

Teri Gardner 6-2-23

## **APPLICATION FOR WSATC RECOGNITION OF AN APPRENTICESHIP PREPARATION PROGRAM**

*Recognized Apprenticeship Preparation Programs are education and training programs which maintain formal articulation agreement(s) with one or more registered apprenticeship program sponsors. The purpose of the recognized preparation programs is to prepare participants for successful entry into registered apprenticeship programs. Preparatory programs are designed to increase the Participation of underrepresented populations in registered apprenticeship. (WSATC Policy 2012-03 Sec. I B).*

*An apprenticeship preparation program may apply for recognition or continuing recognition from the WSATC. The WSATC may grant initial recognition for a period of up to 18 months, and continuing recognition for a period of up to three years. To apply for initial recognition, programs must have participants enrolled in training at the time of application, and provide individualized demographic data for the first/ current cohort of participants. (WSATC Policy 2012-03 Sec. III).*

### **SECTION 1: CONTACT INFORMATION AND PROGRAM SUMMARY**

**Name of Apprenticeship Preparation Program:**

Western Washington Masonry Trades Pre-Apprenticeship

**Name of parent organization/organization that will administer the program:**

Western WA Masonry Trades Apprenticeship Committee

**Contact Information:**

**Individual Authorized to Represent the Program**

*Name: Domonic Espinoza*

*Organization: Western WA Masonry Trades Apprenticeship & Training*

*Title: Apprentice Coordinator*

*Phone: 206-768-8333*

*Email: domonic@nwmasonrytraining.org*

*Mailing Address: PO Box 80763 Seattle, WA 98188*

*Physical Address: 6737 Corson Avenue South Building D Room 115 Seattle, WA 98188*

**Point of Contact for Outreach and Enrollment**

*Name: : Domonic Espinoza*

*Organization: Western WA Masonry Trades Apprenticeship & Training*  
*Title: Apprentice Coordinator*  
*Phone: 206-768-8333*  
*Email: : domonic@nwmasonrytraining.org*  
*Mailing Address: PO Box 80763 Seattle, WA 98188*  
*Physical Address: : 6737 Corson Avenue South Building D Room 115 Seattle, WA 98188*

### **Primary User of Apprentice Registration and Tracking System (ARTS) Portal**

*Name: Domonic Espinoza*  
*Organization: Western WA Masonry Trades Apprenticeship & Training*  
*Title: Apprentice Coordinator*  
*Phone: 206-768-8333*  
*Email: : domonic@nwmasonrytraining.org*  
*Mailing Address: PO Box 80763 Seattle, WA 98188*  
*Physical Address: : 6737 Corson Avenue South Building D Room 115 Seattle, WA 98188*

### **Summary of Preparatory Program**

**Please briefly summarize the following in three pages or less within Appendix A.**

- 1. Describe the organization that will be operating the preparatory training. If this is an existing organization, briefly describe its history and mission, and why apprenticeship preparation is a good fit.*
- 2. Describe how the program will be funded. If the program's start-up is grant funded, describe your sustainability plan once the grant ends.*
- 3. Describe the primary needs you have identified in your service area the program will address.*
- 4. Describe the target populations and geographical area.*
- 5. Describe the program. Please include the following:*
  - a. The structure of preparatory program including the anticipated number of participants/cohorts per year and approximate duration of the program;*
  - b. How the program will be staffed (i.e., instructors, administration, etc);*
  - c. Participant support/resources during program; and*
  - d. Apprenticeship navigation and articulation plan.*
- 6. Describe the program outcomes. Please include the following if applicable.*

- a. *Successful completion (required)*
  - b. *Industry recognized certificate(s)/certification(s)*
  - c. *Educational credit*
  - d. *Target articulation rate (required)*
7. *Please provide additional details, if any, you would like to share about your program (i.e. positives outcomes other than registered apprenticeship articulation, etc.)*

