

*AN*  
*Teri Gardner 12-5-22*

**To: Washington State Apprenticeship & Training Council**

**Date 11/29/2022**

**Trades Related Apprenticeship Coaching is requesting renewal as a  
Washington State Registered Preparatory Apprenticeship Program**

### **Overview**

The Trades Related Apprenticeship Coaching (T.R.A.C.) pre-apprenticeship program located at Washington Corrections Center for Women (WCCW) in Gig Harbor, WA has now expanded to the Mission Creek Correctional Center for Women (MCCCW) in Belfair, WA and has been in existence for close to 23 years. It was developed as a unique project with the cooperation of multiple partners that included representatives from the Carpenters, Laborers, and Iron Workers Apprenticeship and Training Trusts. Since that time, we have grown and now include the Cement Masons and Plasterers and the Pierce County roofers in our family of support. Additional partners are Washington State Department of Corrections/Correctional Industries that provides financial, material, and administrative support, Washington State Department of Corrections/Education Department who provides instructor funding, with Washington Corrections Center for Women and the Mission Creek Corrections Center for Women providing physical space for the program.

TRAC currently has written or verbal agreements with the Carpenters, Laborers, Cement Masons and Plasterers, Iron Workers, and the Pierce County Roofers apprenticeship programs. Our goal is to provide apprenticeship opportunities for qualified graduates. Many other organizations interact with TRAC graduates and include Apprenticeship and Non-Traditional Employment for Women (A.N.E.W.), Sound Transit,

The Regional Pre-Apprenticeship Collaboration (R.P.A.C.), City of Seattle, King County, Seattle Urban League, Skilled Trades Preparation Program, Oregon Tradeswomen Inc. (OTI), Pioneer Industries and Human Services, Aerospace Joint Apprenticeship Committee (A.J.A.C.) and the State Board of Community and Technical Colleges. It is through these strong relationships in the communities across the state that we provide interim employment and support to set our graduates up for success.

In addition to the above support services TRAC also has developed a network of Safe, Clean and Sober housing around the state that includes Oxford Houses, WELD Seattle, The IF Project, The Freedom Project, and the Kates House Foundation.

TRAC is also a registered pre-apprenticeship program in the State of Oregon to help support our graduates who locate to Southwest WA and work in trades covered by Oregon and Southwest WA Trusts.

TRAC Graduates have been successful in multiple apprenticeship programs that include the Carpenters, Laborers, Iron workers, Cement Masons and Plasterers, Pile Drivers, Millwrights, Elevator Constructors, Operating Engineers, Pipefitters, Electricians, and King County Wastewater Treatment facilities.

Western Washington is currently experiencing an unprecedented building and infrastructure boom that is projected to last for multiple years. The demand for a skilled and trained workforce will need to be met. Trades Related Apprenticeship Coaching has female graduates that release to all counties in Washington State and we have successfully placed graduates in living wage jobs and apprenticeship programs in all 4 corners of the State.



“I have all my hours to be a second period apprentice and have my class next month”

Cheryl



### **Trades Related Apprenticeship Coaching Mission Statement**

The Trades Related Apprenticeship Coaching mission is to prepare Incarcerated Individuals for “competitive” entry into a union apprenticeship. Participants are taught self-confidence, self-esteem, and the job skills necessary to begin a life-long career, earn a living wage, and prosper as a productive citizen.

Department of Corrections/Correctional Industries is committed to the success of TRAC’s graduates.

Some of the people and resources that have commitments and responsibilities are:

### **Instructor/Program Manager**

Steven Petermann – A 28-year member of the Carpenters union and a 20-year veteran instructor with the Carpenters Apprenticeship and Training Trust Fund of Western WA, Mr. Petermann is directly responsible for recruitment, selection, and training of the participants.

Mr. Petermann works in direct contact with Trade Related Apprenticeship Coaching students, community partners, and apprenticeship coordinators to ensure training meets the highest standards and expectations of the respective J.A.T.C.'s.

### **Instructor**

Ian O'Boyle – A 5-year veteran of Washington State Department of Corrections, Mr. O'Boyle brings a diverse background in manufacturing, workforce development, and general construction as well as experience in working with the incarcerated population.

Mr. O'Boyle Works in direct contact with Trades Related Apprenticeship Coaching students, community partners, and apprenticeship coordinators to ensure training meets the highest standards and expectations of the respective J.A.T.C.'s.



“I can do most heights now 😊 I work on a scissor lift every day all day”

Krista – Cement Mason

### **Correctional Industries Mission Statement**

As a business, Correctional Industries is committed to maintain and expand Incarcerated Individual work training programs, which develop marketable job skills, instill, and promote positive work ethics, and reduce the tax burden of corrections.

### **Correctional Industries/Senior Leadership**

Correctional Industries is a unique blend of business and government, using private industry tools and techniques to provide a public service. Thousands of incarcerated individuals gain work experience and training as they produce high quality, competitively priced products, which translates into enormous benefits for taxpayers, the incarcerated who work and learn in CI, and for you, our customers.

