



JOB POSTING

Title: Women Building Rhode Island Lead Trainer
Reports To: Women Building Rhode Island Program Director
Supervisory Responsibilities: No
Employment Status: Full-time, Non-exempt
Starting Annual Salary Range: \$65,000 - \$73,000

About the Opportunity

Careers in the unionized construction industry are rewarding and challenging careers, yet women make up only approximately 3% of the construction trades workforce and 10% of Building Futures' pre-apprenticeship graduates. This position is an opportunity to change that. Building Futures is seeking an experienced tradesperson (journeyworker preferred) who is a skilled educator and teacher and who brings a deep understanding of the barriers women face in nontraditional occupations.

The Women Building Rhode Island (WBRI) Trainer will design and deliver a new hands-on apprenticeship readiness training in cross team collaboration at Building Futures that will encourage women to explore careers in building and construction, build physical and technical skills, and learn about industry culture before entrance to Building Futures' pre-apprenticeship program and placement in employment as a registered apprentice in one of many trades. Additionally, the Trainer will work in collaboration with the RI Women's Council of the Building and Construction Trades Council and with Building Futures' program alumnae to build the community of Rhode Island tradeswomen, provide skills-based and leadership development workshops, and collaborate with partners to ensure women have the tools, confidence, and networks they need to thrive and advance in their careers.

About Building Futures

Building Futures was founded in 2007 as a construction industry partnership focused on leveraging the Registered Apprenticeship model of workforce development. For over 100 years, unions and employers have jointly operated quality registered apprenticeships in construction occupations to train individuals as highly skilled tradespeople. Our work spans three distinct but highly aligned areas.

For the benefit of low-income Rhode Islanders, Building Futures developed and operates a comprehensive pre-apprenticeship program to prepare diverse, low-income men and women for success in employment as registered apprentices in the building trades. In addition, we work in partnership with a wide range of stakeholders to ensure construction projects provide apprenticeship opportunities at appropriate levels to meet future demand for skilled labor through our Apprentice Utilization Program. Our pre-apprenticeship and apprentice utilization programs provide an effective workforce development system in Rhode Island's construction sector.

From this foundation, we have established Apprenticeship Rhode Island, an initiative to expand the use of Registered Apprenticeship beyond the construction sector. Now, we are helping develop new registered apprenticeship programs in multiple sectors, including healthcare, information technology, advanced manufacturing, and marine trades. Working with employers, industry partnerships, government, and community-based organizations, we are spreading the proven model of Registered Apprenticeship to benefit the state's workforce and economy.

Key Responsibilities

1. Training and Education

In alignment with Building Futures' high-quality training stands and best practices, develop, implement, and provide direct hands-on and classroom instruction for a new apprenticeship readiness program for women that builds technical skills and explores careers in building and construction, including:

- Design and implement accessible and engaging training activities, materials, and curricula that align with best practices in adult learning.
- Maintain proper worksite safety while conducting hands-on training, modeling industry standards.
- Establish and enforce policies for participants.
- Coordinate training logistics, schedules, and participant communications.
- Maintain participant records.
- In partnership with training staff, maintain proper organization and security of equipment, tools, materials, supplies, consumables, and PPE.
- Engage in regular communication with training and social service staff regarding participant progress, including participation in scheduled meetings and informal interactions with staff members.
- Assist with data collection, program tracking, and reporting outcomes related to women's participation and advancement.
- Provide support to Building Futures' training and alumni education programs, as needed.

2. Program Support and Coordination

Support implementation of WBRI strategies to recruit, retain, and advance women in the trades, including:

- Facilitate peer mentoring and networking groups among Building Futures pre-apprenticeship alumnae and Rhode Island tradeswomen.
- Collaborate with Building Futures' teams to address training needs that support women's success and retention, identified by alumnae and apprenticeship and employer partners.
- Provide individual coaching and resource navigation to women working in building and construction trades apprenticeships.
- Collaborate with other members of the External Relations Team to support the implementation of an outreach strategy for women-focused programming.

3. Partnerships & Community Engagement

- Work closely with the RI Women's Council of the RI Building and Construction Trades Council to support events, meetings, and outreach initiatives that elevate the voices and leadership of tradeswomen.
- Support relationship building with unions, contractors, training providers, and community partners to strengthen pathways for women in construction careers.
- Represent Building Futures and the Women Building Rhode Island initiative at community and industry events.

4. External Relations Team

- Support and participate in team and organization-wide events and activities, as needed.
- Other duties, as assigned

Qualifications

Alignment and commitment to our organizational mission are essential: our mission is to meet employer needs for skilled workers through Registered Apprenticeship, creating equitable paths to family-sustaining careers for Rhode Islanders. Additionally, successful applicants will have:

- A minimum of 5 years of construction experience, with a strong preference for those who have become Journeyworkers via a jointly-operated registered apprenticeship program.
- 3+ years supervisory experience, with experience leading cross-trade construction crews preferred; at minimum, a broad range of knowledge on all building trade occupations.
- Previous experience in leading hands-on training, classroom teaching, and mentorship.
- Strong communication skills and ability to build relationships effectively and professionally with diverse participants and partners.
- Strong commitment to working with people experiencing poverty and formerly incarcerated people.
- Ability to lead diverse groups.
- Strong organizational and project management skills.
- Ability to work nights and possibly some weekends during training cycles and in recruitment efforts.
- Ability to work outside in all types of weather, comfortable lifting and carrying 50 pounds regularly, and capable of standing, climbing, bending, and kneeling for prolonged periods of time.
- Competency with computer programs, including MS Word, Excel, Outlook, and PowerPoint.

Additional Information

Building Futures is located in the Valley neighborhood of Providence, RI.

Building Futures offers a comprehensive and competitive benefits package that includes life insurance, health insurance, 401(k) match, and generous vacation, sick, and holiday leave.

Building Futures is proud to be an equal opportunity employer. People of color, women, LGBTQ+ candidates, gender-nonconforming individuals, individuals with disabilities, and individuals from diverse backgrounds and experiences are strongly encouraged to apply.

How to Apply

Please send a cover letter and resume to Rachel Miller at rmiller@bfri.org with the subject line "Trainer." Applications without both a cover letter and a resume will not be reviewed.