings and schedules
- Installing mesh, bars, and cages for slabs, beams, columns, and foundations
- Reading and interpreting basic reinforcement drawings

- Checking spacing, alignment, and cover requirements
- Securing reinforcement prior to concrete pouring
- Using hand tools and basic machinery safely

Working environment

- Construction sites, mainly outdoors
- Physically demanding work involving lifting and bending
- Work at ground level and at height depending on structure
- Exposure to weather conditions
- Strong emphasis on safety and teamwork

Indicative income – Namibia

- Entry-level / semi-skilled steel fixer: **NAD 5,000 – 7,000** per month
- Skilled steel fixer: **NAD 8,000 – 12,000** per month
- Senior steel fixer / leading hand / foreman: **NAD 13,000 – 17,000+** per month

(Income varies depending on experience, project size, and responsibility level.)

Career progression

Steel Fixer / Reinforcement Worker → Senior Steel Fixer → Foreman → Construction Supervisor

Suitable personal traits

- Physical strength and stamina

- Ability to work accurately with measurements
- Good teamwork and communication
- Safety awareness
- Willingness to work outdoors

Skills self-check

- ✓ Comfortable lifting and handling steel
- ✓ Able to follow drawings and instructions
- ✓ Can work accurately and consistently
- ✓ Physically fit for manual work
- ✓ Safety-conscious at all times

A day in the life of a Steel Fixer / Reinforcement Worker

“I start by checking the reinforcement drawings and preparing steel bars. I cut, bend, and tie the steel into position for slabs or columns. Before concrete is poured, I double-check spacing and alignment. At the end of the day, I clean tools and prepare materials for the next task.”

Skills level alignment

Level 2–3:

- Level 2: Performs routine reinforcement tasks with limited supervision
- Level 3: Installs reinforcement independently and checks quality and compliance

8. Scaffolder (Level 2–3)



What this occupation is about

Scaffolders erect, modify, inspect, and dismantle temporary scaffolding structures that provide safe access for construction workers working at height. Their work is critical to **site safety, productivity, and compliance** and supports almost all construction trades, including bricklaying, plastering, electrical, and painting work.

Typical tasks

- Erecting and dismantling scaffolding systems in accordance with plans and safety standards
- Modifying scaffolding structures to meet changing site requirements
- Installing platforms, guardrails, toe boards, and access ladders
- Inspecting scaffolding for stability and safety prior to use
- Identifying and reporting any defects or unsafe conditions
- Securing scaffolding to structures when required

- Using tools and equipment safely while working at height

Working environment

- Construction sites, primarily outdoors
- Regular work at height
- Exposure to weather conditions
- Physically demanding work involving lifting and climbing
- Very strong emphasis on health and safety compliance

Indicative income – Namibia

- Trainee / semi-skilled scaffolder: **NAD 6,500 – 8,500** per month
- Qualified scaffolder: **NAD 9,000 – 13,000** per month
- Senior scaffolder / scaffolding supervisor: **NAD 14,000 – 18,000+** per month

(Income depends on experience, certification level, and responsibility.)

Career progression

Scaffolder → Advanced Scaffolder → Scaffolding Supervisor → Site Supervisor / Safety Officer

Suitable personal traits

- Not afraid of heights
- Strong safety awareness
- Physical fitness and balance

- Ability to follow procedures precisely
- Good teamwork and communication skills

Skills self-check

- ✓ Comfortable working at height
- ✓ Physically fit and coordinated
- ✓ Able to follow safety rules strictly
- ✓ Can work accurately and responsibly
- ✓ Understands the importance of inspections

A day in the life of a Scaffolder

“I start with a safety briefing and inspect existing scaffolding. I erect or adjust scaffold sections according to the work planned for the day. Safety checks are done before workers use the scaffolding. At the end of the shift, I secure or dismantle structures as required.”

Skills level alignment

Level 2–3:

- Level 2: Assists with erecting and dismantling scaffolding under supervision
- Level 3: Independently erects, inspects, and certifies scaffolding sections

9. Site Foreman / Construction Supervisor (Level 5)



What this occupation is about

Site Foremen and Construction Supervisors coordinate and oversee daily construction activities on site. They are responsible for **managing workers and trades, planning**

daily tasks, ensuring quality workmanship, and enforcing health and safety requirements. This role bridges the gap between site management and the workforce and is critical to keeping projects on schedule and within quality standards.

Typical tasks

- Plan and allocate daily work tasks to teams and trades
- Supervise skilled, semi-skilled, and entry-level workers
- Monitor progress against project schedules
- Ensure work meets quality standards and follows drawings
- Enforce health, safety, and environmental requirements
- Coordinate activities between different construction trades
- Report progress, issues, and resource needs to site management
- Assist with problem-solving and on-site decision-making

Working environment

- Construction sites, primarily outdoors
- Leadership role with high responsibility
- Frequent interaction with workers, subcontractors, and management

- Exposure to site pressures, deadlines, and changing conditions
- Strong focus on safety, organisation, and communication

Indicative income – Namibia

- Site Foreman: **NAD 18,000 – 25,000** per month
- Senior Construction Supervisor: **NAD 25,000 – 30,000+** per month

(Income varies depending on project size, experience, and level of responsibility.)

Career progression

Site Foreman / Construction Supervisor → Construction Manager → Project Manager → Senior Management / Contractor

Suitable personal traits

- Strong leadership and communication skills
- Practical construction knowledge across multiple trades
- Ability to plan, organise, and prioritise work
- Problem-solving and decision-making ability
- Strong sense of responsibility and accountability

Skills self-check

- ✓ Confident supervising teams and trades
- ✓ Able to read and interpret drawings and schedules
- ✓ Comfortable enforcing safety and quality standards

- ✓ Good communication and coordination skills
- ✓ Able to handle pressure and resolve site issues

A day in the life of a Site Foreman / Construction Supervisor

“I start the day with a site briefing and safety talk, allocate tasks to teams, and review the work plan. Throughout the day, I monitor progress, solve problems, and ensure quality and safety standards are met. I coordinate with subcontractors and report updates to management before preparing the plan for the next day.”

Skills level alignment

Level 5 (Supervisor / Site Leadership):

- Manages teams and coordinates multiple trades
- Plans and controls daily construction activities
- Ensures compliance with quality, safety, and project requirements
- Acts as the link between site workers and management

Visual Career Progression Chart (Level 1–5)



LEVEL 5

Site Foreman / Construction Supervisor



LEVEL 4

Senior Artisan / Specialist Technician



LEVEL 3

Qualified Artisan (Bricklayer, Plumber, Electrician, etc.)



LEVEL 2

Semi-Skilled Worker / Trade Assistant



LEVEL 1

Construction General Worker (Entry Level)

Key message for applicants:

Most construction careers start at Level 1 and progress step by step through experience, training, and performance.