



Rec 12/5/2022

*AN*

*Teri Gardner 12-5-22*

TERO Vocational Training Center  
6406 Marine drive  
Tulalip, WA 98271  
(360) 716-4760

November 23, 2022

Washington State Apprenticeship & Training Council  
Attn: Program Manager, Apprenticeship Section  
PO Box 44530  
Olympia, WA98504-4530

To the Washington State Apprenticeship & Training Council;

I am writing to request recognition for TERO Vocational Training Center (TVTC) pre-apprenticeship training by the WSATC.

Historically Native Americans have been under represented in the construction industry. TVTC has been successfully training Native Americans to enter the construction industry since 2001.

TVTC is a comprehensive sixteen-week pre-apprenticeship training for Native American's, their spouse, children and descendants. During the sixteen weeks, students start out with soft skills, dependable strengths articulation, resume writing and interview preparation, workplace 101, dress for success and budgeting. Our students then finish the 15 weeks learning the basics of construction and are well equipped to enter an apprenticeship upon completion.

I am including the TVTC curriculum outline, letters of support, MOU's, WSATC review criteria, Advisory committee list and demographic report

I look forward to answering your questions at the January meeting

Thank you

William Burchett  
TVTC Coordinator



## Demographics

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Start Date: 08/01/19  
End Date: 06/10/22

Total Students Enrolled: 92  
Students with Demographics: 92

## Location

County	Count	Percent
Snohomish County	73	77.66%
Clallam County	7	7.45%
OTHER	4	4.26%
Skagit County	3	3.19%
Yakima County	2	2.13%
Spokane County	1	1.06%
Thurston County	1	1.06%
Clark County	1	1.06%
Grays Harbor County	1	1.06%
King County	1	1.06%

## Gender

Gender	Count	Percentage
Female	18	19.57%
Male	74	80.43%

## Age

Age Range	Count	Percent of Total
Under 18	0	0.00%
18-21	23	25.00%
22-29	32	34.78%
30-54	34	36.96%
55-69	3	3.26%
70+	0	0.00%
Unspecified	0	0.00%

## Race

Race	Count	Percentage
African American	2	2.17%
American Indian	85	92.39%
Caucasian	3	3.26%
Hispanic/Latino	1	1.09%
Native Hawaiian/Pacific Islander	1	1.09%

## Miscellaneous

Stat	Count	Percentage
Has License	38	41.30%
Low Income	92	100.00%

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### EVIDENCE OF A COMMUNICATION PLAN

TERO Vocational Training Center (TVTC) collaborates with the following trades for on and off-site rotations during the sixteen-week training program:

Northwest Carpenter's Institute of Washington  
 Northwest Laborers - Employers Training Trust Fund  
 Northwest Washington Electrical Industry JATC  
 Operating Engineers Regional Training Program JATC  
 Pacific NW Ironworkers and Employers Apprenticeship  
 Washington State Cement Masons & Plasterers Apprenticeship  
 Western Washington Masonry Trades  
 Western Washington Sheet Metal JATC

TVTC has MOU's with the following trades

- Northwest Carpenter's Institute of Washington
- Washington State Cement Masons & Plasterers Apprenticeship

We also have an advisory committee comprised of:

- John Lehman Jr., Lead Representative/North Puget Sound Region Carpenters Union
- Eric Peterson, Administrative Coordinator, Western Washington Sheet Metal JATC
- Jon Bersche Job and Training Advisor, City of Seattle, Department of Finance and Administrative Services
- Christopher Winters, Military – Tribal Liaison-IUPAT D.C.#5
- Justin Palachuk Local 528 Business agent, Cement Masons
- Bob Embrey, Executive Director of Corporate Training for the Seattle Colleges
- Rob Bartel, NW Washington Electrical Industry JATC Training Director

### SAFETY TRAINING

Participants receive state-approved training in the safe operation of a sit-down counter-balance lift truck, Boom and Scissor lift, Washington State traffic control and proper use of personal protective equipment. Students earn the Industrial First Aid/CPR & AED certification which includes general principles of first aid, medical emergencies, injury emergencies, environmental emergencies, blood borne pathogens and safety precautions. TVTC also includes OSHA 10 training and certification as well as a forty-hour HAZWOPER certification.

Upon successful completion of this course, the student will be able to:

Satisfy L & I requirements including how to hold and document a job site safety meeting, set up an extension ladder, name the basic parts of a fall protection system and assemble the system, obtain and interpret Safety Data Sheets and be able to safely use common construction tools to complete lab projects. Testing is always completed on tool safety prior to tool use.

