

2/14/25 MN
Teri Gardner 2-14-25

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. The cost to program participants may be considered as a factor when evaluating for recognition and continued recognition. (WSATC Policy 2012-03 Sec. III).

SECTION 1: CONTACT INFORMATION AND PROGRAM SUMMARY

Name of Apprenticeship Preparation Program:

Pre-Apprenticeship Construction Training Program (PACT)

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

Seattle Central Community Colleges

Contact Information:

Individual Authorized to Represent the Program

Name: Jerry Jordan

Organization: Pre-Apprenticeship Construction Training Program (PACT)

Title: Director

Phone: 206-934-4942

Email: jerry.jordan@seattlecolleges.edu

Mailing Address: **2310 South Lane St Seattle WA. 98144**

Physical Address: **2310 South Lane St Seattle WA 98144**

[Pre-Apprenticeship Construction Training Program (PACT)]

Point of Contact for Outreach and Enrollment

Name: Jerry Jordan

Organization: Pre-Apprenticeship Construction Training Program (PACT)

Title: Director

Phone: 206-934-4942

Email: jerry.jordan@seattlecolleges.edu

Mailing Address: 2310 South Lane St Seattle WA 98144

*Physical Address: **2310 South Lane ST Seattle WA 98144***

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

Name: Jerry Jordan

Organization: Pre-Apprenticeship Construction Training Program (PACT)

Title: Director

Phone: 206-934-4942

Email: jerry.jordan@seattlecolleges.edu

*Mailing Address: **2310 South Lane ST Seattle WA 98144***

*Physical Address: **2310 South Lane ST Seattle WA 98144***

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:*

[Pre-Apprenticeship Construction Training Program (PACT)]

- a. *The structure of preparatory program including the anticipated number of participants/cohorts per year, approximate duration of the program, and cost of the program to participants;*
 - 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:*

Once students receive the flagging, OSHA 10, CPR/ First aid, and forklift certifications they will meet the qualifications to apply to any apprenticeship in the construction industry.

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

The PACT program percentage rate will be well above 15%.

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

[Pre-Apprenticeship Construction Training Program (PACT)]

6 Months

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

18 Months (*program serving currently incarcerated individuals*)

None of the options apply, so we are choosing the 6-month option.

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

We will be running 2 cohorts per quarter for a total of 8 cohorts a year. 16 to 20 participants for each cohort.

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

Students must receive 4 certifications (flagging, OSHA 10, forklift, CPR) and pass with at least a 2.5 GPA. If not, they must retake the program.

[Pre-Apprenticeship Construction Training Program (PACT)]

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 apprenticeship preparation** *(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.

		Articulation Type <i>(select all that apply)</i>
--	--	--

[Pre-Apprenticeship Construction Training Program (PACT)]

Apprenticeship Program Name	Articulating Occupation(s)	Preferred Entry	Advanced Standing or Credit	Additional Points on Application/Interview	Guaranteed Interview
NWLETT	Labor	X		X	X
NorthWest Carpenters Institute Local 206	Carpentry	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>
City of Seattle	Supportive services
King County	Supportive services
Port of Seattle	Supportive services
Urban League	Outreach community partner
Rainier Beach coalition	Outreach community partner

[Pre-Apprenticeship Construction Training Program (PACT)]

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. To ensure recognized Apprenticeship Preparation Programs are adequately preparing participants to enter Registered Apprenticeship and be successful apprentices, preparatory training curriculum must meet the following requirements:

- a. Be a minimum of 80 hours in duration;*
- b. Employability skill development shall not exceed 50% of curriculum hours. Employability skill development shall be defined as general employment skills (communication, professionalism, work ethic, etc.);*
- c. Industry/trade specific skills and knowledge shall constitute at least 50% of curriculum hours. Industry/trade specific skills and knowledge shall be defined as hands-on training to develop manual, mechanical, or technical skills relevant to the occupation(s) the preparatory participant(s) are training to successfully enter, and which does not displace paid employees; and*
- d. Industry/occupation specific safety training and education.*

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.

The PACT program is a one quarter program of 22.0 credits with a total of 363 contact hours (see chart in Appendix B) which provides students with a strong foundation of skills to enter the construction trades industry. The program curriculum includes construction job readiness (resumes, interview skills, financial literacy, and preparation for apprentice application), skills and training, hand and power tool use, terminology and safety, construction trades training, reading tape measure, construction math, blueprint reading, fitness and nutrition, and industry recognized credentials such as Road Flagging, Forklift Operator, OSHA-10, and First Aid/CPR certifications.

