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APPRENTICESHIP
TUMWATER



NorthEast Washington Educational Service District 101

February 26, 2015

Washington State Apprenticeship Council
Attention: Program Manager, Apprenticeship Section
PO Box 44530
Olympia, WA 98504-4530

RE: YouthBuild Spokane Request for Recognition

Dear Mr. Wilson,

NorthEast Washington Educational Service District 101 (NEWESD 101) YouthBuild Spokane requests recognition as an Apprenticeship Preparation Program. This request is supported by the Eastern Washington Apprenticeship Coordinators Council and the Spokane Home Builder's Association with attached letters of endorsement.

ORGANIZATION: NEWESD 101 is one of nine regional service agencies established by the Washington Legislature in 1969 and has successfully operated YouthBuild since 2009. NEWESD 101 provides services to 59 public school districts and 45 state-approved private schools in a seven-county area of Eastern Washington, managing an annual budget exceeding \$18 million-96% of which is derived from competitive grants, cooperative fees and entrepreneurial efforts. In addition, NEWESD 101 operates many programs with community based organizations throughout the region, primarily serving low-income individuals and families most in need.

YouthBuild Spokane (YBS) is a Department of Labor funded program enrolling low-income young adults, aged 18 to 24. Students commit to 6 to 9 months of full-time participation, with 50% of the time spent in the classroom, working towards a HS diploma or GED, and 50% of their time learning construction, through formal classes and hands-on construction projects, with Habitat for Humanity and other non-profit housing partners. Participants receive a monthly living allowance of \$600 and case management both during the program and for one year following graduation.

NEED: A coordinated pipeline to apprenticeship is needed in Spokane County. There are opportunities for living wage careers and low-income young adults who require support and training to prepare for the rigorous expectations and work ethic needed for apprenticeship. Apprenticeship coordinators report a challenge in recruiting and retaining individuals from underrepresented populations. This is precisely the groups served by YouthBuild Spokane. There is not currently a recognized pre-apprenticeship program, despite the significant need in the community.

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YBS serves the 3rd legislative district, which is among the poorest in Washington State. Poverty is pervasive in the area. The project's facility (Census tract 145) is within Spokane city limits and among the state's poorest communities. It is along public transportation routes in a *Community Empowerment Zone*, designated by the state as a high poverty area. Nearly 40% of residents and 50% of families in tract 145 live in poverty compared to 13.8% nationally and 12.1% statewide (2006-2010 American Community Survey 5-Year Estimates).

Spokane County contains one of the highest poverty rates in the state. The most recent census data show 15.1% of Spokane families with children earning incomes below the federal poverty level, compared to 13.1% of families in Washington State. In addition, 50% of families in tract 145 live below poverty level (2006-2010 American Community Survey). Spokane County's average unemployment rate of 8.9% is above the state's 8.3% average for January – October 2012 (Washington Employment Security Department).

Census reports that more than 37% of 16- to 19-year-olds are unemployed and the unemployment rate for 20- to 24-year-olds (21.2%) is also higher than the state average (2011 American Community Survey 1-year estimates). The local workforce investment board estimates that between 25- 35% of young adults aged 18-25 in Spokane County are unemployed (November 2012). Individuals who do not have a high school diploma have the highest rate of unemployment (14.1%), nearly double the 7.6% average, and have median weekly earnings of \$451, compared to an average of \$797. (Bureau of Labor Statistics March 2012).

Spokane's labor market data forecasts steady growth in the trades, with an increased demand for workers due to retirements (WA Employment Security Department/LMEA, 2012). There are 1,426 construction-related businesses employing 8,740 workers who earn an average of \$49,504 annually (WA Employment Security Department Industry Trends 2011). While 27.4% of workers in this sector are between 25 and 34 years old, more than 16% are over age 55, leading to increased opportunities as retirements occur.

Demand for construction helpers is categorized as balanced and job opportunities are expected to remain about the same as in recent years. Construction helpers earn an average of \$13.37/hour (\$27,805 annually) and there is a short-term growth trend with average annual growth projected at 2% per year between 2010 – 2020 (WA Employment Security Department Spokane WDA, January 23, 2013). Continuing education and training opportunities – available through apprenticeships, Community Colleges of Spokane (CCS) and regional universities – will offer many options for participants seeking continued career growth.

