

Received 12/05/22

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Teri Gardner 12-5-22

Washington State Apprenticeship and Training Council Members:

Teri Gardner 12-13-22

Direct Access to Laborers Education and Careers (DALEC) would like to receive recognition from the Washington State Apprenticeship and Training Council for a new pre-apprenticeship program, DALEC.

We will be working with the Northwest Laborers Employers Training Trust through an Articulation Agreement to provide preparatory training for the NWLETT Apprenticeship program. The applicants will be selected from areas identified in Priority Hire Programs to provide opportunity to underserved communities. We will be reviewing previous applicants to the Laborers Apprenticeship and reaching out to the community to identify and interview prospective applicants to determine those that are the best fit for the NW Laborers Apprenticeship Program. The first week is about the physical nature of Laborers work, digging a trench, scaffolding, material handling etc. and is vital in identifying those that want to be there. Weeks 2 and 3 introduce them to the jobsite, nomenclature, safety, and other basic preparation for being onsite. Applicants will have to successfully pass all classwork and after doing so will be given direct access to the NW Laborers Apprenticeship.

Pre apprenticeship programs have been shown to increase graduation rates from Apprenticeship programs. They are also a vital tool to reach under-represented communities in the Building Trades that have been targeted in King County with Community Workforce Agreements at the City of Seattle, King County, Port of Seattle and other political subdivisions. We look forward to working with the JATC to provide opportunity for careers in the Building Trades.

If you have any questions, please contact me directly.

Sincerely,

Dale Bright

Teri Gardner 12-5-22

Direct Access to Laborers Education and Careers (DALEC)

Dale Bright – Program Manager

Email: dalerbright@gmail.com

Phone: 206-751-3311

ORGANIZATION DESCRIPTION

- The DALEC program is a preparatory training for community members to enter the Northwest Laborers Apprenticeship Program.
- This program has partnered with Northwest Laborers Employers Training Trust (“NWLETT”) to provide direct entry, through an articulation agreement, into the NWLETT Apprenticeship program for all successful participants.
- DALEC has contracted with NWLETT for the use of their American National Standards Institute (ANSI) Certified instructors, ensuring continuity and integration in the NWLETT Apprenticeship Program will be seamless.
- Students will be selected from areas designated in Washington State to satisfy the needs of various Local Hiring Ordinances.
- The goal is to reach underrepresented segments of the community to help fill the demand for Laborers and build lasting careers that will not only benefit the individual but the entire community.

STUDENT ENTRY REQUIREMENTS

- Potential students will meet the minimum qualifications (listed below) by applying to our program through NWLETT official application process.
- Upon acceptance into the program, each student will take and pass a drug screening provided by NWLETT

MINIMUM QUALIFICATIONS

- 18 years of age or older
- Tenth grade education or equivalent.
- Completion of NWLETT's NEA (New Entrance Exam). This will help gauge applicants' knowledge and score will not be used as a barrier.
- Current valid Driver's License
 - All potential applicants must demonstrate they have access to dependable transportation to arrive on all assigned job sites in a timely manner.

COURSE DESCRIPTION

Duration: 3 weeks (120 hours)

Area of Study:

- Job Site Safety
- Construction Math
- Blueprint Reading
- Grading

- Scaffolding Awareness
- Tool Recognition
- Tool Application

Certifications Received:

- Flaggers
- Powder Actuated Fastener
- OSHA 10
- CPR/ First Aid
- Bloodborne Pathogens
- Silica Awareness

Course Breakdown:

Week 1 (40 hours): Completion of NWLETT's Pre-Construction Training (PCT) course. This 32-hour course focuses on Scaffold Awareness, proper grading techniques and material handling. The tasks performed within these skill sets are used to determine if the student is physically capable to perform the duties of a Laborer. Completion of the flagger's certification course (8 hours).

Week 2 & 3 (80 hours): Participation in the General Construction course. This class focuses on Construction Math, Blueprint Reading, Tool Recognition and Application. During this course the students will receive training in proper use of Powder Actuated tools. The objective of these two weeks is to build the students confidence in the recognition and usage of the most common tools in the construction industry. Proper knowledge will increase of safety factor for the member and contractor.

- OSHA 10 (12 hours)
- CPR/ First Aid (8 hours)
- Silica Awareness (8 hours)

Requirements for Completion

- All applicants must pass the PCT (Pre-Construction Training) course with a score of 80 points out of 100. This is the physical side of the application process that has been developed by NWLETT.
- Passage of the Flaggers certification course with a final test score of 80 percent or better. This class is given by a NWLETT instructor that is certified through Washington state to conduct the training.
- Must complete the required 120 hours of combined hands-on training and course work study.

Upon successful completion of the 120-hour training course, students will have direct entry into the Northwest Laborers Apprenticeship Program. At entry into the program the apprentices are eligible to take a dispatch from one of NWLETT's 600+ contractor training agents. The NWLETT apprenticeship program is a Washington State Registered Apprenticeship program consisting of 480 hours of related supplemental instruction hours and 6000 hours of on-the-job training.