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 PACT programs curriculum base mirrors the carpentry model of training, teaching and evaluating which was established in 1998. Along with the growth of the program, the PACT has adopted positive site visit to training centers Cement mason, brick mason is a constant each quarter for mock testing and hands on testing.

[Pre-Apprenticeship Construction Training Program (PACT)]

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

Shaun Seals is a current Journey Iron worker who has been in the industry for 15+ years and is a former PACT graduate. Derek Jones is a former machinist for 5+ years, and spent 5 years as manufacturing apprenticeship instructor, and 3 years as PACT instructor. Wayne Smith is a journey level acoustic engineer and instructor and has been a PACT instructor for the past 7 years.

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

PACT students will receive 22.0 post- secondary credits at the completion of the program.

Please complete Appendix B – Curriculum Outline.

[Pre-Apprenticeship Construction Training Program (PACT)]

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;

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

The cost of the program to participants.

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:*

PACT at Seattle Central College is committed to disrupting and dismantling institutional racism to improve access for all, particularly African American men and women, people of color and formerly incarcerated individuals in the construction industry.

- 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.*

PACT students demonstrate PACT's success in reaching this community: 85% of the students enrolled were people of color, and 67% identified as African American. 77% of enrolled students were residents of zip code areas identified by the city and/or the County as economically distressed. PACT students were successful: In 80% graduated from the program graduates were placed in construction jobs, earning a living wage between \$18.00 and \$31.00 per hour. The PACT program nurtures its strong historical ties to communities of color through the intentional use of culturally relevant recruitment strategies. PACT's Recruitment and Retention Coordinator, leads the PACT tradition by continuously strengthening the program's relationships with local leaders, community advisory boards, and events such as the annual Martin Luther King Celebration, the Umoja Festival and the Black Festival Parade by setting

[Pre-Apprenticeship Construction Training Program (PACT)]

up a booth and recruiting at these events. Once students of color have enrolled in the program, they benefit from the support and cultural knowledge of the highly diverse faculty and staff.

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

The PACT program will continue to offer wraparound support services which provide one-on-one assistance, including help with funding applications, driver's license assistance, child support assistance, housing assistance, transportation assistance, Legal financial obligations and more. Each student's tuition is approximately \$2,700. PACT solicits donations from industry partners to provide protective equipment, books and scholarships to our students. For students who need additional preparation before enrolling in the program, PACT provides referrals to SSCC's GED and Basic Studies programs and community resources to address barriers to success. Students are not responsible for paying any tuition.

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.*

Assisting with job readiness with resume building, mock interviews, assessment training, and application assistance

5. *Please describe the cost of the program to participants and describe how the program helps mitigate the cost to participants (i.e., scholarships, grants, financial aid, etc.), if applicable.*

Students are not responsible for paying any tuition.

[Pre-Apprenticeship Construction Training Program (PACT)]

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.

The PACT program currently uses ARTS exclusively for recording apprentices in each cohort from approximately 2022.

Please complete Appendix C – Administrative Requirements Spreadsheet.

[Pre-Apprenticeship Construction Training Program (PACT)]

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*

[Pre-Apprenticeship Construction Training Program (PACT)]

SUBMISSION INSTRUCTIONS

Applications are due no later than 60 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 Brunsch, Management Analyst
Dept. of Labor & Industries, Apprenticeship Section
FRAV235@LNI.WA.GOV
509-426-0985*

[Pre-Apprenticeship Construction Training Program (PACT)]

2/14/25 MN
Teri Gardner 2-14-25

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.

PACT PROGRAM AND CURRICULUM OUTLINE

PACT is the only pre-apprenticeship program in our region with a twenty-six-year history of specifically focusing on the education and training of African American men and women and people of color for successful apprenticeships. The PACT program originated in the culturally diverse and economically distressed neighborhood of Seattle’s Central District through Seattle Central Colleges. PACT has deep roots in our community and a long history of serving low-income, ethnic minorities and underrepresented groups with educational and training opportunities. PACT’s mission is to provide citizens with workplace competencies that lead to in-demand, sustainable employment and livable wages. We ensure opportunities for academic achievement through workforce preparation, lifelong learning and basic skills and literacy education, especially for underserved and under-represented individuals, by creating professional-technical programs and learning environments that are accessible, diverse, responsive, and innovative.

The PACT program is primarily funded by City of Seattle, King County, the Port of Seattle and Sound Transit. Funding consists of tuition and all required tools and equipment as well as wrap around services. Each student’s tuition costs approximately \$2,700. Students are not responsible for paying their tuition. PACT also solicits donations from industry partners to provide protective equipment, books and scholarships to our students.