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TARGET POPULATION: YBS enrolls 30 students each year. An individual may participate in a YouthBuild program only if such individual is:

- Between the ages of 18 and 24 on the date of enrollment; and
- A member of a disadvantaged youth population such as a member of a low-income family, a youth in foster care (including youth aging out of foster care), a youth offender, a youth who is an individual with a disability, a child of an incarcerated parent, or a migrant youth; and
- A school dropout.

Participants are screened for qualification and then invited to Mental Toughness which is a week-long training and interview process. Applicants complete team-building activities, goal setting, math and reading assessments and a formal interview. Final selection into the program is based upon how closely aligned the candidate's personal goals match the YouthBuild program; a genuine interest in a career in the trades, a commitment to obtaining a GED or HS diploma and a drive to improve employability and job readiness.

Recognition from the Washington State Apprenticeship and Training Council would strengthen the employability and resumes of YouthBuild students. NEWESD101 YouthBuild Spokane is focused on continuous improvement and committed to aligning curriculum and best practices under advisement of local unions and industry professionals. The ultimate goal is to ensure that graduates are prepared to meet and exceed minimum qualification and are prepared to excel in a registered apprenticeship program.

Sincerely,

A handwritten signature in black ink that reads "Mick Miller".

Mick Miller, Assistant Superintendent
NorthEast Washington ESD 101
W: 509-789-3539 F: 509-323-2747

Included with this letter are the following attachments:

1. Eastern Washington Apprenticeship Coordinators Council Letter of Endorsement
2. Spokane Home Builders Association Letter of Endorsement
3. Program Outcomes
4. Course Curriculum Outline
5. Participant Population Overview

Program Outcomes – Attachment #3

YouthBuild Spokane tracks Department of Labor Common Performance Measures

- **Placement in Employment or Education**
Number of participants in employment or the military, or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after exiting YouthBuild.
- **Attainment of Degree or Certification**
Number of enrollees attaining a HS Diploma, GED or industry recognized certificate by the end of the 3rd quarter after exit.
- **Literacy and Numeracy Attainment**
Of those who are basic skills deficient (Reading and/or math levels below 9th grade) the number who increase one or more educational functioning levels in literacy or numeracy. Documented through Comprehensive Adult Student Assessment Instrument (CASAS).

ADDITIONAL PERFORMANCE MEASURES

- **Recidivism**
Number of enrollees who were youth or adult offenders at enrollment who are convicted of a new crime, or have a parole or probation revoked within one year of enrollment.
- **Retention**
Number of graduates who had a placement in the 1st quarter after exit, also have a placement in the 2nd and 3rd quarters after placement.

PROGRAM OUTCOMES 2009-2014

- 179 students enrolled
- 62% earned a HS diploma or GED.
- 60% post-program placement employment or education.
- 4% recidivism rate (2/50 youth/adult offenders)

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DOL YouthBuild Performance Measures

METRIC	DEFINITION
Placement in Employment or Education	<input type="checkbox"/> Placement Goal: 70% of all enrollees are placed in 1st quarter after exit <input type="checkbox"/> Important Notes <ul style="list-style-type: none"> - The denominator includes all enrollees, but the numerator (the successes) <u>cannot include</u> any unsuccessful exit. - Any student with "exit for other reason*" is removed from calculation
Attainment of Degree or Certificate <i>(includes GED, high school diploma and industry recognized certificate)</i>	<input type="checkbox"/> Certificate Attainment Goal: 50% of all enrollees attain by 3rd quarter after program exit. <input type="checkbox"/> Important Notes: <ul style="list-style-type: none"> - If an "unsuccessful exit" attains one of the above before exiting, he/she counts in the numerator (as a success) but he/she does not count in the numerator if it is attained after program exit. - Any student with "exit for other reason*" is removed from calculation.
Improvement of Literacy/Numeracy Skills	<input type="checkbox"/> Literacy/Numeracy Goal: 50% of those enrollees assessed as basic skills deficient in literacy or numeracy will rise by one EFL within one year of enrollment. <input type="checkbox"/> Important Notes <ul style="list-style-type: none"> - Gain can occur in literacy or numeracy. - Can be an ABE test or an ESL test. - If an "unsuccessful exit" attains one of the above before exiting he/she counts in the numerator (as a success) but he/she does not count in the numerator if it is attained after program exit. - Any student with "exit for other reason*" is removed from calculation.
Recidivism	<input type="checkbox"/> Recidivism Goal: 20% or less of enrollees who were youth or adult offenders at enrollment are convicted of a new crime, or have parole or probation revoked within one year of enrollment. <input type="checkbox"/> Important Notes: <ul style="list-style-type: none"> - "Unsuccessful" and "exit for other reason*" are removed from the calculation. - Program must record that student does not have a recidivism outcome.
Retention or placement	<input type="checkbox"/> Retention Rate: 75% of those who had a placement in the 1st quarter after exit, also have a placement in the 2nd and 3rd quarters after exit. <input type="checkbox"/> Important Note: Graduate doesn't have to be placed for the entire quarter in any of the quarters. Program must document that they were placed at some point during the quarter.