Danielle Armbruster- Assistant Secretary Reentry Division

Jamie Dolan – Correctional Industries Assistant Secretary

Glenn Davis – MCCCW and WCCW Site Manager

The senior leadership for Correctional Industries is point for relations between the programs it runs and the Department of Corrections. They also serve and maintain a board of community advisors for all their programs.



“15 months now with BrandSafway”

Noelle

## **Correctional Industries/WORKFORCE DEVELOPMENT**

Correctional Industries has two objectives to enhance the work training programs we currently run statewide. The first is to ensure every qualified CI incarcerated who wants assistance is "work ready" and employable upon release. The second objective is to link with community partners on job readiness, job placement, and Vocational Education to provide a pathway of continuous employment from prison into the community.

Karen Tarver– Workforce development Manager

Janet Whisman – Workforce Development Specialist MCCCW and WCCW

Workforce development is responsible for many of the soft skills programs and incarcerated re-entry services such as:

Helping identify individual barriers such as Drivers' License issues, interim employment, assisting with resumes, mock interview fairs, and several soft skills program, designed to make transition from incarceration to life in the community easier.

## **Correctional Industries/CHANGING LIVES**

With 97% of all incarcerated individuals returning to local communities, Correctional Industries plays an important role in their transition. With the seed money from their savings, job skills and experience gained from CI, the incarcerated have a greater chance of finding a job — enabling them to work toward a better life for themselves, their families, and their communities.



Alexis- Journey(wo)man Laborer



Teri- Journey(wo)man Piledriver

## Participant Population

Trades Related Apprenticeship Coaching has a potential applicant pool of approximately 1500 women that are incarcerated at the Washington Corrections Center for Women located in Gig Harbor, WA and Mission Creek Corrections Center for Women located just outside of Belfair WA.

The females who are incarcerated in these state facilities are as diverse as our state. Many come from economically disadvantaged areas, have educational barriers, lack of knowledge about apprenticeship, and have not had any opportunity to explore “non-traditional employment” for women.

TRAC recruits from this population through a rigorous screening process that starts with the DOC counselors who determine their



eligibility in the Department of Corrections classification system based on needs assessments and behavior.



“Right now, I am working 6 days a week, 12 hours a day”

Danielle- Laborer

### **Shop space and training area**

WCCW- Trades Related Apprenticeship Coaching is housed in a 7200 square foot metal building with a very generous sized classroom for Related Supplemental Instruction. We are well stocked with tools and have ample funding for materials and supplies. We also have outside training areas for the opportunity to work in inclement weather!

MCCCW- Trades Related Apprenticeship Coaching had the opportunity to build its own facility at MCCCW. Our training facility consists of designated classroom space, two outbuildings with ample tools and tool storage, dry shack, covered and non- covered training areas.



Laborer instructor Ron Soete working with TRAC class #63 at MCCCW in October of 2022

### **Covid 19 Statement**

In 2019 educational programs were very adversely affected by the COVID 19 pandemic. Vocational education programs in Washingtons incarceration system were no exception. Due to the graciousness of our community partners the Trades Related Apprenticeship Coaching program was able to stay running the whole time. The women enrolled in the program endured frequent quarantines, and cohorted classes by living units. This had a profound effect on the amount of people per class.

Because of the congregate living situation in the prison system we were also not able to have the “in person” visitation from our community partners that we have grown accustomed to. With the help of a COVID 19 relief grant from Sound Transit we were able to purchase a state-of-the-art video conferencing system.

As a result of this conferencing system TRAC was not only able to have in person meetings with different trades unions but we were able to

expand our trainings with virtual job site visits, tours of different training centers, Diversity Trainings, and attending “live event” job fairs.