Students will:

- Recognize fall safety issues and complete a fall protection plan
- Earn a forklift card
- Earn a boom lift certificate
- Earn a scissor lift certificate
- Earn a Washington State traffic control card
- Earn their OSHA 10 card
- Earn First Aid/CPR AED card
- Complete and earn the 40 hour HAZWOPER certificate

### **FOCUS ON EMPLOYABILITY**

TVTC uses a formal application process and invites potential students to an information session.

Students are evaluated and referred to appropriate agencies to assist them with Washington State Driver's License retrieval, driver's education or testing. TVTC has collaborated with Renton Technical College's High School 21 to assist students who might also need to earn their high school diploma to date forty-one high school diplomas have been earned. A student assessment is completed at the entry of training to ensure all the required documentation is in place prior to the student's graduation and application to their chosen apprenticeship program.

During the training, students receive soft-skills training and (if necessary) attendance intervention to stress the importance of being on time and present daily. The soft skills portion consists of creating an employment history record, resume writing, mock interviews, dependable strengths articulation, money management, dress for success and work place 101. The TVTC class also offers hands-on visits with up to ten apprenticeship-training programs and field trips to job sites. Attendance at training sites, as well as any certifications attained during the training, are tracked and documented.

TVTC offers information via, speakers and apprenticeship site visits to inform students about opportunities in apprenticeship. Upon graduation, the TVTC Navigator informs the graduates that even though they are moving on to the next phase of their careers, they are always part of the TVTC family and should keep in contact to share their progress. Frequently graduates return to share their success with the current class - which can help alleviate any concerns students may have about heading into the unknown. In addition, the hands-on aspects of training helps to build confidence. There is currently a running spreadsheet tracking one hundred eighty-One former students who successfully graduated from the training program.

### **PHYSICAL FITNESS**

In order to help prepare the students, TVTC has implemented a physical activity component to help address the often-extreme physicality of a construction career. Activities start with stretching before the more demanding activities such as moving bricks, pushing a wheelbarrow through an obstacle course, lifting, moving and stacking lumber as well as the day-to-day activity of building forms, walls or hanging doors for the tiny homes built by each class. Cardio is improved on by fast walking daily.

### **MATH SKILLS**

Math is taught with a vocational emphasis to develop and deepen student's conceptual understanding of mathematics and to increase efficiency in problem solving with whole numbers, fractions, decimals and percentages. Students are introduced to Ohm's law and basic electrical math principles. Students study ratio and proportion and geometry. In addition, basic algebra as applied to the construction industry. Practical application of math using the Pythagorean Theorem to lay out and form a rectangular foundation reinforces their understanding of the importance of math in the construction workforce.

### **PARTICIPANT POPULATION**

The target population is unemployed and under employed Native Americans. TVTC will enroll 20-28 students per class, with two classes per year. TVTC is constantly recruiting Native Americans to attend the training and inform them about opportunities in the construction industry. TVTC attends career fairs, TERO (Tribal Employment Rights Office) conferences, TERO events and shares information during food distribution at food banks, with Tulalip court, beda?chelh (foster care), behavioral health, homeless shelters, community based organizations, native cultural centers, Boys and Girls Club, daycare providers, social media and schools. TVTC trains up to fifty Native Americans each year to gain the competitive skills to enter construction apprenticeships. TVTC's sixteen-week pre-apprenticeship training is offered to Tulalip Tribal Members, their spouse, parents of Tribal children, Tribal descendants and all other Native Americans.

### **FORMAL AGREEMENT**

TVTC has formal agreements with

- Carpenters-Employers Apprenticeship and Training Trust Fund
- Washington Cement Masons and Plasterers Training Centers

Letters of support from the

- Northwest Washington Electrical Industry Joint Apprenticeship & Training Committee
- Western Washington Sheet Metal JATC
- Operating Engineers' Regional Training Program
- Western Washington Masonry Trades
- Pacific Northwest Ironworkers
- Northwest Laborers-Employers Training Trust

## ADVISORY COMMITTEE

**John Lehman Jr.**

Lead Representative/ North Puget Sound  
Region  
401 East Hickox rd. Mount Vernon WA. 98273  
C: 253-508-2216  
Pacific Northwest Regional Council of  
Carpenters  
jlehman@nwcarpenters.org

**Jon Bersche**

Job and Training Advisor  
City of Seattle, Department of Finance and  
Administrative Services  
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**Justin Palachuk**

Local 528 Business agent  
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**Rob Bartel**

Training Director  
Northwest Washington Electrical Industry  
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**Eric Peterson**

Administrative Coordinator, Western  
Washington Sheet Metal JATC  
11831 Beverly Park Road B-1, Everett, WA  
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**Christopher Winters**

Military – Tribal Liaison-IUPAT D.C.#5  
253-307-5594  
[Chris@iupatdc5.org](mailto:Chris@iupatdc5.org)  
[www.iupatdc5.org](http://www.iupatdc5.org)  
[www.pat-vp.org](http://www.pat-vp.org)