*Exit for Other Reason: Participants who are exited as a result of health/medical reasons, family care, moving out of service area, reservists called to active duty, or death.

DOL YouthBuild Performance Measures

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Course Curriculum Outline – Attachment #4

The YBS program design reflects the traditional YouthBuild model with participants spending 50% of time in education, 40% in construction training and 10% in leadership and community service.

Education is coordinated with program partners. GED classes are provided by Community Colleges of Spokane (CCS). Qualified students may enroll in CCS' 19-credit high school diploma program. All education is provided through highly qualified teaching staff meeting state-approved standards and curriculum. Mastery is assessed through attainment of industry recognized credentials to ensure that, as academic milestones are reached, students develop competitive résumés.

Accommodations are provided for students with documented disabilities and may include additional time, change of location, and large print or audio versions of the GED test. YouthBuild staff work with students and instructors to ensure proper documentation and appropriate accommodation for each student. Students with high reading and math levels are able to enroll in a fast-track tutoring and testing program, enabling them to complete a GED early and attend college prep classes during their term.

Academic skill mastery in math and reading is demonstrated through pre- and post-testing utilizing the Competencies and Assessments to Basic Skills Content Standards (CASAS) test. Instructors employ numerous teaching strategies and activities, integrating lecture, discussion, cooperative learning and problem solving, with book study groups and peer learning projects.

Construction training is provided with a combination of the Multi-Craft Core Curriculum (MC3) and the Residential Construction Academy (RCA) Basic Principles for Construction curriculum. YBS is committed to providing an introduction and solid foundation for students to learn about opportunities in the trades. Both MC3 and RCA are national certifications recognized by the Department of Labor and YouthBuild International.

The Multi-Craft Core Curriculum was developed in 2007 through the Building Trades National Standing Committee on Apprenticeship and Training. Students receive a minimum of 120 hours of training including general orientation to apprenticeship, CPR and First Aid, OSHA 10, blue-print reading, applied mathematics for construction, the history of the construction industry and the heritage of the American worker.

The RCA includes an overview of the construction industry, safety, construction math, tools and fasteners and print reading. Mastery will be demonstrated through successful completion, resulting in an NOCTI Certificate of Completion: Basic Principles of Construction Form E1. Testing is directly overseen and coordinated through the Spokane Home Builders Association.

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Students learn and demonstrate skills through hands-on projects including both residential construction and skill-building training in the classroom, workshop and on-site in partnership with Habitat for Humanity.

Construction trainer, Jason Overdorff, recently completed certification training in Multi-Craft Core Curriculum and will integrate this training and curriculum into the YouthBuild program to prepare students for apprenticeship. He is looking forward to coordinating more closely with the Eastern Washington Apprenticeship Coordinators Council to ensure that YouthBuild develops a pipeline of prepared, motivated students who are prepared to join registered apprenticeships.

The RCA curriculum was adopted in 2013 after an intensive review process with the YBS advisory board which includes both residential construction employers and local apprenticeships. RCA is a building industry validated construction curriculum specifically recognized by the Department of Labor.

Students also complete OSHA 10, First Aid/CPR, Bloodborne Pathogens and the EPA's Renovate, Repair & Painting Training. Field trips and guest speakers introduce students to conservation practices and careers in residential construction.

COMMUNICATION PLAN:

Spokane Home Builder's Association (SHBA) has been a partner with NEWESD 101 prior to YouthBuild Spokane and has had an articulated agreement in place since 2007. SHBA oversees residential carpentry apprenticeship and pre-apprenticeship certification training. Students will accrue documented work hours in their progression toward a journey level certification. Graduates enrolling in SHBA's 8,000-hour apprenticeship will receive credit for training hours earned through YBS. SHBA connects graduates with employment and promotes YBS as a transition option.