### Results since 2020

Since 2020 TRAC has graduated 58 women

17 of those have registered into an apprenticeship

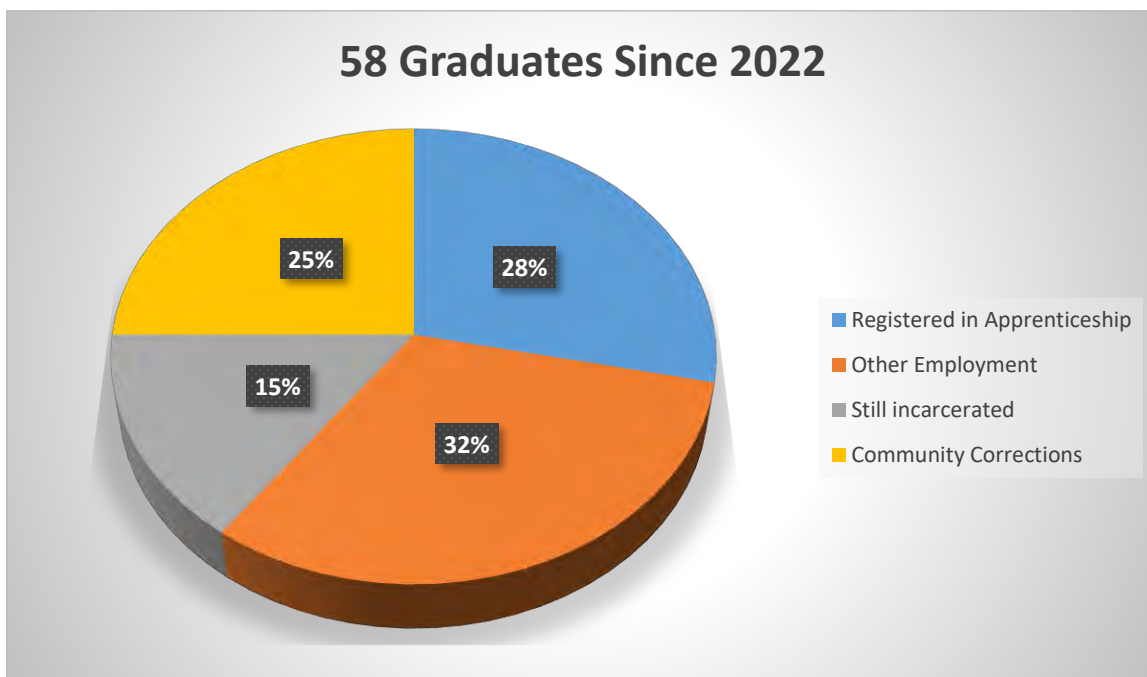
6 Iron Workers,2 Cement Masons,4 Laborers,5 Carpenters

At least 19 have procured other good employment

By the very nature of being in the Washington Women’s Incarceration system all are economically disadvantaged and most are single mothers.

The ethnic breakdown of the graduates are as follows:

41 White,7 Hispanic,4 Native American,3 Black,3 Asian Pacific Islander



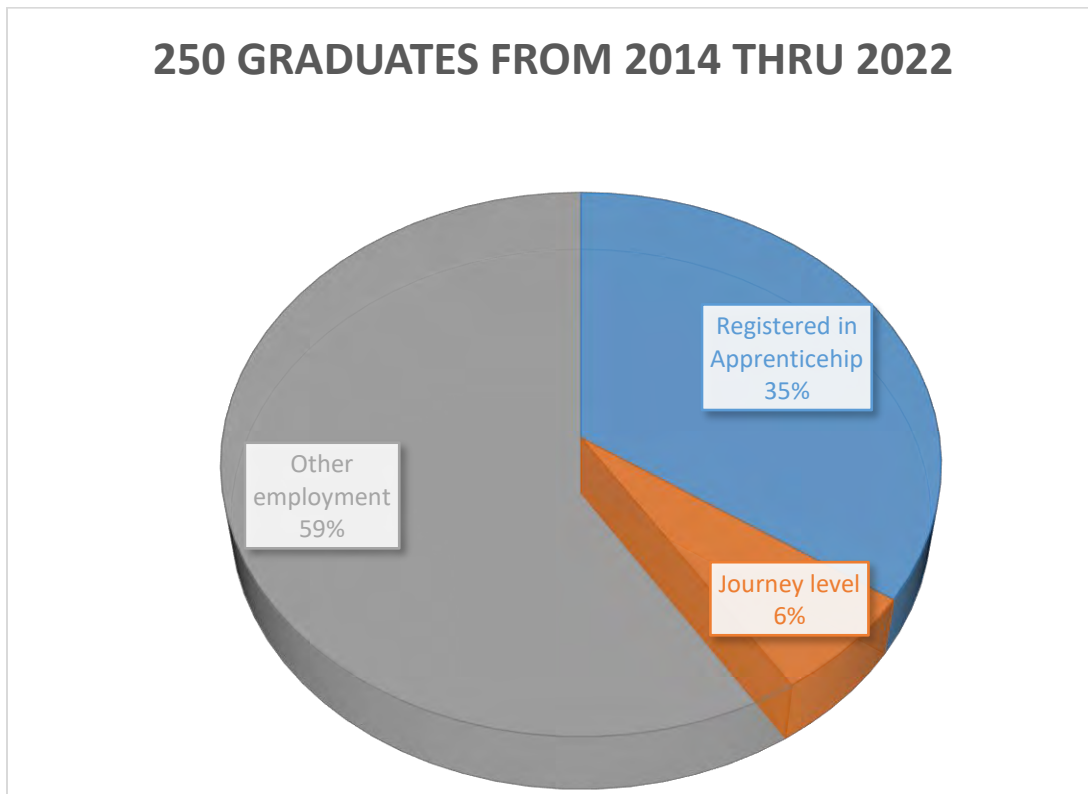
## Results since 2014

Since 2014 TRAC has graduated over 250 women

Over 80 have registered into an apprenticeship

TRAC graduates have accumulated over 225,000 OJT hours and attended over 15,000 hours of RSI

At least 15 have successfully completed apprenticeships to journey level status and more are on pace to complete in 2022/23.