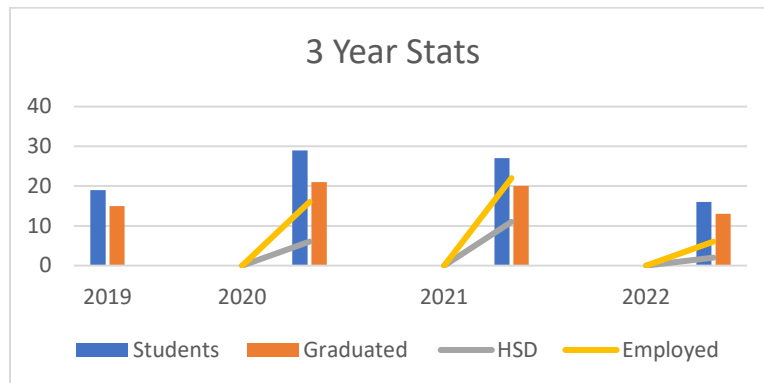
**Bob Embrey**

Executive Director of Corporate Training for the  
Seattle Colleges  
South Seattle College – Georgetown Campus  
6737 Corson Ave S | Seattle, WA 98108  
(206) 934-5856 |  
[bob.embrey@seattlecolleges.edu](mailto:bob.embrey@seattlecolleges.edu)



In the last three years, TVTC held six – 16 week trainings 92 enrolled students, 69 graduated all enrolled with little or no work history. 31 graduates entered employment and 19 entered apprenticeship

TVTC is currently holding the seventh class scheduled to complete in December 2022



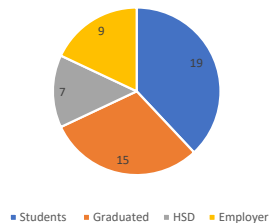
Apprentice IDs:

209313	213551
211463	213553
213522	213554
213524	217017
213484	217020
213557	219738
213542	219739
213545	207040
213547	219742
213550	

August 2019 - December 2019

Students	Graduated	HSD	Employer
19	15	7	9

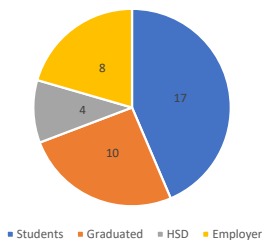
August - December 2019



January - March & October - December 2020

Students	Graduated	HSD	Employer
17	10	4	8

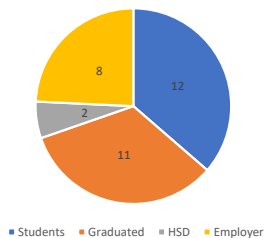
January - March & October - December 2020



August - December 2020

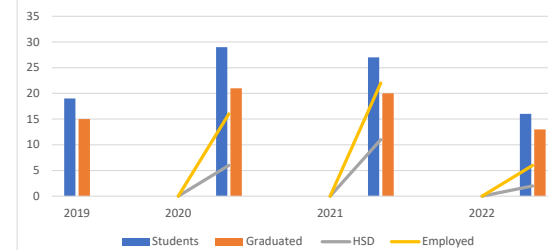
Students	Graduated	HSD	Employer
12	11	2	8

August - December 2020



	Students	Graduated	HSD	Employed
2019	19	15	7	9
2020	29	21	6	16
2021	27	20	11	22
2022	16	13	2	6

