



All Women Work Project (“AWWP”) Intern

JOB DESCRIPTION

Reports to: AWWP Work Crew Leader (Nancy Bloomfield)

OVERVIEW OF COVER

COVER is a non-profit located in White River Junction that brings together volunteers to complete critical carpentry repairs in the Upper Valley. Our mission is to build community and foster hope through cooperation and fellowship among all home repair and reuse participants. We invite people to share their stories and their time to help make a home warm, safe and dry for a neighbor-in-need. We seek to engage hearts, minds and bodies to break down barriers and build not only roofs, ramps and safer stairs, but more resilient and hope-filled communities. COVER is an equal opportunity employer that supports diversity, equity and inclusion.

PROGRAM OVERVIEW

COVER will be entering its third year of offering Brave Spaces for Women in Carpentry. Brave Spaces normalizes and celebrates women and gender-expansive persons on construction sites by offering all-women work crew opportunities in the Upper Valley. A special emphasis this year will be engaging younger participants.

According to the US Bureau of Labor Statistics, while women constitute 47% of the general workforce, women make up only 10% of the construction industry workforce. National surveys show that most women never consider a career in construction. When women think of a construction site, they don't see themselves in the image. While COVER's Brave Spaces is not focused on changing labor force outcomes, we offer women the opportunity to experience themselves and other women as carpenters who accomplish urgently-needed and impactful work together.

POSITION DESCRIPTION

1. *AWWP Field Support (Primary Duty)*

The AWWP internship will primarily support the work crew leader on four to eight all-women work projects in the Upper Valley. A significant portion of time will be spent out “in the field” assisting the work crew leader on project sites. Project sites are in the Upper Valley within a 45-minute driving distance from the COVER building. The intern will gain and practice construction skills and will also develop invaluable leadership and interpersonal skills.

Tasks may include:

- Organizing tools and materials for the work day

- Maintaining tool trailers
- Reviewing safety procedures on job sites
- Providing one-on-one instruction to program participants
- Ordering and picking up materials as needed

2. *Office Support (Secondary)*

Depending on AWWP project schedules and needs, the intern may be asked to support our work in the office. This includes helping with volunteer recruitment and outreach efforts (complementing the efforts of COVER's volunteer coordinator), and following up with AWWP participants post-project as part of program evaluation.

NECESSARY SKILLS

- Strong passion for COVER's mission.
- Strong interpersonal and communication skills.
- Interest in the building trades and the willingness to learn.
- Compassion and sensitivity to differences in age, life experience, socio-economic factors and physical abilities.
- Ability to work on single story roofs.
- Flexibility in adjusting plans and expectations when unforeseen challenges or weather cancellations occur.

PHYSICAL DEMANDS

- Primary: extended periods of standing, lifting, and walking; travel up to 45 minutes in one direction; and the ability to lift up to 40 pounds.
- Secondary: sitting in an office working on a computer and with a phone.

HOURLY RATE AND DURATION

The internship term is for a six-week period from July 19 to August 24. The intern must be able to work a full work day on Friday and/or Saturday. For days that are spent outside on a project site, the work day usually begins at 8:00 and ends by 5:00.

This is a non-benefited position at \$16.25 per hour. Women are encouraged to apply.

DIVERSITY, EQUITY & INCLUSION STATEMENT

COVER acknowledges it is easy to focus on the differences that separate us; we look to bridge those differences and share in our common human experience. COVER welcomes the unique contributions each person brings in terms of their education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, religion, disability, sexual orientation, recovery status, criminal histories and beliefs.