Rec 12/5/2022

*AN*

*Teri Gardner 12-5-22*

# Cement Masons Volunteer Day

## OPCMIA – Plasterers and Cement Masons

### Hands On Day at the TRAC Program

Plasterer Instructor, Rosie Bernard & Cement Mason Business Agent, Marilyn Kennedy spend ½ day with the TRAC class in Purdy.









# Testimonials

TRAC changed my life:

My name is Lacie Gooch. I am a TRAC graduate from 2021. I want to share what Trac did for me. TRAC gave me the tools and resources I needed to change my life and my lifestyle. Trac gave me purpose when I had none. I was given the best opportunity there is at WCCW when I was accepted into the TRAC program. When I came into prison I was broken, defeated and felt less than human. My best thinking got me into a place where you have no value. TRAC gave me back my value and helped me value myself again. I learned the skills to be the best me I can and to be of use on any job site. I also learned how to better communicate with the people around me and have more understanding for different personalities. Steve and Ian inspired and motivated us every day and more importantly they believed in us. I was released in October of 2022, and I can't even believe how different my life is. I immediately went to the Carpenters union and scored a 96% on my test, impressing everyone in the room including myself. During my interview I met the superintendent of Sellen construction and within a week I was given the news that he wanted to hire me on the spot. I was given so many resources through the trac program, Steve peterman, Ian O'Boyle, Cindy Gaudio, Marianna Talbott, ANEW, Brett Hilmann, and Lawrence Calpito that if I failed it would only be due to my lack of effort. The support I have from being a trac graduate is immeasurable and I am so grateful for every single person along the way. Without trac I don't know where I would be but I wouldn't be as happy as I am right now doing everything I dreamed of and accomplishing every goal I set out to do. Thank you, TRAC, and to everyone who supported me and still supports me.

Sincerely,  
Lacie Gooch (carpenter local 30)



## From JH Kelly, LLC linkedin

This Shamrock Shout Out is for MINNA LONG! We have been lucky enough to have Minna as a member of our ironworker contingent for just under a year. She joined us as an apprentice and has recently journeyed out. Currently, she is working at Evergreen High School, where she has developed a reputation for her great attitude, willingness to learn, and desire to advance in the trade.

Recently, she demonstrated that in spades when, on her own initiative, she took a week off to attend Kevin Soto's IMPACT IW Superintendent Course in Portland, Oregon. She was the only JH Kelly employee to attend. However, that type of commitment is just standard for her. Minna recently won the Local 29 Apprentice Competition and went on to represent them at the International Apprentice Competition in Denver, Colorado, where she placed 31st out of 71 contestants. She was the only IW from the west coast to climb the column! You can see her ring the bell at 2:52 in the linked video (<https://lnkd.in/gmyDAsPS>).

Minna was also recently awarded the Oregon Tradeswomen Wanda Hall Legacy Award for her leadership and service to her fellow trade workers. She has also been prominently featured in an August Oregonian article (<https://lnkd.in/gp-dyvmx>), met with Oregon State senators, headlined podcasts, and is a featured part of a ton of trades-focused social media posts. To top it all off, she is also a mom to twin boys!

It is truly an honor to have such a rock star on [#JHKteamgreen!](#) [#JHKelly](#) [#Since1923](#) [#Ironworker](#)





PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS  
APPRENTICESHIP & TRAINING TRUST

June 2, 2021

JESSICA DUNCAN  
6001 NW LAKENESS RD  
POULSBO, WA 98370

Dear JESSICA,

Congratulations!!! Per unanimous decision of the JATC, your advancement to journeyman ironworker was approved as you have satisfied the required work and school hours. If your work hours are not current, you will need to turn those in by your testing date.

Your testing date with the Local 86 examining committee is scheduled for TUESDAY, JULY 6<sup>TH</sup>, 2021 at 5:00 p.m.

Enclosed is your advancement form, your jacket size form and if you owe any monies for books or tools there will be a copy of your purchase agreement which will need to be paid before you test. Please read these and respond accordingly. You may return these in the envelope provided or drop off at the apprenticeship office.

The business office of Local 86 will contact you concerning any financial obligations to them.

Fraternally,

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

JL:cra  
opeiu8

# Current Certificate of Program Recognition

# Certificate of Program Recognition

THIS IS TO CERTIFY THAT

## Trades Related Apprenticeship Coaching Pre-Apprenticeship Program (TRAC)

IS A WASHINGTON STATE APPRENTICESHIP & TRAINING COUNCIL  
CONTINUED RECOGNIZED APPRENTICESHIP PREPERATION PROGRAM

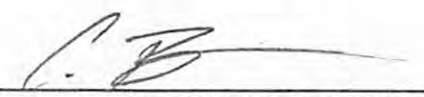
The Council commends your outstanding efforts to link students to registered apprenticeship Opportunities, and to ensure that all who are interested can access information about our state's excellent apprenticeship programs.

