



## MEMORANDUM

### Roofing Instructor Recruitment Notice

March 25, 2019

FR: John Upshaw

TO: All IRCC Training Program Subscribers, Interested Foremen & Associate Members

*The IRCC Unilateral Training Committee* is currently looking for qualified instructors for part-time positions in its California Roofer University (CRU) Program for Journeymen and its Roofer Apprenticeship Training Program. We would like to encourage you to post the attached notice on your shop bulletin board to see if any of your experienced roofers might like to earn some extra-income teaching classes in the evening, or possibly weekend assignments (rare), to apprentices and in some instances journeymen participants in the CRU. Contractors, also, who feel they might enjoy teaching are also encouraged to consider becoming involved in the process.

IRCC Associate members are also encouraged to circulate this outreach to their field technical experts who are engaged in the training effort for their companies, and may be willing to participate in specific technical training courses which can be integrated into offerings through the California Roofer University, or, as auxiliary guest instructors at IRCC apprenticeship training classes.

For certain specific training, the IRCC will fund special “train-the-trainer” certification workshops in materials and safety that will be required for qualifying instructors. **Current pay for qualified apprenticeship trainers is currently established at \$50 an hour with included prep time;** in addition reimbursements for class related expenses (mock-ups—materials) and special travel –time (not included for normal class commute) is provided. Workers-comp for instructors is provided for instructors while teaching or conducting hands-on lab exercises. Payroll is through the IRCC payroll service provider. The above referenced minimum pay is also associated with CRU instructors who will be selected based on their system specialty areas. Classes will usually provide a per-training compensation payment for instructor which will reflect a percentage of the total training cost per student (minimum attendance) and will in most instances exceed the minimum reflected here.

#### **NRCA QUALIFIED TRAINER CONFERENCE: November 6–8 (Soprema Training Center—Hayward)**

Selected candidates of this outreach will have the opportunity (based on a written understanding with the IRCC Program) to attend this nationally recognized trainer development conference in November. This is an enormous benefit for Trainers to assist in the ongoing process of broadening the California roofing industry’s resource of qualified and committed instructors. Contractors also realize that there is no better resource or available pool than those trained in the context of existing member companies who are committed to a continuing improving system of knowledge and skills. This is a joint effort for maintaining high standards. And it is particularly crucial in the era of greater emphasis on a “skilled and trained workforce”

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**NEEDED**



**NOW !**

## **Apprenticeship and Continuing Education Instructors Needed For IRCC Training Program (CRU Included)**

**Part-Time Instructors:**

**Hourly Rate: \$50.00 per Hour (Class and Prep-Time)**

Put your experience and knowledge to work as a part-time apprenticeship and /or journeyman continuing education instructor. Help prepare fresh apprentices for a career in roofing, and make extra money: Assignments will be available for lead instructors, substitutes, or special classes.

For classes requiring "certified trainer certificates" in material applications , the IRCC will provide additional Train The Trainer courses. Some instructor training will be required during the first two-years of service and will be provided through the IRCC.

**MINIMUM INSTRUCTOR REQUIREMENTS:** A high school diploma; and six years of occupational experience in the roofing trade, including at least four years at the journeyman level; and sixty clock hours or four semester units in materials, methods, and evaluation of instruction. This requirement may be satisfied concurrently during the first year of employment as an apprenticeship instructor.

**Preferred Skills (not mandatory):** **Bi-lingual (Spanish Speaking)**; an A.A. degree; some trainer experience; basic computer skills.

The IRCC is an equal opportunity employer. Please call Julie Coffey at 209-253-4004 or send email with employer's name and personal qualifications to: [instructorapp@ircc.org](mailto:instructorapp@ircc.org).