**SECTION 2: PROGRAM PARTICIPANTS AND OUTCOMES - (WSATC Policy 2012-03 Sec. II B)**

*A minimum apprenticeship articulation goal, which shall be at least 15% of graduates. Articulation shall be measured at six months following the date program participants graduate, with the following exceptions:*

- a. Programs serving actively enrolled K-12 participants may request articulation be measured at 12 months following the date of apprenticeship preparation program graduation; OR*
- b. Programs serving currently incarcerated individuals may request articulation be measured at 18 months following the date of apprenticeship preparation program graduation.*

*The anticipated number of participants who will enroll in the preparatory program annually.*

*The specific requirements to complete the program (i.e., attendance, grades, test scores, skill demonstrations, certificate attainment, etc.).*

*The specific apprenticeship, industries and/or occupations program graduates will be prepared to enter.*

**Please respond in full to the questions below regarding your program's participants and outcomes.**

- 1. Occupations Trained: Please describe the specific apprenticeship, industries and/or occupations program graduates will be prepared to enter:*

The Western WA Masonry Trades Apprenticeship (WWMT) pre-apprenticeship course is designed so that the student will be equipped to meet or exceed the WWMT apprenticeship program minimum qualifications and shall direct entry into the Western Washington Masonry Trades registered apprenticeship program and other registered apprenticeship programs. After completion, each graduate can enter Bricklayers & Allied Craftworkers Local # 1 WA/AK (BAC) in the construction industry. Bricklayer, Tile Setter, Marble Mason, Tile/Terrazzo/Marble Finisher, Terrazzo Worker, Pointer/Cleaner/Caulker (PCC).

- 2. Target Articulation Rate: Approximately what percentage of program graduates do you expect to enter into a registered apprenticeship following completion of your program?*

70% or higher

3. Target Participant Population and Successful Articulation Timeframe: Please select the option which best characterizes your program participant successful articulation timeframe. Please describe.

**6 Months**

**12 Months** (program serving actively enrolled K-12 participants)

**18 Months** (program serving currently incarcerated individuals)

*Our goal will be to place the graduate directly after graduation. We will monitor the workforce request through our signatories and align with direct placement.*

4. How many participants do you anticipate enrolling in each cohort and how many cohorts per year?

10 to 15 per cohort/5 cohorts per year

5. Please describe the requirements to complete the program (i.e., attendance, grades, test scores, skill demonstrations, certificate attainment, etc.).

**Apprentice Evaluation:**

Each pre-apprentice will be advanced by the following criteria:

- ALL classes must be attended. Pre-job totals 20 days, or 160 hours. Excused absences must be authorized by the coordinator.
- Late arrivals, no call, no shows are not acceptable and are dealt with on an individual basis.
- Ability to follow instructions and demonstrate the skill.
- Participation in class and clean up.
- Passing a drug test.
- Enthusiasm in learning and applying the BAC trade.
- Maintaining student work book (Daily report) and passing all safety test with 80% or higher.
- Upon completing the course, the student will be eligible for direct entry to the Western Washington Masonry Trades Apprenticeship Program.

**SECTION 3: ARTICULATIONS AND PARTNERSHIPS - (WSATC Policy 2012-03 Sec. II E, Sec. I E)**

*Apprenticeship preparation programs training participants for a specific occupation must provide at least one articulation agreement at the time of application. Preparatory programs training individuals in multiple occupations must provide a minimum of two articulation agreements at the time of application. Articulation agreements must contain the following components:*

*The names of the organizations entering into the agreement (Apprenticeship Preparation Program and Registered Apprenticeship Program).*

*The specific apprenticeship program and occupation(s) that the apprenticeship prep program graduates will be prepared to enter.*

*One or more of the following considerations for graduates of the prep program:*

- a. A preferred entry clause;*
- b. An advanced standing or credit clause;*
- c. Additional point(s) awarded in the application/interview process; or*
- d. Guaranteed interview with registered apprenticeship program.*