YBS has developed a strong community support network that plays a key role in daily operation and program design. Each partner appoints a liaison to an advisory board, attends orientation training and communicates ways to improve and strengthen services for students. The twenty member advisory board includes representatives from apprenticeships, K-12, higher education, industry and youth-serving organizations. Board members shape and guide YBS with quarterly meetings to review outcomes, and provide feedback for improvement. In addition, these meetings connect students with community leaders and mentors, connect students to apprenticeship and pre-apprenticeship activities and help develop post-program placement strategies. Many partners refer candidates, hire YBS graduates and provide wrap-around services such as mentoring, education, training opportunities and employment recommendations.

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Course Curriculum Outline – Attachment #4

Post-program placement is strengthened by partners integrally involved in occupational skill training and placement activities. Workforce investment partners consist of the Spokane Area Workforce Development Council (SAWDC) who promote YBS by identifying, assessing and co-enrolling youth, providing wrap-around supportive services, sharing labor market information and connecting participants to apprenticeships. Through Next Gen Zone, YBS participants will gain access to the best one-stop center in the nation, an award from the International Association of Workforce Professionals (June 2008). Next Gen Zone enrolls 300+ participants annually, while meeting or surpassing performance goals with a 75% placement rate into unsubsidized employment within WIA cost requirements.

SAFETY TRAINING:

YBS's worksite safety training has been developed by NEWESD 101's risk management and reviewed by Labor and Industries training specialists. Students learn safety skills to reduce hazards and prepare them for future construction work. Participants learn industry-recognized procedures, as well as preventive safety protocols that exceed industry requirements. Staff to student ratio does not exceed 1:6 on construction sites. All supervisors and participants obtain certification in OSHA 10, Blood Borne Pathogens, and First Aid/CPR.

Safety training is taught in orientation with weekly training throughout the program and daily review addressing specific projects. Participants are trained in NEWESD 101's accident/injury prevention plan and representatives serve on the NEWESD 101 safety committee alongside program staff to help identify jobsite safety issues. Students complete a safety orientation prior to working on a construction site. Safety is integrated into each lesson with weekly safety meetings and safety reviews on the job site. Guest trainers include industry professionals, Labor and Industries trainers and local apprenticeship sponsors, who participate in OSHA 10 by presenting information on fall protection, electrical safety, trench excavation, worker's compensation, Personal Protective Equipment and log-out tag-out procedures.

FOCUS ON EMPLOYABILITY:

YouthBuild transitions participants to new opportunities. Students begin developing plans for their futures during Mental Toughness and interview selection process with long-term plan development and goal-setting. They refine and work towards exit goals throughout the program with weekly goal-setting meetings, journaling and career exploration. After a high school diploma or GED is earned, transition becomes the primary focus with apprenticeship speakers, worksite visits, job shadows, college tours and development of resumes and portfolios. Employment training and placement services are provided in collaboration with the Spokane Area Workforce Development Council (SAWDC).

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Course Curriculum Outline – Attachment #4

Participants complete a pre-assessment utilizing the Barriers to Employment Success Inventory (BESI). This comprehensive assessment is research-based and helps participants identify personal employment obstacles in five distinct categories: personal and financial; emotional and physical; career decision-making and planning; job-seeking knowledge; and training and education. For each concern identified, a menu of resources will be provided to help students develop an action plan to overcome personal barriers. Employability placement goals are reviewed at staff meetings and connected to the participants' first-quarter and final evaluations. Group training provided to participants will include local labor market research, career planning, job search skills and goal setting.

Work readiness is assessed through BESI and Work Keys; a three-part assessment of core competencies for reading, math and problem solving, resulting in a National Career Readiness Certificate. These assessments were recommended by SAWDC, based on an external employment training evaluation conducted in the 2011-2012 program year, including pre- and post-employability assessments, focus groups and local labor market research. In addition, punctuality, attendance, appearance, attitude, interpersonal relations and task completion are assessed individually through bi-monthly timecards.

Career Exploration includes guest speakers and worksite tours representing high-growth, high-demand occupations within construction and health care. Occupational training begins with general training and introduction to the trades and becomes more in-depth and individualized as participants discover personal interests and set goals.

YBS' comprehensive follow-up process includes communication and retention support for alumni who have successfully exited the program. Prior to exiting, the case manager will obtain current contact information both with the students and their support system, including mentors, family, employers or college counselors, to ensure effective communication and availability of resources when students experience challenges. Students learn how to access ongoing assistance, the impact of follow-up reports for the program and encouraged to become active alumni. Staff assists with job searches, help students obtaining driver's licenses, clearing records and providing education support retention, and other life skills for an additional 9-12 months.

