**ATTACHMENT A**

**PAYROLLING SERVICE FOR HIGH RISK WORKERS FOR THE**

**WORK EXPERIENCE PROGRAM**

**JOB DESCRIPTION REQUIREMENTS**

**The following are the job description requirements for various high-risk positions:**

**Lifeguard Minimum Requirements**

* 18 years of age or older
* High School Diploma or equivalent required
* Ability to facilitate community living with youth in a cabin or tent platform.
* Ability to plan, initiate and lead small and large group activities
* Must possess a cooperative spirit and be committed to character development by promoting and demonstrating caring, honesty, respect, and responsibility to campers, staff, and program participants.
* Must have a sincere and genuine interest in working with youth and should relate well to all age levels and backgrounds of people.
* Prior experience with youth or family programming
* **American Red Cross or YMCA lifeguarding certification required**
* Six months of satisfactory and verifiable experience with school age children, and/or family programming **preferred**
* Previous overnight camping experience **preferred**
* YMCA lifeguard certified **preferred**
* One year of college completed **preferred**
* All YMCA staff positions require certification in American Red Cross, ASHI, or American Heart Association CPR/AED-Professional Rescuer, First Aid and Oxygen Administration. All employees must obtain current certifications before the position start date

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**General Labor Requirements**

* Lift and carry heavy objects (50+ lbs.)
* Work with hand tools as assigned
* Bend and stoop for long periods of time
* Must be respectful and capable of working cooperatively with others
* Must be respectful and capable of following supervisor(s) direction
* Laborers are required to physically work hard for long periods of time
* Arrive on assigned jobsite by 7:00 am for scheduled shift.
* Reliable transportation to and from jobsites
* Responsible for maintaining a clean work site and personal safety as well as the safety of team members.
* You are required to wear Personal Protective Equipment (PPE) on ALL jobsites. Required PPE will include the following: Safety Glasses, Hard Hat, Gloves and Steel-Toed shoes.
* Upon arrival at jobsite, check in with the Site Supervisor to be assigned work duties.
* If you are unsure of Job-Duties and/or how to use tools, please check with Supervisor for proper instructions.
* You will be assigned different job duties according to jobsite requirements.
* You are required to take a Half Hour lunch. Check with Supervisor when you will be scheduled for lunch break.
* As a General Labor, you will be assisting in demolition and deconstruction activities of a building.
* You are to perform work safely and operate any equipment/tools in a safe manner.

**Construction Labor Requirements**

* Clear, excavate, fill, backfill, grade, perform unskilled labor
* Assist in the wrecking or dismantling of buildings and structures
* Cleanup procedures, to include removal of debris
* Perform watchman duties, including flagman, garbage and debris handler, dump-man, fire watch, and tending of heaters and pumps
* Building, planking or installation and removal of all staging, swinging, and hanging scaffolds including maintenance

**Welding Requirements**

* High School Diploma Preferred
* Basic Math Skills, ability to read and understand measuring tools
* Knowledge and understanding of shop drawings
* Valid Driver’s License Preferred
* Ability to layout metal components (structural and miscellaneous)
* Capacity to use shop equipment, such as: forming, welding, etc.
* Basic welding skills in SMAW, MIG and TIG
* Communicate and work well with others
* Acknowledgement, enforcement and compliance of all safety regulations, policies, and procedures
* Ability to identify problems and demonstrate problem solving skills

**Welding Intern Requirements**

* High School Diploma or GED
* Technical education, certificate on basic welding and fitting or job-related experience equivalent
* Welding certification approved by state is preferred, but not required
* Be able to lift at least 50pounds
* Knowledgeable with welding techniques such as TIG, MIG, STICK

**Fire Mitigation Requirements**

* You MUST have 3 or more years of verifiable experience.
* Have reliable transportation and an excellent attitude
* High school or equivalent
* Tree removal, limbing, fire mitigation: 2 years
* Ability to stand and walk for long periods of time, and work in confined spaces
* Must have valid drivers’ license, be drug free and pass a background check.
* Fluent English
* Candidate must be able to lift 75 lbs.

**Advanced Manufacturing Requirements**

* 3-5 years' experience as a Sheet Metal Fabricator or similar position to include the ability to manufacture close tolerance sheet metal fabrications using the tools common to the trade -- brake presses, shears, punches, notchers, slip rolls etc.
* Ability to use common measurement tools such as calipers, protractor, height stand, indicators etc.
* Experience manufacturing parts between .010” and .060”.
* Experience with part size less than an inch square to 4’x10’
* Able to do the required math and flat pattern development.
* Ability to straighten welded assemblies.
* Ability to read and interpret sheet metal drawings and prints.
* Experience working with sheet metal from .101” thick to .182” thick and plate from ¼” thick to 1” thick.
* Perform all math computations commensurate with sheet metal end requirements.
* Ability to lift up to 50 lbs.
* Ability to setup, run, and troubleshoot laser cutting machines (preferably Amada).
* Ability to setup, run, and troubleshoot a waterjet cutting machine
* Ability to setup, run and troubleshoot press brakes (preferably Amada).
* Must be willing to work within strict Safety, Quality and Efficiency Standards.
* Good listening/learning skills, adaptive and willing to work with others

**Entry level Manufacturing Requirements**

* Minimum of 2 years construction experience.
* Must have good communication skills and must communicate efficiently with company colleagues and clients. Both verbally and in email.
* Must be able to work up to 60 hours per week, 12hr. per day.
* This position requires good attendance and accountability.
* All training courses are provided in English. Candidates must be able to train and test in English.
* Must be able to pass a pre-employment drug and alcohol test.

**Manufacturing Intern Requirements**

* High School Diploma or GED
* Be able to lift at least 50 pounds
* Ability to work independently
* Ability to work in a team environment
* Operates various hand tools and heavy duty electric and pneumatic tools
* Prepping equipment before painting; Sprays surfaces or manufactured equipment with protective material such as primer, paint, enamel, glaze, or epoxy.
* Assists in the loading and unloading of materials.
* Reliable attendance is essential to performance