

Student Temporary Employee Program

We are incredibly excited to offer continued education and temporary employment to the families of our valued Lake Air employees through our Student Temporary Employee Program (STEP).

Whether you're still in school or intending to pursue additional education, this program will provide you with the opportunity to grow and learn valuable skills at one of the premier metal fabrication facilities in the world.

Eligibility

- All candidates must be directly related to an existing Lake Air employee ("sponsor"). This includes children, stepchildren, grandchildren, siblings, nieces and nephews, etc.
- Must be 16-25 years old, but limited positions may be available for those under 18.
- Must currently be enrolled in high school or intending to attend post high school education.
- Must be physically able to work and meet all position expectations and requirements.
- Must first complete a job application and pass the pre-employment drug testing.

STEP Program Details

- Selection of candidates will be dependent on the number of years the sponsor has been employed at Lake Air, with the highest priority going to those with seniority.
- Our typical referral bonus does NOT apply to the STEP program.
- Participants in the STEP program will not report directly to their sponsor and there will be NO preferential treatment.
- STEP participants will work 24-40 hours per week, dependent upon availability. Overtime may be available if the participant is capable and willing.
- Participants in the STEP program will be paid only for the hours they work. They will NOT receive paid time off or holiday pay.
- STEP participants will be eligible for higher pay if they have completed 2+ years of college.
- All STEP positions will conclude by the end of September in the given year.
- All participants of the STEP program must comply with the existing Lake Air employee policy manual which will be provided to you prior to your first day.
- Any termination or incident of an employee in the STEP program does NOT have any impact on the sponsor or their employment situation.

STEP Program Details

If you're interested in taking the first step, ask your sponsor to provide you with a program application. We look forward to working with you!

