



NCCER Core Construction Instructor

About Arouet

Arouet is a Phoenix-based nonprofit dedicated to expanding opportunity for women impacted by the justice system. Through comprehensive navigation, workforce development, and supportive services, we help participants build stable futures, strengthen economic mobility, and successfully reintegrate into their communities.

Position Description: NCCER Core Construction Instructor

Organization: Arouet Foundation

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- **Location:** Phoenix, AZ (Hybrid; instruction delivered through a combination of in-person and virtual learning)
- **Position Type:** Independent Contractor (1099)
- **Contract Term:** Ongoing, based on program needs and mutual agreement
- **Teaching Assignments:** Approximately 2-3 cohorts annually (each cohort is approximately 10 weeks)
- **Compensation:** \$22.00–\$26.00 per hour, based on experience
- **Required Training:** Arouet provides and covers the cost of the required online NCCER Instructor Certification Training Program, which must be completed prior to teaching.
- **Schedule:** During assigned cohorts, instruction is typically delivered three evenings per week (5:00–8:00 p.m.) and two Saturdays per month. Instructors are generally assigned to 2–3 cohorts annually, based on program needs and instructor availability.
- No employee benefits provided
- Reliable transportation required for in-person instruction

Position Overview

The **NCCER Core Construction Instructor** plays an important role in preparing women rebuilding their lives after incarceration for careers in the skilled trades. This position is responsible for delivering the NCCER Core Construction curriculum through engaging classroom instruction, hands-on learning activities, and practical demonstrations that build technical knowledge, workplace readiness, and confidence.

Using curriculum, instructional materials, and program resources provided by Arouet, the instructor will guide participants through foundational construction concepts while fostering a safe, supportive, and engaging learning environment. To ensure consistency in instruction, all instructors are required to complete the online NCCER Instructor Certification Training Program, provided and funded by Arouet, before leading a cohort. The instructor will also monitor participant

progress, reinforce workplace expectations, and collaborate with Arouet staff to promote successful training outcomes.

Additional information regarding the NCCER curriculum is available at www.nccer.org.

The Ideal Candidate

The ideal candidate is an experienced construction professional who enjoys mentoring others and is passionate about developing the next generation of skilled trades professionals. They communicate clearly, create engaging learning experiences, and maintain high expectations while fostering a respectful and supportive classroom environment.

They are dependable, organized, adaptable, and able to work independently while collaborating effectively with Arouet staff and community partners.

Key Responsibilities

Instruction & Classroom Facilitation

- Deliver the NCCER Core Construction curriculum in accordance with NCCER instructional standards and program expectations.
- Lead engaging classroom instruction, demonstrations, and hands-on construction activities.
- Reinforce workplace safety practices and professional jobsite expectations throughout training.
- Facilitate instruction through both in-person and virtual learning environments as needed.

Participant Support

- Foster a positive, respectful, and inclusive learning environment.
- Monitor participant attendance, engagement, and overall progress throughout the course.
- Provide constructive feedback and coaching to support participant learning and skill development.
- Encourage professionalism, teamwork, accountability, and workplace readiness.

Program Administration

- Maintain accurate attendance records and required training documentation.
- Evaluate participant progress and communicate updates with Arouet staff.
- Ensure instructional activities align with program objectives and NCCER standards.
- Assist in maintaining an organized, safe, and productive learning environment.

Collaboration

- Communicate regularly with Arouet staff regarding participant progress, challenges, and program needs.
- Support workforce development initiatives and participant success through collaboration with internal staff and employer partners.
- Represent Arouet professionally while interacting with participants, community partners, and industry stakeholders.

Success in This Role

A successful NCCER Core Construction Instructor will:

- Deliver all required NCCER Core curriculum modules with professionalism and consistency.
- Create an engaging and supportive learning environment that promotes participant success.
- Maintain timely and accurate instructional records.
- Demonstrate strong communication and collaboration with participants and Arouet staff.
- Prepare participants with the foundational technical knowledge, workplace behaviors, and confidence necessary to pursue careers in the skilled trades.

Qualifications & Experience

Minimum Qualifications:

- High school diploma or GED required.
- Demonstrated construction industry experience.
- OSHA 10 Certification or higher required.
- Experience teaching, mentoring, supervising, or coaching others.
- Strong verbal and written communication skills.
- Ability to deliver instruction using an established curriculum.
- Ability to supervise hands-on construction activities safely and effectively.
- Digital literacy and proficiency using Microsoft Office applications.
- Reliable internet connection for virtual instruction.
- Reliable transportation for in-person instruction.
- Legally authorized to work in the United States.
- Required Training: Arouet provides and covers the cost of the required online NCCER Instructor Certification Training Program, which must be completed prior to teaching.

Preferred Qualifications:

- NCCER Instructor Certification or experience teaching NCCER curriculum.
- OSHA 30 Certification.
- Experience teaching adult learners.

- Experience working with women rebuilding their lives after incarceration or other underserved populations.
- Bilingual in English and Spanish.
- Experience facilitating hybrid or virtual instruction.

Working Conditions

This position operates in classroom, workshop, construction training, and virtual learning environments. Instruction is delivered through a combination of in-person and online learning. Evening and Saturday instruction is required throughout the contract period.

Physical Requirements

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this contract.

- Ability to stand and instruct for extended periods.
- Ability to demonstrate construction techniques and safely operate basic hand and power tools.
- Ability to lift and transport instructional materials weighing up to 40 pounds.
- Ability to work both indoors and outdoors in varying environmental conditions.
- Ability to use a computer and audiovisual equipment during classroom instruction.

How to Apply

Please submit the following to info@arouetempowers.org:

- Resume
- A 30–60 second instructional video demonstrating your ability to teach a construction concept or another topic of your choice.

The video is intended to showcase your instructional style, communication skills, and ability to engage learners. Please include “NCCER Instructor Application” in the subject line. Applications will be reviewed on a rolling basis until the position is filled.

Equal Opportunity Employer

Arouet is committed to creating a workplace where every employee feels welcomed, respected, and valued. We believe that diverse perspectives strengthen our organization and encourage individuals from all backgrounds and lived experiences to apply.

Arouet is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable law.