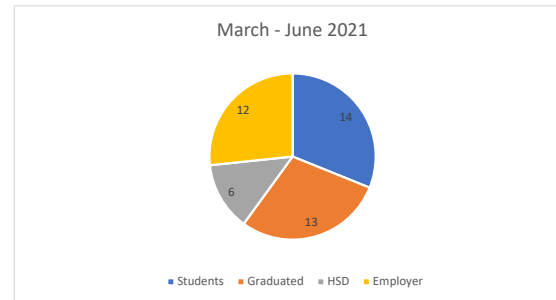
3 Year Stats





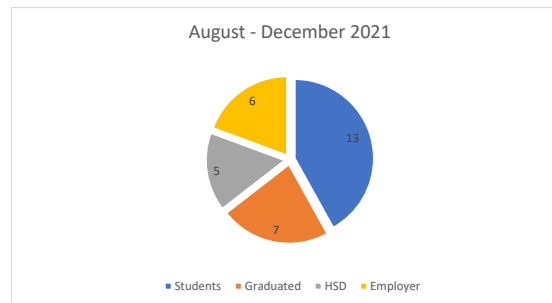
March - June 2021

Students	Graduated	HSD	Employer
14	13	6	12



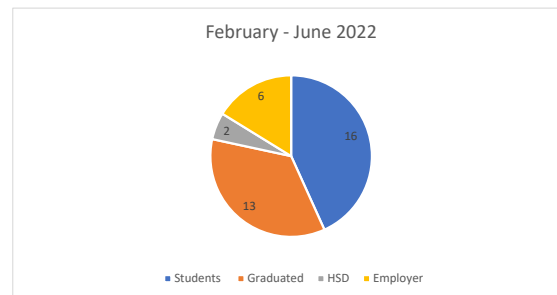
August - December 2021

Students	Graduated	HSD	Employer
13	7	5	6



February - June 2022

Students	Graduated	HSD	Employer
16	13	2	6





## TVTC CURRICULUM

Students will gain skills for apprenticeship or entry-level employment in construction, manufacturing, maintenance, and related industries. Courses incorporate theory and hands on application in a variety of trades including electrical, plumbing, carpentry, masonry, and sustainable building practices. Course work also includes safety standards training, trades math, writing a resume, cover letters, and preparing for job interviews. Students receive industry certifications for industrial first aid/CPR, OSHA 10, powder actuated tools, traffic control, and forklift operation. One of the programs goals is to train a diverse workforce, increasing the number of women and people of color who are ready to enter apprenticeships, construction related jobs and trades positions.

Program Length

Hours 520

Trades rotation and speakers

1 quarter

Monday-Friday, 8:00 am- 3:00 pm

## ADMISSION REQUIREMENTS

Students should have a high school diploma or GED prior to program entry or complete this while enrolled.

A valid Washington State Driver's License

Tests and quizzes are given periodically to measure competency. The final grade received is a compilation of participation and grades received for written tests, quizzes, assignments and hands on projects

## ACTIVITIES TO ACHIEVE OUT COMES

- Students will attend lectures, demonstrations and trades rotation days
- Students will use power tools
- Students will draw orthographic drawings of objects and buildings, read blueprints/plans
- Students will do layout projects for a building

## GRADING

Student's grade will be based upon the student's gaining competencies as shown through: participation in individual and group projects, quizzes, and final examination

## ATTENDANCE POLICY

Competencies are based upon participation in class activities. If you do not attend class you will not be able to gain those competencies and receive an "S" grade



### **COL 101 College Success**

Prepares students for their academic success in the college setting. Topics will include study skills, time management, financial literacy, information literacy, resume and job skills, basic computer skills, cultural competency, privilege and power, applying rubrics to your work, navigating support services and creating dispositions for student success.

### **JSTI 101 Core Construction Skills**

Students learn core construction skills such as blue print reading, measurements and layout. Ergonomic hazards of construction are identified and participants demonstrate preventive measures. Participants identify construction materials, apply industry terminology, and identify and safely operate hand and power tools related to construction trades. Student learn electrical load counts for safe use of power tools. Participants demonstrate standard signals for cranes, use rigging equipment, wear personal protective equipment, and demonstrate proper use and handling of ladders.

*Upon successful Completion of this course the student will be able to:*

- Describe how the construction industry is organized, how a typical residential building project is organized and what kinds of jobs and skills are required for careers in the construction industry so that they can create an effective plan or pathway to get a job in the industry. Critical thinking, written and oral communication.
- Read and understand basic blue prints, use and architect's scale, draw simple scaled orthographic drawings. Critical thinking, quantitative skills.
- Correctly layout and set up batter boards for excavation and foundation forms setting lines, for a house, that are accurate within ½ inch. Quantitative skills and group interaction
- Identify, name, size and describe how basic construction materials and fasteners are used.
- Layout using a laser level to shoot grades
- Draw orthographic shop drawings and build a small wood personal project
- Students will:
  - Build footing and wall forms
  - Build personal projects
  - Visit job sites
  - Recognize typical components of framing
  - Lay out and frame basic wood floor platform
  - Lay out and frame a typical wall, window and door openings
  - Lay out a roof rafter and cut a typical stair jack

### **JSTI 109 Safety, tool and equipment certification**

Participants receive state approved training in the safe operation of a sit-down counter-balance lift truck, boom lift and scissor lift, 40-hour HAZWOPER and traffic control (flagging). Students can receive certification in each of these areas. Students earn the industrial First aid/CPR & AED certification, which includes general principles of first aid, medical emergencies, injury emergencies, environmental emergencies, blood borne pathogens, and safety precautions. This course includes OSHA 10 certifications. Upon of written exam and skills evaluation, AHA card issued. The industrial first aid/CPR & AED certification is approved by OSHA, WISHA (Labor and Industries)