*Be executed or renewed no more than three months prior to the date of application.*

**Please select the option which best characterizes your program.**

**Registered Apprenticeship Program specific pre-apprenticeship** *(goal is preparation of apprentices for one specific registered apprenticeship)*

**General apprenticeship preparation program** *(goal is preparation and support to succeed in a variety of apprenticeships)*

**Please complete the chart below with the requested information for each registered apprenticeship with which your program has a formal articulation agreement. A copy of each articulation agreement must be attached to this application. A Memorandum of Agreement/Understanding, a formal contract, or a signed letter of commitment are acceptable forms of articulation agreements.**

Apprentice-ship Program Name	Articulating Occupation(s)	Articulation Type <i>(select all that apply)</i>			
		Preferred Entry	Advanced Standing or Credit	Additional Points on Application/Interview	Guaranteed Interview

Western WA Masonry Trades Apprenticeship & Training	Bricklayer, Tile Setter, Marble Mason, Tile/Terrazzo /Marble Finisher, Terrazzo Worker, Pointer/Clea ner/Caulker (PCC)	X	X	X	X

Please list any other organizations, if any, which have endorsed your program or otherwise partnered with you to develop or administer this program.

Program or Organization Name	Role(s) <i>(eg: training provider, Advisory Board member, industry consultant, supportive services provider, etc.)</i>
Bricklayers & Allied Craftworkers Local 1 WA/AK	Union Partner

## **SECTION 4: CURRICULUM - (WSATC Policy 2012-03 Sec. II C)**

*Curriculum should be developed in consultation with apprenticeship partners and subject matter experts to ensure it aligns with current industry standards and prepares graduates to meet or exceed the minimum qualifications for entry into an apprenticeship. At a minimum, the curriculum must include the following elements:*

*Industry/occupation specific safety training and education;*

*Employability skill development;*

*Industry/trade specific skills and knowledge; and*

*Course hours.*

**In one to two paragraphs, please provide a brief summary of the programs curriculum describing the total number of hours, topics covered, method of delivery, etc.**

Each pre-apprentice must attend the 160-hour 4-week course to be eligible for completion. The students will be learning the following: Orientation to the BAC Crafts, OSHA 10, First Aid/CPR/AED, Scaffolding user card, fall protection, hands-on intro to the BAC crafts, EEO/anti-harassment, Silica awareness, Mentorship matters (communication), construction math, saw safety, and know their worker rights.

Upon completion of the course, the pre-apprentice will better understand BAC craft and the skills necessary to start a successful career in the BAC. They will receive OSHA 10 construction safety card, learn the basic 1<sup>st</sup> Aid/CPR related to the job site and home, obtain working knowledge of the physical aspects of BAC crafts, and what it takes to maintain a job.

**Please respond in full to the questions below.**

- 1. Please describe your program's working relationship with one or more registered apprenticeship programs in the development of elements such as curriculum, class activities, evaluation methods, and teaching techniques.*

The WWMT JATC (management and labor) have made concerted efforts to develop this curriculum to align with our six programs available in our registered apprenticeship.



- 2. Please identify the program's instructor(s) and provide a brief summary of their qualifications.*

Our 4 instructors and coordinator have been in the BAC industry for over 20+ years combined with the 100+ years of experience between all of them. Our International Masonry Training and Education Foundation (IMTEF) requires our instructor to attend Instructor Certification Program (5-year certification) to be eligible to teach our students. All instructors have attended Train-the-trainer in the following courses: Forklift, OSHA, Fall Protection, First-Aid/CPR, Boom lift/ Scissors lift, Foreperson Training, Blueprints, SAVE, Mentorship Matters, Masonry math, EEOC, Historical Masonry Preservation Course, and specific BAC trade curriculum

- 3. What, if any, post-secondary credit do program participants receive?*

No post-secondary credit is received.

