



## Research & Education

BY JOHN BARNHARD, DIRECTOR OF RESEARCH & EDUCATION

### Foremen Training Continues to Be Successful

*“Teachers were well spoken and knew what they were teaching. Class was informative. It was good to interact instead of just sitting and listening.”*

*“I appreciate having knowledgeable instructors who have training and roofing experience.”*

**R**oofers teaching roofers. That is a key feature of the foreman training program. The instructors who deliver this program are experienced roofers, former foremen and seasoned trainers.

Another key feature of the program is that it is highly interactive. Lecture is minimized. Interaction and activity is maximized. Finally, the program is delivered by a team of instructors. This approach makes the class livelier and more interest-

ing by integrating different teaching styles and methodologies.

Two foreman training programs were delivered this quarter. One was held for members of Roofers Local 44 in Cleveland, OH; the other was held at Meyer Brothers Roofing in Kent, WA, and included members of Roofers Local 153, Tacoma, WA; Roofers Local 49, Portland, OR; Roofers Local 54, Seattle, WA; and Roofers Local 162, Las Vegas, NV.

Over these two-day programs, participants learned the roles and responsibilities of foremen, how to communicate more effectively, apply problem-solving skills, sharpen their teaching skills, understand their critical role in job safety and learn the value of diversity and how to deal with sexual harassment. They also got an opportunity to refresh basic math skills that are important to their duties as roofing foremen.

### Status of Foreman Training Program

20 classes delivered; 419 trained

- Roofers Local 2, St. Louis, MO
- Roofers Local 11, Chicago, IL
- Roofers Local 20, Kansas City, MO (2)
- Roofers Local 23, South Bend, IN
- Roofers Local 26, Gary-Hammond, IN
- Roofers Local 27, Fresno, CA
- Roofers Local 33, Boston, MA
- Roofers Local 44, Cleveland, OH
- Roofers Local 49, Portland, OR (3)
- Roofers Local 54, Seattle, WA
- Roofers Local 58, Colorado Springs, CO
- Roofers Local 65, Milwaukee, WI
- Roofers Local 96, Minneapolis, MN
- Roofers Local 153, Tacoma, WA
- Roofers Local 182, Cedar Rapids, IA
- Roofers Local 195, Syracuse, NY
- Roofers Local 221, Honolulu, HI

## Foreman Training Program Overview

### PART I: Role of the Foreman (2 days)

- › Communication Skills
- › Problem Solving
- › Teaching
- › Diversity
- › Sexual Harassment
- › Math and Measurement
- › Safety

### PART II: Managing the Project and Workforce (2 days)

- › Leadership Styles
- › Motivating and Reinforcing Workers
- › Reading Plans and Specs
- › Job Setup

Classes often include a mix of experienced and inexperienced foremen, journeymen and future foremen. This held true for the classes delivered in Cleveland, OH, and in Kent, WA. This diversity often leads to an energetic class.

Participants find out pretty quickly that this program is an activity-based learning experience. The many interactive exercises built into this program require the class to pair up or work in teams to solve problems or find solutions. There are plenty of exercises that attempt to build effective leadership, improve communication skills, promote rapid problem solving and encourage teamwork. ■

## Foreman Program Held at Roofers Local 44 Training Center, Cleveland, OH

Instructors Marty Headtke, Chicagoland Roofers JATC, Roofers Local 11, Chicago, IL; Dan Knight, Roofers Local 2 JATC, St. Louis, MO; and Jim Currie, Roofers Local 10 JATC, Paterson, NJ, delivered a two-day program to 20 foremen and future foremen in Roofers Local 44, Cleveland, OH.

We want to congratulate all who completed the program and thank Roofers Local 44 Business Manager/International Vice President Mike Vasey and Training Director Dan Craig for coordinating this effort and making this program successful.

Below is a list of those who completed the foreman training program held January 18 – 19, 2013.

### Local 44, Cleveland, OH

- Jay Balcer
- Daryl Cooley
- Robert Davis
- Adam DiFilippo
- Steve Frye
- Kyle Gutzman
- Coy Harmon
- Joe Hendricks
- Ryan Hyster
- Corey Jackson
- Fred Karaba
- John Karaba
- Lawrence Kellar
- Adam Livingston
- Shawn McCracken
- Paul Ondrejovich
- Don Simmons
- Kermit Tackett
- John Wasilko
- Tim Wolfe



Instructors Jim Currie, Dan Knight and Marty Headtke pose for a group photo with foreman attendees. Dan Craig, Training Director for Roofers Local 44 JATC, took the group shot.



## Foreman Program Held at Meyer Brothers Roofing, Kent, WA

Instructor Jim Currie, Roofers Local 10 JATC, Paterson, NJ, and Instructors Clint Mapes and Joel Gonzalez, Oregon and SW Washington Roofers JATC, Roofers Local 49, Portland, OR, delivered a two-day program to 16 foremen and future foremen at Meyer Brothers Roofing in Kent, WA. The class included 10 members from Roofers Local 153 Tacoma, WA, and two each from Roofers Locals 54, Seattle, WA; Roofers Local 49, Portland, OR; and Roofers Local 162, Las Vegas, NV.

Again, we want to congratulate all who completed the program and thank Roofers Local 153 Business Manager Matt Thompson for coordinating this effort. We also want to thank Gene Meyer and Richard Meyer at Meyer Brothers Roofing for their hospitality and use of their facility for the training.

Below is a list of those who completed the foreman training program held February 14 – 15, 2013

### Local 153, Tacoma, WA

Jason Basher  
Dave Buttz  
Salvador Fuentes  
Joseph Fulwider  
Calvin Harris  
Juan Leal  
Mathew Stangeland  
Matthew Vargo  
Ryan Weichert  
Darren Witham

### Local 54, Seattle, WA

Lazaro Montes  
Mike O'Brien

### Local 49, Portland, OR

Joshua Capps  
Randy Mettler

### Local 162, Las Vegas, NV

Tom Nielsen  
Jorge Ordonez Santiago



Instructors Jim Currie, Clint Mapes and Joel Gonzalez pose for a group photo with foreman program attendees.

