

11/15/2024 MN

Teri Gardner 11-15-24

APPLICATION FOR WSATC RECOGNITION OF AN APPRENTICESHIP PREPARATION PROGRAM

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

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

SECTION 1: CONTACT INFORMATION AND PROGRAM SUMMARY

Name of Apprenticeship Preparation Program:

Core Roots Pre-Apprenticeship Program

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

The Silent Task Force

Contact Information:

Individual Authorized to Represent the Program

Name: DaWan DuBois

Organization: The Silent Task Force

Title: Operations Manager/Pre-Apprenticeship Director

Phone: (206) 513-9368

Email: dubois_dawan@thesilenttaskforce.org

Mailing Address: 5316 24th Ave S., Seattle, WA 98108

Physical Address: 11410 Renton Ave S, Seattle, WA 98178

Point of Contact for Outreach and Enrollment

Name: DaWan DuBois

Organization: The Silent Task Force

*Title: **Operations Manager/Pre-Apprenticeship Director***
*Phone: **(206) 513-9368***
*Email: **dubois_dawan@thesilenttaskforce.org***
*Mailing Address: **5316 24th Ave S., Seattle, WA 98108***
*Physical Address: **11410 Renton Ave S, Seattle, WA 98178***

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

*Name: **Jimmecia Douglas***
*Organization: **The Silent Task Force***
*Title: **CFO/Grants & Compliance Manager***
*Phone: **(206) 657-7108***
*Email: **douglas_jimmecia@thesilenttaskforce.org***
*Mailing Address: **5316 24th Ave S, Seattle, WA 98108***
*Physical Address: **11410 Renton Ave S, Seattle, WA 98178***

Summary of Preparatory Program

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

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

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

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

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

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

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

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

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

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

- 1. Occupations Trained: Please describe the specific apprenticeship, industries and/or occupations program graduates will be prepared to enter:*
 - *Cement Masons & Plasterers Union*
 - *Laborers Union*
 - *Ironworkers Union*
 - *Carpenters union*
 - *Finish Trades Union (painters and glaziers)*
- 2. Target Articulation Rate: Approximately what percentage of program graduates do you expect to enter into a registered apprenticeship following completion of your program?*
 - *15%*

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

☒ **6 Months**

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

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

We chose 6 months as none of the exceptions apply

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

We expect 10 participants per cohort with 4 cohorts per year.

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

- *Requirement 1: Attendance (no more than 5 unexcused tardy's and no more than 3 unexcused absences)*
- *Requirement 2: Attain Certificate of Completion*

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.*

Apprentice-ship Program Name	Articulating Occupation(s)	Articulation Type <i>(select all that apply)</i>			
		Preferred Entry	Advanced Standing or Credit	Additional Points on Application/Interview	Guaranteed Interview
Cement Masons & Plasters Training Center of WA		X			
Finishing Trades Institute Northwest		X			
Northwest Laborers Employers Training		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>
Bentless, LLC	Provides supplemental instruction, offering additional training and education that complements the foundational instruction, covering advanced topics and specific skills needed in the trades.
Arcade Wayfinder Construction Leadership Training	Industry Consultant, providing assistance and support to the program and graduates.

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 program curriculum describing the total number of hours, topics covered, method of delivery, etc.

Our program is designed to prepare participants in construction, physically and psychologically. Physically, we take them through a series of exercises that target specific areas of their bodies. In addition, we take them through certain rigorous trade drills that give them a sense of the work level expected from them on a daily basis. Psychologically, we give them industry expectations through various ways. We have experienced tradespeople from various trades come in to speak to their experience in the field which gives them an understanding of the expectations. We, also, take them to various apprenticeships to not only learn the details about that specific trade but to also get hands-on experience.

Our program is 20 hours per week for 11 weeks. Each participant receives certification in Osha 10, CPR, flaggers, and forklifts. We approach each cohort as if each participant has no experience in construction in order to give them a full picture and understanding of what construction is and what working in construction entails. We approach teaching with the understanding that each person learns differently and that they have different motivators that they react to. We teach them construction math and their individual rights working in construction. Each participant will see us, not only as a resource but as a support group to help facilitate their success not just while they're in the program but after they complete the program.

