



The PROTECHOS MISSION:

To rebuild roofs in under-served areas of Puerto Rico while building capacity - one roof at a time - through carpentry vocational training.

PROBLEMS PROTECHOS ADDRESSES:

- **Need for shelter:** over 30,000 roofs that were damaged or destroyed still need to be repaired or replaced and strengthened with hurricane ties;
- **Need for skilled carpenters** to repair the devastation caused by Hurricanes Maria and Irma, which was compounded by the departure of hundreds of thousands of Puerto Ricans following the storms; and
- **Unemployment** - by providing carpentry training in a "learn and earn" program, we empower the unskilled and unemployed to become better candidates for employment in the construction industry at a time when there is so much building to be done in Puerto Rico.

The PROTECHOS OPERATIONAL MODEL:

(1) ASSESSMENT and PRE-BUILD PREPARATION:

Our Project Manager (PM) approaches community leaders and/or religious institutions to locate the most urgent cases and to assess each roof to determine if it is a project suitable for PROTECHOS. The PM is paid \$12 per hour. Selection of the home is based primarily on whether there are any children or elderly or infirm residents living there, but is also dependent on the type of roof. Our work is limited to roof repairs or reconstruction of galvanized aluminum or tin roofs. If the homeowner and the roof qualify, the PM will ask the homeowner to sign the PROTECHOS form release, and then will make a more detailed assessment, taking measurements and creating a scope of work.

Upon receipt of all signed releases, the PM will order the materials and notifying the foreman of the schedule for the project. Depending on the size of the roof and extent of the damage, it can take 2 to 4 people a range of 2 to 10 days to complete. Rain often interrupts our schedule, as we cannot allow anyone on a roof when the roof is wet. Each roof costs an average of \$5,000 to complete, including materials and labor.

(2) TRAINING and LEARN & EARN PROGRAM.

The PM and the trainer will seek trainees from the community to assist in the project, and the PM is responsible for collecting from each trainee a signed PROTECHOS apprentice agreement/release. While we occasionally have volunteer trainers, our current trainer, who also serves as foreman, is paid \$10.75/hour. Trainers are the centerpiece of our program as they allow us to strengthen the capacity of each community we help. Our current trainer is a local resident who was a trainee in our program.

We are the only Puerto Rico-based nonprofit that is dedicated to training Puerto Ricans to rebuild and strengthen residential roofs with a "learn and earn" program. Training begins with OSHA safety training for each trainee and continues with "on the job" training. Trainees are paid federal minimum wage (currently \$7.25/hour) as they learn to build, and training continues from roof to roof. The length of time to train each trainee will vary. Once trainees have finished the training program, they are awarded a Certificate of Completion, and for many of them, this is the first "diploma" they have ever received. If trainees choose to stay on and continue to build with us, we will pay them \$8.75/hour, which, depending on level of skill achieved, may increase to \$9.25/hour.

(3) POST-BUILD ASSESSMENT.

Following the build, the PM and foreman inspect the roof to determine that all is in order (e.g. all hurricane straps are in place, appropriate number of screws in panels and straps, etc.).