

Orlando Roofing Apprenticeship Program Launched

Lisa Pate, FRSA Executive Director

For as long as I can recall, with the exception of those down years during the recent recession, the roofing industry has been in need of additional workers. Reasons for workforce shortages have varied over the years – employees who went out on their own, workers who left the state to work in New Orleans after Katrina, an aging workforce moving toward retirement, and those who left the industry during slow economic times. Whatever the reason for the loss, our industry has not been able to completely recover from these challenges.

Roofing is not a trade that normally attracts high school students – the work is hard, temperatures are hot, and roofing is not seen as a viable or professional career choice. Students aren't informed of a career path in the industry by guidance counselors; instead, they are steered toward a college education or a career in another trade. Let's face it, roofing isn't for sissies. It's hard work, requires extensive knowledge of the Florida Building Codes and, for those who choose to go further, a two-day state license exam.

In 1982, FRSA established the Educational and Research Foundation, a nonprofit organization, to develop and implement educational programs throughout the state. In addition, the Foundation also offers scholarships and funds research to benefit the industry. In the mid-1980s, the Foundation offered the PRIDE program – an educational program geared for workers to help increase the knowledge of foremen and superintendents, and to promote roofing as a career option. Many of those who completed the PRIDE program went on to own their own companies and serve as leaders of FRSA.

Unfortunately, with the exception of a few large companies, employee training and education has not been a priority over the years. For the average roofing company, it's been feast or famine. Contractors were either too busy to lose an employee for a few weeks of training, or too slow to keep employees on the payroll while providing additional education.

Workforce shortage is an industry-wide issue and it will take a lot of effort and substantial resources to rebound and create career paths that lead to successfully trained workers and future industry leaders. FRSA is working on multiple fronts and different levels to offer members a solution. We are partnering and supporting NRCA's ProCertification program, which, when complete, will focus on 15 different roofing disciplines. NRCA ProCertification provides experienced roofing workers the ability to demonstrate their skills and knowledge and become certified by NRCA in specific roof system installations. Professional certification offers workers the opportunity to take pride in and be recognized for their skills and expertise: recognition that stays with them throughout their career. The demand for skilled roof system installers is real, and the opportunities are limitless.

FRSA's Educational Foundation is in the final stages of developing a "train the trainer" program where employees will focus on industry-specific issues, codes, safety and roofing systems, and will be qualified to train others within their own company. We've also partnered with Unlimited Path, a re-entry and vocational service for those transitioning out of prison and preparing to learn a trade.

And finally, we'll be offering the Orlando Roofing



Orlando Roofing Apprenticeship students with their employers and instructors.



Apprenticeship Program in partnership with Associated Builders and Contractors Institute (ABC). Although the

roofing-specific portion of the program has already been available in South Florida, the Orlando Apprenticeship

program has come to fruition through a partnership of a few dedicated individuals. Thanks to Kevin Kornahrens, Advanced Roofing Inc.; Nicole Eisenhardt, Tecta America Southeast LLC; and Jason Carruth, Advanced Roofing Inc. for bringing the program to us. Over a few short weeks, many others became involved and the first Orlando Roofing Apprenticeship program was launched. With the assistance of Career Source Central Florida, Orange County Public Schools, Associated Builders and Contractors and Valencia College, a two-week curriculum was developed and funding provided.

Five contractor companies, Advanced Roofing Inc., Tecta America Southeast LLC, Collis Roofing, Total Roof Services Corp. and RMS Orlando Inc. committed to send 18 employees to the first portion of the Orlando program – a two-week, 73-hour commitment. On December 3, the selected employees began their training at Valencia College using the National Center for Construction Education and Research (NCCER) Core Curriculum, which covers basic safety, introduction to hand tools and tools of the trade, power tools, basic rigging, introduction to material handling,