The data shows the growing infrastructure rate with King County is the highest in all of North America. Due to the pandemic, along with the aging workforce there is a high demand in the construction industry. The trend shows that we can expect this demand to continue for at least the next 20 years. African Americans only make up 7% of the construction industry. Seattle Central College is committed to disrupting and dismantling institutional racism to improve access for all, particularly African American men and women, people of color and formerly incarcerated individuals in the construction industry. PACT is responding to the institutional racisms experienced by PACT graduates by taking a leadership role in the process of developing collaborative, systemic interventions. PACT is currently working with city officials, community leaders, and change agents to address disparities in construction and to identify common approaches. Examples of strategies under consideration include affinity groups of disadvantaged and underrepresented groups in construction, and unified approach to address incidents of racism and sexism, and equity training. We serve Seattle and the surrounding areas by

training the forementioned demographics to meet the hiring requirements of an apprenticeship in construction.

PACT target Students enrolled with Seattle Central College who fall under the disadvantaged and underrepresented groups in construction. PACT recruits’ students primarily through its existing networks of community- based organizations and churches, with a focus on the African American community, formerly re-entry individuals and immigrant and refugee communities. All potential students are screened by the PACT staff to identify barriers and connect students with resources to remove them. These resources may be provided by Urban League, TRAC Associates, The Rainier Beach Coalition and other community partners. PACT is no longer affiliated with Seattle Vocational Institute; we have aligned with SCCC College and the Wood Technology Center.

MC3 Standards	Covered in PACT Classes
Construction industry Orientation	Trades Terminology and Best Techniques 50 hours Advances Construction Finishing Training Techniques 50 hours Construction Job Readiness 33 hours
Tools & Materials	Tools & Materials ID and Handling 33 hours Tools and Safety 15 hours Power Tools Training 50 hours
Construction Health and Safety	OSHA 10 Certification 16.5 hours First Aid/CPR 8.25 hours Fitness & Nutrition 16.5 hours
Blueprint Reading	Blueprint Reading 33 hours
Math for construction	Applied Mathematics 33 hours
Heritage of the American Worker	Construction Job Readiness Road Flagging 8.25 hours Forklift Operation Certification 16.5 hours
Diversity in Construction industry	Construction Job Readiness
Green Construction	Construction Trades Training Construction Job Readiness
Financial Responsibility	Construction Job Readiness
Total Program Hours	330

PACT currently offers day classes Monday through Friday’s, 8AM to 4PM 11 weeks, night class Monday through Friday 5PM to 9:30pm and Saturday 8AM to 4PM 12 weeks. We have been offering night classes since Fall 2023. This program expansion was to target disadvantaged and underrepresented groups who may be juggling work, family and other obligations that prevent them from participating in weekday training.

In addition, we continue to offer wraparound support services, which provide one-on-one

assistance, including help with funding applications, tuition assistance, driver's license assistance, child support assistance, housing assistance, transportation assistance, Legal Financial Obligations and more. For students who need additional preparation before enrolling in the program, PACT provides referrals to SSCC's GED and Basic Studies programs and community resources to address barriers to success.

PACT program currently has 3 instructors, an administrative assistant, a counselor, and a director. We are currently looking to add a full-time outreach coordinator. Along with running 8 cohorts a year. We will average 16 to 20 students per cohort. The program functions on a quarterly basis with two cohorts for day and evening to ensure the program is accessible. Each quarter, PACT has about 33 students.

The PACT program is a one-quarter program of 22.0 credits, which provides students with a strong foundation of skills to enter the construction trades industry. We have partners in the industry to inform PACT what skills are needed in the fields. That data is then used to create the curriculum. The program curriculum includes construction job readiness (resumes, interview skills, financial literacy, and preparation for apprentice application), skills and training, hand and power tool use, terminology and safety, construction trades training, reading a tape measure, construction math, blueprint reading, fitness and nutrition, and industry recognized credentials such as Road Flagging, Forklift Operator, OSHA-10, and First Aid/CPR certifications. For a student to graduate from the PACT program, they need to maintain at least a 2.5 GPA, pass the four certification exams, and regularly attend the classes.