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.

Cement Masons & Plasterers Training Center of WA, Finishing Trades Institute Northwest, and Northwest Laborers: Employer Trainers serve as the bridge, playing a critical role in filling the gap between training and employment. They are the entryway into a state-registered apprenticeship program and a direct pathway for participants to gain further hands-on experience and advance in the trades. This partnership also facilitates connections with employers and job opportunities in the construction industry, ensuring that participants have a clear route to gainful employment upon completing their training.

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

Our qualifications and experiences are rooted in our deep commitment to workforce development, particularly within marginalized communities, and our extensive experience in the construction trades. Our team of 2 instructors, DaWan DuBois (lead instructor) and experienced cement mason, and Collin Horace (co-instructor), and skilled plasterer, comprises over 47 years of combined and extensive experience in the construction trades, including roles ranging from apprentices to superintendents. This wealth of practical knowledge is complemented by our expertise in workforce development, ensuring that our programs are both industry-relevant and effective. Our lead instructor has taught pre-apprenticeship classes himself through programs such as ANEW. Completed Foreman and Project Management classes at Arcade Wayfinder. Through this experience, it awarded CoreRoots' program to develop a curriculum that not only implemented the knowledge gained from teaching for a mainstream program but also tailored it to be culturally responsive and address the unique needs of marginalized communities. This approach ensures that our programs are accessible and inclusive, addressing the many challenges faced by our target populations.

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

None at this time

Please complete Appendix B – Curriculum Outline.

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

Sec. II D)

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

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

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

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

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

This program is open to individuals aged 17 and older, who will be turning 18 within 3 months of enrollment. This age requirement ensures participants are eligible to enter into apprenticeship programs upon completion. We are committed to an inclusive and non-discriminatory environment, welcoming participants of all genders. We are particularly dedicated to recruiting and retaining women in the trades. While our program is open to the BIPOC community, we are prioritizing participation from Black individuals. Our geographic focus is on residents of Skyway and its surrounding areas.

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

We will forge strong collaborations with local community organizations, schools, and career centers throughout Skyway and its surrounding areas. By working closely with these partners, we gain direct access to potential candidates and can tailor our recruitment message to resonate with the specific communities they serve. Furthermore, targeted digital advertising campaigns will allow us to reach specific demographics within our geographic focus area.

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

Our mentorship program connects prospective and current participants with industry professionals from underrepresented groups who provide guidance, support, and role models,

encouraging program completion and a successful transition into apprenticeships. We also actively explore options for providing other service supports ensuring our program is accessible to all who wish to participate.

- 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.*

Our support for participants transitioning into apprenticeships begins with individualized advising. We will provide one-on-one guidance, helping participants identify suitable apprenticeship opportunities that align with their interests and skills. This includes exploring various trades, researching specific programs, and understanding application requirements. To further prepare participants for success, we offer workshops and individual support focused on essential skills such as resume and cover letter writing, interview techniques, and navigating the often complex apprenticeship application process. Finally, we leverage our established relationships with labor unions and employers actively seeking apprentices to connect our participants with potential opportunities. This includes facilitating introductions, organizing "meet and greets," and hosting apprenticeship fairs to foster direct engagement with industry partners.

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.

We will utilize Appendix C- Administrative Requirements Spreadsheet

Please complete Appendix C – Administrative Requirements Spreadsheet.