January 16, 2020

Effective Date



This recognition of your program extends for a three year period from the date of this certificate.

  
Washington State Apprenticeship Program Secretary



STATE OF WASHINGTON  
**DEPARTMENT OF LABOR AND INDUSTRIES**

Apprenticeship Section – (360) 902-5320  
PO Box 44530, Olympia, Washington 98504-4530  
Web Site: [www.Lni.wa.gov/Apprenticeship](http://www.Lni.wa.gov/Apprenticeship)

February 10, 2020

Purdy Correctional Facility  
Attn: TRAC Program Steve Peterman  
9601 Bujacich Rd. NW  
Gig Harbor, WA 98332

Notification of Washington State Apprenticeship and Training  
Council (WSATC) Action – January 2020

Dear Mr. Peterman:

Request for "Continued Recognition" of your Apprenticeship Preparation Program was presented at the January 2020 Washington State Apprenticeship and Training Council (WSATC) quarterly meeting. The WSATC considered your request and the following action taken:

- Your request was approved. Trades Related Apprenticeship Coaching was found to meet or exceed criteria as found in WSATC policy 2012-03.
- Recognition of your program will continue for three years from the review date, January 16, 2020. At that time, your program will need to submit documentation for review including the required statistical information for recognition continuance per the policy cited above.

If you have questions or need additional information, please contact Evan Hamilton, (253) 596-3861, email [Evan.Hamilton@LNI.wa.gov](mailto:Evan.Hamilton@LNI.wa.gov).

Sincerely,

Jody Robbins  
Program Manager

Enclosures

cc: Evan Hamilton, L&I Apprenticeship Consultant



State of Oregon  
Oregon State Apprenticeship and Training Council

# Certificate of Pre-Apprenticeship

*This certificate is given in recognition of*

## TRADES RELATED APPENTICESHIP COACHING (TRAC)

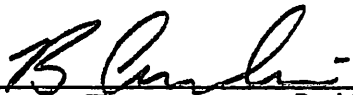
*As an OSATC approved Pre-Apprenticeship Program*

*Through the generous gift of your time and energy, you have played an important part in the development of a sound national apprenticeship system and have made an outstanding contribution to apprenticeship and training in Oregon.*



*In Testimony Whereof the undersigned have affixed their signatures*

*This March 15, 2018.*

  
\_\_\_\_\_  
Brad Avakian, Chairperson

  
\_\_\_\_\_  
Stephen Simms, State Director of Apprenticeship and Training

# Certificate of Program Recognition

THIS IS TO CERTIFY THAT

## The Trades Related Apprenticeship Coaching Pre-Apprenticeship Program (T.R.A.C.)

IS A WASHINGTON STATE APPRENTICESHIP & TRAINING COUNCIL  
RECOGNIZED APPRENTICESHIP PREPARATION PROGRAM

*The Council commends your outstanding efforts to link students to registered apprenticeship opportunities, and to ensure that all who are interested can access information about our state's excellent apprenticeship programs.*



The formal recognition of your program extends for a three-year period from the date of this certificate.

January 19, 2017

Dated

IN TESTIMONY WHEREOF the undersigned has affixed their signatures and the seal of the Washington State Apprenticeship and Training Council.

  
Lee Newgent, Chair

  
Elizabeth Smith, Secretary

*Teri Gardner 12-5-22*

## Mission Statement

The Trade Related Apprenticeship Coaching mission is to prepare offenders for competitive entry into a union apprenticeship. Participants are taught self-confidence, self-esteem, and the job skills necessary to begin a life-long career, earn a living wage, and prosper as a productive citizen.

TRAC Overview: The TRAC program consists of 16 weeks of training with classroom and shop activities Monday – Friday 0830 to 1500.

### **1. Personal Goals and Expectations**

- Participants will set personal goals for TRAC
- Participants will explore the different construction related trades and define the scope of work for each.
- Participants will define the importance and roles of labor unions in the construction trades.
- Participants will also keep a daily log of their activities.

## **2. The Construction Trades in General**

- Pre-apprentices will define O.S.H.A. and understand its role.

Basic safety training will include:

- proper use of various P.P.E
- How to properly assemble a hardhat.
- Identify the three components of a Fall Protection System.
- Identify safety hazards and define their role in eliminating them.
- Fill out a Job Hazard Analysis (JHA)
- Common hand and power tools
- Basic blueprint reading
- Pre apprentices will identify the parts of a cutting torch and demonstrate how to safely set up and light it.
- Scaffold User, Ergonomics, and M.S.D.S.

