

YouthBuild Global

Contractor for U.S. Department of Labor YouthBuild

Hiring a YouthBuild Construction Trainer

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Introduction

As the construction field continues to evolve in a post-pandemic environment, [hiring and retaining a YouthBuild Construction Trainer \(YBCT\)](#) is a significant challenge for many programs. YBCT's must possess added skills that may not have been relevant to the job 10 years ago.

In this technology-forward era, YBCTs must have strong mentorship and construction skills that translate in-person and across digital spaces as we become more accustomed to virtual meeting applications (e.g., Zoom, Microsoft Teams, etc.) as teaching platforms. These skills have become even more important as credentialing agencies, including NCCER, HBI, TradesFutures, and OSHA, have moved their training online.

Finding a YBCT with the digital expertise and other important skills to be impactful in their role does not end with hiring. Effective recruitment, onboarding, training, and retention strategies are essential to ensure long-term program success and stability.

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SECTION 1

Recruiting a YBCT

UNDERSTANDING THE ROLE OF A YBCT

A YBCT is more than just an instructor—they are mentors, coaches, and leaders who prepare young people for careers in construction. The ideal candidate must:

- Have at least five years of hands-on construction experience
- Possess teaching, leadership, and youth development skills
- Be familiar with work site safety standards and OSHA compliance
- Have experience in project management and construction training
- Be adaptable to both in-person and [virtual instruction](#) environments

PARTNERING WITH KEY ORGANIZATIONS

Successful recruitment requires leveraging existing networks, including your local community, and partnerships to identify strong candidates. Potential recruitment partners include:

- **Trade Associations**
(e.g., [Associated Builders and Contractors](#))
- **Affordable Housing Organizations**
(e.g., [Habitat for Humanity](#))
- **Credentialing Partners**
(e.g., [NCCER](#), [HBI](#), [TradesFutures](#))
- **Local Construction Unions**
(e.g., Carpenters, Electrical Workers, Plumbers)
- **Job Training Programs**
(e.g., Workforce Development Boards, Apprenticeship Programs)
- **Community Colleges & Technical Schools**

WRITING AN EFFECTIVE JOB POSTING

YouthBuild Construction Trainer

A clear and compelling job description will help attract [highly qualified candidates](#). An example of a [strong job posting](#) should include:

About YouthBuild

Overview of the program's mission and goals.

Job Summary

Clear expectations of the role.

Key Responsibilities

Core duties, including construction instruction, safety enforcement, and youth mentorship.

Qualifications

Required skills and certifications (e.g., OSHA 10/30, NCCER, MC3, or equivalent), including the necessary technological competencies with computers and virtual meeting platforms (e.g., Zoom, Microsoft Teams).

Preferred Attributes

Experience in leadership, training, or youth development.

Benefits

Perks of working for the program and in this role (e.g., professional development).

Construction Job Boards

Consider posting your program's construction trainer role on as many relevant websites as possible for maximum visibility:



[ConstructionJobs.com](#)



[iHireConstruction.com](#)



[Idealist.org](#)



[ConstructionJobForce.com](#)



[Google Jobs](#)



[Procore Construction Job Board](#)

SECTION 2

Screening & Selecting a YBCT

SCREENING APPLICATIONS

A structured selection process ensures that only the most qualified and mission-aligned candidates move forward. Best practices include:

- Collect applications for at least 3-4 weeks to ensure a strong candidate pool.
- Use [tracking tools](#) (e.g., Google Sheets, Excel, or hiring software) to organize and evaluate applications.
- Screen out applicants who do not have at least five years of relevant construction experience.
- Refine the candidate pool to 10 or fewer top applicants for interviews. This ensures your program's time and resources are streamlined to focus on the best candidates.

MULTI-STAGE INTERVIEW PROCESS

Initial Screening Call

A preliminary conversation to verify that the candidate meets all basic qualifications.

TWO

Technical Interview

During the in-person interview, candidates should complete the [Construction Trainer Screening Survey Tool](#) to assess their skills. Use the [answer key](#) to assess their skills in the following areas:

- Construction knowledge
- Math and estimation skills
- Health and safety standards
- Hands-on experience

Youth Engagement Evaluation

Involving current or former YouthBuild trainees in the hiring interview can help assess a candidate's ability to connect with youth.

FOUR

Live Teaching Demonstration

Candidates should lead a 15-minute sample training session with young people.

ONE

THREE

EXTERNAL EXPERT EVALUATION

Programs may engage local trade unions or construction professionals to vet final candidates via panel reviews or additional assessments.

SECTION 3

Onboarding a YBCT

TRANSITIONING FROM INDUSTRY TO TEACHING

Many construction trainers come from traditional construction environments, where leadership is autocratic. YouthBuild requires a mentorship-based leadership approach that balances authority with coaching and youth development.

ONBOARDING RESOURCES & TRAINING

New YBCTs should complete a structured onboarding process that includes:

Construction Fundamentals

- Reviewing the [handbook](#) for construction training at a YouthBuild Program

Culture & Value

- Understanding YouthBuild's teaching model, [program design](#), [trauma-informed care practices](#), and youth engagement strategies

Compliance Training

- Covering DOL requirements, safety protocols, and [work site management](#)

Certification Alignment

- Ensuring YBCTs meet the program's required [construction certifications](#)

VIRTUAL & HYBRID LEARNING TRAINING

With hybrid learning environments, YBCTs must be familiar with:



- [Zoom](#), [Microsoft Teams](#), and other video conferencing platforms
- [Google Classroom](#) and other online learning platforms
- [Virtual Project Management Tools](#) (e.g., Gantt charts, spreadsheets)
- [Microsoft Office](#) – to develop PowerPoints, send emails, etc.

SECTION 4

Retaining a YBCT

UNDERSTANDING RETENTION CHALLENGES

The high turnover of YBCTs is costly and disruptive. Programs should develop a retention strategy that includes ongoing professional development, mentorship, and career growth opportunities.

RETENTION BEST PRACTICES

Professional Development:

- Enroll your YBCT in continuing education courses. Program staff should collaborate to identify helpful courses that target beneficial skill sets for the trainer. The websites below are examples of online continuing education platforms.



- Provide opportunities for your YBCT to attend industry conferences and workshops with other YouthBuild leadership and staff (e.g., Peer-to-Peers, NGO, etc.)

Workplace Integration:

- Foster a sense of community to help newly hired YBCTs feel welcomed and supported.
 - Assign a mentor for peer support.
 - Ensure the construction trainer role is involved in other programming aspects by [successfully integrating the construction training component](#) into the educational and leadership components of YouthBuild.
- Encourage trainers to prioritize their well-being by providing [mental health and wellness resources](#).

CAREER GROWTH & COMPENSATION

- Offer competitive salaries and benefits to retain skilled trainers.
- Recognize and reward good performance with bonuses, leadership opportunities, or public recognition awards.

Conclusion

Securing a high-quality YouthBuild Construction Trainer requires a comprehensive strategy—from recruitment and screening to onboarding and long-term retention.

By leveraging community partnerships, structuring a robust training process, and implementing effective retention strategies, YouthBuild programs can ensure a stable, effective, and mission-aligned workforce that positively impacts opportunity youth and strengthens the construction industry.