



ANEW improves people's lives by providing quality training, employment navigation and supportive services leading to successful family wage careers. Founded in 1980, ANEW is the longest continuous running pre-apprenticeship program for women in the county and has a unique and successful reputation for assisting women into apprenticeship. Since inception ANEW has expanded its mission to continue to serve women, but to additionally serve other underprivileged populations in this space.

JOB DESCRIPTION: INSTRUCTOR I, II, III

Reporting to the Training Coordinator and working closely with other ANEW staff, this position is responsible for providing instruction for ANEW's pre-apprenticeship programs, K12 career exploration events, and four week bootcamp training programs.

This position must work collaboratively with the Director of Training, ANEW Team, and partner organizations.

ESSENTIAL FUNCTIONS

Instructor I

- Teach assigned classes following approved curriculum.
- Manage classroom environment.
- Maintain a safe classroom environment for students.
- Assess student progress in and mastery of work.
- Maintain ANEW tools and instructional aids.
- Work collaboratively with all ANEW staff toward student success and the success of ANEW.

Instructor II

- One year experience as an ANEW instructor.

Instructor III

- Addition of AIC or MC3 Certification.

MINIMUM / REQUIRED QUALIFICATIONS

- Either be a member or be able to join Laborers Union under a collective bargaining agreement.
- Experience teaching a diverse populations of students and maintaining a learning environment.
- Demonstrated commitment to economic, racial and social justice and an understanding of the ways institutions and systems hurt communities of color through both conscious and unconscious bias.
- Experience managing diverse staff, as well as experience in developing and implementing staff training and professional development.
- Completion of an apprenticeship program and attainment of journey level status (or any combination of above) and relative experience and relative work experience, or



- Two-years of work experience providing the following: recruitment, employment placement services, instruction and counseling to adult or youth populations, and working with ethnically diverse populations
- Experience working with individuals with barriers to employment
- Excellent interpersonal, written and verbal communication skills
- Familiarity with unions and the apprenticeship system
- Proven success in working with teams as well as independently with minimal supervision

WORK ENVIRONMENT AND WORKPLACE CONDITIONS

Work pressure, disturbances of work flow, and/or irregularities in work schedule are frequent and require significant adaptation. The performance rapidly evolves, requiring continual upgrading of skills. Work is usually performed in a classroom or shop environment. Physical exertion includes construction training, standing during training, carrying training materials and equipment, and performing construction tasks.

CONDITIONS OF EMPLOYMENT AND OTHER REQUIREMENTS

- Background screening through Washington State Patrol
- Ability to work flexible schedule to include evening and or weekend
- Proof of citizenship or other authorization for employment
- Continuation of employment is contingent upon successfully performing work described
- Continuation of this position is dependent on achievement of performance goals and availability of funding

SALARY

This position is offered under a collective bargaining agreement through Laborers Local 242.

The schedule is to be determined by employer and will include Monday through Friday and occasional evening or weekend work.

This position is grant funded and continuation of this position is subject to obtainment of contract deliverables, funding restrictions such as penalties for nonperformance, project evaluations, and achievement of performance goals and availability of funding.

BENEFITS

Benefits are defined under the collective bargaining agreement.

WORK LOCATION: North or South Training Facility, K12 Education Facilities, or other locations as assigned



WORK SCHEDULE: Monday through Friday 7am – 4pm, travel is required and will sometimes require being out of town for the week

REPORTS TO: Training Director

All applications must be submitted to hr@anewaop.org. Please submit a cover letter outlining your experience and a resume.