*Upon successful Completion of this course the student will be able to:*

- Successfully satisfy L & I requirements and hold and document a job site safety meeting, set up an extension ladder, name the basic parts of a fall protection system and assemble the system, obtain interpret two MSD Sheets, be able to safely use common construction tools to complete lab projects. All four wide abilities: critical thinking, written and oral communication, quantitative skills and group interaction.
- Students will:
  - Recognize fall safety issues and complete a fall protection plan
  - Earn a forklift card
  - Earn a boom lift certificate
  - Earn a Scissor lift
  - Earn a 40 Hour HAZWOPER card
  - Earn a traffic control card
  - Earn their OSHA 10 card
  - Earn First Aid/CPR AED card

### **JSTI 111 Structural Trades**

This course emphasizes those building trades involved in the skeletal aspect of a structure. This includes electricians, ironworker, rough and form carpenter, laborer, brick and cement mason, and piledriver. Students work with tools, materials and methods specific to each trade, developing skills and knowledge to include steel studs wood framing. Students operate such equipment as air compressor and build projects as a team.

### **JSTI 117 Electrical and Mechanical Trades**

This course covers building trades involved in the interior of a structure such as electrical, plumbing, and sheet metal work. Students learn basic electrical theory, use Ohm's law and build simple circuits. Students also learn basic plumbing applications, soldering and how to work with sheet metal. Safe and correct use of tools is emphasized throughout.

- Students will learn
  - to wire a switch
  - understand ground fault protection and where it is required
  - Build a three-way circuit
  - Ohms law
  - Have the skills and knowledge to correctly install basic electrical devise to NEC specifications
  - To correctly cut, fit and install PEX supply piping
  - To seat copper pipe and pass an air pressure test
  - Install a waste drain and vent
  - Basic plumbing facts

### **JSTI 126 Sustainable Building Practices**

This course introduces green building and sustainable design principles.



### **JSTI 168 Trades Math 1**

This course is taught with a vocational emphasis to develop and deepen students conceptual understanding of mathematics by their chosen CTP pathway and to develop efficiency in problem solving with whole numbers, fractions, decimals and percent's. Students are introduced to Ohm's law and basic electrical math principles. Students study ratio and proportion, geometry. And basic algebra as applied to the construction industry.

### **JSTI 175 Communication for the trades**

Introduction to the communication skills needed in the construction, maintenance and manufacturing trades.

### **JSTI 180 Human relations for trades**

Introduction to the communication skills needed to locate, interview for, and negotiate employment in the construction, maintenance and manufacturing trades. Human relations in the work place are covered under such topics as goal setting, time management, sexual harassment prevention and effective communication. Students develop a job search plan, resume and cover letter.

- Students will
  - Earn a harassment awareness certification
  - Attend work place 101
  - Complete an employment history record
  - Participate in a mock interview
  - Learn money management and budgeting

### **CORE CONSTRUCTION TRADES PREPARATION CERTIFICATE**

<u>Course #</u>	<u>Course Title</u>	<u>Credits</u>
COL 101	College Success	3
JSTI 109	Safety, Tool and Equipment Certification	4
JSTI 168	Trades Math 1	3
JSTI 175	Communication for Trades	2
JSTI 180	Human Relations for Trades	2
	<b>Total</b>	<b>14</b>

### **CERTIFICATE OF COMPLETION-TO APPRENTICESHIP0 PATHWAY**

<u>Course #</u>	<u>Course Title</u>	<u>Credits</u>
JSTI 101	Core Construction Skills	5
JSTI 111	Structural Trades	2
JSTI 117	Electrical and Mechanical Trades	2
JSTI 126	Sustainable Building Trades	5
	<b>Total with Core Certificate, College to Apprenticeship Pathway</b>	<b>28</b>

### **TEACHING METHODS**

Lectures  
 Demonstration  
 Participating in group projects  
 Watching safety videos/slide shows and other students  
 Job site visits



**CarpentersTraining**  
CARPENTERS-EMPLOYERS APPRENTICESHIP &  
TRAINING TRUST FUND OF WASHINGTON-IDAHO

*Teri Gardner 12-5-22*

## Memorandum of Understanding- TIER 2

Between

**Carpenters-Employers Apprenticeship & Training Trust Fund**

And

**TERO Vocational Training Center**

THIS IS A TIER 2 AGREEMENT, by and between the **Carpenters- Employers Apprenticeship & Training Trust Fund (CEATT)**, 20424 72<sup>nd</sup> Ave S. Kent, WA and , is made to provide **TVTC (TERO Vocational Training Center)** carpentry graduates the option to earn preferred enrollment and advanced placement in the CEATT apprenticeship program. It is the intent of this cooperative effort to provide the student with non-duplicative program of study leading to enhancing employment opportunities.