Pete Henkels



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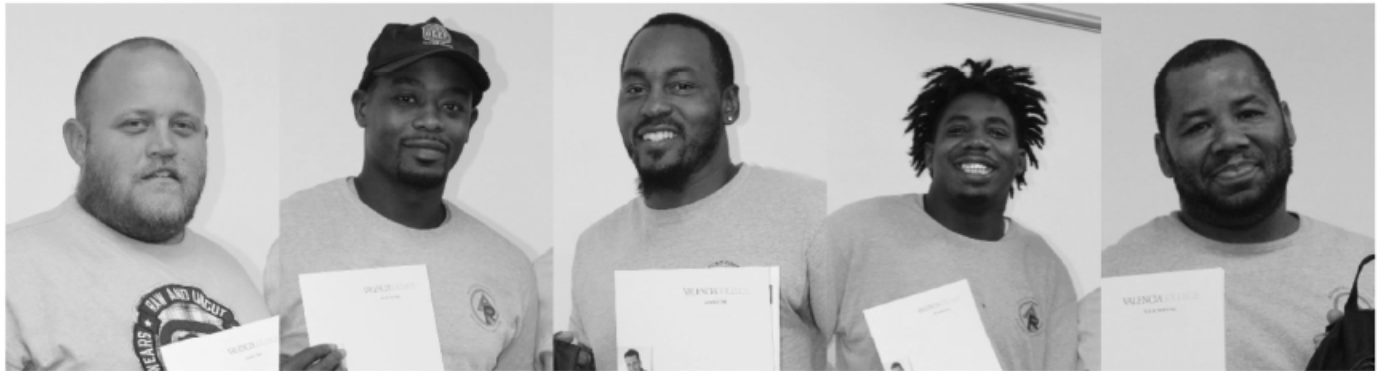

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basic communication skills, employment skills, introduction to construction drawing and math.

Their instructor at Valencia College, Pete Henkels, has a college degree in construction and is no stranger to the industry, having previously owned a construction company. He worked well with the students and bonded with them, ensuring all of them successfully completed the program.

The group graduated from Valencia College on December 13, earning a NCCER Core Certification. During graduation, they were given a backpack with tools they will need for a career in the roofing industry compliments of Career Source Central Florida and FRSA.

Advanced Roofing Inc.



Charles Cloer III

Randy Jennings

Javarese King

Koron Maultsby

Fabian McKinney

Advanced Roofing Inc.

The employees have been employed with Advanced Roofing from six months to five years. Each of them works in the service division and are working to be lead technicians in the near future.

Collis Roofing

Christopher C. Morrison, son of metal shop department supervisor Cecil Morrison. Chris has been a Collis employee for over a year and works with his father in the metal shop.

Tyler S. Lare has been with Collis since October 2017 working and being mentored by one of its senior re-roof punchout roofers, Robert Lamtman. Tyler is also the son of



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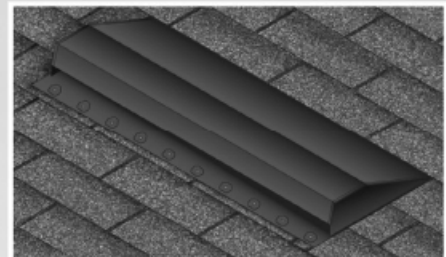


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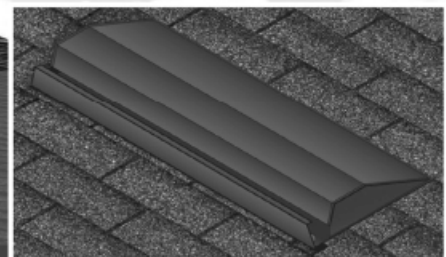


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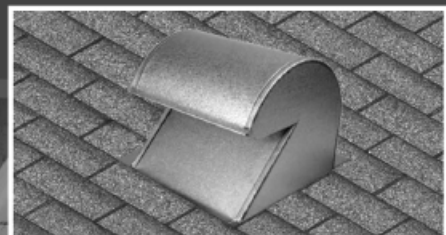
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Collis Roofing



Christopher Morrison

Tyler Lare

Jacek Matoszko

Darrin Mack

Damian Crafton

an experienced roofer and Collis re-roof superintendent Dustin Lare.

Jacek Matoszko, Darrin Mack and Damian Crafton are roofers in the commercial department. They have been with Collis less than a year and have demonstrated a strong interest in the roofing industry. Their attention and dedication to learning the trade has impressed our foremen and department manager alike.



Zarian Reddick

RMS Orlando

Zarian Reddick has been with RMS Orlando for six months as an apprentice service technician. His de-

sire to excel in a roofing career and enthusiasm for learning earned him an opportunity to participate in the program. Zarian's positive attitude and encouragement is contagious to all around him.

Tecta America Southeast LLC

Angel Pagan has been with Tecta America since 2017 and has been roofing for six years. He works in the commercial production department at Tecta America. Originally from Puerto Rico, Angel relocated to Orlando to pursue a career in roofing. His family has always been in construction. Angel's passion is boating and spending time with his family.

