

# CONSTRUCTION LABORER INTERN

Recruitment #1909-1014DC-001

<b>List Type</b>	Original
<b>Requesting Department</b>	DPW - OPERATIONS
<b>Open Date</b>	10/25/2019 3:30:00 PM
<b>Filing Deadline</b>	12/27/2019 11:59:00 PM
<b>HR Analyst</b>	Nola Nelson

[Go Back Apply](#)

## INTRODUCTION

*The Department of Public Works (DPW) encourages **qualified 17-20 year olds** to apply for this exciting internship that may lead to full-time employment as a City Laborer with the City of Milwaukee.*

*This paid internship provides the opportunity to learn about municipal construction jobs that make a difference in our community.*

*The City of Milwaukee is dedicated to developing a diverse workforce to serve the community's needs.*



*The City of Milwaukee is an Equal Opportunity Employer*

## PURPOSE

Under the guidance and direction of DPW managers and supervisors, Construction Laborer Interns are required to meet established program criteria, complete prescribed training components, pass a physical performance exam, and obtain the State of Wisconsin Commercial Driver Learner Permit without the airbrakes restriction prior to being considered for an appointment to the City Laborer position.

## ESSENTIAL FUNCTIONS

- Participate in and complete the Construction Laborer Intern program training components in preparation for future City Laborer duties.
- Maintain regular attendance and punctuality while fully participating in all aspects of the Construction Laborer Intern program.
- Participate in and complete classroom and field training to learn:
  - How to obtain a Commercial Driver Learner Permit without the airbrakes restriction.
  - Safety in the workplace.
  - Teamwork and interpersonal skills.
  - Work-life balance skills.
  - How to practice for and pass the physical performance test for the City Laborer position.
- Participate in and complete on-the-job training focusing on construction practices such as applying hot and cold patches, laying asphalt, applying tar, working with concrete, identifying and safely navigating underground utilities, and practicing with DPW vehicles.
- Assist construction crews as they perform light to heavy manual labor such as digging, shoveling, sweeping, moving objects and unloading supplies and inventory.
- Participate in and complete on-the-job training to learn to use various job related tools such as air hammers, compressors, pneumatic and hand tools; perform general cleaning and light maintenance of tools, equipment and vehicles.

*Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.*

## CONDITIONS OF EMPLOYMENT

In preparation for promotion to the City Laborer position, the Construction Laborer Intern must meet the conditions of employment listed below.

- Must be available to attend each of the nine scheduled DPW training sessions beginning in February 2020. The training schedule will be announced in January 2020.
- Must be able to work outdoors in variable and extreme weather conditions (e.g., heat, cold, rain, wind, and snow).
- Must be able to tolerate various environmental conditions indoors and outdoors (e.g., noise, vibration, dirt, pollen, and sewer gases).
- Must be able to work in confined space settings (training provided).
- Must be able to hear directions given in a noisy, distracting environment.
- Must be able to see clearly both near and far.
- Must be able to properly lift and move objects weighing up to 50 lbs. alone or up to 100 lbs. with assistance.
- Must be able to perform strenuous physical work continuously for long periods of time.
- Must be able to perform physical activities in work environments that require walking and standing, climbing stairs, ladders and scaffolding, crawling, crouching, stooping, kneeling, reaching, balancing, pushing and pulling.
- Must have manual dexterity and strength to properly and safely use various hand tools, such as sledge hammers, picks, wrecking bars, and hand tampers.
- Must have manual dexterity and strength to properly and safely use power tools, such as air compressors, small and large air hammers, concrete cutting saws, and leaf blowers.

## MINIMUM REQUIREMENTS

1. Must be eighteen years of age on or before May 1, 2020, and not older than 20 years of age at time of the application closing date.