Demand for Program

Demand for skilled construction labor is here and on the rise. Need for these workers has been driven by local government, state government, federal government and WSDOT dollars to rebuild our states infrastructure which includes, but is not limited to schools, hospitals, roads, bridges, and buildings. Area work has also seen a huge upswing in private sector investment. Combination of these work sectors has shaped a perfect storm for creation of living wage jobs that programs like DALEC provide for our community.

Number of Students

- The program will enroll 10-15 applicants per 3-week cohort.

- Laborers Local Union 242 has over 650 active Laborer apprentices currently registered with Washington State. Cohorts will be run on an as needed basis to ensure ample opportunity to active apprentices.

Student Support, Retention and Success Strategies

- Classes will be run based on the schedule provided earlier. The structure of the class has been designed to best equip the students with the skills and work ethic needed to maintain employment.
- Students will be referred to participating community-based organizations to determine their eligibility for benefits based on need.
- Apprentices are tracked throughout the program to ensure successful completion. Apprentices are required to complete weekly On the Job Training (OJT) hours slips and complete 80 hours of Related Supplemental Instruction (RSI) every 1000 hours as a checkpoint towards completion.
- Mentoring will be provided to ensure the Apprentices have guidance and access to community and union resources to help them overcome obstacles or barriers.

Outreach

- Pre-apprentices will be recruited from statewide locations but will have an emphasis in low-income areas of King, Pierce, and Snohomish counties.
- Recruitment will be in the form of outreach opportunities, schools, job fairs, community events and other opportunities that present themselves.

- Reach out to applicants that have a valid application in with NWLETT that are on there waiting list.
- Work with community-based organizations to provide opportunities for clients that are interested in a career in construction.



Teri Gardner 12-5-22

Northwest Laborers Training Trust
27055 Ohio Avenue
Kingston, WA 98346

To: Washington State Apprenticeship and Training Council
RE: Letter of endorsement for the DALEC

The Northwest Laborers Apprenticeship Training Program requests full recognition of the "Direct Access to Laborers Education and Careers" Program.

Northwest Laborers Apprenticeship and Training Program is well established and works closely with many different entities including both public and private community based organizations, colleges, high schools, TERO's and many other outreach programs to help recruit individuals into the construction industry and to help them obtain careers in this industry.

The outlook is good for this in-demand type of work classification. A worker that is qualified and highly trained can expect a rewarding future with good pay and benefits in this high demand occupation.

Northwest Laborers Employers Training Trust recommends and supports the DALEC program.

What continued support means for the DALEC:

- a) Is an apprenticeship preparation program in Washington State and is in good standing
- b) Employs a staff of technical instructors, curriculum developers and subject matter experts with professional qualifications in education and job training
- c) Is engaged in the full time pursuit of job training and education with partner organizations, focusing on apprenticeship readiness training



- d) Develops and delivers job training programs with local state and federal agencies that provide students with valuable skills
- e) Offers a solid foundational career pathway
- f) Has the confidence and commendation of the Northwest Laborers Employers Training Trust

The Northwest Laborers Employers Training Trust feel that the DALEC will provide the skills and training needed to recruit applicants and provide them with the basic training and skills needed to get the applicants “Job-Ready” so they are able to enter the Northwest Laborers Apprenticeship Program.

Sincerely,

Brandon L. Jordan
Director

Teri Gardner 12-5-22



December 1, 2022

To Whom It May Concern:

This is a Letter of Articulation between the Direct Access to Laborers Education and Careers (D.A.L.E.C.) Program and the Northwest Laborers-Employers Training Trust (NWLETT) Apprenticeship Program (Program #0071). This partnership has been developed to fulfill the need to provide underserved communities with an opportunity to gain entry into a well-paid, highly-trained workforce. One of the main goals of this partnership is to support direct entry of qualified D.A.L.E.C. Program graduates into the NWLETT Apprenticeship Program.

NWLETT and the D.A.L.E.C. Program are committed to working together to ensure that the craft workforce in Washington State is properly trained and educated. In the true nature of a partnership, both entities have committed to doing their part in making this relationship a success for the graduates of the D.A.L.E.C. Program. To prepare D.A.L.E.C. graduates for entry into the NWLETT Apprenticeship program, a 120-hour curriculum has been developed which includes tool and material identification, excavation with hand tools, soil compaction, basic scaffold building, material handling, ergonomics, hand tool care and use, power tool care and use, small-engine care and use, reading tape measures, calculating material quantities, and general construction safety.

The Northwest Laborers-Employers Training Trust agrees to assist in the recruiting process. Additionally, graduates of the 120-hour D.A.L.E.C. Program, who meet the minimum qualifications, will receive direct entry into the Northwest Laborers-Employers Training Trust Apprenticeship Program.



The undersigned parties accept and approve this agreement.

Dale Bright

Program Director

D.A.L.E.C. Program

Date

Brandon Jordan

Training Director

NWLETT Apprenticeship Program

Date