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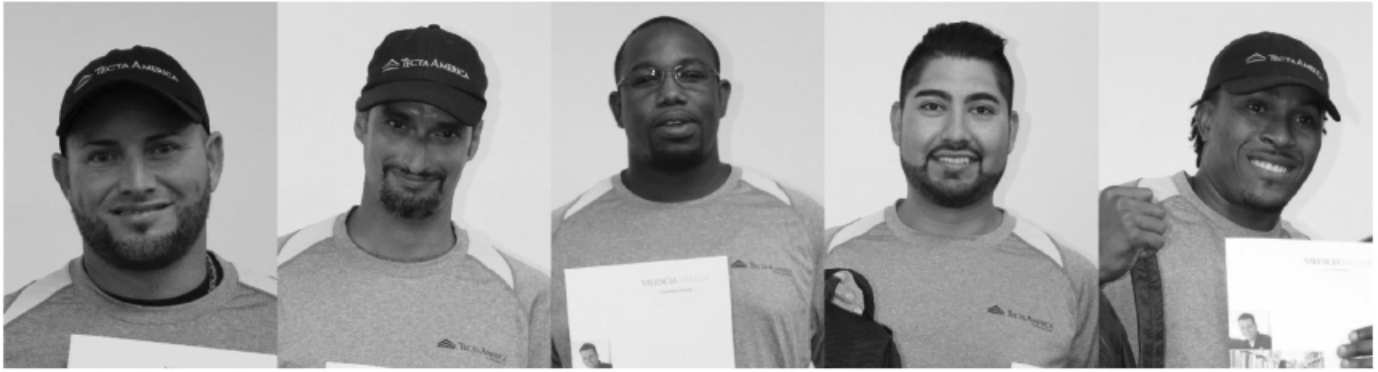
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Tecta America Southeast LLC



Angel Pagan

Edgard Toledo

Lonnie Hunter

Ramon Ruiz Gonzalez

Elijah Benjamin

Edgard Toledo has been with Tecta America since 2017, working within the commercial production department. After moving to Orlando from Rochester, NY, his friends encouraged him to get into the roofing industry, where he has been employed for 20 years. Edgard enjoys spending time working on home improvements.

Lonnie Hunter has been with Tecta America since 2016, working in the commercial production department. He has been roofing for 20 years, after encouragement from his friends, who had made careers in the industry. Lonnie is originally from Chicago but enjoys the warmer weather in Florida. Lonnie's passion is spending time with his family.

Ramon Ruiz Gonzalez joined Tecta America in 2018 with a strong background in sloped roofing. Ramon moved

from Guanajuato, Mexico to Minnesota as a teenager and worked in roofing for over eight years. He relocated to Florida with his wife, and is enjoying the change in weather! His professional approach to work and life make an impact on those around him. With his eagerness to learn and improve his roofing skill set, Ramon has been a strong asset to Tecta. Ramon plans on pursuing his college degree. In his spare time, he loves to travel, kayak, play sports, and watch movies.

Elijah Benjamin has been with Tecta America for one year and was in carpentry prior to joining Tecta. Eli is originally from the Caribbean island of St. Lucia. Eli is known for his positive attitude and willingness to learn. He is a hard worker and learns quickly. Eli's favorite way to pass time is soccer.



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Neftali Acevedo and Gumer Leon will begin their first roofing-specific training on January 11 at FRSA's Training Center.



Neftali Acevedo

Gumer Leon

Three Year Apprenticeship Program

Clay Thomas, Advanced Roofing Inc., Mike Silvers, CPRC, Silvers Systems Inc. and FRSA Technical Director and Mike Winant, Tecta America Southeast LLC, will be the instructors for the majority of the program. During the first semester, students will participate in classroom and hands-on training that includes: roof calculations and measurements, staging of dumpster, kettle and chute, built-up roofing, roof drains, physical characteristics and properties

of metals and principles of layout, nails, fasteners and adhesives, roof flashing, sheet metal processes and rigging.

The apprenticeship program requires a three-year commitment and consists of 432 classroom hours of training divided into six semesters and 6,000 on-the-job training hours. Upon successful completion of the program, students will receive a State Certified Roofing Technician Certification approved by the Florida Department of Education, Department of Labor and the Department of Veteran Affairs, Benefits Division and 27 college credits transferable to a Florida-based university.

In addition to the certification and college credit hours, students will have gained a personal sense of accomplishment, a strong roofing education, and the knowledge that their employer values their potential. This is certainly a positive step forward in developing an educated industry workforce and retaining existing workers. With training, employees have the opportunity to receive higher pay and move up within their company. It is also a win for the employers who will see increased productivity and profitability, improved safety awareness, and consistency of installation. Industry training has never been more important!

FRM

For more information on this program and other training opportunities available, please visit FRSA's website, www.floridarooft.com and select the "industry professionals" tab.



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If you need more information than is contained in this guidebook, please contact Sissy Egan at sissy@seay.us or by phone at 407-722-7660.