**Please complete Appendix B – Curriculum Outline.**

## **SECTION 5: PARTICIPANT RECRUITMENT AND RETENTION - (WSATC Policy 2012-03**

### **Sec. II D)**

*Preparatory program recruitment and retention plans must contain the following elements:*

*The target demographics of the population their enrollees will be drawn from; and*

*The specific tools and activities used to recruit and retain participants, with an emphasis on recruitment of underrepresented populations.*

**Please respond to the following questions regarding your programs recruiting and retention plans.**

- 1. Please describe the general demographics of the intended program participants (i.e., age, gender, race/ethnicity, geographic area, etc.). Is the program limited to a specific population (i.e., students at a particular high school, veterans, WIOA-eligible, etc.)? If so, explain:*

The WWMT pre-apprenticeship program's primary focus will be outreach to the Black, Indigenous, and People of Color (BIPOC) and women to diversify our workforce. While, racially and ethnically, we are a diverse registered apprenticeship program, with over 43% of people reporting something other than white and 5% women, we look for outreach events geared toward underrepresented and marginalized communities. One effort that is working is our partnership with other pre-apprenticeship programs. We recruit directly from these programs that are traditionally very diverse. We provide hands-on learning experiences to students enrolled in partner programs like ANEW Pre-Apprenticeship Construction Education (PACE), TERO Vocational Training Center, Youth Build, Pre-Apprenticeship Carpentry Training (PACT), and Construction Preparation programs via The Department of Corrections. We encourage these partners to come to visit and learn about our programs. We also offer these programs direct entry access.

- 2. Please describe the tools and activities which will be utilized to recruit students, and describe how underrepresented populations will be encouraged to enroll in the program.*

We will engage in outreach events with current apprentices and staff in the underrepresented populations and host specific cohorts, such as all-women cohorts, to ensure our commitment to diversifying the workforce.

- 3. Please describe the tools, processes, and resources your program will utilize to retain participants through graduation.*

Our program will utilize a "wrap-around approach," ensuring our pre-apprentices know the available resources. We will partner with support service organizations to supply tools, boots, and initiation for income-eligible people. Regarding the larger barrier reduction, the WWMT will defer to the community partners as the experts, with whom we have a good history of working together to support apprentices. WWMT will partner with Urban League, ANEW Apprentice Opportunity Program (AOP), Young Women's Christian Association (YWCA), Work Source, Veterans Affairs, Renton Technical (AAI Grant), Sound Transit, and LELO Relicensing Program to address the few apprentices with barriers like licensing, housing, and transportation.

- 4. Please describe the services that will be provided to graduates and current participants to assist in their successful application and articulation into registered apprenticeship programs.*

The Bricklayers & Allied Craftworkers Local #1 WA/AK (BAC) operate on a referral system; however, the apprenticeship program and the apprentices can also find their own contractors. During the pre-apprenticeship experience, the Training staff and BAC field representatives will contact contractors and assist in the placement process. Students are taught how to seek their work and advocate for themselves during the dispatch process. If an apprentice goes on to the dispatch list, they go on the list and get their placement usually within a week. Bricklayers & Allied Craft Workers Local #1 WA/ AK also work with public entities to promote apprentice utilization to Community Workforce Agreement (CWA) and Project Labor Agreements (PLA) projects on Washington State Department of Transportation (WSDOT) jobs, County, State, and City jobs. We have BAC field representatives actively working to ensure contractors are aware of the apprentices ready for dispatch. In the past year, our pre-job placement rate is 76% directly after the four weeks of pre-job training.

## **SECTION 6: ADMINISTRATIVE REQUIREMENTS - (WSATC Policy 2012-03 Sec. II A)**

*Recognized Apprenticeship preparation programs shall commit to reporting the following information to L&I via the Apprenticeship Registration Tracking System (ARTS) system on a semi-annual basis, unless granted an exception\* by the WSATC:*

### *New participant demographics*

- a. First and Last Names*
- b. Birth Date*
- c. Gender*
- d. Race/ Ethnicity*
- e. Veteran Status*
- f. Social Security Number\**

### *Outcome measures (Individual-level Information)*

- a. Participant graduation(s)/ completions*
- b. Participant withdrawals*
- c. Graduates who have entered into Registered Apprenticeship*

**Please describe the tools and processes your program will utilize to successfully meet the administrative requirements listed above.**

WWMT will have our program administrator submit all data to ARTS.