2/14/25 MN

Teri Gardner 2-14-25

APPENDIX B – CURRICULUM OUTLINE

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. To ensure recognized Apprenticeship Preparation Programs are adequately preparing participants to enter Registered Apprenticeship and be successful apprentices, preparatory training curriculum must meet the following requirements:

- a. Be a minimum of 80 hours in duration;*
- b. Employability skill development shall not exceed 50% of curriculum hours. Employability skill development shall be defined as general employment skills (communication, professionalism, work ethic, etc.);*
- c. Industry/trade specific skills and knowledge shall constitute at least 50% of curriculum hours. Industry/trade specific skills and knowledge shall be defined as hands-on training to develop manual, mechanical, or technical skills relevant to the occupation(s) the preparatory participant(s) are training to successfully enter, and which does not displace paid employees; and*
- d. Industry/occupation specific safety training and education. (WSATC Policy 2012-03 Sec. II C)*

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. Tools and Safety– 15 Hours

Curriculum Elements:

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

- a. Students will receive knowledge and hands-on skills training in the proper and safe handling of a variety of building materials.

2. Power Tools Training -50 Hours

Curriculum Elements:

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

Industry/trade specific skills and knowledge

- a. Students will receive introductory knowledge and hands-on skills training in the proper use of construction-related hand and power tools.

3. Trades Terminology and Best Techniques - 50 Hours

Curriculum Elements:

Industry/occupation specific safety training and education

Employability skill development

Industry/trade specific skills and knowledge

- a. Students are introduced to the terminology of carpentry trade, knowledge of the basic components and methods involved in frame construction and wallboard installation; accurate measuring techniques using appropriate tools; electrical framing and techniques; workplace safety and protection from falls.

4. Advanced Construction Finishing Training Techniques - 50 Hours

Curriculum Elements:

Industry/occupation specific safety training and education

Employability skill development

Industry/trade specific skills and knowledge

- a. Students will focus on more advanced techniques and skills in layout, measurement and finishing work.
- b. During the construction trades training the PACT students use their growing knowledge under the instructor's guidance to construct a 10X15 tiny home in a professional and collaborative effort.

5. Applied Mathematics Course Descriptions - 33 Hours

Curriculum Elements:

Industry/occupation specific safety training and education

Employability skill development

Industry/trade specific skills and knowledge

- a. Mathematics is essential to the construction trades industry. This course is designed to develop students' competency and review the fundamentals of general mathematics with

applications to the building and construction. Students develop proficiency with whole numbers, Fractions, decimals, and percent, while calculating ratio and proportion. Students develop proficiency with linear and angular measurement and metric conversion, and the ability to calculate the area of rectangles, triangles, circles, and cylinders.

6. **Construction Job Readiness** - 33 Hours

Curriculum Elements:

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

- a. This course prepares PACT students for entry-level employment as a first-year apprentice in a building or construction trade and gives students the employment survival skills to be successful in the construction industry. This part of the course focuses on entry requirements for various trades and building knowledge of the union apprenticeship system, which includes addressing disparities and institutional racism in construction; effective styles of communication with the employer; increasing self-confidence and empowering students to take initiative and advocate on behalf of themselves and others.

7. **Fitness and Nutrition** - 16.5 Hours

Curriculum Elements:

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

- a. This course is an introduction to basic fitness and health guidelines that will prepare the students for work on a construction job site. The emphasis for this first quarter fitness course is building lower body strength, overall endurance and flexibility, through stretching, walking, stair-climbing and hauling activities. As students participate in fitness activities, they will receive instruction about safe lifting techniques and proper ways to haul building materials. The emphasis for this first quarter course is learning good habits to maintain strength throughout an 8- or 10-hour workday.

8. **Blueprint Reading** - 33 Hours

Curriculum Elements:

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

- a. This course is designed to prepare students to identify and recognize basic blueprint terms and symbols and follow the plan in a construction application. The goal for each student is to develop the ability to identify the components of a Blueprint; identify the basic types of drawing; recognize notes and dimensions; interpret drawing elements regarding layout plan, production and inspection; and the ability to draw simple plans.

9. Industrial First Aid/CPR - 8.25 Hours

Curriculum Elements:

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

- a. Covers cardiopulmonary resuscitation (CPR) and basic industrial first aid as it applies to the building and construction trades. Learn to apply correct life saving techniques, assess and treat the sick and injured. This course teaches the principles of being a first responder and includes instruction and hands-on practice of: open airway, control of bleeding, proper CPR techniques, and the proper use of an AED.

10. Road Flagging - 8.25 Hours

Curriculum Elements:

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

- a. This course provides flaggers with the basic knowledge, information and awareness to perform their jobs safely. After completing the course, students receive a wallet-size card certifying their training. This course teaches students to establish and maintain a safe traffic flow in a construction zone, understand hazardous and safe behaviors in flagger situations, and review material to successfully pass the Washington State 3-year flagger certification examination.