SECTION 7: APPENDICES

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

Appendix A – Program Summary

Appendix B – Curriculum Outline

Appendix C – Administrative Requirements Spreadsheet

Appendix D – Articulation Agreement(s)

**Submitted by program as individual documents*

SUBMISSION INSTRUCTIONS

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

Please submit your completed application via email to:

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

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APPENDIX A – PROGRAM SUMMARY

Our journey into pre-apprenticeship training is a natural progression of our work in the community. Our CORE Roots instructors, boasting a combined 47+ years of union affiliation, have meticulously crafted this program from its inception. Through pre-apprenticeship, we connect them with a pathway to fulfilling careers, financial stability, and a brighter future. We recognize that external partnerships are vital for comprehensive support for removing barriers that would hinder success. This program isn't just about job training; understanding that marginalized communities face unique challenges, we're committed to leveling the playing field. Health and safety is central to our mission. When we talk about health, we consider the whole person: financial well-being, mental health, and socioeconomic factors that impact overall wellness. Safety encompasses the environment, the support system, and emotional security, especially for those navigating the complexities of adversity.

Our first pilot cohort was funded through a community-based organization, Dare 2 Be which received funding from the City of Seattle. This was an 11-week program awarded \$62,000. Most recently we received an award through WA State Employment Security Department Career Connect WA; a 3-year project funded to build up our program with \$289,000 over the life of the grant. We are currently pursuing a grant as a statutory partner with King County for Environmental and Climate Justice Community Change Grants Program, which is also a 3-year project to continue with our cohorts, focusing on the clean energy workforce for \$1.9M (60% of which is specific to pre-apprenticeship). We currently have a philanthropic partnership of monetary value as well as in-kind donations from Dunn Lumber.

Marginalized areas of King County face a significant challenge in securing employment. In 2022, the overall youth unemployment rate (ages 16-24) in King County was 8.1%. However, this rate was significantly higher for Black youth at 16.9% and Hispanic youth at 10.7%, compared to 6.4% for White youth (U.S. Census Bureau, 2022). The racial disparity between Black household net worth (\$23,000) and White household net worth (\$456,000) is a stark illustration of systemic inequity, making them more vulnerable to financial instability. This vulnerability can lead to significant financial challenges, impacting health, well-being, and opportunities. In addition, the skilled trades remain a field where women face significant underrepresentation. Our pre-apprenticeship program is committed to actively recruiting and supporting women, breaking down the barriers that have traditionally kept them from pursuing these rewarding careers.

Our pre-apprenticeship program will serve young people aged 17 and older (including those turning 18 within 3 months) who reside in King County. This structured 11-week cohort model allows us to provide focused training and support to approximately 10 participants each quarter. Each cohort follows a detailed weekly curriculum, ensuring participants

comprehensively understand the skilled trades and develop the necessary skills for success. The program operates Monday through Thursday, with participants engaging in 20 hours of training and instruction per week. This structured schedule provides a balance of classroom learning, hands-on experience, and individualized support, ensuring participants are well-prepared for successful entry into registered apprenticeship programs.

Our pre-apprenticeship program will be staffed by a highly qualified and dedicated team with a proven track record in education, workforce development, and community engagement. Each member brings a unique skill set and expertise to ensure the program's success and effectively serve our participants.

DaWan DuBois: Pre-Apprenticeship Director & Lead Instructor. Mr. DuBois will oversee all aspects of the program, including curriculum development, instruction, and participant progress. His experience in the union as well as facilitator to many pre-apprenticeship programs provides him with the practical knowledge and teaching skills necessary to effectively lead the program.

Collin Horace: Pre-Apprenticeship Co-Lead Instructor. Mr. Horace will assist Mr. DuBois in delivering instruction and mentoring participants. His background comprising of over 25 years in the union, complements Mr. DuBois' expertise and ensures a well-rounded learning experience for participants.

Our commitment to workforce development extends beyond technical skills training. We provide comprehensive career counseling, resume-building workshops, interview preparation, and job placement assistance. We also connect participants with industry mentors and facilitate networking opportunities to expand their professional network and explore diverse career pathways. Through this comprehensive and integrated approach to participant support, we aim to create a nurturing and empowering environment where individuals can overcome challenges, achieve their training goals, and embark on successful careers.