### **3. Trades Objectives**

In TRAC the participant will master the skills needed to complete the **Laborers** Pre-Construction Testing. (PCT)

These tasks include:

- Tool and material identification
- Lifting and carrying bricks, blocks, and lumber
- Excavating, back filling, screeding, and compacting soils
- Scaffold erection
- Wheelbarrow and cleanup

In TRAC the participant will master the skills needed to complete the **Iron Workers** One Day Orientation.

These tasks include:

- The ability to pass a written test that includes math, crane part identification, steel identification, and general craft knowledge.

- Use of an Oxy/Acetylene torch
- The ability to lift and carry 80 lbs. of rebar for a specified time
- Tying reinforcing bar with snap and saddle ties.
- Identify tools and materials common to the Iron Workers.
- Tying a bowline, sheet bend, double sheet bend, and clove hitch.

In TRAC the participant will master the skills needed to complete the

### **Carpenters** Hands on Assessment

- Identify and use a variety of tools and materials common to work performed by union carpenters.
- Properly lift and load a wheelbarrow with 200 lbs. of nails and navigate a “wheelbarrow course.”
- Safely carry a variety of lumber sizes and  $\frac{3}{4}$ ” plywood.
- Frame, sheet, and plumb a 4 x 8 form panel.

- Construct a tool box
- Correctly call out 24 measurements in 2 minutes or less
- In five minutes or less the Carpentry pre-apprentice will demonstrate the ability to drive 45 nails, 15 – 16 d vinyl coated sinkers and 30 – 8d vinyl coated sinkers in three positions (overhead, side, and flat) in less than 5 minutes.

In TRAC the participant will master the skills needed to complete the **Cement Masons** One Day Orientation.

- Properly load a wheelbarrow with 200 lbs. of sandbags and make as many trips as safely [possible for a specified amount of time
- Mix concrete, fill a form, screed, finish, and edge concrete.
- Partner carry sidewalk forms for ½ hour and stack neatly
- Patch snap tie holes in a concrete wall with cement as demonstrated and clean tools when done

#### **4. Becoming An Apprentice**

- The pre-apprentice will explore the eligibility requirements of the Carpenters, Laborers, Cement Masons, Roofers, and Ironworkers apprenticeship programs as well as an overview of the other Registered Union Building Trades Apprenticeships listed on Labor and Industries Websites.
- The pre-apprentice will discuss survival skills in the construction world including financial strategies and dealing with adversity in the workplace.
- Students will fill out an application, build a resume and participate in a mock job interview.
- The pre-apprentice will discover some of the various resources available to them when they are ready to join an apprenticeship program. (Apprenticeship and Non-traditional Employment for Women ANEW, Sisters in the Brotherhood, Sisters in the Building Trades, etc.)



## 5. Soft Skills

- The pre-apprentice will complete the “Financial Tools for the Trades” activities. (5 hours)
- The pre-apprentice will complete a “Trades Related Math” program (32 hours)
- The pre-apprentice will complete “Makin’ it Work” transitional program (20 hours)
- The pre-apprentice will read and be prepared to discuss “Survival of the Fittest” (20 hours)

# Memorandums Of Understanding

# Pierce County Roofers Joint Apprenticeship Program

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November 22, 2022

Department of Labor and Industries  
PO Box 44530  
Olympia, WA 98504-4530

Dear Department of Labor and Industries,

As a partner of the TRAC program, the Pierce County Roofers would like to give support to the continued recognition of their effective pre-apprenticeship program.

The Pierce County Roofers Joint Apprenticeship Training Committee is a state recognized apprenticeship program serving all of Pierce, Thurston, Lewis, Pacific, Cowlitz, Wahkiakum, and Grays Harbor Counties. We take pride in our program providing the highest quality education and training available to our roofing apprentices. In recognition of the quality of training performed by the TRAC program, the Pierce County Roofers hope to welcome in graduates of the TRAC program with direct entry and applied credit in the amount of, up to, 300 hours as outlined in our Training Standards.

We, the Pierce County Roofers, view graduates of the TRAC program as true assets to our or any trade's apprenticeship program. Having basic construction skills, a general idea of how apprenticeships operate, and the soft skills instilled in them at the time of graduation, make those who complete the program, a desirable applicant to our apprenticeship.

With that, we would like to emphasize the value that the TRAC program brings to pre-apprenticeship and the preparation and experience that helps grow a stronger, more educated construction industry.

Please accept this letter as our support, to continue the recognition of the TRAC pre-apprenticeship program.

