

Washington Building Trades
906 Columbia Street SW Suite 107
Olympia, Washington 98501

December 7, 2015

Washington State Apprenticeship & Training Council
P.O. Box 44530
Olympia, WA 98504-4530

RECEIVED BY L&I AC:

12/7/15 JR

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Dear Apprenticeship & Training Council Members,

This is the application for pre-apprenticeship recognition for **Washington State Building and Construction Trades' King County Pre-Apprenticeship Construction Education (KC PACE)** program. KC PACE is a newly formed organization operated under the umbrella of the Washington State Building and Trades Council (WSBTC). While KC PACE is a new entity in the local network of construction training providers, the team leading our program design and implementation have deep expertise and many years of experience providing pre-apprenticeship training. Additionally, the KC PACE team has strong, well-established ties to the construction industry and a signed letter of support and working agreements with all 17 apprenticeship programs.

NEED: King County has one of the hottest construction markets in the United States. It is #5 in the nation for multi-family units to be completed in 2015. It has tens of billions of dollars of public works projects under project labor agreements or community workforce agreements. In 2015 the City of Seattle adopted a Priority Hire Ordinance requiring hiring from designated low-income neighborhoods. All of this work will require a full pipeline for the construction workforce. Effective pre-apprenticeship programs reach into our communities and expand the diversity of people entering the pipeline by providing needed skills to become qualified applicants for the trades.

KC PACE TEAM: The KC PACE program will be run by a team of construction and pre-apprenticeship professionals who have proven track records of successfully advocating for and training low-income individuals, minorities, women, and ex-offenders for careers in the construction industry.

At the helm of WSBTC is Lee Newgent, long-time trade union leader and national advocate for the inclusion of women and people of color in the trades. Mr. Newgent has been an Ironworker since 1983. He has worked as an apprentice, journeyman, foreman, general foreman, and superintendent, as well as apprenticeship coordinator for the ironworkers, executive secretary for Seattle Building Trades

and currently executive secretary of WSBTC. Among the many accomplishments during Mr. Newgent's service at the Seattle Building Trades Council was creation of the strongest pre-apprenticeship inclusion language in the country (a mandate that every fifth apprentice will come from a community inclusion program), promoting the use of targeted hire/local hire to address journey-level worker access to Project Labor Agreement (PLA)/Community Workforce Agreement (CWA) projects, and organizing community groups to secure the City of Seattle's commitment to a Priority Hire CWA. These outcomes represent nothing short of a sea change in the effort to engage more women and people of color in the building and construction trades.

Delivery and administration of the KC PACE program will be led by Diane Davies, a student-focused pre-apprenticeship professional with strong ties to the construction industry. Diane has ten years of experience in administering construction trade pre-apprenticeships, and has a successful track record of preparing people with barriers for apprenticeship. During her tenure at her previous position, the program reached the highest levels of training & placement in its 17-year history. She built strong pipelines into the union apprenticeship programs, and is highly skilled in preparing students for the trade of their choice.

Overseeing the vision and direction for the KC PACE program is a 22-member Technical Advisory Board representing construction trade unions, union apprenticeship programs, construction companies, and public sector Project Labor Agreement owners. The board is a fully engaged, working group of professionals who feel passionately about creating a pathway to construction trade apprenticeships and careers for members of the community. In that capacity, the board will assist in outreach to potential students, advise on curriculum content and delivery, assist in connecting students to apprenticeships and jobs, and secure in-kind support for the program.

TARGET POPULATION & RECRUITMENT: The target population for KC PACE is people with barriers to apprenticeship (no construction skills, lack of driver's license, low math skills, lack of knowledge of the industry, etc.), low income populations, minorities, women, people from economically disadvantaged neighborhoods. We will recruit through partnerships with community based organizations, our own network of apprentices, and by holding regular orientations for the program.

FACILITIES & TRAINING: KC PACE will be housed at the University of Washington's Center for Education and Research in Construction (CERC) located at Magnuson Park. The CERC facility is a 2000 square foot, light-industrial space that includes a hands-on shop area and several "collaboration suites" which will be used for lecture classes, office space, and meeting rooms. Our first cohort will start mid-February 2016.

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At PACE we believe that “how you practice is how you play.” To us that means our training needs to replicate the standards of the construction trade apprenticeship programs and industry jobsites. Our training model and methods, therefore, reflect these realities from start to finish. Prospective students will be required to pass a drug test and complete a physical try-out. They will be rated on listening and following directions, safety, hustle, positive attitude, and teamwork.

Our King County program will offer two types of training during the calendar year: a longer “Intensive” training and a shorter “Boot Camp”. The **Intensive Training** is designed for students who do not meet minimum qualifications for apprenticeship and require a longer training schedule. The **Boot Camp** is designed for students who can meet the minimum qualifications of most apprenticeships, but need more skills and industry exposure to become apprentices. Our trainings will reflect the following industry standards: on-time means 15 minutes early, you are expected to show up every day, work hard, and come prepared with everything you need to learn and work.

Intensive training will run for **11 weeks** and will total **382 hours**. To participate in the Intensive training applicants must be at least 18 years of age, pass a drug test, and be physically able to perform the work. A high school diploma or GED is preferred, but candidates who lack a diploma or GED will be considered on an individual basis. KC PACE will offer three Intensive cohort groups in 2016 with a maximum of 15 students in each cohort group.

Our **Boot Camp** training will run for **4 weeks** for a total of **160 hours**. The requirements to participate in Boot Camp are the same as Intensive except students must have a valid driver’s license, commit to perfect attendance, and have some work experience (construction experience a plus, but not required). We will offer one Boot Camp in 2016 with a maximum of 15 students in the cohort group.

KC PACE will provide a high level of support to our students in training: books, work boots, work clothes, driver’s license assistance, among others. These will be provided both in-house and through community partners.

CURRICULUM: The PACE Intensive pre-apprenticeship program is designed to meet our students at their skill level and to build those skills to the level of a qualified applicant for the apprenticeship of their choice. The Intensive program is 11 weeks, with the National Building Trades Department’s Multi-Craft Core Curriculum (120 hours) at the heart of the program. PACE has expanded the math, safety, fitness and job readiness coursework for a total of 382 hours.

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KC PACE INTENSIVE CURRICULUM

COURSE TITLE	MULTI-CRAFT CORE HOURS	ADDITIONAL PACE HOURS	TOTAL HOURS
Orientation	14		14
Industry Awareness	8		8
Implementing Change/New Horizons		10	10
Tools and Materials	8	22	30
Blueprint Reading	24		24
Fitness & Nutrition		40	40
Construction Skills		40	40
Trade Exploration		30	30
Math Skills	40	30	70
OSHA 10	10	5	15
First Aid/CPR	8		8
Traffic Flagging Certification		5	5
40-hour HAZWOPER		40	40
Labor History	8		8
Career Readiness		40	40
TOTAL	120	262	382

PROGRAM OUTCOMES: For 2016, KC PACE will train 60 students. Our team has a track record of graduating 85% of its students, with 85% of graduates entering union construction trade apprenticeship programs.

Thank you for your consideration of this application. The KC PACE team is excited about the opportunity to once again help people build their careers in the construction industry.

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Encl: Advisory Board list

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Washington State Building & Construction Trades
Pre-Apprenticeship Construction Education, King County

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