Our pre-apprenticeship program offers a clear and streamlined pathway to registered apprenticeships, ensuring a smooth transition for our graduates into rewarding careers in the finishing trades. We have established a strong partnership with Local 528 and Northwest Laborers, formalized through a Memorandum of Understanding (MOU). These agreements guarantee our graduates' preferred enrollment in their apprenticeship programs upon successful completion of our program and official recognition by the state of Washington. This preferred enrollment status provides a significant advantage, allowing our graduates to bypass the standard assessment stage and move directly onto the eligibility list for the 80-hour job readiness class.

Furthermore, our program enjoys a close collaboration with the Finishing Trades Institute Northwest, providing access to their highly regarded Glazing and Painting apprenticeships. These are comprehensive 3- to 4-year programs where apprentices gain valuable on-the-job training while working full-time with local unions and attending classes with us. Our program's focus on apprenticeship navigation and articulation ensures that our graduates are well-prepared and positioned for success in their chosen trades. We provide guidance and support throughout the application process, helping them gather the necessary documentation, meet eligibility requirements, and navigate the transition into their respective apprenticeships. This comprehensive approach maximizes their chances of securing a rewarding career in the finishing trades.

Successful completion of our pre-apprenticeship program requires participants to demonstrate commitment and a well-rounded skill set. This involves consistent attendance and punctuality, active engagement in classroom activities and discussions, and satisfactory academic performance reflecting a firm grasp of the curriculum. Participants must also achieve mastery of core trade skills through hands-on projects and assessments, showcasing their abilities in areas such as tool handling, blueprint reading, and safety procedures. Furthermore, they must complete workshops focused on essential workplace skills like communication, teamwork, and problem-solving, ensuring they are prepared for the professional demands of the trades. Developing a portfolio that highlights their skills and achievements is crucial for showcasing their capabilities to potential employers and apprenticeship sponsors. Finally, active participation in career exploration activities, such as industry site visits and informational interviews, allows participants to gain a comprehensive understanding of various trades and career pathways. By fulfilling all program requirements, including mandatory workshops and any community service obligations, participants demonstrate their dedication and readiness to embark on successful apprenticeships in the finishing trades.

Flaggers Certification, OSHA-10 Certification, Forklift Certification, and CPR Certification.

Our program aims to achieve a high articulation rate, with a target of at least 15% of our graduates successfully transitioning into registered apprenticeship programs within one year of completing our pre-apprenticeship program.



Washington State Department of
Labor & Industries

Articulation Rate
0.00%





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Teri Gardner 11-15-24

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**, a registered pre-apprenticeship program located at 11410 Renton Ave South, Seattle, Wa 98178.
- **WHEREAS**, NW Laborers' Apprenticeship is dedicated to providing skilled labor to the construction industry through the training program.

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

WHEREAS, NW LABORERS APPRENTICESHIP and COREROOTS PRE-APPRENTICESHIP desire to collaborate to create a seamless pathway for qualified graduates of the COREROOTS PRE-APPRENTICESHIP program to enter the NW LABORERS apprenticeship 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 NW LABORERS APPRENTICESHIP and COREROOTS PRE-apprenticeship to:

- **Facilitate** the transition of qualified COREROOTS PRE-APPRENTICESHIP Pré-apprenticeship program graduates into NW LABORERS APPRENTICESHIP programs.
- **Provide** a preferred applicant status for COREROOTS PRE-APPRENTICESHIP Pré-apprenticeship program graduates during the NW LABORERS APPRENTICESHIP application process.
- **Award** additional points on the NW LABORERS apprenticeship New Entry Assessment to qualified COREROOTS PRE-APPRENTICESHIP Pré-apprenticeship program graduates.

2. Preferred Applicant Status

COREROOTS PRE-APPRENTICESHIP Pré-apprenticeship program graduates who meet the following criteria will be granted preferred applicant status when applying to NW LABORERS APPRENTICESHIP programs:



1. A preferred entry into the NW LABORERS APPRENTICESHIP program may be granted through this agreement. Preferred enrollment means that COREROOTS PRE-APPRENTICESHIP program graduates who, because of the quality of preparation at the COREROOTS PRE-APPRENTICESHIP 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 NW LABORERS APPRENTICESHIP state-recognized apprenticeship. Preferred enrollment does not constitute direct entry for students who complete the COREROOTS PRE-APPRENTICESHIP 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. COREROOTS PRE-APPRENTICESHIP program will appear on the transcript and/or supporting documentation.
 - b. Successful completion of the COREROOTS PRE-APPRENTICESHIP 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 NW LABORERS 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 COREROOTS PRE-APPRENTICESHIP program graduates will receive 10 additional points in the Apprenticeship Preparation Training section on the NW LABORERS apprenticeship New Entry Assessment.