**Please complete Appendix C – Administrative Requirements Spreadsheet.**

## SECTION 7: APPENDICES

Please complete and submit appendices with the application packet as separate files.  
Appendices include the following:

*Appendix A – Program Summary*

*Appendix B – Curriculum Outline*

*Appendix C – Administrative Requirements Spreadsheet*

*Appendix D – Articulation Agreement(s)*

*\*Submitted by program as individual documents*

## **SUBMISSION INSTRUCTIONS**

***Applications are due no later than 45 days prior to the scheduled quarterly meeting of the Washington State Apprenticeship and Training Council. It is strongly recommended that you submit your application 2 weeks prior to the deadline for pre-review, to ensure that your application is complete. Contact Rio Frame for questions or assistance.***

***Please submit your completed application via email to:***

*Rio Frame, Management Analyst  
Dept. of Labor & Industries, Apprenticeship Section  
Rio.Frame@Lni.wa.gov  
509-426-0985*

## **APPENDIX A – PROGRAM SUMMARY**

**Please briefly summarize the preparatory program according to the requirements listed in Section 1 "Summary of Preparatory Program," in three pages or less.**

Western WA Masonry Trades Apprenticeship & Training (WWMT) has been a registered apprenticeship program since Jan 25, 1940. Our program's mission has been to diversify our craft workers and increase the retention of apprentices. Having a recognized Pre-Apprenticeship training program will offer new individuals a chance to participate in high-quality instruction that prepares students to succeed on construction job sites as craft workers.

Our primary funding source for our pre-apprenticeship program will be through our union members' contributions and available grants. We currently have a significant shortage of qualified Bricklayers & Allied Craftworkers. The WWMT pre-apprenticeship program will help fill the gap with the proper credentials to provide a skilled workforce. WWMT will recruit from the Black, Indigenous, and People of Color (BIPOC) community, underutilized zip codes, and women in Western WA. The WWMT pre-apprenticeship program will give students a realistic overview of work performed by Bricklayers & Allied Craftworkers Local# 1 WA/AK (BAC) in the construction industry. We plan to have up to 60+ new participants trained throughout the year and up to 6 cohorts yearly.

WWMT will have our qualified BAC instructor teach aspects of the trade and the various safety courses. Our program administrator will help with the data entry required into ARTS, and the coordinator will assist if needed. The WWMT staff will provide all participants with a daily stipend and the tools to perform their tasks safely. Our instructors will reinforce the importance of attitude and how to be reliable – it is the key to a successful start to their new career.

Students will possess the knowledge and hand skills needed by a BAC apprentice through classroom and hands-on projects. Students will understand the standards for worksite safety and personal protective equipment and be aware of workers' rights. Each student will learn about WWMT's registered apprenticeship and other union BAC contracts. We will create an experience that will help the individual make an informed decision about entering into an apprenticeship agreement with the Western Washington Masonry Trades Apprenticeship Program & other registered apprenticeship programs.

Upon completing the course, the student will be equipped to meet or exceed the WWMT Apprenticeship program minimum qualifications and will have direct entry into the Western Washington Masonry Trades registered apprenticeship program.

Our program has continued to allow the BIPOC community/underutilized zip codes a viable pathway into the WWMT trades. WWMT has increased the number of minorities and women in our trades. Last year we had 43.9% minority/ BIPOC (13% above the minimum) and 4.94% women.

Teri Gardner 6-2-23

## APPENDIX B – CURRICULUM OUTLINE

Please use the format below for the program's curriculum outline. Identify all curriculum elements and provide primary learning objectives that apply to each course.