11. Forklift Operator - 16.5 Hours

Curriculum Elements:

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

- a. Covers functions and parts of a forklift, OSHA forklift regulations, safety habits, and proper picking, placing, and moving of a variety of loads through a work site. This course teaches the safe operation of a sit-down counter-balance lift truck emphasizing personal safety and the safety of others.


12. Occupational Safety and Health Administration (OSHA)-10 - 16.5 Hours

Curriculum Elements:

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

- a. Safety Occupational Safety and Health Administration regulates construction safety and certifies workers on safety practices. OSHA 10 (first level) provides 10 hours of safety training: intro to OSHA, personal protective equipment, stairways and ladders, electrical, fall protection, confined space, scaffolds, cranes, excavations, and materials handling.

This is a 10-hour course in construction workplace safety. As an OSHA 10-hour certification course, students are expected to spend a minimum of 10 hours on the course. Course topics include Introduction to OSHA, Struck and Caught Hazards, Electrical Safety, Fall Protection, Ladder Safety, Excavation Safety, Scaffold Safety, Materials Handling, Crane Safety, Personal Protective Equipment (PPE), and Permit-Required Confined Space Entry.

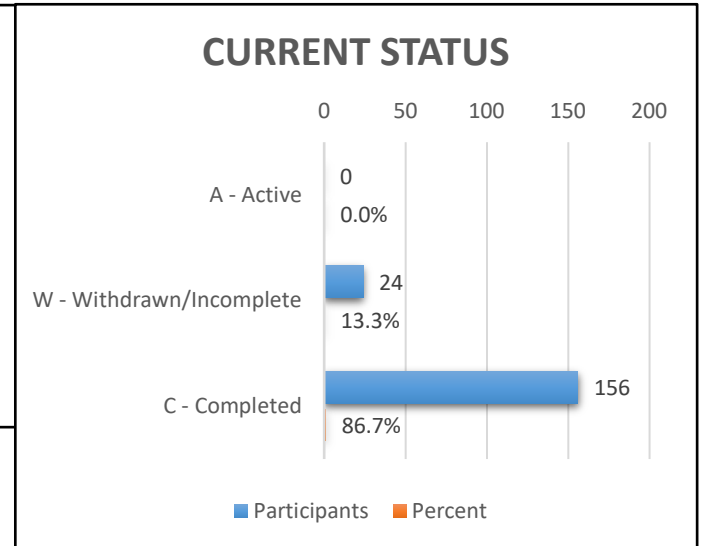
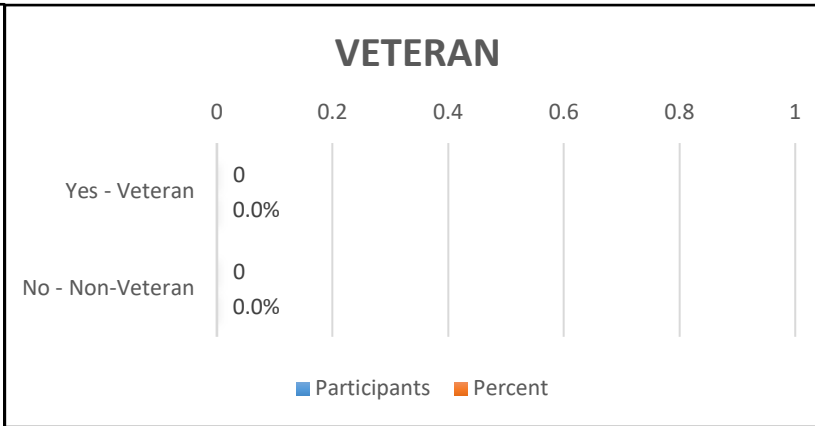
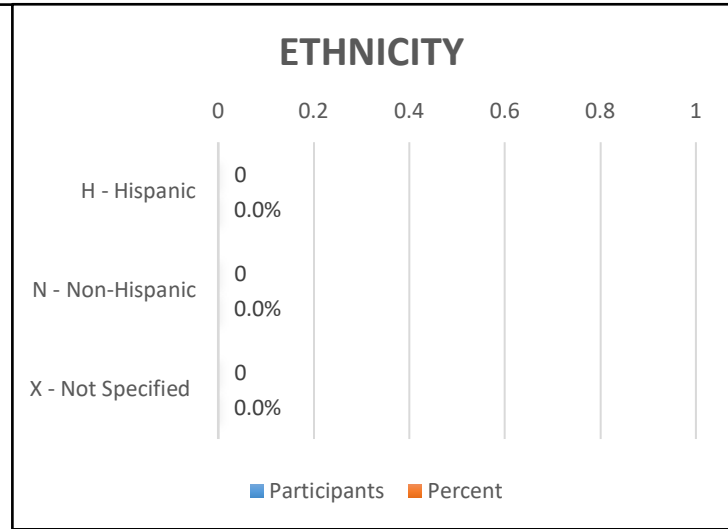
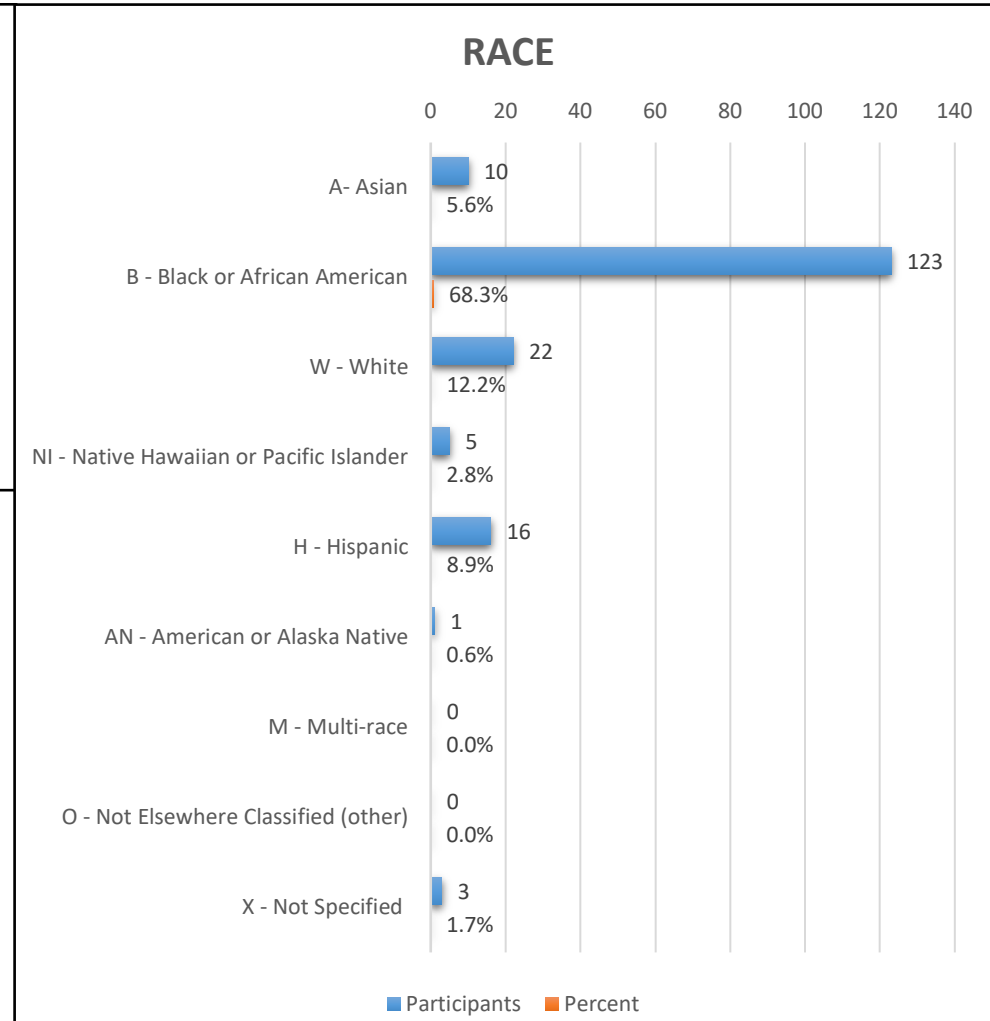
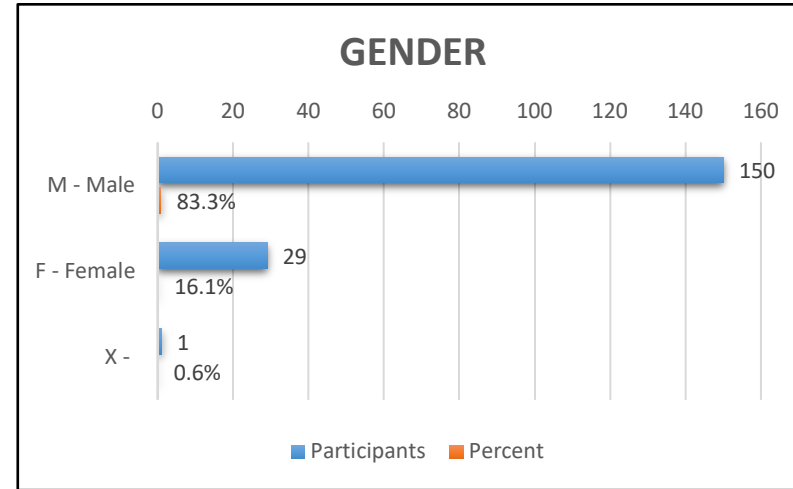
Preparatory Program Name:	PACT	Total Number of Participants:	180	
Reporting Period, Earliest Date:	1/4/2022	Total Participant Graduates:	156	
Reporting Period, Latest Date:	9/14/2024	Total Withdrawals/Incomplete:	24	
		Total Grad's Articulated into Reg' Apprenticeship:	39	

