

NICET TECHNICIAN PROFILE FOR CERTIFICATION IN HIGHWAY SYSTEM MAINTENANCE AND PRESERVATION

The technician profile is a brief description of the work and career path of the highway system maintenance and preservation technician.

	Level I	Level II	Level III	Level IV
Education	No formal education requirement. Program content at Level II and above assumes knowledge and skills based on work and/or educational experiences (college, self-study, correspondence courses, workshops, or field assignments, etc.) that develop knowledge equivalent to courses in construction, maintenance or civil engineering technology or a closely related Associate Degree program coupled with internships.			
Minimum Work Experience	Limited work experience in highway maintenance, highway construction or related activities	A minimum of two years of highway maintenance and/or construction related work, one year of which shall be specifically involved with highway maintenance and preservation. The balance may be in related technical specialties within the normal scope of highway facility maintenance, equipment operations or maintenance, construction, site restoration and erosion control, or general construction.	A minimum of five years of highway facility maintenance or construction inspection work. Three years shall be specifically involved with highway maintenance and preservation work; at least one year shall be in supervising maintenance activities. One year of the work experience must have been acquired within the three-year period prior to the date this Level III certification is awarded.	A minimum of 10 years of highway facility maintenance, preservation, or construction inspection. Eight years shall be specifically involved with highway maintenance and preservation work; at least three years shall be in supervising maintenance activities. One year of supervision experience must have been acquired within the three-year period prior to the date this Level IV certification is awarded.
Level of Responsibility	Under direct supervision	Under general supervision	Minimal or no daily supervision. May supervise others	Independent performance of assigned or delegated responsibilities.
Typical Activities	Perform repetitive, specific highway maintenance tasks or related activities	Perform a wide range of various types of maintenance operations including fleet management. Supervise specific maintenance operations or crew assignments. Assist in maintaining complex highway facilities	Plan, schedule and implement specific maintenance work plans for a variety of standard and specialized maintenance operations. Participate in the inspection of highway facilities including project planning, contract compliance, documentation, and recommends acceptance.	Manage overall maintenance operations at county level or above. Responsible for allocating and scheduling resources to a wide variety of department force and contract maintenance activities. Supervise contract compliance including specification compliance, documentation and acceptance. Interact positively with owners, engineers, project managers, and other contractors to correct problems, resolve complaints, and complete projects.
Typical Job Titles	Maintenance Foreman I Roadway Program Tech I Temporary Maintenance Foreman Trades Specialist Maintenance Repairman 2	Maintenance Foreman II Roadway Program Tech II Mechanic Supervisor/ Equipment Foreman Trades Specialist	Maintenance Foreman III Roadway Program Tech III Roadway Program Supervisor Area Maintenance Supervisor Highway Equipment Supervisor	District Maintenance Manager Highway Equipment Manager Senior Highway Maintenance Manager Roadway Program Manager Highway Maintenance Manager

Source: National Institute Certification of Engineering Technologies Note: NICET no longer certifies for highway maintenance.

AMERICAN ASSOCIATION OF STATE TRANSPORTATION OFFICIALS (AASHTO) HIGHWAY MAINTENANCE SERIES

The profile is a brief description of the work and career path of the highway maintenance worker.

	Level I	Level II	Level III	Level IV
Education	Typically requires graduation from high school or G.E.D. or equivalent experience. Must possess a valid driver license and a Class A Commercial Driver License.			
Minimum Work Experience	None.	One to two years of full-time experience in operating heavy equipment and performing roadway maintenance.	Four or more years of experience in roadway maintenance.	Experience equal to five or more years of full-time highway/roadway maintenance work, highway construction work, or highway materials inspection work.
Level of Responsibility	Under close supervision	Under moderate supervision	Under limited supervision.	Independent performance of assigned or delegated responsibilities.
Typical Activities	Performs routine equipment operations and physical labor activities in order to maintain primary and/or secondary highways. Operates equipment such as dump trucks, front-end loaders, tractors, motor graders, high-reach excavators, and other support equipment such as air compressors, oil distributors, and pneumatic tools.	Under moderate supervision, operates multiple gasoline and diesel-powered construction equipment such as heavy bulldozers, power shovels, draglines, heavy motor patrol graders, steamrollers, overhead cranes, pay loaders, heavy diesel tractors, and related heavy construction equipment exceeding four tons.	Functions as a crew leader for staff specializing in highway maintenance services and assists in the coordination of planning work schedules, providing leadership and guidance to crews, coordinating maintenance operations in the field, monitoring work performed, compiling crew work statistics, and documenting crew activities.	Top-level supervisor of maintenance functions that supervises multiple locations within an assigned area of operations. Supervises crews engaged in highway and bridge maintenance, repairs, and reconstruction. Often assisted by Highway Maintenance Worker Senior.
Sample Job Titles - DOT	Highway Maintenance Worker I Transportation Maintenance Technician I Highway Ops Technician Trainee	Transportation Generalist Highway Maintenance Operator II Hwy Ops Tech 2	Crew Leader Highway Foreman 2 Lead Highway Maintenance Worker	Highway Maintenance Supervisor Transportation Services Supervisor II Roadway Operations Manager I

Source: AASHTO 2016 Salary Survey