



Student Labor Position Description

Multi Work-Learning-Service Level Form

(For combining up to two Work-Learning-Service levels (WLS) on the same form)

Department Name: CELTS

Org. #: 2084

Position Title: HOP Team Member

WLS Levels: 3 -- 4 Position Codes: S41216 , S41217

Contract Hours: As defined by the status form and/or the grade level descriptions

Current Revision Year: 2009

WORK-LEARNING-SERVICE LEVELS (WLS)

- **WLS 1 – Entry Level** – This level is assigned to the following:
 1. All entering students during the first year of enrollment (or first term if entering mid-year); and
 2. Students of any classification whose work is characterized by highly structured tasks or outcomes, relatively low level or number of skills required, typically repetitive or routine tasks, and requiring direct supervision of worker results
- **WLS 2 – Intermediate Level** – This work typically involves less direct supervision than WLS Level 1, perhaps more work variety, and requires some independent exercise of judgment along with an increasing knowledge of the job.
- **WLS 3 – Skilled Level** – The work is typically skilled, requires little direct supervision, requires independent judgment on procedures, and has variety and depth. The work includes helping in the training of others and the expectation of contributions toward improvement of the way work is carried out.
- **WLS 4 – Advanced Level** – Normally involves the supervision of other students, the ability to apply advanced skills, and the capacity to assume higher levels of responsibilities for departmental operations. As with WLS Level 3, the work is typically skilled, requires little direct supervision, allows for independent judgment on procedures, and has variety and depth. The work includes helping in the training of others and the expectation of contributions toward improvement of the way work is carried out. Labor Departments may require WLS level 4 positions to be more than the minimum 10 hour commitment; if so, the Status Form will reflect this requirement.
- **WLS 5 – Management Level – Must be a 15 hour commitment – Allocation of a WLS Level 5 is limited and must be approved by the Dean of Labor / Labor Team.** *Prerequisite: One term at WLS level 3 or 4 and no forms of academic, labor, or social probation.*

This level demands an understanding of departmental policies and relationships. Students are expected to develop and model strong interpersonal / communication skills in the workplace. In addition, students must demonstrate autonomy, high level skills, and assume advanced level responsibilities for departmental functions and/or programs. This level is assigned to the following:

 - Student managers in the department; or
 - Students responsible for managing highly technical positions within the department; or
 - Master level student artisans
- **WLS 6 – Director Level – Must be a 15 hour commitment – Allocation of a WLS level 6 is limited and must be approved by the Labor Program Council.** *Prerequisite: One term at level 4 or 5 and no forms of academic, labor, or social probation.*

Students assigned to this level serve as role models as workers and as students, displaying behaviors and values that are consistent with the Berea College Workplace Expectations -- both on and off the job. These positions require the highest levels of worker autonomy, advanced skills sets, and supervisory responsibilities for individuals, student managers, and departmental operations. Students must be involved in the following:

 - Supervision of other student managers; or
 - Supervision of students in highly technical positions
- **WLS UC -- Unclassified** – The positions of Student Government Association President, Campus Activities Board chair, Chimes Editor, and pinnacle Editor are unclassified. These positions involve the highest levels of autonomy and responsibility as in the case of WLS level 6 positions.

I. WLS Levels 3 -- 4

II. Description of Duties for This Position:

A. The following duties are assigned to WLS level 3:

1. Assists with recruitment and training of new volunteers.
2. Attends regular meetings with the HOP coordinator and all regular CELTS staff meetings for students.
3. Assists with keeping track of volunteers and number of volunteer hours.
4. Assists with the planning of HOP events including but not limited to, Café Espanol and the Day of the Dead activities.
5. Assists with identifying resources for the program.
6. Translate in the community as needed.

B. In addition, WLS level 4 would be responsible for the following duties:

1. Assists with supervising and mentoring of new team members to HOP.

2. Assists with the training of new team members.
3. Assists with motor pool reservations and driving when necessary.
4. Serves on planning committees for CELTS events not in the HOP program, as requested.
5. Assists the HOP Coordinator in collaborating with agencies, non-profit organizations, schools and churches to provide services that address issues in the Hispanic community.
6. Assists with the development of instructional materials for the program.

III. Learning Opportunities for This Position:

- A. The following are learning opportunities for WLS level 3 :
 1. Will learn or demonstrate the attributes listed on the "Outline of Berea's Labor and Learning Progressions" for this job's grade level and all levels below it as published in the Berea College Student Labor Program Policies and Procedures Manual.
 2. Will learn or demonstrate the attributes expressed in CELTS Student-led Programs Shared Values. These include: respect and sensitivity for those we serve, student empowerment and leadership, a strong diverse community amongst ourselves, dedication to reflection and service learning, a safe place for personal growth and development, high trust and high expectation, self management and accountability.
 3. Will learn to work on a team.
 4. Will gain organizational and networking skills.
 5. Will learn teaching, communication and evaluation skills.
 6. Develop and improve Spanish skills - written, spoken and aural.
 7. Increase understanding of the Hispanic community.
- B. In addition, the following are learning opportunities for WLS level 4 :
 1. Will understand the mentoring role with team members and volunteers.
 2. Will learn how to work with and serve as an effective role model to other staff and volunteers.
 3. Will develop leadership skills through team building, problem solving and decision making.
 4. Will increase awareness of challenges that arise when a common language is not present, and develop skills in addressing these challenges.

IV. Qualifications Needed For This Position (Indicate Any That Are WLS Level Specific):

- A. High degree of motivation.
- B. Ability to problem solve and make decisions.
- C. Ability to work independently and as a team member.
- D. Good oral and written communication skills.
- E. Ability to function in a diverse and multicultural setting.
- F. Ability to set goals and evaluate progress toward those goals.
- G. Defensive Driving and van certification. (recommended)
- H. Intermediate level of mastery of the Spanish language.
- I. Preference for students who have experience working with the Hispanic community.