NOW, THEREFORE, it is agreed by and between the parties as follows:

1. Preferred enrollment and advance placement in the CEATT apprenticeship program may be granted through this agreement. Preferred enrollment means that **TVTC** program graduates who, because of the quality of preparation at the **TVTC** program, meet criteria identified below in Section 2 may bypass the standard CEATT application process. Preferred enrollment does not constitute direct entry because candidates must demonstrate skills and abilities acquired through the **TVTC** program. The awarding of such preferred enrollment or advanced placement is contingent upon the joint cooperation of the two institutions.
2. The courses articulated for preferred enrollment and advanced placement credit are outlined below. Requirements for advanced placement include:
  - a. **TVTC** program will appear on the transcript.
  - b. Preferred enrollment will only be given for students who complete all **TVTC** program courses.
  - c. Demonstration of acquired carpentry skills via admissions skills assessment.
  - d. Students must demonstrate proficiency in basic math fundamentals-specifically fractions and decimals.
  - e. Letter of strong recommendation from program.
  - f. First year CEATT certification classes must be taken regardless of **TVTC** certification. Among others, these classes include OSHA 10, First Aid/CPR, Scaffold User, Fall Protection and Ergonomics.
  - g. Preferred enrollment will be contingent on the current employment needs.



## CarpentersTraining

CARPENTERS-EMPLOYERS APPRENTICESHIP & TRAINING TRUST FUND OF WASHINGTON-IDAHO

3. Students must complete the **TVTC** program in its entirety and submit a letter of strong recommendation and completion certificates to be eligible for preferred acceptance.
4. Both parties agree to evaluate this agreement bi-annually (every 2 years) and in the context of student benefits, program efficiency, and effectiveness. **TVTC** must maintain its level of quality as determined by CEATT program evaluation.
5. This agreement shall begin date of **11/09/2021**.
6. **TVTC** referrals must demonstrate strong retention within the program, and contribute to the diversity needs of the CEATT by referring qualified women and minority candidates.
7. This agreement is subject to change or cancellation by either party at any time.
8. If in any case the **TVTC** Curriculum is changed substantially, **TVTC** will notify CEATT.
9. The agreement may be revised/ modified by mutual agreement as needed.
10. Both parties may advertise this agreement.

The undersigned parties accept and approve THIS AGREEMENT.

  
\_\_\_\_\_

Bob Susee

Executive Director

Carpenters- Employers Apprenticeship & Training Trust Fund

11/09/2021

\_\_\_\_\_

Date

  
\_\_\_\_\_

William Burchett

Client Services

11-11-21

\_\_\_\_\_

Date

Diversity is an important part of the culture for the Carpenters Employers-Apprenticeship Training Trust (CEATT). Diversity encompasses race, gender, ethnic group, age, personality, religion, sexual orientation, education, background and more. Our organization embraces differences and welcomes all. We achieve this by partnering with regional pre-apprenticeship programs, as well as, organizations that work with diverse communities. Networking, mentoring and socializing with a variety of groups will increase engagement by demonstrating to individuals from all backgrounds that they can achieve success in our industry and that we are willing to help them succeed. Our programs are bias free, and to all applicants, apprentices, and members we make the following non-discrimination pledge. (See below)

The CEATT will not discriminate against apprenticeship applicants, apprentices or journey persons based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or individuals having a disability, or persons 40 years old or older. The CEATT will take affirmative action to provide equal opportunity in apprenticeship and training for all qualified members and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30.

The CEATT is approved by the Veterans Administration for those eligible for VA education benefits. Upon registration of the apprenticeship program, the apprentice can request the forms to apply for benefits.



## MEMORANDUM OF UNDERSTANDING

## BETWEEN

Tulalip Tribes TERO Vocational Training Center Pre Apprenticeship

## AND

Washington Cement Masons and Plasterers Training Centers

## I. Purpose

TVTC and the **Washington Cement Masons and Plasterers Apprenticeship** found it mutually beneficial to have a formal understanding between the two parties in providing preferred entry of qualified individuals identified by TVTC instructors and managers into **Washington Cement Masons and Plasterers** apprenticeship programs. This memorandum of understanding represents the agreement between TVTC and the **Washington Cement Masons and Plasterers Apprenticeship** in this joint venture.

## II. Details of Understanding

After due consideration of the project, TVTC and the **Washington Cement Masons and Plasterers Apprenticeship** have arrived at the following understanding in respect to preferred entry into **Washington Cement Masons and Plasterers** apprenticeship programs.

**Washington Cement Masons and Plasterers Apprenticeship** agrees to:

- Reserve slots based on the amount of work available in TVTC for the concrete finishing and plastering craft from October 2019 to October 2023 for qualified individuals identified by TVTC for preferred entry into the **Washington Cement Masons and Plasterers** apprenticeship program.
- Work to actively assist individuals, identified by TVTC, successfully complete the apprenticeship program, including providing appropriate mentorship and guidance.
- Assist in the development of a tracking system to collect relevant statistical data to document the results of preferred entry efforts (i.e. number of apprentices, hours worked and other pertinent information).
- Participate in events that provide opportunities for potential apprentices to learn about and experience the specifics of the **Washington Cement Masons and Plasterers Apprenticeship**.