Please copy and paste the format below to add additional course sections and/or primary learning objectives as needed.

1. Course Name/Module – Orientation to the Bricklayers and Allied Craftworkers Local # 1 WA/AK (BAC) crafts (12 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

Introduction to apprenticeship – Orientation

General overview, College information & Related Supplemental instruction (RSI), State registered apprenticeship expectations & responsibilities, Apprentice expectations & responsibilities, Sexual Harassment policy, Diversity in the workplace, Drug & Alcohol policy, Program requirements, Pre-apprenticeship training, On the job training, Related training-Safety, Safety equipment/PPE, Protective clothing, boots, safety glasses and hearing protection, Safety policies and procedures - hand out, Shop – work area site-specific safety, Hand tools familiarization & practice, Power tools and equipment familiarization & training, Cleaning and organization, Intro to the International Bricklayers & Allied Craftworkers (BAC) Trades and Labor history.

2. Course Name/Module – BAC Trades Rotation (16 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

Each student will rotate between each of the 6 BAC crafts, Bricklayers, Tile Setter, Terrazzo Worker, Tile/Terrazzo/Marble Finisher, Pointer/Cleaner/Caulker (PCC), and Marble Mason to get to know the basic scope each trade requires.



3. Course Name/Module – OSHA 10 (10 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

OSHA 10 Required Topics (with hours), Introduction to OSHA regulations and OSHA Act (2 hours), OSHA Focus Four Hazards (4 hours) Fall Protection, Electrical, Struck by, Caught in/between, Personal protective and lifesaving equipment (1/2 hour) Health hazards in construction – e.g., noise, hazard com. & silica (1/2 hour), Materials handling, storage, use and disposal, Tools – hand and power, Scaffolds, Excavations, Stairways, and ladder, Ergonomics (2 hours).

4. Course Name/Module – First Aid/CPR/AED (4 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

This course will provide the First aid basics, medical emergencies, Injury emergencies, Environmental emergencies, Preventing illness and injury, Adult CPR, and Automated external defibrillator (AED) use.

5. Course Name/Module – Fall Protection/Scaffold User (8 Hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

Identify significant scaffold hazards, describe scaffold hazards, protect themselves from scaffold hazards, and recognize employer requirements to protect workers from scaffold hazards.

6. Course Name/Module – EEO/Anti-harassment training (3 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

Provides an overview to define unlawful harassment, examples of various types of conduct that constitute inappropriate and illegal behavior, be aware that harassing behaviors will not be permitted, know how to take appropriate action if you are being harassed or are a witness or bystander to harassment, Know how to report harassment, Be aware that retaliation will not be tolerated when a complaint is raised.

7. Course Name/Module – Silica in Construction (1 hour)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

This course covers OSHA's updated silica standard that increases the protection of workers through several exposure assessment and control measures.

8. Course Name/Module – Mentorship Matters/ Communication (4 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

This course will identify the importance of mentorship, its role in developing your skills on the job, and its impact on safety, quality, and productivity. Lessons include effective communication, active listening, asking questions, receiving feedback, proactive listening, and setting goals.

9. Course Name/Module – Construction Math (16 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

Basic Mathematics, Tape measure basics, Evaluation of current proficiency, reading a standard tape measure, Hands on use & manipulation of a tape measure, Tape measure whole numbers & fractions, Adding & Subtracting, Measuring & marking for cuts, Measuring & calculating for stocking and materials, Linear measurement, area, organizing numbers, the basic layout of masonry materials.

10. Course Name/Module – Saw Safety (8 hours)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

How to wear the proper safety equipment when operating the various masonry saws; safety glasses, safety footwear, snug-fitting clothing, hearing and head protection, and respiratory equipment as applicable. Keep the area around the saw free from debris or obstacles to ensure safe working conditions. Prohibit the use of the saw by unauthorized or untrained personnel. Keep the conveyor cart free of grit and debris so the material does not slip or twist during cutting operations. Hold the material firmly against the backstop of the conveyor cart or guide-a-cut, keeping fingers out of the blade's path. Position the saw on a firm, flat area and be sure the saw will not move in use.