*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
180	180	0	180	180	0	0	180	180	180	0	0	47	39

Articulation Rate
21.67%

Hide Chart Hide Chart Hide Chart Hide Chart Hide Chart





2/14/25 MN

Teri Gardner 2-14-25

Memorandum of Understanding

This MOU is made and entered into as of January 16, 2025 by and between:

- **NW Laborers Apprenticeship Committee**, a Washington State Registered Apprenticeship located at 27055 Ohio Avenue Ne, Kingston, Wa, 98346.
- **Pre-Apprenticeship Construction Training ("PACT")**, a registered pre-apprenticeship program located at Wood Technology Center 2310 S. Lane St. Seattle, Wa 98144

WHEREAS, NWLETT is dedicated to providing skilled labor for the construction industry through the training program.

WHEREAS, PACT offers a pre-apprenticeship program designed to prepare students for careers in the construction trades.

WHEREAS, NWLETT and PACT desire to collaborate to create a seamless pathway for qualified graduates of the PACT pre-apprenticeship program to enter the NWLETT training programs.

NOW, THEREFORE, in consideration of the foregoing premises and the mutual covenants contained herein, the parties agree as follows:

1. Purpose

The purpose of this Agreement is to establish a formal partnership between NWLETT and PACT to:

- **Facilitate** the transition of qualified PACT pre-apprenticeship program graduates into NWLETT apprenticeship programs.
- **Provide** a preferred applicant status for PACT pre-apprenticeship program graduates during the NWLETT application process.
- **Award** additional points on the NWLETT New Entry Assessment to qualified PACT pre-apprenticeship program graduates.

2. Preferred Applicant Status

PACT pre-apprenticeship program graduates who meet the following criteria will be granted preferred applicant status when applying to NWLETT apprenticeship programs:

1. A preferred entry into the NWLETT apprenticeship program may be granted through this agreement. Preferred enrollment means that PACT program graduates who, because of the quality of preparation at the PACT program, meet the criteria identified below in Section 2 will be granted preferred entry on their application upon successfully completing an



application at our next available Trade Orientation; (Trade Orientations are scheduled twice a month), preferred entry into the NWLETT state-recognized apprenticeship. Preferred enrollment does not constitute direct entry for students who complete the PACT program. The awarding of such preferred enrollment is contingent upon the joint cooperation of the two institutions.

2. The courses articulated for preferred enrollment are outlined below:
 - a. PACT program will appear on the transcript and/or supporting documentation.
 - b. Successful completion of the PACT pre-apprenticeship program with a certification as a supporting document, without this certification at the time of application the applicant will still not be eligible for preferred entry.
 - c. The student must meet the minimum requirements of the NWLETT Apprenticeship as shown in the Northwest Laborers Apprenticeship Committee Apprenticeship Program Standards (https://lni.wa.gov/licensing-permits/apprenticeship/_docs/0071.pdf) (Be 18 years of age upon date of application.)

3. New Entry Assessment Points

Qualified PACT pre-apprenticeship program graduates will receive 10 additional points in the Apprenticeship Preparation Training section on the NWLETT New Entry Assessment.

4. Responsibilities

a. NWLETT:

- Develop and maintain communication with staff and students outlining the benefits of the MOU for PACT pre-apprenticeship program graduates.
- Work collaboratively with PACT to promote the MOU and NWLETT apprenticeship programs to PACT students.
- Provide clear and timely application and enrollment procedures for PACT pre-apprenticeship program graduates.
- Award the agreed-upon additional points on the New Entry Assessment to qualified PACT pre-apprenticeship program graduates.
- NWLETT will help to support the PACT program as guest speakers, help to support training center tours.

b. PACT:

- Advise program participants about the MOU and its benefits.
- Assist graduates in completing NWLETT apprenticeship program applications.
- Provide NWLETT with a list of qualified pre-apprenticeship program graduates upon program completion.