4. Responsibilities

a. NWLETT:

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



b. PACT:

- Advise program participants about the MOU and its benefits.
- Assist graduates in completing NW LABORERS APPRENTICESHIP program applications.
- Provide NW LABORERS APPRENTICESHIP with a list of qualified pre-apprenticeship program graduates upon program completion.
- CORERROOTS PRE-APPRENTICESHIP will support the referred students as a mentor and provide needed resources for the student's success.
- CORERROOTS PRE-APPRENTICESHIP referrals must demonstrate strong retention within the program, and contribute to the diversity needs of the NW LABORERS APPRENTICESHIP 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.

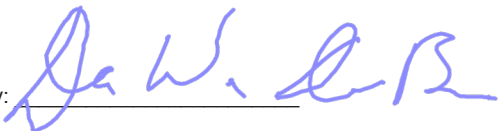
NW Laborers Apprenticeship Committee

By: 

Name: Brandon Jordan

Title: Training Director

CORERROOTS PRE-APPRENTICESHIP

By: 

Name: Dawan Dubois

Title: Program Director

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MEMORANDUM OF UNDERSTANDING

Between:

Coreroots Pre-Apprenticeship Program

11410 Renton Ave. South, Seattle, WA 98178

And:

Finishing Trades Institute Northwest (FTINW)

6770 East Marginal Way S., Bldg E. Ste 102, Seattle, WA 98108

THIS AGREEMENT is made and entered into by and between the Coreroots Pre-Apprenticeship Program (hereinafter "Coreroots") and the Finishing Trades Institute Northwest (hereinafter "FTINW") to provide Coreroots graduates with the opportunity for preferred enrollment in FTINW's apprenticeship program. This Memorandum of Understanding (MOU) aims to enhance employment opportunities for students by offering them a clear, structured pathway from Coreroots' pre-apprenticeship training into FTINW's skilled trades apprenticeship programs.

NOW, THEREFORE, the parties agree to the following terms:

1. Preferred Enrollment

Coreroots Pre-Apprenticeship graduates who meet the eligibility criteria set forth below are eligible for preferred enrollment in FTINW's apprenticeship program.

- **Preferred enrollment** means that graduates who meet Coreroots' program criteria may bypass the standard assessment stage of FTINW's application process and gain direct placement on the FTINW eligibility list.
- The awarding of preferred enrollment is contingent upon cooperation between Coreroots and FTINW.

2. Eligibility Requirements for Preferred Enrollment

Graduates of the Coreroots Pre-Apprenticeship Program are eligible for preferred enrollment if they meet the following criteria:

- **Completion of All Coreroots Pre-Apprenticeship Program Courses:** Graduates must complete the entire Coreroots Pre-Apprenticeship curriculum to be eligible.
- **First-Year FTINW Classes:** Preferred enrollment does not exempt students from completing FTINW's first-year certification classes, regardless of prior certifications obtained through Coreroots.
- **Contingent on Employment Needs:** Preferred enrollment is contingent on the current employment needs of FTINW. FTINW will determine if there is sufficient demand for new apprentices at the time of application.

3. Program Completion

To be eligible for preferred enrollment, students must complete the full Coreroots Pre-Apprenticeship Program and provide a certificate of completion.

4. Bi-Annual Review

Both parties agree to evaluate this agreement every two years, considering factors such as:

- Student benefits
- Program effectiveness
- The ongoing quality of the Coreroots Pre-Apprenticeship Program as assessed by FTINW.