Respectfully,

Racheal Geyer  
Apprenticeship Director  
Pierce County Roofers Joint Apprenticeship Training Committee

3049 South 36th ~ Room 213 • Tacoma, WA 98409  
(253) 474-0528 • Fax (253) 474-5154  
EMail: [roofapp@roofers.comcastbiz.net](mailto:roofapp@roofers.comcastbiz.net)





## PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS APPRENTICESHIP & TRAINING TRUST

Mr. Steve Petermann

11/23/2022

TRAC Program

Mr. Petermann,

The Pacific NW Ironworkers JATC Local 86 would like to offer this letter of support to the Trades Related Apprenticeship Coaching or TRAC program. We have been long-time supporters of your program and have had many graduates enter our Apprenticeship and successfully complete it. We are interested in furthering the relationship of support between our apprenticeship program and your outreach and educational training with your program and I would like to emphasize that your program is already under our selection procedures:

Under Selection procedures:

- d. *Applicants that have graduated from the Trades Related Apprenticeship Coaching (TRAC) programs may receive direct entry into this apprenticeship provided:*
  - (1) *The applicant has met the Minimum Qualifications which includes receiving a passing score at a minimum qualification screening day. A minimum qualification screening day for TRAC applicants may be scheduled exclusively for such applicants due to the time-sensitive nature of the requirements they have to become gainfully employed unless the timeline coincides with a scheduled minimum qualification day.*
  - (2) *The applicant must pass a Safety Orientation class; a score of 80% or better is required. The Safety Orientation class may also be scheduled exclusively for such applicants for reasons stated in (1) above unless they are able to attend a Safety Orientation Class due to passing following a scheduled minimum qualification day.*
  - (3) *Submits to drug testing and passes with a negative finding, at no cost to the applicant.*

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 Program #86

JL:jmm  
opeiu8

PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS LOCAL #86 APPRENTICESHIP COMMITTEE

(2) The applicant has met the Minimum Qualifications (except for attendance at minimum qualification screening day).

(3) Applicant must complete core Safety Orientation classes (minimum of three days), shall submit to drug testing as a condition of employment, at no cost to the applicant and must pass with a negative finding.

c. Applicants that have completed and passed a structured Pacific Northwest Ironworkers #86 Pre-Apprenticeship Training Class, minimum of four (4) weeks, 160 hours, may receive direct entry into this apprenticeship provided:

(1) The applicant has met the Minimum Qualifications which includes receiving a passing score at a scheduled minimum qualification screening day.

(2) The applicant has completed and passed the Pacific Northwest Ironworkers #86 Pre-Apprenticeship Training Class with a score of 80% or better.

(3) The applicant submits to drug testing and passes with a negative finding, at no cost to the applicant.

d. Applicants that have graduated from the Trades Related Apprenticeship Coaching (TRAC) programs may receive direct entry into this apprenticeship provided:

(1) The applicant has met the Minimum Qualifications which includes receiving a passing score at a minimum qualification screening day. A minimum qualification screening day for TRAC applicants may be scheduled exclusively for such applicants due to the time-sensitive nature of the requirements they have to become gainfully employed unless the timeline coincides with a scheduled minimum qualification day.

(2) The applicant must pass a Safety Orientation class; a score of 80% or better is required. The Safety Orientation class may also be scheduled exclusively for such applicants for reasons stated in (1) above unless they are able to attend a Safety Orientation Class due to passing following a scheduled minimum qualification day.

(3) The applicant submits to drug testing and passes with a negative finding, at no cost to the applicant.



## Memorandum of Understanding- TIER 2

Between

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

And

### **Trades Related Apprenticeship Coaching**

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 **TRAC (Trades Related Apprenticeship Coaching)** 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:

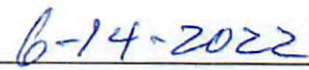
1. Preferred enrollment and advance placement in the CEATT apprenticeship program may be granted through this agreement. Preferred enrollment means that **TRAC** program graduates who, because of the quality of preparation at the **TRAC** program, meet criteria identified below in Section 2 may bypass the standard CEATT application process. Preferred enrollment does not constitute direct entry because candidates must demonstrate skills and abilities acquired through the **TRAC** 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. **TRAC** program will appear on the transcript.
  - b. Preferred enrollment will only be given for students who complete all **TRAC** 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 **TRAC** 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.



3. Students must complete the **TRAC** 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. **TRAC** must maintain its level of quality as determined by CEATT program evaluation.
5. This agreement shall begin date of **06/08/22**.
6. **TRAC** 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 **TRAC** Curriculum is changed substantially, **TRAC** 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.

  
 \_\_\_\_\_  
 Dan Lindbo  
 Interim Executive Director  
 Carpenters- Employers Apprenticeship & Training Trust Fund

  
 \_\_\_\_\_  
 Date

*Steven W Petermann*  
 \_\_\_\_\_  
 Steven Petermann  
 Constructions Trades Manager 5 GHB1  
 Department of Corrections

06/08/22  
 \_\_\_\_\_  
 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.