11. Course Name/Module – Know your Worker rights/ L&I workshop (1 hour)

Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

- Wage requirements
- Hours of work & recordkeeping requirements
- Minimum wage, overtime, and tips
- Your rights to paid sick leave and other protected leave
- Protections from retaliation and discrimination
- Agricultural employment
- Youth employment
- How to file a workplace rights complaint & complaint process

## 12. Course Name/Module – BAC Trade-specific training (77 hours)

### Curriculum Elements:

- Industry/occupation-specific safety training and education
- Employability skill development
- Industry/trade-specific skills and knowledge

After completing the trades rotation, each student will choose from our six crafts listed:

- Bricklayer
- Tile Setter
- Pointer, Cleaner, Caulker (PCC)
- TTM Finisher
- Marble Mason
- Terrazzo Worker

Each student will focus on their specific craft to develop the basic skill sets to understand better the fundamental skills to maintain as a BAC craft member.

*RF*  
Teri Gardner 6-2-23

Preparatory Program Name:	Western WA Masonry Trades Pre-apprenticeship	Total Number of Participants:	6
Reporting Period, Earliest Date:	4/17/2023	Total Participant Graduates:	5
Reporting Period, Latest Date:	4/28/2023	Total Withdrawals/Incomplete:	1
		Total Grad's Articulated into Reg' Apprenticeship:	4

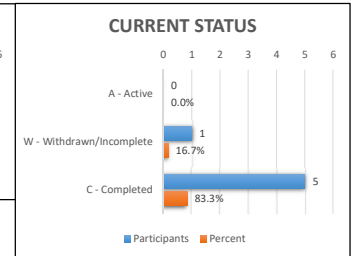
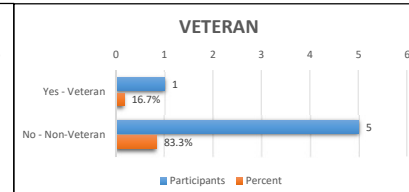
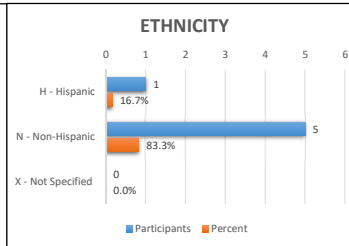
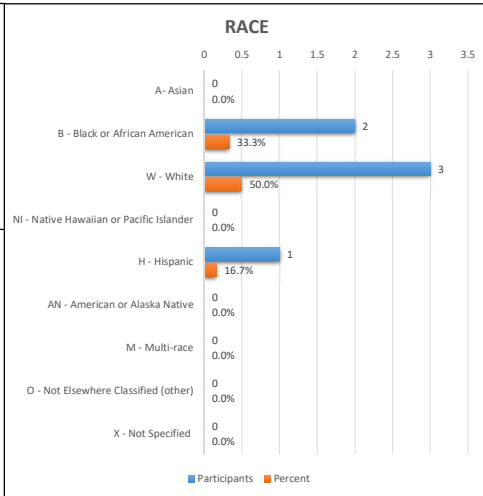
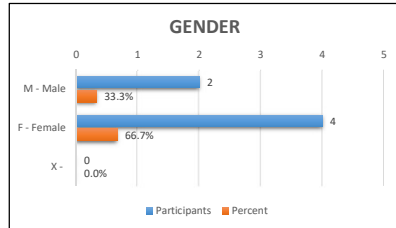


\*Please refer to the instructions tab for information on how to properly complete this document.

