



## Fresh Start Crew Member – Fond du Lac Part Time

ADVOCAP, Inc., is a recognized leader in anti-poverty and self sufficiency programming. We are a private, nonprofit agency committed to creating opportunities for people and communities to reduce poverty.

Fresh Start is a non-traditional paid employment and training program. It works with participants to assist them in overcoming employment and self-sufficiency barriers that have prevented them from accomplishing their goals. Crew Members are scheduled 29 hours a week, Monday through Thursday.

The primary responsibility is to earn an HSED or GED (if you do not have it already), acquire life and job skills, provide service to the community, and to gain full time employment or enroll in further education or training. Participants divide hours between time on construction site and time in classes and trainings, and community service.

### **Responsibilities Include:** (not all inclusive)

- Serve on a crew and participate in technical construction phases including, but not limited to: rough framing, trusses, shingling, insulating, installing drywall, doors and windows, siding, soffit/fascia, painting, staining/varnishing, interior trim, and landscaping.
- Must actively participate in all safety trainings and pass exams when applicable. Must follow OSHA safety regulations and use personal protective equipment as assigned by supervisor.
- Work in all types of weather as long as there is no safety concerns.
- Attend and appropriately participate in all classes and trainings. Classes and trainings include, but are not limited to: GED prep, budgeting, cooking/nutrition, OSHA, CPR/AED, First Aid, and Rent Smart.
- Participate in introductions to team leading.
- Actively work toward completing personal goals.
- Participate in community service work.
- Participate in evaluations.

### **Job Requirements:**

- A desire to change the course of one's lifestyle
- Wear tool belt averaging 10 lbs while working
- Climb up and down ladders
- Lift up to 80 lbs
- Lift walls with others up to 100lbs
- Stand for long periods of time
- Bend, kneel, squat or sit often
- Reach overhead repetitively
- Walk on uneven ground, often while carrying supplies that may range from 1 to 80 pounds
- Wear personal protective equipment including but not limited to: safety glasses, hard hat, steel/safety toe shoes, fall protection (harness)
- Repetitive hand use including, but not limited to: gripping, pinching, push/pull, fine manipulation, and forceful grip/twist
- Ability to see, talk, and hear—must use visual and auditory senses to anticipate or detect safety
- Background check required

Starting wage is \$10.00 per hour.

Please submit resumes with cover letter to:

Human Resources, ADVOCAP, Inc., PO Box 1108, Fond du Lac, WI 54936-1108

OR FAX 920-922-7214 OR Email [hr@advocap.org](mailto:hr@advocap.org)

<http://www.advocap.org/>  
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