

Start your career at Andgar with our Career Acceleration Program (CAP)

We are offering an 8-week, PAID training program to help launch you into a successful career in the construction trades with Andgar. This program will start with a study of basic construction skills which align with NCCER's Core Curriculum. This nationally accredited training will start building your Industry Recognized Credentials in the following areas:

- Safety (OSHA 10 Certification)
- Construction Math
- Hand Tools
- Power Tools
- Construction Drawings
- Introduction to Rigging
- Communication Skills
- Employability Skills
- Material Handling

After the initial phase of basic construction related training is successfully completed you will continue to learn more of the entry-level/field-ready skills needed to start your career in:

- Heating, Ventilation, Air Conditioning (HVAC) systems installation or service
- Architectural Sheet Metal installation
- Metal Fabrication
- Plumbing systems installation or service

In addition, the NATE Ready to Work HVAC certificate will be earned by successful Career Acceleration Program trainees.

Training will be conducted through classroom, hands-on learning, and on-the-job experiences with a lead trainer. Individual trainee evaluations and career guidance will occur weekly and those meeting or exceeding the weekly minimum requirements will continue in the program.

Upon successful completion of the 8-week paid training program, trainees will be eligible for full-time employment and career advancement opportunities with Andgar.

Minimum Training Program Qualifications

- Minimum 18 years of age
- High School diploma or GED
- Strong verbal and written communication skills
- Able to pass a drug screening, including marijuana
- Valid driver's license and acceptable DOT driving record
- General physical requirements as listed

Pay range: \$18/hr during training

Pay Range for Full-time positions offered upon completion of training: \$20-\$25/hr

EXPLANATION OF PHYSICAL REQUIREMENTS – CAP Training Program

THIS POSITION IS MEDIUM IN EXERTIONAL LEVEL

Seldom (1% - 10%) - **Occasional** (11% - 30%) - **Frequent** (31% - 70%) - **Constant** (Above 70%)

1. Sit	Frequent , while in class or while driving to and from job site. May sit to perform some training or job tasks as required. Alternate with Stand and Walk while performing tasks.
2. Stand	Frequent , during training activities, using hand and power tools, and assembling products for training purposes. While out on jobsites observing or working with trainer. Stand/Walk on various surfaces: carpet, linoleum, dirt, lawn, and concrete.
3. Walk	Frequent . Getting to and from training facility or job site from vehicle, gathering tools, walking around the training facility or job site.
4. Lift	Occasional 50 – 100 lbs., Frequent 25 – 50 lbs., and Constant 10-20 lbs.: hand tools, ducts, fittings, pipe, equipment, and hangers - floor to overhead. Co-workers are typically available for lifting over 75 lbs.
5. Carry	Occasional 50 – 100 lbs., Frequent 25 – 50 lbs., and Constant 10-20 lbs. (hand tools, ducts, fittings, pipe, equipment, and hangers) for short distances, i.e., up to 20 feet.
6. Stoop/Bend	Occasional to perform job tasks. Frequent bend at waist to access materials, retrieve tools, and install materials.
7. Twist	Occasional to perform job tasks. Frequent twist at waist to access materials, retrieve tools, install materials, and maneuver body in tight or small areas.
8. Crouch	Occasional , to perform job tasks.
9. Reach	<u>Above shoulder level</u> : Occasional reach above shoulder to install materials and work with tools overhead. <u>Knees to Shoulder Level</u> : Occasional reach with arm(s) extended to install materials and work with tools. <u>Below knees</u> : Occasional to access tools, supplies, and equipment.
10. Push/Pull	Occasional push/pull force of 50 to 100 lbs. force; Occasional push/pull force between 25 and 50 lbs., and Occasional push/pull force of 10 – 20 lbs.: tighten bolts, when using a broom, pushing on electric drill, or pushing on materials or when using hand cart.
11. Handling	<u>Manual Dexterity</u> : Frequent handling to perform basic training activities. Frequent grasping with both hands for tools, and materials. <u>Fine Finger Manipulation</u> : Frequent when using technology, switches on power tools, screwing nuts and bolts.
12. Foot Controls	Seldom to operate vehicle or lifts.
13. Climb	Occasional climb of stairs to access work sites. Occasional climbing of ladders and or scaffolding.
14. Kneel/Crawl	Occasional to perform training activities.