



Workforce Development Program Summary

Our Workforce Program is designed as a transitional opportunity for individuals looking to build successful careers in the skilled trades. While there is no fixed end date for participation, we anticipate that the average program participant will complete their journey within approximately 18 months.

This program is specifically tailored for recent vocational school graduates who require additional support to excel in their chosen trade. Through a network of strong partnerships, we provide essential job readiness training, interview preparation, and assistance with industry-recognized certificate completion to ensure our participants are fully equipped for long-term success.

A key component of our approach is mentorship. Each day, participants will work alongside experienced professionals who provide hands-on guidance, fostering both technical skills and professional growth. Additionally, we recognize the external challenges that can hinder career advancement. To address these barriers, our program includes referrals to community resources through individualized career success plans.

By combining technical training, mentorship, and comprehensive support services, our Workforce Program creates a strong foundation for individuals to transition smoothly into sustainable careers in the skilled trades.



Job Title: Workforce Development Crew Member

Time Commitment: Full time (32 hours per week), typically fulfilled during business hours of Monday-Thursday 8:30am-4:30pm; flexibility required for scheduled Fridays due to project needs, hourly pay rate

Direct Supervisor: Construction Leader

Duties: *At all times this position will be responsible for ensuring compliance with all safety regulations is upheld by both staff and volunteers. Other construction related duties may be assigned as our affiliate continues to grow our mission impact.*

Work Site Job Training (80% of time)

- Assist with all aspects of hands-on construction tasks including, but not limited to, demolition, site prep, framing, insulation, drywall, flooring, roofing, finish carpentry and landscaping.
- Projects may include new construction, rehabilitation, critical home repair and weatherization projects.
- Work with small groups of volunteers and facilitate safe and positive experiences for everyone working on site.
- Maintain site safety by adhering to Habitat construction safety policies, modeling best practices and guidelines, volunteer guidance and site monitoring.

Workforce Development Program (20% of time)

- Complete objectives of individual career success plan
- Obtain and/or maintain industry credentials for future skilled trades career
- Attend additional trainings with partner agencies (i.e. GLCAP, JobsOhio, and Terra College)
- Participate in staff meetings

Qualifications:

Required

- Experience working with power tools
- Interest in furthering career in building trades including rough and finish carpentry
- Strong verbal communication skills
- Must complete and comply with Habitat's Competent Person Safety Training
- Ability to pass background check including sex offender registry check
- Able to lift 50 pounds, climb ladders and scaffolding, and physically perform all duties listed above

Preferred

- OSHA-10 certified
- Experience with repairs and remodels as well as general work in the residential construction industry
- Own personal transportation, valid Ohio driver's license, and clean driving record
- Personal experience with Habitat for Humanity

Benefits:

- Paid Time Off after probationary period
- Flexibility of work times in coordination with supervisor
- Employee Assistance Program