- PACT will support the referred students as a mentor and provide needed resources for the student's success.
- PACT referrals must demonstrate strong retention within the program, and contribute to the diversity needs of the NWLETT by referring qualified women and minority candidates.

5. Term and Termination

This Agreement will be effective for a period of 2 years from the date of execution. This Agreement may be terminated by either party upon 60 days' written notice to the other party and is subject to change by either party at any time.

1. The agreement may be revised/ modified by mutual agreement as needed.
2. Both parties may advertise this agreement.
3. Both parties agree to the Curriculum confidentiality and Student confidentiality

6. Entire Agreement

This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior or contemporaneous communications, representations, or agreements, whether oral or written.

7. Amendment

This Agreement may be amended only by a written agreement signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

NW Laborers Employers Training Trust Fund ("NWLETT")

PACT ("PACT")

By:  _____

Name: Brandon Jordan

Title: Training Director

By: _____

Name: Jerry Jordan

Title: Program Director



Southwest Carpenters Training Fund Washington State UBC JATC

20424 72nd Ave S
Kent, WA 98032
Phone
253 437-5235

2/14/25 MN

Teri Gardner 2-14-25

PACT MEMORANDUM OF UNDERSTANDING

Purpose

The purpose of this Agreement is to create a memorandum of understanding between the Pre-apprenticeship Construction Training Program (PACT) and the Southwest Carpenters Training Fund which is the managing fund for the Washington State UBC JATC. The Washington State UBC JATC recognizes the efforts of the PACT program to provide students with exposure to careers in the construction industry through Pre-apprenticeship training. This agreement memorializes the Pre-apprenticeship program's efforts to provide its participants with skills suitable for entry into various construction apprenticeship programs registered with the Washington State Labor and Industries ("LNI"), and to establish the conditions and procedures, herein agreed to, for the apprenticeship program referral and intake process.

Roles and Responsibilities

PACT:

1. Skill Development – Participants in the PACT program will be provided an opportunity to develop the necessary skills and knowledge needed to be successful in their chosen trade. This includes hands-on training, classroom instruction, and other learning activities that help participants build a solid foundation for their future career as a union carpenter.
2. Industry Connections – The PACT program has partnerships with signatory contractors, awarding bodies and local unions which will help participants connect with potential employers and secure job placement. These connections can lead to networking opportunities and job referrals that can help participants find employment.
3. Job Readiness – PACT will focus on preparing participants for the workforce by teaching them essential job readiness skills such as communication, teamwork, problem-solving, and time management. By developing these skills, participants are better equipped to succeed in the workplace. Prior to placement referred candidates must successfully complete a Trade Orientation with the SWMSCTF.
4. Job Placement Assistance – PACT offers job placement assistance to help apprentices find employment after completion of training. This includes interview coaching, job search resources, and other support services that can help apprentices secure job opportunities as a union carpenter.

5. Retention - PACT

offers mentorship and support services to participants. Providing them with guidance and assistance as they navigate the program. Providing mentorship helps participants and members stay motivated, overcome challenges, and helps build confidence in their abilities, increasing their likelihood of staying engaged and completing the program to become an indentured apprentice.

Southwest Carpenters Training Fund - Washington State UBC JATC

1. Collaboration – The above will collaborate with the PACT pre-apprentice program to ensure all curriculum aligns with industry standards and provides participants with the skills and knowledge needed to succeed in the carpentry field.
2. Allow Application – Graduates that have successfully completed carpenter and carpenter related occupation pre-apprenticeship programs jointly approved by the WSATC and the committee will be granted direct entry upon approval of the JATC sub-committee, providing that the applicant meets the current minimum qualifications. Such priority is granted without regard to race, color, religion, national origin, or sex and is contingent upon industry needs.

Timeframe

1. This “MOU” will commence on the executed signature dates below and will continue until dissolved by either party of this Agreement.
2. This “MOU” is the complete Agreement between the parties signed below. The agreement may only be amended by written Agreement signed by each of the parties involved.

Southwest Carpenters Training -Washington

State UBC JATC

Authorized Official: 
 Signature
 Printed Name and Title Assistant Director
 Date 11/18/24

Program Name

Authorized Official:

 Signature
 Printed Name and Title: _____
 Date: 11/18/2024 _____