# CEMENT MASONS AND PLASTERERS TRAINING CENTERS OF WASHINGTON

P.O. Box 81044 • Seattle, WA 98108  
206.762.9286 • Fax 206.762.0896

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Mr. Steven Petermann,

This letter is to inform you that the Cement Masons and Plasterers have added the TRAC program to our State Standards, allowing your graduated TRAC students a "Direct Entry" status. By running such an effective TRAC program, we felt honored to add you to our list of outstanding pre apprenticeship programs that excel at pre apprenticeship training. Your students will now be able to apply to our program, go through an orientation, and go directly out to our signatory contractors as a Cement Mason or Plasterer Apprentice. Thanks to programs like TRAC, we are able to provide our Contractors with competent, hard working women, that excel in the construction industry. Congratulations Steve, we are looking forward to a long and productive partnership with the TRAC program.

In solidarity,

Joe Hannan, Coordinator/Training Director

Cement Masons & Plasterers Training Centers of Washington

Po Box 81044, Seattle, WA 98108

(206) 762-9286

Fax (206) 762-0896

Cell (206) 379-2495

[concretetraining@msn.com](mailto:concretetraining@msn.com)







Memorandum of Understanding

(MOU)

Between

Northwest Labors-Employers Training Trust (NWLETT)

And

Washington corrections Center for Women (WCCW)

Gig Harbor WA. 98332

Mission Creek Corrections Center for Women (MCCCW)

Belfair WA. 98528

Trades Related Apprenticeship Coaching (TRAC)

Scope:

This agreement defines the authority of Northwest Laborers-Employers Training Trust and its operating procedures. It covers course criteria and structure of the Pre-Construction training, as a partnership with the TRAC program.

Intent:

To create opportunity for students from the TRAC program and set the minimum requirements for the program.

Program requirements:

- Successful Completion of the Pre-Construction Training (PCT)
- Comply with the training criteria outlined by the TRAC program



**KINGSTON**  
27055 Ohio Avenue NE  
Kingston, WA 98346  
360.297.3035

**DES MOINES**  
22323 Pacific Hwy S  
Des Moines, WA 98198  
206.424.2770

**SPOKANE**  
3921 E. Francis  
Spokane, WA 99217  
509.467.5239

**SATSOP**  
116 Tower Boulevard  
Elma, WA 98541

**UTAH**  
5667 W. Dannon Way  
West Jordan, UT 84041  
801.280.7195



Upon completion of the Pre-Construction Training program administered in your facility (WCCW or MCCCW), successful participants may present their Certificates of Completion at an Apprentices Orientation session at the Laborers Local Union Hall in their geographical area.

Effective Date:

This Memorandum of Understanding is effective Jan1, 2022 through Dec. 31 2025.

At this time, all parties will meet and discuss the possible extension of the program.

Signature

Date\_11/29/2022\_

Brandon Jordan

Training Director

Northwest Laborers-Employers Training Trust

Signature *Steven W Petermann*

Date 11/28/2022

Seven Petermann

Correctional Industries Program Manager



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12/9/20

Steven Petermann, Executive Director, Trades Related Apprenticeship Coaching (TRAC)  
Washington State Correctional Industries - Washington Corrections Center for Women  
9601 Bujacich Road NW  
Gig Harbor, WA 98332  
SENT VIA ELECTRONIC MAIL TO: steven.petermann@doc.wa.gov

Dear Mr. Petermann,

Through partnerships with organizations like yours, our workforce initiative pre-apprentice programs have helped Sound Transit to continue to address projected workforce shortages by maintaining our commitment of assistance in keeping skilled tradespersons in our pipeline to maintain our labor goals for apprenticeship utilization on our job sites. In May of this year, Sound Transit recommitted itself to being an essential partner for workforce development in our region as provided by the Project Labor Agreement. Sound Transit established a new Strategic Priority to deploy a performance-based, community centric and safe capital program. This new priority has three goals one of which is to, *Increase Diversity in the Region's Construction Workforce.*

As you well know, due to the pandemic, the majority of these Pre Apprenticeship programs are now holding their classes virtually and have expressed a need for funds in order to buy PPE, cleaning supplies and technological support for remote learning, such as laptops, tablets or internet hotspot cards.

On behalf of the Office of Labor Relations of Sound Transit, it is my pleasure to inform you that an *Emergency COVID-19 Response Allocation* for \$8,000 has been approved for TRAC in support of your mission. These funds are intended as a way to help you meet the unique challenges due to this crisis. We appreciate you keeping us informed regarding how these funds are expended to attain your objectives as you continue your work with us.

Please acknowledge your receipt of this correspondence and your agreement with the terms as stated above by signing and returning a copy of this letter as soon as possible. We will authorize a check to you once we receive this.

Sound Transit is proud to support your mission as an essential partner for workforce development in our region; we appreciate all of your efforts. Thank you your good work!

Sincerely,

Leslie Jones  
Chief Labor Relation Officer  
Office of Labor Relations

ACCEPTED BY:   
Name

Title

Date: 12-9-2020

**CHAIR**  
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*University Place Councilmember*

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**CHIEF EXECUTIVE OFFICER**  
**Peter M. Rogoff**