Participant Information - Total of Cohorts										Registered Apprenticeship Articulation Information			
Last Name	First Name	Birth Date	Gender	Race	Ethnicity	Veteran	Cohort Start Date	Current Status	Graduation Date	Registered Apprenticeship Name	Occupation	Date of Registration	Apprentice ID Number
6	6	6	6	6	6	6	6	6	6	4	4	4	4

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Articulation Rate  
66.67%

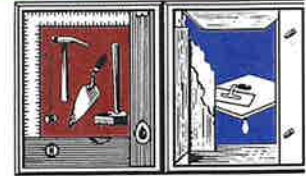


Teri Gardner 6-2-23

# BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 1 WASHINGTON AND ALASKA



15208 52<sup>ND</sup> AVE S STE 120  
TUKWILA, WA 98188  
P: (206) 248-2456  
F: (206) 248-2459



Department of Labor and  
Industries Apprenticeship  
Section  
PO Box 44530  
Olympia, WA 98504

February 01, 2023

**Re: Letter of Endorsement for Western Washington Masonry Trades Pre-Apprenticeship Program Recognition**

The Bricklayers & Allied Craftworkers Union, Local 1 WA/AK, supports the efforts of the Western Washington Masonry Trades apprenticeship committee to achieve state-recognized status for their Pre-Apprenticeship Program. Pre-Apprentices will be offered direct entry into their Apprenticeship upon completing the WWMT Pre-Apprenticeship training.

Western Washington Masonry Trades employs skilled instructors who will provide high-level training to ensure our pre-apprentices are safe and thriving in the field. Upon completing our Pre-Apprenticeship training, the graduates will be offered continuing education at the training center and on-the-job training through signatory contractors.

Western Washington Masonry Trades apprenticeship committee has provided jobs and stability to countless apprentices throughout the years and quality BAC workers out in the field. We will continue to offer our apprentices high-caliber training to ensure they have all the skills and safety requirements necessary to be successful.

BAC Local# 1 WA/AK supports the Western Washington Masonry Trades Apprenticeship Programs' efforts to achieve pre-apprenticeship status. It will offer direct entry into our union upon completing the WWMT pre-apprenticeship program.

Sincerely,

Lowell Glodowski, President



**WESTERN WASHINGTON MASONRY TRADES  
JOINT APPRENTICE & TRAINING COMMITTEE**

PO BOX 80763, Seattle, WA. 98108  
TRAINING CENTER PHONE/FAX: (206) 768-8333



February 01, 2023

Domonic Espinoza  
Apprenticeship Coordinator  
Western Washington Masonry Trades Apprenticeship & Training Trust  
6737 Corson Ave S  
Bldg.D – Rm.115  
Seattle, WA 98108

*Teri Gardner 6-2-23*

Re: Western Washington Masonry Trades Pre-Apprenticeship (preparatory) Program

Mr. Espinoza

The Western Washington Masonry Trades JATC would like to offer this letter of support to the Western Washington Masonry Trades (WWMT) Pre-Apprenticeship (preparatory) Program. We are interested in the relationship of support between our apprenticeship program and your WWMT pre-apprenticeship (preparatory) training program. I believe that it would be beneficial for all to include your program within the following segment of our Standards of Apprenticeship so that we will allow direct entry to your graduate's for completing the WWMT Pre-apprenticeship (preparatory) program.

Under Selection procedures Exceptions (Direct entry) include:

Graduates of participants of WWMT pre-apprenticeship programs is included in the scoring and application process (written verification of these circumstances must be provided at the time of application).

Under Equal Employment Opportunity Plan

Engage with and participate in existing outreach programs whose focus is to recruit and prepare minority and women (minority and non-minority) students for a Bricklayers & Allied Craftworkers apprenticeship such as the Western Washington Masonry Trades Pre-Apprenticeship.

Please contact me via email [montyf@fairweathermasonry.com](mailto:montyf@fairweathermasonry.com) or by phone at 425-747-2000 if needed, as I would be pleased to offer you any assistance in achieving support for our program.

Sincerely,

Monty Fairweather  
Western Washington Masonry Trades JATC, Chairman