



Training Associate

Deconstruction/Hardscape/Retail Job Description

Reports to: Workforce Development Manager
Crew Supervisors
Status: Full-time, Non-Exempt
Department: Building Value

Position Summary: Building Value is a social enterprise powered by Easterseals Redwood, a 501(c)3 nonprofit organization whose mission is to accelerate careers in construction for people facing economic and employment challenges. Through our Work-hardening Training Program, we deconstruct and demolish homes and offices to salvage building materials, appliances, and architectural gems for sale to the public at our retail store. Training Associates will work on a variety of job sites, including deconstruction, hardscape, building supply retail store, and potentially, construction site clean-up, home weatherization, and remediation.

Our on-the-job, work-hardening training provides an opportunity for you to build solid work habits to be successful in the construction industry and beyond: consistent attendance, daily punctuality, job site safety, good work ethic, positive attitude, ability to follow directions, attention to detail/work quality, and professionalism. Our training program and supportive services will help you develop your professional and work skills, as well as basic tool, equipment, and trade knowledge. You will not be learning a specific trade during this program. However, this role will help you determine whether a construction career is right for you, and what trade is of specific interest to you.

Essential and Primary Responsibilities of Work Hardening Training

1. Remove reusable building materials from job sites during deconstruction using a variety of hand and power tools.
2. Load and unload materials, carry and position materials to storage facility or retail area for display.
3. Clean job sites through sweeping, nail and hardware removal, stacking materials, hauling debris, collecting and returning tools to storage, etc.
4. Follow safety guidelines and OSHA standards, including but not limited to:
 - a. Use of Personal Protective Equipment (PPE)
 - b. Proper tool usage, maintenance, and storage
 - c. Identification and correction of jobsite hazards
5. Work collaboratively with supervisor and crew members to complete responsibilities efficiently.
6. Perform other duties as assigned on a range of work hardening projects, potentially including, but not limited to deconstruction, hardscape, building supply retail store, construction site clean-up, home weatherization and remediation.

Performance Measures

You are required to complete 12 successful “Green Dot” weeks to proceed from Phase 1 (Building Value Training Program) to Phase 2 (On-site Job Placement). *If you have 3 unsuccessful “Red Dot” weeks or 6 total absences, you will be required to leave the program.* To be successful and receive a “Green Dot” individuals are measured on each of the following areas (by Managers and Supervisors), each week in the program.

1. Dependability

- a. Attendance—can be relied upon to be at work every day
- b. Punctuality—can be relied upon to be on time every day

2. Safety and Accuracy

- a. Consistently uses PPE, uses tools properly, and actively identifies and corrects jobsite hazards.
- b. Meets quality and efficiency standards and proactively addresses issues related to quality and efficiency.
- c. Complies with Building Value policies and procedures.

3. Work Ethic and Attitude

- a. Follows instructions and routine assignments.
- b. Stays focused and diligent about working hard and completing projects.
- c. Takes feedback graciously and responds accordingly.
- d. Demonstrates flexibility. Responds quickly and positively to change and can redirect attention.
- e. Takes initiative to learn new skills and next steps to stay busy and engaged.

4. Teamwork

- a. Works well with supervisors and peers to meet goals.
- b. Treats others with dignity and respect.
- c. Works well with a diverse range of people, regardless of gender, orientation, race, education, or socio-economic background.
- d. Adopts a win/win approach to problem solving.

Required Education and Experience

1. High school diploma/GED with a minimum of a 6th grade reading level.
2. Acceptable background check and drug screen. *A minor criminal history does not necessarily disqualify you.*
3. Ability to follow directions, have a great attitude, and meet safety requirements.
4. Ability to see, hear, talk, stand, walk, turn, climb, handle, reach, push, pull, balance, and kneel.
5. Ability to lift a minimum of 50 pounds or 200 with accommodation/assistance.
6. Reliable transportation to/from work. Independent transportation, valid driver's license, and insurance are ideal, but not required to start the job. *They are required to move on to Phase 2 (On-site job placement) of the training program.*
7. Currently unemployed.

Working Conditions

8am – 4:30pm

Plan on arriving early so that you are on time. You are required to punch in/out of work to record your hours.

30-minute lunch break **on the job site**. *You are encouraged to pack your lunch as you will not be allowed off the job site to purchase it.*

As part of the work-hardening, Training Associates are regularly exposed to dirt, dust, debris, smells, and outdoor weather conditions. Minor cuts, muscle strain, burns, falls, or other incapacitating injury are possible.

Compensation

- \$11.50/hour during Phase 1—Work Hardening
- \$15/hour during Phase 2—Job Site Pre-Apprenticeship based on ability and trade preference availability
- Uniform, PPE, and lunch box when you start, and tool belt with tools upon graduation from Phase 1
- 7-week Mind Elevation (Social/Emotional Learning) Course, OSHA10 or OSHA30 Certification
- Guaranteed full-time employment with benefits with local construction/trade contractor upon successful completion of Phase 1, Phase 2, Drug Screen, and OSHA Certification(s).