5. Changes or Cancellations

Either party may modify or cancel this agreement at any time by mutual written consent.

6. Notification of Curriculum Changes

If Coreroots substantially changes its curriculum, Coreroots will notify FTINW of such changes promptly.

7. Agreement Modifications

This agreement may be modified or revised by mutual written agreement between both parties as needed.

8. Publicity

Both parties are authorized to advertise this agreement, including but not limited to displaying it on websites, promotional materials, and at relevant community events.

9. Effective Date

This agreement shall become effective upon the official recognition of the Coreroots Pre-Apprenticeship Program by the Washington State Apprenticeship and Training Council.

Accepted and Approved by:

For Coreroots Pre-Apprenticeship Program:

Name: DaWan DuBois

Title: Training Director

Date: _____

Signature: 
DaWan DuBois (Nov 15, 2024 09:09 PST)

For Finishing Trades Institute Northwest (FTINW):

Name: Sarah Swarthout

Title: Training Director

Date: 11/13/24

Signature: 

Teri Gardner 11-15-24

11-15-24 MN

Memorandum of Understanding

Between

Coreroots Pre-Apprenticeship

And

Cement Masons & Plasterers Training Centers of Washington

THIS IS AN AGREEMENT, by and between the Coreroots Pre-Apprenticeship , **11410 Renton Ave. south, Seattle Wa 98178**, and **Cement Masons & Plasterers Training Centers of Washington, 6737 Corson Ave S, Seattle, WA, 98108**, is made to provide graduates the option to have preferred enrollment in the **Cement Masons & Plasterers Training Centers of Washington**. It is the intent of this cooperative effort to provide the student with a 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 in the **Cement Masons & Plasterers Training Centers of Washington** apprenticeship program may be granted through this agreement. Preferred enrollment means that Coreroots Pre-Apprenticeship graduates who, because of the quality of preparation at the Coreroots Pre-Apprenticeship Program meet criteria identified below in Section 2 may bypass the standard **Cement Masons & Plasterers Training Centers of Washington** assessment stage of the application process and get directly placed on eligibility list for the Cement Masons 80-hour job readiness class. 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. Requirements for advanced placement include:
 - a. Preferred enrollment places you on Cement Masons & Plasterers Training Centers of Washington eligibility list to attend the Cement Masons pre-apprenticeship cohort.
 - b. Preferred enrollment will only be given for students who complete all Coreroots Pre-Apprenticeship Program courses .
 - c. Letter of strong recommendation from program.
 - d. First year **Cement Masons & Plasterers Training Centers of Washington** certification classes must be taken regardless of SPS Skilled Trades Pre-Apprenticeship Program certifications. Among others, these classes include OSHA 30, Scaffold User, Fall Protection, and Silica Awareness, Anti-harassment, and Mentorship Matters.
 - e. Preferred enrollment will be contingent on the current employment needs.
3. Students must complete the Coreroots Pre-Apprenticeship Program in its entirety and submit a 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. Coreroots Pre-Apprenticeship Program must maintain its level of quality as determined by **Cement Masons & Plasterers Training Centers of Washington** program evaluation.
5. This agreement is subject to change or cancellation by either party at any time.

6. If in any case the Coreroots Pre-Apprenticeship Program curriculum is changed substantially, Coreroots Pre-Apprenticeship Program will notify **Cement Masons & Plasterers Training Centers of Washington**.
7. This agreement may be revised/modified by mutual agreement as needed.
8. Both parties may advertise this agreement.
9. This agreement shall begin the date Coreroots is recognized as a pre-apprenticeship program by the Washington State Apprenticeship and Training Council.

The undersigned parties accept and approve THIS AGREEMENT.

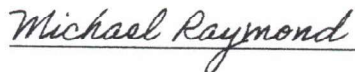
DocuSigned by:



DaWan DuBoise
Training Director
Coreroots pre- apprenticeship

8/30/2024

Date



Michael Raymond
Training Director
Cement Masons & Plasterers Training Centers of Washington

08-28-24

Date