



Vocational Instructor, Construction - YouthBuild

Just A Start is looking for a Vocational Instructor, Construction (VI) to provide pre-apprenticeship level construction training to YouthBuild students. The VI will provide quality hands-on supervision and training to YouthBuild students for on-site construction or renovation projects. The VI is a key member of the YouthBuild team and will work closely with team members across the program to support the ongoing success of students as they acquire key skills to enter the workforce.

KEY RESPONSIBILITIES

YouthBuild Construction Project Coordination

- Work with Construction and Project Manager with the planning, coordination and implementation of construction projects
- Coordinate construction team assignments
- Work with Construction and Project Manager to maintain project timelines and determine scope of service, trainings, number of construction sites and jobs and outcomes
- Ensure completion of projects to a professional level of quality and in conformance with written specifications/plans
- Engage public housing partnerships (e.g. Chelsea and Cambridge Housing Authority) to ensure quality and quantity are adequate

Workforce Training (Field and Classroom)

- Identify and track current credential needs (e.g. PACT and OSHA) and develop curriculum
- Oversee work training shop, manage inventory of tools and equipment and acquisition
- Co-teach OSHA and PACT to students and new staff members
- Collaborate with education staff to align PACT/OSHA curriculum and continue development and implementation of curriculum
- Provide hands-on skills training for on-site housing construction/renovation work in painting, wallboard installation, carpentry, power tools, safety, etc.
- Teach and model employability skills such as cooperation, taking direction, attendance and engagement, meeting expectations, etc.
- Maintain an efficient and safe work environment through enforcement and communication of safety rules and procedures, reinforcement of positive behaviors, and effective supervision
- Work closely with Case Management and Counseling team to identify both positive and any behavioral challenges to better support youth on the worksite and beyond
- Work closely with career pathways to identify programmatic goals and achievable outcomes.

Administrative and Data Collection

- Participate in staff and other meetings, working closely with Construction and Project Manager, education, career, and counselors to support progress and development of youth throughout all phases of the program

- Follow and develop safety protocols and training to maximize a safe working environment for staff and students
- Track and record student progress through Salesforce, PACT Litmos

QUALIFICATIONS:

- High school diploma and a minimum of 3-5 years of journey level construction experience, or equivalent. Some college is preferred.
- MA Construction Supervisor License or ability to become licensed journey level of trades experience or higher
- A minimum of one year of supervisory experience
- Strong belief/experience in the potential of young adults (16-24)
- Love, connection, sense of humor, and desire to build positive relationships with young people to support their career and life goals
- Valid Driver's License, safe driving record, and ability to drive program van; acceptable CORI & SORI.

Salary and Benefits:

The salary range for this position is \$65,000-\$70,000 annual depending on experience and qualifications. In addition to a competitive salary, Just A Start offers a comprehensive benefits package, including medical insurance, dental insurance, short term disability insurance, long term disability insurance, life insurance, transportation benefits, 20 PTO days in the first year, 13 paid holidays, VTO (Volunteer Time Off) and a 401k savings plan with a 3% employer contribution.

Work Requirements:

This is a 37.5-hour per week hybrid remote/in-the-office position and is entitled to full employee benefits including health, dental and retirement.

All employees and long-term consultants are required to be fully vaccinated and follow the organization's established protocols regarding COVID.

[Apply for this position](#)