TVTC agrees to:

- Ensure that the curriculums of selected pre-apprenticeship programs address the standards agreed upon by TVTC and the **Washington Cement Masons and Plasterers Apprenticeship**.
- Refer eligible and qualified candidates to the appropriate apprenticeship opportunities.



- Develop an approval and intake process for apprentice acceptance that reduces the resources used by **Washington Cement Masons and Plasterers Apprenticeship** to administer an approval and intake process for apprentice acceptance.
- Work to actively assist individuals, identified by TVTC, successfully complete the apprenticeship program, including providing appropriate mentorship and guidance.
- Assist in the development of a tracking system to collect relevant statistical data to document the results of preferred efforts (i.e. number of apprentices, hours worked and other pertinent information).
- Identify, schedule and coordinate opportunities for potential apprentices to learn about and gain exposure to the trades.

### III. Date of Effect

This Memorandum of Understanding (MOU) will come into effect on the date of signature and will remain in force until either side delivers written notification to the other of its intention to terminate the Memorandum, in which case it will terminate 1 month after receipt of such notifications.

### IV. Evaluation

The parties agree to evaluate this agreement twelve months after implementation and modify if both parties agree.

### V. Modification

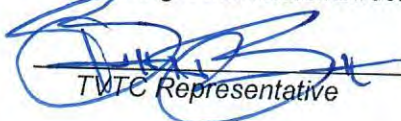
The MOU may be amended by mutual consent through an exchange of correspondence between the two parties. The parties agree to evaluate the MOU within twelve months of implementation at which time the parties may agree to continue, modify or cancel the MOU.

### Signatures

Signed, on the 8 day of October (month) of 2019 (year)



Training Coordinator/Director for Cement Masons and Plasterers

 10-8-19  
TVTC Representative

# NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP & TRAINING COMMITTEE

306 ANDERSON ROAD • MT. VERNON, WASHINGTON 98273  
TELEPHONE (360) 428-5080 FAX (360) 428-3374



Cascade Chapter  
NECA



IBEW L.U. 191



September 15, 2022

Tulalip Tribes TERO  
6406 Marine Drive  
Tulalip, WA 98271

The Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee (NWEJATC) is committed to providing apprenticeship and training opportunities to those individuals interested in a career in the electrical construction industry. NWEJATC supports a formal arrangement with the Tulalip Tribes TERO and the Tulalip Vocational Training Program and their efforts to prepare individuals for entry into any of the many apprenticeship programs, including our own.

The Tulalip Vocational Training Program serves as a means to provide information and training to its students that will prepare them to become good candidates for apprenticeship. Successful graduates of the Tulalip Vocational Training Program will be given preferred consideration for entry into our apprenticeship programs, provided that they meet the minimum qualifications for applicants as identified in our Standards of Apprenticeship.

We support the efforts of the Tulalip Tribes TERO and the Tulalip Vocational Training Program and look forward to continuing our partnership with the Tulalip Tribes and their training program.

Sincerely,

Robert E. Bartel  
Training Director





June 28, 2022

Lisa Telford  
Career Navigator  
Tulalip Tribes TERO Vocational Training Center

RE: Tulalip TERO Vocational Training Center To whom it may concern:

The Western Washington Sheet Metal Joint Apprenticeship and Training Committee (WWSMJATC) continues to work with many of the apprenticeship preparation programs in western Washington. We are committed to apprenticeship opportunities and providing training for those individuals choosing a career as a Sheet Metal Worker. The WWSMJATC supports a formal agreement with the Tulalip Tribes TERO Vocational Training Center and their commitment in preparing individuals for entry into one of the many state approved apprenticeship programs including our own.

Successful graduates of the Tulalip TERO Vocational Training Center will be given preferred consideration when applying to any of the occupations offered by the WWSMJATC provided that the applicant can meet the minimum qualifications as identified in our state approved standards of apprenticeship. The Tulalip TERO Vocational Training Center is very helpful in providing pre-apprenticeship training for individuals pursuing a career in the construction industry.

WWSMJATC fully supports the efforts of the pre-apprenticeship training program and looks forward to furthering our relationship with the Tulalip TERO Vocational Training Center and its graduates.

Sincerely,

A handwritten signature in blue ink, appearing to read "Eric Peterson". The signature is fluid and stylized, with a large initial "E" and a long, sweeping tail.