Community college and trade schools enrollment is an attainable goal for most YBS graduates, despite often-perceived financial, motivational and academic barriers. Financial aid experts provide training and support to help students complete the FAFSA. Students may be co-enrolled in the SST AmeriCorps program with an ability to earn a \$1,200+ education award. To increase motivation, YBS staff invite presenters from SHBA, Spokane Local Steam Fitters and Western State Wind-Turbine Mechanics among others. These presenters will introduce students to diverse careers in the trades.

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Course Curriculum Outline – Attachment #4

Educational and job training activities are be integrated into every phase of YBS. The Next Gen Zone's WorkSource specialists assist youth in determining interest and eligibility and co-enrolling them in WIA services when possible. All participants attend workshops including: Orientation; How to Get and Keep a Job; Money Management; Practice Interviews; Resume Development; and Financial Aid. In addition, a full-time AmeriCorps member will serve as the transition specialist, providing group training and individual weekly sessions dedicated to personal goal-setting and career exploration, including campus tours, job-shadows and the development of a comprehensive portfolio. Students in both tracts may be placed in 2-4 week job shadow experiences with local companies or AmeriCorps.

PHYSICAL FITNESS:

YouthBuild provides life-skills training and education to help students understand that physical fitness and health are directly linked to employability. Attendance is the first and most important factor in student success and consistent attendance is determined by making healthy choices both in the program and during personal time.

Students build fitness and strength through hands-on construction experience. Each day begins with running and stretching and the construction trainer integrates fitness and health goals into the program. Students are connected to low-cost gym membership opportunities. Smoking cessation support and encouragement is provided and counselors work with individuals to address drug or alcohol problems.

MATH SKILLS

Math anxiety is common in society and even more prevalent for students who dropped out of school. It stems from fear of failure and lack of confidence. Through YouthBuild, students learn to address math anxiety and develop skills to become more proficient and confident.

Math training and development is a daily part of YouthBuild and training exceeds the 40 hour target recommended through the MC3 curriculum. Students attend morning math classes, are working to pass the math GED 2014 and improve numeracy scores on the CASAS. Math is a significant component of the RCA curriculum. Additional math based training includes Washington Building Trades Construction Math Toolkit and Financial Tools for the Trades, a financial literacy program developed by Port Jobs and the National Endowment for Financial Education. Students utilize Khan Academy and other digital resources to improve math skills.

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Participant Population – Attachment #5

PARTICIPANT POPULATION OVERVIEW

YBS enrolls 30 students each year. An individual may participate in a YouthBuild program only if such individual is between the ages of 18 and 24 on the date of enrollment; and a member of a disadvantaged youth population such as a member of a low-income family, a youth in foster care (including youth aging out of foster care), a youth offender, a youth who is an individual with a disability, a child of an incarcerated parent, or a migrant youth; and a school dropout.

Program To Date 2009-2014

- 179 students enrolled
- 50 individuals with a youth or adult criminal record

- 10% 8th grade completion or under
- 88% 9th grade to 12th grade

- 92% Low Income
- 6% Foster Youth
- 98% High School Drop-Out
- 22% Youth Offender
- 20% Adult Offender
- 36% Basic Skills Deficient
- 2% Child of an Incarcerated Parent
- 4% Person with a Disability
- 94% Not employed at the time of program enrollment

Demographics	Current YB 2013-2015	Spokane County (U S Census)
Male	78%	49.5%
Female	22%	50.5%
Hispanic/Latino	20%	5%
American Indian or Alaska Native	32%	1.7
Asian, Hawaiian Native or other Pacific Islander	4%	2.7
Black or African American	20%	1.9%
White	50%	90%

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Participant Population – Attachment #5

RECRUITMENT AND SELECTION

YBS staff utilizes social networks including Craigslist and Facebook in addition to newspaper ads and fliers at bus stations, skate parks, faith-based organizations and other areas where youth gather. One goal of becoming a recognized pre-apprenticeship program is to strengthen ties to registered apprenticeships so that YouthBuild opportunities are shared with applicants who are not yet ready to enroll in a registered apprenticeship. Applicants who need a HS diploma or GED, driver's license, math skill development or other minimum apprenticeship requirements could gain skills and abilities with YouthBuild and become more successful registered apprenticeship applicants.