*NOTE: Individuals born after May 1, 2002 and before December 28, 1998 do not qualify.*

2. Valid driver's license at time of application, throughout the selection process, and throughout employment.

*NOTE: Driver's license number must be listed on application.*

3. Good driving record at time of application, throughout the selection process, and throughout employment.

*NOTE: Driving records will be checked during the selection process and prior to job offer.*

## KNOWLEDGES, SKILLS, ABILITIES & OTHER CHARACTERISTICS

- Willingness and aptitude to learn the skills necessary to work effectively with a diverse team, serving a diverse population.
- Willingness and aptitude to learn the skills necessary to work safely and effectively in a field environment.
- Ability to take direction from lead workers, supervisors and managers.
- Ability to exhibit a positive attitude and to exhibit personal characteristics such as honesty, responsibility, and trustworthiness.
- Ability to work cooperatively and fairly with people whose backgrounds may differ from one's own.
- Ability to complete the required Construction Laborer Intern educational, skills and training components, including successful attainment of the State of Wisconsin Commercial Driver Learner Permit without airbrake restriction.
- Ability to perform in the work environment courteously and with a customer-service orientation.
- Ability to speak clearly.
- Ability to read and interpret work related documents.
- Ability to complete the required physical strength and conditioning trainings.

#### CURRENT SALARY

The current hourly rate for the Construction Laborer Intern (PG 9MN) is \$11.27, and the resident incentive hourly rate for City of Milwaukee residents is \$11.61.

#### SELECTION PROCESS

THE SELECTION PROCESS will be job related and will consist of one or more of the following: education and experience evaluation; written, oral, or performance tests, or other assessment methods. The Department of Employee Relations and the Department of Public Works reserve the right to call only the most qualified candidates to oral and performance examinations. Oral examinations may include written exercises. Selection process component weights will be determined by further analysis of the job.

INITIAL FILING DATE - The examination will be held as soon as practical after **Friday, December 27, 2019**. Receipt of applications may be discontinued at any time after this date without prior notice. However, recruitment may continue until the needs of the City have been met. Qualified applicants will be notified of the date, time, and place of the examination. Unless otherwise required by law, the City of Milwaukee will not provide alternative test administration. The applicant is responsible for attending all phases of the job selection process at the time and place designated by the City of Milwaukee.

IMPORTANT NOTE: The written examination is tentatively scheduled for Thursday, January 9, 2020; times and location to be announced. Candidates who successfully complete the written examination will receive information about the date, time, and location of the other testing components and/or interviews. The internship is anticipated to start in early February 2020.

## ADDITIONAL INFORMATION

### APPOINTMENT to the City Laborer position:

A Construction Laborer Intern may become eligible for appointment to a City Laborer position upon meeting the following:

- Successful completion of the Construction Laborer Internship and all training components.
- Possession of a State of Wisconsin Commercial Driver Learner Permit without the airbrakes restriction. Information about how to obtain a Commercial Driver Learner Permit can be found by visiting the Wisconsin Department of Motor Vehicles website: <http://wisconsindot.gov/Pages/dmv/com-driv-vehs/cdl-how-apply>
- Maintenance of a valid State of Wisconsin driver's license at time of application, throughout the selection process and throughout employment.
- Maintenance of a good driving record at time of application, throughout the selection process and throughout employment.
- Successful completion of pass the City Laborer physical performance test and all pre-employment medical and drug screens.

In addition to the conditions of employment listed above, City Laborers:

- Must be available to work beyond assigned shifts to respond to various emergencies. Snow and ice operations and other emergencies may require City Laborers to work at any time during the day or night, 24/7.
- By law, persons in these positions are required to pass pre-employment drug tests and are subject to random drug and alcohol testing during the course of employment. Candidates must sign a release authorizing the City to receive the results of any drug and alcohol tests conducted by previous employers during the past two years if those tests were required by the U.S. Department of Transportation.

The current starting hourly rate for City Laborer (PG 8DN) is \$15.10, and the resident incentive hourly rate for City of Milwaukee residents is \$15.55.

**APPLICATIONS** and further information may be accessed by visiting [www.jobaps.com/MIL](http://www.jobaps.com/MIL).

- Applications and transcripts should be submitted no later than the deadline listed above.

- If you would like assistance completing an application, please contact the Department of Employee Relations at (414) 286-3751 or [staffinginfo@milwaukee.gov](mailto:staffinginfo@milwaukee.gov).
- The Department of Employee Relations is located in City Hall, 200 E Wells St, Room 706, Milwaukee, WI 53202.

## CONCLUSION

EEO = 605

*The City of Milwaukee values and encourages diversity and is an equal opportunity employer.*