Eric Peterson  
Administrative Coordinator



# Operating Engineers' Regional Training Program

16921 Vantage Highway, Ellensburg, WA 98926

Telephone: (509) 968-3203 ~ Fax: (509) 968-4422

Website: [www.oetraining.com](http://www.oetraining.com)

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July 12, 2022

To Whom it may concern:

On behalf of the Operating Engineers Regional Training Program JATC, we support the TERO Vocational Training Center pre-apprenticeship. Not only are they a national flagship model program supporting Native Americans transitioning into non-traditional occupations they do an excellent job helping their students find their path to great careers and financial independence as highly skilled tradesmen and tradeswomen.

TVTC is one of the quality programs that initially helped define the requirements for being a registered pre-apprenticeship program in Washington State. They have managed to incorporate the soft skills training, physical preparedness, critical elements of education, safety, hands on learning and a support system that provides applicants to our programs who are well prepared to succeed in these challenging careers.

They are a model program for the industry, and we appreciate the work they do to provide us with quality applicants for our programs and so much more. We look forward to our continued partnership with them.

Please consider investing in TVTC to support and enhance the quality pre-apprenticeship they are.

Sincerely,

Shannon Watson  
Apprenticeship/Training Coordinator  
Operating Engineers Regional Training Program JATC



Rec 11/29/2022  
AN

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

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



June 28, 2022

To whom it may concern:

In recognition of the quality of training performed at the Tulalip Tero Vocational Training program, we intend to maintain our partnership which includes an articulation agreement to accept qualified students from their program into our apprenticeship. More specifically, this articulation agreement guarantees that Tulalip Tero Vocational Training program graduates who are referred to our program by the advisory committee receive automatic consideration, an interview, and an opportunity to take the entry assessment exam.

We believe in the mission that the Tulalip Tero Vocational Training program represents and see these students as a great asset to our organization. This partnership has been one of great value and we hope to continue to foster more qualified graduates through our program.

Please consider investing in TVTC to support and enhance the quality pre-apprenticeship program they are. We cherish our relationship with the TVTC and hope to recruit more candidates in the 2022-23 year!

Sincerely,

Domonic Espinoza  
Apprentice Coordinator  
Western Washington Masonry Trades Apprenticeship & Training  
6737 Corson Ave South  
Seattle, WA 98108  
206-768-8333  
[domonic@nwmasonrytraining.org](mailto:domonic@nwmasonrytraining.org)

AN



## PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS APPRENTICESHIP & TRAINING TRUST

November 23, 2022

Lisa Telford  
Family Navigator  
TERO Vocational Training Center

Ms Telford,

We are interested in furthering the relationship of support between our apprenticeship program and your outreach and educational training with TERO Vocational Training Center (TVTC). I believe from the interactions we have already had with your students, through the "hands on tours" of our facilities and the applicants that you have helped to realize their goal of becoming an ironworker, that it would be beneficial for all to include your program within the following segments of our Standards of Apprenticeship so that we may give your students consideration on their applications for completing your program.

Under Selection procedures:

*Consideration for Veterans, those referred through Helmets to Hardhats, participants in the National Ironworkers Training Program for American Indians, and graduates or participants of pre-apprenticeship programs is included in the scoring (written verification of these circumstances must be provided at the time of application.)*

We would also like to include your program under our 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 apprenticeship such as ANEW and PACT, and other organizations working directly with women (minority and non-minority) in educational and skill development for entry into apprenticeship such as TRAC.*

Please contact me via email [jack@iw86appr.org](mailto:jack@iw86appr.org) or by phone 206-244-2993 if needed, as I would be pleased to offer you any assistance in achieving support for your program.

Sincerely,

Jack Laher, Coordinator  
Pacific Northwest Ironworkers &  
Employers Joint Apprenticeship  
Training Committee #86

JL:jmm  
opeiu8



November 29, 2022

To Whom It May Concern:

We, the Northwest Laborers-Employers Training Trust, support the TERO Vocational Center (TVTC) pre-apprenticeship program. The TVTC program is a national flagship model supporting Native Americans transitioning into non-traditional occupations, and excels in providing its students with paths to great careers and financial independence as highly-trained and skilled tradeswomen and tradesmen.

TVTC is one of the quality programs that initially defined the requirements for becoming a registered pre-apprenticeship program in Washington State. The program has incorporated soft skills training, physical preparedness, critical elements of education, safety, hands-on learning and a support system that provides well-prepared, quality applicants into the Northwest Laborers Apprenticeship Program, who often succeed in a challenging environment.

TVTC is a model pre-apprenticeship program in our industry, and we appreciate the work it does to provide our program with quality applicants and so much more. We look forward to a continued partnership with TVTC.

Please consider investments in TVTC to support and enhance the quality pre-apprenticeship that it is.

Sincerely,

Brandon Jordan

Training Director