Program partners extend outreach. Next Gen Zone provides recruitment collaboration with seven employment specialists and foot-traffic averaging 200 youth per month. Local school districts refer youth who have dropped out or are credit deficient and at-risk of dropping out. Advisory board partners serving at-risk youth will assist with recruitment and referrals. The most effective recruitment tool has been the positive and transformative stories of alumni who will continue to serve as presenters and reviewers of recruitment materials. Success stories are shared through the NEWESD 101 Website, americorps.esd101.net, and publications targeting youth.

The selection process to YBS is a lengthy and on-going process. Monthly information sessions ensure continuous and consistent recruitment, community outreach and screening efforts. Candidates who provide complete application documents are invited to Mental Toughness (MT): 40 hours of teambuilding, goal-setting, pre-assessment and an introduction to construction and health care. The curriculum is based on national best practices and introduces participants to YouthBuild history. MT will include the CASAS appraisal for the literacy/numeracy pre-test, goal-setting, recommendations for learning disability screening and program placement. Participants successfully completing MT will be eligible to interview for YBS. The interview committee will include a case manager, crew supervisor, WIA employment specialist and current YBS participant. Interviews with active student participation will address educational and employment experiences and interests and short- and long-term goals in a personal learning plan. Selection will be based on the interview, MT attendance and commitment to program objectives. Staff will review criminal history background information to ensure students selected to healthcare will be eligible for CNA certification.

RETENTION

Historically, economically disadvantaged youth had a lower completion rate when enrolled in training programs. YouthBuild carefully screens to determine if candidate

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Participant Population – Attachment #5

goals match program objectives. At-risk participants are required to complete multiple meetings and a two-week review before they are enrolled in the program.

Economically disadvantaged young adults require a higher level of support and resources to successfully complete training programs. YouthBuild counselors work directly with economically disadvantaged members to help remove barriers to attendance. Frequently participants need assistance in obtaining stable housing, driver's license, and sealing criminal records.

A case manager provides job-coach services and assists participants in transitioning from YouthBuild to employment or education following graduation Life-skills classes taught each Friday will help participants with work skills including communication, conflict resolution and accessing community resources.

UNDERREPRESENTED OUTREACH

YouthBuild Spokane is diverse and staff is committed to ensuring that the training and culture of the program reflects an awareness and appreciation for diversity.

Outreach to under-represented youth will be targeted and recruitment materials reviewed to ensure that marketing is inclusive to women and minorities. Staff will coordinate with female apprentices to encourage young women to consider YBS as a career pathway.

YBS will partner with the Spokane County Pre-Apprenticeship Program and recruit during annual events like *Pizza, Pop and Power Tools*, which provides an introduction to the trades for 400+ female youth. This event is a leadership opportunity for YBS students to volunteer and serve as group leaders.

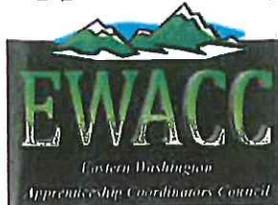
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Eastern Washington Apprenticeship Coordinators Council

Bryan Adams, Chairman
Phone (509) 235-9393
Fax (509) 235-9395



Ken Cox, Secretary
Phone (509) 545-8340
Fax (509) 545-8280

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February 26, 2015

Washington State Apprenticeship & Training Council
Attn: Program Manager, Apprenticeship Section
PO Box 44530
Olympia, WA 98504-4530

RE: YouthBuild Spokane Letter of Endorsement – Apprenticeship Preparation Program Recognition

Dear Mr. Wilson:

The Eastern Washington Apprenticeship Coordinators Council (EWACC) is pleased to submit this letter of endorsement on behalf of NorthEast Washington Educational Service District (NEWESD) 101's YouthBuild Spokane's request for 'Apprenticeship Preparation Program Recognition.' We applaud them for their efforts of linking students to registered apprenticeship opportunities and value the partnership that we have developed over the years.

EWACC is a 19-member organization comprised of apprenticeship coordinators throughout Eastern Washington representing a wide array of trades including aerospace, bricklayers, carpenters, cement masons, electricians, iron workers, laborers, operating engineers, roofers, plumbers, heavy equipment operators and numerous others.

YouthBuild Spokane is a youth and community development program that simultaneously addresses core issues facing low-income communities: housing, education, employment, recidivism reduction, and leadership development. In the YouthBuild Spokane program, low-income, at-risk young people ages 18-24 work toward their GEDs or high school diplomas, learn job skills and serve their community while gaining paid experience in construction, and transform their own lives and roles in society.

Sponsoring and supporting programs that develop future workforce leaders is an important part of EWACC's mission. In fact, we coordinate two local events to engage youth in the trades. *Construction Career Day* introduces over 800 young people annually to the many employment opportunities in the transportation and construction industries in this region. *Pizza, Pop and Power Tools* provides an introduction to the trades to over 400 young women each year. For many years now, YouthBuild Spokane members have had the opportunity to participate and volunteer in these events to gain knowledge and skills and gain access to information about recognized pathways to registered apprenticeship programs along with having an equal opportunity to participate in them.

Through these events and other related activities, EWACC will continue to support YouthBuild Spokane's work towards connecting at-risk youth to apprenticeship opportunities within the construction trades and endorses the preparatory construction training curricula that they follow; Basic Principles for Construction. Coverage of

building codes and safe materials handling ensures the students will stay current with industry standards and trends. In addition, green building principles introduces the students to jobsite practices while they plan and execute their work. The textbook is ideal for those beginning a career in the building trades industry and provides thorough, up-to-date coverage of the core academic areas that are necessary for success in the trades. Topics include work ethic, math, communications, print reading, safety, and common tools.

EWACC fully recommends YouthBuild Spokane's proposal for formal recognition by the Washington State Apprenticeship and Training Council as an *Apprenticeship Preparation Program* designed to provide quality instruction and related work preparation experience resulting in graduates that meet and/or exceed the minimum qualification standards for the apprenticeship programs represented in our local region.

In addition, our commitment to YouthBuild Spokane will include continuing to provide guest speakers at YouthBuild Spokane training events, worksite tours, job shadows, mentoring and apprenticeship opportunities to YouthBuild members.

Sincerely,



Bryan Adams, Chairman
Eastern Washington Apprenticeship Coordinators Council

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RE: YouthBuild Spokane Letter of Endorsement – Apprenticeship Preparation Program Recognition

Dear Mr. Wilson:

The Spokane Home Builders Association (SHBA) is a 1,000+ member trade association created to provide a unified voice for the residential building industry in eastern Washington. SHBA believes that all persons deserve the opportunity to receive high quality education and training. In this spirit, we are pleased to remain to be a contributing partner in NEWESD 101's YouthBuild Spokane program and fully support their efforts of connecting Spokane's at-risk youth to apprenticeship and unequivocally endorse the construction training curricula that they follow.

YouthBuild Spokane is a Department of Labor funded program which assists with education, provides case management, and job skills related to *Construction* and *Healthcare*, for young adults between the ages of 18 and 24. YouthBuild Spokane's construction participants gain experience and portable credentials – while serving their community – by building affordable housing and remodeling local non-profits, preparing them for a career in the trades. YouthBuild members divide their time between the classroom and their work site; developing skills in education, construction, and leadership.

Our partnership has proven to be valuable for many YouthBuild participants. Since 2007, ten (10) YouthBuild members have been accepted into the Spokane Home Builders' 8,000 hour 'Residential Carpentry' apprenticeship program and have either successfully completed their training or are currently on-track to a high-skill high-wage job as a journeyman residential carpenter.

In this effort, the Spokane Home Builders Association Apprenticeship Training program absolutely supports YouthBuild Spokane's request to obtain formal recognition from the Washington State Apprenticeship and Training Council for their work to link students to registered apprenticeship opportunities in eastern Washington and commits to the following:

- o Offer apprenticeship opportunities to program graduates
- o Allow YouthBuild students to job shadow
- o Mentor program participants
- o Participate in events that support the development of future workforce leaders

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We are very pleased with the success of our current and past efforts with YouthBuild Spokane and we will continue our support for activities profoundly affecting our ability to empower students for effective participation in an international economy as world-class workers and citizens. We will continue to offer these options for all YouthBuild participants and graduates will receive priority for enrollment in our apprenticeship program as a post-program transition option. In addition, we will continue to serve as an advisor to staff in all matters relating to training approaches, skills and competencies as well as continue to serve as an active member on the YouthBuild Advisory Board.

If you have any questions or if I can be of further assistance regarding this matter, please do not hesitate to contact me.

Sincerely,



Kim Waseca-Love
Training Director

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